LAMPIRAN

KUESIONER

KUESIONER PENELITIAN

Sehubungan dengan penelitian yang berjudul : **"Pengaruh CSR dan Rewards terhadap Kepuasan Kerja dengan Motivasi Kerja sebagai Variabel Intervening",** maka saya memohon kesediaan Bapak/Ibu/Sdr/i, untuk mengisi kuesioner berikut.

PETUNJUK PENGISIAN KUESIONER :

1. Bacalah pernyataan dengan teliti dan mohon beri jawaban yang jujur.
2. Pilihlah salah satu dari 5 (lima) pilihan jawaban yang tersedia dan yang paling sesuai dengan yang anda alami dan rasakan dengan memberi tanda centang (√) pada pilihan yang tersedia

   Keterangan pilihan :

   STS = Sangat Tidak Setuju = 1

   TS = Tidak Setuju = 2

   CS = Cukup Setuju = 3

   S = Setuju = 4

   SS = Sangat Setuju = 5
3. Kerahasiaan identitas dan jawaban Anda dijamin oleh peneliti.
4. Pastikan tidak ada penyataan yang terlewatkan.
5. Terima kasih atas pastisipasinya.

IDENTITAS RESPONDEN

1. Nama : (boleh tidak diisi)

2. Umur : tahun

3. Lama bekerja :

4. Jenis Kelamin : ☐ Pria

   ☐ Wanita

5. Pendidikan terakhir :

6. Jabatan :

Stempel / Tanda Tangan

A. CSR Internal

No	Pertanyaan	STS	TS	CS	S	SS
1	Perusahaan ini menerapkan sistem gaji atau upah yang memadai dan layak					
2	Perusahaan ini mencoba untuk memperbaiki iklim kerja psikologis pada lingkungan pekerjaan					
3	Perusahaan ini transparan dan terbuka, jujur, memiliki komunikasi yang fleksibel kepada karyawan					
4	Perusahaan ini melibatkan karyawan dalam proses pengambilan keputusan					

B. CSR Eksternal

No	Pertanyaan	STS	TS	CS	S	SS
1	Perusahaan ini menerapkan prosedur dalam menangani komplain konsumen					
2	Perusahaan ini menyediakan informasi yang terpercaya dan jujur kepada konsumen					
3	Organisasi ini menghindari kesalahan dalam promosi penjualan atau iklan dan bebas dari manipulasi dalam melakukan promosi					

4	Perusahaan ini mendukung kegiatan budaya dan olahraga sekitar atau aktivitas masyarakat lainnya yang serupa					
5	Perusahaan ini mendonasikan sebagian pendapatan untuk amal					
6	Perusahaan ini menginvestasikan sebagian pendapatan untuk pembangunan demi kepentingan publik (seperti pembangunan jalan atau rumah sakit)					

C. Intrinsic reward

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya memiliki wewenang untuk membenarkan masalah konsumen ketika terjadi					
2	Saya merasa senang dengan penghargaan atas apa yang telah saya kerjakan di perusahaan ini					
3	Saya mendapatkan apresisasi atau penghargaan dari atasan saya untuk setiap pekerjaan tambahan yang saya kerjakan					

D. Extrinsic Reward

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya merasa puas dengan struktur gaji yang telah ada pada perusahaan ini					
2	Struktur gaji saya direvisi atau diperbaiki setiap tahunnya					
3	Saya memperoleh gaji sesuai dengan					

	pekerjaan yang saya lakukan					
4	Saya mendapatkan penghargaan uang tunai untuk pekerjaan saya setiap tahunnya					

E. Motivasi Kerja

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya merasa adanya perasaan puas secara pribadi ketika saya melakukan pekerjaan saya dengan baik					
2	Saya merasa bangga telah melakukan pekerjaan saya dengan baik ketika saya menerima pekerjaan yang menantang					
3	Saya suka untuk mengenang kembali hari-hari dimana saya bekerja baik itu telah menghasilkan pekerjaan yang maksimal maupun kurang maksimal					

F. Kepuasan Kerja

No	Pertanyaan	STS	TS	CS	S	SS
1	Secara keseluruhan, saya senang dengan pekerjaan saya					
2	Situasi kerja saya saat ini bukanlah sumber dari stress saya di kehidupan saya					
3	Jika harus melakukanya kembali, saya akan tetap memilih untuk bekerja di perusahaan ini					

Terima Kasih Atas Partisipasinya

DATA PENELITIAN

NO	NAMA PERUSAHAAN	NAMA	JENIS KELAMIN	USIA	PENDIDIKAN	LAMA BEKERJA	JABATAN
1	ERELA	Ihsan	PRIA	31-40 tahun	S1	3-5 tahun	Manajer pemasaran
2	ERELA	Ahmad	PRIA	31-40 tahun	S1	3-5 tahun	Manajer operasional
3	ERELA	Liana	WANITA	20-30 tahun	S1	3-5 tahun	Manajer keuangan
4	ERELA	Roy	PRIA	41-50 tahun	S1	3-5 tahun	Manajer personalia
5	ERELA	Renata	WANITA	>50 tahun	S1	> 5 tahun	Manajer accounting
6	ERELA	Luciana	WANITA	31-40 tahun	S1	3-5 tahun	Manajer R&D
7	ERELA	Patricia	WANITA	41-50 tahun	S1	> 5 tahun	Manajer umum
8	SAKA TINTA	Rabeaa	WANITA	>50 tahun	S2	> 5 tahun	Manajer pemasaran
9	SAKA TINTA	Kevin	PRIA	41-50 tahun	D3	> 5 tahun	Manajer keuangan
10	SAKA TINTA	Andini	WANITA	31-40 tahun	D3	3-5 tahun	Manajer operasional
11	SAKA TINTA	Kenan	PRIA	41-50 tahun	S2	> 5 tahun	Manajer personalia
12	HOLI KARYA SAKTI	Raisa	WANITA	31-40 tahun	S1	3-5 tahun	Manajer pemasaran
13	HOLI KARYA SAKTI	Chiko	PRIA	41-50 tahun	S2	> 5 tahun	Manajer keuangan
14	HOLI KARYA SAKTI	Joshua	PRIA	31-40 tahun	S1	3-5 tahun	Manajer operasional
15	HOLI KARYA SAKTI	Mahdi	PRIA	41-50 tahun	D3	> 5 tahun	Manajer personalia
16	HOLI KARYA SAKTI	Ruli	PRIA	31-40 tahun	S1	3-5 tahun	Manajer accounting
17	HOLI KARYA SAKTI	Anditya	WANITA	31-40 tahun	D3	3-5 tahun	Manajer R&D
18	ERIM PLEX	Melati	WANITA	31-40 tahun	S1	3-5 tahun	Manajer pemasaran
19	ERIM PLEX	Peter	PRIA	41-50 tahun	S2	3-5 tahun	Manajer keuangan
20	ERIM PLEX	Firiana	WANITA	31-40 tahun	D3	3-5 tahun	Manajer operasional
21	ERIM PLEX	Victor	PRIA	31-40 tahun	S1	3-5 tahun	Manajer personalia
22	ERIM PLEX	Cornela	WANITA	31-40 tahun	S1	3-5 tahun	Manajer accounting
23	ERIM PLEX	Novita	WANITA	31-40 tahun	D3	3-5 tahun	Manajer R&D
24	ERIM PLEX	Benny	PRIA	31-40 tahun	D3	3-5 tahun	Manajer umum
25	PRAOE LAYAR		PRIA	41-50 tahun	D3	> 5 tahun	Manajer pemasaran
26	PRAOE LAYAR		PRIA	31-40 tahun	S1	3-5 tahun	Manajer keuangan
27	PRAOE LAYAR		WANITA	31-40 tahun	D3	> 5 tahun	Manajer personalia
28	PRAOE LAYAR		WANITA	31-40 tahun	D3	> 5 tahun	Manajer operasional
29	VIRGIN		PRIA	31-40 tahun	S1	3-5 tahun	Manajer pemasaran
30	VIRGIN		PRIA	31-40 tahun	S1	3-5 tahun	Manajer operasional
31	VIRGIN		PRIA	41-50 tahun	S1	> 5 tahun	Manajer personalia
32	VIRGIN		PRIA	31-40 tahun	S1	3-5 tahun	Manajer keuangan
33	VIRGIN		PRIA	41-50 tahun	S1	> 5 tahun	Manajer accounting
34	VIRGIN		WANITA	31-40 tahun	S1	3-5 tahun	Manajer umum
35	VIRGIN		WANITA	31-40 tahun	S1	3-5 tahun	Manajer R&D
36	VIRGIN		WANITA	31-40 tahun	S1	3-5 tahun	Manajer pemasaran
37	VIRGIN		PRIA	31-40 tahun	S1	3-5 tahun	Manajer produksi
38	DAMAITEX	Mamad	PRIA	31-40 tahun	S1	3-5 tahun	Manajer pemasaran
39	DAMAITEX	Asraf	WANITA	>50 tahun	S1	3-5 tahun	Manajer keuangan
40	DAMAITEX	Allen	PRIA	31-40 tahun	D3	> 5 tahun	Manajer personalia
41	DAMAITEX	Pauline	WANITA	31-40 tahun	S2	3-5 tahun	Manajer operasional
42	DAMAITEX	Desi	WANITA	31-40 tahun	D3	3-5 tahun	Manajer accounting
Jumlah							Total
Rata-rata							Rata-rata

CSR Internal				CSR Eksternal						Intrinsic reward		
X1	X2	X3	X4	X1	X2	X3	X4	X5	X6	X1	X2	X3
4	5	4	4	4	4	4	4	4	5	4	4	4
4	4	5	4	4	4	4	4	5	4	4	4	4
4	5	4	4	3	4	4	4	4	5	4	4	4
4	4	1	4	5	4	4	4	1	4	4	4	4
4	4	4	4	3	4	4	4	4	4	4	4	4
4	3	5	4	4	4	4	5	5	5	4	4	5
4	4	3	4	4	4	2	3	3	4	4	2	3
5	3	4	5	4	5	4	4	4	5	5	4	4
4	4	4	4	3	4	2	3	4	4	4	2	3
4	5	4	4	4	4	5	4	4	4	4	5	4
4	4	4	4	4	4	5	4	4	4	4	5	4
3	3	4	3	4	3	3	5	4	3	3	3	5
5	4	4	5	4	5	5	4	4	5	5	5	4
5	5	4	5	4	5	4	4	4	5	5	4	4
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4	4	5	4	4	4	4	5	5	4	4	4	5
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4	5	4	4	4	4	4	5	4	4	4	4	5
4	4	4	4	4	4	5	4	4	4	4	5	4
4	4	2	4	4	4	2	3	2	4	4	2	3
5	4	4	5	4	5	4	4	4	5	5	4	4
4	4	1	4	5	4	3	3	4	4	4	3	3
4	3	3	4	3	3	4	4	4	3	2	3	3
5	4	3	4	3	4	3	4	4	3	3	4	3
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3	4	3	4	5	3	3	3	4	4	3	2	2
4	4	2	2	4	3	2	3	4	4	3	4	4
5	4	4	3	5	5	5	5	5	5	3	4	4
3	3	2	2	3	3	2	4	3	3	3	3	3
3	4	3	2	3	3	2	4	3	3	3	3	3
4	2	2	1	4	3	4	3	3	2	4	3	1
5	3	5	4	4	5	4	4	5	3	2	4	4
4	4	4	3	4	5	4	4	3	4	2	4	3
4	4	5	4	4	4	5	4	4	5	4	5	4
5	4	5	5	5	4	5	5	4	4	4	5	5
5	4	5	4	5	4	5	4	5	4	4	5	4
4	1	3	2	4	1	3	2	1	1	1	3	2
4	4	3	4	4	4	3	4	4	4	4	3	4
174	161	153	156	165	163	158	162	160	164	152	157	155
4,1429	3,8333	3,6429	3,7143	3,9286	3,8810	3,7619	3,8571	3,8095	3,9048	3,6190	3,7381	3,6905

Extrinsic Reward				Motivasi Kerja			Kepuasan Kerja		
X1	X2	X3	X4	X1	X2	X3	X1	X2	X3
5	5	4	4	5	4	4	4	5	5
5	4	5	4	4	5	5	5	4	5
5	4	4	4	3	4	4	4	4	5
5	5	5	5	5	5	4	5	5	5
4	4	4	4	4	4	4	4	4	4
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3	4	5	5	4	5	5	4	4	3
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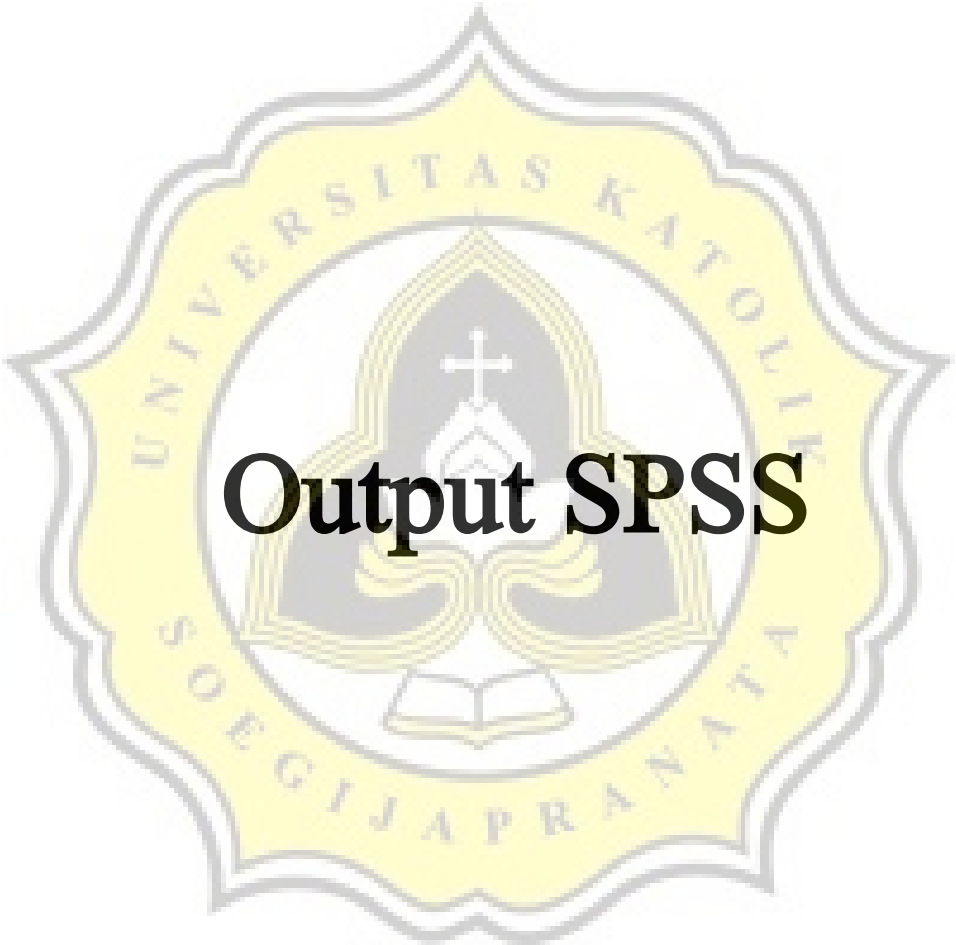
4	4	5	4	4	3	3	4	3	4
4	4	5	4	4	4	4	5	5	4
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	5	5	4	5	4
5	5	4	4	4	5	5	4	4	5
4	4	4	4	4	4	4	4	4	4
5	4	4	4	5	5	5	5	5	5
5	5	5	5	5	5	4	5	5	5
5	5	5	5	5	5	5	5	5	5
4	4	4	4	5	5	5	5	4	4
5	4	4	5	4	5	4	4	5	5
4	4	4	4	4	5	5	4	4	4
4	4	4	4	2	4	4	4	2	4
5	4	4	4	4	4	4	5	4	5
5	5	5	5	5	5	5	5	5	5
3	4	4	4	5	3	3	3	4	4
4	4	4	4	4	3	4	4	3	4
3	3	3	3	4	3	3	4	4	4
3	4	3	3	3	4	3	4	4	3
4	4	4	4	4	4	4	4	4	4
2	4	3	2	4	4	3	3	2	3
4	4	4	3	5	4	4	4	2	4
4	5	4	5	4	3	3	4	3	4
3	4	4	2	3	3	2	4	4	3
3	4	3	2	3	4	3	4	4	3
3	4	2	1	5	5	5	4	2	3
4	5	4	3	5	4	4	4	2	3
4	5	4	2	4	5	4	4	3	4
4	5	4	4	5	5	5	4	4	4
4	4	4	4	4	4	4	5	5	4
4	4	5	4	4	4	5	5	4	4
5	5	5	5	5	5	5	5	2	5
4	4	4	4	4	4	4	4	4	4
171	177	171	160	174	178	172	177	161	173
4,0714	4,2143	4,0714	3,8095	4,1429	4,2381	4,0952	4,2143	3,8333	4,1190

Mean

CSR Internal	CSR Eksternal	Intrinsic reward	Extrinsic reward	Motivasi	Kepuasan kerja
4,25	4,20	4,00	4,50	4,33	4,67
4,25	4,20	4,00	4,50	4,67	4,67
4,25	4,20	4,00	4,25	3,67	4,33
3,25	3,40	4,00	5,00	4,67	5,00
4,00	4,00	4,00	4,00	4,00	4,00
4,00	4,60	4,33	4,25	5,00	4,33
3,75	3,20	3,00	4,00	4,00	4,00
4,25	4,40	4,33	4,25	4,67	3,67
4,00	3,40	3,00	4,00	3,67	4,00
4,25	4,20	4,33	4,25	3,33	3,67
4,00	4,20	4,33	4,25	4,00	4,67
3,25	3,60	3,67	3,00	3,00	3,00
4,50	4,60	4,67	4,00	4,67	4,33
4,75	4,40	4,33	4,50	4,67	4,33
4,00	4,00	4,00	4,00	4,00	4,00
4,00	4,00	4,00	4,25	5,00	5,00
4,25	4,40	4,33	5,00	4,67	5,00
4,00	4,00	3,67	5,00	5,00	5,00
4,25	4,20	4,33	4,00	5,00	4,33
4,25	4,20	4,33	4,50	4,33	4,67
4,00	4,20	4,33	4,00	4,67	4,00
3,50	3,00	3,00	4,00	3,33	3,33
4,50	4,40	4,33	4,25	4,00	4,67
3,25	3,60	3,33	5,00	5,00	5,00
3,50	3,60	2,67	3,75	3,67	3,67
4,00	3,60	3,33	4,00	3,67	3,67
3,75	3,60	2,67	3,00	3,33	4,00
3,25	2,80	2,67	3,25	3,33	3,67
3,75	3,80	4,00	4,00	4,00	4,00
3,50	3,40	2,33	2,75	3,67	2,67
3,00	3,20	3,67	3,75	4,33	3,33
4,00	5,00	3,67	4,50	3,33	3,67
2,50	3,00	3,00	3,25	2,67	3,67
3,00	3,00	3,00	3,00	3,33	3,67
2,25	3,00	2,67	2,50	5,00	3,00
4,25	4,20	3,33	4,00	4,33	3,00
3,75	4,00	3,00	3,75	4,33	3,67
4,25	4,40	4,33	4,25	5,00	4,00
4,75	4,40	4,67	4,00	4,00	4,67
4,50	4,40	4,33	4,25	4,33	4,33
2,50	1,60	2,00	5,00	5,00	4,00
3,75	3,80	3,67	4,00	4,00	4,00



Output SPSS

FREQUENCY

Nama_perusahaan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	DAMAITEX	5	11,9	11,9	11,9
	ERELA	7	16,7	16,7	28,6
	ERIMPLEX	7	16,7	16,7	45,2
	HOLI KARYA SAKTI	6	14,3	14,3	59,5
	PRAOE LAYAR	4	9,5	9,5	69,0
	SAKA TINTA	4	9,5	9,5	78,6
	VIRGIN	9	21,4	21,4	100,0
	Total	42	100,0	100,0	

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PRIA	22	52,4	52,4	52,4
	WANITA	20	47,6	47,6	100,0
	Total	42	100,0	100,0	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>50 tahun	3	7,1	7,1	7,1
	20-30 tahun	1	2,4	2,4	9,5
	31-40 tahun	28	66,7	66,7	76,2
	41-50 tahun	10	23,8	23,8	100,0
	Total	42	100,0	100,0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	12	28,6	28,6	28,6
	S1	25	59,5	59,5	88,1
	S2	5	11,9	11,9	100,0
	Total	42	100,0	100,0	

Lama_bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 5 tahun	13	31,0	31,0	31,0
	3-5 tahun	29	69,0	69,0	100,0
	Total	42	100,0	100,0	

Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Manajer ac	5	11,9	11,9	11,9
	Manajer ke	7	16,7	16,7	28,6
	Manajer op	7	16,7	16,7	45,2
	Manajer pe	15	35,7	35,7	81,0
	Manajer pr	1	2,4	2,4	83,3
	Manajer R&	4	9,5	9,5	92,9
	Manajer um	3	7,1	7,1	100,0
	Total	42	100,0	100,0	

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
CSRInternal * Jenis_Kelamin	42	100,0%	0	0,0%	42	100,0%
CSREksternal * Jenis_Kelamin	42	100,0%	0	0,0%	42	100,0%
IntrinsikReward * Jenis_Kelamin	42	100,0%	0	0,0%	42	100,0%
ExtrinsicReward * Jenis_Kelamin	42	100,0%	0	0,0%	42	100,0%
Motivasi * Jenis_Kelamin	42	100,0%	0	0,0%	42	100,0%
Kepuasan * Jenis_Kelamin	42	100,0%	0	0,0%	42	100,0%
CSRInternal * Umur	42	100,0%	0	0,0%	42	100,0%
CSREksternal * Umur	42	100,0%	0	0,0%	42	100,0%
IntrinsikReward * Umur	42	100,0%	0	0,0%	42	100,0%
ExtrinsicReward * Umur	42	100,0%	0	0,0%	42	100,0%
Motivasi * Umur	42	100,0%	0	0,0%	42	100,0%
Kepuasan * Umur	42	100,0%	0	0,0%	42	100,0%
CSRInternal * Pendidikan	42	100,0%	0	0,0%	42	100,0%
CSREksternal * Pendidikan	42	100,0%	0	0,0%	42	100,0%
IntrinsikReward * Pendidikan	42	100,0%	0	0,0%	42	100,0%
ExtrinsicReward * Pendidikan	42	100,0%	0	0,0%	42	100,0%
Motivasi * Pendidikan	42	100,0%	0	0,0%	42	100,0%
Kepuasan * Pendidikan	42	100,0%	0	0,0%	42	100,0%
CSRInternal * Lama_bekerja	42	100,0%	0	0,0%	42	100,0%
CSREksternal * Lama_bekerja	42	100,0%	0	0,0%	42	100,0%
IntrinsikReward * Lama_bekerja	42	100,0%	0	0,0%	42	100,0%
ExtrinsicReward * Lama_bekerja	42	100,0%	0	0,0%	42	100,0%
Motivasi * Lama_bekerja	42	100,0%	0	0,0%	42	100,0%
Kepuasan * Lama_bekerja	42	100,0%	0	0,0%	42	100,0%
CSRInternal * Jabatan	42	100,0%	0	0,0%	42	100,0%
CSREksternal * Jabatan	42	100,0%	0	0,0%	42	100,0%
IntrinsikReward * Jabatan	42	100,0%	0	0,0%	42	100,0%
ExtrinsicReward * Jabatan	42	100,0%	0	0,0%	42	100,0%
Motivasi * Jabatan	42	100,0%	0	0,0%	42	100,0%
Kepuasan * Jabatan	42	100,0%	0	0,0%	42	100,0%

MEANS

CSRInternal CSREksternal IntrinsikReward ExtrinsicReward Motivasi Kepuasan * Jenis_Kelamin

Jenis_Kelamin		CSRInternal	CSREksternal	Intrinsik Reward	ExtrinsicReward	Motivasi	Kepuasan
PRIA	Mean	3,8750	3,9455	3,7576	4,1023	4,2424	4,1212
	N	22	22	22	22	22	22
	Std. Deviation	,53313	,49831	,63564	,50391	,61877	,58685
WANITA	Mean	3,7875	3,7300	3,6000	3,9750	4,0667	3,9833
	N	20	20	20	20	20	20
	Std. Deviation	,65532	,75749	,76165	,70197	,66315	,62572
Total	Mean	3,8333	3,8429	3,6825	4,0417	4,1587	4,0556
	N	42	42	42	42	42	42
	Std. Deviation	,58868	,63636	,69435	,60212	,63859	,60224

CSRInternal CSREksternal IntrinsikReward ExtrinsicReward Motivasi Kepuasan * Lama_bekerja

Lama_bekerja		CSRInternal	CSREksternal	Intrinsik Reward	ExtrinsicReward	Motivasi	Kepuasan
> 5 tahun	Mean	3,7692	3,7231	3,5641	3,8269	3,8974	3,9487
	N	13	13	13	13	13	13
	Std. Deviation	,58150	,58617	,75012	,41313	,56740	,35606
3-5 tahun	Mean	3,8621	3,8966	3,7356	4,1379	4,2759	4,1034
	N	29	29	29	29	29	29
	Std. Deviation	,59980	,66035	,67483	,65324	,64284	,68489
Total	Mean	3,8333	3,8429	3,6825	4,0417	4,1587	4,0556
	N	42	42	42	42	42	42
	Std. Deviation	,58868	,63636	,69435	,60212	,63859	,60224

CSRInternal CSREksternal IntrinsikReward ExtrinsicReward Motivasi Kepuasan * Jabatan

Jabatan		CSRInternal	CSREksternal	Intrinsik Reward	ExtrinsicReward	Motivasi	Kepuasan
Manajer accounting	Mean	3,5500	3,5600	3,5333	3,9000	3,8000	4,0000
	N	5	5	5	5	5	5
	Std. Deviation	,62249	,51769	,50553	,37914	,86923	,62361
Manajer keuangan	Mean	4,2500	4,2000	3,9524	4,1071	4,0000	4,1429
	N	7	7	7	7	7	7
	Std. Deviation	,28868	,55377	,65060	,19670	,60858	,37796
Manajer operasional	Mean	3,8214	3,5429	3,4286	4,1071	4,1429	3,9524
	N	7	7	7	7	7	7
	Std. Deviation	,77344	1,03095	1,04906	,80178	,69007	,70523
Manajer pemasaran	Mean	3,9375	4,0250	3,7500	4,0938	4,2500	3,8750
	N	8	8	8	8	8	8
	Std. Deviation	,39528	,32842	,55635	,58152	,68429	,71130
Manajer personalia	Mean	3,7857	3,8571	3,9048	4,0357	4,1905	4,1905
	N	7	7	7	7	7	7
	Std. Deviation	,50885	,45774	,59982	,60257	,46576	,53945
Manajer produksi	Mean	3,7500	4,0000	3,0000	3,7500	4,3333	3,6667
	N	1	1	1	1	1	1
	Std. Deviation	.	.	.	.	.	.
Manajer R&D	Mean	3,7500	4,1000	3,9167	4,0000	4,6667	4,2500
	N	4	4	4	4	4	4
	Std. Deviation	1,02062	,73937	,83333	1,06066	,47140	,87665
Manajer umum	Mean	3,3333	3,2667	3,1111	4,0000	4,1111	4,2222
	N	3	3	3	3	3	3
	Std. Deviation	,38188	,30551	,19245	1,00000	,83887	,69389
Total	Mean	3,8333	3,8429	3,6825	4,0417	4,1587	4,0556
	N	42	42	42	42	42	42
	Std. Deviation	,58868	,63636	,69435	,60212	,63859	,60224

DESCRIPTIVES

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
CSRInternal	42	2,25	4,75	3,8333	,58868
CSREksternal	42	1,60	5,00	3,8429	,63636
IntrinsikReward	42	2,00	4,67	3,6825	,69435
ExtrinsicReward	42	2,50	5,00	4,0417	,60212
Motivasi	42	2,67	5,00	4,1587	,63859
Kepuasan	42	2,67	5,00	4,0556	,60224
Valid N (listwise)	42				

VALIDITAS

Reliability: CSR INTERNAL

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded[a]	0	,0
	Total	42	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,646	4

Item Statistics

	Mean	Std. Deviation	N
X1	4,1429	,56618	42
X2	3,8333	,79378	42
X3	3,6429	1,03173	42
X4	3,7143	,91826	42

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	11,1905	4,402	,346	,635
X2	11,5000	3,817	,354	,624
X3	11,6905	2,999	,414	,603
X4	11,6190	2,729	,650	,393

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15,3333	5,545	2,35472	4

Reliability: CSR EXTERNAL (1)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded[a]	0	,0
	Total	42	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,789	6

Item Statistics

	Mean	Std. Deviation	N
X1	3,9286	,63985	42
X2	3,8810	,77152	42
X3	3,7619	,95788	42
X4	3,8571	,71811	42
X5	3,8095	,89000	42
X6	3,9048	,87818	42

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	19,2143	10,124	,283	,807
X2	19,2619	8,100	,681	,724
X3	19,3810	7,998	,511	,768
X4	19,2857	8,599	,611	,743
X5	19,3333	8,130	,545	,757
X6	19,2381	7,796	,636	,732

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23,1429	11,686	3,41854	6

Reliability: CSR EXTERNAL (2)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded[a]	0	,0
	Total	42	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,807	5

Item Statistics

	Mean	Std. Deviation	N
X2	3,8810	,77152	42
X3	3,7619	,95788	42
X4	3,8571	,71811	42
X5	3,8095	,89000	42
X6	3,9048	,87818	42

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2	15,3333	6,764	,689	,743
X3	15,4524	6,742	,495	,804
X4	15,3571	7,211	,622	,765
X5	15,4048	6,637	,588	,771
X6	15,3095	6,609	,608	,764

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19,2143	10,124	3,18178	5

Reliability: INTRINSIC REWARD

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded[a]	0	,0
	Total	42	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,699	3

Item Statistics

	Mean	Std. Deviation	N
X1	3,6190	,90937	42
X2	3,7381	,88509	42
X3	3,6905	,84068	42

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	7,4286	2,348	,418	,731
X2	7,3095	2,170	,531	,587
X3	7,3571	2,138	,608	,493

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11,0476	4,339	2,08306	3

Reliability: EXTRINSIC REWARD

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded[a]	0	,0
	Total	42	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,823	4

Item Statistics

	Mean	Std. Deviation	N
X1	4,0714	,77752	42
X2	4,2143	,51965	42
X3	4,0714	,67690	42
X4	3,8095	,94322	42

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	12,0952	3,210	,713	,744
X2	11,9524	4,485	,475	,847
X3	12,0952	3,454	,751	,734
X4	12,3571	2,674	,725	,752

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16,1667	5,801	2,40849	4

Reliability: MOTIVASI KERJA

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded[a]	0	,0
	Total	42	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,798	3

Item Statistics

	Mean	Std. Deviation	N
X1	4,1429	,75131	42
X2	4,2381	,72615	42
X3	4,0952	,79048	42

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	8,3333	2,081	,473	,893
X2	8,2381	1,747	,727	,638
X3	8,3810	1,559	,753	,599

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12,4762	3,670	1,91576	3

Reliability: KEPUASAN KERJA

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded[a]	0	,0
	Total	42	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,701	3

Item Statistics

	Mean	Std. Deviation	N
X1	4,2143	,56464	42
X2	3,8333	,96061	42
X3	4,1190	,70546	42

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	7,9524	2,046	,556	,612
X2	8,3333	1,252	,507	,696
X3	8,0476	1,705	,576	,544

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12,1667	3,264	1,80672	3

HIPOTESIS

REGRESSION

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSRInternal[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,424[a]	,180	,159	,51083

a. Predictors: (Constant), CSRInternal

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,289	1	2,289	8,774	,005[b]
	Residual	10,438	40	,261		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), CSRInternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,240	,631		3,550	,001
	CSRInternal	,474	,160	,424	2,962	,005

a. Dependent Variable: Kepuasan

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSRInternal[b]	.	Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,331[a]	,109	,087	,58521

a. Predictors: (Constant), CSRInternal

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,680	1	1,680	4,905	,033[b]
	Residual	13,699	40	,342		
	Total	15,378	41			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), CSRInternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,570	,723		3,554	,001
	CSRInternal	,406	,183	,331	2,215	,033

a. Dependent Variable: Motivasi

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Motivasi, CSRInternal[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,535[a]	,286	,249	,48272

a. Predictors: (Constant), Motivasi, CSRInternal

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,640	2	1,820	7,809	,001[b]
	Residual	9,088	39	,233		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), Motivasi, CSRInternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,434	,684		2,096	,043
	CSRInternal	,346	,160	,310	2,163	,037
	Motivasi	,314	,130	,345	2,407	,021

a. Dependent Variable: Kepuasan

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSREksternal[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,402[a]	,162	,141	,51638

a. Predictors: (Constant), CSREksternal

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,061	1	2,061	7,731	,008[b]
	Residual	10,666	40	,267		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), CSREksternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,444	,599		4,077	,000
	CSREksternal	,419	,151	,402	2,781	,008

a. Dependent Variable: Kepuasan

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSREksternal[b]	.	Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,483[a]	,233	,214	,54288

a. Predictors: (Constant), CSREksternal

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,590	1	3,590	12,179	,001[b]
	Residual	11,789	40	,295		
	Total	15,378	41			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), CSREksternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,979	,630		3,141	,003
	CSREksternal	,553	,159	,483	3,490	,001

a. Dependent Variable: Motivasi

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Motivasi, CSREksternal[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,496[a]	,246	,207	,49619

a. Predictors: (Constant), Motivasi, CSREksternal

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,125	2	1,563	6,347	,004[b]
	Residual	9,602	39	,246		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), Motivasi, CSREksternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,849	,643		2,876	,007
	CSREksternal	,253	,166	,243	1,529	,134
	Motivasi	,300	,145	,330	2,079	,044

a. Dependent Variable: Kepuasan

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	IntrinsikReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,328[a]	,108	,085	,53285

a. Predictors: (Constant), IntrinsikReward

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,370	1	1,370	4,826	,034[b]
	Residual	11,357	40	,284		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), IntrinsikReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,743	,621		4,415	,000
	IntrinsikReward	,351	,160	,328	2,197	,034

a. Dependent Variable: Kepuasan

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	IntrinsikReward[b]	.	Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,454[a]	,206	,186	,55244

a. Predictors: (Constant), IntrinsikReward

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,171	1	3,171	10,390	,003[b]
	Residual	12,208	40	,305		
	Total	15,378	41			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), IntrinsikReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,101	,644		3,263	,002
	IntrinsikReward	,533	,165	,454	3,223	,003

a. Dependent Variable: Motivasi

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Motivasi, IntrinsikReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,469[a]	,220	,180	,50454

a. Predictors: (Constant), Motivasi, IntrinsikReward

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,800	2	1,400	5,499	,008[b]
	Residual	9,928	39	,255		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), Motivasi, IntrinsikReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,024	,662		3,058	,004
	IntrinsikReward	,168	,170	,157	,991	,328
	Motivasi	,342	,144	,376	2,370	,023

a. Dependent Variable: Kepuasan

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	ExtrinsicReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,679[a]	,460	,447	,41434

a. Predictors: (Constant), ExtrinsicReward

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,860	1	5,860	34,134	,000[b]
	Residual	6,867	40	,172		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), ExtrinsicReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,558	,439		3,548	,001
	ExtrinsicReward	,628	,107	,679	5,842	,000

a. Dependent Variable: Kepuasan

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	ExtrinsicReward[b]	.	Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,373[a]	,139	,118	,57526

a. Predictors: (Constant), ExtrinsicReward

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,142	1	2,142	6,472	,015[b]
	Residual	13,237	40	,331		
	Total	15,378	41			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), ExtrinsicReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,624	,610		4,306	,000
	ExtrinsicReward	,380	,149	,373	2,544	,015

a. Dependent Variable: Motivasi

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Motivasi, ExtrinsicReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,710[a]	,504	,479	,40220

a. Predictors: (Constant), Motivasi, ExtrinsicReward

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6,419	2	3,209	19,840	,000[b]
	Residual	6,309	39	,162		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), Motivasi, ExtrinsicReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,019	,516		1,976	,055
	ExtrinsicReward	,550	,112	,594	4,891	,000
	Motivasi	,205	,111	,226	1,858	,071

a. Dependent Variable: Kepuasan

PERSAMAAN TIAP MODEL

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSRInternal[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,424[a]	,180	,159	,51083

a. Predictors: (Constant), CSRInternal

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,289	1	2,289	8,774	,005[b]
	Residual	10,438	40	,261		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), CSRInternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,240	,631		3,550	,001
	CSRInternal	,474	,160	,424	2,962	,005

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,4244	4,4900	4,0953	,23631	42
Residual	-,87614	1,22040	,00000	,50456	42
Std. Predicted Value	-2,839	1,670	,000	1,000	42
Std. Residual	-1,715	2,389	,000	,988	42

a. Dependent Variable: Kepuasan

NPar Tests: PER 1 MOD 1

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,50456030
Most Extreme Differences	Absolute	,156
	Positive	,156
	Negative	-,075
Test Statistic		,156
Asymp. Sig. (2-tailed)		,012[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSRInternal[b]	.	Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,331[a]	,109	,087	,58521

a. Predictors: (Constant), CSRInternal

b. Dependent Variable: Motivasi

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,680	1	1,680	4,905	,033[b]
	Residual	13,699	40	,342		
	Total	15,378	41			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), CSRInternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,570	,723		3,554	,001
	CSRInternal	,406	,183	,331	2,215	,033

a. Dependent Variable: Motivasi

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,5840	4,4967	4,1587	,20242	42
Residual	-1,22154	1,41603	,00000	,57802	42
Std. Predicted Value	-2,839	1,670	,000	1,000	42
Std. Residual	-2,087	2,420	,000	,988	42

a. Dependent Variable: Motivasi

NPar Tests: PER 2 MOD 1

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,57802455
Most Extreme Differences	Absolute	,067
	Positive	,067
	Negative	-,067
Test Statistic		,067
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSRInternal, Motivasi[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,535[a]	,286	,249	,48272

a. Predictors: (Constant), CSRInternal, Motivasi

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,640	2	1,820	7,809	,001[b]
	Residual	9,088	39	,233		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), CSRInternal, Motivasi

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,434	,684		2,096	,043
	Motivasi	,314	,130	,345	2,407	,021
	CSRInternal	,346	,160	,310	2,163	,037

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,3961	4,5614	4,0953	,29794	42
Residual	-1,07851	1,28890	,00000	,47080	42
Std. Predicted Value	-2,347	1,564	,000	1,000	42
Std. Residual	-2,234	2,670	,000	,975	42

a. Dependent Variable: Kepuasan

NPar Tests: PER 3 MOD 1

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,47080121
Most Extreme Differences	Absolute	,093
	Positive	,093
	Negative	-,055
Test Statistic		,093
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression: PER 1 MOD 1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,308	,372		3,516	,001
	CSRInternal	-,236	,094	-,367	-2,499	,017

a. Dependent Variable: ABS_RES

Regression: PER 2 MOD 1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,516	,380		3,989	,000
	CSRInternal	-,268	,096	-,403	-2,781	,008

a. Dependent Variable: ABS_RES

Regression: PER 3 MOD 1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,587	,421		1,394	,171
	CSRInternal	-,170	,098	-,280	-1,725	,092
	Motivasi	,105	,080	,212	1,304	,200

a. Dependent Variable: ABS_RES

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSREksternal[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,402[a]	,162	,141	,51638

a. Predictors: (Constant), CSREksternal

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,061	1	2,061	7,731	,008[b]
	Residual	10,666	40	,267		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), CSREksternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,444	,599		4,077	,000
	CSREksternal	,419	,151	,402	2,781	,008

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,6180	4,5407	4,0953	,22423	42
Residual	-1,20296	1,13037	,00000	,51004	42
Std. Predicted Value	-2,129	1,986	,000	1,000	42
Std. Residual	-2,330	2,189	,000	,988	42

a. Dependent Variable: Kepuasan

NPar Tests: PER 4 MODEL 2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,51004101
Most Extreme Differences	Absolute	,113
	Positive	,113
	Negative	-,071
Test Statistic		,113
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	CSREksternal[b]	.	Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,483[a]	,233	,214	,54288

a. Predictors: (Constant), CSREksternal

b. Dependent Variable: Motivasi

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,590	1	3,590	12,179	,001[b]
	Residual	11,789	40	,295		
	Total	15,378	41			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), CSREksternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,979	,630		3,141	,003
	CSREksternal	,553	,159	,483	3,490	,001

a. Dependent Variable: Motivasi

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,5288	4,7464	4,1587	,29589	42
Residual	-1,07635	1,24984	,00000	,53622	42
Std. Predicted Value	-2,129	1,986	,000	1,000	42
Std. Residual	-1,983	2,302	,000	,988	42

a. Dependent Variable: Motivasi

NPar Tests: PERS 5 MOD 2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,53622336
Most Extreme Differences	Absolute	,070
	Positive	,060
	Negative	-,070
Test Statistic		,070
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Motivasi, CSREksternal[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,496[a]	,246	,207	,49619

a. Predictors: (Constant), Motivasi, CSREksternal

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,125	2	1,563	6,347	,004[b]
	Residual	9,602	39	,246		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), Motivasi, CSREksternal

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,849	,643		2,876	,007
	CSREksternal	,253	,166	,243	1,529	,134
	Motivasi	,300	,145	,330	2,079	,044

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,4096	4,5156	4,0953	,27609	42
Residual	-1,34389	1,13706	,00000	,48394	42
Std. Predicted Value	-2,484	1,522	,000	1,000	42
Std. Residual	-2,708	2,292	,000	,975	42

a. Dependent Variable: Kepuasan

NPar Tests: PERS 6 MOD 2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,48393849
Most Extreme Differences	Absolute	,082
	Positive	,082
	Negative	-,056
Test Statistic		,082
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression: PERS 4 MOD 2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,436	,393		1,111	,273
	CSREksternal	-,014	,099	-,023	-,143	,887

a. Dependent Variable: ABS_RES

Regression: PERS 5 MOD 2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,418	,373		1,123	,268
	CSREksternal	,002	,094	,004	,023	,981

a. Dependent Variable: ABS_RES

Regression: PERS 6 MOD 2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,232	,402		,578	,567
	CSREksternal	-,022	,103	-,038	-,208	,836
	Motivasi	,054	,090	,109	,598	,553

a. Dependent Variable: ABS_RES

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	IntrinsikReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,328[a]	,108	,085	,53285

a. Predictors: (Constant), IntrinsikReward

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,370	1	1,370	4,826	,034[b]
	Residual	11,357	40	,284		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), IntrinsikReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,743	,621		4,415	,000
	IntrinsikReward	,351	,160	,328	2,197	,034

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,6779	4,3792	4,0953	,18281	42
Residual	-1,59447	1,08837	,00000	,52631	42
Std. Predicted Value	-2,284	1,553	,000	1,000	42
Std. Residual	-2,992	2,043	,000	,988	42

a. Dependent Variable: Kepuasan

NPar Tests: PERS 7 MOD 3

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,52631006
Most Extreme Differences	Absolute	,102
	Positive	,089
	Negative	-,102
Test Statistic		,102
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	IntrinsikReward[b]	.	Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,454[a]	,206	,186	,55244

a. Predictors: (Constant), IntrinsikReward

b. Dependent Variable: Motivasi

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,171	1	3,171	10,390	,003[b]
	Residual	12,208	40	,305		
	Total	15,378	41			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), IntrinsikReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,101	,644		3,263	,002
	IntrinsikReward	,533	,165	,454	3,223	,003

a. Dependent Variable: Motivasi

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,5236	4,5905	4,1587	,27810	42
Residual	-1,39215	,94118	,00000	,54566	42
Std. Predicted Value	-2,284	1,553	,000	1,000	42
Std. Residual	-2,520	1,704	,000	,988	42

a. Dependent Variable: Motivasi

NPar Tests: PERS 8 MOD 3

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,54566180
Most Extreme Differences	Absolute	,132
	Positive	,069
	Negative	-,132
Test Statistic		,132
Asymp. Sig. (2-tailed)		,065[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Regression: PERS 7 MOD 3

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,236	,406		,582	,564
	IntrinsikReward	,041	,104	,061	,390	,699

a. Dependent Variable: ABS_RES

Regression: PERS 8 MOD 3

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,393	,356		1,104	,276
	IntrinsikReward	,014	,092	,025	,158	,875

a. Dependent Variable: ABS_RES

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	ExtrinsicReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,679[a]	,460	,447	,41434

a. Predictors: (Constant), ExtrinsicReward

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,860	1	5,860	34,134	,000[b]
	Residual	6,867	40	,172		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), ExtrinsicReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,558	,439		3,548	,001
	ExtrinsicReward	,628	,107	,679	5,842	,000

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,1273	4,6970	4,0953	,37806	42
Residual	-,73582	,87267	,00000	,40926	42
Std. Predicted Value	-2,560	1,592	,000	1,000	42
Std. Residual	-1,776	2,106	,000	,988	42

a. Dependent Variable: Kepuasan

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Motivasi, IntrinsikReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,469[a]	,220	,180	,50454

a. Predictors: (Constant), Motivasi, IntrinsikReward

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,800	2	1,400	5,499	,008[b]
	Residual	9,928	39	,255		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), Motivasi, IntrinsikReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,024	,662		3,058	,004
	IntrinsikReward	,168	,170	,157	,991	,328
	Motivasi	,342	,144	,376	2,370	,023

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,5533	4,4633	4,0953	,26131	42
Residual	-1,56679	1,15996	,00000	,49208	42
Std. Predicted Value	-2,074	1,408	,000	1,000	42
Std. Residual	-3,105	2,299	,000	,975	42

a. Dependent Variable: Kepuasan

NPar Tests: PERS 9 MOD 3

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,49207861
Most Extreme Differences	Absolute	,103
	Positive	,103
	Negative	-,102
Test Statistic		,103
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression: PERS 9 MOD 3

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,073	,423		,172	,865
	IntrinsikReward	,044	,108	,073	,406	,687
	Motivasi	,031	,092	,060	,339	,737

a. Dependent Variable: ABS_RES

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	ExtrinsicReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,679[a]	,460	,447	,41434

a. Predictors: (Constant), ExtrinsicReward

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5,860	1	5,860	34,134	,000[b]
	Residual	6,867	40	,172		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), ExtrinsicReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,558	,439		3,548	,001
	ExtrinsicReward	,628	,107	,679	5,842	,000

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,1273	4,6970	4,0953	,37806	42
Residual	-,73582	,87267	,00000	,40926	42
Std. Predicted Value	-2,560	1,592	,000	1,000	42
Std. Residual	-1,776	2,106	,000	,988	42

a. Dependent Variable: Kepuasan

NPar Tests: PERS 10 MOD 4

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,40925792
Most Extreme Differences	Absolute	,123
	Positive	,087
	Negative	-,123
Test Statistic		,123
Asymp. Sig. (2-tailed)		,109[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	ExtrinsicReward[b]	.	Enter

a. Dependent Variable: Motivasi

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,373[a]	,139	,118	,57526

a. Predictors: (Constant), ExtrinsicReward

b. Dependent Variable: Motivasi

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,142	1	2,142	6,472	,015[b]
	Residual	13,237	40	,331		
	Total	15,378	41			

a. Dependent Variable: Motivasi

b. Predictors: (Constant), ExtrinsicReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,624	,610		4,306	,000
	ExtrinsicReward	,380	,149	,373	2,544	,015

a. Dependent Variable: Motivasi

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,5735	4,5224	4,1587	,22856	42
Residual	-1,19148	1,42654	,00000	,56820	42
Std. Predicted Value	-2,560	1,592	,000	1,000	42
Std. Residual	-2,071	2,480	,000	,988	42

a. Dependent Variable: Motivasi

NPar Tests: PERS 11 MOD 4

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,56819653
Most Extreme Differences	Absolute	,076
	Positive	,075
	Negative	-,076
Test Statistic		,076
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Motivasi, ExtrinsicReward[b]	.	Enter

a. Dependent Variable: Kepuasan

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,710[a]	,504	,479	,40220

a. Predictors: (Constant), Motivasi, ExtrinsicReward

b. Dependent Variable: Kepuasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6,419	2	3,209	19,840	,000[b]
	Residual	6,309	39	,162		
	Total	12,727	41			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), Motivasi, ExtrinsicReward

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,019	,516		1,976	,055
	ExtrinsicReward	,550	,112	,594	4,891	,000
	Motivasi	,205	,111	,226	1,858	,071

a. Dependent Variable: Kepuasan

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,2845	4,7951	4,0953	,39566	42
Residual	-,79513	,62685	,00000	,39226	42
Std. Predicted Value	-2,049	1,769	,000	1,000	42
Std. Residual	-1,977	1,559	,000	,975	42

a. Dependent Variable: Kepuasan

NPar Tests: PERS 12 MOD 4

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	,39226475
Most Extreme Differences	Absolute	,093
	Positive	,068
	Negative	-,093
Test Statistic		,093
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Regression: PERS 10 MOD 4

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,524	,250		2,099	,042
	ExtrinsicReward	-,048	,061	-,122	-,780	,440

a. Dependent Variable: ABS_RES

Regression: PERS 11 MOD 4

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1,163	,338		3,444	,001
	ExtrinsicReward	-,175	,083	-,317	-2,117	,041

a. Dependent Variable: ABS_RES

Regression: PERS 12 MOD 4

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	,408	,284		1,438	,158
	ExtrinsicReward	-,040	,062	-,110	-,642	,525
	Motivasi	,018	,061	,051	,299	,767

a. Dependent Variable: ABS_RES

Filename:
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