

Lampiran I

Bandar Lampung, Juli 2022

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Ilham Saputra

NPM : 1612110225

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada bagian *marketing* PT. Daihatsu 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 INSENTIF DAN PELATIHAN TERHADAP PRODUKTIVITAS KERJA KARYAWAN BAGIAN *MARKETING* PT. TUNAS DAIHATSU 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,

Ilham Saputra
NPM. 1612110225

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH INSENTIF DAN PELATIHAN TERHADAP PRODUKTIVITAS KERJA KARYAWAN BAGIAN *MARKETING* PT. DAIHATSU 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 :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh tidak diisi)
2. Jenis Kelamin : Laki – Laki Perempuan
3. Usia : 17 – 22 tahun 29 – 34 tahun
 23 – 28 tahun > 35 tahun

DAFTAR PERNYATAAN

<i>INSENTIF</i>						
No	Pernyataan	STS	TS	CS	S	SS
<i>Insentif Material</i>						
1	Insentif yang diberikan perusahaan sesuai dengan yang dijanjikan					
2	Insentif yang diberikan perusahaan mampu membangkitkan motivasi kerja					
<i>Insentif Non Material</i>						
3	Atasan memberikan apresiasi terhadap hasil kerja karyawan					
4	Perusahaan memberikan promosi jabatan bagi karyawan yang berprestasi					

PELATIHAN						
No	Pernyataan	STS	TS	CS	S	SS
<i>Instruktur</i>						
1	Kualifikasi instruktur yang diberikan perusahaan dapat menarik saudara/i untuk mengikuti pelatihan					
2	Instruktur bekerja secara profesional dalam pelatihan					
<i>Peserta</i>						
3	Peserta menguasai berbagai materi pelatihan yang diberikan dengan cepat.					
4	Peserta aktif dalam pelaksanaan program pelatihan					
<i>Materi</i>						
5	Materi pelatihan sesuai dengan pekerjaan					
6	Materi pelatihan yang diberikan sesuai dengan kebutuhan perusahaan					
<i>Metode</i>						
7	Metode pelatihan yang digunakan sesuai dengan penyampaian materi					
8	Metode pelatihan yang diberikan perusahaan menarik					
<i>Tujuan</i>						
9	Pelatihan memotivasi karyawan agar dapat bekerja lebih baik					
10	Pelatihan yang diadakan dapat meningkatkan ketrampilan kerja					

Produktivitas Kerja						
No	Pernyataan	STS	TS	CS	S	SS
<i>Kemampuan Untuk Melaksanakan Tugas</i>						
1	Memahami dan mengerti mengenai pekerjaan yang ada					
2	Memilik keterampilan dalam melaksanakan tugas kerja					
<i>Meningkatkan Hasil Yang Dicapai</i>						
3	Selalu memenuhi target yang telah ditentukan perusahaan					
4	Melaksanakan pekerjaan secara maksimal demi tercapainya target perusahaan					
<i>Semangat Kerja</i>						
5	Bersedia diberi tambahan pekerjaan diluar jam kerja					
6	Tidak pernah mengeluh terhadap beban kerja yang diberikan perusahaan					
<i>Pengembangan Diri</i>						
7	Meningkatkan potensi diri hasil kerja sesuai dengan ketentuan perusahaan					
8	Perusahaan memeberikan peluang untuk meningkatkan keahlian dalam bekerja					
<i>Mutu</i>						
9	Hasil kerja selama ini sesuai dengan kualitas yang ditentukan oleh perusahaan					
10	Bekerja sesuai dengan program kerja yang ada di perusahaan					
<i>Efisien</i>						
11	Berusaha menyelesaikan pekerjaan sebelum waktu yang ditentukan perusahaan					
12	Menggunakan waktu kerja dengan baik					

Lampiran II (Hasil Jawaban Responden)

No	IK1	IK2	IK3	IK4	Total_IK	PE1	PE2	PE3	PE4	PE5	PE6	PE7	PE8	PE9	PE10	Total_PE
1	4	4	4	3	15	4	4	4	4	4	4	4	3	3	3	37
2	4	5	3	3	15	2	4	4	3	3	1	3	2	3	2	27
3	4	3	5	2	14	2	3	4	3	2	1	2	1	1	2	21
4	4	3	3	3	13	3	4	4	3	3	3	3	4	4	3	34
5	3	4	4	3	14	3	4	3	4	4	3	4	3	3	3	34
6	5	5	4	4	18	5	5	5	5	4	5	4	4	3	4	44
7	5	5	4	4	18	4	5	5	5	4	4	4	4	5	4	44
8	5	5	5	4	19	4	5	5	5	5	5	5	4	4	4	46
9	5	5	4	4	18	4	5	5	5	4	4	4	4	3	4	42
10	5	4	5	3	17	3	5	5	4	5	3	5	2	3	3	38
11	5	5	4	4	18	4	5	5	5	4	4	4	3	3	3	40
12	5	5	5	4	19	4	4	5	5	5	4	5	4	3	3	42
13	5	4	4	3	16	3	4	5	4	4	4	4	5	3	3	39
14	5	4	5	4	18	3	5	5	4	5	4	5	4	3	3	41
15	4	5	4	4	17	4	5	4	5	4	4	4	4	3	4	41
16	4	4	4	4	16	4	5	5	5	4	5	5	5	4	4	46
17	5	4	5	4	18	4	4	5	4	5	3	5	4	3	4	41
18	4	4	4	3	15	4	5	4	4	4	2	4	2	4	4	37
19	4	4	4	3	15	4	4	4	4	4	4	4	3	3	3	37
20	4	4	4	5	17	4	4	4	4	4	5	4	5	2	2	38
21	4	4	4	1	13	4	4	4	4	4	5	4	5	1	1	36
22	4	3	4	1	12	4	4	4	3	4	2	4	2	3	3	33
23	4	2	4	1	11	2	2	4	2	4	4	4	4	2	2	30
24	4	2	4	1	11	2	2	4	2	4	4	4	4	2	2	30
25	5	4	4	4	17	4	4	5	4	4	3	4	3	3	3	37
26	4	4	5	4	17	3	5	5	4	5	3	5	3	4	3	40
27	5	4	5	4	18	4	5	5	4	5	3	5	3	4	4	42
28	5	5	4	2	16	3	4	5	5	4	4	4	4	3	4	40
29	3	4	4	3	14	3	4	3	4	4	3	4	3	3	3	34
30	5	5	3	4	17	5	5	5	5	3	5	4	4	3	4	43
31	4	2	4	1	11	2	2	4	2	4	4	4	4	2	2	30
32	4	4	4	3	15	4	4	4	4	4	4	4	3	3	3	37
33	4	3	3	3	13	2	4	4	3	3	1	3	2	3	2	27
34	4	3	2	2	11	2	3	4	3	2	1	2	1	1	2	21
35	4	3	3	3	13	3	4	4	3	3	3	3	4	4	3	34
36	3	4	4	3	14	3	4	3	4	4	3	4	3	3	3	34
37	5	5	4	4	18	5	5	5	5	4	5	4	4	3	4	44
38	5	5	4	4	18	4	5	5	5	4	4	4	4	5	4	44
39	5	5	5	4	19	4	5	5	5	5	5	5	4	4	4	46
40	5	5	4	4	18	4	5	5	5	4	4	4	4	3	4	42
41	5	4	5	3	17	3	5	5	4	5	3	5	2	3	3	38
42	5	5	4	4	18	4	5	5	5	4	4	4	3	3	3	40
43	5	5	4	4	18	4	5	5	5	4	5	5	5	4	4	46
44	5	4	5	4	18	4	4	5	4	5	3	5	4	3	4	41
45	4	4	4	3	15	4	5	4	4	4	2	4	2	4	4	37
46	4	4	4	3	15	4	4	4	4	4	4	4	3	3	3	37
47	4	4	4	5	17	4	4	4	4	4	5	4	5	2	2	38
48	4	4	4	3	15	4	4	4	4	4	5	4	5	1	1	36
49	4	3	4	1	12	4	4	4	3	4	2	4	2	3	3	33
50	4	2	4	3	13	2	2	4	2	4	4	4	4	2	2	30

No	PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Total_PK
1	3	4	4	4	4	3	1	3	3	3	4	4	40
2	3	2	4	4	3	2	1	2	4	5	5	5	40
3	2	2	3	4	2	2	2	2	2	3	4	3	31
4	3	3	4	4	3	4	4	3	2	2	4	3	39
5	3	3	4	3	4	3	3	3	3	4	3	4	40
6	4	5	5	5	4	4	3	4	4	4	5	5	52
7	4	4	5	5	4	4	5	4	4	4	5	5	53
8	4	4	5	5	5	4	4	4	4	3	5	5	52
9	4	4	5	5	4	4	3	4	5	5	5	5	53
10	3	3	5	5	5	2	3	3	3	4	5	4	45
11	4	4	5	5	4	3	3	3	3	3	4	5	46
12	4	4	4	5	5	4	3	3	3	4	5	5	49
13	3	3	4	5	4	5	3	3	4	3	4	4	45
14	4	3	5	5	5	4	3	3	4	3	5	4	48
15	4	4	5	4	4	4	3	4	4	5	5	5	51
16	4	4	5	5	5	4	4	4	4	4	4	4	51
17	4	4	4	5	5	4	3	4	4	4	5	4	50
18	3	4	5	4	4	2	4	4	4	4	4	4	46
19	3	4	4	4	4	3	3	3	4	4	4	4	44
20	5	4	4	4	4	5	2	2	2	2	2	4	40
21	1	4	4	4	4	5	2	2	2	2	3	4	37
22	1	4	4	4	4	2	3	3	4	4	4	3	40
23	1	2	2	4	4	4	2	2	4	4	4	2	35
24	1	2	2	4	4	4	2	2	4	4	4	2	35
25	4	4	4	5	4	3	3	3	3	4	4	4	45
26	4	3	5	5	5	3	4	3	3	3	5	4	47
27	4	4	5	5	5	3	4	4	4	4	5	4	51
28	2	3	4	5	4	4	3	4	3	3	4	5	44
29	3	3	4	3	4	3	3	3	3	4	3	4	40
30	4	5	5	5	4	4	3	4	4	4	5	5	52
31	1	2	2	4	4	4	2	2	4	4	4	2	35
32	3	4	4	4	4	3	3	3	3	3	4	4	42
33	3	2	4	4	3	2	3	2	2	2	4	3	34
34	2	2	3	4	3	2	2	3	3	3	4	3	34
35	3	3	4	4	3	4	4	3	2	2	4	3	39
36	3	3	4	3	4	3	3	3	3	4	3	4	40
37	4	5	5	5	4	4	3	4	4	4	5	5	52
38	4	4	5	5	4	4	5	4	4	4	5	5	53
39	4	4	5	5	5	4	4	4	4	3	5	5	52
40	4	4	5	5	4	4	3	4	5	5	5	5	53
41	3	3	5	5	5	2	3	3	3	4	5	4	45
42	4	4	5	5	4	3	3	3	3	3	4	5	46
43	4	4	5	5	5	5	4	4	4	4	4	5	53
44	4	4	4	5	5	4	3	4	4	4	5	4	50
45	3	4	5	4	4	2	4	4	4	4	4	4	46
46	3	4	4	4	4	3	3	3	4	4	4	4	44
47	5	4	4	4	4	5	2	2	2	2	2	4	40
48	3	4	4	4	4	5	3	3	3	3	3	4	43
49	1	4	4	4	4	4	4	4	4	4	4	3	44
50	3	2	2	4	4	4	4	4	5	5	5	5	47

Lampiran III (Hasil Uji Deskriptif)

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	39	78.0	78.0	78.0
Valid Perempuan	11	22.0	22.0	100.0
Total	50	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 35 tahun	8	16.0	16.0	16.0
Valid 17 – 22 tahun	11	22.0	22.0	38.0
Valid 23 – 28 tahun	17	34.0	34.0	72.0
Valid 29 – 34 tahun	14	28.0	28.0	100.0
Total	50	100.0	100.0	

IK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.0	6.0	6.0
Valid 4	25	50.0	50.0	56.0
Valid 5	22	44.0	44.0	100.0
Total	50	100.0	100.0	

IK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	8.0	8.0	8.0
Valid 3	7	14.0	14.0	22.0
Valid 4	23	46.0	46.0	68.0
Valid 5	16	32.0	32.0	100.0
Total	50	100.0	100.0	

IK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.0	2.0	2.0
Valid 3	5	10.0	10.0	12.0
Valid 4	33	66.0	66.0	78.0
Valid 5	11	22.0	22.0	100.0
Total	50	100.0	100.0	

IK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	6	12.0	12.0	12.0
2	3	6.0	6.0	18.0
3	18	36.0	36.0	54.0
4	21	42.0	42.0	96.0
5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

PE1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	16.0	16.0	16.0
3	11	22.0	22.0	38.0
4	28	56.0	56.0	94.0
5	3	6.0	6.0	100.0
Total	50	100.0	100.0	

PE2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	8.0	8.0	8.0
3	2	4.0	4.0	12.0
4	23	46.0	46.0	58.0
5	21	42.0	42.0	100.0
Total	50	100.0	100.0	

PE3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.0	6.0	6.0
4	23	46.0	46.0	52.0
5	24	48.0	48.0	100.0
Total	50	100.0	100.0	

PE4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	8.0	8.0	8.0
3	8	16.0	16.0	24.0
4	22	44.0	44.0	68.0
5	16	32.0	32.0	100.0
Total	50	100.0	100.0	

PE5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.0	4.0	4.0
3	5	10.0	10.0	14.0
4	33	66.0	66.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

PE6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	8.0	8.0	8.0
2	4	8.0	8.0	16.0
3	12	24.0	24.0	40.0
4	19	38.0	38.0	78.0
5	11	22.0	22.0	100.0
Total	50	100.0	100.0	

PE7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.0	4.0	4.0
3	4	8.0	8.0	12.0
4	32	64.0	64.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

PE8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.0	4.0	4.0
2	8	16.0	16.0	20.0
3	12	24.0	24.0	44.0
4	21	42.0	42.0	86.0
5	7	14.0	14.0	100.0
Total	50	100.0	100.0	

PE9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	8.0	8.0	8.0
2	6	12.0	12.0	20.0
3	28	56.0	56.0	76.0
4	10	20.0	20.0	96.0
5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

PE10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.0	4.0	4.0
Valid 2	10	20.0	20.0	24.0
Valid 3	20	40.0	40.0	64.0
Valid 4	18	36.0	36.0	100.0
Total	50	100.0	100.0	

PK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	6	12.0	12.0	12.0
Valid 2	3	6.0	6.0	18.0
Valid 3	18	36.0	36.0	54.0
Valid 4	21	42.0	42.0	96.0
Valid 5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

PK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	16.0	16.0	16.0
Valid 3	11	22.0	22.0	38.0
Valid 4	28	56.0	56.0	94.0
Valid 5	3	6.0	6.0	100.0
Total	50	100.0	100.0	

PK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	8.0	8.0	8.0
Valid 3	2	4.0	4.0	12.0
Valid 4	23	46.0	46.0	58.0
Valid 5	21	42.0	42.0	100.0
Total	50	100.0	100.0	

PK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.0	6.0	6.0
Valid 4	23	46.0	46.0	52.0
Valid 5	24	48.0	48.0	100.0
Total	50	100.0	100.0	

PK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.0	2.0	2.0
3	5	10.0	10.0	12.0
4	32	64.0	64.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

PK6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	18.0	18.0	18.0
3	12	24.0	24.0	42.0
4	23	46.0	46.0	88.0
5	6	12.0	12.0	100.0
Total	50	100.0	100.0	

PK7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.0	4.0	4.0
2	8	16.0	16.0	20.0
3	26	52.0	52.0	72.0
4	12	24.0	24.0	96.0
5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

PK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	18.0	18.0	18.0
3	21	42.0	42.0	60.0
4	20	40.0	40.0	100.0
Total	50	100.0	100.0	

PK9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	14.0	14.0	14.0
3	15	30.0	30.0	44.0
4	25	50.0	50.0	94.0
5	3	6.0	6.0	100.0
Total	50	100.0	100.0	

PK10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	12.0	12.0	12.0
3	13	26.0	26.0	38.0
Valid 4	26	52.0	52.0	90.0
5	5	10.0	10.0	100.0
Total	50	100.0	100.0	

PK11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.0	4.0	4.0
3	5	10.0	10.0	14.0
Valid 4	23	46.0	46.0	60.0
5	20	40.0	40.0	100.0
Total	50	100.0	100.0	

PK12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.0	6.0	6.0
3	7	14.0	14.0	20.0
Valid 4	23	46.0	46.0	66.0
5	17	34.0	34.0	100.0
Total	50	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

Correlations

		IK1	IK2	IK3	IK4	Insentif
IK1	Pearson Correlation	1	.517**	.346*	.426**	.720**
	Sig. (2-tailed)		.000	.014	.002	.000
	N	50	50	50	50	50
IK2	Pearson Correlation	.517**	1	.178	.671**	.841**
	Sig. (2-tailed)	.000		.217	.000	.000
	N	50	50	50	50	50
IK3	Pearson Correlation	.346*	.178	1	.221	.513**
	Sig. (2-tailed)	.014	.217		.123	.000
	N	50	50	50	50	50
IK4	Pearson Correlation	.426**	.671**	.221	1	.851**
	Sig. (2-tailed)	.002	.000	.123		.000
	N	50	50	50	50	50
Insentif	Pearson Correlation	.720**	.841**	.513**	.851**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	50	50	50	50	50

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

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

Correlations

		PE1	PE2	PE3	PE4	PE5	PE6	PE7	PE8	PE9	PE10	Pelatihan
PE1	Pearson Correlation	1	.684**	.403**	.754**	.337*	.522**	.417**	.324*	.350*	.568**	.775**
	Sig. (2-tailed)		.000	.004	.000	.017	.000	.003	.022	.013	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE2	Pearson Correlation	.684**	1	.519**	.837**	.337*	.196	.412**	.043	.627**	.668**	.744**
	Sig. (2-tailed)	.000		.000	.000	.017	.174	.003	.764	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE3	Pearson Correlation	.403**	.519**	1	.556**	.420**	.341*	.497**	.265	.371**	.523**	.668**
	Sig. (2-tailed)	.004	.000		.000	.002	.015	.000	.063	.008	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE4	Pearson Correlation	.754**	.837**	.556**	1	.330*	.486**	.422**	.300*	.450**	.662**	.833**
	Sig. (2-tailed)	.000	.000	.000		.019	.000	.002	.034	.001	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE5	Pearson Correlation	.337*	.337*	.420**	.330*	1	.395**	.940**	.298*	.330*	.346*	.643**
	Sig. (2-tailed)	.017	.017	.002	.019		.004	.000	.036	.019	.014	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE6	Pearson Correlation	.522**	.196	.341*	.486**	.395**	1	.497**	.844**	.039	.158	.686**
	Sig. (2-tailed)	.000	.174	.015	.000	.004		.000	.000	.789	.273	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE7	Pearson Correlation	.417**	.412**	.497**	.422**	.940**	.497**	1	.394**	.390**	.436**	.745**
	Sig. (2-tailed)	.003	.003	.000	.002	.000	.000		.005	.005	.002	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE8	Pearson Correlation	.324*	.043	.265	.300*	.298*	.844**	.394**	1	.043	.072	.562**
	Sig. (2-tailed)	.022	.764	.063	.034	.036	.000	.005		.768	.621	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE9	Pearson Correlation	.350*	.627**	.371**	.450**	.330*	.039	.390**	.043	1	.768**	.606**
	Sig. (2-tailed)	.013	.000	.008	.001	.019	.789	.005	.768		.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PE10	Pearson Correlation	.568**	.668**	.523**	.662**	.346*	.158	.436**	.072	.768**	1	.724**
	Sig. (2-tailed)	.000	.000	.000	.000	.014	.273	.002	.621	.000		.000
	N	50	50	50	50	50	50	50	50	50	50	50
Pelatihan	Pearson Correlation	.775**	.744**	.668**	.833**	.643**	.686**	.745**	.562**	.606**	.724**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50

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

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

Correlations

		PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Produktivitas Kerja
PK1	Pearson Correlation	1	.528**	.648**	.472**	.361*	.225	.301*	.391**	.053	.000	.192	.688**	.670**
	Sig. (2-tailed)		.000	.000	.001	.010	.115	.034	.005	.717	1.000	.182	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK2	Pearson Correlation	.528**	1	.684**	.403**	.391**	.300*	.311*	.571**	.195	.070	.101	.568**	.689**
	Sig. (2-tailed)	.000		.000	.004	.005	.034	.028	.000	.175	.629	.485	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK3	Pearson Correlation	.648**	.684**	1	.519**	.398**	.044	.474**	.564**	.108	.040	.316*	.668**	.719**
	Sig. (2-tailed)	.000	.000		.000	.004	.764	.001	.000	.456	.784	.025	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK4	Pearson Correlation	.472**	.403**	.519**	1	.513**	.219	.327*	.472**	.326*	.097	.652**	.484**	.705**
	Sig. (2-tailed)	.001	.004	.000		.000	.127	.021	.001	.021	.505	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK5	Pearson Correlation	.361*	.391**	.398**	.513**	1	.251	.318*	.424**	.372**	.227	.316*	.318*	.626**
	Sig. (2-tailed)	.010	.005	.004	.000		.079	.024	.002	.008	.112	.026	.024	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK6	Pearson Correlation	.225	.300*	-.044	.219	.251	1	.101	.127	.095	-.174	-.159	.178	.296*
	Sig. (2-tailed)	.115	.034	.764	.127	.079		.487	.378	.513	.228	.271	.217	.037
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK7	Pearson Correlation	.301*	.311*	.474**	.327*	.318*	.101	1	.686**	.267	.103	.337*	.299*	.598**
	Sig. (2-tailed)	.034	.028	.001	.021	.024	.487		.000	.061	.475	.017	.035	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK8	Pearson Correlation	.391**	.571**	.564**	.472**	.424**	.127	.686**	1	.603**	.446**	.546**	.588**	.843**
	Sig. (2-tailed)	.005	.000	.000	.001	.002	.378	.000		.000	.001	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK9	Pearson Correlation	.053	.195	.108	.326*	.372**	.095	.267	.603**	1	.800**	.594**	.296*	.605**
	Sig. (2-tailed)	.717	.175	.456	.021	.008	.513	.061	.000		.000	.000	.037	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK10	Pearson Correlation	.000	.070	.040	.097	.227	-.174	.103	.446**	.800**	1	.509**	.276	.436**
	Sig. (2-tailed)	1.000	.629	.784	.505	.112	.228	.475	.001	.000		.000	.053	.002
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK11	Pearson Correlation	.192	.101	.316*	.652**	.316*	-.337*	.546**	.594**	.509**	.509**	1	.367**	.605**
	Sig. (2-tailed)	.182	.485	.025	.000	.026	.271	.017	.000	.000	.000		.009	.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
PK12	Pearson Correlation	.688**	.568**	.668**	.484**	.318*	.178	.299*	.588**	.296*	.276	.367**	1	.773**
	Sig. (2-tailed)	.000	.000	.000	.000	.024	.217	.035	.000	.037	.053	.009		.000
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Produktivitas Kerja	Pearson Correlation	.670**	.689**	.719**	.705**	.626**	.296*	.598**	.843**	.605**	.436**	.605**	.773**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.037	.000	.000	.000	.002	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50

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

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

Lampiran V (Hasil Uji Reliabilitas)

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.719	4

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.874	10

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.854	12

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Insentif	Pelatihan	Produktivitas Kerja
N		50	50	50
Normal Parameters ^{a,b}	Mean	15.68	37.38	44.66
	Std. Deviation	2.403	5.966	6.137
Most Extreme Differences	Absolute	.189	.135	.116
	Positive	.107	.074	.116
	Negative	-.189	-.135	-.109
Kolmogorov-Smirnov Z		1.334	.952	.822
Asymp. Sig. (2-tailed)		.057	.325	.509

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja * Insentif	(Combined)		1391.196	8	173.899	15.704	.000
	Between Groups	Linearity	1241.259	1	1241.259	112.090	.000
		Deviation from Linearity	149.937	7	21.420	1.934	.089
	Within Groups		454.024	41	11.074		
	Total		1845.220	49			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas Kerja * Pelatihan	(Combined)		1610.163	14	115.012	17.125	.000
	Between Groups	Linearity	1443.333	1	1443.333	214.912	.000
		Deviation from Linearity	166.830	13	12.833	1.911	.064
	Within Groups		235.057	35	6.716		
	Total		1845.220	49			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.375	2.668		3.139	.003	
	Insentif	.711	.293	.278	2.428	.019	.313
	Pelatihan	.672	.118	.654	5.700	.000	.313

a. Dependent Variable: Produktivitas Kerja

Lampiran IX (Hasil Uji Analisis Regresi Linear Berganda)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pelatihan, Insentif ^b	.	Enter

a. Dependent Variable: Produktivitas Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.898 ^a	.806	.798	2.756

a. Predictors: (Constant), Pelatihan, Insentif

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.375	2.668		3.139	.003
	Insentif	.711	.293	.278	2.428	.019
	Pelatihan	.672	.118	.654	5.700	.000

a. Dependent Variable: Produktivitas Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1488.132	2	744.066	97.934	.000 ^b
	Residual	357.088	47	7.598		
	Total	1845.220	49			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Pelatihan, Insentif