

LAMPIRAN 1
PENGANTAR KUESIONER

KUESIONER PENELITIAN



PENGARUH PELATIHAN & PENGEMBANGAN, MOTIVASI DAN PEMBERIAN INSENTIF TERHADAP KINERJA KARYAWAN PT. POS INDONESIA CABANG TABANAN-BALI

(Studi pada Karyawan PT. Pos Indonesia Cabang Tabanan-Bali)

Kepada:

Yth. Bapak/ Ibu/ Saudara

Di tempat

Dengan hormat.

Pada kesempatan ini, perkenalkan peneliti memohon bantuan kepada bapak/ ibu/ saudara untuk meluangkan sedikit waktu guna mengisi kuisisioner yang peneliti sertakan. Kuisisioner ini di tujukan untuk tugas akhir (skripsi) sebagai salah satu syarat mendapatkan gelar Sarjana pada Universitas Muhammadiyah Jember. Yang berjudul “Pengaruh Pelatihan & Pengembangan, Motivasi Dan Pemberian Insentif Terhadap Kinerja Karyawan”

Informasi yang saudara responden berikan hanya digunakan untuk kepentingan terbatas, dalam arti di perlukan untuk penelitian ini saja. Semua data dan jawaban bapak/ ibu/ saudara akan dijamin rahasia. Atas kesediaan dan kerjasamanya, peneliti mengucapkan terimakasih dan mohon maaf apabila terdapat kata-kata maupun tulisan yang kurang berkenan sehubungan dengan penelitian

Hormat saya,

PRASETYANINGANGGARWATI

NIM. 1410411198

LAMPIRAN 2
PETUNJUK PENGISIAN
KUESIONER PENELITIAN

. IDENTITAS RESPONDEN

Nomer Responden :(diisi oleh peneliti)
Nama :
Umur : Tahun
Jenis kelamin : 1. Laki – laki 2. Wanita
Pendidikan : 1. Tamat SLTA/Sederajat
2. Tamat Diploma (D3)
3. Tamat Strata – 1 (S1)
4. Tamat Strata – 2 (S2)
5. Tamat Strata – 3 (S3)
Lama kerja : Tahun

B. PETUNJUK PENGISIAN

1. Pernyataan – pernyataan berikut ini mohon disisi dengan jujur dan sesuai dengan keadaan dan kenyataan yang ada.
2. Berilah tanda (√) pada salah satu jawaban disetiap pernyataan, sesuai apa yang anda alami dan rasakan selama ini. Terdapat 5 (Lima) pilihan jawaban, yaitu:

STS : Sangat Tidak Setuju

TS : Tidak Setuju

KS : Kurang Setuju

S : Setuju

SS : Sangat Setuju

LAMPIRAN 3
KUESIONER PENELITIAN

NO	PERTANYAAN	JAWABAN				
	PELATIHAN & PENGEMBANGAN (X1)	SS	S	KS	TS	STS
1.	Saya selalu menggunakan keterampilan untuk mempermudah pekerjaan.					
2.	Saya sangat antusias dalam mempelajari materi pada saat pelatihan.					
3.	Saya merasa materi yang diberikan saat pelatihan sudah sesuai dengan bidang karyawan masing-masing.					
4.	Saya merasa pelatihan yang diberikan sangat berguna untuk meningkatkan kinerja					
	MOTIVASI (X2)	SS	S	KS	TS	STS
1.	Saya merasa pemberian penghargaan bagi karyawan yang berprestasi akan meningkatkan motivasi dan prestasi kerja.					
2.	Saya sangat antusias mengikuti pelatihan yang diberikan atasan untuk membantu meningkatkan kemampuan dan keterampilan dalam bekerja.					
3.	Saya merasa insentif yang diterima sudah sesuai dengan pengorbanan yang dilakukan.					
	INSENTIF (X3)	SS	S	KS	TS	STS
1.	Saya merasa pemberian bonus sudah sesuai dengan hasil kerja para karyawan.					
2.	Saya mendapatkan insentif lain selain uang tunai, seperti penghargaan dan pujian bagi karyawan yang berprestasi.					
3.	Saya merasa pemberian THR, tunjangan social (pendidikan, sakit) membuat paea karyawan lebih bersemangat.					
4.	Saya mendapatkan fasilitas (peralatan, tekhnologi) untuk memudahkan dalam menjalankan					

	tugas.					
5.	Saya dapat menjalin hubungan yang baik rekan kerja.					
	KINERJA KARYAWAN (Y)	SS	S	KS	TS	STS
1.	Saya merasa kinerja yang dicapai sudah baik dari rekan-rekan kerja yang lain.					
2.	Saya merasa pekerjaan yang telah dilakukan sudah mencapai target.					
3.	Saya mampu menyelesaikan pekerjaan dengan tepat waktu					
4.	Saya menggunakan informasi yang ada diperusahaan untuk memudahkan pekerjaan.					
5.	Saya mampu menyelesaikan permasalahan dalam bekerja secara cepat.					
6.	Saya mampu bekerja sama dengan rekan kerja.					

LAMPIRAN 4

REKAPITULASI KUESIONER

NO	Umur	Jenis Kelamin	Tingkat Pendidikan	Lama Bekerja
1	c	L	S1	a
2	d	L	SMA	c
3	h	L	D3	f
4	g	L	S1	f
5	d	L	S2	c
6	c	L	S1	b
7	f	L	S1	e
8	c	L	S1	b
9	h	L	S1	f
10	f	L	S1	d
11	d	L	SMA	d
12	f	L	S1	e
13	g	L	S1	f
14	f	L	S1	e
15	f	L	D3	d
16	c	L	S1	b
17	e	L	S1	d
18	c	L	S1	b
19	b	L	S1	a
20	e	L	D3	e
21	f	L	S1	e
22	c	L	S1	b
23	d	L	SMA	d
24	g	L	S1	e
25	e	L	S2	d
26	d	L	S1	b
27	d	L	SMA	d
28	f	L	S1	d
29	d	L	S1	c
30	d	L	SMA	c
31	e	L	S1	d
32	d	L	S1	b
33	b	L	S1	b
34	b	L	S1	a
35	a	L	D3	a
36	b	L	S1	a
37	a	L	D3	a
38	c	L	D3	b
39	e	L	S1	c
40	a	L	S1	a
41	c	L	D3	c
42	c	W	S1	b
43	e	W	D3	d
44	c	W	S1	a
45	f	W	S1	e

NO	Umur	Jenis Kelamin	Tingkat Pendidikan	Lama Bekerja
46	e	W	S1	d
47	b	W	D3	a
48	c	W	S1	b
49	a	W	D3	a
50	b	W	D3	b
51	f	W	S1	e
52	e	W	D3	e
53	d	W	SMA	c
54	c	W	D3	c
55	c	W	D3	c

Sumber: Data primer yang diolah 2018

No	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2
1	4	3	4	4	15	4	3	4	11
2	4	4	3	4	15	3	4	4	11
3	5	4	4	4	17	4	5	4	13
4	3	3	4	4	14	3	3	3	9
5	4	4	4	4	16	4	4	5	13
6	4	5	5	5	19	5	4	4	13
7	4	5	5	4	18	4	5	5	14
8	4	4	4	3	15	4	4	4	12
9	4	4	5	4	17	4	4	4	12
10	3	3	4	4	14	4	3	3	10
11	4	4	4	5	17	4	4	4	12
12	4	4	5	3	16	4	5	5	14
13	4	4	4	4	16	3	4	4	11
14	4	3	4	2	13	4	4	4	12
15	4	4	5	4	17	5	5	5	15
16	4	5	4	5	18	4	4	4	12
17	3	4	4	5	16	4	3	3	10
18	4	5	5	5	19	5	5	4	14
19	5	4	5	5	19	5	4	4	13
20	4	4	5	5	18	4	4	5	13
21	4	4	4	4	16	4	4	4	12
22	5	4	4	5	18	4	4	4	12
23	5	5	5	5	20	5	4	4	13
24	5	4	5	4	18	5	5	4	14
25	4	4	4	5	17	4	5	4	13
26	3	3	3	4	13	3	4	4	11
27	3	3	4	3	13	3	3	3	9
28	4	5	4	4	17	4	4	4	12
29	4	4	4	4	16	4	4	4	12
30	4	4	4	5	17	4	4	4	12
31	5	5	5	5	20	5	5	4	14
32	5	5	4	5	19	5	5	5	15
33	4	4	4	4	16	4	4	4	12
34	5	5	5	5	20	4	5	5	14
35	4	5	5	5	19	4	4	4	12
36	4	4	4	4	16	4	4	4	12
37	4	5	4	4	17	5	5	4	14
38	3	3	4	4	14	4	4	4	12
39	5	5	4	4	18	4	5	5	14
40	4	5	5	4	18	4	4	4	12
41	4	4	5	5	18	5	5	5	15
42	4	5	4	4	17	4	4	4	12
43	4	5	5	5	19	5	4	4	13
44	3	3	4	4	14	3	4	4	11
45	4	4	5	5	18	4	4	5	13
46	4	4	5	4	17	5	4	4	13
47	4	4	5	5	18	4	4	4	12
48	5	5	4	5	19	5	5	5	15
49	4	4	4	4	16	4	4	5	13
50	4	4	5	5	18	4	5	5	14
51	4	5	4	5	18	5	4	4	13

52	4	5	4	5	18	4	5	5	14
53	3	3	4	4	14	4	4	3	11
54	5	4	4	4	17	4	4	5	13
55	4	4	4	4	16	4	4	5	13

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y
1	4	4	5	4	5	22	4	4	3	4	4	4	23
2	3	4	4	4	3	18	3	4	4	4	4	4	23
3	4	5	5	5	4	23	4	5	5	4	4	4	26
4	4	4	4	3	3	18	4	3	4	3	3	3	20
5	5	5	5	4	4	23	5	5	4	4	4	4	26
6	3	4	4	4	4	19	4	4	4	4	4	4	24
7	5	5	5	4	5	24	5	5	5	5	5	5	30
8	3	4	4	4	4	19	4	4	5	5	5	5	28
9	5	4	4	5	5	23	5	5	4	5	5	5	29
10	3	3	4	4	4	18	4	4	2	5	4	4	23
11	5	5	4	4	4	22	5	5	4	4	4	4	26
12	5	5	4	5	5	24	5	5	5	5	5	5	30
13	4	4	4	4	3	19	4	4	4	4	4	4	24
14	4	5	4	4	4	21	5	4	5	4	4	4	26
15	5	4	4	5	5	23	4	5	5	5	5	5	29
16	5	4	4	4	5	22	5	4	4	4	5	5	27
17	4	4	4	4	3	19	4	4	4	5	4	4	25
18	5	5	4	5	4	23	5	5	4	5	5	5	29
19	5	4	4	5	5	23	5	5	4	5	5	5	29
20	4	4	5	5	5	23	5	5	5	5	4	4	28
21	4	4	4	4	4	20	4	4	5	5	4	4	26
22	4	4	4	4	5	21	4	4	4	4	5	5	26
23	5	5	5	4	5	24	5	5	5	5	5	5	30
24	5	4	4	5	5	23	5	4	5	5	4	4	27
25	4	4	4	5	5	22	4	4	4	5	5	5	27
26	4	4	4	3	3	18	3	4	4	4	4	4	23
27	3	3	3	4	3	16	2	2	4	4	4	4	20
28	5	4	4	4	4	21	4	5	5	5	4	4	27
29	5	5	4	4	4	22	5	4	5	4	4	4	26
30	4	4	4	4	5	21	5	4	4	4	4	4	25
31	5	5	5	5	5	25	5	5	5	5	5	5	30
32	5	5	4	4	5	23	5	5	5	5	4	4	28
33	4	4	4	4	3	19	4	4	4	4	5	5	26
34	5	5	5	4	4	23	5	4	5	5	4	4	27
35	5	5	5	5	5	25	5	5	5	5	5	5	30
36	3	4	4	4	3	18	4	4	4	4	4	4	24
37	5	4	5	5	4	23	5	4	4	5	5	5	28
38	4	4	4	3	3	18	4	4	4	3	4	4	23
39	5	4	4	4	4	21	5	5	5	4	4	4	27
40	4	4	4	5	5	22	5	4	4	5	5	5	28
41	5	4	4	5	5	23	5	5	5	5	4	4	28
42	4	4	5	4	4	21	5	4	4	4	4	4	25
43	4	4	4	4	5	21	5	5	5	4	5	5	29
44	4	4	4	3	4	19	3	4	4	4	4	4	23
45	4	4	4	4	5	21	4	4	4	5	5	5	27
46	5	4	4	5	4	22	5	4	4	5	5	5	28
47	4	4	4	4	5	21	4	4	4	5	5	5	27

48	5	5	5	5	5	25	5	5	4	5	5	5	29
49	4	4	4	4	4	20	4	4	4	4	5	5	26
50	4	4	5	5	4	22	4	4	5	5	5	5	28
51	5	4	4	5	5	23	5	5	5	5	4	4	28
52	5	5	4	5	4	23	5	4	5	5	4	4	27
53	4	4	4	3	4	19	4	4	4	4	3	3	22
54	4	4	4	4	4	20	4	5	5	4	4	4	26
55	4	4	4	5	4	21	5	4	4	4	4	4	25

Sumber: Data primer yang diolah 2018

LAMPIRAN 5

FREKUENSI PERNYATAAN

RESPONDEN

1. Umur

		Umur			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	a	4	7.3	7.3	7.3
	b	6	10.9	10.9	18.2
	c	13	23.6	23.6	41.8
	d	10	18.2	18.2	60.0
	e	8	14.5	14.5	74.5
	f	9	16.4	16.4	90.9
	g	3	5.5	5.5	96.4
	h	2	3.6	3.6	100.0
	Total		55	100.0	100.0

Sumber : Data primer diolah tahun 2018

2. Jenis Kelamin

		Jenis Kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	L	41	72.7	72.7	72.7
	W	14	27.3	27.3	100.0
Total		55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

3. Tingkat Pendidikan

		Tingkat Pendidikan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	14	25.5	25.5	25.5
	S1	33	60.0	60.0	85.5
	S2	2	3.6	3.6	89.1
	SMA	6	10.9	10.9	100.0
	Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

4. Lama Bekerja

		Lama Bekerja			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	a	10	18.2	18.2	18.2
	b	12	21.8	21.8	40.0
	c	9	16.4	16.4	56.4
	d	11	20.0	20.0	76.4
	e	9	16.4	16.4	92.7
	f	4	7.3	7.3	100.0
	Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

1. Pelatihan dan Pengembangan

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	14.5	14.5	14.5
4	36	65.5	65.5	80.0
5	11	20.0	20.0	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	16.4	16.4	16.4
4	28	50.9	50.9	67.3
5	18	32.7	32.7	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.6	3.6	3.6
4	33	60.0	60.0	63.6
5	20	36.4	36.4	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	3	5.5	5.5	7.3
4	28	50.9	50.9	58.2
5	23	41.8	41.8	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

2. Motivasi

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	10.9	10.9	10.9
4	35	63.6	63.6	74.5
5	14	25.5	25.5	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	9.1	9.1	9.1
4	34	61.8	61.8	70.9
5	16	29.1	29.1	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	9.1	9.1	9.1
4	34	61.8	61.8	70.9
5	16	29.1	29.1	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

3. Insentif

X3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	10.9	10.9	10.9
4	25	45.5	45.5	56.4
5	24	43.6	43.6	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.6	3.6	3.6
4	38	69.1	69.1	72.7
5	15	27.3	27.3	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	1.8	1.8	1.8
4	41	74.5	74.5	76.4
5	13	23.6	23.6	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	9.1	9.1	9.1
	4	30	54.5	54.5	63.6
	5	20	36.4	36.4	100.0
	Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	16.4	16.4	16.4
	4	23	41.8	41.8	58.2
	5	23	41.8	41.8	100.0
	Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

4. Kinerja Karyawan

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	3	5.5	5.5	7.3
4	22	40.0	40.0	47.3
5	29	52.7	52.7	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	1	1.8	1.8	3.6
4	32	58.2	58.2	61.8
5	21	38.2	38.2	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	1	1.8	1.8	3.6
4	30	54.5	54.5	58.2
5	23	41.8	41.8	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

Y1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.6	3.6	3.6
4	24	43.6	43.6	47.3
5	29	52.7	52.7	100.0
Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	3.6	3.6	3.6
	4	30	54.5	54.5	58.2
	5	23	41.8	41.8	100.0
	Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

Y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	3.6	3.6	3.6
	4	30	54.5	54.5	58.2
	5	23	41.8	41.8	100.0
	Total	55	100.0	100.0	

Sumber : Data primer diolah tahun 2018

LAMPIRAN 6
HASIL UJI VALIDITAS

1. Pelatihan dan Pengembangan

Correlations

		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	.570**	.288*	.282*	.724**
	Sig. (2-tailed)		.000	.033	.037	.000
	N	55	55	55	55	55
X1.2	Pearson Correlation	.570**	1	.348**	.486**	.838**
	Sig. (2-tailed)	.000		.009	.000	.000
	N	55	55	55	55	55
X1.3	Pearson Correlation	.288	.348**	1	.310*	.633**
	Sig. (2-tailed)	.033	.009		.021	.000
	N	55	55	55	55	55
X1.4	Pearson Correlation	.282	.486**	.310*	1	.729**
	Sig. (2-tailed)	.037	.000	.021		.000
	N	55	55	55	55	55
X1	Pearson Correlation	.724**	.838**	.633**	.729**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

2. Motivasi

Correlations

		X2.1	X2.2	X2.3	X2
X2.1	Pearson Correlation	1	.446**	.234	.709**
	Sig. (2-tailed)		.001	.086	.000
	N	55	55	55	55
X2.2	Pearson Correlation	.446**	1	.628**	.875**
	Sig. (2-tailed)	.001		.000	.000
	N	55	55	55	55
X2.3	Pearson Correlation	.234	.628**	1	.785**
	Sig. (2-tailed)	.086	.000		.000
	N	55	55	55	55
X2	Pearson Correlation	.709**	.875**	.785**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	55	55	55	55

** . Correlation is significant at the 0.01 level (2-tailed).

3. Insentif

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3
X3.1	Pearson Correlation	1	.586**	.306*	.405**	.474**	.801**
	Sig. (2-tailed)		.000	.023	.002	.000	.000
	N	55	55	55	55	55	55
X3.2	Pearson Correlation	.586**	1	.490**	.202	.236	.669**
	Sig. (2-tailed)	.000		.000	.138	.083	.000
	N	55	55	55	55	55	55
X3.3	Pearson Correlation	.306*	.490**	1	.242	.275	.594**
	Sig. (2-tailed)	.023	.000		.076	.042	.000
	N	55	55	55	55	55	55
X3.4	Pearson Correlation	.405**	.202	.242	1	.500**	.691**
	Sig. (2-tailed)	.002	.138	.076		.000	.000
	N	55	55	55	55	55	55
X3.5	Pearson Correlation	.474**	.236	.275	.500**	1	.753**
	Sig. (2-tailed)	.000	.083	.042	.000		.000
	N	55	55	55	55	55	55
X3	Pearson Correlation	.801**	.669**	.594**	.691**	.753**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

4. Kinerja Karyawan

Correlations

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y
Y1.1 Pearson Correlation	1	.580**	.316*	.339*	.232	.232	.686**
Sig. (2-tailed)		.000	.019	.011	.088	.088	.000
N	55	55	55	55	55	55	55
Y1.2 Pearson Correlation	.580**	1	.414**	.379**	.277*	.277*	.727**
Sig. (2-tailed)	.000		.002	.004	.040	.040	.000
N	55	55	55	55	55	55	55
Y1.3 Pearson Correlation	.316*	.414**	1	.270	.073	.073	.537**
Sig. (2-tailed)	.019	.002		.046	.598	.598	.000
N	55	55	55	55	55	55	55
Y1.4 Pearson Correlation	.339*	.379**	.270	1	.501**	.501**	.716**
Sig. (2-tailed)	.011	.004	.046		.000	.000	.000
N	55	55	55	55	55	55	55
Y1.5 Pearson Correlation	.232	.277*	.073	.501**	1	1.000**	.722**
Sig. (2-tailed)	.088	.040	.598	.000		.000	.000
N	55	55	55	55	55	55	55
Y1.6 Pearson Correlation	.232	.277*	.073	.501**	1.000**	1	.722**
Sig. (2-tailed)	.088	.040	.598	.000	.000		.000
N	55	55	55	55	55	55	55
Y Pearson Correlation	.686**	.727**	.537**	.716**	.722**	.722**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
N	55	55	55	55	55	55	55

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

LAMPIRAN 7
HASIL UJI RELIABILITAS

1. Pelatihan dan Pengembangan

Reliability Statistics

Cronbach's Alpha	N of Items
.714	4

2. Motivasi

Reliability Statistics

Cronbach's Alpha	N of Items
.699	3

3. Insentif

Reliability Statistics

Cronbach's Alpha	N of Items
.744	5

4. Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
.769	6

LAMPIRAN 8

HASIL UJI REGRESI, UJI ASUMSI

KLASIK DAN UJI HIPOTESIS

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X1 X2 X3

/SCATTERPLOT=(*SRESID , *ZPRED)

/RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) .

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.879 ^a	.772	.759	1.212

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	254.097	3	84.699	57.684	.000 ^b
	Residual	74.884	51	1.468		
	Total	328.982	54			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.605	1.740		2.071	.043		
	X1	.308	.139	.229	2.222	.031	.420	2.382
	X2	.394	.186	.223	2.121	.039	.403	2.482
	X3	.593	.129	.511	4.607	.000	.363	2.752

a. Dependent Variable: Y

Coefficient Correlations^a

Model			X3	X1	X2
1	Correlations	X3	1.000	-.444	-.479
		X1	-.444	1.000	-.331
		X2	-.479	-.331	1.000
	Covariances	X3	.017	-.008	-.011
		X1	-.008	.019	-.009
		X2	-.011	-.009	.034

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.987	1.000	.00	.00	.00	.00
	2	.007	24.138	.95	.06	.10	.02
	3	.004	33.115	.00	.73	.60	.00
	4	.003	39.418	.05	.21	.30	.98

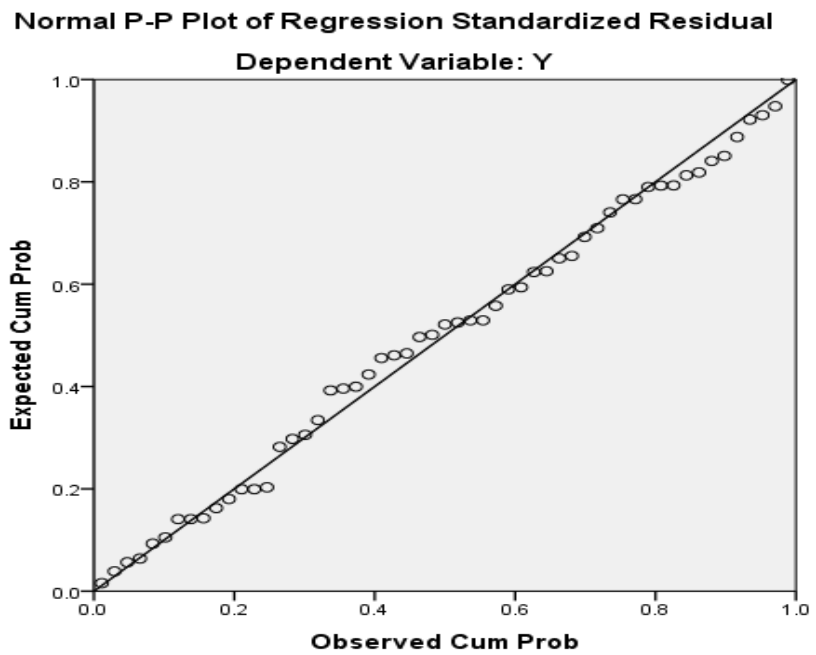
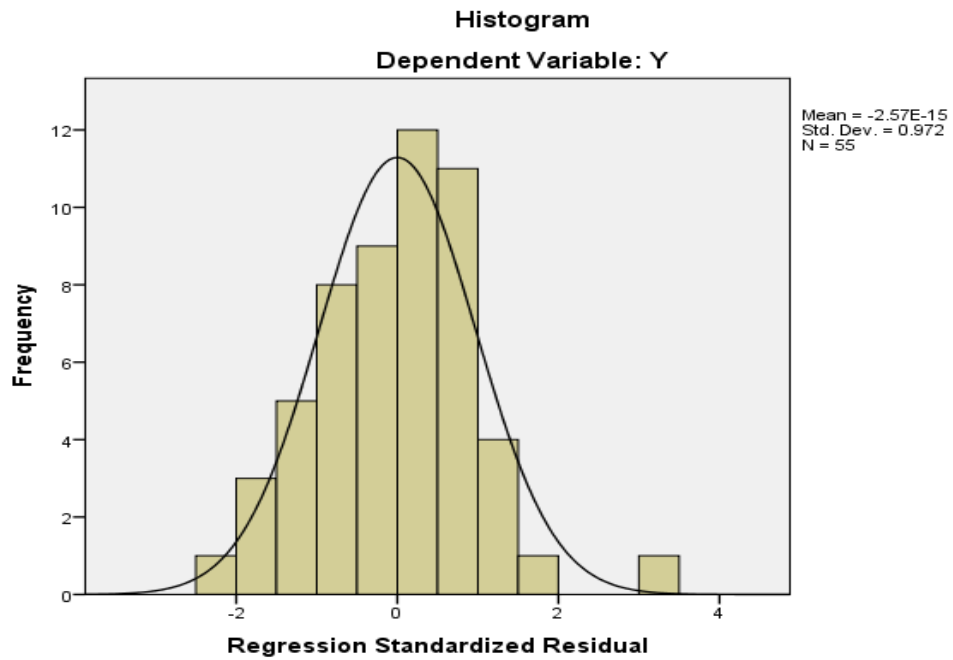
a. Dependent Variable: Y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	20.64	30.19	26.38	2.169	55
Std. Predicted Value	-2.645	1.757	.000	1.000	55
Standard Error of Predicted Value	.180	.543	.314	.091	55
Adjusted Predicted Value	20.76	30.31	26.39	2.156	55
Residual	-2.606	3.779	.000	1.178	55
Std. Residual	-2.151	3.119	.000	.972	55
Stud. Residual	-2.296	3.205	-.002	1.017	55
Deleted Residual	-2.970	3.991	-.004	1.291	55
Stud. Deleted Residual	-2.401	3.551	.002	1.048	55
Mahal. Distance	.213	9.847	2.945	2.346	55
Cook's Distance	.000	.184	.025	.045	55
Centered Leverage Value	.004	.182	.055	.043	55

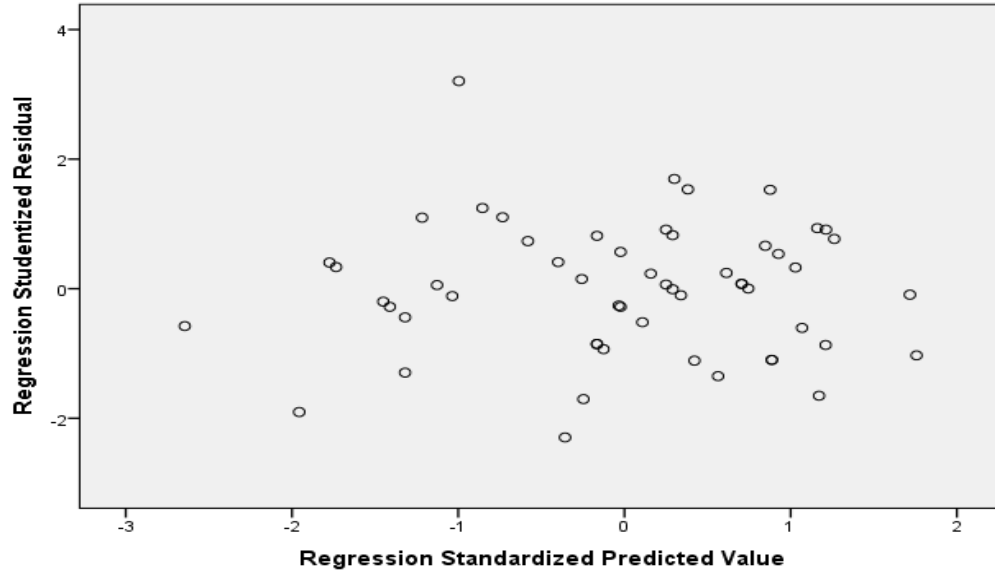
a. Dependent Variable: Y

Charts



Scatterplot

Dependent Variable: Y



LAMPIRAN 9
TABEL R *PRODUCT MOMENT*,
TABEL DISTRIBUSI F, DAN
TABEL DISTRIBUSI T

Tabel r product Moment (Sig = 0,05)							
Df	r	df	R	Df	R	df	R
1	0.9969	26	0.3739	51	0.2706	76	0.2227
2	0.9500	27	0.3673	52	0.2681	77	0.2213
3	0.8783	28	0.3610	53	0.2656	78	0.2199
4	0.8114	29	0.3550	54	0.2632	79	0.2165
5	0.7545	30	0.3494	55	0.2609	80	0.2162
6	0.7067	31	0.3440	56	0.2586	81	0.2159
7	0.6664	32	0.3388	57	0.2564	82	0.2146
8	0.6319	33	0.3388	58	0.2542	83	0.2133
9	0.6021	34	0.3291	59	0.2521	84	0.2120
10	0.5760	35	0.3246	60	0.2500	85	0.2108
11	0.5529	36	0.3202	61	0.2480	86	0.2096
12	0.5324	37	0.3160	62	0.2461	87	0.2084
13	0.5140	38	0.3120	63	0.2441	88	0.2072
14	0.4973	39	0.3081	64	0.2423	89	0.2061
15	0.4821	40	0.3044	65	0.2404	90	0.2050
16	0.4683	41	0.3008	66	0.2387	91	0.2039
17	0.4555	42	0.2973	67	0.2369	92	0.2028
18	0.4438	43	0.2940	68	0.2352	93	0.2017
19	0.4329	44	0.2907	69	0.2335	94	0.2006
20	0.4227	45	0.2876	70	0.2319	95	0.1996
21	0.4132	46	0.2845	71	0.2303	96	0.1986
22	0.4044	47	0.2816	72	0.2287	97	0.1975
23	0.3961	48	0.2787	73	0.2272	98	0.1966
24	0.3882	49	0.2759	74	0.2257	99	0.1956
25	0.3809	50	0.2732	75	0.2242	100	0.1946

Sumber: Data primer yang diolah 2018

Tabel Distribusi F

DF 1										
DF 2	1	2	3	4	5	6	7	8	9	10
1	161.4476	199.5000	215.7073	224.5833	230.1619	233.986	236.7684	238.8827	240.5433	241.8818
2	18.5128	19.0000	19.1643	19.2468	19.2964	19.3295	19.3532	19.371	19.3848	19.3959
3	10.1280	9.5521	9.2766	9.1172	9.0135	8.9406	8.8867	8.8452	8.8123	8.7855
4	7.7086	6.9443	6.5914	6.3882	6.2561	6.1631	6.0942	6.041	5.9988	5.9644
5	6.6079	5.7861	5.4095	5.1922	5.0503	4.9503	4.8759	4.8183	4.7725	4.7351
6	5.9874	5.1433	4.7571	4.5337	4.3874	4.2839	4.2067	4.1468	4.099	4.06
7	5.5914	4.7374	4.3468	4.1203	3.9715	3.866	3.787	3.7257	3.6767	3.6365
8	5.3177	4.4590	4.0662	3.8379	3.6875	3.5806	3.5005	3.4381	3.3881	3.3472
9	5.1174	4.2565	3.8625	3.6331	3.4817	3.3738	3.2927	3.2296	3.1789	3.1373
10	4.9646	4.1028	3.7083	3.4780	3.3258	3.2172	3.1355	3.0717	3.0204	2.9782
11	4.8443	3.9823	3.5874	3.3567	3.2039	3.0946	3.0123	2.948	2.8962	2.8536
12	4.7472	3.8853	3.4903	3.2592	3.1059	2.9961	2.9134	2.8486	2.7964	2.7534
13	4.6672	3.8056	3.4105	3.1791	3.0254	2.9153	2.8321	2.7669	2.7144	2.671
14	4.6001	3.7389	3.3439	3.1122	2.9582	2.8477	2.7642	2.6987	2.6458	2.6022
15	4.5431	3.6823	3.2874	3.0556	2.9013	2.7905	2.7066	2.6408	2.5876	2.5437
16	4.4940	3.6337	3.2389	3.0069	2.8524	2.7413	2.6572	2.5911	2.5377	2.4935
17	4.4513	3.5915	3.1968	2.9647	2.8100	2.6987	2.6143	2.548	2.4943	2.4499
18	4.4139	3.5546	3.1599	2.9277	2.7729	2.6613	2.5767	2.5102	2.4563	2.4117
19	4.3807	3.5219	3.1274	2.8951	2.7401	2.6283	2.5435	2.4768	2.4227	2.3779
20	4.3512	3.4928	3.0984	2.8661	2.7109	2.599	2.514	2.4471	2.3928	2.3479
21	4.3248	3.4668	3.0725	2.8401	2.6848	2.5727	2.4876	2.4205	2.366	2.321
22	4.3009	3.4434	3.0491	2.8167	2.6613	2.5491	2.4638	2.3965	2.3419	2.2967
23	4.2793	3.4221	3.0280	2.7955	2.6400	2.5277	2.4422	2.3748	2.3201	2.2747
24	4.2597	3.4028	3.0088	2.7763	2.6207	2.5082	2.4226	2.3551	2.3002	2.2547
25	4.2417	3.3852	2.9912	2.7587	2.6030	2.4904	2.4047	2.3371	2.2821	2.2365
26	4.2252	3.3690	2.9752	2.7426	2.5868	2.4741	2.3883	2.3205	2.2655	2.2197
27	4.2100	3.3541	2.9604	2.7278	2.5719	2.4591	2.3732	2.3053	2.2501	2.2043
28	4.1960	3.3404	2.9467	2.7141	2.5581	2.4453	2.3593	2.2913	2.236	2.19
29	4.1830	3.3277	2.9340	2.7014	2.5454	2.4324	2.3463	2.2783	2.2229	2.1768
30	4.1709	3.3158	2.9223	2.6896	2.5336	2.4205	2.3343	2.2662	2.2107	2.1646
31	4.1596	3.3048	2.9113	2.6787	2.5225	2.4094	2.3232	2.2549	2.1994	2.1532
32	4.1491	3.2945	2.9011	2.6684	2.5123	2.3991	2.3127	2.2444	2.1888	2.1425
33	4.1393	3.2849	2.8916	2.6589	2.5026	2.3894	2.303	2.2346	2.1789	2.1325
34	4.1300	3.2759	2.8826	2.6499	2.4936	2.3803	2.2938	2.2253	2.1696	2.1231
35	4.1213	3.2674	2.8742	2.6415	2.4851	2.3718	2.2852	2.2167	2.1608	2.1143

36	4.1132	3.2594	2.8663	2.6335	2.4772	2.3638	2.2771	2.2085	2.1526	2.1061
37	4.1055	3.2519	2.8588	2.6261	2.4696	2.3562	2.2695	2.2008	2.1449	2.0982
38	4.0982	3.2448	2.8517	2.6190	2.4625	2.349	2.2623	2.1936	2.1375	2.0909
39	4.0913	3.2381	2.8451	2.6123	2.4558	2.3423	2.2555	2.1867	2.1306	2.0839
40	4.0847	3.2317	2.8387	2.6060	2.4495	2.3359	2.249	2.1802	2.124	2.0772
41	4.0785	3.2257	2.8327	2.6000	2.4434	2.3298	2.2429	2.174	2.1178	2.071
42	4.0727	3.2199	2.8270	2.5943	2.4377	2.324	2.2371	2.1681	2.1119	2.065
43	4.0670	3.2145	2.8216	2.5888	2.4322	2.3185	2.2315	2.1625	2.1062	2.0593
44	4.0617	3.2093	2.8165	2.5837	2.4270	2.3133	2.2263	2.1572	2.1009	2.0539
45	4.0566	3.2043	2.8115	2.5787	2.4221	2.3083	2.2212	2.1521	2.0958	2.0487
46	4.0517	3.1996	2.8068	2.5740	2.4174	2.3035	2.2164	2.1473	2.0909	2.0438
47	4.0471	3.1951	2.8024	2.5695	2.4128	2.299	2.2118	2.1427	2.0862	2.0391
48	4.0427	3.1907	2.7981	2.5652	2.4085	2.2946	2.2074	2.1382	2.0817	2.0346
49	4.0384	3.1866	2.7939	2.5611	2.4044	2.2904	2.2032	2.134	2.0775	2.0303
50	4.0343	3.1826	2.7900	2.5572	2.4004	2.2864	2.1992	2.1299	2.0734	2.0261
51	4.0304	3.1788	2.7862	2.5534	2.3966	2.2826	2.1953	2.126	2.0694	2.0222
52	4.0266	3.1751	2.7826	2.5498	2.3930	2.2789	2.1916	2.1223	2.0656	2.0184
53	4.0230	3.1716	2.7791	2.5463	2.3894	2.2754	2.1881	2.1187	2.062	2.0147
54	4.0195	3.1682	2.7758	2.5429	2.3861	2.272	2.1846	2.1152	2.0585	2.0112
55	4.0162	3.1650	2.7725	2.5397	2.3828	2.2687	2.1813	2.1119	2.0552	2.0078
56	4.0130	3.1619	2.7694	2.5366	2.3797	2.2656	2.1782	2.1087	2.0519	2.0045
57	4.0099	3.1588	2.7664	2.5336	2.3767	2.2625	2.1751	2.1056	2.0488	2.0014
58	4.0069	3.1559	2.7636	2.5307	2.3738	2.2596	2.1721	2.1026	2.0458	1.9983
59	4.0040	3.1531	2.7608	2.5279	2.3710	2.2568	2.1693	2.0997	2.0429	1.9954
60	4.0012	3.1504	2.7581	2.5252	2.3683	2.2541	2.1665	2.097	2.0401	1.9926
61	3.9985	3.1478	2.7555	2.5226	2.3657	2.2514	2.1639	2.0943	2.0374	1.9899
62	3.9959	3.1453	2.7530	2.5201	2.3631	2.2489	2.1613	2.0917	2.0348	1.9872
63	3.9934	3.1428	2.7505	2.5177	2.3607	2.2464	2.1588	2.0892	2.0322	1.9847
64	3.9909	3.1404	2.7482	2.5153	2.3583	2.244	2.1564	2.0868	2.0298	1.9822
65	3.9886	3.1381	2.7459	2.5130	2.3560	2.2417	2.1541	2.0844	2.0274	1.9798
66	3.9863	3.1359	2.7437	2.5108	2.3538	2.2395	2.1518	2.0821	2.0251	1.9775
67	3.9840	3.1338	2.7416	2.5087	2.3517	2.2373	2.1497	2.0799	2.0229	1.9752
68	3.9819	3.1317	2.7395	2.5066	2.3496	2.2352	2.1475	2.0778	2.0207	1.973
69	3.9798	3.1296	2.7375	2.5046	2.3475	2.2332	2.1455	2.0757	2.0186	1.9709
70	3.9778	3.1277	2.7355	2.5027	2.3456	2.2312	2.1435	2.0737	2.0166	1.9689
71	3.9758	3.1258	2.7336	2.5008	2.3437	2.2293	2.1415	2.0717	2.0146	1.9669
72	3.9739	3.1239	2.7318	2.4989	2.3418	2.2274	2.1397	2.0698	2.0127	1.9649
73	3.9720	3.1221	2.7300	2.4971	2.3400	2.2256	2.1378	2.068	2.0108	1.9631
74	3.9702	3.1203	2.7283	2.4954	2.3383	2.2238	2.136	2.0662	2.009	1.9612
75	3.9685	3.1186	2.7266	2.4937	2.3366	2.2221	2.1343	2.0644	2.0073	1.9594

76	3.9668	3.1170	2.7249	2.4920	2.3349	2.2204	2.1326	2.0627	2.0055	1.9577
77	3.9651	3.1154	2.7233	2.4904	2.3333	2.2188	2.131	2.0611	2.0039	1.956
78	3.9635	3.1138	2.7218	2.4889	2.3317	2.2172	2.1294	2.0595	2.0022	1.9544
79	3.9619	3.1123	2.7203	2.4874	2.3302	2.2157	2.1278	2.0579	2.0007	1.9528
80	3.9604	3.1108	2.7188	2.4859	2.3287	2.2142	2.1263	2.0564	1.9991	1.9512
81	3.9589	3.1093	2.7173	2.4844	2.3273	2.2127	2.1248	2.0549	1.9976	1.9497
82	3.9574	3.1079	2.7159	2.4830	2.3259	2.2113	2.1234	2.0534	1.9961	1.9482
83	3.9560	3.1065	2.7146	2.4817	2.3245	2.2099	2.122	2.052	1.9947	1.9468
84	3.9546	3.1052	2.7132	2.4803	2.3231	2.2086	2.1206	2.0506	1.9933	1.9454
85	3.9532	3.1038	2.7119	2.4790	2.3218	2.2072	2.1193	2.0493	1.9919	1.944
86	3.9519	3.1026	2.7106	2.4777	2.3205	2.2059	2.118	2.048	1.9906	1.9426
87	3.9506	3.1013	2.7094	2.4765	2.3193	2.2047	2.1167	2.0467	1.9893	1.9413
88	3.9493	3.1001	2.7082	2.4753	2.3181	2.2034	2.1155	2.0454	1.988	1.94
89	3.9481	3.0989	2.7070	2.4741	2.3169	2.2022	2.1143	2.0442	1.9868	1.9388
90	3.9469	3.0977	2.7058	2.4729	2.3157	2.2011	2.1131	2.043	1.9856	1.9376
91	3.9457	3.0966	2.7047	2.4718	2.3145	2.1999	2.1119	2.0418	1.9844	1.9364
92	3.9445	3.0954	2.7036	2.4707	2.3134	2.1988	2.1108	2.0407	1.9833	1.9352
93	3.9434	3.0943	2.7025	2.4696	2.3123	2.1977	2.1097	2.0395	1.9821	1.9341
94	3.9423	3.0933	2.7014	2.4685	2.3113	2.1966	2.1086	2.0384	1.981	1.9329
95	3.9412	3.0922	2.7004	2.4675	2.3102	2.1955	2.1075	2.0374	1.9799	1.9318
96	3.9402	3.0912	2.6994	2.4665	2.3092	2.1945	2.1065	2.0363	1.9789	1.9308
97	3.9391	3.0902	2.6984	2.4655	2.3082	2.1935	2.1054	2.0353	1.9778	1.9297
98	3.9381	3.0892	2.6974	2.4645	2.3072	2.1925	2.1044	2.0343	1.9768	1.9287
99	3.9371	3.0882	2.6965	2.4636	2.3063	2.1915	2.1035	2.0333	1.9758	1.9277
100	3.9361	3.0873	2.6955	2.4626	2.3053	2.1906	2.1025	2.0323	1.9748	1.9267

Sumber: Data primer yang diolah 2018

Tabel Distribusi t

Df	0,1	0,05	0,025
1	3.0777	6.3138	12.7062
2	1.8856	2.9200	4.3027
3	1.6377	2.3534	3.1824
4	1.5332	2.1318	2.7764
5	1.4759	2.0150	2.5706
6	1.4398	1.9432	2.4469
7	1.4149	1.8946	2.3646
8	1.3968	1.8595	2.3060
9	1.3830	1.8331	2.2622
10	1.3722	1.8125	2.2281
11	1.3634	1.7959	2.2010
12	1.3562	1.7823	2.1788
13	1.3502	1.7709	2.1604
14	1.3450	1.7613	2.1448
15	1.3406	1.7531	2.1314
16	1.3368	1.7459	2.1199
17	1.3334	1.7396	2.1098
18	1.3304	1.7341	2.1009
19	1.3277	1.7291	2.0930
20	1.3253	1.7247	2.0860
21	1.3232	1.7207	2.0796
22	1.3212	1.7171	2.0739
23	1.3195	1.7139	2.0687
24	1.3178	1.7109	2.0639
25	1.3163	1.7081	2.0595
26	1.3150	1.7056	2.0555
27	1.3137	1.7033	2.0518
28	1.3125	1.7011	2.0484
29	1.3114	1.6991	2.0452
30	1.3104	1.6973	2.0423
31	1.3095	1.6955	2.0395
32	1.3086	1.6939	2.0369
33	1.3077	1.6924	2.0345
34	1.3070	1.6909	2.0322
35	1.3062	1.6896	2.0301
36	1.3055	1.6883	2.0281
37	1.3049	1.6871	2.0262
38	1.3042	1.6860	2.0244
39	1.3036	1.6849	2.0227
40	1.3031	1.6839	2.0211
41	1.3025	1.6829	2.0195
42	1.3020	1.6820	2.0181
43	1.3016	1.6811	2.0167
44	1.3011	1.6802	2.0154
45	1.3006	1.6794	2.0141
46	1.3002	1.6787	2.0129
47	1.2998	1.6779	2.0117
48	1.2994	1.6772	2.0106
49	1.2991	1.6766	2.0096
50	1.2987	1.6759	2.0086

51	1.2984	1.6753	2.0076
52	1.2980	1.6747	2.0066
53	1.2977	1.6741	2.0057
54	1.2974	1.6736	2.0049
55	1.2971	1.6730	2.0040
56	1.2969	1.6725	2.0032
57	1.2966	1.6720	2.0025
58	1.2963	1.6716	2.0017
59	1.2961	1.6711	2.0010
60	1.2958	1.6706	2.0003
61	1.2956	1.6702	1.9996
62	1.2954	1.6698	1.9990
63	1.2951	1.6694	1.9983
64	1.2949	1.6690	1.9977
65	1.2947	1.6686	1.9971
66	1.2945	1.6683	1.9966
67	1.2943	1.6679	1.9960
68	1.2941	1.6676	1.9955
69	1.2939	1.6672	1.9949
70	1.2938	1.6669	1.9944
71	1.2936	1.6666	1.9939
72	1.2934	1.6663	1.9935
73	1.2933	1.6660	1.9930
74	1.2931	1.6657	1.9925
75	1.2929	1.6654	1.9921
76	1.2928	1.6652	1.9917
77	1.2926	1.6649	1.9913
78	1.2925	1.6646	1.9908
79	1.2924	1.6644	1.9905
80	1.2922	1.6641	1.9901
81	1.2921	1.6639	1.9897
82	1.2920	1.6636	1.9893
83	1.2918	1.6634	1.9890
84	1.2917	1.6632	1.9886
85	1.2916	1.6630	1.9883
86	1.2915	1.6628	1.9879
87	1.2914	1.6626	1.9876
88	1.2912	1.6624	1.9873
89	1.2911	1.6622	1.987
90	1.291	1.662	1.9867
91	1.2909	1.6618	1.9864
92	1.2908	1.6616	1.9861
93	1.2907	1.6614	1.9858
94	1.2906	1.6612	1.9855
95	1.2905	1.6611	1.9853
96	1.2904	1.6609	1.985
97	1.2903	1.6607	1.9847
98	1.2902	1.6606	1.9845
99	1.2902	1.6604	1.9842
100	1.2901	1.6602	1.984

Sumber: Data primer yang diolah 2017