

LAMPIRAN

LAMPIRAN I

Bandar Lampung, 10 Maret 2022

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/Ibu

Di Tempat

Dengan ini saya :

Nama : Umi Asri Elenia

NPM : 1812110188

Jurusan : S1 Manajemen

Dosen Pembimbing : RZ. Abdul Aziz, ST.,MT.

E-mail : elenniasri07@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan CV. Bumi Waras Divisi Laboratorium Bandar 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. Tentang **“PENGARUH KEPUASAN KERJA, REWARD AND PUNISHMENT DAN PELATIHAN TERHADAP KINERJA KARYAWAN DIVISI LABORATORIUM PADA CV. BUMI WARAS BANDAR LAMPUNG”**.

Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrument penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun 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,

Umi Asri Elenia

NPM. 1812110188

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :
**“PENGARUH KEPUASAN KERJA, *REWARD AND PUNISHMENT* DAN
PELATIHAN TERHADAP KINERJA KARYAWAN DIVISI
LABORATORIUM & QC CV. BUMI WARAS BANDAR 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 Sekali

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh/tidak diisi)
2. Umur : 20- 30 tahun 41- 50 tahun
 31- 40 tahun > 60 tahun
3. Jenis kelamin : Laki-laki Perempuan
4. Pendidikan terakhir : SMA D3 S1
5. Masa kerja : 1-2 tahun 5-6tahun
 3-4 tahun > 6 tahun

HASIL JAWABAN RESPONDEN KINERJA KARYAWAN (Y)

No.	PERTANYAAN	JAWABAN				
		SS	S	CS	TS	STS
KUALITAS						
1.	Karyawan telah menargetkan semua pekerjaan sesuai dengan SOP (Standar Oprasional Perusahaan)					
KUANTITAS						
2.	Seluruh karyawan telah menargetkan pekerjaan yang telah diberikan perusahaan					
KUALITAS						
3.	Karyawan tidak pernah melakukan penundaan dalam melakukan pekerjaan					
KETEPATAN WAKTU						
4.	Waktu kerja sesuai dengan tugas yang dikerjakan					
KETEPATAN WAKTU						
5.	Sangat disiplin dalam melakukan suatu pekerjaan					
KEBUTUHAN AKAN SUPERVISOR						
6.	Semua karyawan bersikap bekerja sama dalam melakukan suatu pekerjaan					
KEBUTUHAN AKAN SUPERVISOR						
7.	Selalu mengutamakan kerja sama dilingkungan pekerjaan antar sesama karyawan.					
KEBUTUHAN AKAN SUPERVISOR						

8.	Karyawan bertanggung jawab dalam melatakan suatu barang yang sudah digunakan					
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HASIL JAWABAN RESPONDEN KEPUASAN KERJA (X1)

No.	PERTANYAAN	JAWABAN				
		SS	S	CS	TS	STS
Gaji/Upah						
1.	Karyawan mendapatkan gaji yang adil					
Gaji/Upah						
2.	Perusahaan memberikan gaji yang sesuai dengan tuntutan pekerjaan yang dilakukan					
PROMOSI						
3.	Perusahaan memberikan peluang yang adil untuk mempromosikan					
REKAN KERJA						
4.	Para karyawan saling membantu mengalami kesulitan dalam melakukan pekerjaan					
PEKERJAAN SENDIRI						
5.	Karyawan memiliki kesempatan untuk menerima tanggung jawab yang lebih besar dalam melakukan suatu pekerjaan.					
SUPERVISI						
6.	Seluruh karyawan divisi laboratorium mndapat dukungan penuh dari atasan					

HASIL JAWABAN RESPONDEN *REWARD AND PUNISHMENT* (X2)

No.	PERTANYAAN	JAWABAN				
		SS	S	CS	TS	STS
GAJI						
1.	Gaji yang diterima sudah sesuai dengan pekerjaan yang diberikan perusahaan					
GAJI						
2.	Gaji yang diberikan dapat seseorang untuk bekerja lebih baik					
PROMOSI						
3.	Perusahaan sering memberikan kesempatan melalui kenaikan promosi jabatan kepada karyawan					
PENGHARGAAN INTERPERSONAL						
4.	Atasan selalu mengapresiasi hasil pekerjaan yang telah dikerjakan oleh karyawan					
INSENTIF						
5.	Insentif yang diberikan kepada karyawan dibedakan dengan lulusan/tamatan seoran karyawan					
GAJI						
6.	Gaji yang diberikan perusahaan kepada karyawan relative tinggi					
<i>PUNISHMENT</i>						
No.	PERTANYAAN	JAWABAN				
		SS	S	CS	TS	STS

TEGURAN/REPRESIF						
1.	Perusahaan memberikan hukuman/teguran kepada karyawan yang suka datang terlambat					
ANJURAN/REPRESIF						
2.	Melakukan penerapan sistem punishment, apabila karyawan melakukan kesalahan yang dapat merugikan perusahaan					
DISIPLIN/PREVENTIF						
3.	Karyawan yang melakukan kesalahan berulang-ulang kali akan dikenakan sanksi surat peringatan					
DISIPLIN/PREVENTIF						
4.	Punishment diciptakan agar seluruh karyawan tidak melanggar peraturan perusahaan					
DISIPLIN/PREVENTIF						
5.	Perusahaan menerapkan punishment untuk menjaga peraturan yang sudah ditetapkan perusahaan					
TATA TERTIB/PREVENTIF						
6.	Perusahaan menerapkan tata tertib dan kedisiplinan agar meningkatkan kinerja karyawan					

HASIL JAWABAN RESPONDEN PELATIHAN (X3)

No.	PERTANYAAN	JAWABAN				
		SS	S	CS	TS	STS
MATERI						
1.	Materi pelatihan yang diberikan sesuai dengan kebutuhan pekerjaan					
TUJUAN PELATIHAN						
2.	Pelatihan menekankan kinerja karyawan agar dapat melakukan pekerjaan dengan lebih baik					
TUJUAN PELATIHAN						
3.	Pelatihan dapat memotivasi karyawan agar dapat melakukan pekerjaan dengan lebih baik					
PESERTA						
4.	Peserta berpartisipasi aktif dalam pelaksanaan program pelatihan					
PESERTA						
5.	Peserta menguasai berbagai materi pelatihan yang diberikan dengan cepat					

LAMPIRAN II

Hasil Jawaban Responden

Hasil Jawaban Responden Kinerja Karyawan (Y)

NO	y1	y2	y3	y4	y5	y6	y7	Y8	TOTAL
1	4	4	4	4	3	4	4	4	31
2	5	5	5	5	5	5	5	5	40
3	4	4	4	4	4	4	4	5	33
4	3	3	3	4	3	3	3	4	26
5	3	3	3	3	3	3	3	3	24
6	4	4	4	4	4	4	4	3	31
7	5	5	5	5	5	4	4	4	37
8	4	4	4	5	4	4	4	5	34
9	3	3	3	4	3	4	4	4	28
10	5	5	5	3	5	3	3	3	32
11	4	3	3	5	4	5	5	5	34
12	5	5	5	4	5	5	5	5	39
13	5	5	5	5	5	5	5	5	40
14	4	4	4	3	4	5	5	2	31
15	5	2	2	4	5	5	5	5	33
16	3	3	3	5	3	5	5	5	32
17	3	3	3	5	3	5	5	4	31
18	3	4	3	3	3	4	4	4	28
19	4	4	4	5	4	5	5	4	35
20	5	4	4	5	4	4	4	4	34
21	5	3	3	4	5	5	5	4	34
22	4	4	4	4	4	4	4	4	32
23	5	4	4	5	5	5	5	4	37
24	3	3	3	5	3	4	4	4	29
25	3	3	3	4	3	5	5	4	30
26	4	4	4	4	4	5	4	4	33
27	3	3	3	4	3	4	4	4	28
28	4	3	3	4	4	5	5	4	32
29	5	5	5	3	5	5	5	4	37
30	3	3	3	4	3	4	4	4	28
31	5	3	3	4	5	5	5	4	34
32	4	4	5	4	4	4	4	5	34
33	4	4	4	4	4	4	4	4	32
34	4	4	4	4	3	4	4	4	31

35	4	4	4	4	5	4	3	4	32
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Hasil Jawaban Responden Kepuasan Kerja (X2)

NO	x1	x2	x3	x4	x5	x6	TOTAL
1	4	4	3	3	4	3	21
2	4	4	3	4	3	3	21
3	4	3	3	3	3	4	20
4	3	3	3	3	3	5	20
5	3	4	3	3	3	3	19
6	5	5	4	5	3	4	26
7	5	5	5	4	5	5	29
8	5	5	4	5	4	4	27
9	4	4	4	4	3	4	23
10	4	5	4	5	5	5	28
11	4	4	3	3	3	3	20
12	5	5	3	4	2	3	22
13	4	4	4	4	2	2	20
14	5	3	3	4	3	2	20
15	5	3	3	5	4	3	23
16	4	3	3	3	3	3	19
17	5	4	4	4	4	3	24
18	5	4	3	5	5	4	26
19	4	5	5	5	4	4	27
20	5	4	4	4	5	5	27
21	5	5	5	5	5	5	30
22	5	4	3	3	4	4	23
23	4	5	5	5	5	5	29
24	4	4	4	4	3	4	23
25	4	3	3	4	4	4	22
26	4	5	3	4	3	2	21
27	4	4	3	4	4	4	23
28	3	4	3	4	3	4	21
29	5	4	4	4	4	4	25
30	5	4	4	4	4	4	25
31	4	4	4	4	3	4	23
32	3	4	4	4	4	4	23
33	3	4	3	4	4	4	22
34	4	3	4	3	3	3	20
35	4	3	3	4	5	3	22

Hasil Jawaban Responden *Reward and Punishment* (X2)

NO	x2.1	x2.2	x2.3	X2.4	x2.5	x2.6	x2.7	x2.8	x2.9	X.10	x2.11	x2.12	TOTAL
1	4	4	3	4	3	4	3	4	3	3	4	4	43
2	4	5	5	5	5	4	5	4	5	4	4	4	54
3	4	4	2	4	4	4	4	4	4	3	4	4	45
4	3	3	5	5	5	5	4	5	3	3	5	5	51
5	3	3	3	3	3	3	3	3	3	3	3	3	36
6	5	4	4	4	4	4	4	4	4	5	4	4	50
7	5	5	3	5	5	5	5	5	5	4	5	5	57
8	5	4	3	4	4	4	4	4	4	5	4	4	49
9	4	3	2	2	2	2	3	2	3	4	2	2	31
10	4	5	5	4	4	3	5	3	5	5	3	3	49
11	4	3	3	4	4	4	4	4	4	3	4	4	45
12	5	5	4	3	3	5	5	5	5	4	5	5	54
13	4	5	4	5	5	5	5	5	5	4	5	5	57
14	5	4	4	5	5	5	4	5	4	4	5	5	55
15	5	2	5	5	4	3	5	3	5	5	3	3	48
16	4	3	3	3	3	4	3	4	3	3	4	4	41
17	5	3	4	4	4	4	3	4	3	4	4	4	46
18	5	4	5	4	4	4	3	4	3	5	4	4	49
19	4	4	5	4	4	4	4	4	4	5	4	4	50
20	5	4	4	4	4	4	4	4	4	4	4	4	49
21	5	3	4	4	4	4	3	4	5	5	4	4	49
22	5	4	4	4	5	5	4	5	4	3	5	5	53
23	4	4	4	5	4	4	4	4	5	5	4	4	51
24	4	3	3	4	3	3	3	3	3	4	3	3	39
25	4	3	5	3	4	4	3	4	3	4	4	4	45
26	4	4	4	4	5	3	4	3	4	4	3	3	45
27	4	3	4	5	5	5	3	5	3	4	5	5	51
28	3	3	5	4	3	4	3	4	4	4	4	4	45
29	5	5	4	4	4	4	5	4	5	4	4	4	52
30	5	3	4	3	3	4	5	4	3	4	4	4	46
31	4	3	3	4	4	3	3	3	5	4	3	3	42
32	4	3	4	4	4	4	4	3	4	4	4	4	46
33	3	4	2	3	3	3	4	4	2	3	4	4	39
34	2	3	4	4	2	4	3	3	4	2	4	4	39
35	4	2	4	3	4	4	2	2	4	4	4	4	41

Hasil Jawaban Responden Pelatihan (X3)

NO	x3.1	x3.2	x3.3	x3.4	x3.5	TOTAL
1	4	4	4	4	3	19
2	5	5	5	5	5	25
3	4	4	4	4	4	20
4	3	3	3	3	3	15
5	3	3	3	3	3	15
6	4	4	4	4	4	20
7	5	5	5	5	5	25
8	4	4	4	4	4	20
9	3	3	3	3	3	15
10	5	5	5	5	5	25
11	4	3	3	3	4	17
12	5	5	5	5	5	25
13	5	5	5	5	5	25
14	4	4	4	4	4	20
15	5	2	2	2	5	16
16	3	3	3	3	3	15
17	3	3	3	3	3	15
18	3	4	3	3	3	16
19	4	4	4	4	4	20
20	5	4	4	4	4	21
21	5	3	3	3	5	19
22	4	4	4	4	4	20
23	5	4	4	4	5	22
24	3	3	3	3	3	15
25	3	3	3	3	3	15
26	4	4	4	4	4	20
27	3	3	3	3	3	15
28	4	3	3	3	4	17
29	5	5	5	5	5	25
30	3	3	3	3	3	15
31	5	3	3	3	5	19
32	3	4	4	5	3	19
33	3	3	3	4	3	16
34	4	4	2	4	4	18
35	4	3	3	4	4	18

LAMPIRAN III

Hasil Uji Karakter Responden

Jenis Kelamin

JENIS KELAMIN					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI-LAKI	25	71.4	71.4	71.4
	PEREMPUAN	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

Usia

USIA					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 TAHUN	9	25.7	25.7	25.7
	31-40 TAHUN	10	28.6	28.6	54.3
	41-50 TAHUN	6	17.1	17.1	71.4
	>60 TAHUN	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

Masa Kerja

MASA KERJA					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-2 TAHUN	9	25.7	25.7	25.7
	3-4 TAHUN	10	28.6	28.6	54.3
	5-6 TAHUN	8	22.9	22.9	77.1
	> 6 TAHUN	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

Pendidikan

PENDIDIKAN					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	19	54.3	54.3	54.3
	D3	6	17.1	17.1	71.4
	S1	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

LAMPIRAN IV
Hasil Uji Frekuensi Jawaban Kepuasan Kerja (X1)

X1.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	14.3	14.3	14.3
	4.00	17	48.6	48.6	62.9
	5.00	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

X1.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	22.9	22.9	22.9
	4.00	18	51.4	51.4	74.3
	5.00	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

X1.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	18	51.4	51.4	51.4
	4.00	13	37.1	37.1	88.6
	5.00	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

X1.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	22.9	22.9	22.9
	4.00	19	54.3	54.3	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X1.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	14	40.0	40.0	45.7
	4.00	12	34.3	34.3	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

X1.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	8.6	8.6	8.6
	3.00	10	28.6	28.6	37.1
	4.00	16	45.7	45.7	82.9
	5.00	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Hasil Uji Frekuensi Jawaban Responden *Reward and Punishment* (X2)

X2.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	4	11.4	11.4	14.3
	4.00	17	48.6	48.6	62.9
	5.00	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

X2.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	15	42.9	42.9	48.6
	4.00	12	34.3	34.3	82.9
	5.00	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

X2.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	8.6	8.6	8.6
	3.00	8	22.9	22.9	31.4
	4.00	16	45.7	45.7	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X2.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	7	20.0	20.0	22.9
	4.00	19	54.3	54.3	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X2.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	8	22.9	22.9	28.6
	4.00	17	48.6	48.6	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X2.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	7	20.0	20.0	22.9
	4.00	20	57.1	57.1	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

X2.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	13	37.1	37.1	40.0
	4.00	13	37.1	37.1	77.1

	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X2.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	8	22.9	22.9	28.6
	4.00	18	51.4	51.4	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

X2.9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	11	31.4	31.4	34.3
	4.00	13	37.1	37.1	71.4
	5.00	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

X2.10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	8	22.9	22.9	25.7
	4.00	18	51.4	51.4	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X2.11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	6	17.1	17.1	20.0
	4.00	21	60.0	60.0	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

X2.12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	6	17.1	17.1	20.0
	4.00	21	60.0	60.0	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

Hasil Uji Jawaban Responden Pelatihan (X3)

X3.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	12	34.3	34.3	34.3
	4.00	12	34.3	34.3	68.6
	5.00	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

X3.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	15	42.9	42.9	45.7
	4.00	13	37.1	37.1	82.9
	5.00	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

X3.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	16	45.7	45.7	51.4
	4.00	11	31.4	31.4	82.9
	5.00	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

X3.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	14	40.0	40.0	42.9
	4.00	13	37.1	37.1	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

X3.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	13	37.1	37.1	37.1
	4.00	12	34.3	34.3	71.4
	5.00	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

Hasil Uji Frekuensi Jawaban Responden Kinerja Karyawan (Y)

Y.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	28.6	28.6	28.6
	4.00	14	40.0	40.0	68.6
	5.00	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

Y.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	13	37.1	37.1	40.0
	4.00	15	42.9	42.9	82.9
	5.00	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Y.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	14	40.0	40.0	42.9
	4.00	13	37.1	37.1	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

Y.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	14.3	14.3	14.3
	4.00	19	54.3	54.3	68.6
	5.00	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

Y.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	12	34.3	34.3	34.3
	4.00	12	34.3	34.3	68.6
	5.00	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

Y.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	8.6	8.6	8.6
	4.00	16	45.7	45.7	54.3
	5.00	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

Y.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	11.4	11.4	11.4
	4.00	16	45.7	45.7	57.1
	5.00	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

Y.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	3	8.6	8.6	11.4
	4.00	22	62.9	62.9	74.3
	5.00	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

LAMPIRAN V

Hasil Uji Validitas

Kinerja Karyawan (Y)

		Correlations								
		Y01	Y02	Y03	Y04	Y05	Y06	Y07	Y08	TOTAL
Y01	Pearson Correlation	1	.540**	.562**	.103	.913**	.326	.315	.160	.818**
	Sig. (2-tailed)		.001	.000	.555	.000	.056	.065	.359	.000
	N	35	35	35	35	35	35	35	35	35
Y02	Pearson Correlation	.540**	1	.955**	-.026	.493**	-.038	-.065	.002	.625**
	Sig. (2-tailed)	.001		.000	.882	.003	.827	.709	.993	.000
	N	35	35	35	35	35	35	35	35	35
Y03	Pearson Correlation	.562**	.955**	1	.029	.514**	-.037	-.062	.055	.655**
	Sig. (2-tailed)	.000	.000		.867	.002	.834	.722	.755	.000
	N	35	35	35	35	35	35	35	35	35
Y04	Pearson Correlation	.103	-.026	.029	1	.063	.328	.335*	.545**	.436**
	Sig. (2-tailed)	.555	.882	.867		.718	.055	.049	.001	.009
	N	35	35	35	35	35	35	35	35	35
Y05	Pearson Correlation	.913**	.493**	.514**	.063	1	.353*	.281	.165	.790**
	Sig. (2-tailed)	.000	.003	.002	.718		.037	.102	.344	.000
	N	35	35	35	35	35	35	35	35	35
Y06	Pearson Correlation	.326	-.038	-.037	.328	.353*	1	.938**	.304	.593**
	Sig. (2-tailed)	.056	.827	.834	.055	.037		.000	.076	.000
	N	35	35	35	35	35	35	35	35	35
Y07	Pearson Correlation	.315	-.065	-.062	.335*	.281	.938**	1	.305	.566**
	Sig. (2-tailed)	.065	.709	.722	.049	.102	.000		.075	.000
	N	35	35	35	35	35	35	35	35	35
Y08	Pearson Correlation	.160	.002	.055	.545**	.165	.304	.305	1	.474**
	Sig. (2-tailed)	.359	.993	.755	.001	.344	.076	.075		.004
	N	35	35	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.818**	.625**	.655**	.436**	.790**	.593**	.566**	.474**	1
	Sig. (2-tailed)	.000	.000	.000	.009	.000	.000	.000	.004	
	N	35	35	35	35	35	35	35	35	35
**. Correlation is significant at the 0.01 level (2-tailed).										
*. Correlation is significant at the 0.05 level (2-tailed).										

Kepuasan Kerja (X1)

		Correlations							
		X1.01	X1.02	X1.03	X1.04	X1.05	X1.06	TOTAL	
X1.01	Pearson Correlation	1	.228	.258	.373*	.271	.014	.496**	
	Sig. (2-tailed)		.188	.135	.027	.115	.936	.002	
	N	35	35	35	35	35	35	35	
X1.02	Pearson Correlation	.228	1	.563**	.546**	.207	.304	.670**	
	Sig. (2-tailed)	.188		.000	.001	.232	.076	.000	
	N	35	35	35	35	35	35	35	
X1.03	Pearson Correlation	.258	.563**	1	.494**	.371*	.492**	.762**	
	Sig. (2-tailed)	.135	.000		.003	.028	.003	.000	
	N	35	35	35	35	35	35	35	
X1.04	Pearson Correlation	.373*	.546**	.494**	1	.445**	.299	.749**	
	Sig. (2-tailed)	.027	.001	.003		.007	.081	.000	
	N	35	35	35	35	35	35	35	
X1.05	Pearson Correlation	.271	.207	.371*	.445**	1	.586**	.734**	
	Sig. (2-tailed)	.115	.232	.028	.007		.000	.000	
	N	35	35	35	35	35	35	35	
X1.06	Pearson Correlation	.014	.304	.492**	.299	.586**	1	.693**	
	Sig. (2-tailed)	.936	.076	.003	.081	.000		.000	
	N	35	35	35	35	35	35	35	
TOTAL	Pearson Correlation	.496**	.670**	.762**	.749**	.734**	.693**	1	
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.000		
	N	35	35	35	35	35	35	35	

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

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

Reward and Punishment (X2)

		Correlations													
		X2.0	X2.0	X2.0	X2.0	X2.0	X2.0	X2.0	X2.0	X2.0	X2.0	X2.1			
		1	2	3	4	5	6	7	8	9	0	X2.11	X2.12	TOTAL	
X2.01	Pearson Correlation	1	.257	.096	.114	.363*	.235	.344*	.287	.300	.577*	.175	.175	.516**	
	Sig. (2-tailed)		.136	.585	.514	.032	.174	.043	.094	.080	.000	.313	.313	.002	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	
X2.02	Pearson Correlation	.257	1	.030	.263	.315	.301	.645*	.480*	.404*	.149	.327	.327	.600**	
	Sig. (2-tailed)	.136		.863	.127	.065	.079	.000	.004	.016	.394	.055	.055	.000	

	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.03	Pearson Correlation	.096	.030	1	.390*	.370*	.303	.190	.169	.290	.417*	.226	.226	.500**
	Sig. (2-tailed)	.585	.863		.020	.029	.077	.274	.332	.091	.013	.192	.192	.002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.04	Pearson Correlation	.114	.263	.390*	1	.704*	.485*	.369*	.479*	.458*	.203	.444**	.444**	.704**
	Sig. (2-tailed)	.514	.127	.020		.000	.003	.029	.004	.006	.242	.008	.008	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.05	Pearson Correlation	.363*	.315	.370*	.704*	1	.525*	.348*	.499*	.359*	.267	.495**	.495**	.755**
	Sig. (2-tailed)	.032	.065	.029	.000		.001	.041	.002	.034	.121	.003	.003	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.06	Pearson Correlation	.235	.301	.303	.485*	.525*	1	.224	.837*	.182	-.112	.972**	.972**	.759**
	Sig. (2-tailed)	.174	.079	.077	.003	.001		.196	.000	.295	.521	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.07	Pearson Correlation	.344*	.645*	.190	.369*	.348*	.224	1	.392*	.513*	.212	.240	.240	.634**
	Sig. (2-tailed)	.043	.000	.274	.029	.041	.196		.020	.002	.221	.165	.165	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.08	Pearson Correlation	.287	.480*	.169	.479*	.499*	.837*	.392*	1	.067	-.061	.867**	.867**	.757**
	Sig. (2-tailed)	.094	.004	.332	.004	.002	.000	.020		.702	.727	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.09	Pearson Correlation	.300	.404*	.290	.458*	.359*	.182	.513*	.067	1	.398*	.093	.093	.564**
	Sig. (2-tailed)	.080	.016	.091	.006	.034	.295	.002	.702		.018	.594	.594	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.10	Pearson Correlation	.577*	.149	.417*	.203	.267	-.112	.212	-.061	.398*	1	-.166	-.166	.372*
	Sig. (2-tailed)	.000	.394	.013	.242	.121	.521	.221	.727	.018		.339	.339	.028
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.11	Pearson Correlation	.175	.327	.226	.444*	.495*	.972*	.240	.867*	.093	-.166	1	1.000**	.724**
	Sig. (2-tailed)	.313	.055	.192	.008	.003	.000	.165	.000	.594	.339		.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
X2.12	Pearson Correlation	.175	.327	.226	.444*	.495*	.972*	.240	.867*	.093	-.166	1.000**	1	.724**
	Sig. (2-tailed)	.313	.055	.192	.008	.003	.000	.165	.000	.594	.339	.000		.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35

TOTAL	Pearson Correlation	.516*	.600*	.500*	.704*	.755*	.759*	.634*	.757*	.564*	.372*	.724**	.724**	1
	Sig. (2-tailed)	.002	.000	.002	.000	.000	.000	.000	.000	.000	.028	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

Pelatihan (X3)

		Correlations					
		X3.01	X3.02	X3.03	X3.04	X3.05	TOTAL
X3.01	Pearson Correlation	1	.525**	.532**	.471**	.959**	.817**
	Sig. (2-tailed)		.001	.001	.004	.000	.000
	N	35	35	35	35	35	35
X3.02	Pearson Correlation	.525**	1	.899**	.912**	.500**	.898**
	Sig. (2-tailed)	.001		.000	.000	.002	.000
	N	35	35	35	35	35	35
X3.03	Pearson Correlation	.532**	.899**	1	.867**	.501**	.891**
	Sig. (2-tailed)	.001	.000		.000	.002	.000
	N	35	35	35	35	35	35
X3.04	Pearson Correlation	.471**	.912**	.867**	1	.450**	.866**
	Sig. (2-tailed)	.004	.000	.000		.007	.000
	N	35	35	35	35	35	35
X3.05	Pearson Correlation	.959**	.500**	.501**	.450**	1	.799**
	Sig. (2-tailed)	.000	.002	.002	.007		.000
	N	35	35	35	35	35	35
TOTAL	Pearson Correlation	.817**	.898**	.891**	.866**	.799**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35

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

LAMPIRAN VI

Hasil Uji Realibitas

Kinerja Karyawan (Y)

Case Processing Summary			
		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.778	8

Kepuasan Kerja (X1)

Case Processing Summary			
		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.770	6

Reward and Punishment (X2)

Case Processing Summary			
		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.861	12

Pelatihan (X3)

Case Processing Summary			
		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.907	5

LAMPIRAN VII
Hasil Uji Linearitas

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	137.912	11	12.537	.888	.565
		Linearity	22.718	1	22.718	1.609	.217
		Deviation from Linearity	115.193	10	11.519	.816	.617
	Within Groups		324.774	23	14.121		
	Total		462.686	34			

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Y * X2	Between Groups	(Combined)	321.952	16	20.122	2.574	.028
		Linearity	146.166	1	146.166	18.695	.000
		Deviation from Linearity	175.787	15	11.719	1.499	.205
	Within Groups		140.733	18	7.819		
	Total		462.686	34			

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Y * X3	Between Groups	(Combined)	332.285	8	41.536	8.282	.000
		Linearity	306.458	1	306.458	61.103	.000
		Deviation from Linearity	25.827	7	3.690	.736	.644
	Within Groups		130.401	26	5.015		
	Total		462.686	34			

LAMPIRAN VIII
Hasil Uji Multikolinieritas

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF

1	(Constant)	16.240	3.633		4.470	.000		
	X1	-.056	.133	-.047	-.425	.674	.874	1.145
	X2	.039	.086	.063	.456	.652	.556	1.799
	X3	.830	.146	.787	5.687	.000	.562	1.778
a. Dependent Variable: Y								

LAMPIRAN IX

Hasil Uji Regresi Berganda

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.816 ^a	.666	.634	2.23303
a. Predictors: (Constant), X3, X1, X2				

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	308.107	3	102.702	20.596	.000 ^b
	Residual	154.579	31	4.986		
	Total	462.686	34			
a. Dependent Variable: Y						
b. Predictors: (Constant), X3, X1, X2						

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.240	3.633		4.470	.000
	X1	-.056	.133	-.047	-.425	.674
	X2	.039	.086	.063	.456	.652
	X3	.830	.146	.787	5.687	.000
a. Dependent Variable: Y						