

## LAMPIRAN 4 HASIL JAWABAN RESPONDEN

### Hasil Jawaban Responden Variabel Pelatihan (X1)

#### P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	1.8	1.8	1.8
4	23	41.8	41.8	43.6
5	31	56.4	56.4	100.0
Total	55	100.0	100.0	

#### P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	5.5	5.5	5.5
3	9	16.4	16.4	21.8
4	40	72.7	72.7	94.5
5	3	5.5	5.5	100.0
Total	55	100.0	100.0	

#### P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
4	21	38.2	38.2	40.0
5	33	60.0	60.0	100.0
Total	55	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
4	21	38.2	38.2	38.2
Valid 5	34	61.8	61.8	100.0
Total	55	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	3.6	3.6	3.6
Valid 4	20	36.4	36.4	40.0
5	33	60.0	60.0	100.0
Total	55	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	10.9	10.9	10.9
Valid 4	39	70.9	70.9	81.8
5	10	18.2	18.2	100.0
Total	55	100.0	100.0	

### Jumlah

	Frequency	Percent	Valid Percent	Cumulative Percent
22	2	3.6	3.6	3.6
23	4	7.3	7.3	10.9
24	7	12.7	12.7	23.6
25	7	12.7	12.7	36.4
Valid 26	8	14.5	14.5	50.9
27	12	21.8	21.8	72.7
28	8	14.5	14.5	87.3
29	7	12.7	12.7	100.0
Total	55	100.0	100.0	

### Hasil Jawaban Responden Variabel Pemberian Insentif (X2)

#### P1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.5	5.5	5.5
3	28	50.9	50.9	56.4
Valid 4	22	40.0	40.0	96.4
5	2	3.6	3.6	100.0
Total	55	100.0	100.0	

#### P2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	24	43.6	43.6	43.6
Valid 4	23	41.8	41.8	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	28	50.9	50.9	52.7
Valid 4	15	27.3	27.3	80.0
5	11	20.0	20.0	100.0
Total	55	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	30	54.5	54.5	54.5
Valid 4	20	36.4	36.4	90.9
5	5	9.1	9.1	100.0
Total	55	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	32	58.2	58.2	58.2
Valid 4	21	38.2	38.2	96.4
5	2	3.6	3.6	100.0
Total	55	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	22	40.0	40.0	40.0
Valid 4	23	41.8	41.8	81.8
5	10	18.2	18.2	100.0
Total	55	100.0	100.0	

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	27	49.1	49.1	49.1
4	20	36.4	36.4	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

**P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	27	49.1	49.1	50.9
4	15	27.3	27.3	78.2
5	12	21.8	21.8	100.0
Total	55	100.0	100.0	

**P9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.6	3.6	3.6
3	31	56.4	56.4	60.0
4	16	29.1	29.1	89.1
5	6	10.9	10.9	100.0
Total	55	100.0	100.0	

**P10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	26	47.3	47.3	49.1
4	17	30.9	30.9	80.0
5	11	20.0	20.0	100.0
Total	55	100.0	100.0	

**Jumlah**

	Frequency	Percent	Valid Percent	Cumulative Percent
29	1	1.8	1.8	1.8
30	2	3.6	3.6	5.5
31	3	5.5	5.5	10.9
32	2	3.6	3.6	14.5
33	8	14.5	14.5	29.1
34	4	7.3	7.3	36.4
35	4	7.3	7.3	43.6
36	6	10.9	10.9	54.5
Valid 37	8	14.5	14.5	69.1
38	3	5.5	5.5	74.5
39	5	9.1	9.1	83.6
40	3	5.5	5.5	89.1
41	1	1.8	1.8	90.9
42	2	3.6	3.6	94.5
43	2	3.6	3.6	98.2
46	1	1.8	1.8	100.0
Total	55	100.0	100.0	

**Hasil Jawaban Responden Variabel Kinerja (Y)****P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	16	29.1	29.1	29.1
Valid 4	23	41.8	41.8	70.9
5	16	29.1	29.1	100.0
Total	55	100.0	100.0	

**P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.6	3.6	3.6
3	27	49.1	49.1	52.7
Valid 4	13	23.6	23.6	76.4
5	13	23.6	23.6	100.0
Total	55	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	26	47.3	47.3	47.3
Valid 4	16	29.1	29.1	76.4
5	13	23.6	23.6	100.0
Total	55	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	12	21.8	21.8	21.8
Valid 4	36	65.5	65.5	87.3
5	7	12.7	12.7	100.0
Total	55	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	26	47.3	47.3	47.3
Valid 4	24	43.6	43.6	90.9
5	5	9.1	9.1	100.0
Total	55	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	23	41.8	41.8	43.6
Valid 4	21	38.2	38.2	81.8
5	10	18.2	18.2	100.0
Total	55	100.0	100.0	

**P7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	22	40.0	40.0	41.8
Valid 4	20	36.4	36.4	78.2
5	12	21.8	21.8	100.0
Total	55	100.0	100.0	

**P8**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	26	47.3	47.3	49.1
Valid 4	15	27.3	27.3	76.4
5	13	23.6	23.6	100.0
Total	55	100.0	100.0	



**Jumlah**

	Frequency	Percent	Valid Percent	Cumulative Percent
24	1	1.8	1.8	1.8
25	1	1.8	1.8	3.6
26	6	10.9	10.9	14.5
27	8	14.5	14.5	29.1
28	5	9.1	9.1	38.2
29	5	9.1	9.1	47.3
30	2	3.6	3.6	50.9
Valid 31	6	10.9	10.9	61.8
32	6	10.9	10.9	72.7
33	5	9.1	9.1	81.8
34	3	5.5	5.5	87.3
35	3	5.5	5.5	92.7
36	3	5.5	5.5	98.2
37	1	1.8	1.8	100.0
Total	55	100.0	100.0	

**Tabulasi Jawaban Responden Variabel Pemberian Insentif (X2)**

No	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Jumlah
1	4	3	4	3	3	3	3	4	3	3	33
2	4	3	3	3	3	3	3	3	3	3	31
3	4	3	3	3	4	3	3	3	3	3	32
4	4	3	3	3	4	3	4	3	3	3	33
5	3	3	4	4	4	4	4	4	4	3	37
6	3	5	4	3	3	4	3	4	3	5	37
7	3	5	5	4	3	5	4	5	3	3	40
8	3	5	4	3	4	5	3	4	4	4	39
9	4	3	3	3	4	4	4	3	4	3	35
10	4	3	5	5	3	4	3	5	3	4	39
11	4	3	3	3	3	3	3	3	3	5	33
12	3	3	3	3	3	4	4	3	3	4	33
13	3	4	4	4	3	3	3	4	3	3	34
14	3	3	3	3	3	3	3	3	3	3	30
15	3	4	4	3	3	3	3	4	3	3	33
16	3	3	5	3	3	3	3	5	5	3	36
17	4	4	4	3	3	3	3	4	3	5	36
18	3	3	5	3	3	3	5	5	3	3	36
19	3	5	4	5	5	5	5	4	5	5	46
20	3	4	3	3	3	3	3	3	3	5	33
21	3	4	3	3	3	3	4	3	4	3	33
22	4	3	4	4	4	3	3	4	3	4	36
23	2	3	4	3	3	3	3	4	2	3	30
24	3	4	3	4	3	4	4	3	3	3	34
25	4	4	3	4	4	4	4	3	4	4	38
26	4	4	5	4	3	4	4	5	4	5	42
27	3	5	5	5	3	5	3	5	3	5	42
28	3	3	5	3	5	5	4	5	5	5	43
29	4	3	3	3	4	4	5	3	5	3	37
30	4	3	4	3	4	4	5	4	5	3	39
31	2	3	3	3	3	4	3	3	3	4	31
32	3	4	3	4	3	4	4	3	4	4	36
33	3	3	3	3	3	4	4	3	3	3	32
34	3	3	3	3	3	3	3	3	3	2	29
35	3	3	3	3	3	3	5	5	3	3	34
36	3	3	5	3	3	5	5	5	3	5	40
37	2	5	5	5	3	3	4	3	3	4	37

38	4	4	3	4	4	4	3	3	4	4	37
39	4	4	3	4	3	3	4	3	3	4	35
40	4	3	5	4	4	4	4	5	4	3	40
41	5	4	4	4	4	5	5	4	4	4	43
42	3	4	3	4	4	4	4	3	5	5	39
43	4	4	4	4	3	4	3	4	3	4	37
44	4	4	3	5	4	5	5	3	3	3	39
45	4	4	3	3	4	3	4	3	4	5	37
46	4	4	2	4	4	4	4	2	4	3	35
47	3	4	3	3	3	4	4	3	3	4	34
48	3	4	3	4	4	4	3	3	3	4	35
49	4	4	4	3	4	3	4	4	4	4	38
50	3	4	3	4	4	5	3	3	4	4	37
51	4	5	5	4	4	4	3	5	4	3	41
52	3	4	3	4	4	4	3	3	4	4	36
53	3	4	4	3	3	3	3	4	3	3	33
54	5	5	3	4	3	5	3	5	2	3	38
55	3	3	3	3	3	4	3	3	3	3	31
	188	204	201	195	190	208	201	203	191	203	

### LAMPIRAN 3 HASIL KARAKTERISTIK RESPONDEN

#### Hasil Karakteristik Responden Berdasarkan Jenis Kelamin

<b>Jenis_Kelamin</b>				
	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	9	16.4	16.4	16.4
Valid Perempuan	46	83.6	83.6	100.0
Total	55	100.0	100.0	

#### Hasil Karakteristik Responden Berdasarkan Usia

<b>Umur</b>				
	Frequency	Percent	Valid Percent	Cumulative Percent
20-29	26	47.3	47.3	47.3
Valid 30-39	22	40.0	40.0	87.3
40-49	7	12.7	12.7	100.0
Total	55	100.0	100.0	

**Tabulasi Jawaban Responden Variabel Kinerja (Y)**

No	P1	P2	P3	P4	P5	P6	P7	P8	Jumlah
1	3	4	4	4	3	3	3	3	27
2	4	3	3	4	4	4	2	2	26
3	4	3	3	4	4	3	4	3	28
4	3	3	3	4	3	4	3	3	26
5	4	2	4	4	3	3	3	3	26
6	4	5	5	4	4	3	5	4	34
7	3	4	4	3	3	4	3	4	28
8	4	3	5	4	4	4	5	5	34
9	3	4	4	4	3	4	4	3	29
10	5	3	3	4	4	5	5	4	33
11	3	3	3	4	3	3	3	3	25
12	4	4	4	4	4	3	4	4	31
13	3	3	3	3	4	4	3	3	26
14	4	3	3	4	3	4	3	3	27
15	4	2	4	4	3	4	3	3	27
16	4	3	3	4	4	3	4	5	30
17	5	5	3	4	5	4	5	4	35
18	3	4	4	4	4	5	3	4	31
19	5	3	3	3	5	4	4	5	32
20	4	5	5	3	5	3	4	4	33
21	4	3	3	3	4	3	4	3	27
22	5	3	3	4	3	3	3	3	27
23	4	4	4	4	3	3	3	3	28
24	4	5	5	3	3	3	3	3	29
25	4	3	4	4	3	3	3	3	27
26	5	3	3	4	4	3	4	5	31
27	3	4	4	4	3	4	3	4	29
28	5	3	3	3	4	4	5	5	32
29	4	5	5	3	4	5	4	3	33
30	5	3	3	4	4	3	4	5	31
31	4	3	3	4	3	4	3	3	27
32	4	3	3	3	3	3	4	3	26
33	3	3	3	4	3	3	4	4	27
34	3	5	5	3	3	3	4	3	29
35	4	3	3	3	3	3	5	5	29

36	3	3	3	3	3	5	4	4	28
37	5	3	3	4	4	4	5	3	31
38	4	5	5	4	3	4	4	5	34
39	4	4	4	4	4	5	3	4	32
40	5	5	5	4	4	5	4	3	35
41	5	5	5	5	4	4	4	4	36
42	5	3	3	4	4	4	5	5	33
43	5	4	4	4	4	3	3	3	30
44	5	3	3	4	4	3	5	5	32
45	3	4	4	5	4	4	4	3	31
46	3	4	4	5	5	5	3	4	33
47	5	5	5	5	4	5	3	5	37
48	5	4	4	5	4	4	5	5	36
49	3	5	5	5	5	5	4	4	36
50	4	5	5	4	3	3	4	4	32
51	4	3	3	4	3	3	3	3	26
52	4	3	3	4	3	5	5	5	32
53	3	3	3	4	3	2	3	3	24
54	5	5	5	5	3	4	5	3	35
55	3	4	4	4	3	4	3	3	28
	220	202	207	215	199	205	208	205	

## LAMPIRAN 1 KUESIONER

<b>NO</b>	<b>PELATIHAN (X1)</b>	<b>SS</b>	<b>S</b>	<b>CS</b>	<b>TS</b>	<b>STS</b>
1	Pelatih menguasai materi pelatihan yang disampaikan kepada peserta pelatihan					
2	Pelatih ahli dalam menyampaikan materi saat pelatihan					
3	Peserta pelatihan dipilih melalui seleksi yang objektif oleh perusahaan					
4	Peserta selalu bersemangat untuk mengikuti pelatihan					
5	Materi yang disampaikan mampu menambah pengetahuan peserta pelatihan					
6	Materi yang disampaikan dalam pelatihan sesuai dengan tujuan yang ingin dicapai oleh perusahaan					

<b>NO</b>	<b>INSENTIF (X2)</b>	<b>SS</b>	<b>S</b>	<b>CS</b>	<b>TS</b>	<b>STS</b>
<b>1</b>	Berdasarkan keterampilan karyawan dalam bekerja, karyawan merasa puas dengan bonus yang karyawan terima dari perusahaan					
<b>2</b>	Bonus yang karyawan terima bernilai bagi kehidupan karyawan					
<b>3</b>	Karyawan puas dengan tunjangan kesehatan yang diberikan oleh perusahaan					
<b>4</b>	Seluruh karyawan memperoleh tunjangan kesehatan sesuai ketentuan					
<b>5</b>	Promosi jabatan yang diberikan perusahaan dirasa adil					
<b>6</b>	Karyawan memahami kriteria atau persyaratan dalam promosi jabatan					
<b>7</b>	Perusahaan memberikan dengan baik sarana hiburan (rekreasi)					
<b>8</b>	Karyawan merasa puas dengan fasilitas kesejahteraan social yang diberikan perusahaan kepada karyawan					
<b>9</b>	Karyawan memahami ketentuan atau persyaratan memperoleh cuti					
<b>10</b>	Cuti yang karyawan peroleh dirasa bermanfaat sesuai kebutuhan					



<b>NO</b>	<b>KINERJA (Y)</b>	<b>SS</b>	<b>S</b>	<b>CS</b>	<b>TS</b>	<b>STS</b>
1	Karyawan berupaya menjadi individu yang selalu berusaha untuk meningkatkan kualitas kinerja					
2	Kualitas kerja karyawan lebih baik dari karyawan lain					
3	Kuantitas kerja saya sesuai dengan standar kerja yang ditentukan					
4	Kuantitas atau jumlah kerja yang saya lakukan dalam satu periode melebihi karyawan lain					
5	Terampil dalam melaksanakan pekerjaan sesuai dengan tugas dan fungsi					
6	Saya memiliki pengalaman kerja yang tidak perlu diragukan lagi dalam melaksanakan tugas					
7	Dalam menyelesaikan tugas saya dapat menyelesaikan dengan tepat dan cepat sesuai waktu yang ditentukan					
8	Saya berkomitmen dan bertanggung jawab atas pekerjaan					

## LAMPIRAN 2 TABULASI JAWABAN RESPONDEN

**Tabulasi Jawaban Responden Variabel Pelatihan (X1)**

No	P1	P2	P3	P4	P5	P6	Jumlah
1	4	4	4	4	5	4	25
2	4	3	5	4	4	4	24
3	5	3	4	5	5	4	26
4	4	3	4	5	5	3	24
5	4	2	5	5	4	4	24
6	3	5	5	5	5	5	28
7	5	3	5	4	5	4	26
8	5	4	5	5	5	5	29
9	4	4	4	5	5	4	26
10	5	4	5	5	4	4	27
11	4	3	2	4	5	4	22
12	5	4	5	5	5	5	29
13	4	4	4	5	3	3	23
14	4	3	4	5	4	3	23
15	4	2	4	4	5	4	23
16	4	4	5	5	5	4	27
17	4	4	4	5	5	4	26
18	5	4	5	5	5	5	29
19	5	4	5	5	5	4	28
20	5	4	4	5	5	4	27
21	4	4	5	4	3	3	23
22	4	4	4	5	4	4	25
23	5	4	5	4	5	4	27
24	5	4	5	5	5	5	29
25	5	4	5	5	4	4	27
26	5	5	4	5	5	4	28
27	5	4	4	5	5	4	27
28	5	4	5	5	5	4	28
29	5	4	5	5	4	4	27
30	5	4	5	5	5	5	29
31	5	4	4	4	4	4	25

32	5	3	4	4	5	4	25
33	4	4	4	4	5	4	25
34	5	4	5	5	5	5	29
35	5	4	5	4	5	4	27
36	4	4	5	4	5	4	26
37	5	4	5	5	5	5	29
38	5	4	5	4	4	4	26
39	5	4	5	4	5	5	28
40	5	4	4	4	4	4	25
41	4	4	4	4	4	4	24
42	5	4	5	5	4	4	27
43	4	4	5	5	5	4	27
44	5	5	5	5	4	4	28
45	5	4	5	5	4	4	27
46	4	4	5	5	5	4	27
47	4	3	5	5	5	4	26
48	4	4	4	4	4	4	24
49	5	2	5	4	4	4	24
50	4	4	5	5	5	5	28
51	4	4	4	4	4	4	24
52	5	4	5	5	5	4	28
53	4	3	4	4	4	3	22
54	5	4	4	5	4	3	25
55	5	4	5	4	4	4	26
	250	208	251	254	251	224	

## LAMPIRAN 6 HASIL UJI PERSYARATAN ANALISIS DATA

### Hasil Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

		X1	X2	Y
N		55	55	55
Normal Parameters <sup>a,b</sup>	Mean	26.15	36.07	30.20
	Std. Deviation	1.967	3.671	3.352
Most Extreme Differences	Absolute	.159	.091	.126
	Positive	.099	.091	.126
	Negative	-.159	-.056	-.086
Kolmogorov-Smirnov Z		1.179	.676	.934
Asymp. Sig. (2-tailed)		.124	.750	.347

a. Test distribution is Normal.

b. Calculated from data.

### Hasil Uji Linearitas

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	160.407	7	22.915	2.413	.034
		Linearity	99.845	1	99.845	10.513	.002
		Deviation from Linearity	60.562	6	10.094	1.063	.398
	Within Groups		446.393	47	9.498		
	Total		606.800	54			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Y * X2	(Combined)		248.808	15	16.587	1.807	.069
	Between	Linearity	104.073	1	104.073	11.338	.002
	Groups	Deviation from Linearity	144.735	14	10.338	1.126	.367
	Within Groups		357.992	39	9.179		
	Total		606.800	54			

**Hasil Uji Multkolinearitas****Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.159	5.915		.872	.387	
	X1	.542	.210	.318	2.581	.013	.930
	X2	.301	.113	.330	2.675	.010	.930

a. Dependent Variable: Y

## LAMPIRAN 7 HASIL ANALISIS DATA

### Hasil Uji Analisis Regresi Linear Berganda

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	5.159	5.915		.872	.387
	X1	.542	.210	.318	2.581	.013
	X2	.301	.113	.330	2.675	.010

a. Dependent Variable: Y

### Hasil Uji Koefisien Determinasi

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	5.159	5.915		.872	.387
	X1	.542	.210	.318	2.581	.013
	X2	.301	.113	.330	2.675	.010

a. Dependent Variable: Y

## LAMPIRAN 8 HASIL PENGUJIAN HIPOTESIS

### Hasil Uji t

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.159	5.915		.872	.387
	X1	.542	.210	.318	2.581	.013
	X2	.301	.113	.330	2.675	.010

a. Dependent Variable: Y

### Hasil Uji f

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	161.177	2	80.588	9.404	.000 <sup>b</sup>
	Residual	445.623	52	8.570		
	Total	606.800	54			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

## LAMPIRAN 5 HASIL UJI VALIDITAS DAN REALIBILITAS

### Hasil Uji Validitas Pelatihan (X1)

#### Correlations

		P1	P2	P3	P4	P5	P6	JUMLAH
P1	Pearson Correlation	1	.139	.291*	.102	.066	.244	.519**
	Sig. (2-tailed)		.311	.031	.458	.633	.073	.000
	N	55	55	55	55	55	55	55
P2	Pearson Correlation	.139	1	.184	.265	.039	.266*	.565**
	Sig. (2-tailed)	.311		.178	.050	.775	.050	.000
	N	55	55	55	55	55	55	55
P3	Pearson Correlation	.291*	.184	1	.241	.029	.385**	.618**
	Sig. (2-tailed)	.031	.178		.076	.836	.004	.000
	N	55	55	55	55	55	55	55
P4	Pearson Correlation	.102	.265	.241	1	.188	.177	.539**
	Sig. (2-tailed)	.458	.050	.076		.169	.196	.000
	N	55	55	55	55	55	55	55
P5	Pearson Correlation	.066	.039	.029	.188	1	.527**	.521**
	Sig. (2-tailed)	.633	.775	.836	.169		.000	.000
	N	55	55	55	55	55	55	55
P6	Pearson Correlation	.244	.266*	.385**	.177	.527**	1	.741**
	Sig. (2-tailed)	.073	.050	.004	.196	.000		.000
	N	55	55	55	55	55	55	55
JUMLAH	Pearson Correlation	.519**	.565**	.618**	.539**	.521**	.741**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55

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

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





P7	Pearson Correlation	.114	-.091	.045	.091	.296*	.272*	1	.065	.378**	.004	.420**
	Sig. (2-tailed)	.406	.511	.746	.508	.028	.045		.638	.004	.977	.001
	N	55	55	55	55	55	55	55	55	55	55	55
P8	Pearson Correlation	.071	.095	.839**	.110	-.088	.219	.065	1	.001	.075	.526**
	Sig. (2-tailed)	.607	.490	.000	.426	.522	.108	.638		.994	.588	.000
	N	55	55	55	55	55	55	55	55	55	55	55
P9	Pearson Correlation	.119	.020	.091	.069	.663**	.260	.378**	.001	1	.185	.531**
	Sig. (2-tailed)	.388	.886	.511	.619	.000	.056	.004	.994		.176	.000
	N	55	55	55	55	55	55	55	55	55	55	55
P10	Pearson Correlation	-.031	.322*	.170	.181	.148	.256	.004	.075	.185	1	.479**
	Sig. (2-tailed)	.823	.017	.215	.185	.279	.059	.977	.588	.176		.000
	N	55	55	55	55	55	55	55	55	55	55	55
JUML	Pearson Correlation	.286*	.476**	.549**	.563**	.522**	.669**	.420**	.526**	.531**	.479**	1
AH	Sig. (2-tailed)	.034	.000	.000	.000	.000	.000	.001	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55	55	55

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

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

### Hasil Uji Realibilitas Pemberian Insentif (X2)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.669	10



	Pearson									
JUMLA	Correlation	.495**	.617**	.532**	.405**	.603**	.495**	.590**	.586**	1
H	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55

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

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

### Hasil Uji Realibilitas Kinerja (Y)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.655	8