

Lampiran Kuesioner

-Kemampuan kerja

| Kk_1 | Kk_2 | Kk_3 | Kk_4 | Kk_5 | Kk_6 | Kk_7 | Kk_8 | Kk9 | Kk_10 | Skor Total |
|------|------|------|------|------|------|------|------|-----|-------|---------------|
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 35 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 23 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 37 |
| 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 39 |
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 27 |
| 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 35 |
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 42 |
| 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 37 |
| 4 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 38 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 34 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 43 |
| 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 33 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |

-Motivasi Intrinsik

| Mi_1 | Mi_2 | Mi_3 | Mi_4 | Mi_5 | Mi_6 | Mi_7 | Mi_8 | Mi_9 | Mi_10 | Skor_ Total |
|------|------|------|------|------|------|------|------|------|-------|----------------|
| 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 45 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 42 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 41 |
| 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 1 | 2 | 23 |
| 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 39 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 39 |
| 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 39 |
| 4 | 5 | 3 | 4 | 4 | 2 | 4 | 5 | 3 | 4 | 38 |
| 4 | 5 | 3 | 4 | 4 | 2 | 4 | 5 | 3 | 4 | 38 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 41 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 29 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 45 |

-Kinerja Karyawan

| Kj_1 | Kj_2 | Kj_3 | Kj_4 | Kj_5 | Kj_6 | Kj_7 | Kj_8 | Kj_9 | Kj_10 | Skor Total |
|------|------|------|------|------|------|------|------|------|-------|---------------|
| 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 38 |
| 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 45 |
| 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 34 |
| 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 35 |
| 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 3 | 3 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 3 | 37 |
| 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 38 |
| 5 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 5 | 4 | 39 |
| 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 3 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 5 | 5 | 39 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 5 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 5 | 39 |
| 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| 3 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 4 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 41 |
| 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 43 |
| 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 3 | 3 | 3 | 5 | 3 | 4 | 3 | 5 | 4 | 3 | 36 |
| 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |

Bandar Jaya, Februari 2024

Hal: Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya

Nama : Erik Mukti
NPM : 2012110137
Email : erikmukti04@gmail.com
Fakultas/Jurusan : Ekonomi/Manajemen
Dosen Pembimbing : Zuriana,S.E,M.M

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan PT Mandala Multifinance cabang Bandar Jaya, 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 KEMAMPUAN KERJA DAN MOTIVASI INTRINSIK TERHADAP KINERJA KARYAWAN PT MANDALA MULTIFINANCE CABANG BANDAR JAYA", 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

Erik Mukti
NPM.2012110137

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH KEMAMPUAN KERJA DAN MOTIVASI INTRINSIK TERHADAP KINERJA KARYAWAN PT MANDALA MULTIFINANCE CABANG BANDAR JAYA

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. Masa Kerja :

2. Jenis Kelamin : Laki – Laki Perempuan

3. Pendidikan terakhir :

4. Usia :

KINERJA KARYAWAN

| No | Pertanyaan | Nilai | | | | |
|----|---|-------|----|----|---|----|
| | | STS | TS | CS | S | SS |
| 1 | Dalam bekerja karyawan tidak menunda pekerjaan yang telah diberikan oleh atasan. | | | | | |
| 2 | Karyawan berusaha bekerja untuk memenuhi target yang ditetapkan perusahaan. | | | | | |
| 3 | Karyawan menyelesaikan pekerjaan yang dibebankan sesuai dengan standar kualitas yang telah diatur perusahaan. | | | | | |
| 4 | Dalam menyelesaikan pekerjaan Karyawan dituntut untuk tepat waktu. | | | | | |
| 5 | Karyawan selalu berusaha untuk meningkatkan kualitas kerja saya | | | | | |
| 6 | Karyawan selalu menetapkan target dalam bekerja | | | | | |
| 7 | Karyawan mampu mencapai target yang telah di tetapkan perusahaan | | | | | |
| 8 | Mampu berkerja sama antar sesama Karyawan | | | | | |
| 9 | Mengikuti aturan yang telah ditetapkan perusahaan | | | | | |
| 10 | Karyawan mampu bekerja sesuai dengan program yang telah di tetapkan perusahaan | | | | | |

KEMAMPUAN KERJA

| No | Pertanyaan | Nilai | | | | |
|----|---|-------|----|----|---|----|
| | | STS | TS | CS | S | SS |
| 1 | Pendidikan dan pengetahuan saya sesuai dengan bidang pekerjaan | | | | | |
| 2 | Masa kerja yang cukup lama di Perusahaan ini memudahkan karyawan dalam bekerja | | | | | |
| 3 | Saya selalu mampu menyelesaikan tugas tepat waktu | | | | | |
| 4 | Pendidikan terakhir karyawan sesuai dengan bidang pekerjaan | | | | | |
| 5 | Masa kerja yang cukup lama dapat meningkatkan kualitas pekerjaan karyawan | | | | | |
| 6 | Karyawan mampu memahami kebijakan-kebijakan yang ditetapkan oleh organisasi dengan baik | | | | | |
| 7 | karyawan mampu mencapai target dalam menyelesaikan tugas dengan baik | | | | | |
| 8 | Masa kerja yang cukup lama dapat mengatasi masalah yang ada pada pekerjaan | | | | | |
| 9 | Tingkat pendidikan formal yang saya miliki mendukung pekerjaan saya. | | | | | |
| 10 | Karyawan berfikir cepat dalam memecahkan masalah pekerjaan. | | | | | |

MOTIVASI INTRINSIK

| No | Pertanyaan | Nilai | | | | |
|----|--|-------|----|----|---|----|
| | | STS | TS | CS | S | SS |
| 1 | Karyawan puas dengan pekerjaan saat ini | | | | | |
| 2 | Pemberian penghargaan bagi karyawan yang berprestasi akan memberikan motivasi kerja karyawan | | | | | |
| 3 | Penghargaan atau reward yang diberikan perusahaan memotivasi saya untuk bekerja dengan semangat | | | | | |
| 4 | Karyawan senang dengan pekerjaan yang diberikan oleh atasan sehingga saya tidak merasa bosan dengan rutinitas pekerjaan saya | | | | | |
| 5 | Karyawan merasa senang apabila pekerjaan terselesaikan dengan baik | | | | | |
| 6 | Karyawan merasa puas bekerja di perusahaan ini karena menghargai apa yang telah karyawan capai | | | | | |
| 7 | Saya mendapatkan cukup pengakuan saat melakukan pekerjaan dengan baik | | | | | |
| 8 | Karyawan sangat menyukai bidang pekerjaan yang dilakukan saat ini | | | | | |
| 9 | Karyawan merasa senang dengan Tingkat tanggung jawab dalam pekerjaan | | | | | |
| 10 | Karyawan mendapatkan banyak keberhasilan dalam bekerja | | | | | |

-Lampiran Karakteristik Responden

| Jenis Kelamin | | | | | |
|----------------------|-----------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-Laki | 22 | 68.8 | 68.8 | 68.8 |
| | Perempuan | 10 | 31.3 | 31.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Usia | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 20-30 | 21 | 65.6 | 65.6 | 65.6 |
| | 31-40 | 9 | 28.1 | 28.1 | 93.8 |
| | 41-50 | 2 | 6.3 | 6.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pendidikan | | | | | |
|-------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SMA | 16 | 50.0 | 50.0 | 50.0 |
| | D3 | 8 | 25.0 | 25.0 | 75.0 |
| | S1 | 8 | 25.0 | 25.0 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Masa Kerja | | | | | |
|-------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 0-2 | 2 | 6.3 | 6.3 | 6.3 |
| | 3-4 | 17 | 53.1 | 53.1 | 59.4 |
| | 5-6 | 10 | 31.3 | 31.3 | 90.6 |
| | 7-20 | 3 | 9.4 | 9.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

-LAMPIRAN JAWABAN KUESIONER

-KEMAMPUAN KERJA (X1)

| KK1 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Cukup Setuju | 1 | 3.1 | 3.1 | 6.3 |
| | Setuju | 26 | 81.3 | 81.3 | 87.5 |
| | Sangat Setuju | 4 | 12.5 | 12.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK2 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Cukup Setuju | 10 | 31.3 | 31.3 | 34.4 |
| | Setuju | 6 | 18.8 | 18.8 | 53.1 |
| | Sangat Setuju | 15 | 46.9 | 46.9 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK3 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Cukup Setuju | 10 | 31.3 | 31.3 | 34.4 |
| | Setuju | 12 | 37.5 | 37.5 | 71.9 |
| | Sangat Setuju | 9 | 28.1 | 28.1 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK4 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Cukup Setuju | 3 | 9.4 | 9.4 | 12.5 |
| | Setuju | 7 | 21.9 | 21.9 | 34.4 |
| | Sangat Setuju | 21 | 65.6 | 65.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK5 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 2 | 6.3 | 6.3 | 6.3 |
| | Setuju | 11 | 34.4 | 34.4 | 40.6 |
| | Sangat Setuju | 19 | 59.4 | 59.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK6 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 6.3 | 6.3 | 6.3 |
| | Cukup Setuju | 5 | 15.6 | 15.6 | 21.9 |
| | Setuju | 22 | 68.8 | 68.8 | 90.6 |
| | Sangat Setuju | 3 | 9.4 | 9.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK7 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 6.3 | 6.3 | 6.3 |
| | Cukup Setuju | 8 | 25.0 | 25.0 | 31.3 |
| | Setuju | 11 | 34.4 | 34.4 | 65.6 |
| | Sangat Setuju | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK8 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 10 | 31.3 | 31.3 | 31.3 |
| | Setuju | 17 | 53.1 | 53.1 | 84.4 |
| | Sangat Setuju | 5 | 15.6 | 15.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK9 | | | | | |
|-------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Cukup Setuju | 1 | 3.1 | 3.1 | 6.3 |
| | Setuju | 20 | 62.5 | 62.5 | 68.8 |
| | Sangat Setuju | 10 | 31.3 | 31.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| KK10 | | | | | |
|-------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Cukup Setuju | 10 | 31.3 | 31.3 | 34.4 |
| | Setuju | 2 | 6.3 | 6.3 | 40.6 |
| | Sangat Setuju | 19 | 59.4 | 59.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

MOTIVASI INTRINSIK (X2)

| Mi1 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Cukup Setuju | 3 | 9.4 | 9.4 | 12.5 |
| | Setuju | 13 | 40.6 | 40.6 | 53.1 |
| | Sangat Setuju | 15 | 46.9 | 46.9 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi2 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 6.3 | 6.3 | 6.3 |
| | Cukup Setuju | 9 | 28.1 | 28.1 | 34.4 |
| | Setuju | 10 | 31.3 | 31.3 | 65.6 |
| | Sangat Setuju | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi3 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 7 | 21.9 | 21.9 | 21.9 |
| | Setuju | 14 | 43.8 | 43.8 | 65.6 |
| | Sangat Setuju | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi4 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 5 | 15.6 | 15.6 | 15.6 |
| | Setuju | 16 | 50.0 | 50.0 | 65.6 |
| | Sangat Setuju | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi5 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 3 | 9.4 | 9.4 | 9.4 |
| | Cukup Setuju | 7 | 21.9 | 21.9 | 31.3 |
| | Setuju | 10 | 31.3 | 31.3 | 62.5 |
| | Sangat Setuju | 12 | 37.5 | 37.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi6 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 6.3 | 6.3 | 6.3 |
| | Cukup Setuju | 7 | 21.9 | 21.9 | 28.1 |
| | Setuju | 2 | 6.3 | 6.3 | 34.4 |
| | Sangat Setuju | 21 | 65.6 | 65.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi7 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 5 | 15.6 | 15.6 | 15.6 |
| | Setuju | 11 | 34.4 | 34.4 | 50.0 |
| | Sangat Setuju | 16 | 50.0 | 50.0 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi8 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 3 | 9.4 | 9.4 | 9.4 |
| | Cukup Setuju | 4 | 12.5 | 12.5 | 21.9 |
| | Setuju | 10 | 31.3 | 31.3 | 53.1 |
| | Sangat Setuju | 15 | 46.9 | 46.9 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi9 | | | | | |
|------------|---------------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat tidak setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Tidak Setuju | 2 | 6.3 | 6.3 | 9.4 |
| | Cukup Setuju | 4 | 12.5 | 12.5 | 21.9 |
| | Setuju | 14 | 43.8 | 43.8 | 65.6 |
| | Sangat Setuju | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Mi10 | | | | | |
|-------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju | 2 | 6.3 | 6.3 | 6.3 |
| | Cukup Setuju | 11 | 34.4 | 34.4 | 40.6 |
| | Setuju | 14 | 43.8 | 43.8 | 84.4 |
| | Sangat Setuju | 5 | 15.6 | 15.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

-KINERJA (Y)

| Kj1 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 5 | 15.6 | 15.6 | 15.6 |
| | Setuju | 23 | 71.9 | 71.9 | 87.5 |
| | Sangat Setuju | 4 | 12.5 | 12.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj2 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 9 | 28.1 | 28.1 | 28.1 |
| | Setuju | 12 | 37.5 | 37.5 | 65.6 |
| | Sangat Setuju | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj3 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 10 | 31.3 | 31.3 | 31.3 |
| | Setuju | 15 | 46.9 | 46.9 | 78.1 |
| | Sangat Setuju | 7 | 21.9 | 21.9 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj4 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 11 | 34.4 | 34.4 | 34.4 |
| | Setuju | 7 | 21.9 | 21.9 | 56.3 |
| | Sangat Setuju | 14 | 43.8 | 43.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj5 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 5 | 15.6 | 15.6 | 15.6 |
| | Setuju | 16 | 50.0 | 50.0 | 65.6 |
| | Sangat Setuju | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj6 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Setuju | 15 | 46.9 | 46.9 | 46.9 |
| | Sangat Setuju | 17 | 53.1 | 53.1 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj7 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 6 | 18.8 | 18.8 | 18.8 |
| | Setuju | 4 | 12.5 | 12.5 | 31.3 |
| | Sangat Setuju | 22 | 68.8 | 68.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj8 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 8 | 25.0 | 25.0 | 25.0 |
| | Setuju | 19 | 59.4 | 59.4 | 84.4 |
| | Sangat Setuju | 5 | 15.6 | 15.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj9 | | | | | |
|------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 1 | 3.1 | 3.1 | 3.1 |
| | Setuju | 10 | 31.3 | 31.3 | 34.4 |
| | Sangat Setuju | 21 | 65.6 | 65.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Kj10 | | | | | |
|-------------|---------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Cukup Setuju | 4 | 12.5 | 12.5 | 12.5 |
| | Setuju | 20 | 62.5 | 62.5 | 75.0 |
| | Sangat Setuju | 8 | 25.0 | 25.0 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| | | | | | | | | | | | | |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| | Sig. (2-tailed) | .002 | .229 | .000 | .001 | .000 | | .001 | .015 | .000 | .051 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| M7 | Pearson Correlation | .752* | .625* | .612* | .746* | .794* | .570* | 1 | .582* | .852* | .656* | .873** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .001 | | .000 | .000 | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| M8 | Pearson Correlation | .605* | .665* | .538* | .569* | .757* | .426* | .582* | 1 | .579* | .739* | .797** |
| | Sig. (2-tailed) | .000 | .000 | .001 | .001 | .000 | .015 | .000 | | .001 | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| M9 | Pearson Correlation | .814* | .703* | .761* | .825* | .635* | .617* | .852* | .579* | 1 | .696* | .908** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| M10 | Pearson Correlation | .510* | .845* | .693* | .674* | .656* | .348 | .656* | .739* | .696* | 1 | .830** |
| | Sig. (2-tailed) | .003 | .000 | .000 | .000 | .000 | .051 | .000 | .000 | .000 | | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| TOTAL | Pearson Correlation | .765* | .788* | .814* | .869* | .856* | .693* | .873* | .797* | .908* | .830* | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

-Kemampuan Kerja (X1)

| Correlations | | | | | | | | | | | | |
|--------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| | | Kk1 | Kk2 | Kk3 | Kk4 | Kk5 | Kk6 | Kk7 | Kk8 | Kk9 | Kk10 | TOTAL |
| | | | | | | | | | | | | L |
| Kk1 | Pearson Correlation | 1 | .493* | .637* | .560* | .624* | .795* | .645* | .634* | .708* | .523* | .796** |
| | Sig. (2-tailed) | | .004 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .002 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk2 | Pearson Correlation | .493* | 1 | .677* | .814* | .238 | .705* | .039 | .716* | .729* | .876* | .797** |
| | Sig. (2-tailed) | .004 | | .000 | .000 | .190 | .000 | .831 | .000 | .000 | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk3 | Pearson Correlation | .637* | .677* | 1 | .774* | .521* | .731* | .562* | .864* | .495* | .885* | .901** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .002 | .000 | .001 | .000 | .004 | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk4 | Pearson Correlation | .560* | .814* | .774* | 1 | .549* | .812* | .409* | .741* | .640* | .857* | .900** |
| | Sig. (2-tailed) | .001 | .000 | .000 | | .001 | .000 | .020 | .000 | .000 | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk5 | Pearson Correlation | .624* | .238 | .521* | .549* | 1 | .689* | .864* | .434* | .180 | .427* | .672** |
| | Sig. (2-tailed) | .000 | .190 | .002 | .001 | | .000 | .000 | .013 | .325 | .015 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk6 | Pearson Correlation | .795* | .705* | .731* | .812* | .689* | 1 | .590* | .761* | .729* | .708* | .923** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |

| | | | | | | | | | | | | |
|--|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk7 | Pearson Correlation | .645* | .039 | .562* | .409* | .864* | .590* | 1 | .452* | .116 | .316 | .604** |
| | Sig. (2-tailed) | .000 | .831 | .001 | .020 | .000 | .000 | | .009 | .526 | .078 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk8 | Pearson Correlation | .634* | .716* | .864* | .741* | .434* | .761* | .452* | 1 | .513* | .808* | .866** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .013 | .000 | .009 | | .003 | .000 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk9 | Pearson Correlation | .708* | .729* | .495* | .640* | .180 | .729* | .116 | .513* | 1 | .557* | .690** |
| | Sig. (2-tailed) | .000 | .000 | .004 | .000 | .325 | .000 | .526 | .003 | | .001 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kk10 | Pearson Correlation | .523* | .876* | .885* | .857* | .427* | .708* | .316 | .808* | .557* | 1 | .887** |
| | Sig. (2-tailed) | .002 | .000 | .000 | .000 | .015 | .000 | .078 | .000 | .001 | | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| TOTAL | Pearson Correlation | .796* | .797* | .901* | .900* | .672* | .923* | .604* | .866* | .690* | .887* | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|--|---------------------|-------|--------|-------|-------|-------|--------|--------|--------|-------|-------|--------|
| Kj8 | Pearson Correlation | .178 | .326 | -.019 | .354* | .259 | .357* | .282 | 1 | .080 | .196 | .611** |
| | Sig. (2-tailed) | .328 | .068 | .917 | .047 | .152 | .045 | .118 | | .665 | .281 | .000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kj9 | Pearson Correlation | .068 | .127 | .069 | .269 | .358* | -.072 | .145 | .080 | 1 | -.048 | .397* |
| | Sig. (2-tailed) | .713 | .487 | .706 | .136 | .045 | .696 | .428 | .665 | | .795 | .024 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Kj10 | Pearson Correlation | .111 | .050 | .171 | .334 | .019 | .300 | .066 | .196 | -.048 | 1 | .432* |
| | Sig. (2-tailed) | .546 | .787 | .349 | .062 | .917 | .095 | .720 | .281 | .795 | | .013 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| TOTAL | Pearson Correlation | .410* | .507** | .415* | .434* | .397* | .561** | .748** | .611** | .397* | .432* | 1 |
| | Sig. (2-tailed) | .020 | .003 | .018 | .013 | .025 | .001 | .000 | .000 | .024 | .013 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

-LAMPIRAN UJI RELIABILITAS

-Kemampuan Kerja (X1)

| Case Processing Summary | | | |
|--------------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 32 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 32 | 100.0 |

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

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .933 | 10 |

-Motivasi Intrinsik (X2)

| Case Processing Summary | | | |
|--------------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 32 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 32 | 100.0 |

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

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .941 | 10 |

-Kinerja (Y)

| Case Processing Summary | | | |
|--------------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 32 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 32 | 100.0 |

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

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .643 | 10 |

LAMPIRAN UJI NORMALITAS

X1 dan Y

| One-Sample Kolmogorov-Smirnov Test | | |
|--|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 32 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.80048364 |
| Most Extreme Differences | Absolute | .129 |
| | Positive | .086 |
| | Negative | -.129 |
| Test Statistic | | .129 |
| Asymp. Sig. (2-tailed) | | .195 ^c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

X2 dan Y

| One-Sample Kolmogorov-Smirnov Test | | |
|--|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 32 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 3.87414493 |
| Most Extreme Differences | Absolute | .110 |
| | Positive | .070 |
| | Negative | -.110 |
| Test Statistic | | .110 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

-LAMPIRAN HASIL UJI LINIERITAS

| ANOVA Table | | | | | | | |
|------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja * Kemampuan Kerja | Between Groups | (Combined) | 287.185 | 14 | 20.513 | 5.667 | .001 |
| | | Linearity | 246.864 | 1 | 246.864 | 68.202 | .000 |
| | | Deviation from Linearity | 40.321 | 13 | 3.102 | .857 | .605 |
| | Within Groups | | 61.533 | 17 | 3.620 | | |
| | Total | | 348.719 | 31 | | | |

| ANOVA Table | | | | | | | |
|---------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja * Motivasi Intrinsik | Between Groups | (Combined) | 251.602 | 15 | 16.773 | 2.763 | .026 |
| | | Linearity | 105.595 | 1 | 105.595 | 17.397 | .001 |
| | | Deviation from Linearity | 146.007 | 14 | 10.429 | 1.718 | .149 |
| | Within Groups | | 97.117 | 16 | 6.070 | | |
| | Total | | 348.719 | 31 | | | |

-LAMPIRAN HASIL UJI MULTIKOLINIERITAS

| Coefficients ^a | | | | | | | | |
|---------------------------|--------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 21.020 | 2.183 | | 9.628 | .000 | | |
| | Kemampuan Kerja | .346 | .042 | .740 | 8.178 | .000 | .888 | 1.126 |
| | Motivasi Intrinsik | .162 | .049 | .302 | 3.341 | .002 | .888 | 1.126 |

a. Dependent Variable: Kinerja

-LAMPIRAN HASIL UJI REGRESI LINIER BERGANDA

| Variables Entered/Removed^a | | | |
|--|--|-------------------|--------|
| Model | Variables Entered | Variables Removed | Method |
| 1 | Motivasi Intrinsik, Kemampuan Kerja ^b | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

| Model Summary | | | | |
|--|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .888 ^a | .789 | .775 | 1.59244 |
| a. Predictors: (Constant), Motivasi Intrinsik, Kemampuan Kerja | | | | |

| ANOVA^a | | | | | | |
|--|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 275.178 | 2 | 137.589 | 54.257 | .000 ^b |
| | Residual | 73.540 | 29 | 2.536 | | |
| | Total | 348.719 | 31 | | | |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Motivasi Intrinsik, Kemampuan Kerja | | | | | | |

| Coefficients^a | | | | | | |
|---------------------------------|--------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 21.020 | 2.183 | | 9.628 | .000 |
| | Kemampuan Kerja | .346 | .042 | .740 | 8.178 | .000 |
| | Motivasi Intrinsik | .162 | .049 | .302 | 3.341 | .002 |
| a. Dependent Variable: Kinerja | | | | | | |

T tabel

**Tabel
Nilai t**

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ | d.f |
|------------|------------|--------------|-------------|------------|-------------|------------|
| 1 | 3,078 | 6,314 | 12,706 | 31,821 | 63, 657 | 1 |
| 2 | 1,886 | 2,920 | 4,303 | 6,965 | 9,925 | 2 |
| 3 | 1,638 | 2,353 | 3,182 | 4,541 | 5,841 | 3 |
| 4 | 1,533 | 2,132 | 2,776 | 3,747 | 4,604 | 4 |
| 5 | 1,476 | 2,015 | 2,571 | 3,365 | 4,032 | 5 |
| 6 | 1,440 | 1,943 | 2,447 | 3,143 | 3,707 | 6 |
| 7 | 1,415 | 1,895 | 2,365 | 2,998 | 3,499 | 7 |
| 8 | 1,397 | 1,860 | 2,306 | 2,896 | 3,355 | 8 |
| 9 | 1,383 | 1,833 | 2,262 | 2,821 | 3,250 | 9 |
| 10 | 1,372 | 1,812 | 2,228 | 2,764 | 3,169 | 10 |
| 11 | 1,363 | 1,796 | 2,201 | 2,718 | 3,106 | 11 |
| 12 | 1,356 | 1,782 | 2,179 | 2,681 | 3,055 | 12 |
| 13 | 1,350 | 1,771 | 2,160 | 2,650 | 3,012 | 13 |
| 14 | 1,345 | 1,761 | 2,145 | 2,624 | 2,977 | 14 |
| 15 | 1,341 | 1,753 | 2,131 | 2,602 | 2,947 | 15 |
| 16 | 1,337 | 1,746 | 2,120 | 2,583 | 2,921 | 16 |
| 17 | 1,333 | 1,740 | 2,110 | 2,567 | 2,898 | 17 |
| 18 | 1,330 | 1,734 | 2,101 | 2,552 | 2,878 | 18 |
| 19 | 1,328 | 1,729 | 2,093 | 2,539 | 2,861 | 19 |
| 20 | 1,325 | 1,725 | 2,086 | 2,528 | 2,845 | 20 |
| 21 | 1,323 | 1,721 | 2,080 | 2,518 | 2,831 | 21 |
| 22 | 1,321 | 1,717 | 2,074 | 2,508 | 2,819 | 22 |
| 23 | 1,319 | 1,714 | 2,069 | 2,500 | 2,807 | 23 |
| 24 | 1,318 | 1,711 | 2,064 | 2,492 | 2,797 | 24 |
| 25 | 1,316 | 1,708 | 2,060 | 2,485 | 2,787 | 25 |
| 26 | 1,315 | 1,706 | 2,056 | 2,479 | 2,779 | 26 |
| 27 | 1,314 | 1,703 | 2,052 | 2,473 | 2,771 | 27 |
| 28 | 1,313 | 1,701 | 2,048 | 2,467 | 2,763 | 28 |
| 29 | 1,311 | 1,699 | 2,045 | 2,462 | 2,756 | 29 |
| 30 | 1,310 | 1,697 | 2,042 | 2,457 | 2,750 | 30 |
| 31 | 1,309 | 1,696 | 2,040 | 2,453 | 2,744 | 31 |
| 32 | 1,309 | 1,694 | 2,037 | 2,449 | 2,738 | 32 |
| 33 | 1,308 | 1,692 | 2,035 | 2,445 | 2,733 | 33 |
| 34 | 1,307 | 1,691 | 2,032 | 2,441 | 2,728 | 34 |
| 35 | 1,306 | 1,690 | 2,030 | 2,438 | 2,724 | 35 |
| 36 | 1,306 | 1,688 | 2,028 | 2,434 | 2,719 | 36 |
| 37 | 1,305 | 1,687 | 2,026 | 2,431 | 2,715 | 37 |
| 38 | 1,304 | 1,686 | 2,024 | 2,429 | 2,712 | 38 |
| 39 | 1,303 | 1,685 | 2,023 | 2,426 | 2,708 | 39 |

Sumber: *Aplikasi Analisis Multivariate Dengan Program SPSS* (Dr. Imam Ghozali)

F tabel

| df | df | | | | | | | | | | | | | | |
|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| 37 | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

R tabel

Distribusi nilai r_{tabel} Signifikansi 5% dan 1%

| N | The Level of Significance | | N | The Level of Significance | |
|----|---------------------------|-------|------|---------------------------|-------|
| | 5% | 1% | | 5% | 1% |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | 0.361 | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |