

Lampiran : Kuesioner

IDENTITAS RESPONDEN

Nama :

Umur :

Jenis kelamin : laki-laki / perempuan

Petunjuk Pengisian :

Berikan penilaian bapak/ibu/saudara dengan tanda (x) menurut keadaan yang sesungguhnya dengan kriteria sebagai berikut :

STS	TS	CS	S	SS
1	2	3	4	5

Keterangan:

STS : Sangat Tidak Setuju diberi nilai 1

TS : Tidak Setuju diberi nilai 2

CS : Cukup Setuju diberi nilai 3

S : Setuju diberi nilai 4

SS : Sangat Setuju diberi nilai

1. Reward /Penghargaan

No	Indikator	Score				
		STS	TS	CS	S	SS
		1	2	3	4	5
1	Perusahaan saya memberikan ganjaran, hadiah, ataupun penghargaan kepada karyawan yang pekerjaanya memuaskan					
2	Perusahaan saya memberikan reward guna meningkatkan kinerja karyawan					

2. Punishment / Hukuman

No	Indikator	Score				
		STS	TS	CS	S	SS
		1	2	3	4	5
1	Perusahaan saya memberikan hukuman kepada karyawan yang melanggar peraturan					
2	Perusahaan saya memberikan hukuman untuk memperbaiki perilaku karyawan					
3	Perusahaan saya menerapkan hukuman untuk memelihara peraturan yang berlaku					
4	Perusahaan saya menerapkan hukuman untuk memberikan pelajaran kepada si pelanggar					

3. Motivasi kerja

No	Indikator	Score				
		STS	TS	CS	S	SS
		1	2	3	4	5
1	Perusahaan saya selalu menyemangati karyawannya dalam bekerja					
2	Perusahaan saya selalu berusaha meningkatkan produktifitas kerja karyawannya					
3	Perusahaan saya selalu mempertahankan loyalitas karyawannya					
4	Perusahaan saya selalu memberikan motivasi guna menurunkan tingkat absensi karyawan					

4. Kinerja karyawan

No	Indikator	Score				
		STS	TS	CS	S	SS
		1	2	3	4	5
1	Saya merasa puas apabila hasil kerja saya baik					
2	Saya bekerja dengan kualitas yang baik					
3	Saya bekerja sesuai kuatitas untuk mencapai hasil kerja yang sesuai dengan target					
4	Saya bertanggungjawab kepada pekerjaan yang saya jalani					

Lampiran 3 : Uji Validitas dan Reliabilitas

Reliability

Case Processing Summary

		N	%
Cases	Valid	92	100.0
	Excluded ^a	0	.0
	Total	92	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.634	2

Item Statistics

	Mean	Std. Deviation	N
x1.1	3.72	.700	92
x1.2	3.78	.753	92

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	3.78	.568	.465	. ^a
x1.2	3.72	.491	.465	. ^a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
7.50	1.549	1.245	2

Reliability

Case Processing Summary

		N	%
Cases	Valid	92	100.0
	Excluded ^a	0	.0
	Total	92	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.826	4

Item Statistics

	Mean	Std. Deviation	N
x2.1	3.38	.924	92
x2.2	3.58	.715	92
x2.3	3.47	.895	92
x2.4	3.48	.920	92

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	10.52	4.428	.677	.769
x2.2	10.33	5.233	.664	.783
x2.3	10.43	4.622	.647	.783
x2.4	10.42	4.555	.640	.787

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
13.90	7.913	2.813	4

Reliability

Case Processing Summary

		N	%
Cases	Valid	92	100.0
	Excluded ^a	0	.0
	Total	92	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.773	4

Item Statistics

	Mean	Std. Deviation	N
y1.1	3.55	.803	92
y1.2	3.51	.858	92
y1.3	3.58	.880	92
y1.4	3.65	.882	92

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1.1	10.74	4.239	.633	.690
y1.2	10.78	3.886	.697	.651
y1.3	10.72	4.205	.554	.729
y1.4	10.64	4.562	.434	.791

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
14.29	6.979	2.642	4

Reliability

Case Processing Summary

		N	%
Cases	Valid	92	100.0
	Excluded ^a	0	.0
	Total	92	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.908	4

Item Statistics

	Mean	Std. Deviation	N
y2.1	3.90	.771	92
y2.2	3.61	.925	92
y2.3	3.83	.933	92
y2.4	3.78	.810	92

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y2.1	11.22	6.084	.699	.913
y2.2	11.51	5.176	.785	.885
y2.3	11.29	5.199	.768	.892
y2.4	11.34	5.193	.945	.829

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15.12	9.337	3.056	4

Lampiran 4

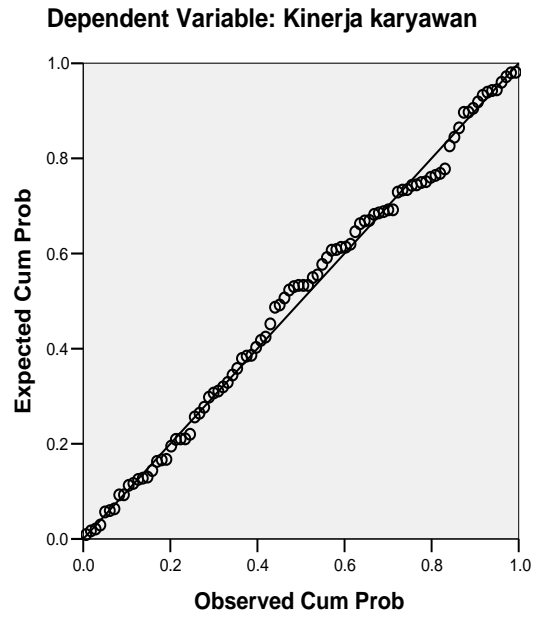
Uji Asumsi Klasik

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Reward	.694	1.440
	Punishment	.744	1.344
	Motivasi kerja	.610	1.638

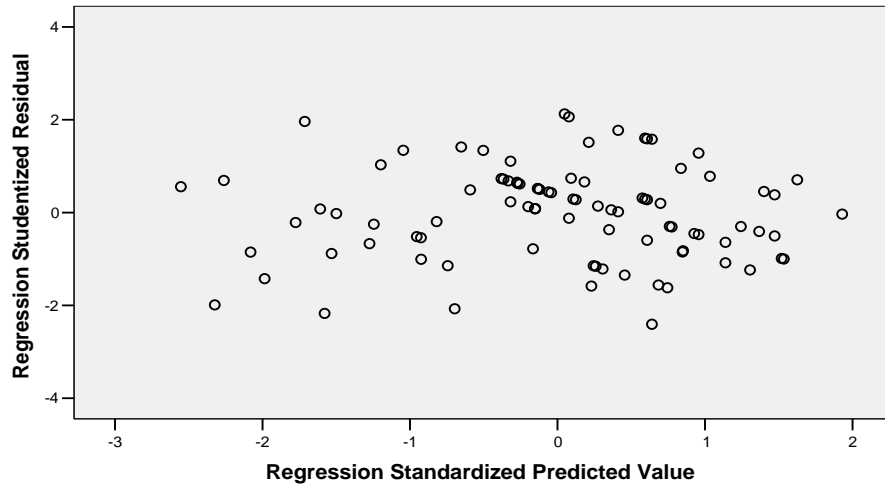
a. Dependent Variable: Kinerja karyawan

Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Kinerja karyawan



Lampiran 5

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Punishment, Reward ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Motivasi kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.624 ^a	.390	.376	2.087

a. Predictors: (Constant), Punishment, Reward

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	247.391	2	123.695	28.396	.000 ^a
	Residual	387.685	89	4.356		
	Total	635.076	91			

a. Predictors: (Constant), Punishment, Reward

b. Dependent Variable: Motivasi kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.280	1.482		2.214	.029
	Reward	.881	.189	.415	4.662	.000
	Punishment	.317	.084	.337	3.785	.000

a. Dependent Variable: Motivasi kerja

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Motivasi kerja, Punishment, Reward ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.671 ^a	.450	.431	2.305

a. Predictors: (Constant), Motivasi kerja, Punishment, Reward

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	382.144	3	127.381	23.976	.000 ^a
	Residual	467.540	88	5.313		
	Total	849.685	91			

a. Predictors: (Constant), Motivasi kerja, Punishment, Reward

b. Dependent Variable: Kinerja karyawan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.520	1.681		.905	.368
	Reward	.469	.233	.191	2.014	.047
	Punishment	.342	.100	.315	3.437	.001
	Motivasi kerja	.372	.117	.322	3.181	.002

a. Dependent Variable: Kinerja karyawan

Tabulasi hasil jawaban responden

No.	x1.1	x1.2	x1	x2.1	x2.2	x2.3	x2.4	x2	y1.1	y1.2	y1.3	y1.4	y1	y2.1	y2.2	y2.3	y2.4	y2
1	4	4	8	3	4	4	2	13	5	4	4	4	17	4	3	3	3	13
2	4	3	7	2	2	3	3	10	4	4	4	5	17	4	4	4	4	16
3	2	5	7	5	4	4	5	18	3	4	4	4	15	4	5	4	4	17
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5	3	3	6	4	3	4	3	14	2	3	3	4	12	3	2	3	3	11
6	3	4	7	3	4	3	4	14	2	2	3	4	11	3	2	2	2	9
7	3	3	6	3	3	3	2	11	2	2	3	3	10	3	2	4	3	12
8	3	3	6	4	3	5	4	16	3	2	3	3	11	4	4	3	4	15
9	3	3	6	4	3	4	3	14	3	3	3	2	11	3	3	3	3	12
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