Bandar Lampung, Juli 2022

Hal : Permohonan Bantuan Pengisian Kuesioner
Kepada Yth :
Bapak/ Ibu
Di Tempat

Dengan ini saya :

Nama	: Dedi Septria
NPM	: 1812110338
Jurusan	: S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Pegawai Dinas Pengelolaan Sumber Daya Air Provinsi Lampung, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. "**Pengaruh Motivasi Kerja Dan Kompetensi Penggunaan Teknologi Terhadap Kinerja Pegawai Dinas Pengelolaan Sumber Daya Air Provinsi Lampung"** Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Dedi Septria
1812110338

Lampiran I

PERNYATAAN KUESIONER

PENGARUH MOTIVASI KERJA DAN KOMPETENSI PENGGUNAAN TEKNOLOGI TERHADAP KINERJA PEGAWAI DINAS PENGELOLAAN SUMBER DAYA AIR PROVINSI LAMPUNG

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

SS = Sangat Setuju

S = Setuju

CS = Cukup Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res : ☐

INDENTITAS RESPONDEN

1. Nama Responden : …… (boleh tidak diisi)

2. Jenis Kelamin : ☐ Laki – Laki ☐ Perempuan

3. Usia : ☐ 29 – 37 tahun ☐ 47 – 55 tahun
   ☐ 38 – 46 tahun ☐ > 55 tahun

DAFTAR PERNYATAAN

MOTIVASI KERJA						
No	**Pernyataan**	**STS**	**TS**	**CS**	**S**	**SS**
Kebutuhan Prestasi						
1	Hasil prestasi kerja saya selalu mendapatkan pujian dari pimpinan					
2	Pegawai yang berprestasi diberikan penghargaan					
3	Instansi memberikan kesempatan untuk saya mengembangkan keterampilan dan kemampuan yang menunjang prestasi kerja pegawai					
Kebutuhan Kekuatan						
4	Pegawai dilibatkan dalam proses pembuatan keputusan oleh pimpinan					
5	Kebijakan yang ditetapkan dilakukan sesuai dengan prosedur yang ada					
6	Kekuasaan yang diberikan pada pegawai dapat menambah semangat dalam bekerja					
Kebutuhan Hubungan						
7	Saya diikutsertakan dalam kegiatan penting di instansi					
8	Memiliki hubungan yang baik dengan sesama pegawai dilingkungan instansi					
9	Kerjasama diantara pegawai dengan mengedapankan kepentingan instansi					

Kompetensi Penggunaan Teknologi						
No	**Pernyataan**	**STS**	**TS**	**CS**	**S**	**SS**
Pengetahuan						
1	Saya menggunakan komputer dalam bekerja					
2	Penggunaan teknologi meningkatkan pengetahuan saya					
3	Saya dapat menggunakan software pendukung dalam bekerja					
Mengoperasikan						
4	Saya memanfaatkan komputer dalam bekerja					
5	Sistem informasi yang digunakan sudah terintegrasi					
6	Saya dapat menggunakan teknologi untuk berkomunikasi diantara pegawai					
Infrastruktur						
7	Jumlah Komputer sudah cukup memadai					
8	Instansi memfasilitasi jaringan internet					
9	Pegawai difasilitasi software pendukung					

KINERJA						
No	**Pernyataan**	**STS**	**TS**	**CS**	**S**	**SS**
Kualitas						
1	Saya mampu menyelesaikan suatu pekerjaan dengan rapi					
2	Saya selalu bekerja sesuai dengan standar mutu yang telah ditetapkan oleh instansi					
3	saya mampu melaksanakan pekerjaan dengan baik dengan pengetahuan yang dimiliki					
Kuantitas						
4	Tingkat pencapaian yang saya hasilkan telah sesuai dengan harapan instansi					
5	Saya mampu menyelesaikan jumlah pekerjaan seperti yang ditetapkan oleh instansi					
6	Saya selalu berusaha mencapai target kerja yang telah ditetapkan oleh instansi					
Ketepatan Waktu						
7	Saya mampu menyelesaikan pekerjaan dengan tepat waktu					
8	Saya tidak pernah menunda – nunda waktu dalam menyelesaikan pekerjaan					
9	Saya membuat target waktu untuk penyelesaian pekerjaan dan kegiatan					
Kehadiran						
10	Saya selalau datang dan pulang kantor tepat waktu					
11	Saya selalu memberitahu terlebih dahulu jika izin bekerja					
12	Saya selalu hadir untuk menyelesaikan pekerjaan					
Kerjasama						
13	Saya mampu bekerjasama dengan rekan kerja dalam menyelesaikan pekerjaan					
14	Setiap bagian memiliki kontribusi yang sama dalam pencapaian instansi					
15	Saya dapt menghargai kritik dan saran dari rekan kerja					

Lampiran II (Hasil Jawaban Responden)

Motivasi Kerja

No	MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	MK9	Total_MK
1	4	4	4	3	5	5	5	5	5	40
2	4	3	3	3	2	4	4	3	2	28
3	4	3	2	2	2	3	4	2	2	24
4	4	3	3	3	3	4	4	3	4	31
5	3	4	4	3	3	4	3	4	3	31
6	5	5	4	4	5	5	5	4	4	41
7	5	5	4	4	4	5	5	4	4	40
8	5	5	5	4	4	5	4	5	4	41
9	5	5	4	4	4	5	5	4	4	40
10	5	4	5	3	3	5	5	5	2	37
11	5	5	4	4	4	5	5	4	3	39
12	5	5	5	4	4	4	5	5	4	41
13	5	4	4	3	3	4	5	4	5	37
14	5	4	5	4	3	5	5	5	4	40
15	4	5	4	4	4	5	4	4	4	38
16	4	4	4	4	4	4	4	4	4	36
17	5	4	5	4	4	4	5	5	4	40
18	4	4	4	3	4	5	4	4	2	34
19	4	4	4	3	4	4	4	4	3	34
20	4	4	4	5	4	4	4	4	5	38
21	4	4	4	1	4	4	4	4	5	34
22	4	3	4	1	4	4	4	4	2	30
23	4	2	4	1	2	2	4	4	4	27
24	4	2	4	1	2	2	4	4	4	27
25	5	4	4	4	4	4	5	4	3	37
26	4	4	5	4	3	5	4	5	3	37
27	5	4	5	4	4	5	5	5	3	40
28	5	5	4	2	3	4	5	4	4	36
29	3	4	4	3	3	4	3	4	3	31
30	5	5	3	4	5	5	5	4	4	40
31	4	2	4	1	2	2	4	4	4	27
32	4	4	4	3	4	4	4	4	3	34
33	4	3	3	3	2	4	4	3	2	28
34	4	3	2	2	2	3	4	3	2	25
35	4	3	3	3	3	4	4	3	4	31
36	3	4	4	3	3	4	3	4	3	31
37	5	5	4	4	5	5	5	4	4	41
38	5	5	4	4	4	5	5	4	4	40
39	5	5	5	4	4	5	5	5	4	42
40	5	5	4	4	4	5	5	4	4	40
41	5	4	5	3	3	5	5	5	2	37
42	5	5	4	4	4	5	5	4	3	39
43	5	5	4	4	4	5	5	5	5	42
44	5	4	5	4	4	4	5	5	4	40
45	4	4	4	3	4	5	4	4	2	34
46	4	4	4	3	4	4	4	4	3	34
47	4	4	4	5	4	4	4	4	5	38
48	4	4	4	3	4	4	4	4	5	36
49	4	3	4	1	4	4	4	4	4	32
50	4	2	4	3	2	2	4	4	4	29
51	4	4	4	4	4	5	5	4	3	37
52	4	4	4	4	4	5	5	5	5	40

Kompetensi Penggunaan Teknologi

No	KT1	KT2	KT3	KT4	KT5	KT6	KT7	KT8	KT9	Total_KT
1	3	4	4	4	4	3	1	3	3	29
2	3	2	4	4	3	2	1	2	2	23
3	2	2	3	4	2	2	2	2	2	21
4	3	3	4	4	3	4	4	3	2	30
5	3	3	4	3	4	3	3	3	3	29
6	4	5	5	5	4	4	3	4	4	38
7	4	4	5	5	4	4	5	4	4	39
8	4	4	5	5	5	4	4	4	4	39
9	4	4	5	5	4	4	3	4	5	38
10	3	3	5	5	5	2	3	3	3	32
11	4	4	5	5	4	3	3	3	3	34
12	4	4	4	5	5	4	3	3	3	35
13	3	3	4	5	4	5	3	3	4	34
14	4	3	5	5	5	4	3	3	4	36
15	4	4	5	4	4	4	3	4	4	36
16	4	4	5	5	5	4	4	4	4	39
17	4	4	4	5	5	4	3	4	4	37
18	3	4	5	4	4	2	4	4	4	34
19	3	4	4	4	4	3	3	3	4	32
20	5	4	4	4	4	5	2	2	2	32
21	1	4	4	4	4	5	2	2	2	28
22	1	4	4	4	4	2	3	3	4	29
23	1	2	2	4	4	4	2	2	4	25
24	1	2	2	4	4	4	2	2	4	25
25	4	4	4	5	4	3	3	3	3	33
26	4	3	5	5	5	3	4	3	3	35
27	4	4	5	5	5	3	4	4	4	38
28	2	3	4	5	4	4	3	4	3	32
29	3	3	4	3	4	3	3	3	3	29
30	4	5	5	5	4	4	3	4	4	38
31	1	2	2	4	4	4	2	2	4	25
32	3	4	4	4	4	3	3	3	3	31
33	3	2	4	4	3	2	3	2	2	25
34	2	2	3	4	3	2	2	3	3	24
35	3	3	4	4	3	4	4	3	2	30
36	3	3	4	3	4	3	3	3	3	29
37	4	5	5	5	4	4	3	4	4	38
38	4	4	5	5	4	4	5	4	4	39
39	4	4	5	5	5	4	4	4	4	39
40	4	4	5	5	4	4	3	4	5	38
41	3	3	5	5	5	2	3	3	3	32
42	4	4	5	5	4	3	3	3	3	34
43	4	4	5	5	5	5	4	4	4	40
44	4	4	4	5	5	4	3	4	4	37
45	3	4	5	4	4	2	4	4	4	34
46	3	4	4	4	4	3	3	3	4	32
47	5	4	4	4	4	5	2	2	2	32
48	3	4	4	4	4	5	3	3	3	33
49	1	4	4	4	4	4	4	4	4	33
50	3	2	2	4	4	4	4	4	4	31
51	4	4	5	5	4	3	3	3	3	34
52	4	4	5	5	5	5	4	4	4	40

Kinerja Karyawan

No	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15	Total_KK
1	4	4	3	2	2	3	3	3	3	3	3	3	3	3	3	45
2	4	3	3	2	4	3	1	3	2	3	3	2	3	4	4	44
3	4	3	2	2	3	2	1	2	1	1	2	2	2	4	3	34
4	4	3	3	3	4	3	3	3	4	4	3	2	2	4	4	49
5	3	4	3	3	4	4	3	4	3	3	3	3	4	3	4	51
6	5	5	4	5	5	4	5	4	4	3	4	4	4	5	5	66
7	5	5	4	4	5	4	4	4	4	5	4	4	4	5	5	66
8	5	5	4	4	5	5	5	5	4	4	4	4	3	5	5	67
9	5	5	4	4	5	4	4	4	4	3	4	5	5	5	5	66
10	5	4	3	3	5	5	3	5	2	3	3	3	4	5	4	57
11	5	5	4	4	5	4	4	4	3	3	3	3	3	4	4	58
12	5	5	4	4	4	5	4	5	4	3	3	3	4	5	5	63
13	5	4	3	3	4	4	4	4	5	3	3	4	3	4	5	58
14	5	4	4	3	5	5	4	5	4	3	3	4	3	5	5	62
15	4	5	4	4	5	4	4	4	4	3	4	4	5	5	5	64
16	3	3	4	4	3	4	4	3	3	3	3	4	4	4	3	52
17	5	4	4	4	4	5	3	5	4	3	4	3	4	3	3	58
18	4	4	3	4	5	4	2	4	2	4	4	4	4	4	4	56
19	4	4	3	4	4	4	4	4	3	3	3	4	4	4	4	56
20	4	4	5	4	4	4	5	4	5	3	3	3	3	3	3	57
21	4	4	1	4	4	4	5	4	5	2	2	2	2	2	4	49
22	4	3	1	4	4	4	2	4	2	3	3	4	4	4	3	49
23	4	2	1	2	2	4	4	4	4	2	2	4	4	4	4	47
24	4	2	1	2	2	4	4	4	4	2	2	4	4	4	4	47
25	5	4	4	4	4	4	3	4	3	3	3	3	4	4	4	56
26	5	4	4	3	5	5	3	5	3	4	3	3	3	5	4	59
27	5	4	4	4	5	5	3	5	3	4	4	4	4	5	4	63
28	5	5	2	3	4	4	4	4	4	3	4	3	3	4	4	56
29	3	4	3	3	4	4	3	4	3	3	3	3	4	3	4	51
30	5	5	4	5	5	3	5	4	4	3	4	4	4	5	5	65
31	4	2	1	2	2	4	4	4	4	2	2	4	4	4	4	47
32	4	4	3	4	4	4	4	4	3	3	3	3	3	4	4	54
33	4	3	3	2	4	3	1	3	2	3	2	2	3	4	4	43
34	4	3	2	2	3	2	1	2	1	1	2	2	3	4	3	35
35	4	3	3	3	4	3	3	3	4	4	3	2	2	4	4	49
36	3	4	3	3	4	4	3	4	3	3	3	3	4	3	4	51
37	5	5	4	5	5	4	5	4	4	3	4	4	4	5	5	66
38	5	5	4	4	5	4	4	4	4	5	4	4	4	5	5	66
39	5	5	4	4	5	5	5	5	4	4	4	4	3	5	5	67
40	5	5	4	4	5	4	4	4	4	3	4	5	5	5	5	66
41	5	4	3	3	5	5	3	5	2	3	3	3	4	5	4	57
42	5	5	4	4	5	4	4	4	3	3	3	3	3	4	4	58
43	5	5	4	4	5	4	5	5	5	4	4	4	4	4	5	67
44	5	4	4	4	4	5	3	5	4	3	4	4	4	5	4	62
45	4	4	3	4	5	4	2	4	2	4	4	4	4	4	4	56
46	4	4	3	4	4	4	4	4	3	3	3	4	4	4	4	56
47	4	4	5	4	4	4	5	4	5	2	2	2	2	2	2	51
48	4	4	1	4	4	4	5	4	5	3	1	1	1	1	4	46
49	4	3	1	4	4	4	2	4	2	3	3	4	4	4	3	49
50	4	2	1	2	2	4	4	4	4	2	2	4	4	4	4	47
51	4	3	3	3	4	3	3	3	5	5	4	4	5	4	4	57
52	3	4	3	3	4	4	3	4	5	5	4	4	5	5	5	61

Lampiran III (Hasil Uji Deskriptif)

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	31	59.6	59.6	59.6
	Perempuan	21	40.4	40.4	100.0
	Total	52	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 55 tahun	8	15.4	15.4	15.4
	29 – 37 tahun	7	13.5	13.5	28.8
	38 – 46 tahun	25	48.1	48.1	76.9
	47 – 55 tahun	12	23.1	23.1	100.0
	Total	52	100.0	100.0	

MK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	5.8	5.8	5.8
	4	27	51.9	51.9	57.7
	5	22	42.3	42.3	100.0
	Total	52	100.0	100.0	

MK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7	7.7
	3	8	15.4	15.4	23.1
	4	25	48.1	48.1	71.2
	5	15	28.8	28.8	100.0
	Total	52	100.0	100.0	

MK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	5	9.6	9.6	13.5
	4	35	67.3	67.3	80.8
	5	10	19.2	19.2	100.0
	Total	52	100.0	100.0	

MK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	11.5	11.5	11.5
	2	3	5.8	5.8	17.3
	3	18	34.6	34.6	51.9
	4	23	44.2	44.2	96.2
	5	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

MK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	15.4	15.4	15.4
	3	11	21.2	21.2	36.5
	4	29	55.8	55.8	92.3
	5	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

MK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7	7.7
	3	2	3.8	3.8	11.5
	4	23	44.2	44.2	55.8
	5	23	44.2	44.2	100.0
	Total	52	100.0	100.0	

MK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	5.8	5.8	5.8
	4	25	48.1	48.1	53.8
	5	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

MK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	5	9.6	9.6	11.5
	4	33	63.5	63.5	75.0
	5	13	25.0	25.0	100.0
	Total	52	100.0	100.0	

MK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	17.3	17.3	17.3
	3	12	23.1	23.1	40.4
	4	23	44.2	44.2	84.6
	5	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

KT1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	11.5	11.5	11.5
	2	3	5.8	5.8	17.3
	3	18	34.6	34.6	51.9
	4	23	44.2	44.2	96.2
	5	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

KT2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	15.4	15.4	15.4
	3	11	21.2	21.2	36.5
	4	30	57.7	57.7	94.2
	5	3	5.8	5.8	100.0
	Total	52	100.0	100.0	

KT3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7	7.7
	3	2	3.8	3.8	11.5
	4	23	44.2	44.2	55.8
	5	23	44.2	44.2	100.0
	Total	52	100.0	100.0	

KT4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	5.8	5.8	5.8
	4	23	44.2	44.2	50.0
	5	26	50.0	50.0	100.0
	Total	52	100.0	100.0	

KT5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	5	9.6	9.6	11.5
	4	33	63.5	63.5	75.0
	5	13	25.0	25.0	100.0
	Total	52	100.0	100.0	

KT6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	17.3	17.3	17.3
	3	13	25.0	25.0	42.3
	4	23	44.2	44.2	86.5
	5	7	13.5	13.5	100.0
	Total	52	100.0	100.0	

KT7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	2	8	15.4	15.4	19.2
	3	27	51.9	51.9	71.2
	4	13	25.0	25.0	96.2
	5	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

KT8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	17.3	17.3	17.3
	3	22	42.3	42.3	59.6
	4	21	40.4	40.4	100.0
	Total	52	100.0	100.0	

KT9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	15.4	15.4	15.4
	3	16	30.8	30.8	46.2
	4	26	50.0	50.0	96.2
	5	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

KK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	9.6	9.6	9.6
	4	24	46.2	46.2	55.8
	5	23	44.2	44.2	100.0
	Total	52	100.0	100.0	

KK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7	7.7
	3	10	19.2	19.2	26.9
	4	23	44.2	44.2	71.2
	5	15	28.8	28.8	100.0
	Total	52	100.0	100.0	

KK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	15.4	15.4	15.4
	2	3	5.8	5.8	21.2
	3	18	34.6	34.6	55.8
	4	21	40.4	40.4	96.2
	5	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

KK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	17.3	17.3	17.3
	3	13	25.0	25.0	42.3
	4	27	51.9	51.9	94.2
	5	3	5.8	5.8	100.0
	Total	52	100.0	100.0	

KK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.6	9.6	9.6
	3	3	5.8	5.8	15.4
	4	24	46.2	46.2	61.5
	5	20	38.5	38.5	100.0
	Total	52	100.0	100.0	

KK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	7	13.5	13.5	17.3
	4	33	63.5	63.5	80.8
	5	10	19.2	19.2	100.0
	Total	52	100.0	100.0	

KK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	7.7	7.7	7.7
	2	4	7.7	7.7	15.4
	3	15	28.8	28.8	44.2
	4	19	36.5	36.5	80.8
	5	10	19.2	19.2	100.0
	Total	52	100.0	100.0	

KK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	7	13.5	13.5	17.3
	4	32	61.5	61.5	78.8
	5	11	21.2	21.2	100.0
	Total	52	100.0	100.0	

KK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	2	8	15.4	15.4	19.2
	3	13	25.0	25.0	44.2
	4	21	40.4	40.4	84.6
	5	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

KK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	2	6	11.5	11.5	15.4
	3	31	59.6	59.6	75.0
	4	9	17.3	17.3	92.3
	5	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

KK11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	9	17.3	17.3	19.2
	3	23	44.2	44.2	63.5
	4	19	36.5	36.5	100.0
	Total	52	100.0	100.0	

KK12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	8	15.4	15.4	17.3
	3	15	28.8	28.8	46.2
	4	26	50.0	50.0	96.2
	5	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

KK13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	5	9.6	9.6	11.5
	3	14	26.9	26.9	38.5
	4	27	51.9	51.9	90.4
	5	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

KK14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	2	3.8	3.8	5.8
	3	6	11.5	11.5	17.3
	4	25	48.1	48.1	65.4
	5	18	34.6	34.6	100.0
	Total	52	100.0	100.0	

KK15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	8	15.4	15.4	17.3
	4	28	53.8	53.8	71.2
	5	15	28.8	28.8	100.0
	Total	52	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

Correlations

		MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	MK9	Motivasi Kerja
MK1	Pearson Correlation	1	.653*	.484	.659*	.441	.674*	.773**	.384	.207	.681*
	Sig. (2-tailed)		.040	.156	.038	.202	.033	.009	.274	.566	.030
	N	10	10	10	10	10	10	10	10	10	10
MK2	Pearson Correlation	.653*	1	.718*	.884**	.764*	.808**	.472	.651*	.543	.887**
	Sig. (2-tailed)	.040		.019	.001	.010	.005	.169	.042	.105	.001
	N	10	10	10	10	10	10	10	10	10	10
MK3	Pearson Correlation	.484	.718*	1	.645*	.560	.855**	.311	.948**	.315	.804**
	Sig. (2-tailed)	.156	.019		.044	.092	.002	.381	.000	.375	.005
	N	10	10	10	10	10	10	10	10	10	10
MK4	Pearson Correlation	.659*	.884**	.645*	1	.686*	.815**	.424	.546	.582	.845**
	Sig. (2-tailed)	.038	.001	.044		.029	.004	.222	.102	.078	.002
	N	10	10	10	10	10	10	10	10	10	10
MK5	Pearson Correlation	.441	.764*	.560	.686*	1	.800**	.588	.672*	.861**	.896**
	Sig. (2-tailed)	.202	.010	.092	.029		.005	.074	.033	.001	.000
	N	10	10	10	10	10	10	10	10	10	10
MK6	Pearson Correlation	.674*	.808**	.855**	.815**	.800**	1	.674*	.869**	.585	.967**
	Sig. (2-tailed)	.033	.005	.002	.004	.005		.033	.001	.076	.000
	N	10	10	10	10	10	10	10	10	10	10
MK7	Pearson Correlation	.773**	.472	.311	.424	.588	.674*	1	.384	.355	.655*
	Sig. (2-tailed)	.009	.169	.381	.222	.074	.033		.274	.314	.040
	N	10	10	10	10	10	10	10	10	10	10
MK8	Pearson Correlation	.384	.651*	.948**	.546	.672*	.869**	.384	1	.457	.827**
	Sig. (2-tailed)	.274	.042	.000	.102	.033	.001	.274		.184	.003
	N	10	10	10	10	10	10	10	10	10	10
MK9	Pearson Correlation	.207	.543	.315	.582	.861**	.585	.355	.457	1	.707*
	Sig. (2-tailed)	.566	.105	.375	.078	.001	.076	.314	.184		.022
	N	10	10	10	10	10	10	10	10	10	10
Motivasi Kerja	Pearson Correlation	.681*	.887**	.804**	.845**	.896**	.967**	.655*	.827**	.707*	1
	Sig. (2-tailed)	.030	.001	.005	.002	.000	.000	.040	.003	.022	
	N	10	10	10	10	10	10	10	10	10	10

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

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

Correlations

		KT1	KT2	KT3	KT4	KT5	KT6	KT7	KT8	KT9	Kompetensi Penggunaan Teknologi
KT1	Pearson Correlation	1	.818**	.895**	.659*	.645*	.788**	.550	.918**	.861**	.936**
	Sig. (2-tailed)		.004	.000	.038	.044	.007	.099	.000	.001	.000
	N	10	10	10	10	10	10	10	10	10	10
KT2	Pearson Correlation	.818**	1	.724*	.559	.601	.776**	.393	.904**	.802**	.866**
	Sig. (2-tailed)	.004		.018	.093	.066	.008	.261	.000	.005	.001
	N	10	10	10	10	10	10	10	10	10	10
KT3	Pearson Correlation	.895**	.724*	1	.773**	.830**	.553	.543	.846**	.800**	.908**
	Sig. (2-tailed)	.000	.018		.009	.003	.097	.104	.002	.005	.000
	N	10	10	10	10	10	10	10	10	10	10
KT4	Pearson Correlation	.659*	.559	.773**	1	.484	.380	.420	.645*	.646*	.716*
	Sig. (2-tailed)	.038	.093	.009		.156	.278	.227	.044	.044	.020
	N	10	10	10	10	10	10	10	10	10	10
KT5	Pearson Correlation	.645*	.601	.830**	.484	1	.316	.357	.674*	.632*	.724*
	Sig. (2-tailed)	.044	.066	.003	.156		.374	.311	.032	.050	.018
	N	10	10	10	10	10	10	10	10	10	10
KT6	Pearson Correlation	.788**	.776**	.553	.380	.316	1	.677*	.858**	.656*	.812**
	Sig. (2-tailed)	.007	.008	.097	.278	.374		.032	.001	.040	.004
	N	10	10	10	10	10	10	10	10	10	10
KT7	Pearson Correlation	.550	.393	.543	.420	.357	.677*	1	.679*	.435	.703*
	Sig. (2-tailed)	.099	.261	.104	.227	.311	.032		.031	.209	.023
	N	10	10	10	10	10	10	10	10	10	10
KT8	Pearson Correlation	.918**	.904**	.846**	.645*	.674*	.858**	.679*	1	.900**	.988**
	Sig. (2-tailed)	.000	.000	.002	.044	.032	.001	.031		.000	.000
	N	10	10	10	10	10	10	10	10	10	10
KT9	Pearson Correlation	.861**	.802**	.800**	.646*	.632*	.656*	.435	.900**	1	.885**
	Sig. (2-tailed)	.001	.005	.005	.044	.050	.040	.209	.000		.001
	N	10	10	10	10	10	10	10	10	10	10
Kompetensi Penggunaan Teknologi	Pearson Correlation	.936**	.866**	.908**	.716*	.724*	.812**	.703*	.988**	.885**	1
	Sig. (2-tailed)	.000	.001	.000	.020	.018	.004	.023	.000	.001	
	N	10	10	10	10	10	10	10	10	10	10

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15	Kinerja Karyawan
KK1	Pearson Correlation	1	.653*	.659*	.646*	.646*	.536	.591	.536	.375	.339	.659*	.646*	.395	.927**	.645*	.723*
	Sig. (2-tailed)		.040	.038	.044	.044	.110	.072	.110	.285	.339	.038	.044	.259	.000	.044	.018
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK2	Pearson Correlation	.653*	1	.884**	.836**	.590	.709*	.889**	.709*	.680*	.467	.884**	.958**	.736*	.570	.772**	.909**
	Sig. (2-tailed)	.040		.001	.003	.073	.022	.001	.022	.030	.174	.001	.000	.015	.085	.009	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK3	Pearson Correlation	.659*	.884**	1	.861**	.701*	.677*	.871**	.677*	.853**	.701*	1.000**	.861**	.648*	.620	.918**	.953**
	Sig. (2-tailed)	.038	.001		.001	.024	.032	.001	.032	.002	.024	.000	.001	.043	.056	.000	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK4	Pearson Correlation	.646*	.836**	.861**	1	.792**	.635*	.892**	.635*	.763*	.479	.861**	.792**	.579	.706*	.900**	.914**
	Sig. (2-tailed)	.044	.003	.001		.006	.049	.001	.049	.010	.161	.001	.006	.079	.023	.000	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK5	Pearson Correlation	.646*	.590	.701*	.792**	1	.748*	.585	.748*	.469	.479	.701*	.583	.579	.836**	.900**	.822**
	Sig. (2-tailed)	.044	.073	.024	.006		.013	.076	.013	.171	.161	.024	.077	.079	.003	.000	.004
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK6	Pearson Correlation	.536	.709*	.677*	.635*	.748*	1	.720*	1.000**	.458	.522	.677*	.635*	.630	.555	.683*	.819**
	Sig. (2-tailed)	.110	.022	.032	.049	.013		.019	.000	.184	.122	.032	.049	.051	.096	.029	.004
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK7	Pearson Correlation	.591	.889**	.871**	.892**	.585	.720*	1	.720*	.852**	.585	.871**	.815**	.510	.521	.766**	.907**
	Sig. (2-tailed)	.072	.001	.001	.001	.076	.019		.019	.002	.076	.001	.004	.132	.122	.010	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK8	Pearson Correlation	.536	.709*	.677*	.635*	.748*	1.000**	.720*	1	.458	.522	.677*	.635*	.630	.555	.683*	.819**
	Sig. (2-tailed)	.110	.022	.032	.049	.013	.000	.019		.184	.122	.032	.049	.051	.096	.029	.004
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK9	Pearson Correlation	.375	.680*	.853**	.763*	.469	.458	.852**	.458	1	.763*	.853**	.665*	.376	.331	.742*	.784**
	Sig. (2-tailed)	.285	.030	.002	.010	.171	.184	.002	.184		.010	.002	.036	.284	.350	.014	.007
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK10	Pearson Correlation	.339	.467	.701*	.479	.479	.522	.585	.522	.763*	1	.701*	.375	.245	.314	.627	.655*
	Sig. (2-tailed)	.339	.174	.024	.161	.161	.122	.076	.122	.010		.024	.286	.495	.378	.052	.040
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK11	Pearson Correlation	.659*	.884**	1.000**	.861**	.701*	.677*	.871**	.677*	.853**	.701*	1	.861**	.648*	.620	.918**	.953**
	Sig. (2-tailed)	.038	.001	.000	.001	.024	.032	.001	.032	.002	.024		.001	.043	.056	.000	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10

KK12	Pearson Correlation	.646*	.958**	.861**	.792**	.583	.635*	.815**	.635*	.665*	.375	.861**	1	.802**	.575	.764*	.877**
	Sig. (2-tailed)	.044	.000	.001	.006	.077	.049	.004	.049	.036	.286	.001		.005	.082	.010	.001
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK13	Pearson Correlation	.395	.736*	.648*	.579	.579	.630	.510	.630	.376	.245	.648*	.802**	1	.391	.612	.701*
	Sig. (2-tailed)	.259	.015	.043	.079	.079	.051	.132	.051	.284	.495	.043	.005		.264	.060	.024
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK14	Pearson Correlation	.927**	.570	.620	.706*	.836**	.555	.521	.555	.331	.314	.620	.575	.391	1	.753*	.724*
	Sig. (2-tailed)	.000	.085	.056	.023	.003	.096	.122	.096	.350	.378	.056	.082	.264		.012	.018
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
KK15	Pearson Correlation	.645*	.772**	.918**	.900**	.900**	.683*	.766**	.683*	.742*	.627	.918**	.764*	.612	.753*	1	.931**
	Sig. (2-tailed)	.044	.009	.000	.000	.000	.029	.010	.029	.014	.052	.000	.010	.060	.012		.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
Kinerja Karyawan	Pearson Correlation	.723*	.909**	.953**	.914**	.822**	.819**	.907**	.819**	.784**	.655*	.953**	.877**	.701*	.724*	.931**	1
	Sig. (2-tailed)	.018	.000	.000	.000	.004	.004	.000	.004	.007	.040	.000	.001	.024	.018	.000	
	N	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10

*. Correlation is significant at the 0.05 level (2-tailed).
**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran V (Hasil Uji Reliabiltas)

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded[a]	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.928	9

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded[a]	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.935	9

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded[a]	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.964	15

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Motivasi Kerja	Kompetensi Penggunaan Teknologi	Kinerja Karyawan
N		52	52	52
Normal Parameters[a,b]	Mean	35.50	32.87	55.42
	Std. Deviation	4.965	4.871	8.240
Most Extreme Differences	Absolute	.157	.104	.124
	Positive	.096	.081	.080
	Negative	-.157	-.104	-.124
Kolmogorov-Smirnov Z		1.134	.751	.895
Asymp. Sig. (2-tailed)		.153	.626	.400

a. Test distribution is Normal.
b. Calculated from data.

Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Karyawan * Motivasi Kerja	Between Groups	(Combined)	2888.589	15	192.573	12.076	.000
		Linearity	2649.662	1	2649.662	166.151	.000
		Deviation from Linearity	238.927	14	17.066	1.070	.414
	Within Groups		574.103	36	15.947		
	Total		3462.692	51			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Karyawan * Kompetensi Penggunaan Teknologi	Between Groups	(Combined)	3101.530	16	193.846	18.785	.000
		Linearity	2806.897	1	2806.897	272.015	.000
		Deviation from Linearity	294.633	15	19.642	1.904	.058
	Within Groups		361.162	35	10.319		
	Total		3462.692	51			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.185	3.476		.628	.533		
	Motivasi Kerja	.576	.216	.347	2.666	.010	.199	5.014
	Kompetensi Penggunaan Teknologi	.998	.220	.590	4.535	.000	.199	5.014

a. Dependent Variable: Kinerja Karyawan

Lampiran IX (Hasil Uji Regresi Berganda)

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Kompetensi Penggunaan Teknologi, Motivasi Kerja[b]	.	Enter

a. Dependent Variable: Kinerja Karyawan
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.914[a]	.835	.828	3.419

a. Predictors: (Constant), Kompetensi Penggunaan Teknologi, Motivasi Kerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.185	3.476		.628	.533
	Motivasi Kerja	.576	.216	.347	2.666	.010
	Kompetensi Penggunaan Teknologi	.998	.220	.590	4.535	.000

a. Dependent Variable: Kinerja Karyawan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2889.997	2	1444.999	123.635	.000[b]
	Residual	572.695	49	11.688		
	Total	3462.692	51			

a. Dependent Variable: Kinerja Karyawan
b. Predictors: (Constant), Kompetensi Penggunaan Teknologi, Motivasi Kerja