


LAMPIRAN I:
Pengantar Kuesioner,
Petunjuk Pengisian,
Kuesioner Penelitian,
Tabulasi Data

A large, faint watermark of the Universitas Muhammadiyah Jember logo is centered in the background. The logo is circular with a shield-like shape inside, containing a sunburst and the text 'UNIVERSITAS MUHAMMADIYAH JEMBER'.

Pengantar Kuesioner



PENGARUH *REWARD* DAN *PUNISHMENT* TERHADAP KINERJA KARYAWAN SPBU 54.681.30 BALUNG LOR

Kepada Yth.

Sdr. Karyawan SPBU 54.681.30 Balung Lor
di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul “Pengaruh *Reward* Dan *Punishment* Terhadap Kinerja Karyawan SPBU 54.681.30 Balung Lor ” sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar Pernyataan yang saya sertakan di bawah 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.

**Wulan Puspita Kusuma W
NIM. 1410412027**

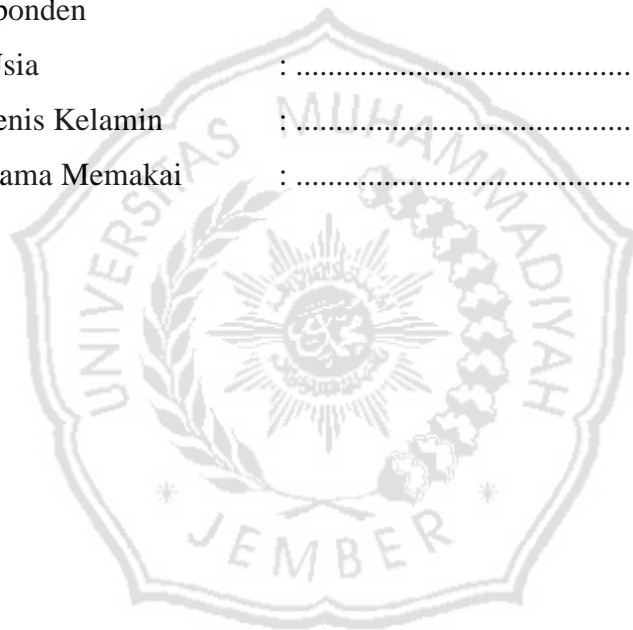
Petunjuk Pengisian:

Berilah tanda cek list (√) pada jawaban yang dipilih.

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

Identitas responden

1. Usia :
2. Jenis Kelamin :
3. Lama Memakai :



1. Reward (X₁)

| No | Pernyataan | Pilihan Jawaban | | | | |
|----|--|-----------------|----|----|---|----|
| | | STS | TS | KS | S | SS |
| 1 | Pimpinan memberikan pujian terhadap karyawan yang kinerjanya bagus | | | | | |
| 2 | Pimpinan memberikan bonus sebagai apresiasi terhadap karyawannya | | | | | |
| 3 | Pimpinan mempromosikan untuk naik jabatan | | | | | |
| 4 | Perusahaan memberikan fasilitas yang cukup kepada karyawannya | | | | | |
| 5 | Perusahaan memberikan jaminan positif kepada karyawannya | | | | | |

Keterangan:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

2. Punishment (X₂)

| No | Pernyataan | Pilihan Jawaban | | | | |
|----|---|-----------------|----|----|---|----|
| | | STS | TS | KS | S | SS |
| 1 | Pimpinan memberikan nasihat kepada karyawannya yang teledor dalam bekerja | | | | | |
| 2 | Pimpinan memberikan teguran jika ada karyawan melakukan kesalahan ringan | | | | | |
| 3 | Pimpinan memberikan surat peringatan bagi karyawan yang sering melakukan kesalahan dan susah diatur | | | | | |
| 4 | Pimpinan men skors pemberian bonus kepada karyawan sebagai bentuk hukuman | | | | | |
| 5 | Pemecatan dilakukan jika ada karyawan yang membuat kesalahan fatal | | | | | |

Keterangan:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

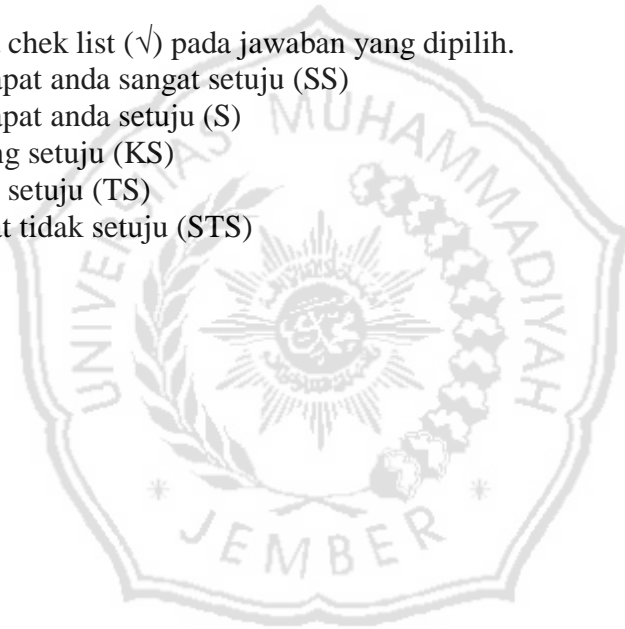
3. Kinerja Karyawan (Y)

| No | Pernyataan | Pilihan Jawaban | | | | |
|----|---|-----------------|----|----|---|----|
| | | STS | TS | KS | S | SS |
| 1 | Karyawan mampu bekerja dengan baik dan disiplin | | | | | |
| 2 | Karyawan mampu menyelesaikan tugas sesuai target perusahaan | | | | | |
| 3 | Karyawan mampu menyelesaikan pekerjaannya tepat waktu | | | | | |
| 4 | Karyawan selalu bekerja dengan efektif | | | | | |
| 5 | Karyawan mampu mengerjakan tugas masing – masing tanpa meminta bantuan kepada rekan kerja | | | | | |

Keterangan:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)



Rekapitulasi Kuesioner

| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2 | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y |
|----|------|------|------|------|------|----|------|------|------|------|------|----|-----|-----|-----|-----|-----|----|
| 1 | 5 | 5 | 5 | 5 | 4 | 24 | 4 | 5 | 4 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 4 | 24 |
| 2 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 4 | 4 | 5 | 4 | 22 |
| 3 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 4 | 4 | 5 | 5 | 22 |
| 4 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 4 | 4 | 5 | 23 | 5 | 5 | 5 | 4 | 4 | 23 |
| 5 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 4 | 4 | 3 | 3 | 18 | 3 | 3 | 4 | 4 | 4 | 18 |
| 6 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 5 | 4 | 22 | 5 | 4 | 5 | 4 | 4 | 22 |
| 7 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 5 | 21 |
| 8 | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 5 | 4 | 4 | 21 |
| 9 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 3 | 4 | 19 |
| 10 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 5 | 5 | 5 | 23 |
| 11 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 5 | 5 | 4 | 5 | 23 | 5 | 5 | 5 | 4 | 5 | 24 |
| 12 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 5 | 4 | 5 | 3 | 21 | 5 | 4 | 5 | 4 | 4 | 22 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 5 | 4 | 4 | 4 | 22 |
| 14 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 4 | 4 | 5 | 22 | 5 | 5 | 5 | 5 | 4 | 24 |
| 15 | 4 | 4 | 3 | 3 | 4 | 18 | 3 | 3 | 4 | 3 | 4 | 17 | 3 | 4 | 4 | 4 | 3 | 18 |
| 16 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 4 | 4 | 4 | 5 | 22 | 5 | 5 | 5 | 4 | 5 | 24 |
| 17 | 5 | 4 | 5 | 4 | 5 | 23 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 4 | 5 | 5 | 24 |
| 18 | 3 | 3 | 3 | 4 | 3 | 16 | 4 | 3 | 3 | 3 | 4 | 17 | 3 | 4 | 4 | 4 | 3 | 18 |
| 19 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 4 | 5 | 5 | 4 | 22 |
| 20 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 5 | 4 | 22 |
| 21 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 5 | 5 | 5 | 5 | 24 |
| 22 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 4 | 5 | 5 | 22 |
| 23 | 4 | 3 | 3 | 3 | 3 | 16 | 3 | 3 | 4 | 4 | 3 | 17 | 4 | 4 | 3 | 3 | 3 | 17 |
| 24 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 5 | 5 | 5 | 4 | 23 | 5 | 5 | 4 | 4 | 5 | 23 |
| 25 | 4 | 3 | 3 | 3 | 3 | 16 | 3 | 2 | 3 | 3 | 3 | 14 | 2 | 3 | 2 | 3 | 3 | 13 |
| 26 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 4 | 5 | 22 |
| 27 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 28 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 5 | 4 | 4 | 4 | 22 |
| 29 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 4 | 22 |
| 30 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 4 | 4 | 5 | 5 | 23 | 5 | 4 | 4 | 5 | 4 | 22 |
| 31 | 3 | 3 | 3 | 4 | 3 | 16 | 4 | 4 | 3 | 3 | 3 | 17 | 3 | 3 | 3 | 4 | 4 | 17 |



LAMPIRAN II:
Frekuensi Pernyataan
Responden



1. Reward

Statistics

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 |
|---|---------|------|------|------|------|------|
| N | Valid | 31 | 31 | 31 | 31 | 31 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

X1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 3 | 9.7 | 9.7 | 9.7 |
| | 4 | 15 | 48.4 | 48.4 | 58.1 |
| | 5 | 13 | 41.9 | 41.9 | 100.0 |
| | Total | 31 | 100.0 | 100.0 | |

X1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 4 | 12.9 | 12.9 | 12.9 |
| | 4 | 16 | 51.6 | 51.6 | 64.5 |
| | 5 | 11 | 35.5 | 35.5 | 100.0 |
| | Total | 31 | 100.0 | 100.0 | |

X1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 6 | 19.4 | 19.4 | 19.4 |
| | 4 | 14 | 45.2 | 45.2 | 64.5 |
| | 5 | 11 | 35.5 | 35.5 | 100.0 |
| | Total | 31 | 100.0 | 100.0 | |

X1.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| 3 | 4 | 12.9 | 12.9 | 12.9 |
| 4 | 16 | 51.6 | 51.6 | 64.5 |
| 5 | 11 | 35.5 | 35.5 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |

X1.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| 3 | 4 | 12.9 | 12.9 | 12.9 |
| 4 | 16 | 51.6 | 51.6 | 64.5 |
| 5 | 11 | 35.5 | 35.5 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |

2. Punishment**Statistics**

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 |
|---|---------|------|------|------|------|------|
| N | Valid | 31 | 31 | 31 | 31 | 31 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

X2.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| 3 | 3 | 9.7 | 9.7 | 9.7 |
| 4 | 21 | 67.7 | 67.7 | 77.4 |
| 5 | 7 | 22.6 | 22.6 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |

X2.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 1 | 3.2 | 3.2 | 3.2 |
| 3 | 4 | 12.9 | 12.9 | 16.1 |
| Valid 4 | 16 | 51.6 | 51.6 | 67.7 |
| 5 | 10 | 32.3 | 32.3 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |

X2.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 3 | 9.7 | 9.7 | 9.7 |
| Valid 4 | 20 | 64.5 | 64.5 | 74.2 |
| 5 | 8 | 25.8 | 25.8 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |

X2.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 5 | 16.1 | 16.1 | 16.1 |
| Valid 4 | 19 | 61.3 | 61.3 | 77.4 |
| 5 | 7 | 22.6 | 22.6 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |

X2.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 5 | 16.1 | 16.1 | 16.1 |
| Valid 4 | 12 | 38.7 | 38.7 | 54.8 |
| 5 | 14 | 45.2 | 45.2 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |

3. Kinerja Karyawan

Statistics

| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 |
|---|---------|-----|-----|-----|-----|-----|
| N | Valid | 31 | 31 | 31 | 31 | 31 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

Y.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 3.2 | 3.2 | 3.2 |
| | 3 | 4 | 12.9 | 12.9 | 16.1 |
| | 4 | 12 | 38.7 | 38.7 | 54.8 |
| | 5 | 14 | 45.2 | 45.2 | 100.0 |
| | Total | 31 | 100.0 | 100.0 | |

Y.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 3 | 9.7 | 9.7 | 9.7 |
| | 4 | 17 | 54.8 | 54.8 | 64.5 |
| | 5 | 11 | 35.5 | 35.5 | 100.0 |
| | Total | 31 | 100.0 | 100.0 | |

Y.3

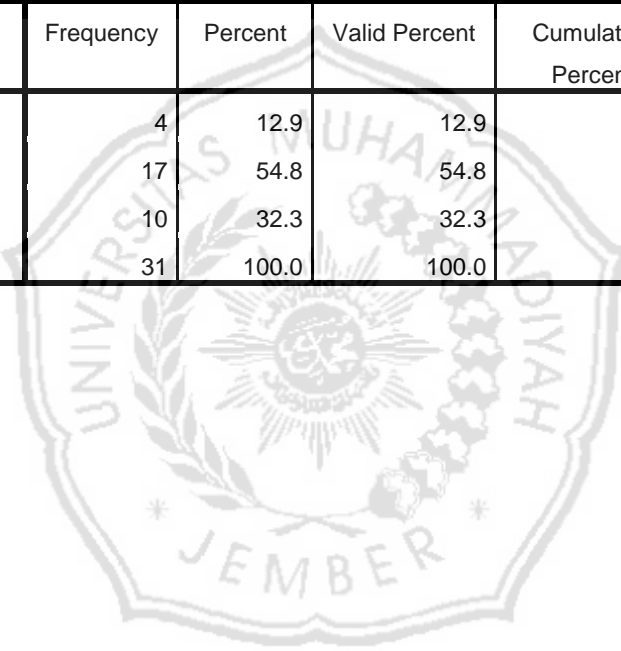
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 3.2 | 3.2 | 3.2 |
| | 3 | 2 | 6.5 | 6.5 | 9.7 |
| | 4 | 15 | 48.4 | 48.4 | 58.1 |
| | 5 | 13 | 41.9 | 41.9 | 100.0 |
| | Total | 31 | 100.0 | 100.0 | |

Y.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| 3 | 3 | 9.7 | 9.7 | 9.7 |
| 4 | 17 | 54.8 | 54.8 | 64.5 |
| 5 | 11 | 35.5 | 35.5 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |

Y.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| 3 | 4 | 12.9 | 12.9 | 12.9 |
| 4 | 17 | 54.8 | 54.8 | 67.7 |
| 5 | 10 | 32.3 | 32.3 | 100.0 |
| Total | 31 | 100.0 | 100.0 | |



LAMPIRAN III: Hasil Uji Validitas Dan Reliabilitas



1. Reward

Correlations

| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1 |
|--------------------------|--------|--------|--------|--------|--------|--------|
| X1.1 Pearson Correlation | 1 | .591** | .722** | .209 | .515** | .765** |
| X1.1 Sig. (2-tailed) | | .000 | .000 | .258 | .003 | .000 |
| X1.1 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.2 Pearson Correlation | .591** | 1 | .737** | .329 | .627** | .829** |
| X1.2 Sig. (2-tailed) | .000 | | .000 | .070 | .000 | .000 |
| X1.2 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.3 Pearson Correlation | .722** | .737** | 1 | .534** | .670** | .929** |
| X1.3 Sig. (2-tailed) | .000 | .000 | | .002 | .000 | .000 |
| X1.3 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.4 Pearson Correlation | .209 | .329 | .534** | 1 | .404* | .626** |
| X1.4 Sig. (2-tailed) | .258 | .070 | .002 | | .024 | .000 |
| X1.4 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1.5 Pearson Correlation | .515** | .627** | .670** | .404* | 1 | .811** |
| X1.5 Sig. (2-tailed) | .003 | .000 | .000 | .024 | | .000 |
| X1.5 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X1 Pearson Correlation | .765** | .829** | .929** | .626** | .811** | 1 |
| X1 Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| X1 N | 31 | 31 | 31 | 31 | 31 | 31 |

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

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

2. Punishment

Correlations

| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2 |
|--------------------------|--------|--------|--------|--------|--------|--------|
| X2.1 Pearson Correlation | 1 | .504** | .240 | .353 | .468** | .673** |
| X2.1 Sig. (2-tailed) | | .004 | .194 | .052 | .008 | .000 |
| X2.1 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.2 Pearson Correlation | .504** | 1 | .626** | .607** | .345 | .833** |
| X2.2 Sig. (2-tailed) | .004 | | .000 | .000 | .057 | .000 |
| X2.2 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.3 Pearson Correlation | .240 | .626** | 1 | .607** | .352 | .747** |
| X2.3 Sig. (2-tailed) | .194 | .000 | | .000 | .052 | .000 |
| X2.3 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.4 Pearson Correlation | .353 | .607** | .607** | 1 | .389* | .785** |
| X2.4 Sig. (2-tailed) | .052 | .000 | .000 | | .031 | .000 |
| X2.4 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2.5 Pearson Correlation | .468** | .345 | .352 | .389* | 1 | .698** |
| X2.5 Sig. (2-tailed) | .008 | .057 | .052 | .031 | | .000 |
| X2.5 N | 31 | 31 | 31 | 31 | 31 | 31 |
| X2 Pearson Correlation | .673** | .833** | .747** | .785** | .698** | 1 |
| X2 Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| X2 N | 31 | 31 | 31 | 31 | 31 | 31 |

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

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

3. Kinerja Karyawan

Correlations

| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y |
|-------------------------|--------|--------|--------|--------|--------|--------|
| Y.1 Pearson Correlation | 1 | .774** | .535** | .320 | .403* | .830** |
| Y.1 Sig. (2-tailed) | | .000 | .002 | .079 | .024 | .000 |
| Y.1 N | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.2 Pearson Correlation | .774** | 1 | .477** | .246 | .360* | .769** |
| Y.2 Sig. (2-tailed) | .000 | | .007 | .182 | .047 | .000 |
| Y.2 N | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.3 Pearson Correlation | .535** | .477** | 1 | .477** | .431* | .790** |
| Y.3 Sig. (2-tailed) | .002 | .007 | | .007 | .015 | .000 |
| Y.3 N | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.4 Pearson Correlation | .320 | .246 | .477** | 1 | .440* | .647** |
| Y.4 Sig. (2-tailed) | .079 | .182 | .007 | | .013 | .000 |
| Y.4 N | 31 | 31 | 31 | 31 | 31 | 31 |
| Y.5 Pearson Correlation | .403* | .360* | .431* | .440* | 1 | .693** |
| Y.5 Sig. (2-tailed) | .024 | .047 | .015 | .013 | | .000 |
| Y.5 N | 31 | 31 | 31 | 31 | 31 | 31 |
| Y Pearson Correlation | .830** | .769** | .790** | .647** | .693** | 1 |
| Y Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| Y N | 31 | 31 | 31 | 31 | 31 | 31 |

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

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

4.

1. Reward

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| | Valid | 31 | 100.0 |
| Cases | Excluded ^a | 0 | .0 |
| | Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .853 | 5 |

2. Punishment

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| | Valid | 31 | 100.0 |
| Cases | Excluded ^a | 0 | .0 |
| | Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .799 | 5 |

3. Kinerja Karyawan

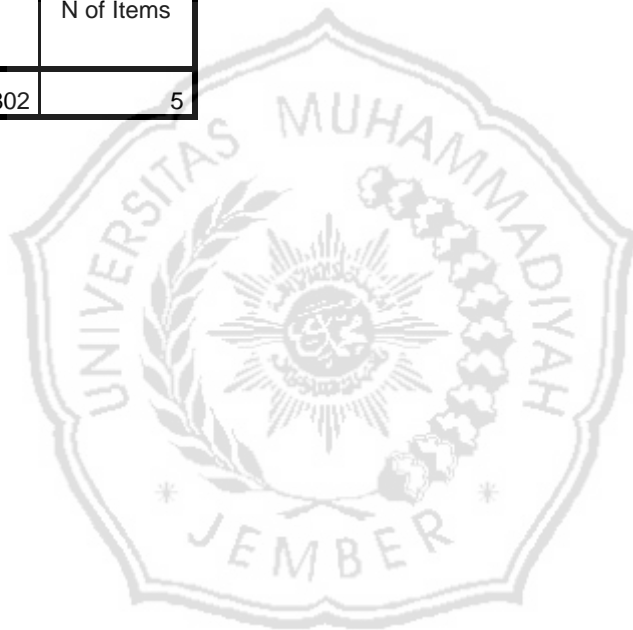
Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 31 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 31 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .802 | 5 |



LAMPIRAN IV:
Hasil Uji Asumsi Klasik,
Hipotesis, Dan Analisis
Regresi Linier Berganda



Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---------------------|-------------------|--------|
| 1 | X2, X1 ^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 | .914 ^a | .836 | .824 | 1.094 |

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 170.453 | 2 | 85.227 | 71.272 | .000 ^b |
| | Residual | 33.482 | 28 | 1.196 | | |
| | Total | 203.935 | 30 | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | .678 | 1.741 | | .389 | .700 | | |
| | X1 | .431 | .121 | .446 | 3.570 | .001 | .376 | 2.658 |
| | X2 | .552 | .132 | .520 | 4.169 | .000 | .376 | 2.658 |

a. Dependent Variable: Y

Coefficient Correlations^a

| Model | | X2 | X1 |
|-------|--------------|----|-------|
| 1 | Correlations | X2 | 1.000 |
| | | X1 | -.790 |
| | Covariances | X2 | .018 |
| | | X1 | -.013 |

a. Dependent Variable: Y

Collinearity Diagnostics^a

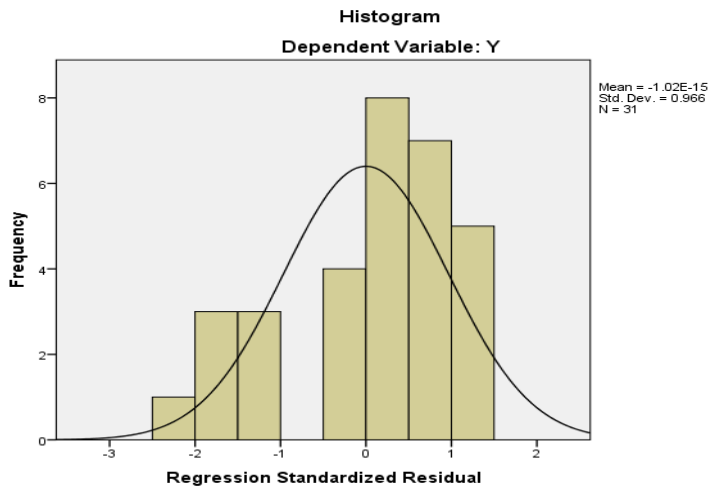
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
|-------|-----------|------------|-----------------|----------------------|-----|-----|
| | | | | (Constant) | X1 | X2 |
| 1 | 1 | 2.988 | 1.000 | .00 | .00 | .00 |
| | 2 | .009 | 18.537 | .97 | .16 | .06 |
| | 3 | .003 | 31.573 | .03 | .84 | .94 |

a. Dependent Variable: Y

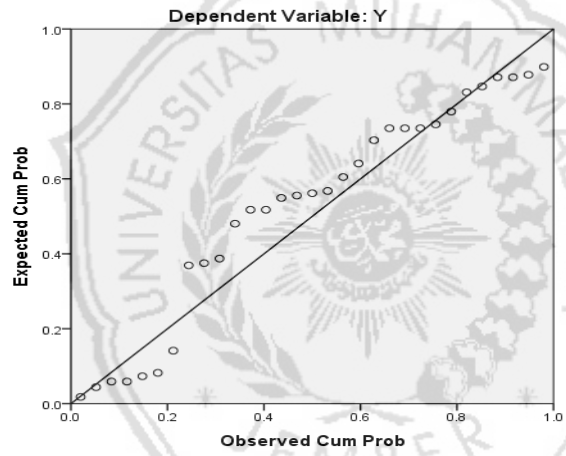
Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value | 15.30 | 23.83 | 21.26 | 2.384 | 31 |
| Std. Predicted Value | -2.501 | 1.079 | .000 | 1.000 | 31 |
| Standard Error of Predicted Value | .202 | .607 | .324 | .106 | 31 |
| Adjusted Predicted Value | 16.24 | 24.20 | 21.30 | 2.357 | 31 |
| Residual | -2.296 | 1.394 | .000 | 1.056 | 31 |
| Std. Residual | -2.100 | 1.275 | .000 | .966 | 31 |
| Stud. Residual | -2.494 | 1.357 | -.018 | 1.040 | 31 |
| Deleted Residual | -3.240 | 1.580 | -.044 | 1.234 | 31 |
| Stud. Deleted Residual | -2.777 | 1.379 | -.036 | 1.079 | 31 |
| Mahal. Distance | .055 | 8.289 | 1.935 | 2.051 | 31 |
| Cook's Distance | .000 | .852 | .062 | .166 | 31 |
| Centered Leverage Value | .002 | .276 | .065 | .068 | 31 |

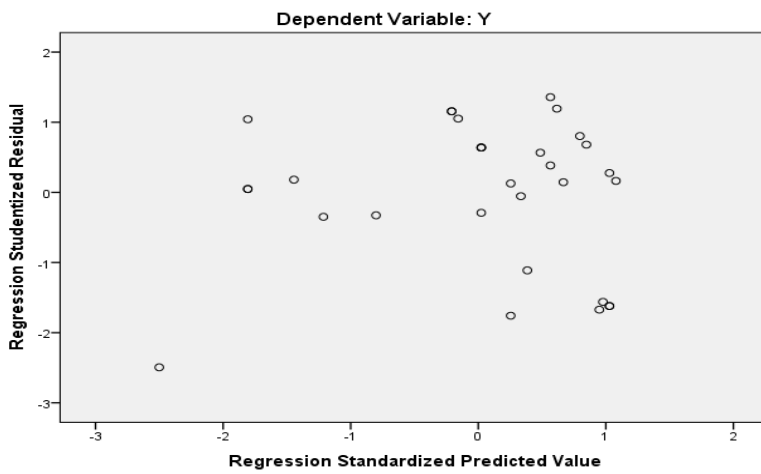
a. Dependent Variable: Y



Normal P-P Plot of Regression Standardized Residual



Scatterplot



LAMPIRAN V:

Dokumentasi Penelitian







