

Lampiran 1

```
NPART TESTS  
/K-S(NORMAL)=kinerja  
/STATISTICS DESCRIPTIVES  
/MISSING ANALYSIS.
```

➔ **NPar Tests**

[DataSet0]

**Descriptive Statistics**

	N	Mean	Std. Deviation	Minimum	Maximum
kinerja	137	12.91	3.106	5	20

**One-Sample Kolmogorov-Smirnov Test**

		kinerja
N		137
Normal Parameters <sup>a,b</sup>	Mean	12.91
	Std. Deviation	3.106
Most Extreme Differences	Absolute	.115
	Positive	.088
	Negative	-.115
Kolmogorov-Smirnov Z		1.346
Asymp. Sig. (2-tailed)		.053

- a. Test distribution is Normal.
- b. Calculated from data.

## Lampiran 2

### → Means

Case Processing Summary						
	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * kelas	23	100.0%	0	0.0%	23	100.0%

### Report

kinerja

kelas	Mean	N	Std. Deviation
kelas 2	13.57	7	2.225
kelas 3	12.80	5	3.114
kelas 4	14.50	6	1.378
kelas TO	12.60	5	2.302
Total	13.43	23	2.253

### ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * kelas	Between Groups (Combined)	12.438	3	4.146	.794	.512
	Within Groups	99.214	19	5.222		
	Total	111.652	22			

### Measures of Association

	Eta	Eta Squared
kinerja * kelas	.334	.111

### Lampiran 3

#### → Means

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * kelas	20	100.0%	0	0.0%	20	100.0%

#### Report

kinerja

kelas	Mean	N	Std. Deviation
kelas 2	10.00	6	1.789
kelas 3	10.00	6	.894
kelas 4	10.50	4	1.291
kelas TO	11.50	4	2.646
Total	10.40	20	1.667

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * kelas	Between Groups (Combined)	6.800	3	2.267	.788	.518
	Within Groups	46.000	16	2.875		
	Total	52.800	19			

**Measures of Association**

	Eta	Eta Squared
kinerja * kelas	.359	.129

## Lampiran 4

### → Means

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * kelas	23	100.0%	0	0.0%	23	100.0%

### Report

kinerja

kelas	Mean	N	Std. Deviation
kelas 2	14.00	5	3.536
kelas 3	11.17	6	3.251
kelas 4	13.60	5	4.722
kelas TO	13.43	7	2.070
Total	13.00	23	3.344

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * kelas	Between Groups (Combined)	28.252	3	9.417	.822	.498
	Within Groups	217.748	19	11.460		
	Total	246.000	22			

**Measures of Association**

	Eta	Eta Squared
kinerja * kelas	.339	.115

## Lampiran 5

### → Means

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * kelas	23	100.0%	0	0.0%	23	100.0%

### Report

kinerja

kelas	Mean	N	Std. Deviation
kelas 2	11.25	4	1.708
kelas 3	14.00	5	6.042
kelas 4	14.00	5	4.848
kelas TO	12.22	9	3.232
Total	12.83	23	4.041

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * kelas	Between Groups (Combined)	26.999	3	9.000	.515	.677
	Within Groups	332.306	19	17.490		
	Total	359.304	22			

**Measures of Association**

	Eta	Eta Squared
kinerja * kelas	.274	.075

## Lampiran 6

### → Means

#### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * kelas	25	100.0%	0	0.0%	25	100.0%

#### Report

kinerja

kelas	Mean	N	Std. Deviation
kelas 2	11.43	7	3.101
kelas 3	12.00	6	3.162
kelas 4	10.00	5	3.082
kelas TO	14.29	7	2.430
Total	12.08	25	3.161

#### ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kinerja * kelas	Between Groups	(Combined)	58.697	3	19.566	2.268	.110
	Within Groups		181.143	21	8.626		
	Total		239.840	24			

#### Measures of Association

	Eta	Eta Squared
kinerja * kelas	.495	.245

Lampiran 7

→ Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * kelas	23	100.0%	0	0.0%	23	100.0%

Report

kinerja

kelas	Mean	N	Std. Deviation
kelas 2	12.50	6	2.345
kelas 3	11.20	5	2.387
kelas 4	14.20	5	2.387
kelas TO	13.71	7	2.215
Total	12.96	23	2.440

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kinerja * kelas	Between Groups	(Combined)	28.428	3	9.476	1.756	.190
	Within Groups		102.529	19	5.396		
	Total		130.957	22			

Measures of Association

	Eta	Eta Squared
kinerja * kelas	.466	.217

## Lampiran 8

```

GET
  FILE=' /Users/Macbook/Downloads/skripsi mona/OUTPUT YANG DIPAKE/data spss uji beda BxHM.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
DATASET ACTIVATE DataSet0.
DATASET CLOSE DataSet1.
MEANS TABLES=kinerja BY gender
  /CELLS MEAN COUNT STDDEV
  /STATISTICS ANOVA.
  
```

### → Means

[DataSet0]

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * gender	23	100.0%	0	0.0%	23	100.0%

Report

kinerja			
gender	Mean	N	Std. Deviation
pria	11.91	11	2.256
wanita	14.83	12	1.030
Total	13.43	23	2.253

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * gender	Between Groups (Combined)	49.076	1	49.076	16.470	.001
	Within Groups	62.576	21	2.980		
	Total	111.652	22			

Measures of Association

	Eta	Eta Squared
kinerja * gender	.663	.440

## Lampiran 9

```
MEANS TABLES=kinerja BY gender
/CELLS MEAN COUNT STDDEV
/STATISTICS ANOVA.
```

### → Means

[DataSet0]

#### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * gender	20	100.0%	0	0.0%	20	100.0%

#### Report

kinerja

gender	Mean	N	Std. Deviation
pria	9.14	7	1.215
wanita	11.08	13	1.498
Total	10.40	20	1.667

#### ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * gender	Between Groups (Combined)	17.020	1	17.020	8.562	.009
	Within Groups	35.780	18	1.988		
	Total	52.800	19			

#### Measures of Association

	Eta	Eta Squared
kinerja * gender	.568	.322

Lampiran 10

→ Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * gender	23	100.0%	0	0.0%	23	100.0%

Report

kinerja

gender	Mean	N	Std. Deviation
pria	12.63	8	3.543
wanita	13.20	15	3.342
Total	13.00	23	3.344

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * gender	Between Groups (Combined)	1.725	1	1.725	.148	.704
	Within Groups	244.275	21	11.632		
	Total	246.000	22			

Measures of Association

	Eta	Eta Squared
kinerja * gender	.084	.007

Lampiran 11

→ Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * gender	23	100.0%	0	0.0%	23	100.0%

Report

kinerja

gender	Mean	N	Std. Deviation
pria	13.67	9	5.148
wanita	12.29	14	3.245
Total	12.83	23	4.041

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * gender	Between Groups (Combined)	10.447	1	10.447	.629	.437
	Within Groups	348.857	21	16.612		
	Total	359.304	22			

Measures of Association

	Eta	Eta Squared
kinerja * gender	.171	.029

Lampiran 12

→ Means

Case Processing Summary						
	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * gender	25	100.0%	0	0.0%	25	100.0%

Report

kinerja

gender	Mean	N	Std. Deviation
pria	10.25	12	2.896
wanita	13.77	13	2.421
Total	12.08	25	3.161

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * gender	Between Groups (Combined)	77.282	1	77.282	10.935	.003
	Within Groups	162.558	23	7.068		
	Total	239.840	24			

Measures of Association

	Eta	Eta Squared
kinerja * gender	.568	.322

Lampiran 13

→ Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * gender	23	100.0%	0	0.0%	23	100.0%

Report

kinerja

gender	Mean	N	Std. Deviation
pria	12.91	11	2.119
wanita	13.00	12	2.796
Total	12.96	23	2.440

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
kinerja * gender	Between Groups (Combined)	.047	1	.047	.008	.931
	Within Groups	130.909	21	6.234		
	Total	130.957	22			

Measures of Association

	Eta	Eta Squared
kinerja * gender	.019	.000

## Lampiran 14

[DataSet3] /Users/Macbook/Downloads/skripsi mona/OUTPUT PALING BARU TERAKHIR PAKE INI!/data s;  
v

### Warnings

Post hoc tests are not performed for kinerja because there are fewer than three groups.
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### Descriptives

kinerja

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
tertarik	16	13.69	3.027	.757	12.07	15.30	9	18
tidak tertarik	7	9.71	2.215	.837	7.67	11.76	8	14
Total	23	12.48	3.329	.694	11.04	13.92	8	18

### Test of Homogeneity of Variances

kinerja

Levene Statistic	df1	df2	Sig.
2.260	1	21	.148

### ANOVA

kinerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	76.873	1	76.873	9.674	.005
Within Groups	166.866	21	7.946		
Total	243.739	22			

## Lampiran 15

### Means

[DataSet3] /Users/Macbook/Downloads/skripsi mona/OUTPUT PALING BARU TERAKHIR PAKE INI!/data sg  
v

#### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kriteria_daya_tarik * gender	23	100.0%	0	0.0%	23	100.0%

#### Report

kriteria\_daya\_tarik

gender	Mean	N	Std. Deviation
pria	1.25	8	.463
wanita	1.33	15	.488
Total	1.30	23	.470

#### ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
kriteria_daya_tarik * gender	Between Groups (Combined)	.036	1	.036	.157	.696
	Within Groups	4.833	21	.230		
	Total	4.870	22			

#### Measures of Association

	Eta	Eta Squared
kriteria_daya_tarik * gender	.086	.007

## Lampiran 16

### Oneway

[DataSet1] /Users/Macbook/Downloads/skripsi mona/OUTPUT PALING BARU TERAKHIR PAKE INI!/data s; v

#### Warnings

Post hoc tests are not performed for kinerja because there are fewer than three groups.

#### Descriptives

kinerja

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
tertarik	14	13.64	3.754	1.003	11.48	15.81	10	20
tidak tertarik	8	9.00	2.330	.824	7.05	10.95	7	13
Total	22	11.95	3.970	.846	10.19	13.71	7	20

#### Test of Homogeneity of Variances

kinerja

Levene Statistic	df1	df2	Sig.
5.644	1	20	.028

#### ANOVA

kinerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	109.740	1	109.740	9.922	.005
Within Groups	221.214	20	11.061		
Total	330.955	21			

Lampiran 17

→ **Means**

[DataSet1] /Users/Macbook/Downloads/skripsi mona/OUTPUT PALING BARU TERAKHIR PAKE INI!/data s  
v

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kriteria_daya_tarik * gender	23	100.0%	0	0.0%	23	100.0%

**Report**

kriteria\_daya\_tarik

gender	Mean	N	Std. Deviation
pria	1.44	9	.527
wanita	1.36	14	.497
Total	1.39	23	.499

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
kriteria_daya_tarik * gender	Between Groups (Combined)	.042	1	.042	.161	.692
	Within Groups	5.437	21	.259		
	Total	5.478	22			

**Measures of Association**

	Eta	Eta Squared
kriteria_daya_tarik *	.087	.008

Lampiran 18

**→ Oneway**

[DataSet1] /Users/Macbook/Downloads/skripsi mona/OUTPUT PALING BARU TERAKHIR PAKE INI!/data spss one v

**Warnings**

Post hoc tests are not performed for kinerja because there are fewer than three groups.

**Descriptives**

kinerja

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
butuh pengakuan	16	13.38	1.821	.455	12.40	14.35	10	15
tidak butuh pengakuan	7	9.86	2.734	1.033	7.33	12.39	8	16
Total	23	12.30	2.653	.553	11.16	13.45	8	16

**Test of Homogeneity of Variances**

kinerja

Levene Statistic	df1	df2	Sig.
.144	1	21	.708

**ANOVA**

kinerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	60.262	1	60.262	13.376	.001
Within Groups	94.607	21	4.505		
Total	154.870	22			

Lampiran 19

→ **Means**

[DataSet1] /Users/Macbook/Downloads/skripsi mona/OUTPUT PALING BARU TERAKHIR PAKE INI!/data spss .  
v

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kriteria_pengakuan * gender	23	100.0%	0	0.0%	23	100.0%

**Report**

kriteria\_pengakuan

gender	Mean	N	Std. Deviation
pria	1.27	11	.467
wanita	1.33	12	.492
Total	1.30	23	.470

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
kriteria_pengakuan * gender	Between Groups (Combined)	.021	1	.021	.091	.765
	Within Groups	4.848	21	.231		
	Total	4.870	22			

**Measures of Association**

	Eta	Eta Squared
kriteria_pengakuan * gender	.066	.004

## Lampiran 20

### Keterangan :

Insentif :            0 = baseline  
                             1 = insentif moneter  
                             2 = insentif non-moneter

Meaningful work :  0 = low meaning  
                             1 = high meaning

Gender :              0 = pria  
                             1 = wanita

Kelas :               2 = matbis kelas 2  
                             3 = matbis kelas 3  
                             4 = matbis kelas 4  
                             5 = kelas TO

no	insentif	meaningful_work	gender	kinerja	kelas	umur
1	0	1	1	14	2	18
2	0	1	1	16	2	18
3	0	1	1	15	2	21
4	0	1	1	14	2	21
5	0	1	0	9	2	19
6	0	1	0	14	2	20
7	0	1	0	13	2	17
8	0	1	1	13	3	18
9	0	1	1	14	3	18
10	0	1	1	15	3	17
11	0	1	0	9	3	18
12	0	1	0	10	3	18
13	0	1	1	16	4	18
14	0	1	1	13	4	19
15	0	1	1	16	4	18
16	0	1	0	13	4	18

17	0	1	0	14	4	18
18	0	1	0	11	4	18
19	0	0	1	18	2	18
20	0	0	1	17	2	21
21	0	0	1	16	2	18
22	0	0	1	15	2	18
23	0	0	0	17	2	18
24	0	0	0	7	2	18
25	0	0	1	15	3	18
26	0	0	1	16	3	18
27	0	0	1	11	3	18
28	0	0	0	8	3	19
29	0	0	0	14	3	19
30	0	0	0	11	3	18
31	0	0	1	17	4	18
32	0	0	1	14	4	18
33	0	0	1	15	4	18
34	0	0	0	15	4	22
35	1	1	1	18	2	18
36	1	1	1	16	2	18
37	1	1	1	9	2	19
38	1	1	1	12	2	18
39	1	1	1	15	2	17
20	1	1	1	14	3	19
41	1	1	1	8	3	18
42	1	1	1	8	3	18
43	1	1	0	16	3	18
44	1	1	0	11	3	18
45	1	1	0	10	3	18
46	1	1	1	17	4	18
47	1	1	1	18	4	18
48	1	1	0	8	4	18
49	1	1	0	9	4	18
50	1	1	0	16	4	18
51	1	0	1	9	2	19
52	1	0	1	12	2	18
53	1	0	1	11	2	18
54	1	0	0	13	2	18
55	1	0	1	19	3	18
56	1	0	1	12	3	18
57	1	0	1	14	3	19

58	1	0	0	5	3	18
59	1	0	0	20	3	18
60	1	0	1	18	4	18
61	1	0	1	16	4	18
62	1	0	0	18	4	18
63	1	0	0	7	4	19
64	1	0	0	11	4	18
65	2	1	1	15	2	17
66	2	1	1	15	2	18
67	2	1	1	14	2	18
68	2	1	1	9	2	18
69	2	1	0	10	2	18
70	2	1	0	9	2	18
71	2	1	0	8	2	18
72	2	1	1	13	3	17
73	2	1	1	10	3	17
74	2	1	1	14	3	18
75	2	1	0	12	3	19
76	2	1	0	16	3	18
77	2	1	0	7	3	18
78	2	1	1	13	4	18
79	2	1	1	12	4	18
80	2	1	0	10	4	18
81	2	1	0	5	4	19
82	2	1	0	10	4	18
83	2	0	1	9	2	19
84	2	0	1	12	2	18
85	2	0	1	15	2	18
86	2	0	0	13	2	18
87	2	0	0	15	2	18
88	2	0	0	11	2	19
89	2	0	1	10	3	18
90	2	0	1	9	3	18
91	2	0	0	10	3	19
92	2	0	0	12	3	18
93	2	0	0	15	3	19
94	2	0	1	15	4	18
95	2	0	1	10	4	18
96	2	0	1	15	4	18
97	2	0	0	16	4	18
98	2	0	0	15	4	18

99	0	1	0	9	5	20
100	0	1	1	15	5	19
101	0	1	0	10	5	19
102	0	1	1	14	5	19
103	0	1	0	10	5	19
104	0	0	1	19	5	19
105	0	0	1	17	5	19
106	0	0	1	12	5	19
107	0	0	0	8	5	19
108	1	1	1	10	5	19
109	1	1	1	12	5	19
110	1	1	0	14	5	19
111	1	1	1	10	5	19
112	1	1	1	12	5	19
113	1	1	0	14	5	19
114	1	1	1	10	5	19
115	1	0	0	16	5	19
116	1	0	1	10	5	19
117	1	0	1	8	5	19
118	1	0	0	15	5	19
119	1	0	0	17	5	19
120	1	0	1	11	5	19
121	1	0	1	7	5	19
122	1	0	1	10	5	19
123	1	0	1	9	5	19
124	2	1	0	12	5	19
125	2	1	1	16	5	19
126	2	1	1	17	5	19
127	2	1	0	9	5	19
128	2	1	1	16	5	19
129	2	1	0	13	5	19
130	2	1	1	15	5	19
131	2	0	0	10	5	19
132	2	0	1	14	5	19
133	2	0	0	9	5	19
134	2	0	0	8	5	19
135	2	0	1	14	5	19
136	2	0	1	14	5	19
137	2	0	1	14	5	19