

1. Lampiran A

Data Kuesioner
DATA RESPONDEN

- a. Nama
- b. Jenis Kelamin
 - Pria
 - Wanita
- c. Umur
 - 20-22
 - 23-25
- d. Pendidikan
 - SD
 - SMP
 - SMA
 - SARJANA
- e. Lama Kerja
 - < 1 tahun
 - 1-3 tahun
 - > 3 tahun

Butir pertanyaan :

Gaji

2. Lampiran B

Data Hasil Kuesioner

No	GAJI (X1)					TOTAL GAJI
	X1.1	X1.2	X1.3	X1.4	X1.5	
1	3	3	3	4	2	15
2	3	3	3	4	2	15
3	2	1	4	4	1	12
4	4	4	4	4	2	18
5	2	3	4	4	2	15
6	2	3	3	4	1	13
7	3	2	2	2	3	12
8	3	2	4	4	2	15
9	3	3	4	4	1	15
10	4	4	4	4	4	20
11	3	2	2	4	2	13
12	2	2	4	4	2	14
13	3	3	2	3	1	12
14	3	3	4	4	1	15
15	4	4	4	4	4	20
16	2	3	3	4	2	14
17	3	3	4	4	4	18
18	2	3	2	4	4	15
19	3	3	4	3	2	15
20	3	3	4	4	3	17
21	3	3	3	4	3	16
22	3	3	3	3	3	15
23	4	4	4	4	4	20
24	3	2	4	4	2	15
25	4	4	4	4	4	20
26	2	2	4	4	4	16
27	2	2	4	4	4	16
28	3	2	2	4	2	13
29	4	3	4	3	3	17
30	3	2	4	4	4	17
31	3	2	4	4	1	14
32	3	1	2	4	1	11
33	3	3	4	4	3	17
34	4	2	2	4	4	16
35	3	3	4	4	4	18

No	INSENTIF (X2)					TOTAL INSENTIF
	X2.1	X2.2	X2.3	X2.4	X2.5	
1	3	3	2	3	3	14
2	3	3	3	3	3	15
3	4	4	4	4	4	20
4	4	4	4	4	4	20
5	4	4	3	3	3	17
6	3	4	2	3	3	15
7	3	3	3	3	3	15
8	3	3	4	3	3	16
9	4	4	3	4	4	19
10	4	4	2	1	4	15
11	2	2	2	2	3	11
12	2	4	2	2	2	12
13	3	3	3	2	2	13
14	4	4	3	2	4	17
15	4	4	4	4	4	20
16	4	4	4	2	2	16
17	3	3	3	4	4	17
18	3	3	3	3	4	16
19	3	3	3	3	3	15
20	4	4	4	4	2	18
21	3	3	3	3	3	15
22	3	3	3	3	3	15
23	4	4	4	4	4	20
24	4	3	2	2	4	15
25	4	4	4	4	4	20
26	3	4	2	3	3	15
27	3	4	2	3	3	15
28	2	4	2	2	4	14
29	3	4	3	3	3	16
30	4	4	3	3	4	18
31	3	4	2	3	4	16
32	2	2	2	2	3	11
33	4	4	4	4	4	20
34	2	4	2	1	3	12
35	4	4	4	4	4	20

No	MOTIVASI (X3)					TOTAL MOTIVASI
	X3.1	X3.2	X3.3	X3.4	X3.5	
1	3	2	3	3	2	13
2	3	3	4	4	3	17
3	4	2	4	3	4	17
4	4	4	4	4	4	20
5	3	3	4	3	4	17
6	2	2	4	4	3	15
7	3	3	3	3	3	15
8	4	3	4	4	3	18
9	3	1	4	4	3	15
10	4	4	4	1	4	17
11	2	2	2	3	3	12
12	2	2	4	3	4	15
13	3	2	3	2	1	11
14	2	2	4	4	4	16
15	4	4	4	4	4	20
16	3	2	3	3	3	14
17	3	3	4	4	3	17
18	3	3	4	4	3	17
19	3	2	3	3	4	15
20	3	3	4	3	3	16
21	3	3	3	3	3	15
22	3	3	3	3	3	15
23	4	4	4	4	4	20
24	3	3	3	3	2	14
25	4	4	4	4	4	20
26	3	3	3	3	3	15
27	3	3	3	3	3	15
28	4	2	4	4	4	18
29	3	2	4	4	4	17
30	4	4	4	4	4	20
31	2	4	4	3	3	16
32	2	1	4	3	3	13
33	3	3	4	3	4	17
34	4	4	4	4	4	20
35	4	4	4	4	4	20

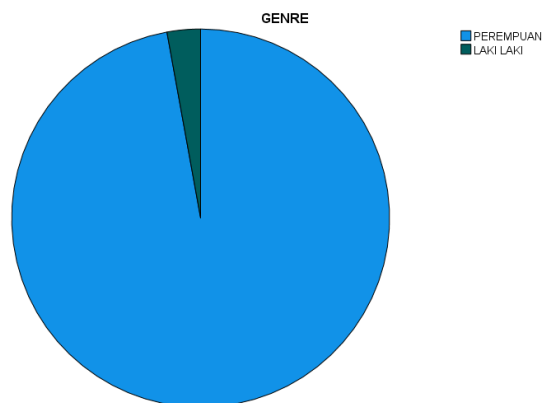
No	KINERJA PEGAWAI (Y)					TOTAL KP
	Y.1	Y.2	Y.3	Y.4	Y.5	
1	3	3	3	3	3	15
2	3	3	3	3	3	15
3	4	4	4	4	4	20
4	4	4	4	4	4	20
5	4	3	3	3	3	16
6	3	3	3	4	4	17
7	3	3	4	3	3	16
8	3	2	3	4	4	16
9	4	4	4	4	4	20
10	4	4	4	4	4	20
11	3	3	3	3	4	16
12	2	2	2	4	4	14
13	2	2	2	2	3	11
14	3	1	3	3	4	14
15	4	4	4	4	4	20
16	3	3	3	3	3	15
17	3	4	3	4	4	18
18	3	3	2	3	3	14
19	3	3	3	3	4	16
20	4	4	4	4	4	20
21	3	3	2	3	3	14
22	3	3	3	3	3	15
23	4	4	4	4	4	20
24	3	2	1	2	4	12
25	4	4	4	4	4	20
26	3	3	3	3	4	16
27	3	3	3	3	4	16
28	2	2	2	2	2	10
29	4	4	4	3	4	19
30	4	4	4	4	4	20
31	3	2	3	3	4	15
32	3	2	2	2	3	12
33	4	4	4	4	4	20
34	4	3	3	3	4	17
35	4	4	4	4	4	20

3. Lampiran C

Hasil Olahan Data SPSS

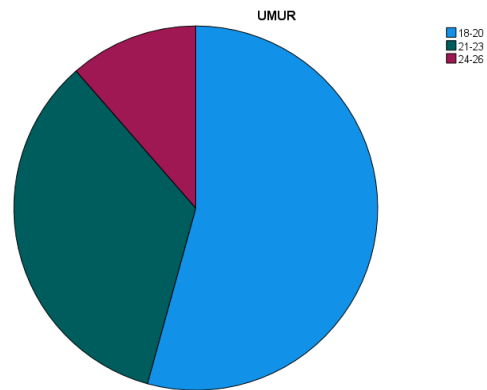
		GENRE			
		Frekuensi	Percent	Valid Percent	Cumulative Percent
Valid	PEREMPUAN	34	97,1	97,1	97,1
	LAKI LAKI	1	2,9	2,9	100,0
	Total	35	100,0	100,0	

Sumber : Data Primer Diolah 2022



		UMUR			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-20	19	54,3	54,3	54,3
	21-23	12	34,3	34,3	88,6
	24-26	4	11,4	11,4	100,0

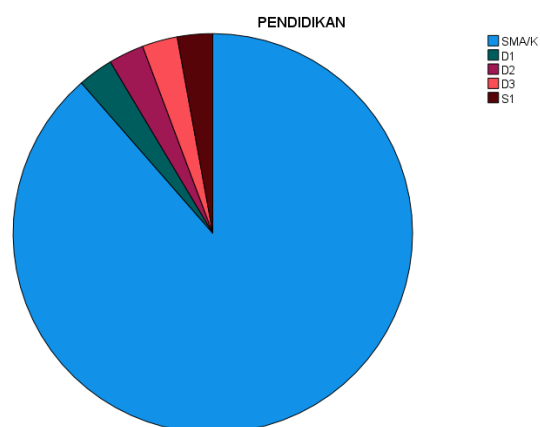
Sumber : Data Primer Diolah 2022



PENDIDIKAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA/K	31	88,6	88,6	88,6
	D1	1	2,9	2,9	91,4
	D2	1	2,9	2,9	94,3
	D3	1	2,9	2,9	97,1
	S1	1	2,9	2,9	100,0
	Total	35	100,0	100,0	

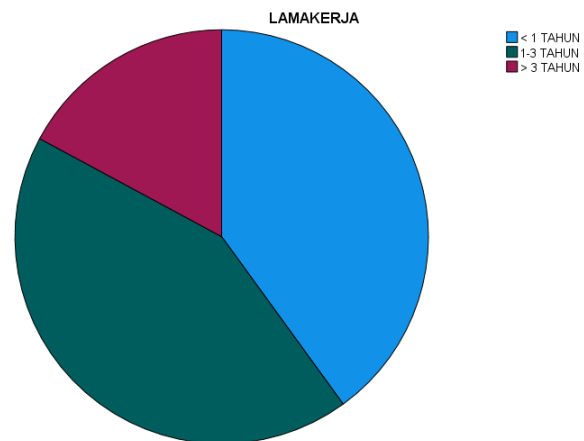
Sumber : Data Primer Diolah 2022



LAMA KERJA

	Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid < 1 TAHUN	14	40,0	40,0	40,0
1-3 TAHUN	15	42,9	42,9	82,9
> 3 TAHUN	6	17,1	17,1	100,0
Total	35	100,0	100,0	

Sumber : Data Primer Diolah 2022



Variabel	Item	rhitung Corrected Item Total Correlation	rtabel (n = 30, α = 0,05)	Status
Gaji (X1)	X1.1	0,584	0,334	VALID
	X1.2	0,724	0,334	VALID
	X1.3	0,586	0,334	VALID
	X1.4	0,278	0,334	VALID
	X1.5	0,727	0,334	VALID
Insentif (X2)	X2.1	0,843	0,334	VALID
	X2.2	0,569	0,334	VALID

	X2.3	0,788	0,334	VALID
	X2.4	0,8	0,334	VALID
	X2.5	0,566	0,334	VALID
Motivasi (X3)	X3.1	0,724	0,334	VALID
	X3.2	0,709	0,334	VALID
	X3.3	0,677	0,334	VALID
	X3.4	0,572	0,334	VALID
	X3.5	0,734	0,334	VALID
Kinerja Pegawai	Y.1	0,871	0,334	VALID
	Y.2	0,874	0,334	VALID
	Y.3	0,904	0,334	VALID
	Y.4	0,857	0,334	VALID
	Y.5	0,658	0,334	VALID

Variabel	Cronbach's Alpha	Keterangan
Gaji (X1)	0,635	Reliabel
Insentif (X2)	0,765	Reliabel
Motivasi (X3)	0,705	Reliabel
Kinerja Pegawai (Y)	0,890	Reliabel

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		35	
Normal Parameters ^{a,b}	Mean	,0000000	
	Std. Deviation	1,80948942	
Most Extreme Differences	Absolute	,150	
	Positive	,094	
	Negative	-,150	
Test Statistic		,150	
Asymp. Sig. (2-tailed) ^c		,046	
Monte Carlo Sig. (2-tailed) ^d	Sig.	,047	
	99% Confidence Interval	Lower Bound	,042
		Upper Bound	,052

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 624387341.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	,203	2,423		,084	,934
	GAJI	,432	,194	,351	2,232	,033
	INSENTIF	,544	,166	,491	3,270	,003
	MOTTI VASI	,054	,200	,044	,268	,790

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	,203	2,423		,084	,934
	GAJI	,432	,194	,351	2,232	,033
	INSENTIF	,544	,166	,491	3,270	,003
	MOTTI VASI	,054	,200	,044	,268	,790

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	183,361	3	61,120	17,020	<,001 ^b
	Residual	111,325	31	3,591		
	Total	294,686	34			

a. Dependent Variable: TOTALLY

b. Predictors: (Constant), TOTALX3, TOTALX2, TOTALX1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,789 ^a	,622	,586	1,895

a. Predictors: (Constant), TOTALX3, TOTALX2, TOTALX1