

LAMPIRAN

1

ADMINISTRATIF

LAMPIRAN

2

ANGKET PENELITIAN

KUESIONER PENELITIAN
PENGARUH KEPUASAN KERJA DAN MOTIVASI TERHADAP KINERJA
KARYAWAN

Assalamualaikum Wr. Wb Bapak/Ibu/Sdr/i yang saya hormati, saya mahasiswa Universitas Pendidikan Indonesia (UPI) Bandung Rd Didit Pramono, sedang melakukan penelitian di PT. Pos Indonesia. Penelitian yang saya lakukan berjudul “Pengaruh Kepuasan Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan”. Penelitian ini merupakan rancangan dalam pembuatan skripsi. Saya sangat mengharapkan bantuan Bapak/Ibu/Sdr/i untuk mengisi kuesioner yang saya ajukan ini sesuai dengan kondisi yang ada. Setiap jawaban yang Bapak/Ibu/Sdr/i berikan sangat berarti dalam penelitian ini. Bapak/Ibu/Sdr/i tidak perlu ragu-ragu untuk menjawab semua pertanyaan yang disediakan dengan sejujur jujurnya dan apa adanya, karena data ini akan kami jadikan sebagai informasi yang bersifat rahasia. Setiap jawaban yang Bapak/Ibu/Sdr/i berikan tidak akan mempengaruhi penilaian perusahaan terhadap anda. Atas perhatian dan kerjasama Bapak/Ibu/Sdr/i saya ucapkan terima kasih. Selamat bekerja dan semoga sukses.

Selamat mengisi !

➤ **Petunjuk Pengisian**

Sesuai dengan yang Bapak/Ibu/Sdr/i ketahui, berilah penilaian terhadap diri anda sendiri dengan jujur dan apa adanya berdasarkan pertanyaan dibawah ini dengan cara memberi tanda *checklist* (√)

➤ **Identitas Responden**

Jenis Kelamin : (Lk) (Pr)
Umur :
Pendidikan :
Masa Kerja :

INSTRUMEN VARIABEL KEPUASAN KERJA (X1)

Keterangan :

SP : SANGAT PUAS

TP : TIDAK PUAS

P : PUAS

STP : SANGAT TIDAK PUAS

S : SEDANG

NO	PERNYATAAN	JAWABAN				
		SP	P	S	TP	STP
Motivasi intrinsik						
1.	Bagaimana tingkat kepuasan akan prestasi yang anda hasilkan selama bekerja?					
2.	Bagaimana tingkat kepuasan akan pengakuan dari rekan kerja atau pimpinan yang anda dapatkan?					
3.	Bagaimana tingkat kepuasan yang dirasakan terhadap pekerjaan anda?					
4.	Bagaimana tingkat kepuasan yang anda rasakan dalam menjalani tanggung jawab dari perusahaan?					
5.	Bagaimana tingkat kepuasan akan perkembangan dan kemajuan yang anda alami selama bekerja?					
Motivasi ekstrinsik						
6.	Bagaimana tingkat kepuasan akan status pekerjaan yang dimiliki?					
7.	Bagaimana tingkat kepuasan terhadap hubungan kerja antar karyawan di tempat anda bekerja?					
8.	Bagaimana tingkat kepuasan akan kebijakan dan administrasi yang ditetapkan oleh perusahaan tempat anda bekerja?					
9.	Bagaimana tingkat kepuasan akan jaminan kerja yang diberikan oleh perusahaan?					
10.	Bagaimana tingkat kepuasan akan kondisi atau situasi dalam menjalankan pekerjaan?					
11.	Bagaimana tingkat kepuasan akan gaji yang anda terima?					
12.	Bagaimana tingkat kepuasan akan pengawasan yang dilakukan oleh pimpinan atau atasan pada?					

INSTRUMEN VARIABEL MOTIVASI KERJA (X2)

Keterangan :

ST : SANGAT TINGGI

R : RENDAH

T : TINGGI

SR : SANGAT RENDAH

S : SEDANG

NO	PERNYATAAN	JAWABAN				
		ST	T	S	R	SR
Motivasi berprestasi						
1.	Bagaimana tingkat keinginan untuk tanggung jawab terhadap pekerjaan?					
2.	Bagaimana tingkat keinginan untuk mendapatkan umpan balik atas pekerjaan?					
3.	Bagaimana tingkat keinginan untuk berani dalam mengambil keputusan yang beresiko?					
4.	Bagaimana tingkat keinginan untuk kreatif dan inovatif dalam bekerja yang anda miliki?					
5.	Bagaimana tingkat keinginan untuk memanfaatkan waktu bekerja dengan baik?					
6.	Bagaimana tingkat keinginan untuk bekerja keras dan bangga atas hasil yang dicapai?					
Motivasi berafiliasi						
7.	Bagaimana tingkat keinginan anda untuk bersama dengan rekan kerja?					
8.	Bagaimana tingkat keinginan anda untuk berkomunikasi dengan rekan kerja?					
9.	Bagaimana tingkat keinginan untuk mendahulukan hubungan sosial dibanding tugas?					
10.	Bagaimana tingkat keinginan anda untuk menyelesaikan masalah dengan jalur musyawarah?					
11.	Bagaimana tingkat keinginan anda untuk bekerja sama dengan rekan kerja agar lebih efektif?					
Motivasi berkuasa						
12.	Bagaimana tingkat keinginan untuk aktif dalam menentukan arah kegiatan pada level organisasi?					
13.	Bagaimana tingkat keinginan untuk peka terhadap pengaruh pribadi atau kelompok?					
14.	Bagaimana tingkat keinginan anda untuk mengutamakan tugas kerja daripada hubungan pribadi?					

15.	Bagaimana tingkat keinginan anda untuk memerintah dan mengancam dengan sanksi bila terjadi kesalahan?					
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INSTRUMEN VARIABEL KINERJA (Y)

Keterangan :

Pernyataan jawaban disesuaikan dengan setiap pertanyaan

NO

PERNYATAAN

JAWABAN

• Kualitas pekerjaan		JAWABAN				
		Sangat sesuai	Sesuai	Kurang sesuai	Tidak sesuai	Sangat tidak sesuai
1.	Tingkat kesesuaian kualitas pekerjaan yang anda hasilkan dengan standar yang ditetapkan oleh perusahaan?					

• Kuantitas pekerjaan		JAWABAN				
		Sangat sesuai	Sesuai	Kurang sesuai	Tidak sesuai	Sangat tidak sesuai
2.	Tingkat kesesuaian hasil output kerja dengan target yang ditetapkan?					

• Ketepatan waktu		JAWABAN				
		Sangat efektif	Efektif	Kurang efektif	Tidak efektif	Sangat tidak efektif
3.	Tingkat keefektifan pemanfaatan waktu dalam bekerja?					

• Efektivitas penggunaan biaya		Sangat efektif	Efektif	Kurang efektif	Tidak Efektif	Sangat tidak efektif
4.	Tingkat keefektifan penggunaan sumber daya dan fasilitas perusahaan?					

• Kebutuhan akan pengawasan		Sangat tinggi	Tinggi	Sedang	Rendah	Sangat rendah
5.	Tingkat inisiatif dan kemandirian anda dalam bekerja tanpa harus menunggu komando dari atasan?					

• Dampak interpersonal		Sangat tinggi	Tinggi	Sedang	Rendah	Sangat rendah
6.	Tingkat perasaan menghargai pekerjaan yang anda dapatkan?					
7.	Tingkat kemampuan kerja sama dan kordinasi anda dengan rekan kerja?					
8.	Tingkat kedisiplinan anda dalam menaati aturan di perusahaan?					

LAMPIRAN

3

HASIL OUTPUT SPSS VALIDITAS DAN RELIABILITAS

OUTPUT VALIDITAS VARIABEL X1 (KEPUASAN KERJA)

Correlations

		Pernyataan_1	Pernyataan_2	Pernyataan_3	Pernyataan_4	Pernyataan_5	Pernyataan_6	Pernyataan_7	Pernyataan_8	Pernyataan_9	Pernyataan_10	Pernyataan_11	Pernyataan_12	Total
Pernyataan_1	Pearson Correlation	1	.434*	.739**	.203	.363*	.011	.048	.312	.209	.227	.198	.142	.467**
	Sig. (2-tailed)		.017	.000	.282	.049	.954	.801	.094	.269	.228	.294	.454	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_2	Pearson Correlation	.434*	1	.598**	.312	.367*	.531**	.780**	.694**	.613**	.752**	.323	.292	.803**
	Sig. (2-tailed)	.017		.000	.093	.046	.003	.000	.000	.000	.000	.081	.118	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_3	Pearson Correlation	.739**	.598**	1	.247	.453**	.227	.169	.384**	.405**	.307	.187	.123	.572**
	Sig. (2-tailed)	.000	.000		.189	.012	.227	.371	.036	.026	.099	.323	.516	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_4	Pearson Correlation	.203	.312	.247	1	.493**	.325	.356	.548**	.228	.319	.390	.600**	.580**
	Sig. (2-tailed)	.282	.093	.189		.006	.079	.054	.002	.225	.085	.033	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_5	Pearson Correlation	.363*	.367*	.453**	.493**	1	.388*	.520**	.465**	.574**	.543**	.360	.419	.699**
	Sig. (2-tailed)	.049	.046	.012	.006		.034	.003	.010	.001	.002	.051	.021	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_6	Pearson Correlation	.011	.531**	.227	.325	.388*	1	.591**	.618**	.371*	.589**	.618**	.347	.688**
	Sig. (2-tailed)	.954	.003	.227	.079	.034		.001	.000	.043	.001	.000	.060	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_7	Pearson Correlation	.048	.780**	.169	.356	.520**	.591**	1	.660**	.617**	.818**	.359	.450	.762**
	Sig. (2-tailed)	.801	.000	.371	.054	.003	.001		.000	.000	.000	.051	.013	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_8	Pearson Correlation	.312	.694**	.384**	.548**	.465**	.618**	.660**	1	.631**	.644**	.558**	.680**	.868**
	Sig. (2-tailed)	.094	.000	.036	.002	.010	.000	.000		.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_9	Pearson Correlation	.209	.613**	.405**	.228	.574**	.371*	.617**	.631**	1	.758**	.289	.411	.729**
	Sig. (2-tailed)	.269	.000	.026	.225	.001	.043	.000	.000		.000	.122	.024	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_10	Pearson Correlation	.227	.752**	.307	.319	.543**	.589**	.818**	.644**	.758**	1	.334	.511**	.816**
	Sig. (2-tailed)	.228	.000	.099	.085	.002	.001	.000	.000	.000		.071	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_11	Pearson Correlation	.198	.323	.187	.390	.360	.618**	.359	.558**	.289	.334	1	.531**	.652**
	Sig. (2-tailed)	.294	.081	.323	.033	.051	.000	.051	.001	.122	.071		.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_12	Pearson Correlation	.142	.292	.123	.600**	.419	.347	.450	.680**	.411	.511**	.531**	1	.667**
	Sig. (2-tailed)	.454	.118	.516	.000	.021	.060	.013	.000	.024	.004	.003		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.467**	.803**	.572**	.580**	.699**	.688**	.762**	.868**	.729**	.816**	.652**	.667**	1
	Sig. (2-tailed)	.009	.000	.001	.001	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

OUTPUT VALIDITAS VARIABEL X2 (MOTIVASI KERJA)

Correlations

		Pernyataan_1	Pernyataan_2	Pernyataan_3	Pernyataan_4	Pernyataan_5	Pernyataan_6	Pernyataan_7	Pernyataan_8	Pernyataan_9	Pernyataan_10	Pernyataan_11	Pernyataan_12	Pernyataan_13	Pernyataan_14	Pernyataan_15	Total
Pernyataan_1	Pearson Correlation	1	.588**	.543**	.357	.355	.520**	.337	.068	.374	.128	.155	.270	.283	.197	.204	.540**
	Sig. (2-tailed)		.001	.002	.053	.054	.003	.068	.723	.042	.500	.413	.149	.130	.296	.279	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_2	Pearson Correlation	.588**	1	.708**	.635**	.161	.205	.214	.096	.097	.005	.268	.241	.271	.155	.370	.494**
	Sig. (2-tailed)	.001		.000	.000	.394	.277	.255	.615	.610	.978	.153	.199	.148	.412	.044	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_3	Pearson Correlation	.543**	.708**	1	.683**	.489**	.534**	.348	.278	.369**	.311	.520**	.310	.496**	.527**	.266	.748**
	Sig. (2-tailed)	.002	.000		.000	.006	.002	.059	.136	.045	.094	.003	.095	.005	.003	.156	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_4	Pearson Correlation	.357	.635**	.683**	1	.657**	.523**	.479**	.405	.429**	.291	.448**	.381	.544**	.330	.038	.725**
	Sig. (2-tailed)	.053	.000	.000		.000	.003	.007	.026	.018	.119	.013	.038	.002	.075	.844	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_5	Pearson Correlation	.355	.161	.489**	.657**	1	.763**	.727**	.475**	.613**	.483**	.512**	.408	.577**	.524**	-.029	.791**
	Sig. (2-tailed)	.054	.394	.006	.000		.000	.000	.008	.000	.007	.004	.025	.001	.003	.881	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_6	Pearson Correlation	.520**	.205	.534**	.523**	.763**	1	.637**	.481**	.539**	.567**	.484**	.409	.539**	.589**	.005	.796**
	Sig. (2-tailed)	.003	.277	.002	.003	.000		.000	.007	.002	.001	.007	.025	.002	.001	.981	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_7	Pearson Correlation	.337	.214	.348	.479**	.727**	.637**	1	.640**	.685**	.492**	.572**	.426	.546**	.230	.082	.763**
	Sig. (2-tailed)	.068	.255	.059	.007	.000	.000		.000	.000	.006	.001	.019	.002	.222	.665	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_8	Pearson Correlation	.068	.096	.278	.405	.475**	.481**	.640**	1	.513**	.754**	.718**	.489**	.349	.327	-.173	.666**
	Sig. (2-tailed)	.723	.615	.136	.026	.008	.007	.000		.004	.000	.000	.006	.059	.078	.361	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_9	Pearson Correlation	.374	.097	.369**	.429**	.613**	.539**	.685**	.513**	1	.501**	.555**	.234	.539**	.234	-.056	.697**
	Sig. (2-tailed)	.042	.610	.045	.018	.000	.002	.000	.004		.005	.001	.213	.002	.213	.769	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_10	Pearson Correlation	.128	.005	.311	.291	.483**	.567**	.492**	.754**	.501**	1	.822**	.360	.461	.479**	-.364	.654**
	Sig. (2-tailed)	.500	.978	.094	.119	.007	.001	.006	.000	.005		.000	.051	.010	.007	.048	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_11	Pearson Correlation	.155	.268	.520**	.448**	.512**	.484**	.572**	.718**	.555**	.822**	1	.476**	.520**	.574**	-.180	.769**
	Sig. (2-tailed)	.413	.153	.003	.013	.004	.007	.001	.000	.001	.004		.008	.003	.001	.342	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_12	Pearson Correlation	.270	.241	.310	.381	.408	.409	.426	.489**	.234	.360	.476**	1	.433	.515**	.124	.615**
	Sig. (2-tailed)	.149	.199	.095	.038	.025	.025	.019	.006	.213	.051	.008		.017	.004	.513	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_13	Pearson Correlation	.283	.271	.496**	.544**	.577**	.539**	.546**	.349	.539**	.461	.520**	.433	1	.523**	.073	.727**
	Sig. (2-tailed)	.130	.148	.005	.002	.001	.002	.002	.059	.002	.010	.003	.017		.003	.702	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_14	Pearson Correlation	.197	.155	.527**	.330	.524**	.589**	.230	.327	.234	.479**	.574**	.515**	.523**	1	.028	.636**
	Sig. (2-tailed)	.296	.412	.003	.075	.003	.001	.222	.078	.213	.007	.001	.004	.003		.883	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Pernyataan_15	Pearson Correlation	.204	.370	.266	.038	-.029	.005	.082	-.173	-.056	-.364	-.180	.124	.073	.028	1	.146
	Sig. (2-tailed)	.279	.044	.156	.844	.881	.981	.665	.361	.769	.048	.342	.513	.702	.883		.443
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.540**	.494**	.748**	.725**	.791**	.796**	.763**	.666**	.697**	.654**	.769**	.615**	.727**	.636**	.146	1
	Sig. (2-tailed)	.002	.005	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.443	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

OUTPUT VALIDITAS VARIABEL Y (KINERJA)

Correlations

		Pernyataan_1	Pernyataan_2	Pernyataan_3	Pernyataan_4	Pernyataan_5	Pernyataan_6	Pernyataan_7	Pernyataan_8	Total
Pernyataan_1	Pearson Correlation	1	.591**	.717**	.459*	.337	.346	.129	.502**	.754**
	Sig. (2-tailed)		.001	.000	.011	.068	.061	.498	.005	.000
	N	30	30	30	30	30	30	30	30	30
Pernyataan_2	Pearson Correlation	.591**	1	.629**	.448*	.423*	.213	.302	.314	.709**
	Sig. (2-tailed)	.001		.000	.013	.020	.258	.105	.091	.000
	N	30	30	30	30	30	30	30	30	30
Pernyataan_3	Pearson Correlation	.717**	.629**	1	.021	.359	.364*	.517**	.590**	.762**
	Sig. (2-tailed)	.000	.000		.911	.051	.048	.003	.001	.000
	N	30	30	30	30	30	30	30	30	30
Pernyataan_4	Pearson Correlation	.459*	.448*	.021	1	.096	.074	-.070	.045	.408*
	Sig. (2-tailed)	.011	.013	.911		.614	.697	.713	.813	.025
	N	30	30	30	30	30	30	30	30	30
Pernyataan_5	Pearson Correlation	.337	.423*	.359	.096	1	.512**	.450*	.417*	.690**
	Sig. (2-tailed)	.068	.020	.051	.614		.004	.013	.022	.000
	N	30	30	30	30	30	30	30	30	30
Pernyataan_6	Pearson Correlation	.346	.213	.364*	.074	.512**	1	.562**	.505**	.665**
	Sig. (2-tailed)	.061	.258	.048	.697	.004		.001	.004	.000
	N	30	30	30	30	30	30	30	30	30
Pernyataan_7	Pearson Correlation	.129	.302	.517**	-.070	.450*	.562**	1	.370*	.610**
	Sig. (2-tailed)	.498	.105	.003	.713	.013	.001		.044	.000
	N	30	30	30	30	30	30	30	30	30
Pernyataan_8	Pearson Correlation	.502**	.314	.590**	.045	.417*	.505**	.370*	1	.722**
	Sig. (2-tailed)	.005	.091	.001	.813	.022	.004	.044		.000
	N	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.754**	.709**	.762**	.408*	.690**	.665**	.610**	.722**	1
	Sig. (2-tailed)	.000	.000	.000	.025	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

OUTPUT REALIBILITAS

REALIBILITAS VARIABEL X1 (KEPUASAN KERJA)

Reliability Statistics

Cronbach's Alpha	N of Items
.896	12

REALIBILITAS VARIABEL X2 (MOTIVASI KERJA)

Reliability Statistics

Cronbach's Alpha	N of Items
.915	14

REALIBILITAS VARIABEL Y (KINERJA)

Reliability Statistics

Cronbach's Alpha	N of Items
.795	8

LAMPIRAN

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HASIL OUTPUT MANUAL VALIDITAS DAN RELIABILITAS

TABEL DISTRIBUSI UJI VALIDITAS VARIABEL X1 (KEPUASAN KERJA)

X1	1	2	3	4	5	6	7	8	9	10	11	12	TOTAL
1	3	5	4	4	4	4	5	3	4	5	2	3	46
2	5	2	4	4	4	2	2	2	2	2	2	3	34
3	4	4	4	4	4	4	4	4	4	4	4	4	48
4	5	5	5	5	5	5	5	5	4	5	5	5	59
5	4	4	4	4	5	4	5	4	4	5	4	5	52
6	4	4	4	4	4	4	4	4	3	4	2	3	44
7	4	4	4	4	4	5	4	4	4	5	3	4	49
8	4	4	5	4	5	3	4	4	5	4	2	3	47
9	4	3	3	4	4	3	4	3	4	4	2	3	41
10	5	5	5	5	5	5	5	5	5	5	5	5	60
11	4	4	4	4	4	4	4	4	4	4	4	3	47
12	4	3	4	3	4	4	3	3	4	4	4	3	43
13	4	4	4	4	4	4	4	4	4	4	4	4	48
14	4	4	4	4	4	4	4	4	4	4	4	4	48
15	4	4	4	4	4	4	4	4	4	4	4	4	48
16	4	4	4	4	4	4	4	3	3	3	4	2	43
17	3	3	4	4	3	4	3	3	3	3	3	3	39
18	4	4	4	4	4	4	4	4	4	4	2	4	46
19	4	3	4	4	3	2	3	3	3	3	2	4	38
20	3	4	3	4	3	3	4	4	4	4	3	4	43
21	1	2	2	4	4	4	4	3	3	3	3	4	37
22	4	4	4	4	4	4	4	4	4	4	2	3	45
23	4	4	4	4	4	4	4	4	4	4	4	4	48
24	3	3	3	4	4	4	4	4	4	4	4	4	45
25	4	4	4	5	4	4	4	5	4	4	4	5	51
26	4	4	4	4	4	4	4	4	4	4	4	4	48
27	4	4	4	3	3	3	4	3	4	4	2	3	41
28	4	4	4	3	3	4	4	4	3	3	3	3	42
29	4	4	5	4	5	4	4	4	5	4	3	4	50
30	3	3	4	4	3	4	3	3	3	3	3	3	39
TOTAL	115	113	119	120	119	115	118	112	114	117	97	110	1369

TABEL DISTRIBUSI UJI VALIDITAS VARIABEL X2 (MOTIVASI KERJA)

X2	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	TOTAL
1	3	4	4	4	3	4	3	5	2	5	5	4	3	5	2	56
2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
3	4	4	4	3	3	3	4	4	3	3	4	3	3	3	4	52
4	5	4	4	4	5	5	5	5	5	5	5	5	4	5	3	69
5	4	4	4	4	5	5	5	4	3	5	5	4	4	5	3	64
6	4	4	3	3	3	4	4	4	2	3	3	4	3	4	5	53
7	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	59
8	4	3	3	4	5	5	5	5	4	5	4	4	4	4	2	61
9	3	4	3	4	3	3	4	4	3	4	4	4	4	3	3	53
10	5	5	5	5	5	5	5	5	5	5	5	3	5	5	3	71
11	5	4	4	4	4	5	4	4	4	4	4	4	4	4	3	61
12	4	4	4	3	3	4	4	3	3	4	4	3	4	4	4	55
13	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
14	5	4	4	4	4	4	4	4	4	4	4	4	3	4	3	59
15	4	4	4	4	4	4	4	4	2	4	4	4	4	4	2	56
16	4	3	3	3	3	4	3	3	3	4	3	2	3	3	2	46
17	4	4	4	4	4	4	4	4	3	4	4	3	3	4	3	56
18	4	4	4	4	4	4	4	4	3	4	3	3	3	3	3	54
19	4	4	3	3	3	3	3	3	3	4	4	3	3	4	2	49
20	4	4	3	3	3	3	3	3	2	3	3	3	3	3	2	45
21	3	3	3	4	4	4	4	4	4	4	4	3	4	4	2	54
22	5	5	5	5	4	5	5	5	5	5	5	4	4	4	2	68
23	3	3	3	3	4	4	5	5	5	5	5	3	3	3	2	56
24	3	3	2	3	3	3	4	4	3	3	3	3	3	3	2	45
25	5	4	3	3	3	4	4	3	3	3	3	3	3	3	3	50
26	4	4	3	4	4	4	4	4	3	4	4	3	3	3	3	54
27	4	5	4	5	4	4	4	3	3	2	3	3	3	3	4	54
28	4	4	3	3	3	4	4	5	3	5	4	3	3	3	3	54
29	5	5	4	5	4	4	5	5	4	5	5	4	4	3	3	65
30	4	4	4	4	4	4	4	4	3	4	4	3	3	4	3	56
TOTAL	122	119	109	114	113	121	123	122	102	122	120	103	105	112	88	1695

TABEL DISTRIBUSI UJI VALIDITAS VARIABEL Y (KINERJA)

X1	1	2	3	4	5	6	7	8	TOTAL
1	4	4	5	3	4	4	5	5	34
2	4	4	4	4	4	4	4	4	32
3	4	4	4	4	4	4	4	4	32
4	5	4	5	3	5	5	5	5	37
5	5	4	5	4	4	4	4	5	35
6	4	4	4	4	4	4	4	4	32
7	4	4	4	4	4	4	4	4	32
8	4	4	5	2	4	4	5	4	32
9	3	3	3	3	4	4	4	3	27
10	5	5	5	5	5	5	5	5	40
11	4	4	4	4	4	4	4	4	32
12	4	4	4	4	4	3	4	4	31
13	4	4	4	4	4	4	4	4	32
14	4	4	4	4	4	4	4	4	32
15	4	4	4	4	4	4	4	4	32
16	3	3	3	3	3	4	4	3	26
17	4	4	4	3	5	4	4	5	33
18	4	4	4	4	4	4	4	3	31
19	4	4	4	4	4	4	3	4	31
20	4	4	4	3	3	3	3	3	27
21	3	4	4	2	3	4	4	4	28
22	4	4	4	4	3	4	4	5	32
23	4	4	4	4	4	4	4	5	33
24	4	4	4	4	3	3	3	3	28
25	4	4	4	3	5	4	3	4	31
26	4	4	4	4	4	4	4	4	32
27	5	4	4	4	3	4	3	4	31
28	4	3	4	3	3	4	3	5	29
29	4	4	4	4	4	4	4	4	32
30	4	4	4	3	5	4	4	5	33
TOTAL	121	118	123	108	118	119	118	124	949

PERHITUNGAN MANUAL VALIDITAS DAN RELIABILITAS INSTRUMEN PENELITIAN

1. Perhitungan Validitas

Uji validitas dilakukan untuk mengetahui valid atau tidaknya kuesioner yang disebar. Dalam uji validitas digunakan dalam penelitian ini adalah validitas eksternal dengan menggunakan rumus *product moment* sebagai berikut:

$$r_{xy} = \frac{N \sum XY - (\sum X)(\sum Y)}{\sqrt{[N \sum X^2 - (\sum X)^2][N \sum Y^2 - (\sum Y)^2]}} \quad (\text{Riduwan, 2012, hlm. 98})$$

Keterangan:

r_{xy} = Korelasi Product Moment

N = Jumlah populasi

$\sum x$ = Jumlah skor butir (x)

$\sum y$ = Jumlah skor variabel (y)

$\sum x^2$ = Jumlah skor butir kuadrat (x)

$\sum y^2$ = Jumlah skor variabel kuadrat (y)

$\sum xy$ = Jumlah perkalian butir (x) dan skor variabel (y)

A. Uji Validitas Variabel X₁ Item Pertanyaan No.1

NO	X	X ²	Y	Y ²	XY
1	3	9	46	2116	138
2	5	25	34	1156	170
3	4	16	48	2304	192
4	5	25	59	3481	295
5	4	16	52	2704	208
6	4	16	44	1936	176
7	4	16	49	2401	196
8	4	16	47	2209	188
9	4	16	41	1681	164
10	5	25	60	3600	300
11	4	16	47	2209	188
12	4	16	43	1849	172
13	4	16	48	2304	192
14	4	16	48	2304	192
15	4	16	48	2304	192
16	4	16	43	1849	172
17	3	9	39	1521	117
18	4	16	46	2116	184
19	4	16	38	1444	152
20	3	9	43	1849	129
21	1	1	37	1369	37
22	4	16	45	2025	180
23	4	16	48	2304	192
24	3	9	45	2025	135
25	4	16	51	2601	204
26	4	16	48	2304	192
27	4	16	41	1681	164
28	4	16	42	1764	168
29	4	16	50	2500	200
30	3	9	39	1521	117
JUMLAH	115	457	1369	63431	5306

Rumus :

$$r_{xy} = \frac{N \sum XY - (\sum X)(\sum Y)}{\sqrt{[N \cdot \sum X^2 - (\sum X)^2][N \cdot \sum Y^2 - (\sum Y)^2]}}$$

Data Penelitian :

$$N = 30 \qquad \sum X^2 = 457 \qquad \sum X = 115$$

$$\sum XY = 5306 \quad \sum Y^2 = 63431 \quad \sum Y = 1369$$

$$r_{xy} = \frac{30.5306 - (115)(1369)}{\sqrt{[30.457 - (115)^2]\{30.63431 - (1369)^2\}}}$$

$$r_{xy} = \frac{159180 - 157435}{\sqrt{[13710 - 13225]\{1902930 - 1874161\}}}$$

$$r_{xy} = \frac{1745}{\sqrt{13952965}}$$

$$r_{xy} = \frac{1745}{3735.37}$$

$$r_{xy} = 0,467$$

koefisien korelasi diatas kemudian dibandingkan dengan r tabel *Product Moment* sebesar 0,467. Nilai r hitung > r tabel, artinya terdapat korelasi yang signifikan item dalam variabel maka butir pertanyaan dikatakan valid. Dengan menggunakan cara yang sama, maka dapat diuji validitas untuk seluruh item.

B. Uji Validitas Variabel X₂ Item Pertanyaan No.1

NO	X	X ²	Y	Y ²	XY
1	3	9	56	3136	168
2	4	16	60	3600	240
3	4	16	52	2704	208
4	5	25	69	4761	345
5	4	16	64	4096	256
6	4	16	53	2809	212
7	4	16	59	3481	236
8	4	16	61	3721	244
9	3	9	53	2809	159
10	5	25	71	5041	355
11	5	25	61	3721	305
12	4	16	55	3025	220
13	4	16	60	3600	240
14	5	25	59	3481	295
15	4	16	56	3136	224
16	4	16	46	2116	184
17	4	16	56	3136	224
18	4	16	54	2916	216
19	4	16	49	2401	196
20	4	16	45	2025	180
21	3	9	54	2916	162
22	5	25	68	4624	340
23	3	9	56	3136	168
24	3	9	45	2025	135
25	5	25	50	2500	250
26	4	16	54	2916	216
27	4	16	54	2916	216
28	4	16	54	2916	216
29	5	25	65	4225	325
30	4	16	56	3136	224
JUMLAH	122	508	1695	97025	6959

Rumus :

$$r_{xy} = \frac{N \sum XY - (\sum X)(\sum Y)}{\sqrt{[N \cdot \sum X^2 - (\sum X)^2][N \cdot \sum Y^2 - (\sum Y)^2]}}$$

Data Penelitian :

$$\begin{array}{llll} N & = & 30 & \sum X^2 & = & 508 & \sum X & = & 122 \\ \sum XY & = & 6959 & \sum Y^2 & = & 97025 & \sum Y & = & 1695 \end{array}$$

$$r_{xy} = \frac{30.6959 - (122)(1695)}{\sqrt{[30.508 - (122)^2][30.97025 - (1695)^2]}}$$

$$r_{xy} = \frac{208770 - 206790}{(356)(37725)}$$

$$r_{xy} = \frac{1980}{\sqrt{13430100}}$$

$$r_{xy} = \frac{1980}{3664,71}$$

$$r_{xy} = 0,540$$

koefisien korelasi diatas kemudian dibandingkan dengan r tabel *Product Moment* sebesar 0,540. Nilai r hitung > r tabel, artinya terdapat korelasi yang signifikan item dalam variabel maka butir pertanyaan dikatakan valid. Dengan menggunakan cara yang sama, maka dapat diuji validitas untuk seluruh item.

C. Uji Validitas Variabel Y Item Pertanyaan No.1

NO	X	X ²	Y	Y ²	XY
1	4	16	34	1156	136
2	4	16	32	1024	128
3	4	16	32	1024	128
4	5	25	37	1369	185
5	5	25	35	1225	175
6	4	16	32	1024	128
7	4	16	32	1024	128
8	4	16	32	1024	128
9	3	9	27	729	81
10	5	25	40	1600	200
11	4	16	32	1024	128
12	4	16	31	961	124
13	4	16	32	1024	128
14	4	16	32	1024	128
15	4	16	32	1024	128
16	3	9	26	676	78
17	4	16	33	1089	132
18	4	16	31	961	124
19	4	16	31	961	124
20	4	16	27	729	108
21	3	9	28	784	84
22	4	16	32	1024	128
23	4	16	33	1089	132
24	4	16	28	784	112
25	4	16	31	961	124
26	4	16	32	1024	128
27	5	25	31	961	155
28	4	16	29	841	116
29	4	16	32	1024	128
30	4	16	33	1089	132
JUMLAH	121	495	949	30253	3858

Rumus :

$$r_{xy} = \frac{N \sum XY - (\sum X)(\sum Y)}{\sqrt{[N \sum X^2 - (\sum X)^2][N \sum Y^2 - (\sum Y)^2]}}$$

Data Penelitian :

$$\begin{array}{lll} N & = 30 & \sum X^2 = 495 & \sum X & = 121 \\ \sum XY & = 3858 & \sum Y^2 = 30253 & \sum Y & = 949 \end{array}$$

$$r_{xy} = \frac{30.3858 - (121)(949)}{\sqrt{[30.495 - (121)^2][30.30253 - (949)^2]}}$$

$$r_{xy} = \frac{115740 - 114829}{\sqrt{(14850 - 14641)(907590 - 900601)}}$$

$$r_{xy} = \frac{911}{\sqrt{1460701}}$$

$$r_{xy} = \frac{911}{1208,59}$$

$$r_{xy} = 0.754$$

koefisien korelasi diatas kemudian dibandingkan dengan r tabel *Product Moment* sebesar 0,754. Nilai r hitung > r tabel, artinya terdapat korelasi yang signifikan item dalam variabel maka butir pertanyaan dikatakan valid. Dengan menggunakan cara yang sama, maka dapat diuji validitas untuk seluruh item.

2. Perhitungan Reliabilitas

Uji reliabilitas menunjukkan bahwa suatu instrumen cukup dapat dipercaya untuk digunakan sebagai alat pengumpulan data.

Pengujian reliabilitas instrumen penelitian ini menggunakan rumus alpha berikut:

$$r = \left(\frac{k}{k-1} \right) \left(1 - \frac{\sum \sigma_t^2}{\sigma_t^2} \right) \text{ (Arikunto, 2010 : 239)}$$

Dimana :

$$\begin{array}{ll} r & = \text{reliabilitas instrument} \\ k & = \text{banyaknya butir penyertaan atau banyaknya soal} \\ \sum \sigma_t^2 & = \text{jumlah varians butir} \\ \sigma_t^2 & = \text{variens total} \end{array}$$

Rumus variansnya adalah :

$$\sigma^{2t} = \frac{\sum X^2 - \frac{(\sum X)^2}{N}}{N} \quad \text{(Suharsimi Arikunto 2010:240)}$$

Dimana:

$$\sigma^{2t} = \text{Harga varians total}$$

$$\begin{aligned}\sum X^2 &= \text{Jumlah kuadrat skor total} \\ (\sum X)^2 &= \text{Jumlah kuadrat dari jumlah skor total} \\ N &= \text{Jumlah responden}\end{aligned}$$

Kriteria pengujian :

- Jika $r_{hitung} > r_{tabel}$, reliabel
- Jika $r_{hitung} < r_{tabel}$, tidak reliabel

a. Uji Reliabilitas Variabel Kompetensi

$$\begin{aligned}1. \sigma^2_t &= \frac{457 - \frac{(115)^2}{30}}{30} = \frac{457 - 440,83}{30} = 0,54 \\ 2. \sigma^2_t &= \frac{441 - \frac{(113)^2}{30}}{30} = \frac{441 - 425,63}{30} = 0,51 \\ 3. \sigma^2_t &= \frac{483 - \frac{(119)^2}{30}}{30} = \frac{483 - 472,03}{30} = 0,37 \\ 4. \sigma^2_t &= \frac{486 - \frac{(120)^2}{30}}{30} = \frac{486 - 480}{30} = 0,2 \\ 5. \sigma^2_t &= \frac{483 - \frac{(119)^2}{30}}{30} = \frac{483 - 472,03}{30} = 0,37 \\ 6. \sigma^2_t &= \frac{455 - \frac{(115)^2}{30}}{30} = \frac{455 - 440,83}{30} = 0,47 \\ 7. \sigma^2_t &= \frac{476 - \frac{(118)^2}{30}}{30} = \frac{476 - 464,13}{30} = 0,4 \\ 8. \sigma^2_t &= \frac{432 - \frac{(112)^2}{30}}{30} = \frac{432 - 418,13}{30} = 0,46 \\ 9. \sigma^2_t &= \frac{446 - \frac{(114)^2}{30}}{30} = \frac{446 - 433,2}{30} = 0,43 \\ 10. \sigma^2_t &= \frac{471 - \frac{(117)^2}{30}}{30} = \frac{471 - 456,3}{30} = 0,49 \\ 11. \sigma^2_t &= \frac{341 - \frac{(97)^2}{30}}{30} = \frac{341 - 313,63}{30} = 0,91 \\ 12. \sigma^2_t &= \frac{420 - \frac{(110)^2}{30}}{30} = \frac{420 - 403,33}{30} = 0,56\end{aligned}$$

$$\begin{aligned}\sigma^2_b &= 0,54 + 0,51 + 0,37 + 0,2 + 0,37 + 0,47 + 0,4 + 0,46 + 0,43 + 0,49 + 0,91 + 0,56 \\ \sigma^2_b &= \mathbf{5,71}\end{aligned}$$

$$\sigma^2_t = \frac{\sum X^2 - \frac{(\sum X)^2}{N}}{N}$$

$$\sigma^2_t = \frac{63431 - \frac{(1369)^2}{30}}{30} = 31,97$$

$$r = \left(\frac{k}{k-1}\right) \left(1 - \frac{\sum \sigma_t^2}{\sigma_t^2}\right)$$

Maka,

$$r = \left(\frac{12}{12-1}\right) \left(1 - \frac{5,71}{31,97}\right) = 1,09 (1 - (0,18)) = 0,896$$

LAMPIRAN

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HASIL OUTPUT SPSS REGRESI BERGANDA

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja	21.7746	4.46149	78
Kepuasan kerja	36.5416	7.47099	78
Motivasi kerja	36.4910	8.34214	78

Correlations

		Kinerja	Kepuasan kerja	Motivasi kerja
Pearson Correlation	Kinerja	1.000	.604	.612
	Kepuasan kerja	.604	1.000	.520
	Motivasi kerja	.612	.520	1.000
Sig. (1-tailed)	Kinerja	.	.000	.000
	Kepuasan kerja	.000	.	.000
	Motivasi kerja	.000	.000	.
N	Kinerja	78	78	78
	Kepuasan kerja	78	78	78
	Motivasi kerja	78	78	78

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Motivasi kerja	.	Stepwise (Criteria: Probability-of-F- to-enter <= .050, Probability-of-F- to-remove >= .100).
2	Kepuasan kerja	.	Stepwise (Criteria: Probability-of-F- to-enter <= .050, Probability-of-F- to-remove >= .100).

a. Dependent Variable: Kinerja

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.612 ^a	.374	.366	3.55230
2	.697 ^b	.486	.473	3.24016

a. Predictors: (Constant), Motivasi kerja

b. Predictors: (Constant), Motivasi kerja, Kepuasan kerja

c. Dependent Variable: Kinerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	573.645	1	573.645	45.459	.000 ^b
	Residual	959.029	76	12.619		
	Total	1532.674	77			
2	Regression	745.278	2	372.639	35.494	.000 ^c
	Residual	787.396	75	10.499		
	Total	1532.674	77			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Motivasi kerja

c. Predictors: (Constant), Motivasi kerja, Kepuasan kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.835	1.816		5.416	.000
	Motivasi kerja	.327	.049	.612	6.742	.000
2	(Constant)	5.262	2.006		2.624	.011
	Motivasi kerja	.218	.052	.408	4.211	.000
	Kepuasan kerja	.234	.058	.392	4.043	.000

a. Dependent Variable: Kinerja

Excluded Variables^a

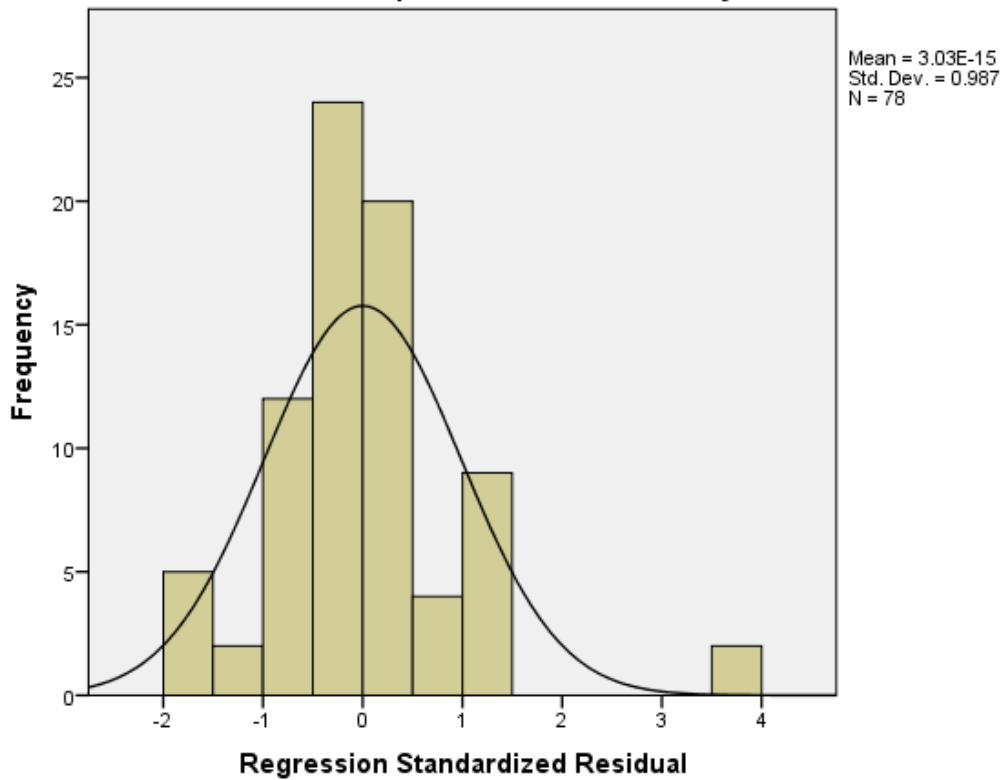
Model	Beta In	T	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
1	Kepuasan kerja	.392 ^b	4.043	.000	.423	.730

a. Dependent Variable: Kinerja

b. Predictors in the Model: (Constant), Motivasi kerja

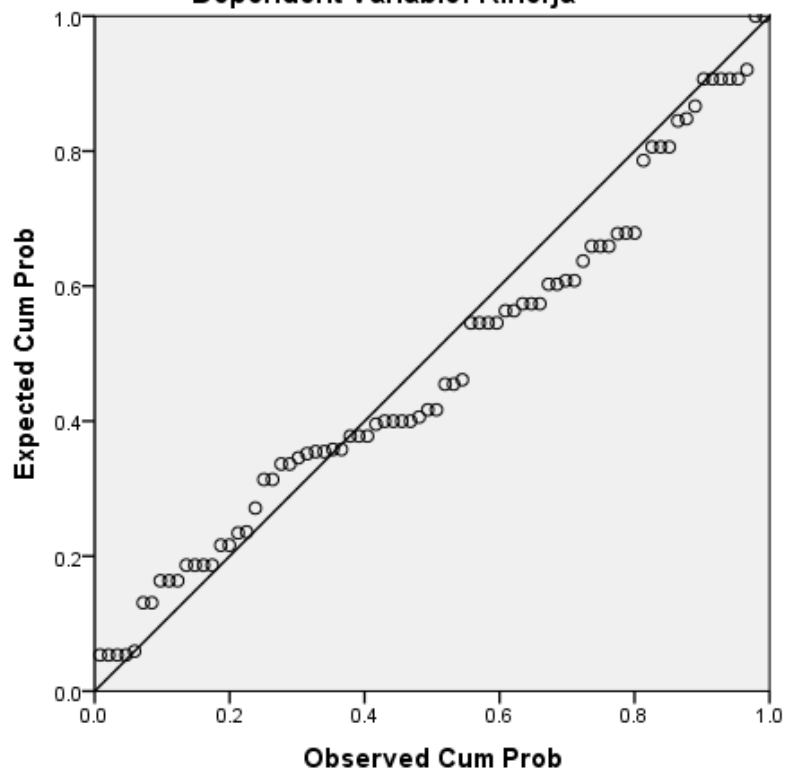
Histogram

Dependent Variable: Kinerja



Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja



LAMPIRAN

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HASIL OUTPUT MANUAL REGRESI BERGANDA

PERHITUNGAN MANUAL REGRESI BERGANDA

- Membuat tabel penolong untuk memperoleh nilai-nilai statistik berikut:

NO	(X1)	(X2)	Y	(X1)2	(X2)2	Y2	X1.X2	X1.Y	X2.Y
1	46	54	34	2116	2916	1156	2484	1564	1836
2	34	56	32	1156	3136	1024	1904	1088	1792
3	48	48	32	2304	2304	1024	2304	1536	1536
4	59	66	37	3481	4356	1369	3894	2183	2442
5	52	61	35	2704	3721	1225	3172	1820	2135
6	44	48	32	1936	2304	1024	2112	1408	1536
7	49	55	32	2401	3025	1024	2695	1568	1760
8	47	59	32	2209	3481	1024	2773	1504	1888
9	41	50	27	1681	2500	729	2050	1107	1350
10	60	68	40	3600	4624	1600	4080	2400	2720
11	47	58	32	2209	3364	1024	2726	1504	1856
12	43	51	31	1849	2601	961	2193	1333	1581
13	48	56	32	2304	3136	1024	2688	1536	1792
14	48	56	32	2304	3136	1024	2688	1536	1792
15	48	54	32	2304	2916	1024	2592	1536	1728
16	43	44	26	1849	1936	676	1892	1118	1144
17	39	53	33	1521	2809	1089	2067	1287	1749
18	46	51	31	2116	2601	961	2346	1426	1581
19	38	47	31	1444	2209	961	1786	1178	1457
20	43	43	27	1849	1849	729	1849	1161	1161
21	37	52	28	1369	2704	784	1924	1036	1456
22	45	66	32	2025	4356	1024	2970	1440	2112
23	48	54	33	2304	2916	1089	2592	1584	1782
24	45	43	28	2025	1849	784	1935	1260	1204
25	51	47	31	2601	2209	961	2397	1581	1457
26	48	51	32	2304	2601	1024	2448	1536	1632
27	41	50	31	1681	2500	961	2050	1271	1550
28	42	51	29	1764	2601	841	2142	1218	1479
29	50	62	32	2500	3844	1024	3100	1600	1984
30	39	53	33	1521	2809	1089	2067	1287	1749
31	48	48	39	2304	2304	1521	2304	1872	1872
32	53	55	33	2809	3025	1089	2915	1749	1815
33	49	60	32	2401	3600	1024	2940	1568	1920
34	43	48	29	1849	2304	841	2064	1247	1392
35	46	55	31	2116	3025	961	2530	1426	1705
36	47	50	32	2209	2500	1024	2350	1504	1600
37	42	56	32	1764	3136	1024	2352	1344	1792
38	41	59	34	1681	3481	1156	2419	1394	2006
39	46	54	31	2116	2916	961	2484	1426	1674
40	44	55	31	1936	3025	961	2420	1364	1705
41	34	56	32	1156	3136	1024	1904	1088	1792

42	59	66	37	3481	4356	1369	3894	2183	2442
43	52	61	35	2704	3721	1225	3172	1820	2135
44	49	55	32	2401	3025	1024	2695	1568	1760
45	41	50	27	1681	2500	729	2050	1107	1350
46	43	51	31	1849	2601	961	2193	1333	1581
47	48	56	32	2304	3136	1024	2688	1536	1792
48	48	54	32	2304	2916	1024	2592	1536	1728
49	39	53	33	1521	2809	1089	2067	1287	1749
50	43	43	27	1849	1849	729	1849	1161	1161
51	37	52	28	1369	2704	784	1924	1036	1456
52	45	66	32	2025	4356	1024	2970	1440	2112
53	48	54	33	2304	2916	1089	2592	1584	1782
54	51	47	31	2601	2209	961	2397	1581	1457
55	48	51	32	2304	2601	1024	2448	1536	1632
56	34	56	32	1156	3136	1024	1904	1088	1792
57	59	66	37	3481	4356	1369	3894	2183	2442
58	49	55	32	2401	3025	1024	2695	1568	1760
59	41	50	27	1681	2500	729	2050	1107	1350
60	47	58	32	2209	3364	1024	2726	1504	1856
61	48	56	32	2304	3136	1024	2688	1536	1792
62	39	53	33	1521	2809	1089	2067	1287	1749
63	43	43	27	1849	1849	729	1849	1161	1161
64	45	66	32	2025	4356	1024	2970	1440	2112
65	48	54	33	2304	2916	1089	2592	1584	1782
66	48	51	32	2304	2601	1024	2448	1536	1632
67	41	50	31	1681	2500	961	2050	1271	1550
68	50	62	32	2500	3844	1024	3100	1600	1984
69	39	53	33	1521	2809	1089	2067	1287	1749
70	48	48	39	2304	2304	1521	2304	1872	1872
71	43	48	29	1849	2304	841	2064	1247	1392
72	46	55	31	2116	3025	961	2530	1426	1705
73	42	56	32	1764	3136	1024	2352	1344	1792
74	44	55	31	1936	3025	961	2420	1364	1705
75	59	66	37	3481	4356	1369	3894	2183	2442
76	41	50	27	1681	2500	729	2050	1107	1350
77	48	56	32	2304	3136	1024	2688	1536	1792
78	43	43	27	1849	1849	729	1849	1161	1161
	3558	4212	2477	164690	230300	79277	193384	113688	134573

- Maka dapat diketahui:

$$\begin{array}{lll}
 N = 78 & \sum X_1 = 3558 & \sum X_2 = 4212 \\
 \sum Y = 2477 & \sum X_1^2 = 164690 & \sum X_2^2 = 230300 \\
 \sum Y^2 = 79277 & \sum X_1 \cdot X_2 = 193384 & \sum X_1 Y = 113688 \\
 \sum X_2 Y = 134573 & &
 \end{array}$$

- Masukkan hasil dari nilai-nilai statistik ke dalam rumus:

$$Y = a + b_1X_1 + b_2X_2 \quad (\text{Riduwan, 2012 : 155})$$

Untuk mencari koefisien regresi a dan b dapat dicari dengan rumus

$$\sum X_1^2 = \sum X_1^2 - \frac{(\sum X_1)^2}{n} = 164690 - \frac{(3558)^2}{78} = 2390,46$$

$$\sum X_2^2 = \sum X_2^2 - \frac{(\sum X_2)^2}{n} = 230300 - \frac{(4212)^2}{78} = 2852$$

$$\sum Y^2 = \sum Y^2 - \frac{(\sum Y)^2}{n} = 79277 - \frac{(2477)^2}{78} = 616,37$$

$$\sum X_1 Y = \sum X_1 Y - \frac{\sum X_1 \times \sum Y}{n} = 113688 - \frac{3558 \times 2477}{78} = 698,69$$

$$\sum X_2 Y = \sum X_2 Y - \frac{\sum X_2 \times \sum Y}{n} = 134573 - \frac{4212 \times 2477}{78} = 815$$

$$\sum X_1 X_2 = \sum X_1 X_2 - \frac{\sum X_1 \times \sum X_2}{n} = 193384 - \frac{3558 \times 4212}{78} = 1252$$

Maka,

$$Y = a + b_1X_1 + b_2X_2$$

$$\sum Y = n \cdot a + b_1 \sum X_1 + b_2 \sum X_2$$

$$\sum X_1 Y = a \sum X_1 + b_1 \sum X_1^2 + b_2 \sum X_1 X_2$$

$$\sum X_2 Y = a \sum X_2 + b_1 \sum X_1 X_2 + b_2 \sum X_2^2$$

$$2477 = 78a + b_1 3558 + b_2 4212 \quad \dots 1$$

$$113688 = a 3558 + b_1 164690 + b_2 193384 \quad \dots 2$$

$$134573 = a 4212 + b_1 193384 + b_2 230300 \quad \dots 3$$

LAMPIRAN

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DATA ORDINAL

TABEL DATA ORDINAL VARIABEL KEPUASAN KERJA (X1)

No. Resp	1	2	3	4	5	6	7	8	9	10	11	12	Total
1	3	5	4	4	4	4	5	3	4	5	2	3	46
2	5	2	4	4	4	2	2	2	2	2	2	3	34
3	4	4	4	4	4	4	4	4	4	4	4	4	48
4	5	5	5	5	5	5	5	5	4	5	5	5	59
5	4	4	4	4	5	4	5	4	4	5	4	5	52
6	4	4	4	4	4	4	4	4	3	4	2	3	44
7	4	4	4	4	4	5	4	4	4	5	3	4	49
8	4	4	5	4	5	3	4	4	5	4	2	3	47
9	4	3	3	4	4	3	4	3	4	4	2	3	41
10	5	5	5	5	5	5	5	5	5	5	5	5	60
11	4	4	4	4	4	4	4	4	4	4	4	3	47
12	4	3	4	3	4	4	3	3	4	4	4	3	43
13	4	4	4	4	4	4	4	4	4	4	4	4	48
14	4	4	4	4	4	4	4	4	4	4	4	4	48
15	4	4	4	4	4	4	4	4	4	4	4	4	48
16	4	4	4	4	4	4	4	3	3	3	4	2	43
17	3	3	4	4	3	4	3	3	3	3	3	3	39
18	4	4	4	4	4	4	4	4	4	4	2	4	46
19	4	3	4	4	3	2	3	3	3	3	2	4	38
20	3	4	3	4	3	3	4	4	4	4	3	4	43
21	1	2	2	4	4	4	4	3	3	3	3	4	37
22	4	4	4	4	4	4	4	4	4	4	2	3	45
23	4	4	4	4	4	4	4	4	4	4	4	4	48
24	3	3	3	4	4	4	4	4	4	4	4	4	45
25	4	4	4	5	4	4	4	5	4	4	4	5	51
26	4	4	4	4	4	4	4	4	4	4	4	4	48
27	4	4	4	3	3	3	4	3	4	4	2	3	41
28	4	4	4	3	3	4	4	4	3	3	3	3	42
29	4	4	5	4	5	4	4	4	5	4	3	4	50
30	3	3	4	4	3	4	3	3	3	3	3	3	39
31	4	4	4	4	4	4	4	4	4	4	4	4	48
32	4	4	5	5	4	5	5	4	4	5	4	4	53
33	4	4	5	4	4	4	4	4	4	4	4	4	49
34	4	4	4	4	4	4	4	3	3	3	3	3	43
35	4	4	4	4	4	4	4	4	3	4	3	4	46
36	4	4	4	4	4	4	4	4	4	4	3	4	47
37	4	3	4	4	3	3	5	3	3	4	3	3	42
38	4	3	4	3	4	3	4	4	3	4	2	3	41
39	4	4	4	4	4	4	4	4	4	3	3	4	46
40	4	4	3	4	4	4	4	4	4	3	3	3	44
41	5	2	4	4	4	2	2	2	2	2	2	3	34
42	5	5	5	5	5	5	5	5	4	5	5	5	59
43	4	4	4	4	5	4	5	4	4	5	4	5	52
44	4	4	4	4	4	5	4	4	4	5	3	4	49
45	4	3	3	4	4	3	4	3	4	4	2	3	41
46	4	3	4	3	4	4	3	3	4	4	4	3	43

47	4	4	4	4	4	4	4	4	4	4	4	4	48
48	4	4	4	4	4	4	4	4	4	4	4	4	48
49	3	3	4	4	3	4	3	3	3	3	3	3	39
50	3	4	3	4	3	3	4	4	4	4	3	4	43
51	1	2	2	4	4	4	4	3	3	3	3	4	37
52	4	4	4	4	4	4	4	4	4	4	2	3	45
53	4	4	4	4	4	4	4	4	4	4	4	4	48
54	4	4	4	5	4	4	4	5	4	4	4	5	51
55	4	4	4	4	4	4	4	4	4	4	4	4	48
56	5	2	4	4	4	2	2	2	2	2	2	3	34
57	5	5	5	5	5	5	5	5	4	5	5	5	59
58	4	4	4	4	4	5	4	4	4	5	3	4	49
59	4	3	3	4	4	3	4	3	4	4	2	3	41
60	4	4	4	4	4	4	4	4	4	4	4	3	47
61	4	4	4	4	4	4	4	4	4	4	4	4	48
62	3	3	4	4	3	4	3	3	3	3	3	3	39
63	3	4	3	4	3	3	4	4	4	4	3	4	43
64	4	4	4	4	4	4	4	4	4	4	2	3	45
65	4	4	4	4	4	4	4	4	4	4	4	4	48
66	4	4	4	4	4	4	4	4	4	4	4	4	48
67	4	4	4	3	3	3	4	3	4	4	2	3	41
68	4	4	5	4	5	4	4	4	5	4	3	4	50
69	3	3	4	4	3	4	3	3	3	3	3	3	39
70	4	4	4	4	4	4	4	4	4	4	4	4	48
71	4	4	4	4	4	4	4	3	3	3	3	3	43
72	4	4	4	4	4	4	4	4	3	4	3	4	46
73	4	3	4	4	3	3	5	3	3	4	3	3	42
74	4	4	3	4	4	4	4	4	4	3	3	3	44
75	5	5	5	5	5	5	5	5	4	5	5	5	59
76	4	3	3	4	4	3	4	3	4	4	2	3	41
77	4	4	4	4	4	4	4	4	4	4	4	4	48
78	3	4	3	4	3	3	4	4	4	4	3	4	43

TABEL DATA ORDINAL VARIABEL MOTIVASI KERJA (X2)

No. Res p	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Tota l
1	3	4	4	4	3	4	3	5	2	5	5	4	3	5	54
2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
3	4	4	4	3	3	3	4	4	3	3	4	3	3	3	48
4	5	4	4	4	5	5	5	5	5	5	5	5	4	5	66
5	4	4	4	4	5	5	5	4	3	5	5	4	4	5	61
6	4	4	3	3	3	4	4	4	2	3	3	4	3	4	48
7	4	4	4	4	4	4	4	4	4	4	4	3	4	4	55
8	4	3	3	4	5	5	5	5	4	5	4	4	4	4	59
9	3	4	3	4	3	3	4	4	3	4	4	4	4	3	50
10	5	5	5	5	5	5	5	5	5	5	5	3	5	5	68
11	5	4	4	4	4	5	4	4	4	4	4	4	4	4	58
12	4	4	4	3	3	4	4	3	3	4	4	3	4	4	51
13	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
14	5	4	4	4	4	4	4	4	4	4	4	4	3	4	56
15	4	4	4	4	4	4	4	4	2	4	4	4	4	4	54
16	4	3	3	3	3	4	3	3	3	4	3	2	3	3	44
17	4	4	4	4	4	4	4	4	3	4	4	3	3	4	53
18	4	4	4	4	4	4	4	4	3	4	3	3	3	3	51
19	4	4	3	3	3	3	3	3	3	4	4	3	3	4	47
20	4	4	3	3	3	3	3	3	2	3	3	3	3	3	43
21	3	3	3	4	4	4	4	4	4	4	4	3	4	4	52
22	5	5	5	5	4	5	5	5	5	5	5	4	4	4	66
23	3	3	3	3	4	4	5	5	5	5	5	3	3	3	54
24	3	3	2	3	3	3	4	4	3	3	3	3	3	3	43
25	5	4	3	3	3	4	4	3	3	3	3	3	3	3	47
26	4	4	3	4	4	4	4	4	3	4	4	3	3	3	51
27	4	5	4	5	4	4	4	3	3	2	3	3	3	3	50
28	4	4	3	3	3	4	4	5	3	5	4	3	3	3	51
29	5	5	4	5	4	4	5	5	4	5	5	4	4	3	62
30	4	4	4	4	4	4	4	4	3	4	4	3	3	4	53
31	4	4	3	3	3	4	4	4	3	4	3	3	3	3	48
32	5	4	3	3	5	4	4	4	4	5	4	3	3	4	55
33	5	4	4	4	4	5	4	5	5	5	4	3	4	4	60
34	4	4	3	3	4	4	4	3	4	3	3	3	3	3	48
35	4	4	4	4	4	4	4	4	4	4	4	4	4	3	55
36	4	4	4	4	3	4	4	4	3	4	3	3	3	3	50
37	4	5	4	4	4	5	3	3	3	4	4	4	4	5	56
38	5	5	3	3	4	4	4	4	5	5	4	4	4	5	59
39	4	4	4	4	4	4	3	3	3	5	4	4	4	4	54
40	5	5	3	3	4	4	3	4	3	5	4	4	4	4	55
41	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
42	5	4	4	4	5	5	5	5	5	5	5	5	4	5	66
43	4	4	4	4	5	5	5	4	3	5	5	4	4	5	61
44	4	4	4	4	4	4	4	4	4	4	4	3	4	4	55

45	3	4	3	4	3	3	4	4	3	4	4	4	4	3	50
46	4	4	4	3	3	4	4	3	3	4	4	3	4	4	51
47	5	4	4	4	4	4	4	4	4	4	4	4	3	4	56
48	4	4	4	4	4	4	4	4	2	4	4	4	4	4	54
49	4	4	4	4	4	4	4	4	3	4	4	3	3	4	53
50	4	4	3	3	3	3	3	3	2	3	3	3	3	3	43
51	3	3	3	4	4	4	4	4	4	4	4	3	4	4	52
52	5	5	5	5	4	5	5	5	5	5	5	4	4	4	66
53	3	3	3	3	4	4	5	5	5	5	5	3	3	3	54
54	5	4	3	3	3	4	4	3	3	3	3	3	3	3	47
55	4	4	3	4	4	4	4	4	3	4	4	3	3	3	51
56	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
57	5	4	4	4	5	5	5	5	5	5	5	5	4	5	66
58	4	4	4	4	4	4	4	4	4	4	4	3	4	4	55
59	3	4	3	4	3	3	4	4	3	4	4	4	4	3	50
60	5	4	4	4	4	5	4	4	4	4	4	4	4	4	58
61	5	4	4	4	4	4	4	4	4	4	4	4	3	4	56
62	4	4	4	4	4	4	4	4	3	4	4	3	3	4	53
63	4	4	3	3	3	3	3	3	2	3	3	3	3	3	43
64	5	5	5	5	4	5	5	5	5	5	5	4	4	4	66
65	3	3	3	3	4	4	5	5	5	5	5	3	3	3	54
66	4	4	3	4	4	4	4	4	3	4	4	3	3	3	51
67	4	5	4	5	4	4	4	3	3	2	3	3	3	3	50
68	5	5	4	5	4	4	5	5	4	5	5	4	4	3	62
69	4	4	4	4	4	4	4	4	3	4	4	3	3	4	53
70	4	4	3	3	3	4	4	4	3	4	3	3	3	3	48
71	4	4	3	3	4	4	4	3	4	3	3	3	3	3	48
72	4	4	4	4	4	4	4	4	4	4	4	4	4	3	55
73	4	5	4	4	4	5	3	3	3	4	4	4	4	5	56
74	5	5	3	3	4	4	3	4	3	5	4	4	4	4	55
75	5	4	4	4	5	5	5	5	5	5	5	5	4	5	66
76	3	4	3	4	3	3	4	4	3	4	4	4	4	3	50
77	5	4	4	4	4	4	4	4	4	4	4	4	3	4	56
78	4	4	3	3	3	3	3	3	2	3	3	3	3	3	43

45	3	3	3	3	4	4	4	3	27
46	4	4	4	4	4	3	4	4	31
47	4	4	4	4	4	4	4	4	32
48	4	4	4	4	4	4	4	4	32
49	4	4	4	3	5	4	4	5	33
50	4	4	4	3	3	3	3	3	27
51	3	4	4	2	3	4	4	4	28
52	4	4	4	4	3	4	4	5	32
53	4	4	4	4	4	4	4	5	33
54	4	4	4	3	5	4	3	4	31
55	4	4	4	4	4	4	4	4	32
56	4	4	4	4	4	4	4	4	32
57	5	4	5	3	5	5	5	5	37
58	4	4	4	4	4	4	4	4	32
59	3	3	3	3	4	4	4	3	27
60	4	4	4	4	4	4	4	4	32
61	4	4	4	4	4	4	4	4	32
62	4	4	4	3	5	4	4	5	33
63	4	4	4	3	3	3	3	3	27
64	4	4	4	4	3	4	4	5	32
65	4	4	4	4	4	4	4	5	33
66	4	4	4	4	4	4	4	4	32
67	5	4	4	4	3	4	3	4	31
68	4	4	4	4	4	4	4	4	32
69	4	4	4	3	5	4	4	5	33
70	5	4	5	5	5	5	5	5	39
71	4	4	3	3	4	4	3	4	29
72	4	4	4	3	4	4	4	4	31
73	5	4	4	4	4	4	3	4	32
74	4	4	4	4	4	3	4	4	31
75	5	4	5	3	5	5	5	5	37
76	3	3	3	3	4	4	4	3	27
77	4	4	4	4	4	4	4	4	32
78	4	4	4	3	3	3	3	3	27

LAMPIRAN

8

DATA INTERVAL

TABEL DATA INTERVAL VARIABEL KEPUASAN KERJA (X1)

Variabel X1 (KEPUASAN KERJA)												
1	2	3	4	5	6	7	8	9	10	11	12	Total
1.980	4.833	3.385	2.834	2.516	3.220	4.756	2.197	3.501	4.711	1.000	2.706	37.640
5.071	1.000	3.385	2.834	2.516	1.000	1.000	1.000	1.000	1.000	1.000	2.706	23.512
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
5.071	4.833	4.962	4.619	4.056	4.738	4.756	4.976	3.501	4.711	4.275	5.266	55.765
3.425	3.241	3.385	2.834	4.056	3.220	4.756	3.502	3.501	4.711	3.059	5.266	44.958
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	2.101	3.279	1.000	2.706	34.380
3.425	3.241	3.385	2.834	2.516	4.738	3.170	3.502	3.501	4.711	2.066	4.007	41.097
3.425	3.241	4.962	2.834	4.056	1.944	3.170	3.502	5.222	3.279	1.000	2.706	39.342
3.425	1.959	1.980	2.834	2.516	1.944	3.170	2.197	3.501	3.279	1.000	2.706	30.511
5.071	4.833	4.962	4.619	4.056	4.738	4.756	4.976	5.222	4.711	4.275	5.266	57.486
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	2.706	37.840
3.425	1.959	3.385	1.000	2.516	3.220	1.803	2.197	3.501	3.279	3.059	2.706	32.051
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	2.834	2.516	3.220	3.170	2.197	2.101	2.022	3.059	1.000	32.172
1.980	1.959	3.385	2.834	1.000	3.220	1.803	2.197	2.101	2.022	2.066	2.706	27.274
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	1.000	4.007	37.081
3.425	1.959	3.385	2.834	1.000	1.000	1.803	2.197	2.101	2.022	1.000	4.007	26.734
1.980	3.241	1.980	2.834	1.000	1.944	3.170	3.502	3.501	3.279	2.066	4.007	32.504
1.000	1.000	1.000	2.834	2.516	3.220	3.170	2.197	2.101	2.022	2.066	4.007	27.133
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	1.000	2.706	35.780
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
1.980	1.959	1.980	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	35.006
3.425	3.241	3.385	4.619	2.516	3.220	3.170	4.976	3.501	3.279	3.059	5.266	43.658
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	1.000	1.000	1.944	3.170	2.197	3.501	3.279	1.000	2.706	29.849
3.425	3.241	3.385	1.000	1.000	3.220	3.170	3.502	2.101	2.022	2.066	2.706	30.840
3.425	3.241	4.962	2.834	4.056	3.220	3.170	3.502	5.222	3.279	2.066	4.007	42.985
1.980	1.959	3.385	2.834	1.000	3.220	1.803	2.197	2.101	2.022	2.066	2.706	27.274
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	4.962	4.619	2.516	4.738	4.756	3.502	3.501	4.711	3.059	4.007	47.039
3.425	3.241	4.962	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	40.717
3.425	3.241	3.385	2.834	2.516	3.220	3.170	2.197	2.101	2.022	2.066	2.706	32.884
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	2.101	3.279	2.066	4.007	36.747
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	2.066	4.007	38.147
3.425	1.959	3.385	2.834	1.000	1.944	4.756	2.197	2.101	3.279	2.066	2.706	31.653
3.425	1.959	3.385	1.000	2.516	1.944	3.170	3.502	2.101	3.279	1.000	2.706	29.987
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	2.022	2.066	4.007	36.890

3.425	3.241	1.980	2.834	2.516	3.220	3.170	3.502	3.501	2.022	2.066	2.706	34.184
5.071	1.000	3.385	2.834	2.516	1.000	1.000	1.000	1.000	1.000	1.000	2.706	23.512
5.071	4.833	4.962	4.619	4.056	4.738	4.756	4.976	3.501	4.711	4.275	5.266	55.765
3.425	3.241	3.385	2.834	4.056	3.220	4.756	3.502	3.501	4.711	3.059	5.266	44.958
3.425	3.241	3.385	2.834	2.516	4.738	3.170	3.502	3.501	4.711	2.066	4.007	41.097
3.425	1.959	1.980	2.834	2.516	1.944	3.170	2.197	3.501	3.279	1.000	2.706	30.511
3.425	1.959	3.385	1.000	2.516	3.220	1.803	2.197	3.501	3.279	3.059	2.706	32.051
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
1.980	1.959	3.385	2.834	1.000	3.220	1.803	2.197	2.101	2.022	2.066	2.706	27.274
1.980	3.241	1.980	2.834	1.000	1.944	3.170	3.502	3.501	3.279	2.066	4.007	32.504
1.000	1.000	1.000	2.834	2.516	3.220	3.170	2.197	2.101	2.022	2.066	4.007	27.133
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	1.000	2.706	35.780
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	4.619	2.516	3.220	3.170	4.976	3.501	3.279	3.059	5.266	43.658
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
5.071	1.000	3.385	2.834	2.516	1.000	1.000	1.000	1.000	1.000	1.000	2.706	23.512
5.071	4.833	4.962	4.619	4.056	4.738	4.756	4.976	3.501	4.711	4.275	5.266	55.765
3.425	3.241	3.385	2.834	2.516	4.738	3.170	3.502	3.501	4.711	2.066	4.007	41.097
3.425	1.959	1.980	2.834	2.516	1.944	3.170	2.197	3.501	3.279	1.000	2.706	30.511
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	2.706	37.840
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
1.980	1.959	3.385	2.834	1.000	3.220	1.803	2.197	2.101	2.022	2.066	2.706	27.274
1.980	3.241	1.980	2.834	1.000	1.944	3.170	3.502	3.501	3.279	2.066	4.007	32.504
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	1.000	2.706	35.780
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	1.000	1.000	1.944	3.170	2.197	3.501	3.279	1.000	2.706	29.849
3.425	3.241	4.962	2.834	4.056	3.220	3.170	3.502	5.222	3.279	2.066	4.007	42.985
1.980	1.959	3.385	2.834	1.000	3.220	1.803	2.197	2.101	2.022	2.066	2.706	27.274
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
3.425	3.241	3.385	2.834	2.516	3.220	3.170	2.197	2.101	2.022	2.066	2.706	32.884
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	2.101	3.279	2.066	4.007	36.747
3.425	1.959	3.385	2.834	1.000	1.944	4.756	2.197	2.101	3.279	2.066	2.706	31.653
3.425	3.241	1.980	2.834	2.516	3.220	3.170	3.502	3.501	2.022	2.066	2.706	34.184
5.071	4.833	4.962	4.619	4.056	4.738	4.756	4.976	3.501	4.711	4.275	5.266	55.765
3.425	1.959	1.980	2.834	2.516	1.944	3.170	2.197	3.501	3.279	1.000	2.706	30.511
3.425	3.241	3.385	2.834	2.516	3.220	3.170	3.502	3.501	3.279	3.059	4.007	39.140
1.980	3.241	1.980	2.834	1.000	1.944	3.170	3.502	3.501	3.279	2.066	4.007	32.504

TABEL DATA INTERVAL VARIABEL MOTIVASI KERJA (X2)

Variabel X2 (MOTIVASI KERJA)														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	Total
1.000	2.646	4.106	2.427	1.000	2.494	1.000	3.702	1.000	4.471	3.737	4.253	1.000	3.534	36.370
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	2.551	2.316	39.164
2.371	2.646	4.106	1.000	1.000	1.000	2.468	2.351	2.242	1.980	2.369	2.849	1.000	1.000	28.382
3.756	2.646	4.106	2.427	3.884	3.972	3.927	3.702	4.242	4.471	3.737	5.632	2.551	3.534	52.587
2.371	2.646	4.106	2.427	3.884	3.972	3.927	2.351	2.242	4.471	3.737	4.253	2.551	3.534	46.472
2.371	2.646	2.685	1.000	1.000	2.494	2.468	2.351	1.000	1.980	1.000	4.253	1.000	2.316	28.563
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	2.849	2.551	2.316	37.759
2.371	1.000	2.685	2.427	3.884	3.972	3.927	3.702	3.242	4.471	2.369	4.253	2.551	2.316	43.170
1.000	2.646	2.685	2.427	1.000	1.000	2.468	2.351	2.242	3.135	2.369	4.253	2.551	1.000	31.126
3.756	4.242	5.632	3.859	3.884	3.972	3.927	3.702	4.242	4.471	3.737	2.849	4.419	3.534	56.226
3.756	2.646	4.106	2.427	2.435	3.972	2.468	2.351	3.242	3.135	2.369	4.253	2.551	2.316	42.027
2.371	2.646	4.106	1.000	1.000	2.494	2.468	1.000	2.242	3.135	2.369	2.849	2.551	2.316	32.546
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	2.551	2.316	39.164
3.756	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	1.000	2.316	38.998
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	1.000	3.135	2.369	4.253	2.551	2.316	36.922
2.371	1.000	2.685	1.000	1.000	2.494	1.000	1.000	2.242	3.135	1.000	1.000	1.000	1.000	21.926
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	2.242	3.135	2.369	2.849	1.000	2.316	35.208
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	2.242	3.135	1.000	2.849	1.000	1.000	32.523
2.371	2.646	2.685	1.000	1.000	1.000	1.000	1.000	2.242	3.135	2.369	2.849	1.000	2.316	26.612
2.371	2.646	2.685	1.000	1.000	1.000	1.000	1.000	1.000	1.980	1.000	2.849	1.000	1.000	21.530
1.000	1.000	2.685	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	2.849	2.551	2.316	33.321
3.756	4.242	5.632	3.859	2.435	3.972	3.927	3.702	4.242	4.471	3.737	4.253	2.551	2.316	53.096
1.000	1.000	2.685	1.000	2.435	2.494	3.927	3.702	4.242	4.471	3.737	2.849	1.000	1.000	35.542
1.000	1.000	1.000	1.000	1.000	1.000	2.468	2.351	2.242	1.980	1.000	2.849	1.000	1.000	20.890
3.756	2.646	2.685	1.000	1.000	2.494	2.468	1.000	2.242	1.980	1.000	2.849	1.000	1.000	27.118
2.371	2.646	2.685	2.427	2.435	2.494	2.468	2.351	2.242	3.135	2.369	2.849	1.000	1.000	32.471
2.371	4.242	4.106	3.859	2.435	2.494	2.468	1.000	2.242	1.000	1.000	2.849	1.000	1.000	32.066
2.371	2.646	2.685	1.000	1.000	2.494	2.468	3.702	2.242	4.471	2.369	2.849	1.000	1.000	32.296
3.756	4.242	4.106	3.859	2.435	2.494	3.927	3.702	3.242	4.471	3.737	4.253	2.551	1.000	47.777
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	2.242	3.135	2.369	2.849	1.000	2.316	35.208
2.371	2.646	2.685	1.000	1.000	2.494	2.468	2.351	2.242	3.135	1.000	2.849	1.000	1.000	28.239
3.756	2.646	2.685	1.000	3.884	2.494	2.468	2.351	3.242	4.471	2.369	2.849	1.000	2.316	37.530
3.756	2.646	4.106	2.427	2.435	3.972	2.468	3.702	4.242	4.471	2.369	2.849	2.551	2.316	44.310
2.371	2.646	2.685	1.000	2.435	2.494	2.468	1.000	3.242	1.980	1.000	2.849	1.000	1.000	28.169
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	2.551	1.000	37.848
2.371	2.646	4.106	2.427	1.000	2.494	2.468	2.351	2.242	3.135	1.000	2.849	1.000	1.000	31.088
2.371	4.242	4.106	2.427	2.435	3.972	1.000	1.000	2.242	3.135	2.369	4.253	2.551	3.534	39.638
3.756	4.242	2.685	1.000	2.435	2.494	2.468	2.351	4.242	4.471	2.369	4.253	2.551	3.534	42.851
2.371	2.646	4.106	2.427	2.435	2.494	1.000	1.000	2.242	4.471	2.369	4.253	2.551	2.316	36.681
3.756	4.242	2.685	1.000	2.435	2.494	1.000	2.351	2.242	4.471	2.369	4.253	2.551	2.316	38.165
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	2.551	2.316	39.164
3.756	2.646	4.106	2.427	3.884	3.972	3.927	3.702	4.242	4.471	3.737	5.632	2.551	3.534	52.587
2.371	2.646	4.106	2.427	3.884	3.972	3.927	2.351	2.242	4.471	3.737	4.253	2.551	3.534	46.472
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	2.849	2.551	2.316	37.759

1.000	2.646	2.685	2.427	1.000	1.000	2.468	2.351	2.242	3.135	2.369	4.253	2.551	1.000	31.126
2.371	2.646	4.106	1.000	1.000	2.494	2.468	1.000	2.242	3.135	2.369	2.849	2.551	2.316	32.546
3.756	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	1.000	2.316	38.998
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	1.000	3.135	2.369	4.253	2.551	2.316	36.922
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	2.242	3.135	2.369	2.849	1.000	2.316	35.208
2.371	2.646	2.685	1.000	1.000	1.000	1.000	1.000	1.000	1.980	1.000	2.849	1.000	1.000	21.530
1.000	1.000	2.685	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	2.849	2.551	2.316	33.321
3.756	4.242	5.632	3.859	2.435	3.972	3.927	3.702	4.242	4.471	3.737	4.253	2.551	2.316	53.096
1.000	1.000	2.685	1.000	2.435	2.494	3.927	3.702	4.242	4.471	3.737	2.849	1.000	1.000	35.542
3.756	2.646	2.685	1.000	1.000	2.494	2.468	1.000	2.242	1.980	1.000	2.849	1.000	1.000	27.118
2.371	2.646	2.685	2.427	2.435	2.494	2.468	2.351	2.242	3.135	2.369	2.849	1.000	1.000	32.471
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	2.551	2.316	39.164
3.756	2.646	4.106	2.427	3.884	3.972	3.927	3.702	4.242	4.471	3.737	5.632	2.551	3.534	52.587
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	2.849	2.551	2.316	37.759
1.000	2.646	2.685	2.427	1.000	1.000	2.468	2.351	2.242	3.135	2.369	4.253	2.551	1.000	31.126
3.756	2.646	4.106	2.427	2.435	3.972	2.468	2.351	3.242	3.135	2.369	4.253	2.551	2.316	42.027
3.756	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	1.000	2.316	38.998
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	2.242	3.135	2.369	2.849	1.000	2.316	35.208
2.371	2.646	2.685	1.000	1.000	1.000	1.000	1.000	1.000	1.980	1.000	2.849	1.000	1.000	21.530
3.756	4.242	5.632	3.859	2.435	3.972	3.927	3.702	4.242	4.471	3.737	4.253	2.551	2.316	53.096
1.000	1.000	2.685	1.000	2.435	2.494	3.927	3.702	4.242	4.471	3.737	2.849	1.000	1.000	35.542
2.371	2.646	2.685	2.427	2.435	2.494	2.468	2.351	2.242	3.135	2.369	2.849	1.000	1.000	32.471
2.371	4.242	4.106	3.859	2.435	2.494	2.468	1.000	2.242	1.000	1.000	2.849	1.000	1.000	32.066
3.756	4.242	4.106	3.859	2.435	2.494	3.927	3.702	3.242	4.471	3.737	4.253	2.551	1.000	47.777
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	2.242	3.135	2.369	2.849	1.000	2.316	35.208
2.371	2.646	2.685	1.000	1.000	2.494	2.468	2.351	2.242	3.135	1.000	2.849	1.000	1.000	28.239
2.371	2.646	2.685	1.000	2.435	2.494	2.468	1.000	3.242	1.980	1.000	2.849	1.000	1.000	28.169
2.371	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	2.551	1.000	37.848
2.371	4.242	4.106	2.427	2.435	3.972	1.000	1.000	2.242	3.135	2.369	4.253	2.551	3.534	39.638
3.756	4.242	2.685	1.000	2.435	2.494	1.000	2.351	2.242	4.471	2.369	4.253	2.551	2.316	38.165
3.756	2.646	4.106	2.427	3.884	3.972	3.927	3.702	4.242	4.471	3.737	5.632	2.551	3.534	52.587
1.000	2.646	2.685	2.427	1.000	1.000	2.468	2.351	2.242	3.135	2.369	4.253	2.551	1.000	31.126
3.756	2.646	4.106	2.427	2.435	2.494	2.468	2.351	3.242	3.135	2.369	4.253	1.000	2.316	38.998
2.371	2.646	2.685	1.000	1.000	1.000	1.000	1.000	1.000	1.980	1.000	2.849	1.000	1.000	21.530

TABEL DATA INTERVAL VARIABEL KINERJA (Y)

Variabel Y (KINERJA)								
1	2	3	4	5	6	7	8	Total
2.669	2.998	4.392	2.286	2.459	2.727	4.020	3.784	25.335
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
4.265	2.998	4.392	2.286	3.919	4.492	4.020	3.784	30.155
4.265	2.998	4.392	3.643	2.459	2.727	2.498	3.784	26.766
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	4.392	1.000	2.459	2.727	4.020	2.388	22.654
1.000	1.000	1.000	2.286	2.459	2.727	2.498	1.000	13.970
4.265	5.456	4.392	5.222	3.919	4.492	4.020	3.784	35.549
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	3.643	2.459	1.000	2.498	2.388	20.381
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
1.000	1.000	1.000	2.286	1.000	2.727	2.498	1.000	12.511
2.669	2.998	2.726	2.286	3.919	2.727	2.498	3.784	23.606
2.669	2.998	2.726	3.643	2.459	2.727	2.498	1.000	20.720
2.669	2.998	2.726	3.643	2.459	2.727	1.000	2.388	20.611
2.669	2.998	2.726	2.286	1.000	1.000	1.000	1.000	14.679
1.000	2.998	2.726	1.000	1.000	2.727	2.498	2.388	16.337
2.669	2.998	2.726	3.643	1.000	2.727	2.498	3.784	22.045
2.669	2.998	2.726	3.643	2.459	2.727	2.498	3.784	23.504
2.669	2.998	2.726	3.643	1.000	1.000	1.000	1.000	16.036
2.669	2.998	2.726	2.286	3.919	2.727	1.000	2.388	20.713
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
4.265	2.998	2.726	3.643	1.000	2.727	1.000	2.388	20.747
2.669	1.000	2.726	2.286	1.000	2.727	1.000	3.784	17.192
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	2.286	3.919	2.727	2.498	3.784	23.606
4.265	2.998	4.392	5.222	3.919	4.492	4.020	3.784	33.091
2.669	2.998	2.726	5.222	2.459	2.727	2.498	2.388	23.687
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	1.000	2.286	2.459	2.727	1.000	2.388	17.528
2.669	2.998	2.726	2.286	2.459	2.727	2.498	2.388	20.751
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
4.265	2.998	2.726	3.643	2.459	2.727	1.000	2.388	22.207
4.265	2.998	2.726	3.643	2.459	2.727	4.020	2.388	25.227
2.669	2.998	2.726	3.643	2.459	2.727	1.000	2.388	20.611
2.669	2.998	2.726	3.643	2.459	1.000	2.498	2.388	20.381
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
4.265	2.998	4.392	2.286	3.919	4.492	4.020	3.784	30.155
4.265	2.998	4.392	3.643	2.459	2.727	2.498	3.784	26.766
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108

1.000	1.000	1.000	2.286	2.459	2.727	2.498	1.000	13.970
2.669	2.998	2.726	3.643	2.459	1.000	2.498	2.388	20.381
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	2.286	3.919	2.727	2.498	3.784	23.606
2.669	2.998	2.726	2.286	1.000	1.000	1.000	1.000	14.679
1.000	2.998	2.726	1.000	1.000	2.727	2.498	2.388	16.337
2.669	2.998	2.726	3.643	1.000	2.727	2.498	3.784	22.045
2.669	2.998	2.726	3.643	2.459	2.727	2.498	3.784	23.504
2.669	2.998	2.726	2.286	3.919	2.727	1.000	2.388	20.713
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
4.265	2.998	4.392	2.286	3.919	4.492	4.020	3.784	30.155
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
1.000	1.000	1.000	2.286	2.459	2.727	2.498	1.000	13.970
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	2.286	3.919	2.727	2.498	3.784	23.606
2.669	2.998	2.726	2.286	1.000	1.000	1.000	1.000	14.679
2.669	2.998	2.726	3.643	1.000	2.727	2.498	3.784	22.045
2.669	2.998	2.726	3.643	2.459	2.727	2.498	3.784	23.504
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
4.265	2.998	2.726	3.643	1.000	2.727	1.000	2.388	20.747
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	2.286	3.919	2.727	2.498	3.784	23.606
4.265	2.998	4.392	5.222	3.919	4.492	4.020	3.784	33.091
2.669	2.998	1.000	2.286	2.459	2.727	1.000	2.388	17.528
2.669	2.998	2.726	2.286	2.459	2.727	2.498	2.388	20.751
4.265	2.998	2.726	3.643	2.459	2.727	1.000	2.388	22.207
2.669	2.998	2.726	3.643	2.459	1.000	2.498	2.388	20.381
4.265	2.998	4.392	2.286	3.919	4.492	4.020	3.784	30.155
1.000	1.000	1.000	2.286	2.459	2.727	2.498	1.000	13.970
2.669	2.998	2.726	3.643	2.459	2.727	2.498	2.388	22.108
2.669	2.998	2.726	2.286	1.000	1.000	1.000	1.000	14.679

LAMPIRAN

9

CATATAN BIMBINGAN

LAMPIRAN

10

RIWAYAT HIDUP

DAFTAR RIWAYAT HIDUP



DATA PRIBADI

Nama Lengkap : Rd Didit Pramono
 Nama Panggilan : Didit
 Tempat, Tanggal Lahir : Cirebon, 05 Agustus 1993
 Jenis Kelamin : laki – laki
 Agama : Islam
 Status : Belum Menikah
 Alamat : Puri Celancang II Blok. C4 No. 77
 RT/RW 01/08 Ds. Purwawinangun
 Kec. Suranenggala
 Kab Cirebon 45152
 No. HP : 087729035428
 E-Mail : Rddiditpramono@rocketmail.com

PENDIDIKAN FORMAL

1999 – 2005 : SD Negeri 1 Mertasinga Kab. Cirebon
 2005 – 2008 : SMP Negeri 2 Gunung Jati Kab. Cirebon
 2008 – 2011 : SMA Negeri 6 Kota Cirebon
 2011 – Sekarang : Manajemen S1 Universitas Pendidikan Indonesia Bandung