

LAMPIRAN

1

ADMINISTRATIF

LAMPIRAN

2

ANGKET PENELITIAN

KUISONER PRAELEMINASI

PENGARUH KEPUASAN KERJA DAN MOTIVASI TERHADAP KINERJA
KARYAWAN PT. ASIH TUNGGAL

Responden yang terhormat,

Dalamrangkapenelitianmengenai “PengaruhKepuasanKerjaDan MotivasiTerhadapKinerjaKaryawan PT. Asih Tunggal” diperlukansampel data berupapengisiankuisisionerpenelitian yang telahdisediakan.Olehkarenaitu, sayamengharapkankesedianaBapak/ Ibu/ Saudara/I untukmengisisemuapernyataanini.AtasKesediaandankerjasamanyasayaucapkanterimakasih.

Bandung, Mei2016

HormatSaya,

IqbalAbdurachman

KUESIONER PENELITIAN
PENGARUH KEPUASAN KERJA DAN MOTIVASI TERHADAPA KINERJA
KARYAWAN PT. ASIH TUNGAL

No. Responden :(Diisiolehpeneliti)

KARAKTERISTIK RESPONDEN

Berilahtanda *Checklist* (✓) padapilihan yang Andaanggapsesuai.

1. Jenis Kelamin :
☐ Pria ☐ anita
2. Usia :
☐ 0 Tahun ☐ 25 Tahun ☐ 26-31 Tahun ☐ 32-37 Tahun
☐ 37 Tahun
3. Pendidikan Terakhir :
☐ SMA/SMK ☐ D3 ☐ S1 ☐ S2 ☐ 3 Lainnya ☐
4. Lama Bekerja :Tahun

PETUNJUK PENGISIAN

1. Isilah setiap nomer pertanyaan pada salah satu alternatif jawaban yang menurut pendapat Bapak/Ibu adalah tepat.
2. Jawaban yang dipilih adalah yang paling sesuai dengan keadaan yang sebenarnya, dengan memberi tanda *Checklist* (✓) pada salah satu kolom yang telah disediakan.
3. Jika terdapat kesalahan dalam memilih alternative jawaban, beri tanda (X) pada jawaban yang salah, kemudian diberi tanda *Checklist* (✓) pada jawaban yang dianggap sesuai.
4. Hasil penelitian ini tidak aka nada pengaruhnya terhadap status Bapak/Ibu sebagai pegawai. Identitas dari Bapak/Ibu akan dirahasiakan dan hanya diketahui oleh penulis.
5. Terima kasih atas kerja sama dan bantuannya dan semoga menjadi amal ibadah.

I. TANGGAPAN RESPONDEN MENGENAI KEPUASAN KERJA

No	Pernyataan	Alternatif Jawaban
1	Tingkat kepuasan andaterhadap kesesuaian gaji yang diterima dengan beban pekerjaan yang dilakukan.	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
2	Tingkat kepuasan andaterhadap bonus dan tunjangan yang diberikan oleh perusahaan.	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
3	Tingkat kepuasan andaterhadap pekerjaan yang diberikan dengan keahlian dan pengalaman yang dimiliki	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
4	Tingkat kepuasan andaterhadap pekerjaan yang dilakukan	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
5	Tingkat kepuasan andaterhadap penempatan kerja karyawan.	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
6	Tingkat kepuasan andaterhadap kerja sama tim	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
7	Tingkat kepuasan andakerjasama dengan rekan kerja	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
8	Tingkat kepuasan andaterhadap hubungan kerja dengan rekan kerja	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
9	Tingkat kepuasan andaterhadap peluang promosi jabatan	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
10	Tingkat kepuasan andaterhadap kebijakan perusahaan dalam promosi jabatan	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
11	Tingkat kepuasan andaterhadap pengawasan yang diberikan kepada pegawai	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Tidak Puas ☐ Sangat Tidak Puas

12	Tingkat kepuasan anda terhadap hubungan dengan atasan	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Kurang Puas ☐ Tidak Puas ☐ Sangat Tidak Puas
13	Tingkat kepuasan anda dalam berinteraksi dengan atasan	☐ Sangat Puas ☐ Puas ☐ Cukup Puas ☐ Kurang Puas ☐ Tidak Puas ☐ Sangat Tidak Puas

II. TANGGAPAN RESPONDEN MENGENAI MOTIVASI

No	Pernyataan	Alternatif Jawaban
1	Tingkat karyawan termotivasi dalam mencapai hasil/target	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
2	Tingkat harapan individu atas imbalan yang akan diterima akibat dari kinerja yang telah diberikan (seperti bayaran atau pengakuan).	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
3	Tingkat ketertarikan karyawan atas imbalan yang ditawarkan oleh perusahaan.	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
4	Tingkat kesesuaian imbalan yang diberikan perusahaan dengan harapan individu.	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
5	Tingkat kekuatan hasrat seseorang untuk mencapai sesuatu yang diinginkannya	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
6	Tingkat loyalitas karyawan atas imbalan yang diberikan.	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
7	Tingkat kesesuaian komitmen yang telah disepakati pihak perusahaan dan karyawan.	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah

III. TANGGAPAN RESPONDEN MENGENAI KINERJA

No	Pernyataan	Alternatif Jawaban
1	Tingkat ketepatan dalam menyelesaikan pekerjaan.	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah
2	Tingkat ketelitian karyawan dalam bekerja	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah
3	Tingkat jumlah penyelesaian pekerjaan	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah
4	Tingkat pencapaian target kerja	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah
5	Tingkat ketepatan waktu karyawan dalam menyelesaikan pekerjaannya	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah
6	Tingkat ketepatan rencana kerja dengan hasil kerja	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah
7	Tingkat pengurangan kerugian dari masing-masing unit di dalam organisasi	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah
8	Tingkat kesadaran karyawan dalam mempertanggungjawabkan saran dan prasarana yang digunakan	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah
9	Tingkat kemandirian karyawan dalam melaksanakan fungsinya jika harus meminta bantuan pengawasan untuk mencegah hasil yang merugikan.	☐ Sangat Tinggi ☐ Tinggi ☐ Sedang ☐ Rendah ☐ Sangat Rendah

10	Tingkat inisiatif karyawan menyelesaikan pekerjaannya	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
11	Tingkat kemampuan berkomunikasi dengan sesama karyawan	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
12	Tingkat kemampuan berkomunikasi kepada bawahan	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah
13	Tingkat bekerjasama dengan sesama karyawan.	☐ Sangat Tinggi ☐ Tinggi ☐ Cukup ☐ Rendah ☐ Sangat Rendah

LAMPIRAN

3

HASIL OUTPUT SPSS VALIDITAS

DAN RELIABILITAS

OUTPUT VALIDITAS VARIABEL KEPUASAN KERJA (X1)

Correlations															
		ITEM 1	ITEM 2	ITEM 3	ITEM 4	ITEM 5	ITEM 6	ITEM 7	ITEM 8	ITEM 9	ITEM 10	ITEM 11	ITEM 12	ITEM 13	SKOR
ITEM 1	Pearson Correlation	1	.041	.021	.280**	.106	.120	.082	.142	.245*	.137	.155	.192	.152	.329**
	Sig. (2-tailed)		.699	.842	.007	.320	.259	.442	.182	.020	.198	.144	.069	.152	.002
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 2	Pearson Correlation	.041	1	.099	.013	.275**	.334**	.161	.261*	.024	.220*	.113	.008	.252*	.413**
	Sig. (2-tailed)	.699		.352	.902	.009	.001	.130	.013	.826	.038	.290	.944	.017	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 3	Pearson Correlation	.021	.099	1	.263*	.265*	.052	.812**	.203	.137	.021	.068	.010	.236*	.396**
	Sig. (2-tailed)	.842	.352		.012	.012	.628	.000	.055	.199	.842	.526	.925	.025	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 4	Pearson Correlation	.280**	.013	.263*	1	.180	.284**	.177	.140	.936**	.018	.100	.230*	.152	.457**
	Sig. (2-tailed)	.007	.902	.012		.090	.007	.095	.187	.000	.863	.351	.029	.153	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 5	Pearson Correlation	.106	.275**	.265*	.180	1	.100	.122	.962**	.149	.311**	.010	.015	.974**	.537**
	Sig. (2-tailed)	.320	.009	.012	.090		.346	.254	.000	.161	.003	.924	.886	.000	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 6	Pearson Correlation	.120	.334**	.052	.284**	.100	1	.193	.115	.255*	.112	.133	.050	.109	.445**
	Sig. (2-tailed)	.259	.001	.628	.007	.346		.068	.282	.015	.294	.212	.639	.307	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 7	Pearson Correlation	.082	.161	.812**	.177	.122	.193	1	.061	.096	.026	.002	.105	.093	.449**
	Sig. (2-tailed)	.442	.130	.000	.095	.254	.068		.566	.366	.806	.986	.326	.383	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90

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ITEM 8	Pearson Correlation	.142	.261*	-.203	.140	.962**	.115	-.061	1	.136	.265*	.042	-.016	.987**	.576**
	Sig. (2-tailed)	.182	.013	.055	.187	.000	.282	.566		.201	.012	.693	.882	.000	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 9	Pearson Correlation	.245*	.024	.137	.936**	.149	.255*	.096	.136	1	.022	.110	.168	.149	.397**
	Sig. (2-tailed)	.020	.826	.199	.000	.161	.015	.366	.201		.838	.304	.113	.161	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 10	Pearson Correlation	.137	.220*	.021	.018	.311**	.112	.026	.265*	.022	1	.019	.115	.277**	.416**
	Sig. (2-tailed)	.198	.038	.842	.863	.003	.294	.806	.012	.838		.863	.280	.008	.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 11	Pearson Correlation	.155	.113	.068	-.100	.010	.133	.002	.042	.110	.019	1	.062	.040	.137
	Sig. (2-tailed)	.144	.290	.526	.351	.924	.212	.986	.693	.304	.863		.563	.710	.199
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 12	Pearson Correlation	.192	-.008	-.010	.230*	.015	.050	-.105	-.016	.168	.115	.062	1	-.015	.286**
	Sig. (2-tailed)	.069	.944	.925	.029	.886	.639	.326	.882	.113	.280	.563		.888	.006
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 13	Pearson Correlation	.152	.252*	-.236*	-.152	.974**	.109	-.093	.987**	-.149	.277**	.040	-.015	1	.561**
	Sig. (2-tailed)	.152	.017	.025	.153	.000	.307	.383	.000	.161	.008	.710	.888		.000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
SKOR	Pearson Correlation	.329**	.413**	.396**	.457**	.537**	.445**	.449**	.576**	.397**	.416**	.137	.286**	.561**	1
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.199	.006	.000	
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90

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

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

OUTPUT VALIDITAS VARIABEL MOTIVASI KERJA (X2)

Correlations

		ITEM 1	ITEM 2	ITEM 3	ITEM 4	ITEM 5	ITEM 6	ITEM 7	ITEM 8	ITEM 9	ITEM 10	ITEM 11	ITEM 12	ITEM 13	SKOR
ITEM 1	Pearson Correlation	1	-,001	-,004	,115	,226*	,161	-,004	,226*	,115	-,107	,009	,072	,226*	,343**
	Sig. (2-tailed)		,992	,971	,280	,032	,129	,971	,032	,280	,316	,934	,501	,032	,001
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 2	Pearson Correlation	-,001	1	,200	,139	,115	,296**	,200	,115	,139	,262*	,115	,074	,115	,428**
	Sig. (2-tailed)	,992		,059	,191	,283	,005	,059	,283	,191	,013	,280	,487	,283	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 3	Pearson Correlation	-,004	,200	1	,192	-,094	-,073	1,000**	-,094	,192	,042	-,158	,162	-,094	,504**
	Sig. (2-tailed)	,971	,059		,070	,379	,496	,000	,379	,070	,692	,136	,126	,379	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 4	Pearson Correlation	,115	,139	,192	1	-,170	,093	,192	-,170	1,000**	,018	-,018	,119	-,170	,364**
	Sig. (2-tailed)	,280	,191	,070		,109	,385	,070	,109	,000	,866	,863	,263	,109	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 5	Pearson Correlation	,226*	,115	-,094	-,170	1	,201	-,094	1,000**	-,170	,308**	,261*	-,026	1,000**	,589**
	Sig. (2-tailed)	,032	,283	,379	,109		,057	,379	,000	,109	,003	,013	,809	,000	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 6	Pearson Correlation	,161	,296**	-,073	,093	,201	1	-,073	,201	,093	-,012	,044	,013	,201	,289**
	Sig. (2-tailed)	,129	,005	,496	,385	,057		,496	,057	,385	,912	,680	,901	,057	,006
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 7	Pearson Correlation	-,004	,200	1,000**	,192	-,094	-,073	1	-,094	,192	,042	-,158	,162	-,094	,504**
	Sig. (2-tailed)	,971	,059	,000	,070	,379	,496		,379	,070	,692	,136	,126	,379	,000

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	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 8	Pearson Correlation	,226*	,115	-,094	-,170	1,000**	,201	-,094	1	-,170	,308**	,261*	-,026	1,000**	,589**
	Sig. (2-tailed)	,032	,283	,379	,109	,000	,057	,379		,109	,003	,013	,809	,000	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 9	Pearson Correlation	,115	,139	,192	1,000**	-,170	,093	,192	-,170	1	,018	-,018	,119	-,170	,364**
	Sig. (2-tailed)	,280	,191	,070	,000	,109	,385	,070	,109		,866	,863	,263	,109	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 10	Pearson Correlation	-,107	,262*	,042	,018	,308**	-,012	,042	,308**	,018	1	,405**	,166	,308**	,471**
	Sig. (2-tailed)	,316	,013	,692	,866	,003	,912	,692	,003	,866		,000	,118	,003	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 11	Pearson Correlation	,009	,115	-,158	-,018	,261*	,044	-,158	,261*	-,018	,405**	1	,305**	,261*	,369**
	Sig. (2-tailed)	,934	,280	,136	,863	,013	,680	,136	,013	,863	,000		,003	,013	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 12	Pearson Correlation	,072	,074	,162	,119	-,026	,013	,162	-,026	,119	,166	,305**	1	-,026	,361**
	Sig. (2-tailed)	,501	,487	,126	,263	,809	,901	,126	,809	,263	,118	,003		,809	,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
ITEM 13	Pearson Correlation	,226*	,115	-,094	-,170	1,000**	,201	-,094	1,000**	-,170	,308**	,261*	-,026	1	,589**
	Sig. (2-tailed)	,032	,283	,379	,109	,000	,057	,379	,000	,109	,003	,013	,809		,000
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90
SKOR	Pearson Correlation	,343**	,428**	,504*	,364**	,589**	,289**	,504**	,589**	,364**	,471**	,369**	,361**	,589**	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,006	,000	,000	,000	,000	,000	,000	,000	
	N	90	90	90	90	90	90	90	90	90	90	90	90	90	90

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

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

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OUTPUT VALIDITAS VARIABEL MOTIVASI KERJA (X2)

Correlations

		ITEM 1	ITEM 2	ITEM 3	ITEM 4	ITEM 5	ITEM 6	ITEM 7	ITEM 8	SKOR
ITEM 1	Pearson Correlation	1	,219*	,203	,310**	,143	,125	,050	,134	,545**
	Sig. (2-tailed)		,038	,055	,003	,178	,240	,640	,207	,000
	N	90	90	90	90	90	90	90	90	90
ITEM 2	Pearson Correlation	,219*	1	,191	,063	,165	,275**	,183	,418**	,613**
	Sig. (2-tailed)	,038		,072	,558	,121	,009	,085	,000	,000
	N	90	90	90	90	90	90	90	90	90
ITEM 3	Pearson Correlation	,203	,191	1	,049	,236*	,304**	,047	,006	,522**
	Sig. (2-tailed)	,055	,072		,647	,025	,004	,660	,952	,000
	N	90	90	90	90	90	90	90	90	90
ITEM 4	Pearson Correlation	,310**	,063	,049	1	,073	,025	,008	,321**	,477**
	Sig. (2-tailed)	,003	,558	,647		,496	,817	,938	,002	,000
	N	90	90	90	90	90	90	90	90	90
ITEM 5	Pearson Correlation	,143	,165	,236*	,073	1	-,013	,134	,087	,454**
	Sig. (2-tailed)	,178	,121	,025	,496		,901	,209	,417	,000
	N	90	90	90	90	90	90	90	90	90
ITEM 6	Pearson Correlation	,125	,275**	,304**	,025	-,013	1	-,016	,179	,464**
	Sig. (2-tailed)	,240	,009	,004	,817	,901		,878	,091	,000
	N	90	90	90	90	90	90	90	90	90
ITEM 7	Pearson Correlation	,050	,183	,047	,008	,134	-,016	1	,100	,364**

	Sig. (2-tailed)	,640	,085	,660	,938	,209	,878		,348	,000
	N	90	90	90	90	90	90	90	90	90
ITEM 8	Pearson Correlation	,134	,418**	,006	,321**	,087	,179	,100	1	,563**
	Sig. (2-tailed)	,207	,000	,952	,002	,417	,091	,348		,000
	N	90	90	90	90	90	90	90	90	90
SKOR	Pearson Correlation	,545**	,613**	,522**	,477**	,454**	,464**	,364**	,563**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	90	90	90	90	90	90	90	90	90

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

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

Output Reliabilitas Variabel Kepuasan (X1) SPSS 22.0

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,614	,631	13

Output Reliabilitas Variabel MOTIVASI (X2) SPSS 22.0

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,571	,573	8

Output Reliabilitas Variabel KINERJA (Y) SPSS 22.0

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,658	,669	13

LAMPIRAN

4

DATA ORDINAL

Tabel Distribusi Uji Coba Validitas dan Reliabilitas Instrumen Variabel Kepuasan (X1)

responden	k1	k2	k3	k4	k5	k6	k7	k8	k9	k10	k11	k12
1	1	3	4	3	4	3	3	3	3	4	3	3
2	2	4	3	1	3	3	3	1	3	3	1	3
3	4	5	4	2	3	4	3	2	4	3	3	5
4	5	3	4	3	4	4	3	3	4	4	3	3
5	3	4	4	4	3	5	3	4	5	3	4	4
6	2	5	4	2	3	5	4	2	5	3	3	4
7	3	4	4	3	3	4	3	3	4	3	3	3
8	3	3	4	3	3	3	3	3	3	3	3	4
9	2	4	4	4	5	3	3	4	3	5	3	4
10	1	3	4	3	3	4	3	3	4	3	3	4
11	3	3	3	4	3	3	3	4	3	3	3	4
12	1	3	4	4	3	4	3	4	4	3	3	3
13	2	3	5	3	4	3	3	3	3	4	3	4
14	4	3	4	4	4	3	2	4	3	4	3	3
15	3	3	4	3	4	3	3	3	3	4	3	3
16	3	3	4	3	3	3	3	3	3	3	1	4
17	4	4	4	3	4	3	3	3	3	4	3	4
18	5	4	3	3	4	4	3	3	4	4	3	3
19	2	4	3	4	3	3	1	4	3	3	3	4
20	3	4	3	4	3	3	3	4	3	3	1	1
21	4	5	4	4	4	3	4	4	3	4	2	4
22	3	2	3	2	3	4	3	2	4	3	4	5
23	4	4	3	3	5	3	3	3	3	5	2	4
24	5	3	3	4	4	3	2	4	3	4	3	4
25	3	4	3	3	3	3	1	3	3	3	2	4
26	3	3	4	4	3	3	3	4	3	3	2	3

Iqbal Abdurachman, 2016

PENGARUH KEPUASAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN

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27	3	3	3	3	4	3	3	3	3	4	2	4
28	4	3	4	4	3	3	3	4	3	3	4	4
29	3	4	3	4	4	3	2	4	3	4	2	3
30	4	4	4	3	4	3	3	3	3	4	2	3
31	4	4	4	3	4	5	3	3	5	4	3	4
32	4	3	4	3	3	4	2	3	4	3	2	2
33	4	3	4	3	3	4	3	3	4	3	3	4
34	4	4	4	3	4	4	3	3	4	4	3	4
35	2	3	4	3	3	4	2	3	4	3	2	4
36	3	2	4	4	4	3	3	4	3	4	3	4
37	4	4	4	3	4	3	3	3	3	4	2	3
38	5	4	4	4	5	3	4	5	4	2	4	2
39	3	4	4	4	3	3	4	3	4	3	3	2
40	2	4	4	3	3	3	4	3	3	2	4	3
41	3	3	3	4	3	3	3	3	4	2	3	3
42	4	3	4	3	4	3	4	4	3	2	3	3
43	5	4	4	4	5	3	4	5	4	2	4	2
44	4	3	4	3	4	3	4	4	3	2	3	3
45	5	4	4	4	5	3	4	5	4	2	4	2
46	3	4	4	4	3	3	4	3	4	3	3	2
47	3	4	5	4	5	3	5	5	4	3	4	3
48	3	4	5	3	4	3	5	4	3	3	4	4
49	4	4	5	4	3	3	5	3	4	3	3	3
50	3	4	5	4	3	3	5	3	4	2	3	3
51	4	4	5	4	4	3	5	4	4	3	4	4
52	4	4	5	3	3	3	5	3	3	2	3	4
53	4	4	5	3	3	3	5	3	3	3	3	3
54	4	4	5	4	3	3	5	3	4	2	4	4
55	4	4	5	5	3	3	5	3	5	2	3	4
56	3	3	4	3	3	3	4	3	3	3	3	4
57	3	4	4	3	4	3	4	4	3	3	4	4

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PENGARUH KEPUASAN KERJA DAN MOTIVASI KERJATERHADAP KINERJA KARYAWAN

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58	3	5	3	4	3	3	3	3	4	3	3	3
59	3	4	4	4	3	2	4	3	4	3	3	3
60	3	4	3	4	3	3	3	3	4	3	3	4
61	3	4	3	3	3	3	3	3	3	1	3	5
62	3	3	3	4	3	3	3	3	4	2	3	3
63	4	3	4	3	4	3	4	4	3	2	3	3
64	5	4	4	4	5	3	4	5	4	2	4	2
65	3	4	5	4	3	3	5	3	4	2	3	3
66	4	4	5	4	4	3	5	4	4	3	4	4
67	3	3	2	4	3	2	4	3	3	5	2	4
68	3	3	3	3	2	3	4	4	3	3	4	2
69	3	3	3	3	2	4	3	3	2	2	4	3
70	3	4	4	3	2	3	3	4	3	2	3	3
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72	3	4	3	3	2	4	3	3	3	2	4	3
73	3	3	3	4	3	3	2	3	3	3	3	2
74	3	1	3	3	1	3	3	3	3	1	3	3
75	3	2	4	3	3	5	3	4	3	3	5	3
76	3	3	4	4	3	3	3	4	2	3	3	3
77	3	4	5	3	4	4	3	5	3	4	4	3
78	4	2	5	3	3	4	3	5	3	3	4	3
79	3	3	4	3	3	3	3	4	2	3	3	3
80	3	3	3	3	3	4	3	3	3	3	4	3
81	3	4	3	5	3	4	4	3	3	3	4	4
82	3	3	4	3	3	4	3	4	3	3	4	3
83	3	4	3	3	3	4	2	3	2	3	4	2
84	3	4	4	3	3	3	3	4	3	3	3	3
85	3	3	3	4	3	4	3	3	2	3	4	3
86	2	4	3	4	3	3	3	3	3	3	3	3
87	3	3	3	4	3	3	3	3	2	3	3	3
88	3	3	3	3	1	4	3	3	3	1	4	3

Iqbal Abdurachman, 2016

PENGARUH KEPUASAN KERJA DAN MOTIVASI KERJATERHADAP KINERJA KARYAWAN

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89	3	3	3	4	3	4	3	3	3	3	4	3
90	3	3	4	4	3	3	3	4	2	3	3	3

Tabel Distribusi Uji Coba Validitas dan Reliabilitas Instrumen Variabel MOTIVASI (X2)

responden	k1	k2	k3	k4	k5	k6	k7	k8
1	1	3	4	3	4	3	3	3
2	2	4	3	1	3	3	3	1
3	4	5	4	2	3	4	3	2
4	5	3	4	3	4	4	3	3
5	3	4	4	4	3	5	3	4
6	2	5	4	2	3	5	4	2
7	3	4	4	3	3	4	3	3
8	3	3	4	3	3	3	3	3
9	2	4	4	4	5	3	3	4
10	1	3	4	3	3	4	3	3
11	3	3	3	4	3	3	3	4
12	1	3	4	4	3	4	3	4
13	2	3	5	3	4	3	3	3
14	4	3	4	4	4	3	2	4
15	3	3	4	3	4	3	3	3
16	3	4	3	3	4	3	3	3
17	3	3	1	1	3	3	3	2
18	4	3	3	2	3	4	3	1
19	4	4	3	3	4	4	3	3
20	5	3	4	4	3	5	3	1
21	5	3	3	2	3	5	4	2
22	4	3	3	3	3	4	3	4
23	3	3	3	3	3	3	3	3
24	3	5	3	4	5	3	3	3
25	4	3	3	3	3	4	3	3

26	3	3	3	4	3	3	3	4
27	4	3	3	4	3	4	3	4
28	3	4	3	3	4	3	3	5
29	3	4	3	4	4	3	2	5
30	3	4	3	3	4	3	3	4
31	3	4	3	4	3	4	3	3
32	3	3	1	3	1	3	1	3
33	4	3	3	3	3	3	3	4
34	4	4	3	4	3	4	3	3
35	5	3	4	3	4	3	4	3
36	5	3	3	3	3	3	3	3
37	4	3	3	3	3	3	3	4
38	3	3	3	3	3	3	3	4
39	3	5	3	5	3	5	3	5
40	4	3	3	3	3	3	3	5
41	3	3	3	3	3	3	3	4
42	4	3	3	3	3	3	3	3
43	3	4	3	4	3	4	3	3
44	3	4	3	4	3	4	3	4
45	3	4	3	4	3	4	3	3
46	3	4	3	4	3	4	3	4
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52	3	2	4	4	4	3	3	4
53	4	3	4	3	3	3	3	4
54	3	3	3	1	3	5	3	5
55	3	4	3	3	4	3	3	5

56	4	4	4	3	3	3	3	4
57	3	5	3	4	4	3	3	3
58	4	5	3	3	3	4	3	3
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67	5	3	4	3	4	3	3	4
68	3	3	3	3	4	3	3	4
69	3	5	3	3	4	5	3	5
70	4	3	3	3	3	3	3	5
71	3	3	3	4	3	3	3	4
72	4	3	3	4	4	3	3	3
73	3	4	3	3	3	4	3	3
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75	4	3	3	3	3	4	3	3
76	4	4	3	3	4	3	3	4
77	5	3	4	3	3	1	3	3
78	5	3	3	4	3	3	4	3
79	4	3	3	4	4	3	4	3
80	3	3	3	5	3	4	5	3
81	3	5	3	5	3	3	5	3
82	4	3	3	4	3	3	4	3
83	3	3	3	3	3	3	3	3
84	4	3	3	3	5	3	3	5
85	3	4	3	4	3	3	4	3

86	3	4	3	3	3	3	3	3
87	3	4	3	4	3	3	4	3
88	3	3	4	3	4	3	3	4
89	3	3	3	3	4	3	3	4
90	5	3	3	5	4	3	3	4

Tabel Distribusi Uji Coba Validitas dan Reliabilitas Instrumen Variabel KINERJA (Y)

1	3	4	4	3	3	4	3	3	4	3	3	3	3
2	3	3	4	3	3	3	3	3	3	3	3	4	4
3	3	4	4	4	4	3	3	4	3	5	3	4	3
4	1	3	4	3	3	4	4	3	4	3	3	4	3
5	3	3	3	4	3	3	3	4	3	3	3	4	4
6	1	3	4	4	3	4	3	4	4	3	3	3	3
7	2	3	5	3	4	3	3	3	3	4	3	4	5
8	4	3	4	4	4	3	2	4	3	4	3	3	5
9	3	3	4	3	4	3	3	3	3	4	3	3	3
10	3	3	4	3	3	3	3	3	3	3	1	4	3
11	4	4	4	3	4	3	3	3	3	4	3	4	4
12	5	4	3	3	4	4	3	3	4	4	3	3	5
13	2	4	3	4	3	3	1	4	3	3	3	4	4
14	3	4	3	4	3	3	3	4	3	3	1	1	4
15	4	5	4	4	4	3	4	4	3	4	2	4	5
16	3	2	3	2	3	4	3	2	4	3	4	5	2
17	4	4	3	3	5	3	3	3	3	5	2	4	5
18	5	3	3	4	4	3	2	4	3	4	3	4	5
19	3	4	3	3	3	3	1	3	3	3	2	4	4
20	3	3	4	4	3	3	3	4	3	3	2	3	4
21	3	3	3	3	4	3	3	3	3	4	2	4	3
22	4	3	4	4	3	3	3	4	3	3	4	4	4
23	3	4	3	4	4	3	2	4	3	4	2	3	5
24	4	4	4	3	4	3	3	3	3	4	2	3	3
25	4	4	4	3	4	5	3	3	5	4	3	4	5
26	4	3	4	3	3	4	2	3	4	3	2	2	4

27	4	3	4	3	3	4	3	3	4	3	3	4	4
28	4	4	4	3	4	4	3	3	4	4	3	4	5
29	2	3	4	3	3	4	2	3	4	3	2	4	4
30	3	2	4	4	4	3	3	4	3	4	3	4	5
31	4	4	4	3	4	3	3	3	3	4	2	3	5
32	5	4	4	4	5	3	4	5	4	2	4	2	4
33	3	4	4	4	3	3	4	3	4	3	3	2	3
34	2	4	4	3	3	3	4	3	3	2	4	3	2
35	3	3	3	4	3	3	3	3	4	2	3	3	3
36	4	3	4	3	4	3	4	4	3	2	3	3	5
37	5	4	4	4	5	3	4	5	4	2	4	2	4
38	4	3	4	3	4	3	4	4	3	2	3	3	5
39	5	4	4	4	5	3	4	5	4	2	4	2	3
40	3	4	4	4	3	3	4	3	4	3	3	2	2
41	3	4	5	4	5	3	5	5	4	3	4	3	4
42	3	4	5	3	4	3	5	4	3	3	4	4	5
43	4	4	5	4	3	3	5	3	4	3	3	3	3
44	3	4	5	4	3	3	5	3	4	2	3	3	3
45	4	4	5	4	4	3	5	4	4	3	4	4	3
46	4	4	5	3	3	3	5	3	3	2	3	4	4
47	4	4	5	3	3	3	5	3	3	3	3	3	5
48	4	4	5	4	3	3	5	3	4	2	4	4	4
49	4	4	5	5	3	3	5	3	5	2	3	4	4
50	3	3	4	3	3	3	4	3	3	3	3	4	4
51	3	4	4	3	4	3	4	4	3	3	4	4	5
52	3	5	3	4	3	3	3	3	4	3	3	3	5
53	3	4	4	4	3	2	4	3	4	3	3	3	3
54	3	4	3	4	3	3	3	3	4	3	3	4	4

55	3	4	3	3	3	3	3	3	3	1	3	5	3
56	3	3	3	4	3	3	3	3	4	2	3	3	3
57	4	3	4	3	4	3	4	4	3	2	3	3	5
58	5	4	4	4	5	3	4	5	4	2	4	2	4
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60	4	4	5	4	4	3	5	4	4	3	4	4	3
61	3	3	2	4	3	2	4	3	3	5	2	4	5
62	3	3	3	3	2	3	4	4	3	3	4	2	4
63	3	3	3	3	2	4	3	3	2	2	4	3	3
64	3	4	4	3	2	3	3	4	3	2	3	3	5
65	3	3	3	3	1	3	2	3	3	1	3	2	3
66	4	3	4	3	4	3	4	4	3	2	3	3	3
67	5	4	4	4	5	3	4	5	4	2	4	2	4
68	4	3	4	3	4	3	4	4	3	2	3	3	3
69	5	4	4	4	5	3	4	5	4	2	4	2	4
70	3	4	4	4	3	3	4	3	4	3	3	2	2
71	3	4	5	4	5	3	5	5	4	3	4	3	4
72	3	4	5	3	4	3	5	4	3	3	4	4	3
73	4	4	5	4	3	3	5	3	4	3	3	3	3
74	3	4	5	4	3	3	5	3	4	2	3	3	4
75	4	4	5	4	4	3	5	4	4	3	4	4	3
76	4	4	5	3	3	3	5	3	3	2	3	4	4
77	4	4	5	3	3	3	5	3	3	3	3	3	5
78	4	4	5	4	3	3	5	3	4	2	4	4	4
79	4	4	5	5	3	3	5	3	5	2	3	4	4
80	3	3	4	3	3	3	4	3	3	3	3	4	4
81	3	4	4	3	4	3	4	4	3	3	4	4	5
82	4	4	5	4	4	4	3	4	4	3	4	2	4

83	5	3	2	3	2	3	4	3	2	4	3	4	3
84	4	4	4	3	3	5	3	3	3	3	5	2	4
85	4	5	3	3	4	4	3	2	4	3	4	3	3
86	4	3	4	3	3	3	3	1	3	3	3	2	4
87	3	3	3	4	4	3	3	3	4	3	3	2	5
88	4	3	3	3	3	4	3	3	3	3	4	2	4
89	4	4	3	4	4	3	3	3	4	3	3	4	3
90	3	3	4	3	4	4	3	2	4	3	4	2	4

LAMPIRAN

5

HASIL OUTPUT SPSS

REGRESI BERGANDA

Descriptive Statistics

	Mean	Std. Deviation	N
Y	41.57	4.431	90
x1	40.57	4.541	90
x2	26.54	2.814	90

Correlations

		y	x1	x2
Pearson Correlation	Y	1.000	.042	.083
	x1	.042	1.000	.106
	x2	.083	.106	1.000
Sig. (1-tailed)	Y	.	.347	.218
	x1	.347	.	.159
	x2	.218	.159	.
N	Y	90	90	90
	x1	90	90	90
	x2	90	90	90

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	.090 ^a	.008	-.015	4.463

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.005	2	7.003	.352	.705 ^b
	Residual	1733.086	87	19.921		
	Total	1747.092	89			

a. Dependent Variable: y

b. Predictors: (Constant), x2, x1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	46.228	5.863		7.884	.000
	x1	.033	.105	.034	.314	.754
	x2	.125	.169	.079	.740	.462

a. Dependent Variable: y

Coefficient Correlations^a

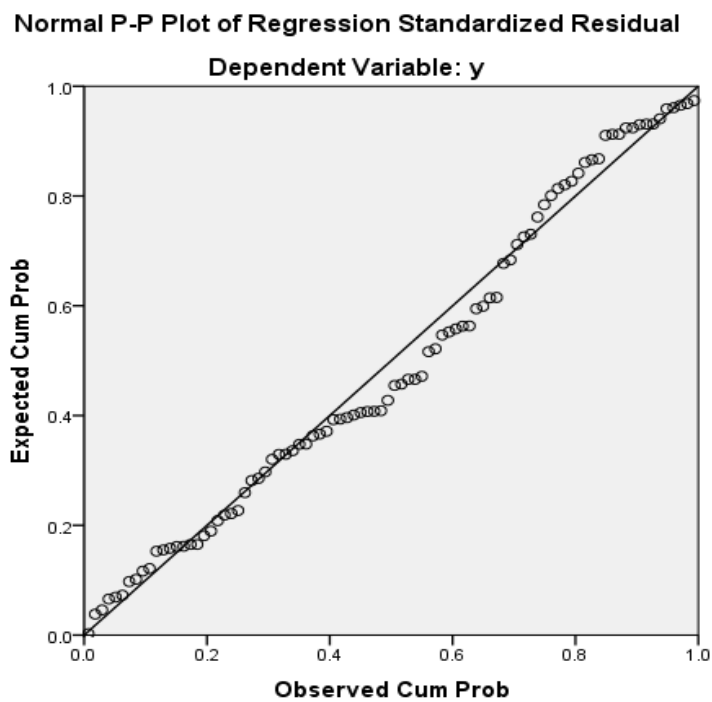
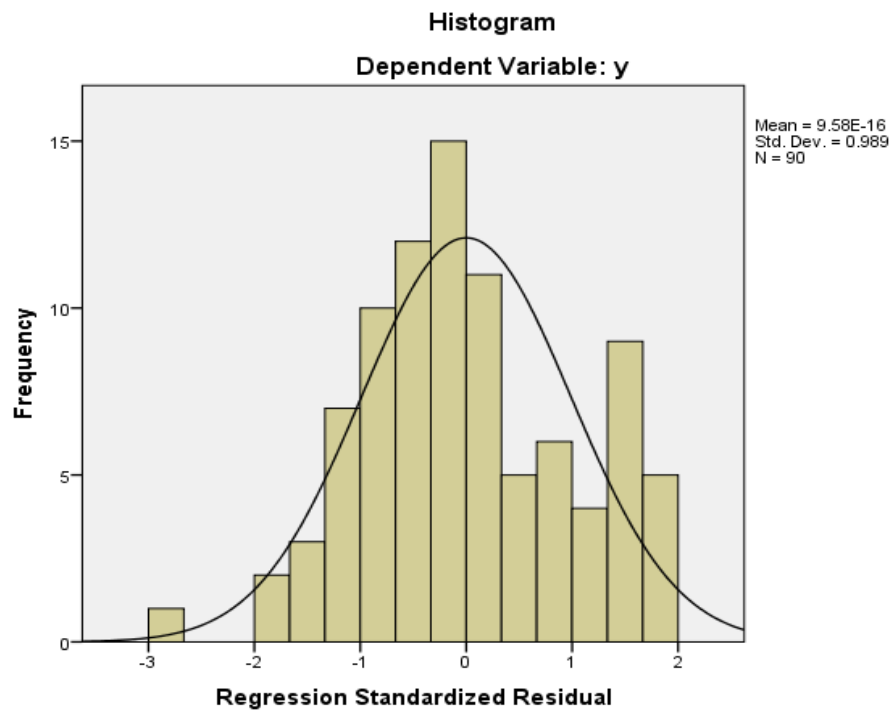
Model			x2	x1
1	Correlations	x2	1.000	.106
		x1	.106	1.000
	Covariances	x2	.029	.002
		x1	.002	.011

a. Dependent Variable: y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	40.78	42.83	41.57	.397	90
Residual	12.517	8.661	.000	4.413	90
Std. Predicted Value	1.991	3.167	.000	1.000	90
Std. Residual	2.804	1.941	.000	.989	90

a. Dependent Variable: y



LAMPIRAN

6

DATA INTERVAL

Data Interval Variabel Kepuasan (X)

k1	k2	k3	k4	k5	k6	k7	k8	k9	k10	k11	k12		
0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000
1.000	2.935	3.888	3.024	4.062	2.963	3.083	3.118	2.455	4.295	3.027	3.277		37.129
1.782	4.251	2.612	1.000	2.842	2.963	3.083	1.000	2.455	3.142	1.000	3.277		29.408
4.080	5.741	3.888	1.690	2.842	4.396	3.083	1.690	3.748	3.142	3.027	5.856		43.184
5.098	2.935	3.888	3.024	4.062	4.396	3.083	3.118	3.748	4.295	3.027	3.277		43.952
2.931	4.251	3.888	4.422	2.842	5.493	3.083	4.394	4.983	3.142	4.329	4.499		48.256
1.782	5.741	3.888	1.690	2.842	5.493	4.162	1.690	4.983	3.142	3.027	4.499		42.939
2.931	4.251	3.888	3.024	2.842	4.396	3.083	3.118	3.748	3.142	3.027	3.277		40.727
2.931	2.935	3.888	3.024	2.842	2.963	3.083	3.118	2.455	3.142	3.027	4.499		37.907
1.782	4.251	3.888	4.422	5.098	2.963	3.083	4.394	2.455	5.338	3.027	4.499		45.201
1.000	2.935	3.888	3.024	2.842	4.396	3.083	3.118	3.748	3.142	3.027	4.499		38.702
2.931	2.935	2.612	4.422	2.842	2.963	3.083	4.394	2.455	3.142	3.027	4.499		39.305
1.000	2.935	3.888	4.422	2.842	4.396	3.083	4.394	3.748	3.142	3.027	3.277		40.154
1.782	2.935	5.165	3.024	4.062	2.963	3.083	3.118	2.455	4.295	3.027	4.499		40.409
4.080	2.935	3.888	4.422	4.062	2.963	1.847	4.394	2.455	4.295	3.027	3.277		41.646
2.931	2.935	3.888	3.024	4.062	2.963	3.083	3.118	2.455	4.295	3.027	3.277		39.060
2.931	2.935	3.888	3.024	2.842	2.963	3.083	3.118	2.455	3.142	1.000	4.499		35.880
4.080	4.251	3.888	3.024	4.062	2.963	3.083	3.118	2.455	4.295	3.027	4.499		42.746
5.098	4.251	2.612	3.024	4.062	4.396	3.083	3.118	3.748	4.295	3.027	3.277		43.992
1.782	4.251	2.612	4.422	2.842	2.963	1.000	4.394	2.455	3.142	3.027	4.499		37.388
2.931	4.251	2.612	4.422	2.842	2.963	3.083	4.394	2.455	3.142	1.000	1.000		35.095
4.080	5.741	3.888	4.422	4.062	2.963	4.162	4.394	2.455	4.295	1.880	4.499		46.841
2.931	1.764	2.612	1.690	2.842	4.396	3.083	1.690	3.748	3.142	4.329	5.856		38.085
4.080	4.251	2.612	3.024	5.098	2.963	3.083	3.118	2.455	5.338	1.880	4.499		42.402
5.098	2.935	2.612	4.422	4.062	2.963	1.847	4.394	2.455	4.295	3.027	4.499		42.609

2.931	4.251	2.612	3.024	2.842	2.963	1.000	3.118	2.455	3.142	1.880	4.499		34.717
2.931	2.935	3.888	4.422	2.842	2.963	3.083	4.394	2.455	3.142	1.880	3.277		38.213
2.931	2.935	2.612	3.024	4.062	2.963	3.083	3.118	2.455	4.295	1.880	4.499		37.859
4.080	2.935	3.888	4.422	2.842	2.963	3.083	4.394	2.455	3.142	4.329	4.499		43.032
2.931	4.251	2.612	4.422	4.062	2.963	1.847	4.394	2.455	4.295	1.880	3.277		39.390
4.080	4.251	3.888	3.024	4.062	2.963	3.083	3.118	2.455	4.295	1.880	3.277		40.377
4.080	4.251	3.888	3.024	4.062	5.493	3.083	3.118	4.983	4.295	3.027	4.499		47.803
4.080	2.935	3.888	3.024	2.842	4.396	1.847	3.118	3.748	3.142	1.880	2.107		37.007
4.080	2.935	3.888	3.024	2.842	4.396	3.083	3.118	3.748	3.142	3.027	4.499		41.782
4.080	4.251	3.888	3.024	4.062	4.396	3.083	3.118	3.748	4.295	3.027	4.499		45.471
1.782	2.935	3.888	3.024	2.842	4.396	1.847	3.118	3.748	3.142	1.880	4.499		37.101
2.931	1.764	3.888	4.422	4.062	2.963	3.083	4.394	2.455	4.295	3.027	4.499		41.783
4.080	4.251	3.888	3.024	4.062	2.963	3.083	3.118	2.455	4.295	1.880	3.277		40.377
5.098	4.251	3.888	4.422	5.098	2.963	4.162	5.500	3.748	2.011	4.329	2.107		47.577
2.931	4.251	3.888	4.422	2.842	2.963	4.162	3.118	3.748	3.142	3.027	2.107		40.601
1.782	4.251	3.888	3.024	2.842	2.963	4.162	3.118	2.455	2.011	4.329	3.277		38.103
2.931	2.935	2.612	4.422	2.842	2.963	3.083	3.118	3.748	2.011	3.027	3.277		36.970
4.080	2.935	3.888	3.024	4.062	2.963	4.162	4.394	2.455	2.011	3.027	3.277		40.279
5.098	4.251	3.888	4.422	5.098	2.963	4.162	5.500	3.748	2.011	4.329	2.107		47.577
4.080	2.935	3.888	3.024	4.062	2.963	4.162	4.394	2.455	2.011	3.027	3.277		40.279
5.098	4.251	3.888	4.422	5.098	2.963	4.162	5.500	3.748	2.011	4.329	2.107		47.577
2.931	4.251	3.888	4.422	2.842	2.963	4.162	3.118	3.748	3.142	3.027	2.107		40.601
2.931	4.251	5.165	4.422	5.098	2.963	5.040	5.500	3.748	3.142	4.329	3.277		49.867
2.931	4.251	5.165	3.024	4.062	2.963	5.040	4.394	2.455	3.142	4.329	4.499		46.255
4.080	4.251	5.165	4.422	2.842	2.963	5.040	3.118	3.748	3.142	3.027	3.277		45.075
2.931	4.251	5.165	4.422	2.842	2.963	5.040	3.118	3.748	2.011	3.027	3.277		42.795
4.080	4.251	5.165	4.422	4.062	2.963	5.040	4.394	3.748	3.142	4.329	4.499		50.094
4.080	4.251	5.165	3.024	2.842	2.963	5.040	3.118	2.455	2.011	3.027	4.499		42.474

4.080	4.251	5.165	3.024	2.842	2.963	5.040	3.118	2.455	3.142	3.027	3.277		42.384
4.080	4.251	5.165	4.422	2.842	2.963	5.040	3.118	3.748	2.011	4.329	4.499		46.467
4.080	4.251	5.165	6.011	2.842	2.963	5.040	3.118	4.983	2.011	3.027	4.499		47.989
2.931	2.935	3.888	3.024	2.842	2.963	4.162	3.118	2.455	3.142	3.027	4.499		38.986
2.931	4.251	3.888	3.024	4.062	2.963	4.162	4.394	2.455	3.142	4.329	4.499		44.100
2.931	5.741	2.612	4.422	2.842	2.963	3.083	3.118	3.748	3.142	3.027	3.277		40.907
2.931	4.251	3.888	4.422	2.842	1.000	4.162	3.118	3.748	3.142	3.027	3.277		39.808
2.931	4.251	2.612	4.422	2.842	2.963	3.083	3.118	3.748	3.142	3.027	4.499		40.638
2.931	4.251	2.612	3.024	2.842	2.963	3.083	3.118	2.455	1.000	3.027	5.856		37.163
2.931	2.935	2.612	4.422	2.842	2.963	3.083	3.118	3.748	2.011	3.027	3.277		36.970
4.080	2.935	3.888	3.024	4.062	2.963	4.162	4.394	2.455	2.011	3.027	3.277		40.279
5.098	4.251	3.888	4.422	5.098	2.963	4.162	5.500	3.748	2.011	4.329	2.107		47.577
2.931	4.251	5.165	4.422	2.842	2.963	5.040	3.118	3.748	2.011	3.027	3.277		42.795
4.080	4.251	5.165	4.422	4.062	2.963	5.040	4.394	3.748	3.142	4.329	4.499		50.094
2.931	2.935	1.000	4.422	2.842	1.000	4.162	3.118	2.455	5.338	1.880	4.499		36.583
2.931	2.935	2.612	3.024	1.623	2.963	4.162	4.394	2.455	3.142	4.329	2.107		36.678
2.931	2.935	2.612	3.024	1.623	4.396	3.083	3.118	1.000	2.011	4.329	3.277		34.341
2.931	4.251	3.888	3.024	1.623	2.963	3.083	4.394	2.455	2.011	3.027	3.277		36.927
2.931	2.935	2.612	3.024	1.000	2.963	1.847	3.118	2.455	1.000	3.027	2.107		29.020
2.931	4.251	2.612	3.024	1.623	4.396	3.083	3.118	2.455	2.011	4.329	3.277		37.112
2.931	2.935	2.612	4.422	2.842	2.963	1.847	3.118	2.455	3.142	3.027	2.107		34.401
2.931	1.000	2.612	3.024	1.000	2.963	3.083	3.118	2.455	1.000	3.027	3.277		29.492
2.931	1.764	3.888	3.024	2.842	5.493	3.083	4.394	2.455	3.142	5.856	3.277		42.150
2.931	2.935	3.888	4.422	2.842	2.963	3.083	4.394	1.000	3.142	3.027	3.277		37.904
2.931	4.251	5.165	3.024	4.062	4.396	3.083	5.500	2.455	4.295	4.329	3.277		46.770
4.080	1.764	5.165	3.024	2.842	4.396	3.083	5.500	2.455	3.142	4.329	3.277		43.058
2.931	2.935	3.888	3.024	2.842	2.963	3.083	4.394	1.000	3.142	3.027	3.277		36.506
2.931	2.935	2.612	3.024	2.842	4.396	3.083	3.118	2.455	3.142	4.329	3.277		38.146

2.931	4.251	2.612	6.011	2.842	4.396	4.162	3.118	2.455	3.142	4.329	4.499		44.749
2.931	2.935	3.888	3.024	2.842	4.396	3.083	4.394	2.455	3.142	4.329	3.277		40.697
2.931	4.251	2.612	3.024	2.842	4.396	1.847	3.118	1.000	3.142	4.329	2.107		35.599
2.931	4.251	3.888	3.024	2.842	2.963	3.083	4.394	2.455	3.142	3.027	3.277		39.277
2.931	2.935	2.612	4.422	2.842	4.396	3.083	3.118	1.000	3.142	4.329	3.277		38.088
1.782	4.251	2.612	4.422	2.842	2.963	3.083	3.118	2.455	3.142	3.027	3.277		36.975
2.931	2.935	2.612	4.422	2.842	2.963	3.083	3.118	1.000	3.142	3.027	3.277		35.353
2.931	2.935	2.612	3.024	1.000	4.396	3.083	3.118	2.455	1.000	4.329	3.277		34.163
2.931	2.935	2.612	4.422	2.842	4.396	3.083	3.118	2.455	3.142	4.329	3.277		39.544
2.931	2.935	3.888	4.422	2.842	2.963	3.083	4.394	1.000	3.142	3.027	3.277		37.904

Data Interval Variabel MOTIVASI (X2)

k1	k2	k3	k4	k5	k6	k7	k8	
0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
1.000	3.055	4.216	2.891	4.199	3.071	3.100	2.751	24.284
1.603	4.388	2.755	1.000	2.868	3.071	3.100	1.000	19.785
3.753	5.439	4.216	1.667	2.868	4.429	3.100	1.623	27.095
4.726	3.055	4.216	2.891	4.199	4.429	3.100	2.751	29.367
2.670	4.388	4.216	4.180	2.868	5.500	3.100	3.913	30.837
1.603	5.439	4.216	1.667	2.868	5.500	4.688	1.623	27.605
2.670	4.388	4.216	2.891	2.868	4.429	3.100	2.751	27.313
2.670	3.055	4.216	2.891	2.868	3.071	3.100	2.751	24.623
1.603	4.388	4.216	4.180	5.253	3.071	3.100	3.913	29.725
1.000	3.055	4.216	2.891	2.868	4.429	3.100	2.751	24.310
2.670	3.055	2.755	4.180	2.868	3.071	3.100	3.913	25.614
1.000	3.055	4.216	4.180	2.868	4.429	3.100	3.913	26.762
1.603	3.055	5.493	2.891	4.199	3.071	3.100	2.751	26.163
3.753	3.055	4.216	4.180	4.199	3.071	1.522	3.913	27.910
2.670	3.055	4.216	2.891	4.199	3.071	3.100	2.751	25.954
2.670	4.388	2.755	2.891	4.199	3.071	3.100	2.751	25.825
2.670	3.055	1.000	1.000	2.868	3.071	3.100	1.623	18.388
3.753	3.055	2.755	1.667	2.868	4.429	3.100	1.000	22.627
3.753	4.388	2.755	2.891	4.199	4.429	3.100	2.751	28.265
4.726	3.055	4.216	4.180	2.868	5.500	3.100	1.000	28.646
4.726	3.055	2.755	1.667	2.868	5.500	4.688	1.623	26.883
3.753	3.055	2.755	2.891	2.868	4.429	3.100	3.913	26.765
2.670	3.055	2.755	2.891	2.868	3.071	3.100	2.751	23.162
2.670	5.439	2.755	4.180	5.253	3.071	3.100	2.751	29.220

Iqbal Abdurachman, 2016

PENGARUH KEPUASAN KERJA DAN MOTIVASI KERJATERHADAP KINERJA KARYAWAN

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3.753	3.055	2.755	2.891	2.868	4.429	3.100	2.751	25.602
2.670	3.055	2.755	4.180	2.868	3.071	3.100	3.913	25.614
3.753	3.055	2.755	4.180	2.868	4.429	3.100	3.913	28.054
2.670	4.388	2.755	2.891	4.199	3.071	3.100	4.982	28.057
2.670	4.388	2.755	4.180	4.199	3.071	1.522	4.982	27.768
2.670	4.388	2.755	2.891	4.199	3.071	3.100	3.913	26.988
2.670	4.388	2.755	4.180	2.868	4.429	3.100	2.751	27.141
2.670	3.055	1.000	2.891	1.000	3.071	1.000	2.751	17.439
3.753	3.055	2.755	2.891	2.868	3.071	3.100	3.913	25.407
3.753	4.388	2.755	4.180	2.868	4.429	3.100	2.751	28.224
4.726	3.055	4.216	2.891	4.199	3.071	4.688	2.751	29.598
4.726	3.055	2.755	2.891	2.868	3.071	3.100	2.751	25.218
3.753	3.055	2.755	2.891	2.868	3.071	3.100	3.913	25.407
2.670	3.055	2.755	2.891	2.868	3.071	3.100	3.913	24.325
2.670	5.439	2.755	5.338	2.868	5.500	3.100	4.982	32.654
3.753	3.055	2.755	2.891	2.868	3.071	3.100	4.982	26.476
2.670	3.055	2.755	2.891	2.868	3.071	3.100	3.913	24.325
3.753	3.055	2.755	2.891	2.868	3.071	3.100	2.751	24.245
2.670	4.388	2.755	4.180	2.868	4.429	3.100	2.751	27.141
2.670	4.388	2.755	4.180	2.868	4.429	3.100	3.913	28.304
2.670	4.388	2.755	4.180	2.868	4.429	3.100	2.751	27.141
2.670	4.388	2.755	4.180	2.868	4.429	3.100	3.913	28.304
1.000	3.055	1.000	2.891	1.000	3.071	1.000	2.751	15.768
2.670	3.055	2.755	2.891	2.868	3.071	3.100	2.751	23.162
2.670	4.388	2.755	2.891	2.868	4.429	3.100	2.751	25.852
4.726	3.055	4.216	2.891	5.253	3.071	4.688	2.751	30.652
4.726	3.055	2.755	2.891	5.253	3.071	3.100	2.751	27.602
2.670	1.000	4.216	4.180	4.199	3.071	3.100	3.913	26.350

3.753	3.055	4.216	2.891	2.868	3.071	3.100	3.913	26.868
2.670	3.055	2.755	1.000	2.868	5.500	3.100	4.982	25.931
2.670	4.388	2.755	2.891	4.199	3.071	3.100	4.982	28.057
3.753	4.388	4.216	2.891	2.868	3.071	3.100	3.913	28.201
2.670	5.439	2.755	4.180	4.199	3.071	3.100	2.751	28.166
3.753	5.439	2.755	2.891	2.868	4.429	3.100	2.751	27.986
2.670	4.388	2.755	2.891	2.868	4.429	3.100	3.913	27.015
2.670	3.055	2.755	2.891	2.868	4.429	3.100	2.751	24.519
2.670	3.055	5.493	2.891	2.868	4.429	3.100	3.913	28.420
2.670	4.388	2.755	2.891	2.868	3.071	1.000	2.751	22.395
2.670	3.055	2.755	2.891	4.199	3.071	3.100	2.751	24.493
3.753	4.388	2.755	2.891	4.199	4.429	3.100	2.751	28.265
3.753	3.055	4.216	2.891	5.253	3.071	4.688	2.751	29.679
4.726	3.055	4.216	2.891	5.253	3.071	3.100	2.751	29.064
4.726	3.055	4.216	2.891	4.199	3.071	3.100	3.913	29.172
2.670	3.055	2.755	2.891	4.199	3.071	3.100	3.913	25.655
2.670	5.439	2.755	2.891	4.199	5.500	3.100	4.982	31.537
3.753	3.055	2.755	2.891	2.868	3.071	3.100	4.982	26.476
2.670	3.055	2.755	4.180	2.868	3.071	3.100	3.913	25.614
3.753	3.055	2.755	4.180	4.199	3.071	3.100	2.751	26.864
2.670	4.388	2.755	2.891	2.868	4.429	3.100	2.751	25.852
2.670	3.055	1.000	1.667	2.868	4.429	3.100	3.913	22.703
3.753	3.055	2.755	2.891	2.868	4.429	3.100	2.751	25.602
3.753	4.388	2.755	2.891	4.199	3.071	3.100	3.913	28.071
4.726	3.055	4.216	2.891	2.868	1.000	3.100	2.751	24.608
4.726	3.055	2.755	4.180	2.868	3.071	4.688	2.751	28.095
3.753	3.055	2.755	4.180	4.199	3.071	4.688	2.751	28.453
2.670	3.055	2.755	5.338	2.868	4.429	5.609	2.751	29.476

2.670	5.439	2.755	5.338	2.868	3.071	5.609	2.751	30.503
3.753	3.055	2.755	4.180	2.868	3.071	4.688	2.751	27.122
2.670	3.055	2.755	2.891	2.868	3.071	3.100	2.751	23.162
3.753	3.055	2.755	2.891	5.253	3.071	3.100	4.982	28.861
2.670	4.388	2.755	4.180	2.868	3.071	4.688	2.751	27.372
2.670	4.388	2.755	2.891	2.868	3.071	3.100	2.751	24.495
2.670	4.388	2.755	4.180	2.868	3.071	4.688	2.751	27.372
2.670	3.055	4.216	2.891	4.199	3.071	3.100	3.913	27.117
2.670	3.055	2.755	2.891	4.199	3.071	3.100	3.913	25.655
4.726	3.055	2.755	5.338	4.199	3.071	3.100	3.913	30.158

Data Interval Variabel MOTIVASI (X2)

k1	k2	k3	k4	k5	k6	k7	k8	k9	k10	k11	k12	
					0.000	0.000	0.000	0.000	0.000	0.000	0.000	
2.776	3.917	3.412	2.890	3.048	4.715	2.803	3.118	4.111	3.517	3.165	3.322	40.795
2.776	2.481	3.412	2.890	3.048	3.123	2.803	3.118	2.691	3.517	3.165	4.440	37.464
2.776	3.917	3.412	4.370	4.251	3.123	2.803	4.371	2.691	5.609	3.165	4.440	44.927
1.000	2.481	3.412	2.890	3.048	4.715	3.746	3.118	4.111	3.517	3.165	4.440	39.644
2.776	2.481	2.254	4.370	3.048	3.123	2.803	4.371	2.691	3.517	3.165	4.440	39.039
1.000	2.481	3.412	4.370	3.048	4.715	2.803	4.371	4.111	3.517	3.165	3.322	40.316
1.664	2.481	4.666	2.890	4.251	3.123	2.803	3.118	2.691	4.616	3.165	4.440	39.908
3.956	2.481	3.412	4.370	4.251	3.123	1.762	4.371	2.691	4.616	3.165	3.322	41.521
2.776	2.481	3.412	2.890	4.251	3.123	2.803	3.118	2.691	4.616	3.165	3.322	38.648
2.776	2.481	3.412	2.890	3.048	3.123	2.803	3.118	2.691	3.517	1.000	4.440	35.298
3.956	3.917	3.412	2.890	4.251	3.123	2.803	3.118	2.691	4.616	3.165	4.440	42.382
5.137	3.917	2.254	2.890	4.251	4.715	2.803	3.118	4.111	4.616	3.165	3.322	44.300
1.664	3.917	2.254	4.370	3.048	3.123	1.000	4.371	2.691	3.517	3.165	4.440	37.560
2.776	3.917	2.254	4.370	3.048	3.123	2.803	4.371	2.691	3.517	1.000	1.000	34.870
3.956	5.609	3.412	4.370	4.251	3.123	3.746	4.371	2.691	4.616	1.955	4.440	46.540
2.776	1.000	2.254	1.000	3.048	4.715	2.803	1.690	4.111	3.517	4.484	6.011	37.411
3.956	3.917	2.254	2.890	5.384	3.123	2.803	3.118	2.691	5.609	1.955	4.440	42.141
5.137	2.481	2.254	4.370	4.251	3.123	1.762	4.371	2.691	4.616	3.165	4.440	42.662
2.776	3.917	2.254	2.890	3.048	3.123	1.000	3.118	2.691	3.517	1.955	4.440	34.729
2.776	2.481	3.412	4.370	3.048	3.123	2.803	4.371	2.691	3.517	1.955	3.322	37.868
2.776	2.481	2.254	2.890	4.251	3.123	2.803	3.118	2.691	4.616	1.955	4.440	37.398
3.956	2.481	3.412	4.370	3.048	3.123	2.803	4.371	2.691	3.517	4.484	4.440	42.696
2.776	3.917	2.254	4.370	4.251	3.123	1.762	4.371	2.691	4.616	1.955	3.322	39.408
3.956	3.917	3.412	2.890	4.251	3.123	2.803	3.118	2.691	4.616	1.955	3.322	40.054

3.956	3.917	3.412	2.890	4.251	5.764	2.803	3.118	5.609	4.616	3.165	4.440	47.941
3.956	2.481	3.412	2.890	3.048	4.715	1.762	3.118	4.111	3.517	1.955	2.330	37.296
3.956	2.481	3.412	2.890	3.048	4.715	2.803	3.118	4.111	3.517	3.165	4.440	41.657
3.956	3.917	3.412	2.890	4.251	4.715	2.803	3.118	4.111	4.616	3.165	4.440	45.395
1.664	2.481	3.412	2.890	3.048	4.715	1.762	3.118	4.111	3.517	1.955	4.440	37.114
2.776	1.000	3.412	4.370	4.251	3.123	2.803	4.371	2.691	4.616	3.165	4.440	41.018
3.956	3.917	3.412	2.890	4.251	3.123	2.803	3.118	2.691	4.616	1.955	3.322	40.054
5.137	3.917	3.412	4.370	5.384	3.123	3.746	5.439	4.111	2.321	4.484	2.330	47.775
2.776	3.917	3.412	4.370	3.048	3.123	3.746	3.118	4.111	3.517	3.165	2.330	40.634
1.664	3.917	3.412	2.890	3.048	3.123	3.746	3.118	2.691	2.321	4.484	3.322	37.735
2.776	2.481	2.254	4.370	3.048	3.123	2.803	3.118	4.111	2.321	3.165	3.322	36.892
3.956	2.481	3.412	2.890	4.251	3.123	3.746	4.371	2.691	2.321	3.165	3.322	39.728
5.137	3.917	3.412	4.370	5.384	3.123	3.746	5.439	4.111	2.321	4.484	2.330	47.775
3.956	2.481	3.412	2.890	4.251	3.123	3.746	4.371	2.691	2.321	3.165	3.322	39.728
5.137	3.917	3.412	4.370	5.384	3.123	3.746	5.439	4.111	2.321	4.484	2.330	47.775
2.776	3.917	3.412	4.370	3.048	3.123	3.746	3.118	4.111	3.517	3.165	2.330	40.634
2.776	3.917	4.666	4.370	5.384	3.123	4.722	5.439	4.111	3.517	4.484	3.322	49.833
2.776	3.917	4.666	2.890	4.251	3.123	4.722	4.371	2.691	3.517	4.484	4.440	45.848
3.956	3.917	4.666	4.370	3.048	3.123	4.722	3.118	4.111	3.517	3.165	3.322	45.036
2.776	3.917	4.666	4.370	3.048	3.123	4.722	3.118	4.111	2.321	3.165	3.322	42.659
3.956	3.917	4.666	4.370	4.251	3.123	4.722	4.371	4.111	3.517	4.484	4.440	49.929
3.956	3.917	4.666	2.890	3.048	3.123	4.722	3.118	2.691	2.321	3.165	4.440	42.058
3.956	3.917	4.666	2.890	3.048	3.123	4.722	3.118	2.691	3.517	3.165	3.322	42.136
3.956	3.917	4.666	4.370	3.048	3.123	4.722	3.118	4.111	2.321	4.484	4.440	46.277
3.956	3.917	4.666	6.011	3.048	3.123	4.722	3.118	5.609	2.321	3.165	4.440	48.096
2.776	2.481	3.412	2.890	3.048	3.123	3.746	3.118	2.691	3.517	3.165	4.440	38.407
2.776	3.917	3.412	2.890	4.251	3.123	3.746	4.371	2.691	3.517	4.484	4.440	43.618
2.776	5.609	2.254	4.370	3.048	3.123	2.803	3.118	4.111	3.517	3.165	3.322	41.217

2.776	3.917	3.412	4.370	3.048	1.000	3.746	3.118	4.111	3.517	3.165	3.322	39.503
2.776	3.917	2.254	4.370	3.048	3.123	2.803	3.118	4.111	3.517	3.165	4.440	40.643
2.776	3.917	2.254	2.890	3.048	3.123	2.803	3.118	2.691	1.000	3.165	6.011	36.797
2.776	2.481	2.254	4.370	3.048	3.123	2.803	3.118	4.111	2.321	3.165	3.322	36.892
3.956	2.481	3.412	2.890	4.251	3.123	3.746	4.371	2.691	2.321	3.165	3.322	39.728
5.137	3.917	3.412	4.370	5.384	3.123	3.746	5.439	4.111	2.321	4.484	2.330	47.775
2.776	3.917	4.666	4.370	3.048	3.123	4.722	3.118	4.111	2.321	3.165	3.322	42.659
3.956	3.917	4.666	4.370	4.251	3.123	4.722	4.371	4.111	3.517	4.484	4.440	49.929
2.776	2.481	1.000	4.370	3.048	1.000	3.746	3.118	2.691	5.609	1.955	4.440	36.234
2.776	2.481	2.254	2.890	1.764	3.123	3.746	4.371	2.691	3.517	4.484	2.330	36.427
2.776	2.481	2.254	2.890	1.764	4.715	2.803	3.118	1.000	2.321	4.484	3.322	33.928
2.776	3.917	3.412	2.890	1.764	3.123	2.803	4.371	2.691	2.321	3.165	3.322	36.554
2.776	2.481	2.254	2.890	1.000	3.123	1.762	3.118	2.691	1.000	3.165	2.330	28.591
3.956	2.481	3.412	2.890	4.251	3.123	3.746	4.371	2.691	2.321	3.165	3.322	39.728
5.137	3.917	3.412	4.370	5.384	3.123	3.746	5.439	4.111	2.321	4.484	2.330	47.775
3.956	2.481	3.412	2.890	4.251	3.123	3.746	4.371	2.691	2.321	3.165	3.322	39.728
5.137	3.917	3.412	4.370	5.384	3.123	3.746	5.439	4.111	2.321	4.484	2.330	47.775
2.776	3.917	3.412	4.370	3.048	3.123	3.746	3.118	4.111	3.517	3.165	2.330	40.634
2.776	3.917	4.666	4.370	5.384	3.123	4.722	5.439	4.111	3.517	4.484	3.322	49.833
2.776	3.917	4.666	2.890	4.251	3.123	4.722	4.371	2.691	3.517	4.484	4.440	45.848
3.956	3.917	4.666	4.370	3.048	3.123	4.722	3.118	4.111	3.517	3.165	3.322	45.036
2.776	3.917	4.666	4.370	3.048	3.123	4.722	3.118	4.111	2.321	3.165	3.322	42.659
3.956	3.917	4.666	4.370	4.251	3.123	4.722	4.371	4.111	3.517	4.484	4.440	49.929
3.956	3.917	4.666	2.890	3.048	3.123	4.722	3.118	2.691	2.321	3.165	4.440	42.058
3.956	3.917	4.666	2.890	3.048	3.123	4.722	3.118	2.691	3.517	3.165	3.322	42.136
3.956	3.917	4.666	4.370	3.048	3.123	4.722	3.118	4.111	2.321	4.484	4.440	46.277
3.956	3.917	4.666	6.011	3.048	3.123	4.722	3.118	5.609	2.321	3.165	4.440	48.096
2.776	2.481	3.412	2.890	3.048	3.123	3.746	3.118	2.691	3.517	3.165	4.440	38.407

2.776	3.917	3.412	2.890	4.251	3.123	3.746	4.371	2.691	3.517	4.484	4.440	43.618
3.956	3.917	4.666	4.370	4.251	4.715	2.803	4.371	4.111	3.517	4.484	2.330	47.493
5.137	2.481	1.000	2.890	1.764	3.123	3.746	3.118	1.000	4.616	3.165	4.440	36.480
3.956	3.917	3.412	2.890	3.048	5.764	2.803	3.118	2.691	3.517	6.011	2.330	43.458
3.956	5.609	2.254	2.890	4.251	4.715	2.803	1.690	4.111	3.517	4.484	3.322	43.604
3.956	2.481	3.412	2.890	3.048	3.123	2.803	1.000	2.691	3.517	3.165	2.330	34.416
2.776	2.481	2.254	4.370	4.251	3.123	2.803	3.118	4.111	3.517	3.165	2.330	38.300
3.956	2.481	2.254	2.890	3.048	4.715	2.803	3.118	2.691	3.517	4.484	2.330	38.289
3.956	3.917	2.254	4.370	4.251	3.123	2.803	3.118	4.111	3.517	3.165	4.440	43.026
2.776	2.481	3.412	2.890	4.251	4.715	2.803	1.690	4.111	3.517	4.484	2.330	39.461

LAMPIRAN

6

CATATAN BIMBINGAN

LAMPIRAN

7

RIWAYAT HIDUP

DAFTAR RIWAYAT HIDUP



DATA PRIBADI

Nama Lengkap : Iqbal Abdurachman
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Jenis Kelamin : Laki-laki
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1999 – 2005 : SD Negeri Dayeuhkolot V
2005 – 2008 : SMP Negeri 43 Bandung
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2011 – 2016 : Manajemen S1 Universitas Pendidikan
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