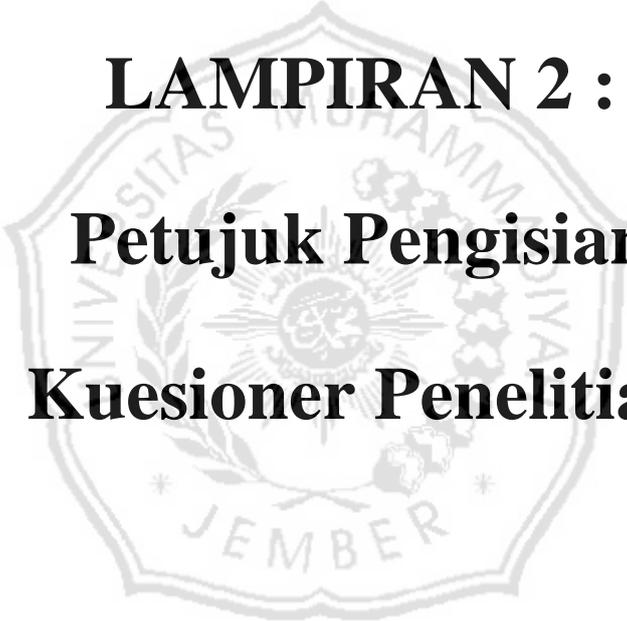


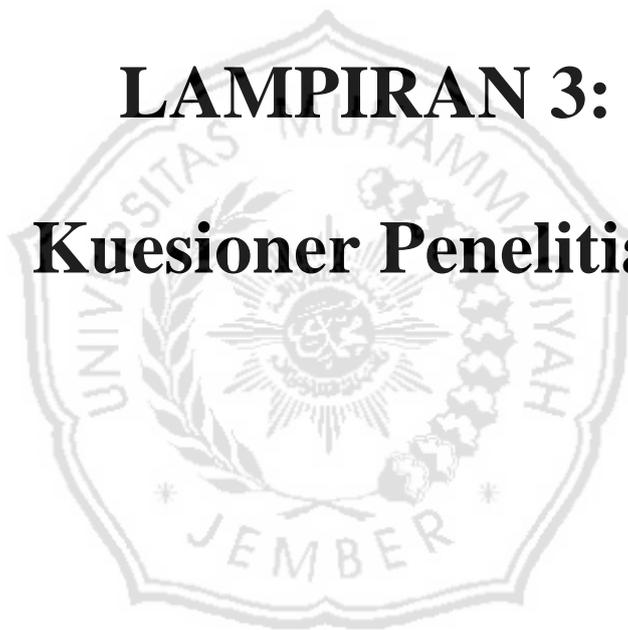
LAMPIRAN 1 :
Pengantar Kuesioner





LAMPIRAN 2 :
Petunjuk Pengisian
Kuesioner Penelitian

LAMPIRAN 3:
Kuesioner Penelitian



LAMPIRAN 4:
Rekapitulasi Kuesioner



LAMPIRAN 5:
Frekuensi Pernyataan
Responden



LAMPIRAN 6 :

Uji Validitas



Lampiran 8

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3
  /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS HIST(ZRESID) NORM(ZRESID)
  /CASEWISE PLOT(ZRESID) OUTLIERS(3) .
  
```

Regression

Variables Entered/Removed^b

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

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,908 ^a	,825	,817	,617

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

b. Dependent Variable: Y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	118,272	3	39,424	103,665	,000 ^a
	Residual	25,100	66	,380		
	Total	143,371	69			

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

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,150	,730		,205	,838		
	X1	,194	,050	,291	3,865	,000	,467	2,141
	X2	,394	,080	,473	4,907	,000	,286	3,499
	X3	,165	,073	,230	2,252	,028	,255	3,917

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3,985	1,000	,00	,00	,00	,00
	2	,009	21,494	,83	,16	,00	,04
	3	,005	28,434	,06	,83	,12	,16
	4	,002	45,832	,11	,01	,88	,80

a. Dependent Variable: Y

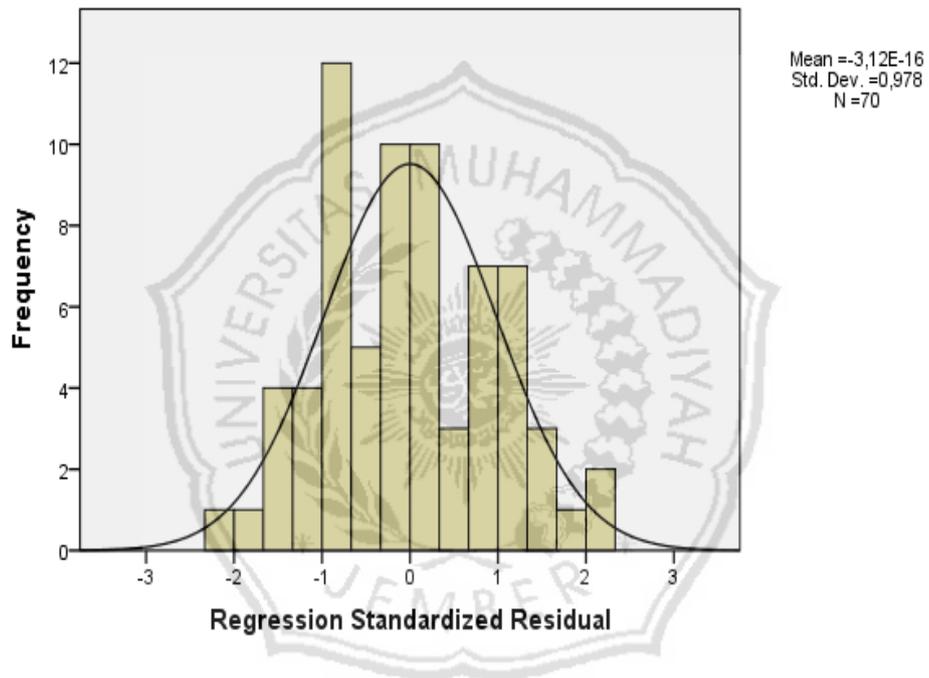
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8,89	14,91	12,46	1,309	70
Residual	-1,257	1,361	,000	,603	70
Std. Predicted Value	-2,728	1,873	,000	1,000	70
Std. Residual	-2,038	2,207	,000	,978	70

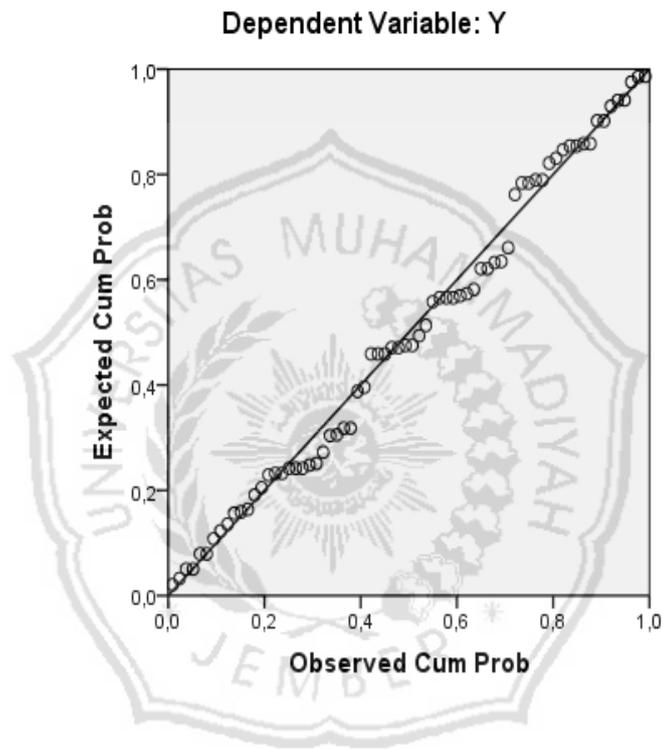
a. Dependent Variable: Y

Histogram

Dependent Variable: Y

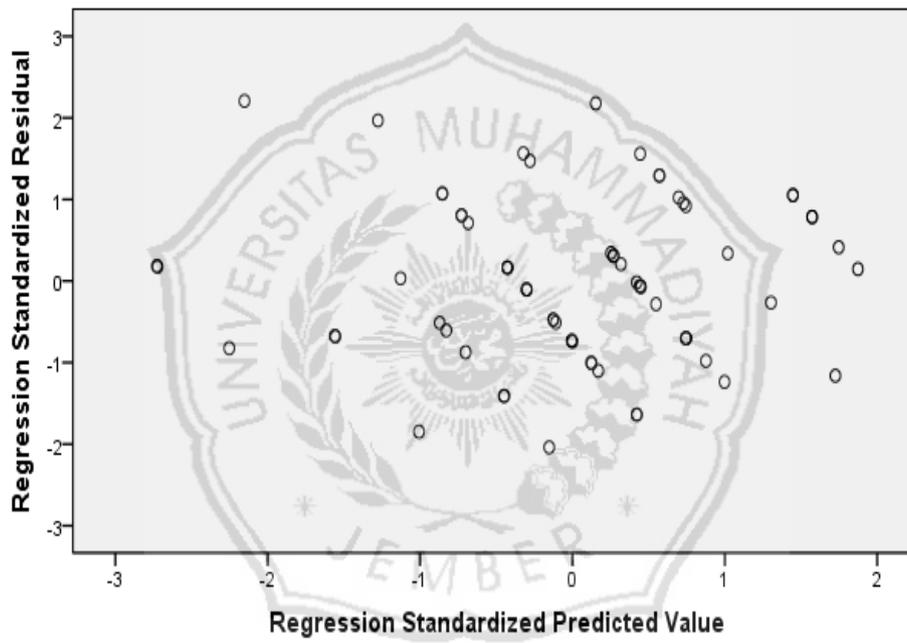


Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Y



Lampiran 6

Uji Validitas

1. Reward

```
CORRELATIONS  
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1  
/PRINT=TWOTAIL NOSIG  
/MISSING=PAIRWISE.
```

Correlations

		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	,389**	,453**	,987**	,912**
	Sig. (2-tailed)		,001	,000	,000	,000
	N	70	70	70	70	70
X1.2	Pearson Correlation	,389**	1	,336**	,429**	,630**
	Sig. (2-tailed)	,001		,005	,000	,000
	N	70	70	70	70	70
X1.3	Pearson Correlation	,453**	,336**	1	,460**	,706**
	Sig. (2-tailed)	,000	,005		,000	,000
	N	70	70	70	70	70
X1.4	Pearson Correlation	,987**	,429**	,460**	1	,924**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	70	70	70	70	70
X1	Pearson Correlation	,912**	,630**	,706**	,924**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

2. Punishment

```

CORRELATIONS
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
  
```

Correlations

		Correlations				
		X2.1	X2.2	X2.3	X2.4	X2
X2.1	Pearson Correlation	1	,872**	,516**	,329**	,867**
	Sig. (2-tailed)		,000	,000	,005	,000
	N	70	70	70	70	70
X2.2	Pearson Correlation	,872**	1	,376**	,211	,772**
	Sig. (2-tailed)	,000		,001	,079	,000
	N	70	70	70	70	70
X2.3	Pearson Correlation	,516**	,376**	1	,345**	,739**
	Sig. (2-tailed)	,000	,001		,003	,000
	N	70	70	70	70	70
X2.4	Pearson Correlation	,329**	,211	,345**	1	,665**
	Sig. (2-tailed)	,005	,079	,003		,000
	N	70	70	70	70	70
X2	Pearson Correlation	,867**	,772**	,739**	,665**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

3. Lingkungan Kerja

```

CORRELATIONS
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations

		Correlations				
		X3.1	X3.2	X3.3	X3.4	X3
X3.1	Pearson Correlation	1	,598**	,467**	,382**	,810**
	Sig. (2-tailed)		,000	,000	,001	,000
	N	70	70	70	70	70
X3.2	Pearson Correlation	,598**	1	,460**	,416**	,825**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	70	70	70	70	70
X3.3	Pearson Correlation	,467**	,460**	1	,516**	,763**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	70	70	70	70	70
X3.4	Pearson Correlation	,382**	,416**	,516**	1	,706**
	Sig. (2-tailed)	,001	,000	,000		,000
	N	70	70	70	70	70
X3	Pearson Correlation	,810**	,825**	,763**	,706**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	70	70	70	70	70

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

4. Kinerja Karyawan

```

CORRELATIONS
/VARIABLES=Y1 Y2 Y3 Y
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations

		Y1	Y2	Y3	Y
Y1	Pearson Correlation	1	,389**	,453**	,481**
	Sig. (2-tailed)		,001	,000	,000
	N	70	70	70	70
Y2	Pearson Correlation	,389**	1	,336**	,739**
	Sig. (2-tailed)	,001		,005	,000
	N	70	70	70	70
Y3	Pearson Correlation	,453**	,336**	1	,812**
	Sig. (2-tailed)	,000	,005		,000
	N	70	70	70	70
Y	Pearson Correlation	,481**	,739**	,812**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	70	70	70	70

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

Lampiran 1

Pengantar Kuesioner



PENGARUH *REWARD*, *PUNISHMENT* DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA PERUSAHAAN ROKOK GAGAK HITAM BONDOWOSO.

Kpd, Yth.

Sdr. Karyawan PR. Gagak Hitam Bondowoso

Di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul “Pengaruh *Reward*, *Punishment*, dan Lingkungan Kerja Terhadap Kinerja Karyawan PR. Gagak Hitam Bondowoso” sebagai salah satu syarat untuk memperoleh gelar Sarjana Manajemen pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar pernyataan yang saya sertakan dibawah ini.

Agar memperoleh masukan yang berarti, saya berharap kuesioner ini diisi dengan keadaan yang sebenarnya. Semua sumber dan data yang diperoleh dijamin kerahasiaannya.

Atas perhatian dan bantuannya saya mengucapkan banyak terimakasih.

FITRIA SOVI MILADIA

14.10.411.136

Lampiran 2

Petunjuk Pengisian

Berilah tanda *chek list* (√) pada jawaban yang dipilih.

1. Bila pendapat anda sangat setuju (S)
2. Bila pendapat anda setuju (S)
3. Bila kurang Setuju (KS)
4. Bila tidak setuju (TS)
5. Bila sangat tidak setuju (STS)

Identitas respnden

1. Usia :
2. Jenis Kelamin :
3. Pendidikan Terakhir :
4. Lama Bekerja :



Lampiran 3

I. PERTANYAAN

No	Pernyataan	Pilihan Jawaban				
	<i>Reward (X1)</i>	STS	TS	KS	S	SS
1.	Saya mendapatkan pujian, ketika, bekerja dengan baik.					
2.	Saya mendapatkan bonus, ketika, bekerja dengan baik dan benar.					
3.	Saya mendapatkan promosi dari perusahaan.					
4.	Fasilitas yang disediakan perusahaan memadai					
	<i>Punishment(X2)</i>					
1.	Saya menerima nasehat apabila melakukan kesalahan.					
2.	Saya mendapatkan teguran apabila melakukan kesalahan.					
3.	Saya mendapatkan surat peringatan apabila selalu membuat kesalahan yang berulang-ulang.					
4.	Saya mendapatkan rotasi kerja apabila tidak bisa memperbaiki kesalahan.					
	Lingkungan Kerja					
1.	Saya merasa hubungan antara karyawan dengan pimpinan di lingkungan kerja berjalan dengan baik.					
2.	Saya merasa hubungan dengan karyawan dilingkungan kerja berjalan dengan baik					
3.	Saya merasa kondisi dilingkungan kerja seperti suhu, penerangan, pewanaan, dan lainnya sudah baik.					
4.	Saya merasa fasilitas kantor seperti alat kerja, fasilitas perlengkapan, dan fasilitas sosial sudah memadai.					
	Kinerja Karyawan					
1.	Saya mampu menyelesaikan pekerjaan dengan baik dan teliti.					
2.	Saya mampu menyelesaikan pekerjaan sesuai dengan apa yang ditentukan.					
3.	Saya menyelesaikan pekerjaan sesuai					

	dengan arahan,saran,dan koreksi.					
--	----------------------------------	--	--	--	--	--



Lampiran 7

Uji reliabilitas

1. Reward

```
RELIABILITY  
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,816	5

2. Punishment

```
RELIABILITY  
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,799	5

3.Lingkungan kerja.

RELIABILITY

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

Reliability

Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,807	5

4. Kinerja karyawan

```
RELIABILITY  
/VARIABLES=Y1 Y2 Y3 Y  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

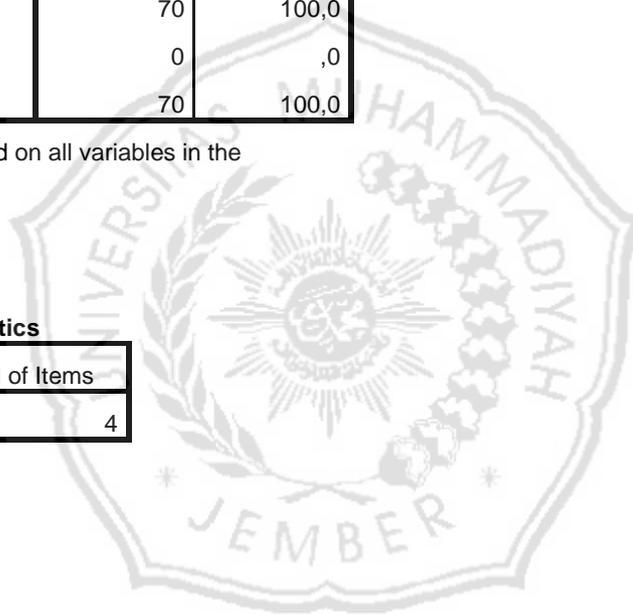
Case Processing Summary

		N	%
Cases	Valid	70	100,0
	Excluded ^a	0	,0
	Total	70	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,781	4



Lampiran 9

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 2017

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	1.6623	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

Lampiran 10









Lampiran 5

Frekuensi Pernyataan Responden

1. Reward

Frequencies

Statistics

		X1.1	X1.2	X1.3	X1.4	X1
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,4	1,4	1,4
	3	8	11,4	11,4	12,9
	4	26	37,1	37,1	50,0
	5	35	50,0	50,0	100,0
	Total	70	100,0	100,0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	7,1	7,1	7,1
	4	48	68,6	68,6	75,7
	5	17	24,3	24,3	100,0
	Total	70	100,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	17,1	17,1	17,1
	4	37	52,9	52,9	70,0
	5	21	30,0	30,0	100,0
	Total	70	100,0	100,0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,4	1,4	1,4
	3	7	10,0	10,0	11,4
	4	27	38,6	38,6	50,0
	5	35	50,0	50,0	100,0
	Total	70	100,0	100,0	

2.Punishment**Frequencies****Statistics**

		X2.1	X2.2	X2.3	X2.4	X2
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0

Frequency Table**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	7,1	7,1	7,1
	4	48	68,6	68,6	75,7
	5	17	24,3	24,3	100,0
	Total	70	100,0	100,0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	4,3	4,3	4,3
	4	49	70,0	70,0	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	10,0	10,0	10,0
	4	45	64,3	64,3	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	18,6	18,6	18,6
	4	39	55,7	55,7	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

3.Lingkungan kerja**Frequencies****Statistics**

		X3.1	X3.2	X3.3	X3.4	X3
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	17,1	17,1	17,1
	4	34	48,6	48,6	65,7
	5	24	34,3	34,3	100,0
	Total	70	100,0	100,0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,4	1,4	1,4
	3	10	14,3	14,3	15,7
	4	32	45,7	45,7	61,4
	5	27	38,6	38,6	100,0
	Total	70	100,0	100,0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	10,0	10,0	10,0
	4	45	64,3	64,3	74,3
	5	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	7,1	7,1	7,1
	4	48	68,6	68,6	75,7
	5	17	24,3	24,3	100,0
	Total	70	100,0	100,0	

4.Kinerja karyawan

Frequencies

Statistics

		Y1	Y2	Y3	Y
N	Valid	70	70	70	70
	Missing	0	0	0	0

Frequency Table

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,4	1,4	1,4
	3	8	11,4	11,4	12,9
	4	26	37,1	37,1	50,0
	5	35	50,0	50,0	100,0
Total		70	100,0	100,0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	7,1	7,1	7,1
	4	48	68,6	68,6	75,7
	5	17	24,3	24,3	100,0
Total		70	100,0	100,0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	17,1	17,1	17,1
	4	37	52,9	52,9	70,0
	5	21	30,0	30,0	100,0
	Total	70	100,0	100,0	



LAMPIRAN 7:
Hasil Uji Reliabilitas



LAMPIRAN 8:

**Hasil Uji Regresi,
Uji Asumsi Klasik Dan
Uji Hipotesis**

The logo of Universitas Muhammadiyah Jember is a circular emblem with a shield-like center. The text 'UNIVERSITAS MUHAMMADIYAH' is written along the top inner edge, and 'JEMBER' is written along the bottom inner edge. The center features a sunburst design with a crescent moon and a star, and a book. There are two small stars on either side of the bottom text.



LAMPIRAN 9 :
Tabel r *Product Moment*,
Dan Tabel Distribusi t



LAMPIRAN 10
Dokumentasi Penelitian



LAMPIRAN 11
Perijinan Penelitian