

LAMPIRAN

Lampiran 1



Lampiran 2

KUESIONER PENELITIAN

Pernyataan ini berguna dalam rangka penelitian Skripsi yang berjudul :

**PENGARUH MOTIVASI EKSTRINSIK DAN DISIPLIN KERJA
TERHADAP KINERJA KARYAWAN PO BUS DARMA DUTA
LAMPUNG**

I. Karakteristik Responden

- a. No. Responden :
 b. Usia :
 c. Posisi pekerjaan : a. Driver b. Kondektur

II. Kriteria Penelitian

Petunjuk Pengisian Daftar Pernyataan :

1. Jawablah pernyataan dengan jujur dan benar.
2. Setiap pernyataan harus dijawab semua, jangan sampai ada yang terlewatkan agar data dapat sepenuhnya diolah peneliti.
3. Berilah tanda (√) pada kolom jawaban yang sudah disediakan.

| Jawaban | Bobot |
|---------------------------|--------------|
| Sangat Setuju (SS) | 5 |
| Setuju (S) | 4 |
| Cukup Setuju (CS) | 3 |
| Tidak Setuju (TS) | 2 |
| Sangat Tidak Setuju (STS) | 1 |

DAFTAR PENYATAAN**Variabel Motivasi Ekstrinsik (X1)**

| No | Pernyataan | SS | S | CS | TS | STS |
|-----------------------------------|------------------------------------------------------------------------------------------------------|----|---|----|----|-----|
| Kebijakan dan Administrasi | | | | | | |
| 1. | Saya merasa termotivasi untuk melakukan pekerjaan secara tepat dan cepat sesuai kebijakan perusahaan | | | | | |
| Kualitas Supervisi | | | | | | |
| 2. | Adanya pengawasan yang baik dari atasan membuat pekerjaan menjadi lebih baik | | | | | |
| Hubungan Antar Pribadi | | | | | | |
| 3. | Adanya hubungan yang baik dengan atasan dan sesama rekan kerja | | | | | |
| Penghargaan (Reward) | | | | | | |
| 4. | Saya mendapat imbalan tambahan diluar gaji saat mencapai target perusahaan | | | | | |
| 5. | Gaji yang di terima dari perusahaan sesuai beban pekerjaan | | | | | |

Variabel Disiplin Kerja (X2)

| No | Pernyataan | SS | S | CS | TS | STS |
|------------------------------------|---------------------------------------------------------------------------------------------|----|---|----|----|-----|
| Absensi Tenaga Kerja | | | | | | |
| 1. | Saya berusaha tepat waktu saat datang bekerja | | | | | |
| Adanya Keterlambatan Kerja | | | | | | |
| 2. | Peraturan jam masuk dan jam pulang kerja dip perusahaan harus efektif | | | | | |
| Perputaran Tenaga Kerja | | | | | | |
| 3. | Adanya perputaran tenaga kerja membuat keahlian yang saya miliki menjadi semakin berkembang | | | | | |
| Seringnya Terjadi Kesalahan | | | | | | |
| 4. | Setiap karyawan harus berusaha untuk melaksanakan tugas nya dengan baik tanpa kesalahan | | | | | |
| Adanya Pemogokan | | | | | | |
| 5. | Perusahaan memberikan gaji karyawan tepat waktu untuk menghindari adanya pemogokan kerja | | | | | |

Variabel Kinerja Karyawan (Y)

| No | Pernyataan | SS | S | CS | TS | STS |
|------------------------|------------------------------------------------------------------------------------------------------------------|----|---|----|----|-----|
| Kualitas Kerja | | | | | | |
| 1. | Saya mampu menyelesaikan tugas kerja yang dibebankan dengan kualitas tinggi sesuai harapan pimpinan | | | | | |
| Kuantitas Kerja | | | | | | |
| 2. | Saya mampu menyelesaikan tugas kerja yang diberikan pimpinan sesuai dengan besarnya target kerja yang diharapkan | | | | | |
| Ketepatan Waktu | | | | | | |
| 3. | Saya mampu menyelesaikan tugas kerja yang dibebankan sesuai dengan waktu yang sudah ditentukan | | | | | |
| Efektivitas | | | | | | |
| 4. | Saya mampu memaksimalkan sumber daya yang dimiliki perusahaan untuk melaksanakan tugas kerja yang dibebankan | | | | | |
| Komitmen | | | | | | |
| 5. | Saya mampu melaksanakan fungsi kerja dengan baik sesuai dengan job deksirpsi yang ditetapkan | | | | | |

Lampiran 3 Karakteristik Responden

| | | Usia | | | Cumulative |
|-------|-------------|-----------|---------|---------------|------------|
| | | Frequency | Percent | Valid Percent | Percent |
| Valid | 25-30 tahun | 32 | 50,0 | 50,0 | 50,0 |
| | 31-35 tahun | 27 | 42,2 | 42,2 | 92,2 |
| | 36-40 tahun | 5 | 7,8 | 7,8 | 100,0 |
| | Total | 64 | 100,0 | 100,0 | |

| | | Jenis Pekerjaan | | | Cumulative |
|-------|-----------|-----------------|---------|---------------|------------|
| | | Frequency | Percent | Valid Percent | Percent |
| Valid | Driver | 32 | 50,0 | 50,0 | 50,0 |
| | Kondektur | 32 | 50,0 | 50,0 | 100,0 |
| | Total | 64 | 100,0 | 100,0 | |

Lampiran 4 Data Jawaban Responden

| No Resp. | Pernyataan X1 | | | | | X1 | Pernyataan X2 | | | | | X2 | PERNYATAAN Y | | | | | Y |
|-------------|---------------|---|---|---|---|----|---------------|---|---|---|---|----|--------------|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | | 1 | 2 | 3 | 4 | 5 | | Y1 | Y2 | Y3 | Y4 | Y5 | |
| 1 | 5 | 3 | 4 | 5 | 4 | 21 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 3 | 3 | 5 | 19 |
| 2 | 4 | 5 | 3 | 3 | 4 | 19 | 5 | 3 | 3 | 4 | 3 | 18 | 4 | 3 | 3 | 3 | 5 | 18 |
| 3 | 4 | 3 | 3 | 3 | 4 | 17 | 5 | 5 | 3 | 4 | 3 | 20 | 4 | 3 | 4 | 3 | 3 | 17 |
| 4 | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 5 | 4 | 3 | 20 |
| 5 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 5 | 5 | 5 | 4 | 23 |
| 6 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 5 | 4 | 3 | 3 | 19 | 3 | 5 | 4 | 4 | 5 | 21 |
| 7 | 5 | 4 | 3 | 2 | 4 | 18 | 5 | 4 | 3 | 3 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 19 |
| 8 | 5 | 5 | 3 | 3 | 4 | 20 | 4 | 5 | 3 | 3 | 3 | 18 | 4 | 5 | 3 | 5 | 4 | 21 |
| 9 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 3 | 4 | 3 | 5 | 19 | 3 | 3 | 4 | 4 | 3 | 17 |
| 10 | 4 | 3 | 4 | 4 | 5 | 20 | 5 | 4 | 4 | 5 | 4 | 22 | 4 | 4 | 4 | 3 | 3 | 18 |
| 11 | 4 | 3 | 3 | 2 | 4 | 16 | 4 | 4 | 5 | 3 | 3 | 19 | 3 | 4 | 4 | 3 | 2 | 16 |
| 12 | 4 | 3 | 3 | 3 | 4 | 17 | 4 | 4 | 3 | 3 | 3 | 17 | 2 | 4 | 3 | 3 | 2 | 14 |
| 13 | 5 | 2 | 2 | 4 | 4 | 17 | 5 | 3 | 4 | 3 | 2 | 17 | 3 | 3 | 5 | 2 | 2 | 15 |
| 14 | 5 | 3 | 3 | 5 | 5 | 21 | 4 | 3 | 4 | 5 | 3 | 19 | 5 | 3 | 5 | 3 | 3 | 19 |
| 15 | 4 | 3 | 3 | 4 | 5 | 19 | 4 | 4 | 4 | 5 | 3 | 20 | 4 | 4 | 5 | 3 | 3 | 19 |
| 16 | 3 | 2 | 3 | 3 | 5 | 16 | 3 | 2 | 3 | 5 | 5 | 18 | 3 | 2 | 4 | 2 | 3 | 14 |
| 17 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 3 | 4 | 4 | 5 | 20 | 2 | 3 | 4 | 3 | 4 | 16 |
| 18 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 4 | 4 | 4 | 3 | 20 | 3 | 4 | 3 | 4 | 4 | 18 |
| 19 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 4 | 5 | 2 | 19 | 4 | 4 | 3 | 5 | 4 | 20 |

| | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|
| 20 | 4 | 4 | 5 | 3 | 5 | 21 | 3 | 3 | 3 | 5 | 3 | 17 | 4 | 3 | 3 | 4 | 3 | 17 |
| 21 | 4 | 4 | 5 | 2 | 2 | 17 | 3 | 2 | 2 | 4 | 4 | 15 | 5 | 2 | 3 | 4 | 3 | 17 |
| 22 | 4 | 5 | 5 | 3 | 4 | 21 | 3 | 3 | 3 | 4 | 5 | 18 | 3 | 3 | 3 | 5 | 3 | 17 |
| 23 | 5 | 4 | 3 | 4 | 4 | 20 | 4 | 4 | 4 | 5 | 3 | 20 | 3 | 4 | 4 | 4 | 4 | 19 |
| 24 | 4 | 3 | 3 | 5 | 5 | 20 | 5 | 3 | 4 | 3 | 3 | 18 | 4 | 3 | 4 | 3 | 4 | 18 |
| 25 | 4 | 3 | 3 | 5 | 3 | 18 | 4 | 4 | 4 | 3 | 3 | 18 | 4 | 4 | 4 | 3 | 3 | 18 |
| 26 | 3 | 4 | 5 | 4 | 4 | 20 | 5 | 3 | 4 | 4 | 5 | 21 | 5 | 3 | 4 | 4 | 5 | 21 |
| 27 | 3 | 4 | 4 | 4 | 5 | 20 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 28 | 4 | 4 | 5 | 4 | 5 | 22 | 2 | 4 | 4 | 5 | 5 | 20 | 3 | 4 | 2 | 4 | 4 | 17 |
| 29 | 5 | 4 | 3 | 3 | 4 | 19 | 3 | 3 | 3 | 4 | 3 | 16 | 4 | 3 | 3 | 4 | 5 | 19 |
| 30 | 4 | 3 | 2 | 3 | 4 | 16 | 4 | 5 | 3 | 4 | 2 | 18 | 5 | 5 | 3 | 3 | 4 | 20 |
| 31 | 5 | 2 | 3 | 5 | 4 | 19 | 5 | 2 | 3 | 4 | 3 | 17 | 4 | 2 | 4 | 2 | 3 | 15 |
| 32 | 3 | 3 | 5 | 5 | 4 | 20 | 5 | 3 | 3 | 4 | 5 | 20 | 3 | 3 | 5 | 3 | 4 | 18 |
| 33 | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 3 | 3 | 5 | 4 | 19 | 4 | 3 | 4 | 4 | 5 | 20 |
| 34 | 5 | 3 | 5 | 4 | 4 | 21 | 3 | 4 | 3 | 4 | 5 | 19 | 5 | 4 | 4 | 3 | 4 | 20 |
| 35 | 5 | 2 | 3 | 4 | 3 | 17 | 3 | 5 | 3 | 3 | 3 | 17 | 4 | 5 | 4 | 2 | 3 | 18 |
| 36 | 4 | 3 | 3 | 5 | 4 | 19 | 2 | 4 | 3 | 4 | 3 | 16 | 4 | 4 | 5 | 3 | 4 | 20 |
| 37 | 3 | 4 | 5 | 4 | 4 | 20 | 3 | 3 | 4 | 4 | 5 | 19 | 4 | 3 | 4 | 4 | 4 | 19 |
| 38 | 2 | 4 | 3 | 3 | 5 | 17 | 4 | 4 | 3 | 5 | 3 | 19 | 3 | 4 | 3 | 4 | 4 | 18 |
| 39 | 4 | 4 | 3 | 4 | 4 | 19 | 5 | 5 | 4 | 4 | 3 | 21 | 3 | 5 | 4 | 4 | 3 | 19 |
| 40 | 5 | 3 | 5 | 5 | 4 | 22 | 5 | 5 | 5 | 4 | 5 | 24 | 3 | 5 | 5 | 3 | 4 | 20 |
| 41 | 4 | 3 | 5 | 2 | 5 | 19 | 5 | 5 | 2 | 5 | 5 | 22 | 4 | 5 | 4 | 3 | 5 | 21 |
| 42 | 3 | 4 | 3 | 3 | 5 | 18 | 4 | 4 | 3 | 5 | 3 | 19 | 5 | 4 | 3 | 4 | 4 | 20 |
| 43 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 3 | 3 | 4 | 3 | 17 | 4 | 3 | 3 | 3 | 3 | 16 |
| 44 | 2 | 2 | 3 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 3 | 18 | 3 | 4 | 3 | 2 | 2 | 14 |
| 45 | 5 | 3 | 5 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 4 | 3 | 3 | 19 |
| 46 | 4 | 5 | 4 | 3 | 4 | 20 | 3 | 4 | 3 | 4 | 4 | 18 | 5 | 4 | 4 | 5 | 4 | 22 |
| 47 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 4 | 19 |
| 48 | 3 | 4 | 3 | 3 | 5 | 18 | 5 | 4 | 3 | 5 | 3 | 20 | 5 | 4 | 2 | 4 | 5 | 20 |
| 49 | 3 | 4 | 5 | 2 | 5 | 19 | 4 | 5 | 2 | 5 | 5 | 21 | 4 | 5 | 3 | 4 | 4 | 20 |
| 50 | 3 | 3 | 4 | 3 | 5 | 18 | 3 | 4 | 3 | 5 | 4 | 19 | 3 | 4 | 4 | 3 | 3 | 17 |
| 51 | 4 | 3 | 3 | 4 | 5 | 19 | 4 | 5 | 3 | 5 | 3 | 20 | 4 | 5 | 3 | 3 | 4 | 19 |
| 52 | 4 | 3 | 4 | 5 | 4 | 20 | 5 | 4 | 5 | 4 | 4 | 22 | 4 | 4 | 5 | 3 | 5 | 21 |
| 53 | 2 | 4 | 4 | 4 | 5 | 19 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 4 | 4 | 4 | 4 | 21 |
| 54 | 3 | 5 | 4 | 3 | 5 | 20 | 3 | 5 | 3 | 5 | 3 | 19 | 4 | 5 | 5 | 5 | 4 | 23 |
| 55 | 3 | 4 | 4 | 3 | 4 | 18 | 2 | 3 | 3 | 5 | 3 | 16 | 3 | 3 | 4 | 4 | 3 | 17 |
| 56 | 3 | 5 | 5 | 4 | 4 | 21 | 4 | 5 | 4 | 5 | 5 | 23 | 4 | 5 | 4 | 5 | 5 | 23 |
| 57 | 4 | 2 | 5 | 3 | 4 | 18 | 4 | 4 | 3 | 4 | 5 | 20 | 5 | 4 | 2 | 2 | 3 | 16 |
| 58 | 5 | 2 | 3 | 4 | 4 | 18 | 5 | 4 | 4 | 4 | 3 | 20 | 4 | 4 | 3 | 2 | 2 | 15 |
| 59 | 3 | 3 | 4 | 3 | 4 | 17 | 3 | 5 | 3 | 4 | 4 | 19 | 5 | 5 | 4 | 3 | 3 | 20 |

| | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|
| 60 | 3 | 3 | 3 | 3 | 5 | 17 | 3 | 4 | 4 | 5 | 3 | 19 | 3 | 4 | 4 | 3 | 3 | 17 |
| 61 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 3 | 5 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 5 | 20 |
| 62 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 3 | 5 | 4 | 22 |
| 63 | 3 | 3 | 5 | 4 | 5 | 20 | 4 | 5 | 4 | 5 | 5 | 23 | 4 | 5 | 2 | 3 | 4 | 18 |
| 64 | 3 | 3 | 4 | 3 | 4 | 17 | 3 | 3 | 3 | 4 | 4 | 17 | 3 | 3 | 3 | 3 | 3 | 15 |

Lampiran 5 Deskripsi Hasil Jawaban Responden

X1.1

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 3 | 4,7 |
| | CUKUP SETUJU | 16 | 25,0 |
| | SETUJU | 27 | 42,2 |
| | SANGAT SETUJU | 18 | 28,1 |
| | Total | 64 | 100,0 |

X1.2

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 7 | 10,9 |
| | CUKUP SETUJU | 25 | 39,1 |
| | SETUJU | 23 | 35,9 |
| | SANGAT SETUJU | 9 | 14,1 |
| | Total | 64 | 100,0 |

X1.3

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 2 | 3,1 |
| | CUKUP SETUJU | 27 | 42,2 |
| | SETUJU | 15 | 23,4 |
| | SANGAT SETUJU | 20 | 31,3 |
| | Total | 64 | 100,0 |

X1.4

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 5 | 7,8 |
| | CUKUP SETUJU | 21 | 32,8 |
| | SETUJU | 24 | 37,5 |
| | SANGAT SETUJU | 14 | 21,9 |

| | | |
|-------|----|-------|
| Total | 64 | 100,0 |
|-------|----|-------|

X1.5

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 1 | 1,6 |
| | CUKUP SETUJU | 2 | 3,1 |
| | SETUJU | 37 | 57,8 |
| | SANGAT SETUJU | 24 | 37,5 |
| | Total | 64 | 100,0 |

X2.1

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 3 | 4,7 |
| | CUKUP SETUJU | 14 | 21,9 |
| | SETUJU | 27 | 42,2 |
| | SANGAT SETUJU | 20 | 31,3 |
| | Total | 64 | 100,0 |

X2.2

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 3 | 4,7 |
| | CUKUP SETUJU | 17 | 26,6 |
| | SETUJU | 25 | 39,1 |
| | SANGAT SETUJU | 19 | 29,7 |
| | Total | 64 | 100,0 |

X2.3

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 3 | 4,7 |
| | CUKUP SETUJU | 29 | 45,3 |
| | SETUJU | 26 | 40,6 |
| | SANGAT SETUJU | 6 | 9,4 |
| | Total | 64 | 100,0 |

X2.4

| | | Frequency | Percent |
|-------|--------------|-----------|---------|
| Valid | CUKUP SETUJU | 10 | 15,6 |

| | | | |
|--|---------------|----|-------|
| | SETUJU | 28 | 43,8 |
| | SANGAT SETUJU | 26 | 40,6 |
| | Total | 64 | 100,0 |

X2.5

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 3 | 4,7 |
| | CUKUP SETUJU | 29 | 45,3 |
| | SETUJU | 13 | 20,3 |
| | SANGAT SETUJU | 19 | 29,7 |
| | Total | 64 | 100,0 |

Y1

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 2 | 3,1 |
| | CUKUP SETUJU | 18 | 28,1 |
| | SETUJU | 32 | 50,0 |
| | SANGAT SETUJU | 12 | 18,8 |
| | Total | 64 | 100,0 |

Y2

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 3 | 4,7 |
| | CUKUP SETUJU | 18 | 28,1 |
| | SETUJU | 27 | 42,2 |
| | SANGAT SETUJU | 16 | 25,0 |
| | Total | 64 | 100,0 |

Y3

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 4 | 6,3 |
| | CUKUP SETUJU | 22 | 34,4 |
| | SETUJU | 28 | 43,8 |
| | SANGAT SETUJU | 10 | 15,6 |
| | Total | 64 | 100,0 |

Y4

| | | Frequency | Percent |
|--|--|-----------|---------|
|--|--|-----------|---------|

| | | | |
|-------|---------------|----|-------|
| Valid | TIDAK SETUJU | 7 | 10,9 |
| | CUKUP SETUJU | 26 | 40,6 |
| | SETUJU | 23 | 35,9 |
| | SANGAT SETUJU | 8 | 12,5 |
| | Total | 64 | 100,0 |

Y5

| | | Frequency | Percent |
|-------|---------------|-----------|---------|
| Valid | TIDAK SETUJU | 5 | 7,8 |
| | CUKUP SETUJU | 22 | 34,4 |
| | SETUJU | 26 | 40,6 |
| | SANGAT SETUJU | 11 | 17,2 |
| | Total | 64 | 100,0 |

Lampiran 6 Hasil Uji Validitas

| | | Correlations | | | | | Motivasi Ekstrinsik |
|---------------------|---------------------|--------------|--------|--------|--------|-------|---------------------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | |
| X1.1 | Pearson Correlation | 1 | -,019 | -,034 | ,311* | -,235 | ,443** |
| | Sig. (2-tailed) | | ,883 | ,788 | ,012 | ,061 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| X1.2 | Pearson Correlation | -,019 | 1 | ,354** | -,142 | ,130 | ,536** |
| | Sig. (2-tailed) | ,883 | | ,004 | ,264 | ,307 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| X1.3 | Pearson Correlation | -,034 | ,354** | 1 | ,098 | ,097 | ,635** |
| | Sig. (2-tailed) | ,788 | ,004 | | ,441 | ,447 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| X1.4 | Pearson Correlation | ,311* | -,142 | ,098 | 1 | ,067 | ,551** |
| | Sig. (2-tailed) | ,012 | ,264 | ,441 | | ,600 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| X1.5 | Pearson Correlation | -,235 | ,130 | ,097 | ,067 | 1 | ,319* |
| | Sig. (2-tailed) | ,061 | ,307 | ,447 | ,600 | | ,010 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| Motivasi Ekstrinsik | Pearson Correlation | ,443** | ,536** | ,635** | ,551** | ,319* | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | ,010 | |

| | | | | | | | |
|------------|---|----|----|----|----|----|----|
| Ekstrinsik | N | 64 | 64 | 64 | 64 | 64 | 64 |
|------------|---|----|----|----|----|----|----|

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

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

| | | Correlations | | | | | Disiplin Kerja |
|----------------|---------------------|--------------|--------|--------|--------|--------|----------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | |
| X2.1 | Pearson Correlation | 1 | ,192 | ,329** | -,130 | -,020 | ,530** |
| | Sig. (2-tailed) | | ,128 | ,008 | ,305 | ,877 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| X2.2 | Pearson Correlation | ,192 | 1 | ,154 | ,102 | ,019 | ,570** |
| | Sig. (2-tailed) | ,128 | | ,225 | ,421 | ,879 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| X2.3 | Pearson Correlation | ,329** | ,154 | 1 | -,053 | ,132 | ,568** |
| | Sig. (2-tailed) | ,008 | ,225 | | ,677 | ,298 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| X2.4 | Pearson Correlation | -,130 | ,102 | -,053 | 1 | ,236 | ,402** |
| | Sig. (2-tailed) | ,305 | ,421 | ,677 | | ,060 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| X2.5 | Pearson Correlation | -,020 | ,019 | ,132 | ,236 | 1 | ,555** |
| | Sig. (2-tailed) | ,877 | ,879 | ,298 | ,060 | | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| Disiplin Kerja | Pearson Correlation | ,530** | ,570** | ,568** | ,402** | ,555** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |

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

| | | Correlations | | | | | Kinerja Karyawan |
|----|---------------------|--------------|------|-------|------|-------|------------------|
| | | Y1 | Y2 | Y3 | Y4 | Y5 | |
| Y1 | Pearson Correlation | 1 | ,117 | -,106 | ,147 | ,286* | ,514** |
| | Sig. (2-tailed) | | ,356 | ,406 | ,248 | ,022 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| Y2 | Pearson Correlation | ,117 | 1 | -,035 | ,198 | ,162 | ,546** |
| | Sig. (2-tailed) | ,356 | | ,786 | ,117 | ,201 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |

| | | | | | | | |
|------------------|---------------------|--------|--------|-------|--------|--------|--------|
| Y3 | Pearson Correlation | -,106 | -,035 | 1 | -,068 | -,058 | ,268* |
| | Sig. (2-tailed) | ,406 | ,786 | | ,591 | ,647 | ,032 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| Y4 | Pearson Correlation | ,147 | ,198 | -,068 | 1 | ,445** | ,656** |
| | Sig. (2-tailed) | ,248 | ,117 | ,591 | | <,001 | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| Y5 | Pearson Correlation | ,286* | ,162 | -,058 | ,445** | 1 | ,694** |
| | Sig. (2-tailed) | ,022 | ,201 | ,647 | <,001 | | <,001 |
| | N | 64 | 64 | 64 | 64 | 64 | 64 |
| Kinerja Karyawan | Pearson Correlation | ,514** | ,546** | ,268* | ,656** | ,694** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | ,032 | <,001 | <,001 | |
| n | N | 64 | 64 | 64 | 64 | 64 | 64 |

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

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

Lampiran 7 Hasil Uji Reabilitas

Motivasi Ekstrinsik (X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,272 | 5 |

Disiplin Kerja (X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,346 | 5 |

Kinerja Karyawan (Y)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,386 | 5 |

Lampiran 8 Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual | |
|------------------------------------------|-------------------------|-------------------------|------|
| N | | 64 | |
| Normal Parameters ^{a,b} | Mean | ,0000000 | |
| | Std. Deviation | 1,81377964 | |
| Most Extreme Differences | Absolute | ,072 | |
| | Positive | ,072 | |
| | Negative | -,041 | |
| Test Statistic | | ,072 | |
| Asymp. Sig. (2-tailed) ^c | | ,200 ^d | |
| Monte Carlo Sig. (2-tailed) ^e | Sig. | ,568 | |
| | 99% Confidence Interval | Lower Bound | ,555 |
| | | Upper Bound | ,581 |
| | | | |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 92208573.

Lampiran 9 Hasil Uji Linieritas

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------------------------------|----------------|--------------------------|----------------|----|-------------|--------|-------|
| Kinerja Karyawan * Motivasi Ekstrinsik | Between Groups | (Combined) | 135,013 | 10 | 13,501 | 4,052 | <,001 |
| | | Linearity | 89,827 | 1 | 89,827 | 26,959 | <,001 |
| | | Deviation from Linearity | 45,186 | 9 | 5,021 | 1,507 | ,170 |
| | Within Groups | | 176,597 | 53 | 3,332 | | |
| Total | | 311,609 | 63 | | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|------------------|----------------|--------------------------|----------------|----|-------------|--------|-------|
| Kinerja Karyawan | Between Groups | (Combined) | 123,662 | 10 | 12,366 | 3,487 | ,001 |
| * Disiplin Kerja | Groups | Linearity | 71,611 | 1 | 71,611 | 20,194 | <,001 |
| | | Deviation from Linearity | 52,052 | 9 | 5,784 | 1,631 | ,130 |
| Within Groups | | | 187,947 | 53 | 3,546 | | |
| Total | | | 311,609 | 63 | | | |

Lampiran 10 Hasil Uji MultiKolinieritas

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|---------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Motivasi Ekstrinsik | ,687 | 1,456 |
| | Disiplin Kerja | ,687 | 1,456 |

a. Dependent Variable: Kinerja Karyawan

Lampiran 11 Hasil Uji Analisis Regresi Linier Berganda

Coefficients^a

| Model | | Unstandardized Coefficients | |
|-------|---------------------|-----------------------------|------------|
| | | B | Std. Error |
| 1 | (Constant) | 5,441 | 2,391 |
| | Motivasi Ekstrinsik | ,411 | ,132 |
| | Disiplin Kerja | ,266 | ,129 |

a. Dependent Variable: Kinerja Karyawan

Lampiran 12 Hasil Uji Model Summary

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,579 ^a | ,335 | ,313 | 1,843 |

a. Predictors: (Constant), Disiplin Kerja, Motivasi Ekstrinsik

Lampiran 13 Hasil Uji T

| | | Coefficients ^a | |
|-------|---------------------|---------------------------|------|
| Model | | t | Sig. |
| 1 | (Constant) | 2,276 | ,026 |
| | Motivasi Ekstrinsik | 3,104 | ,003 |
| | Disiplin Kerja | 2,068 | ,043 |

a. Dependent Variable: Kinerja Karyawan

Lampiran 14 Hasil uji F

| | | ANOVA ^a | | | | |
|-------|------------|--------------------|----|-------------|--------|--------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 104,352 | 2 | 52,176 | 15,356 | <,001 ^b |
| | Residual | 207,257 | 61 | 3,398 | | |
| | Total | 311,609 | 63 | | | |

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Disiplin Kerja, Motivasi Ekstrinsik

Lampiran 15 R tabel

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|------------------------------------------|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 51 | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52 | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53 | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54 | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55 | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56 | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57 | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58 | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59 | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60 | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61 | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62 | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63 | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64 | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65 | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |