

LAMPIRAN

Lampiran 1 Kuesioner



No.

KUESIONER PENELITIAN

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **“PENGARUH MOTIVASI KERJA DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN PT. MEGA FINANCE CABANG BANDAR LAMPUNG”**.

Bersama ini saya,

Nama : Rio Ardana

NPM 2012110046

Fakultas/Program Studi : Ekonomi / Manajemen

Memohon bantuan kepada Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya saya ucapkan terimakasih.

Hormat Saya,

Rio Ardana
NPM. 2012110046

Format Pengisian Kuesioner

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.
4. Berilah tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

SS : Sangat Setuju
S : Setuju
CS : Cukup Setuju
TS : Tidak Setuju
STS : Sangat Tidak Setuju

Identitas Responden

1. Nama responden (Boleh tidak diisi)
2. Jenis Kelamin : Laki-Laki Perempuan
3. Usia : 17th – 25th 31th – 35th
 26th – 30th 36th – 40th
4. Pendidikan : SMA Sarjana (S1)
 Diploma (D3)
5. Masa Kerja : < 1 Tahun 3-6 Tahun
 1-3 Tahun > 6 Tahun
6. Status Karyawan : Karyawan Tetap
 Karyawan Kontrak

1. Motivasi Kerja (X₁)

No.	Pernyataan	SS	S	CS	TS	STS
		5	4	3	2	1
Semangat kerja						
1	Mampu menyelesaikan pekerjaan dengan cepat					
2	Selalu masuk kerja tepat pada waktu.					
Kegairahan kerja						
3	Memiliki ambisi untuk menyelesaikan pekerjaan sesuai target					
4	Menyenangi pekerjaan yang saat ini sedang Kerjakan					
Bekerjasama						
5	Selalu menjalin hubungan yang baik dengan teman sekerja baik didalam pekerjaan maupun diluar pekerjaan					
6	Rekan kerja selalu memberikan masukan mengenai masalah pekerjaan					
Bekerja efektif						
7	Selalu memanfaatkan waktu kerja secara Optimal					
8	Dapat menyelesaikan pekerjaan tepat waktu					
Pencapaian tujuan organisasi						
9	Kebijakan perusahaan membantu dalam pencapaian target pekerjaan					
10	Perusahaan menyediakan sumber daya yang cukup (misal: waktu, uang, peralatan, rekan kerja) untuk merealisasikan tujuan yang telah ditetapkan					

2. Kepuasan Kerja (X₂)

No	Pernyataan	SS	S	CS	TS	STS
		5	4	3	2	1
Pekerjaan						
1.	Merasa senang dengan pekerjaan saat ini karena sesuai dengan dengan pendidikan/pengalaman kerja					
2.	Merasa senang karena mendapatkan pengalaman baru dari pekerjaan saat ini					
Upah						
3.	Merasa perusahaan sudah memberikan gaji sesuai dengan waktu yang ditentukan					
4.	Mendapat kesempatan untuk memperoleh kenaikan gaji					
Promosi						
5.	Merasa senang dengan promosi (kenaikkan jabatan) sering terjadi di Perusahaan					
6.	Merasa jika melaksanakan pekerjaan dengan baik akan dipromosikan					
Pengawas						
7.	Supervisor memberikan hukuman/sanksi atas kelalaian dalam pencapaian Target					
8.	Supervisor menuntut pencapaian target bekerja sesuai dengan tugas-tugasnya					
Rekan kerja						
9.	Merasa senang bekerja dengan rekan kerja yang memiliki motivasi kerja yang tinggi					
10.	Merasa senang bekerja dengan orang yang bertanggung jawab					

3. Kinerja Karyawan (Y)

No	Pertanyaan	SS	S	CS	TS	STS
		5	4	3	2	1
Kualitas Hasil Kerja						
1	Dapat menyelesaikan pekerjaan dengan tepat waktu					
2	Dapat menyelesaikan pekerjaan dengan baik dan teliti					
Kuantitas Kerja Karyawan						
3	Dapat memenuhi beban kerja yang telah ditetapkan					
4	Selalu tepat waktu dalam menyelesaikan pekerjaan sesuai dengan target yang ditetapkan					
Waktu						
5	Tepat waktu dalam menyelesaikan pekerjaan sesuai dengan target yang telah ditetapkan					
6	Mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang Ditentukan					
Pengawasan						
7	Menaati aturan-aturan yang ditetapkan oleh Perusahaan					
8	Tindakan atas pelanggaran yang dilakukan sudah dilakukan dengan objektif					
Hubungan antar karyawan						
9	Komunikasi yang baik antara sesama rekan kerja demi mencapai keberhasilan dalam bekerja					
10	Pimpinan selalu ikut bergabung dengan bawahan untuk mencari solusipermasalahan					

Lampiran 2 Data Jawaban Responden
Variabel Motivasi Kerja (X1)

N o	X1P 1	X1P 2	X1P 3	X1P 4	X1P 5	X1P 6	X1P 7	X1P 8	X1P 9	X1P1 0	X1
1	5	4	4	4	4	4	4	5	3	4	41
2	5	5	5	3	5	3	5	2	5	5	43
3	5	2	5	2	5	2	5	2	5	4	37
4	4	5	4	3	5	3	5	3	4	5	41
5	3	4	3	4	4	4	4	4	4	4	38
6	5	1	5	5	4	5	4	5	5	4	43
7	4	4	4	4	4	4	4	4	4	4	40
8	5	3	5	3	3	3	3	3	5	2	35
9	4	4	4	4	3	4	3	4	4	4	38
10	3	3	3	3	4	3	4	3	3	3	32
11	4	4	4	4	3	4	3	4	4	2	36
12	5	5	5	5	4	5	4	5	5	4	47
13	3	2	3	3	4	3	4	2	2	2	28
14	2	2	2	2	3	2	3	2	2	2	22
15	4	4	4	4	4	4	4	4	4	5	41
16	5	3	5	3	4	3	4	3	5	4	39
17	3	1	3	5	5	5	5	3	3	3	36
18	4	4	4	4	3	4	3	4	4	3	37
19	3	3	3	3	4	3	4	3	3	5	34
20	5	5	5	5	5	5	5	5	5	4	49
21	5	1	5	2	5	2	5	2	5	2	34
22	3	3	3	3	3	3	3	3	3	4	31
23	4	4	4	4	4	4	4	4	4	4	40
24	4	1	4	4	4	4	4	4	4	4	37
25	4	4	4	4	3	4	3	4	4	3	37
26	3	3	3	3	4	3	4	3	3	4	33
27	4	4	4	4	4	4	4	4	4	3	39
28	3	3	3	3	5	3	5	3	3	4	35
29	5	1	5	5	3	5	3	5	5	4	41
30	3	3	3	3	4	3	4	3	3	5	34
31	4	3	4	4	5	4	5	5	4	5	43
32	5	5	5	5	5	5	5	4	4	4	47
33	4	5	4	4	5	4	5	1	4	4	40
34	3	4	3	4	4	4	4	4	5	2	37
35	5	1	5	4	4	4	4	4	5	4	40
36	3	5	3	3	4	3	4	3	5	4	37
37	2	1	2	3	3	3	3	4	2	2	25
38	2	5	2	4	3	4	3	4	2	3	32
39	2	4	2	2	4	2	4	4	2	4	30
40	4	3	4	2	3	2	3	4	2	4	31

Variabel Kepuasan Kerja (X2)

No	X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10	X2
1	5	4	5	5	3	4	4	3	4	5	42
2	5	3	5	2	5	3	5	5	5	5	43
3	5	2	5	5	5	2	5	5	5	5	44
4	4	3	3	5	3	3	5	5	5	4	40
5	3	4	4	5	4	4	4	4	4	3	39
6	5	5	5	5	5	5	4	3	3	4	44
7	4	4	4	2	4	4	4	3	4	4	37
8	5	3	5	5	3	3	3	3	3	3	36
9	4	4	4	5	4	4	3	3	3	3	37
10	3	3	3	5	3	3	4	4	4	4	36
11	4	4	4	2	4	4	3	3	3	3	34
12	5	5	5	5	5	5	4	4	5	5	48
13	3	3	2	3	2	3	4	2	3	3	28
14	2	2	2	2	2	2	3	4	4	4	27
15	4	4	4	5	4	4	4	4	4	3	40
16	5	3	3	2	3	3	4	3	4	4	34
17	3	5	4	5	3	5	5	3	5	2	40
18	4	4	4	5	4	4	3	4	3	5	40
19	3	3	3	4	3	3	4	3	4	5	35
20	5	5	5	4	5	5	5	5	5	5	49
21	5	2	2	3	2	2	5	5	5	5	36
22	3	3	3	5	3	3	3	4	4	4	35
23	4	4	4	4	4	4	4	4	5	5	42
24	4	4	4	4	4	4	4	2	3	3	36
25	4	4	4	5	4	4	3	4	4	4	40
26	3	3	3	5	3	3	4	4	4	3	35
27	4	4	4	5	4	4	4	3	4	4	40
28	3	3	3	4	3	3	5	3	5	2	34
29	5	5	5	4	5	5	3	4	3	5	44
30	3	3	4	5	3	3	4	3	4	5	37
31	4	4	4	4	4	4	5	5	5	5	44
32	5	5	4	4	4	5	5	5	5	5	47
33	4	4	4	5	5	4	5	5	5	4	45
34	3	4	3	5	5	4	4	4	4	3	39
35	5	4	5	5	5	4	4	3	3	4	42
36	3	3	3	2	2	3	4	3	4	4	31
37	2	3	2	2	2	3	3	3	3	3	26
38	2	4	2	2	2	4	3	3	3	3	28
39	2	2	2	2	2	2	4	4	4	4	28
40	4	2	4	4	4	2	3	3	3	3	32

Variabel Kinerja Karyawan (Y)

No	YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10	Y
1	4	4	4	4	4	4	4	3	4	5	40
2	3	4	4	5	5	3	5	5	5	5	44
3	2	3	4	2	5	2	5	5	5	5	38
4	3	4	3	5	4	3	5	5	5	4	41
5	5	4	5	4	3	4	4	4	4	3	40
6	3	5	1	1	5	5	4	3	3	4	34
7	5	5	5	4	4	4	4	3	4	4	42
8	2	4	2	3	5	3	3	3	3	3	31
9	4	4	3	4	4	4	3	3	3	3	35
10	4	2	4	3	3	3	4	4	4	4	35
11	5	4	5	4	4	4	3	3	3	3	38
12	5	5	5	5	5	5	4	4	5	5	48
13	2	2	4	2	3	3	4	2	3	3	28
14	2	3	3	2	2	2	3	4	4	4	29
15	5	2	1	4	4	4	4	4	4	3	35
16	4	4	4	3	5	3	4	3	4	4	38
17	5	2	5	1	3	5	5	3	5	2	36
18	3	5	3	4	4	4	3	4	3	5	38
19	4	5	4	3	3	3	4	3	4	5	38
20	5	5	5	5	5	5	5	5	5	5	50
21	4	3	1	1	5	2	5	5	5	5	36
22	3	4	3	3	3	3	3	4	4	4	34
23	5	5	3	4	4	4	4	4	5	5	43
24	4	5	4	1	4	4	4	2	3	3	34
25	3	3	1	4	4	4	3	4	4	4	34
26	2	5	2	3	3	3	4	4	4	3	33
27	3	1	3	4	4	4	4	3	4	4	34
28	4	2	4	3	3	3	5	3	5	2	34
29	4	5	4	1	5	5	3	4	3	5	39
30	3	4	3	3	3	3	4	3	4	5	35
31	4	5	5	3	4	4	5	5	5	5	45
32	5	3	2	5	5	5	5	5	5	5	45
33	4	5	2	5	4	4	5	5	5	4	43
34	1	3	3	4	3	4	4	4	4	3	33
35	4	4	4	1	5	4	4	3	3	4	36
36	4	5	1	5	3	3	4	3	4	4	36
37	4	4	4	1	2	3	3	3	3	3	30
38	2	4	3	5	2	4	3	3	3	3	32
39	4	5	4	4	2	2	4	4	4	4	37
40	3	3	3	3	4	2	3	3	3	3	30

Lampiran 3 Karakteristik Responden

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	22	55.0	55.0	55.0
Valid Perempuan	18	45.0	45.0	100.0
Total	40	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
17 Tahun – 25 Tahun	11	27.5	27.5	27.5
26 Tahun – 30 Tahun	19	47.5	47.5	75.0
Valid 31 Tahun – 35 Tahun	4	10.0	10.0	85.0
36 Tahun-40 Tahun	6	15.0	15.0	100.0
Total	40	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	5	12.5	12.5	12.5
Valid Diploma III	16	40.0	40.0	40.0
Sarjana	19	47.5	47.5	47.5
Total	40	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
< 1 Tahun	4	10.0	10.0	10.0
1-3 Tahun	20	50.0	50.0	60.0
Valid 4-6 Tahun	10	25.0	25.0	85.0
> 6 Tahun	6	15.0	15.0	100.0
Total	40	100.0	100.0	

Status Karyawan

	Frequency	Percent	Valid Percent	Cumulative Percent
Karyawan Tetap	13	32.5	32.5	32.5
Valid Karyawan Kontrak	27	67.5	67.5	100.0
Total	40	100.0	100.0	

Lampiran 4 Deskripsi Jawaban Responden

Variabel Motivasi Kerja (X1)

X1P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	10.0	10.0	10.0
CS	11	27.5	27.5	37.5
S	13	32.5	32.5	70.0
SS	12	30.0	30.0	100.0
Total	40	100.0	100.0	

X1P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	7	17.5	17.5	17.5
TS	3	7.5	7.5	25.0
CS	10	25.0	25.0	50.0
S	12	30.0	30.0	80.0
SS	8	20.0	20.0	100.0
Total	40	100.0	100.0	

X1P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	10.0	10.0	10.0
CS	11	27.5	27.5	37.5
S	14	35.0	35.0	72.5
SS	11	27.5	27.5	100.0
Total	40	100.0	100.0	

X1P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	12.5	12.5	12.5
CS	13	32.5	32.5	45.0
S	16	40.0	40.0	85.0
SS	6	15.0	15.0	100.0
Total	40	100.0	100.0	

X1P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	11	27.5	27.5	27.5
S	19	47.5	47.5	75.0
SS	10	25.0	25.0	100.0
Total	40	100.0	100.0	

X1P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	12.5	12.5	12.5
CS	13	32.5	32.5	45.0
S	16	40.0	40.0	85.0
SS	6	15.0	15.0	100.0
Total	40	100.0	100.0	

X1P7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	11	27.5	27.5	27.5
S	19	47.5	47.5	75.0
SS	10	25.0	25.0	100.0
Total	40	100.0	100.0	

X1P8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.5	2.5	2.5
TS	5	12.5	12.5	15.0
CS	11	27.5	27.5	42.5
S	17	42.5	42.5	85.0
SS	6	15.0	15.0	100.0
Total	40	100.0	100.0	

X1P9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	6	15.0	15.0	15.0
CS	8	20.0	20.0	35.0
S	14	35.0	35.0	70.0
SS	12	30.0	30.0	100.0
Total	40	100.0	100.0	

X1P10

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	17.5	17.5	17.5
CS	6	15.0	15.0	32.5
Valid S	21	52.5	52.5	85.0
SS	6	15.0	15.0	100.0
Total	40	100.0	100.0	

Variabel Kepuasan Kerja (X2)**X2P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	10.0	10.0	10.0
CS	11	27.5	27.5	37.5
Valid S	13	32.5	32.5	70.0
SS	12	30.0	30.0	100.0
Total	40	100.0	100.0	

X2P2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	12.5	12.5	12.5
CS	13	32.5	32.5	45.0
Valid S	16	40.0	40.0	85.0
SS	6	15.0	15.0	100.0
Total	40	100.0	100.0	

X2P3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	15.0	15.0	15.0
CS	9	22.5	22.5	37.5
Valid S	16	40.0	40.0	77.5
SS	9	22.5	22.5	100.0
Total	40	100.0	100.0	

X2P4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	9	22.5	22.5	22.5
CS	2	5.0	5.0	27.5
Valid S	9	22.5	22.5	50.0
SS	20	50.0	50.0	100.0
Total	40	100.0	100.0	

X2P5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	17.5	17.5	17.5
CS	11	27.5	27.5	45.0
Valid S	13	32.5	32.5	77.5
SS	9	22.5	22.5	100.0
Total	40	100.0	100.0	

X2P6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	12.5	12.5	12.5
CS	13	32.5	32.5	45.0
Valid S	16	40.0	40.0	85.0
SS	6	15.0	15.0	100.0
Total	40	100.0	100.0	

X2P7

	Frequency	Percent	Valid Percent	Cumulative Percent
CS	11	27.5	27.5	27.5
Valid S	19	47.5	47.5	75.0
SS	10	25.0	25.0	100.0
Total	40	100.0	100.0	

X2P8

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	5.0	5.0	5.0
CS	17	42.5	42.5	47.5
Valid S	13	32.5	32.5	80.0
SS	8	20.0	20.0	100.0
Total	40	100.0	100.0	

X2P9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	12	30.0	30.0	30.0
S	16	40.0	40.0	70.0
SS	12	30.0	30.0	100.0
Total	40	100.0	100.0	

X2P10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	5.0	5.0	5.0
CS	12	30.0	30.0	35.0
S	13	32.5	32.5	67.5
SS	13	32.5	32.5	100.0
Total	40	100.0	100.0	

Variabel Kinerja Karyawan (Y)**YP1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.5	2.5	2.5
TS	6	15.0	15.0	17.5
CS	9	22.5	22.5	40.0
S	15	37.5	37.5	77.5
SS	9	22.5	22.5	100.0
Total	40	100.0	100.0	

YP2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.5	2.5	2.5
TS	5	12.5	12.5	15.0
CS	7	17.5	17.5	32.5
S	13	32.5	32.5	65.0
SS	14	35.0	35.0	100.0
Total	40	100.0	100.0	

YP3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	5	12.5	12.5	12.5
TS	4	10.0	10.0	22.5
CS	11	27.5	27.5	50.0
S	13	32.5	32.5	82.5
SS	7	17.5	17.5	100.0
Total	40	100.0	100.0	

YP4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	7	17.5	17.5	17.5
TS	3	7.5	7.5	25.0
CS	10	25.0	25.0	50.0
S	12	30.0	30.0	80.0
SS	8	20.0	20.0	100.0
Total	40	100.0	100.0	

YP5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	10.0	10.0	10.0
CS	11	27.5	27.5	37.5
S	14	35.0	35.0	72.5
SS	11	27.5	27.5	100.0
Total	40	100.0	100.0	

YP6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	12.5	12.5	12.5
CS	13	32.5	32.5	45.0
S	16	40.0	40.0	85.0
SS	6	15.0	15.0	100.0
Total	40	100.0	100.0	

YP7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	11	27.5	27.5	27.5
S	19	47.5	47.5	75.0
SS	10	25.0	25.0	100.0
Total	40	100.0	100.0	

YP8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	5.0	5.0	5.0
CS	17	42.5	42.5	47.5
S	13	32.5	32.5	80.0
SS	8	20.0	20.0	100.0
Total	40	100.0	100.0	

YP9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	12	30.0	30.0	30.0
S	16	40.0	40.0	70.0
SS	12	30.0	30.0	100.0
Total	40	100.0	100.0	

YP10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	5.0	5.0	5.0
CS	12	30.0	30.0	35.0
S	13	32.5	32.5	67.5
SS	13	32.5	32.5	100.0
Total	40	100.0	100.0	

Lampiran 5 Hasil Uji Validitas
Variabel Motivasi Kerja (X1)

Correlations

		X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10	Motivasi Kerja
X1P1	Pearson Correlation	1	.018	.987**	.347	.278	.347	.278	.207	.765*	.235	.750*
	Sig. (2-tailed)		.913	.000	.028	.082	.028	.082	.199	.000	.145	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1P2	Pearson Correlation	.018	1	.004	.160	.110	.160	.110	.076	.094	.276	.402
	Sig. (2-tailed)	.913		.981	.323	.499	.323	.499	.643	.563	.085	.010
	N	40	40	40	40	40	40	40	40	40	40	40
X1P3	Pearson Correlation	.987**	.004	1	.341	.282	.341	.282	.172	.799*	.229	.745*
	Sig. (2-tailed)	.000	.981		.031	.078	.031	.078	.288	.000	.154	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1P4	Pearson Correlation	.347	.160	.341	1	.061	1.000**	.061	.615*	.371	.121	.691*
	Sig. (2-tailed)	.028	.323	.031		.708	.000	.708	.000	.019	.456	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1P5	Pearson Correlation	.278	.110	.282	.061	1	.061	1.000*	-.264	.295	.393	.478*
	Sig. (2-tailed)	.082	.499	.078	.708		.708	.000	.099	.065	.012	.002
	N	40	40	40	40	40	40	40	40	40	40	40
X1P6	Pearson Correlation	.347	.160	.341	1.000**	.061	1	.061	.615*	.371	.121	.691*
	Sig. (2-tailed)	.028	.323	.031	.000	.708		.708	.000	.019	.456	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1P7	Pearson Correlation	.278	.110	.282	.061	1.000**	.061	1	-.264	.295	.393	.478*
	Sig. (2-tailed)	.082	.499	.078	.708	.000	.708		.099	.065	.012	.002
	N	40	40	40	40	40	40	40	40	40	40	40
X1P8	Pearson Correlation	.207	.076	.172	.615*	-.264	.615*	-.264	1	.135	.156	.439*
	Sig. (2-tailed)	.199	.643	.288	.000	.099	.000	.099		.407	.336	.005
	N	40	40	40	40	40	40	40	40	40	40	40
X1P9	Pearson Correlation	.765**	.094	.799*	.371	.295	.371	.295	.135	1	.161	.725*
	Sig. (2-tailed)	.000	.563	.000	.019	.065	.019	.065	.407		.322	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X1P10	Pearson Correlation	.235	.276	.229	.121	.393	.121	.393	.156	.161	1	.514*
	Sig. (2-tailed)	.145	.085	.154	.456	.012	.456	.012	.336	.322		.001
	N	40	40	40	40	40	40	40	40	40	40	40
Motivasi Kerja	Pearson Correlation	.750**	.402	.745*	.691**	.478*	.691*	.478*	.439*	.725*	.514*	1
	Sig. (2-tailed)	.000	.010	.000	.000	.002	.000	.002	.005	.000	.001	
	N	40	40	40	40	40	40	40	40	40	40	40

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

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

Variabel Kepuasan Kerja (X2)

Correlations

		X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10	Kepuasan Kerja
X2P1	Pearson Correlation	1	.347	.759**	.278	.636**	.347	.278	.265	.166	.468**	.743**
	Sig. (2-tailed)		.028	.000	.083	.000	.028	.082	.099	.306	.002	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X2P2	Pearson Correlation	.347	1	.541**	.326	.556**	1.000**	.061	-.017	.000	.053	.638**
	Sig. (2-tailed)	.028		.000	.040	.000	.000	.708	.915	1.000	.743	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X2P3	Pearson Correlation	.759**	.541**	1	.487**	.806**	.541**	.130	.123	.066	.313	.800**
	Sig. (2-tailed)	.000	.000		.001	.000	.000	.423	.448	.686	.049	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X2P4	Pearson Correlation	.278	.326	.487**	1	.448**	.326	.115	.147	.107	.023	.571**
	Sig. (2-tailed)	.083	.040	.001		.004	.040	.481	.366	.510	.888	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X2P5	Pearson Correlation	.636**	.556**	.806**	.448**	1	.556**	.190	.312	.127	.265	.812**
	Sig. (2-tailed)	.000	.000	.000	.004		.000	.241	.050	.436	.098	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X2P6	Pearson Correlation	.347	1.000**	.541**	.326	.556**	1	.061	-.017	.000	.053	.638**
	Sig. (2-tailed)	.028	.000	.000	.040	.000		.708	.915	1.000	.743	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X2P7	Pearson Correlation	.278	.061	.130	.115	.190	.061	1	.475**	.802**	.226	.483**
	Sig. (2-tailed)	.082	.708	.423	.481	.241	.708		.002	.000	.161	.002
	N	40	40	40	40	40	40	40	40	40	40	40
X2P8	Pearson Correlation	.265	-.017	.123	.147	.312	-.017	.475**	1	.685**	.522**	.525**
	Sig. (2-tailed)	.099	.915	.448	.366	.050	.915	.002		.000	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40
X2P9	Pearson Correlation	.166	.000	.066	.107	.127	.000	.802**	.685**	1	.357	.474**
	Sig. (2-tailed)	.306	1.000	.686	.510	.436	1.000	.000	.000		.024	.002
	N	40	40	40	40	40	40	40	40	40	40	40
X2P10	Pearson Correlation	.468**	.053	.313	.023	.265	.053	.226	.522**	.357	1	.509**
	Sig. (2-tailed)	.002	.743	.049	.888	.098	.743	.161	.001	.024		.001
	N	40	40	40	40	40	40	40	40	40	40	40
Kepuasan Kerja	Pearson Correlation	.743**	.638**	.800**	.571**	.812**	.638**	.483**	.525**	.474**	.509**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.002	.000	.002	.001	
	N	40	40	40	40	40	40	40	40	40	40	40

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

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

Variabel Kinerja Karyawan (Y)

Correlations

		YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10	Kinerja Karyawan
YP1	Pearson Correlation	1	.185	.321	.125	.221	.438**	.247	.059	.273	.126	.593*
	Sig. (2-tailed)		.252	.043	.443	.170	.005	.124	.719	.089	.437	.000
	N	40	40	40	40	40	40	40	40	40	40	40
YP2	Pearson Correlation	.185	1	.109	.146	.137	.189	-.098	.108	-.087	.388	.444*
	Sig. (2-tailed)	.252		.503	.370	.399	.244	.547	.508	.592	.013	.004
	N	40	40	40	40	40	40	40	40	40	40	40
YP3	Pearson Correlation	.321	.109	1	-.054	-.072	.148	.121	-.114	.079	-.001	.345
	Sig. (2-tailed)	.043	.503		.740	.658	.361	.457	.483	.630	.997	.029
	N	40	40	40	40	40	40	40	40	40	40	40
YP4	Pearson Correlation	.125	.146	-.054	1	.004	.160	.110	.342	.337	.182	.498*
	Sig. (2-tailed)	.443	.370	.740		.981	.323	.499	.031	.034	.262	.001
	N	40	40	40	40	40	40	40	40	40	40	40
YP5	Pearson Correlation	.221	.137	-.072	.004	1	.341	.282	.290	.169	.446*	.505*
	Sig. (2-tailed)	.170	.399	.658	.981		.031	.078	.069	.297	.004	.001
	N	40	40	40	40	40	40	40	40	40	40	40
YP6	Pearson Correlation	.438**	.189	.148	.160	.341	1	.061	-.017	.000	.053	.470*
	Sig. (2-tailed)	.005	.244	.361	.323	.031		.708	.915	1.000	.743	.002
	N	40	40	40	40	40	40	40	40	40	40	40
YP7	Pearson Correlation	.247	-.098	.121	.110	.282	.061	1	.475**	.802*	.226	.541*
	Sig. (2-tailed)	.124	.547	.457	.499	.078	.708		.002	.000	.161	.000
	N	40	40	40	40	40	40	40	40	40	40	40
YP8	Pearson Correlation	.059	.108	-.114	.342	.290	-.017	.475*	1	.685*	.522*	.586*
	Sig. (2-tailed)	.719	.508	.483	.031	.069	.915	.002		.000	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40
YP9	Pearson Correlation	.273	-.087	.079	.337	.169	.000	.802*	.685**	1	.357	.627*
	Sig. (2-tailed)	.089	.592	.630	.034	.297	1.000	.000	.000		.024	.000
	N	40	40	40	40	40	40	40	40	40	40	40
YP10	Pearson Correlation	.126	.388	-.001	.182	.446*	.053	.226	.522*	.357	1	.608*
	Sig. (2-tailed)	.437	.013	.997	.262	.004	.743	.161	.001	.024		.000
	N	40	40	40	40	40	40	40	40	40	40	40
Kinerja Karyawan	Pearson Correlation	.593**	.444**	.345	.498*	.505*	.470*	.541*	.586*	.627*	.608*	1
	Sig. (2-tailed)	.000	.004	.029	.001	.001	.002	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40

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

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

Lampiran 6 Hasil Uji Reliabilitas

Motivasi Kerja (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.781	10

Kepuasan Kerja (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.824	10

Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.672	10

Lampiran 7 Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

	Motivasi Kerja	Kepuasan Kerja	Kinerja Karyawan
N	40	40	40
Normal Parameters ^{a,b}	Mean	37.00	37.85
	Std. Deviation	5.630	5.855
	Absolute	.100	.093
Most Extreme Differences	Positive	.089	.130
	Negative	-.100	-.077
Kolmogorov-Smirnov Z	.632	.590	.819
Asymp. Sig. (2-tailed)	.819	.877	.513

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 8 Hasil Uji Linieritas

Variabel Motivasi Kerja (X1) Terhadap Kinerja Karyawan (Y)

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	816.058	17	48.003	5.256	.000
Between Groups	671.457	1	671.457	73.523	.000
Kinerja Karyawan * Motivasi Kerja	144.601	16	9.038	.990	.499
Deviation from Linearity					
Within Groups	200.917	22	9.133		
Total	1016.975	39			

Variabel Kepuasan Kerja (X2) Terhadap Kinerja Karyawan (Y)

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	756.475	17	44.499	3.758	.002
Between Groups	578.046	1	578.046	48.818	.000
Kinerja Karyawan * Kepuasan Kerja	178.429	16	11.152	.942	.541
Deviation from Linearity					
Within Groups	260.500	22	11.841		
Total	1016.975	39			

Lampiran 9 Hasil Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	9.299	3.296			
Motivasi Kerja	.619	.190	.682	.207	4.838
Kepuasan Kerja	.127	.183	.146	.207	4.838

a. Dependent Variable: Kinerja Karyawan

Lampiran 10 Hasil Uji Analisis Regresi Linier Berganda

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	9.299	3.296	
Motivasi Kerja	.619	.190	.682
Kepuasan Kerja	.127	.183	.146

a. Dependent Variable: Kinerja Karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.815 ^a	.665	.647	3.036

a. Predictors: (Constant), Kepuasan Kerja, Motivasi Kerja

Lampiran 11 Hasil Uji T

Variabel Motivasi Kerja (X1) Terhadap Kinerja Karyawan (Y)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	9.754	3.209		3.039	.004
Motivasi Kerja	.737	.086	.813	8.593	.000

a. Dependent Variable: Kinerja Karyawan

Variabel Kepuasan Kerja (X2) Terhadap Kinerja Karyawan (Y)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	12.138	3.559		3.411	.002
Kepuasan Kerja	.658	.093	.754	7.074	.000

a. Dependent Variable: Kinerja Karyawan

Lampiran 12 Hasil Uji F

Variabel Motivasi Kerja (X1) Dan Kepuasan Kerja (X2) Terhadap Kinerja Karyawan (Y)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	675.946	2	337.973	36.668	.000 ^b
	Residual	341.029	37	9.217		
	Total	1016.975	39			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan Kerja, Motivasi Kerja