

# LAMPIRAN

**Surat Balasan Penelitian Dari Pihak PT Sumber Graha Sejahtera Cabang  
Way Kanan**



**PT. SUMBER GRAHA SEJAHTERA**

Baradatu, 06 November 2024

Nomor : 255/SGS/HRD/XI/2024  
Lampiran : -  
Perihal : Jawaban Izin Penelitian

Kpd Yth  
Dekan FEB IIB DARMAJAYA  
Di-  
Jl. ZA. Pagar Alam, No. 39,  
Gedung Meneng, Kota Bandar  
Lampung, Lampung

Dengan Hormat,

Menindaklanjuti surat permohonan Izin Penelitian No. 040/DMJ/DFEB/Dit. Adm.Akd./Reg/  
X-2024 yang diajukan tertanggal 06 November 2024, dengan ini kami mengizinkan bahwa  
mahasiswa dibawah ini :

| No | Nama Mahasiswa | NPM        | Program Studi |
|----|----------------|------------|---------------|
| 1  | WINDA LESTARI  | 2112110107 | MANAJEMEN     |

Dapat diterima untuk melaksanakan Penelitian di PT.SUMBER GRAHA SEJAHTERA  
Baradatu Way Kanan, sesuai dengan jadwal yang telah diajukan yaitu tanggal 01 November  
sampai dengan 21 Januari 2025.

Demikian surat ini disampaikan agar dapat dipergunakan sebagaimana mestinya.

Baradatu , 06 November 2024  
PT.SUMBER GRAHA SEJAHTERA



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## Lampiran I (Schedule Bimbingan)

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| ITEM/MATERI                                                                                                | OKTOBER 2024 |   |   |   | NOVEMBER 2024 |   |   |   | DESEMBER 2024 |   |   |   | JANUARI 2025 |   |   |   |
|------------------------------------------------------------------------------------------------------------|--------------|---|---|---|---------------|---|---|---|---------------|---|---|---|--------------|---|---|---|
|                                                                                                            | 1            | 2 | 3 | 4 | 1             | 2 | 3 | 4 | 1             | 2 | 3 | 4 | 1            | 2 | 3 | 4 |
| Nyebar kuesioner pada karyawan pt sgs                                                                      |              |   |   |   |               |   |   |   |               |   |   |   |              |   |   |   |
| Menguji hasil jawaban responden melalui kuesioner                                                          |              |   |   |   |               |   |   |   |               |   |   |   |              |   |   |   |
| Revisi bab 4, menambahkan total skor frekuensi pernyataan variabel dan menambahkan sub bab hasil hipotesis |              |   |   |   |               |   |   |   |               |   |   |   |              |   |   |   |
| Acc bab 4 & 5                                                                                              |              |   |   |   |               |   |   |   |               |   |   |   |              |   |   |   |
| Acc Sidang                                                                                                 |              |   |   |   |               |   |   |   |               |   |   |   |              |   |   |   |

## **Lampiran II (Kuesioner Penelitian)**

### **KUESIONER PENELITIAN**

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul  
**“REWARD DAN PUNISHMENT DALAM MENINGKATKAN  
PRODUKTIVITAS KERJA KARYAWAN DENGAN DISIPLIN KERJA  
SEBAGAI VARIABEL MODERASI PADA PT SUMBER GRAHA  
SEJAHTERA CABANG WAYKANAN”**

Bersama ini saya,

Nama : Winda Lestari  
Npm : 2112110107  
Email : [lestariwindaa3@gmail.com](mailto:lestariwindaa3@gmail.com)  
Fakultas/Jurusan : Ekonomi / Manajemen IIB Darmajaya  
Dosen Pembimbing : Prof. Anuar Sanusi

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,

**Winda Lestari**  
**Npm. 2112110107**

### **Format Pengisian Kuesioner**

Pernyataan ini berguna dalam rangka penelitian skripsi yang berjudul :

1. Jawablah Pernyataan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pernyataan/pertanyaan harus dijawab semua.

#### **I. Identitas Responden**

1. Nama responden : .....

2. Jenis Kelamin : ☐ Laki-Laki ☐ Perempuan

3. Usia :

☐ 20 Tahun - 29Tahun ☐ 40 Tahun - 49 Tahun

☐ 30 Tahun - 39 Tahun ☐ 50Tahun - 59 Tahun

4. Pendidikan Terakhir :

☐ SD ☐ SMP ☐ SMA/SMK

☐ DIPLOMA 3 ☐ STRATA 1

5. Lama Bekerja :

☐ < 1 Thn ☐ 1-2 Thn ☐ 2-5 Thn ☐ > 5 Thn

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

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

### Reward (X1)

| No.                       | Pernyataan                                                                                                                    | SS | S | N | TS | STS |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
|                           |                                                                                                                               | 5  | 4 | 3 | 2  | 1   |
| Gaji                      |                                                                                                                               |    |   |   |    |     |
| 1.                        | Gaji yang diberikan sesuai dengan beban pekerjaan saya                                                                        |    |   |   |    |     |
| 2.                        | Kenaikan gaji yang diberikan perusahaan cukup memuaskan bagi saya                                                             |    |   |   |    |     |
| 3.                        | Selain gaji pokok saya menerima insentif atau bonus yang mendukung kesejahteraan saya.                                        |    |   |   |    |     |
| Insentif                  |                                                                                                                               |    |   |   |    |     |
| 4.                        | Mendapatkan tambahan imbalan diluar gaji                                                                                      |    |   |   |    |     |
| 5.                        | Insentif yang diberikan mendorong untuk disiplin bekerja                                                                      |    |   |   |    |     |
| 6.                        | Insentif yang saya terima sesuai dengan kinerja saya.                                                                         |    |   |   |    |     |
| Tunjangan                 |                                                                                                                               |    |   |   |    |     |
| 7.                        | Tunjangan kesehatan yang diberikan perusahaan sesuai dengan diharapkan karyawan                                               |    |   |   |    |     |
| 8.                        | Tunjangan jabatan yang diberikan perusahaan sesuai dengan tanggung jawab pekerjaan                                            |    |   |   |    |     |
| 9.                        | Perusahaan memberikan tunjangan keamanan kerja                                                                                |    |   |   |    |     |
| Penghargaan Interpersonal |                                                                                                                               |    |   |   |    |     |
| 10.                       | Masyarakat dan rekan kerja saling menghormati sebagai karyawan                                                                |    |   |   |    |     |
| 11.                       | Akan menjadi semakin bersemangat dan giat jika diakui sebagai karyawan                                                        |    |   |   |    |     |
| 12.                       | Pimpinan memberikan pujian langsung kepada karyawan yang menunjukkan peningkatan kinerja.                                     |    |   |   |    |     |
| Promosi                   |                                                                                                                               |    |   |   |    |     |
| 13.                       | Mendapatkan promosi jabatan ketika mencapai sasaran                                                                           |    |   |   |    |     |
| 14.                       | Perusahaan memberikan reward jika dapat disiplin dalam bekerja                                                                |    |   |   |    |     |
| 15.                       | Promosi diberikan berdasarkan evaluasi kinerja tahunan yang transparan dan berorientasi pada hasil kerja tim maupun individu. |    |   |   |    |     |

## Punishment (X2)

| No.            | Pernyataan                                                                                                                                              | SS | S | N | TS | STS |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
|                |                                                                                                                                                         | 5  | 4 | 3 | 2  | 1   |
| Hukuman Ringan |                                                                                                                                                         |    |   |   |    |     |
| 1.             | Perusahaan selalu memberikan hukuman berupa surat peringatan pertama bagi yang sering terlambat                                                         |    |   |   |    |     |
| 2.             | Karyawan yang sering terlambat akan ditegur perlahan                                                                                                    |    |   |   |    |     |
| 3.             | Perusahaan menyediakan sistem absensi otomatis yang mencatat keterlambatan karyawan sebagai dasar pemberian surat peringatan.                           |    |   |   |    |     |
| Hukuman Sedang |                                                                                                                                                         |    |   |   |    |     |
| 4.             | Karyawan bisa mendapatkan hukuman pemotongan uang insentif atau gaji sebagai denda kepada karyawan yang sering melakukan kesalahan secara berulang      |    |   |   |    |     |
| 5.             | Perusahaan memberikan hukuman berupa penundaan kenaikan jabatan kepada karyawan yang sering melakukan pelanggaran dalam bekerja                         |    |   |   |    |     |
| 6.             | Saya diberikan pembinaan tambahan oleh atasan untuk memperbaiki kesalahan saya                                                                          |    |   |   |    |     |
| Hukuman Berat  |                                                                                                                                                         |    |   |   |    |     |
| 7.             | Karyawan akan mendapatkan skorsking apabila menerima surat peringatan sebanyak 3 kali                                                                   |    |   |   |    |     |
| 8.             | Perusahaan akan memberhentikan hubungan kerja kepada karyawan yang sering melakukan kesalahan berulang-ulang dan fatal yang dapat merugikan perusahaan  |    |   |   |    |     |
| 9.             | Proses pemberhentian dilakukan melalui komunikasi formal yang menghormati karyawan sambil tetap menegaskan konsekuensi dari pelanggaran yang dilakukan. |    |   |   |    |     |



### Produktivitas kerja (Y)

| No.             | Pernyataan                                                                              | SS | S | N | TS | STS |
|-----------------|-----------------------------------------------------------------------------------------|----|---|---|----|-----|
|                 |                                                                                         | 5  | 4 | 3 | 2  | 1   |
| Kuantitas Kerja |                                                                                         |    |   |   |    |     |
| 1.              | Tugas dan tanggung jawab diberikan sesuai dengan kemampuan                              |    |   |   |    |     |
| 2.              | Melakukan pekerjaan dengan sungguh-sungguh karena pekerjaan ini penting bagi perusahaan |    |   |   |    |     |
| 3.              | Konsistensi dalam mencapai target kerja yang telah ditentukan oleh perusahaan.          |    |   |   |    |     |
| Kualitas Kerja  |                                                                                         |    |   |   |    |     |
| 4.              | Sadarakan tugas dan tanggap dalam memberikan solusi terhadap permasalahan diperusahaan  |    |   |   |    |     |
| 5.              | Menyukai pekerjaan yang menuntut pemikiran dan tantangan                                |    |   |   |    |     |
| 6.              | Selalu memberikan hasil pekerjaan yang rapi, akurat, dan memenuhi standar perusahaan.   |    |   |   |    |     |
| Ketepatan Waktu |                                                                                         |    |   |   |    |     |
| 7.              | Mampu mengerjakan pekerjaan sesuai dengan target yang ditetapkan perusahaan             |    |   |   |    |     |
| 8.              | Mampu menyelesaikan pekerjaan tepat pada waktunya                                       |    |   |   |    |     |
| 9.              | Mengelola waktu secara efisien untuk menyelesaikan tugas dalam waktu yang tersedia.     |    |   |   |    |     |

### Disiplin Kerja (Z)

| No.                  | Pernyataan                                                                                                                                        | SS | S | N | TS | STS |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
|                      |                                                                                                                                                   | 5  | 4 | 3 | 2  | 1   |
| Tingkat Kehadiran    |                                                                                                                                                   |    |   |   |    |     |
| 1.                   | Saya tidak pernah absen dari pekerjaan saya tanpa alasan                                                                                          |    |   |   |    |     |
| 2.                   | Saya selalu menaati jam kerja yang telah ditentukan oleh perusahaan                                                                               |    |   |   |    |     |
| 3.                   | Saya memastikan untuk hadir tepat waktu di tempat kerja dan memulai tugas sesuai dengan jadwal yang ditetapkan                                    |    |   |   |    |     |
| Tata Cara Kerja      |                                                                                                                                                   |    |   |   |    |     |
| 4.                   | Saya sudah berpengalaman untuk menyelesaikan tugas yang telah menjadi tanggung jawab saya                                                         |    |   |   |    |     |
| 5.                   | Saya mempunyai keterampilan untuk menyelesaikan tugas yang telah menjadi tanggung jawab saya                                                      |    |   |   |    |     |
| 6.                   | Saya memanfaatkan perangkat kerja sesuai standar merek yang digunakan perusahaan untuk mendukung kualitas dan efisiensi dalam menyelesaikan tugas |    |   |   |    |     |
| Ketaatan Pada Atasan |                                                                                                                                                   |    |   |   |    |     |
| 7.                   | Saya tidak pernah menunda-nunda pekerjaan yang telah diberikan kepada saya                                                                        |    |   |   |    |     |
| 8.                   | Saya selalu mentaati peraturan yang ditetapkan oleh perusahaan                                                                                    |    |   |   |    |     |
| 9.                   | Saya selalu melaksanakan perintah atasan yang dibebankan kepada saya                                                                              |    |   |   |    |     |
| Kesadaran Bekerja    |                                                                                                                                                   |    |   |   |    |     |
| 10.                  | Saya selalu mengerjakan tugas yang telah menjadi tanggung jawab saya dengan tepat waktu                                                           |    |   |   |    |     |
| 11.                  | Saya selalu bekerja dengan maksimal                                                                                                               |    |   |   |    |     |
| 12.                  | Saya selalu bersungguh-sungguh dalam melaksanakan tugas yang telah diberikan.                                                                     |    |   |   |    |     |
| Tanggung Jawab       |                                                                                                                                                   |    |   |   |    |     |
| 13.                  | Saya melaksanakan tugas-tugas kerja sampai selesai setiap harinya                                                                                 |    |   |   |    |     |
| 14.                  | Saya selalu mengerjakan tugas dengan penuh tanggung jawab                                                                                         |    |   |   |    |     |
| 15.                  | Saya menjaga alat yang digunakan untuk bekerja selalu dalam kondisi baik dan digunakan dengan benar.                                              |    |   |   |    |     |

### Lampiran III (Hasil Jawaban Responden)

#### Hasil Jawaban Responden Variabel (Reward)

| X1 Reward    |     |     |     |     |     |     |     |     |     |      |      |      |      |      |      |       |
|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|-------|
| No.          | R.1 | R.2 | R.3 | R.4 | R.5 | R.6 | R.7 | R.8 | R.9 | R.10 | R.11 | R.12 | R.13 | R.14 | R.15 | Total |
| Responden 1  | 5   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 4   | 5    | 4    | 3    | 3    | 4    | 3    | 55    |
| Responden 2  | 5   | 5   | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4    | 4    | 3    | 3    | 3    | 3    | 56    |
| Responden 3  | 5   | 5   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 3    | 3    | 5    | 4    | 5    | 54    |
| Responden 4  | 3   | 3   | 3   | 3   | 3   | 4   | 5   | 3   | 5   | 4    | 4    | 4    | 3    | 4    | 4    | 55    |
| Responden 5  | 5   | 4   | 3   | 2   | 5   | 5   | 5   | 4   | 4   | 5    | 5    | 4    | 3    | 3    | 3    | 60    |
| Responden 6  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 3    | 4    | 4    | 4    | 4    | 58    |
| Responden 7  | 5   | 4   | 3   | 5   | 4   | 3   | 4   | 2   | 5   | 3    | 2    | 1    | 5    | 3    | 2    | 51    |
| Responden 8  | 5   | 5   | 5   | 3   | 5   | 5   | 5   | 4   | 4   | 4    | 4    | 4    | 3    | 3    | 3    | 62    |
| Responden 9  | 4   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 4    | 4    | 3    | 3    | 4    | 4    | 52    |
| Responden 10 | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 5    | 5    | 5    | 4    | 4    | 3    | 64    |
| Responden 11 | 5   | 5   | 5   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 5    | 4    | 4    | 4    | 4    | 63    |
| Responden 12 | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 5    | 4    | 4    | 4    | 5    | 4    | 68    |
| Responden 13 | 4   | 4   | 4   | 2   | 4   | 3   | 4   | 4   | 2   | 4    | 4    | 4    | 4    | 5    | 4    | 56    |
| Responden 14 | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 61    |
| Responden 15 | 4   | 4   | 4   | 5   | 4   | 5   | 3   | 4   | 3   | 3    | 3    | 3    | 3    | 3    | 3    | 54    |
| Responden 16 | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 62    |
| Responden 17 | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 5    | 5    | 4    | 3    | 3    | 58    |
| Responden 18 | 4   | 3   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 4    | 4    | 4    | 4    | 4    | 4    | 65    |
| Responden 19 | 4   | 3   | 5   | 5   | 5   | 3   | 5   | 3   | 4   | 4    | 5    | 5    | 3    | 5    | 5    | 64    |
| Responden 20 | 5   | 5   | 3   | 2   | 4   | 4   | 4   | 4   | 4   | 4    | 5    | 4    | 4    | 4    | 4    | 60    |
| Responden 21 | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 5   | 3   | 2    | 3    | 3    | 3    | 3    | 4    | 55    |
| Responden 22 | 4   | 4   | 3   | 3   | 3   | 4   | 5   | 4   | 4   | 3    | 2    | 4    | 3    | 3    | 3    | 52    |
| Responden 23 | 5   | 5   | 5   | 3   | 3   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 61    |
| Responden 24 | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 3    | 3    | 4    | 4    | 4    | 4    | 55    |
| Responden 25 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 60    |
| Responden 26 | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 61    |
| Responden 27 | 5   | 5   | 4   | 3   | 5   | 5   | 4   | 5   | 3   | 4    | 4    | 3    | 4    | 3    | 3    | 60    |
| Responden 28 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 3    | 4    | 59    |
| Responden 29 | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5    | 5    | 4    | 5    | 5    | 4    | 72    |
| Responden 30 | 4   | 3   | 3   | 3   | 3   | 5   | 5   | 4   | 4   | 4    | 4    | 3    | 3    | 2    | 4    | 54    |
| Responden 31 | 4   | 3   | 3   | 3   | 3   | 2   | 4   | 5   | 4   | 4    | 5    | 3    | 3    | 3    | 3    | 52    |
| Responden 32 | 5   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 5    | 4    | 3    | 4    | 4    | 3    | 58    |
| Responden 33 | 3   | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 3    | 3    | 3    | 5    | 5    | 50    |
| Responden 34 | 3   | 3   | 3   | 3   | 3   | 2   | 4   | 4   | 3   | 3    | 3    | 2    | 3    | 3    | 3    | 45    |
| Responden 35 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 3    | 4    | 3    | 58    |
| Responden 36 | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 3   | 4    | 4    | 3    | 3    | 4    | 4    | 57    |
| Responden 37 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 5    | 5    | 5    | 5    | 5    | 75    |
| Responden 38 | 4   | 5   | 5   | 4   | 3   | 4   | 4   | 4   | 3   | 4    | 4    | 4    | 4    | 4    | 3    | 59    |
| Responden 39 | 4   | 2   | 1   | 5   | 5   | 4   | 5   | 4   | 5   | 5    | 5    | 4    | 4    | 5    | 4    | 62    |
| Responden 40 | 4   | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 3   | 3    | 2    | 2    | 3    | 3    | 3    | 45    |
| Responden 41 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 60    |
| Responden 42 | 4   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 2   | 2    | 3    | 3    | 3    | 3    | 3    | 44    |
| Responden 43 | 4   | 4   | 4   | 4   | 3   | 2   | 4   | 5   | 5   | 5    | 3    | 3    | 5    | 5    | 4    | 60    |
| Responden 44 | 5   | 3   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 5    | 5    | 4    | 4    | 4    | 4    | 64    |
| Responden 45 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 5    | 5    | 5    | 5    | 5    | 75    |
| Responden 46 | 5   | 5   | 5   | 3   | 5   | 2   | 4   | 5   | 5   | 5    | 5    | 5    | 5    | 5    | 5    | 69    |
| Responden 47 | 4   | 3   | 3   | 1   | 3   | 4   | 4   | 3   | 3   | 2    | 3    | 3    | 3    | 2    | 3    | 44    |

### Hasil Jawaban Responden Variabel (Punishment)

[illegible]

### Hasil Jawaban Responden (Produktivitas Kerja)

| Y PRODUKTIVITAS KERJA |      |      |      |      |      |      |      |      |      |       |
|-----------------------|------|------|------|------|------|------|------|------|------|-------|
| No.                   | PK.1 | PK.2 | PK.3 | PK.4 | PK.5 | PK.6 | PK.7 | PK.8 | PK.9 | Total |
| Responden 1           | 5    | 5    | 4    | 3    | 3    | 4    | 4    | 4    | 5    | 37    |
| Responden 2           | 5    | 5    | 5    | 5    | 5    | 4    | 2    | 5    | 4    | 40    |
| Responden 3           | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 45    |
| Responden 4           | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| Responden 5           | 4    | 4    | 4    | 2    | 1    | 2    | 4    | 4    | 4    | 29    |
| Responden 6           | 5    | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 5    | 43    |
| Responden 7           | 4    | 3    | 3    | 3    | 3    | 2    | 3    | 3    | 3    | 27    |
| Responden 8           | 5    | 5    | 5    | 3    | 4    | 4    | 4    | 3    | 5    | 38    |
| Responden 9           | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 35    |
| Responden 10          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| Responden 11          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| Responden 12          | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 37    |
| Responden 13          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| Responden 14          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| Responden 15          | 5    | 4    | 3    | 4    | 4    | 5    | 4    | 4    | 5    | 38    |
| Responden 16          | 5    | 4    | 4    | 4    | 4    | 4    | 5    | 5    | 4    | 39    |
| Responden 17          | 5    | 3    | 3    | 4    | 3    | 5    | 5    | 3    | 3    | 34    |
| Responden 18          | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 4    | 42    |
| Responden 19          | 4    | 4    | 3    | 3    | 3    | 3    | 4    | 4    | 4    | 32    |
| Responden 20          | 4    | 3    | 3    | 2    | 2    | 1    | 2    | 2    | 3    | 22    |
| Responden 21          | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 39    |
| Responden 22          | 5    | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 4    | 34    |
| Responden 23          | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 4    | 33    |
| Responden 24          | 5    | 4    | 5    | 5    | 5    | 3    | 4    | 3    | 4    | 38    |
| Responden 25          | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 4    | 40    |
| Responden 26          | 4    | 5    | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 42    |
| Responden 27          | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 3    | 32    |
| Responden 28          | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 44    |
| Responden 29          | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 45    |
| Responden 30          | 4    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 29    |
| Responden 31          | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 38    |
| Responden 32          | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 4    | 4    | 33    |
| Responden 33          | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 5    | 43    |
| Responden 34          | 5    | 4    | 5    | 5    | 5    | 4    | 5    | 4    | 4    | 41    |
| Responden 35          | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 5    | 5    | 36    |
| Responden 36          | 4    | 4    | 3    | 4    | 5    | 4    | 3    | 4    | 4    | 35    |
| Responden 37          | 5    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 34    |
| Responden 38          | 5    | 5    | 4    | 5    | 5    | 5    | 3    | 5    | 4    | 41    |
| Responden 39          | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 37    |
| Responden 40          | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 45    |
| Responden 41          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| Responden 42          | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 42    |
| Responden 43          | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 44    |
| Responden 44          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36    |
| Responden 45          | 2    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 26    |
| Responden 46          | 4    | 3    | 3    | 3    | 2    | 3    | 3    | 4    | 4    | 29    |
| Responden 47          | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 44    |

## Hasil Jawaban Responden (Disiplin Kerja)

| Z DISIPLIN KERJA |      |      |      |      |      |      |      |      |      |       |       |       |       |       |       |       |
|------------------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|
| No.              | DK.1 | DK.2 | DK.3 | DK.4 | DK.5 | DK.6 | DK.7 | DK.8 | DK.9 | DK.10 | DK.11 | DK.12 | DK.13 | DK.14 | DK.15 | Total |
| Responden 1      | 3    | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 4     | 4     | 50    |
| Responden 2      | 4    | 4    | 5    | 4    | 4    | 4    | 5    | 5    | 5    | 5     | 5     | 5     | 4     | 4     | 5     | 68    |
| Responden 3      | 4    | 4    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 3     | 4     | 5     | 5     | 5     | 55    |
| Responden 4      | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 59    |
| Responden 5      | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 6      | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 4     | 5     | 5     | 72    |
| Responden 7      | 4    | 2    | 1    | 5    | 5    | 4    | 3    | 2    | 5    | 5     | 1     | 2     | 5     | 2     | 1     | 47    |
| Responden 8      | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 5     | 5     | 4     | 62    |
| Responden 9      | 4    | 4    | 4    | 4    | 4    | 2    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 58    |
| Responden 10     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 11     | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 5     | 4     | 5     | 4     | 4     | 4     | 63    |
| Responden 12     | 2    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 58    |
| Responden 13     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 14     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 15     | 5    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 62    |
| Responden 16     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 5     | 4     | 5     | 4     | 4     | 4     | 63    |
| Responden 17     | 5    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 59    |
| Responden 18     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 19     | 5    | 3    | 3    | 3    | 5    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 5     | 5     | 5     | 68    |
| Responden 20     | 3    | 3    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4     | 3     | 4     | 4     | 4     | 4     | 56    |
| Responden 21     | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 5     | 5     | 5     | 4     | 5     | 5     | 68    |
| Responden 22     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 5     | 4     | 61    |
| Responden 23     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 24     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 25     | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 5     | 5     | 5     | 4     | 5     | 4     | 69    |
| Responden 26     | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 4     | 4     | 4     | 4     | 4     | 4     | 63    |
| Responden 27     | 3    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 4    | 4     | 4     | 3     | 4     | 3     | 3     | 52    |
| Responden 28     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 29     | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 5     | 5     | 5     | 75    |
| Responden 30     | 4    | 4    | 4    | 3    | 3    | 4    | 3    | 3    | 3    | 4     | 4     | 4     | 4     | 4     | 4     | 55    |
| Responden 31     | 4    | 5    | 5    | 4    | 4    | 4    | 3    | 4    | 4    | 5     | 5     | 5     | 5     | 5     | 5     | 67    |
| Responden 32     | 4    | 5    | 5    | 4    | 3    | 3    | 4    | 4    | 4    | 5     | 4     | 5     | 4     | 5     | 5     | 64    |
| Responden 33     | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 5     | 5     | 5     | 75    |
| Responden 34     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 60    |
| Responden 35     | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 5     | 5     | 5     | 66    |
| Responden 36     | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 5    | 4     | 5     | 5     | 4     | 4     | 4     | 60    |
| Responden 37     | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4     | 4     | 4     | 3     | 5     | 4     | 61    |
| Responden 38     | 4    | 5    | 5    | 4    | 3    | 3    | 5    | 4    | 4    | 4     | 5     | 4     | 4     | 5     | 5     | 64    |
| Responden 39     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 5     | 4     | 5     | 5     | 5     | 64    |
| Responden 40     | 5    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 3     | 4     | 4     | 4     | 4     | 3     | 56    |
| Responden 41     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 3     | 59    |
| Responden 42     | 5    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 4     | 4     | 4     | 50    |
| Responden 43     | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 3     | 4     | 59    |
| Responden 44     | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 3     | 3     | 3     | 3     | 5     | 48    |
| Responden 45     | 4    | 3    | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 3     | 3     | 5     | 5     | 5     | 5     | 56    |
| Responden 46     | 2    | 3    | 2    | 3    | 2    | 3    | 4    | 4    | 3    | 3     | 4     | 3     | 4     | 3     | 2     | 45    |
| Responden 47     | 4    | 3    | 3    | 3    | 3    | 3    | 5    | 5    | 5    | 3     | 4     | 4     | 4     | 3     | 3     | 55    |

#### Lampiran IV (Hasil Uji Deskriptif)

| Jenis Kelamin |           |           |         |               |                    |
|---------------|-----------|-----------|---------|---------------|--------------------|
|               |           | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid         | Laki-Laki | 34        | 72,3    | 72,3          | 72,3               |
|               | Perempuan | 13        | 27,7    | 27,7          | 100,0              |
|               | Total     | 47        | 100,0   | 100,0         |                    |

| Usia  |             |           |         |               |                    |
|-------|-------------|-----------|---------|---------------|--------------------|
|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 20-29 Tahun | 8         | 17,0    | 17,0          | 17,0               |
|       | 30-39 Tahun | 25        | 53,2    | 53,2          | 70,2               |
|       | 40-49 Tahun | 12        | 25,5    | 25,5          | 95,7               |
|       | 50-59 Tahun | 2         | 4,3     | 4,3           | 100,0              |
|       | Total       | 47        | 100,0   | 100,0         |                    |

| Pendidikan Terakhir |          |           |         |               |                    |
|---------------------|----------|-----------|---------|---------------|--------------------|
|                     |          | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid               | SD       | 2         | 4,3     | 4,3           | 4,3                |
|                     | SMP      | 8         | 17,0    | 17,0          | 21,3               |
|                     | SMA/SMK  | 36        | 76,6    | 76,6          | 97,9               |
|                     | Strata 1 | 1         | 2,1     | 2,1           | 100,0              |
|                     | Total    | 47        | 100,0   | 100,0         |                    |

| Lama Bekerja |         |           |         |               |                    |
|--------------|---------|-----------|---------|---------------|--------------------|
|              |         | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid        | < 1 Thn | 4         | 8,5     | 8,5           | 8,5                |
|              | 1-2 Thn | 9         | 19,1    | 19,1          | 27,7               |
|              | 2-5 Thn | 6         | 12,8    | 12,8          | 40,4               |
|              | > 5 Thn | 28        | 59,6    | 59,6          | 100,0              |
|              | Total   | 47        | 100,0   | 100,0         |                    |

## Reward

| RD.1  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 4         | 8,5     | 8,5           | 8,5                |
|       | Setuju        | 25        | 53,2    | 53,2          | 61,7               |
|       | Sangat Setuju | 18        | 38,3    | 38,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.2  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 13        | 27,7    | 27,7          | 29,8               |
|       | Setuju        | 20        | 42,6    | 42,6          | 72,3               |
|       | Sangat Setuju | 13        | 27,7    | 27,7          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.3  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral              | 17        | 36,2    | 36,2          | 38,3               |
|       | Setuju              | 17        | 36,2    | 36,2          | 74,5               |
|       | Sangat Setuju       | 12        | 25,5    | 25,5          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| RD.4  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Tidak Setuju        | 3         | 6,4     | 6,4           | 8,5                |
|       | Netral              | 19        | 40,4    | 40,4          | 48,9               |
|       | Setuju              | 15        | 31,9    | 31,9          | 80,9               |
|       | Sangat Setuju       | 9         | 19,1    | 19,1          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |



| RD.5  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 16        | 34,0    | 34,0          | 34,0               |
|       | Setuju        | 18        | 38,3    | 38,3          | 72,3               |
|       | Sangat Setuju | 13        | 27,7    | 27,7          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.6  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 4         | 8,5     | 8,5           | 8,5                |
|       | Netral        | 8         | 17,0    | 17,0          | 25,5               |
|       | Setuju        | 25        | 53,2    | 53,2          | 78,7               |
|       | Sangat Setuju | 10        | 21,3    | 21,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.7  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 5         | 10,6    | 10,6          | 10,6               |
|       | Setuju        | 29        | 61,7    | 61,7          | 72,3               |
|       | Sangat Setuju | 13        | 27,7    | 27,7          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.8  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 8         | 17,0    | 17,0          | 19,1               |
|       | Setuju        | 28        | 59,6    | 59,6          | 78,7               |
|       | Sangat Setuju | 10        | 21,3    | 21,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.9  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 2         | 4,3     | 4,3           | 4,3                |
|       | Netral        | 12        | 25,5    | 25,5          | 29,8               |
|       | Setuju        | 22        | 46,8    | 46,8          | 76,6               |
|       | Sangat Setuju | 11        | 23,4    | 23,4          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.10 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 3         | 6,4     | 6,4           | 6,4                |
|       | Netral        | 9         | 19,1    | 19,1          | 25,5               |
|       | Setuju        | 23        | 48,9    | 48,9          | 74,5               |
|       | Sangat Setuju | 12        | 25,5    | 25,5          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.11 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 3         | 6,4     | 6,4           | 6,4                |
|       | Netral        | 10        | 21,3    | 21,3          | 27,7               |
|       | Setuju        | 21        | 44,7    | 44,7          | 72,3               |
|       | Sangat Setuju | 13        | 27,7    | 27,7          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.12 |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Tidak Setuju        | 2         | 4,3     | 4,3           | 6,4                |
|       | Netral              | 15        | 31,9    | 31,9          | 38,3               |
|       | Setuju              | 23        | 48,9    | 48,9          | 87,2               |
|       | Sangat Setuju       | 6         | 12,8    | 12,8          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| RD.13 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 19        | 40,4    | 40,4          | 40,4               |
|       | Setuju        | 21        | 44,7    | 44,7          | 85,1               |
|       | Sangat Setuju | 7         | 14,9    | 14,9          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.14 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 2         | 4,3     | 4,3           | 4,3                |
|       | Netral        | 14        | 29,8    | 29,8          | 34,0               |
|       | Setuju        | 21        | 44,7    | 44,7          | 78,7               |
|       | Sangat Setuju | 10        | 21,3    | 21,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| RD.15 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 17        | 36,2    | 36,2          | 38,3               |
|       | Setuju        | 23        | 48,9    | 48,9          | 87,2               |
|       | Sangat Setuju | 6         | 12,8    | 12,8          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

## Punishment

| PN.1  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 2         | 4,3     | 4,3           | 6,4                |
|       | Setuju        | 23        | 48,9    | 48,9          | 55,3               |
|       | Sangat Setuju | 21        | 44,7    | 44,7          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PN.2  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 4         | 8,5     | 8,5           | 8,5                |
|       | Setuju        | 25        | 53,2    | 53,2          | 61,7               |
|       | Sangat Setuju | 18        | 38,3    | 38,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PN.3  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 4         | 8,5     | 8,5           | 10,6               |
|       | Setuju        | 24        | 51,1    | 51,1          | 61,7               |
|       | Sangat Setuju | 18        | 38,3    | 38,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PN.4  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Tidak Setuju        | 6         | 12,8    | 12,8          | 14,9               |
|       | Netral              | 12        | 25,5    | 25,5          | 40,4               |
|       | Setuju              | 16        | 34,0    | 34,0          | 74,5               |
|       | Sangat Setuju       | 12        | 25,5    | 25,5          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| PN.5  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 2         | 4,3     | 4,3           | 4,3                |
|       | Netral        | 16        | 34,0    | 34,0          | 38,3               |
|       | Setuju        | 18        | 38,3    | 38,3          | 76,6               |
|       | Sangat Setuju | 11        | 23,4    | 23,4          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PN.6  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 19        | 40,4    | 40,4          | 42,6               |
|       | Setuju        | 17        | 36,2    | 36,2          | 78,7               |
|       | Sangat Setuju | 10        | 21,3    | 21,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PN.7  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral              | 12        | 25,5    | 25,5          | 27,7               |
|       | Setuju              | 22        | 46,8    | 46,8          | 74,5               |
|       | Sangat Setuju       | 12        | 25,5    | 25,5          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| PN.8  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral              | 11        | 23,4    | 23,4          | 25,5               |
|       | Setuju              | 17        | 36,2    | 36,2          | 61,7               |
|       | Sangat Setuju       | 18        | 38,3    | 38,3          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| PN.9  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 10        | 21,3    | 21,3          | 21,3               |
|       | Setuju        | 22        | 46,8    | 46,8          | 68,1               |
|       | Sangat Setuju | 15        | 31,9    | 31,9          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

## Produktivitas Kerja

| PK.1  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 1         | 2,1     | 2,1           | 4,3                |
|       | Setuju        | 19        | 40,4    | 40,4          | 44,7               |
|       | Sangat Setuju | 26        | 55,3    | 55,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PK.2  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 5         | 10,6    | 10,6          | 10,6               |
|       | Setuju        | 25        | 53,2    | 53,2          | 63,8               |
|       | Sangat Setuju | 17        | 36,2    | 36,2          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PK.3  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 9         | 19,1    | 19,1          | 19,1               |
|       | Setuju        | 23        | 48,9    | 48,9          | 68,1               |
|       | Sangat Setuju | 15        | 31,9    | 31,9          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PK.4  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 2         | 4,3     | 4,3           | 4,3                |
|       | Netral        | 9         | 19,1    | 19,1          | 23,4               |
|       | Setuju        | 23        | 48,9    | 48,9          | 72,3               |
|       | Sangat Setuju | 13        | 27,7    | 27,7          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PK.5  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Tidak Setuju        | 2         | 4,3     | 4,3           | 6,4                |
|       | Netral              | 9         | 19,1    | 19,1          | 25,5               |
|       | Setuju              | 22        | 46,8    | 46,8          | 72,3               |
|       | Sangat Setuju       | 13        | 27,7    | 27,7          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| PK.6  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Tidak Setuju        | 2         | 4,3     | 4,3           | 6,4                |
|       | Netral              | 10        | 21,3    | 21,3          | 27,7               |
|       | Setuju              | 20        | 42,6    | 42,6          | 70,2               |
|       | Sangat Setuju       | 14        | 29,8    | 29,8          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| PK.7  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 2         | 4,3     | 4,3           | 4,3                |
|       | Netral        | 10        | 21,3    | 21,3          | 25,5               |
|       | Setuju        | 23        | 48,9    | 48,9          | 74,5               |
|       | Sangat Setuju | 12        | 25,5    | 25,5          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PK.8  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 8         | 17,0    | 17,0          | 19,1               |
|       | Setuju        | 24        | 51,1    | 51,1          | 70,2               |
|       | Sangat Setuju | 14        | 29,8    | 29,8          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| PK.9  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 7         | 14,9    | 14,9          | 14,9               |
|       | Setuju        | 28        | 59,6    | 59,6          | 74,5               |
|       | Sangat Setuju | 12        | 25,5    | 25,5          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

### Disiplin Kerja

| DK.1  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 2         | 4,3     | 4,3           | 4,3                |
|       | Netral        | 3         | 6,4     | 6,4           | 10,6               |
|       | Setuju        | 33        | 70,2    | 70,2          | 80,9               |
|       | Sangat Setuju | 9         | 19,1    | 19,1          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.2  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 8         | 17,0    | 17,0          | 19,1               |
|       | Setuju        | 30        | 63,8    | 63,8          | 83,0               |
|       | Sangat Setuju | 8         | 17,0    | 17,0          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |



| DK.3  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Tidak Setuju        | 1         | 2,1     | 2,1           | 4,3                |
|       | Netral              | 7         | 14,9    | 14,9          | 19,1               |
|       | Setuju              | 28        | 59,6    | 59,6          | 78,7               |
|       | Sangat Setuju       | 10        | 21,3    | 21,3          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| DK.4  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 9         | 19,1    | 19,1          | 19,1               |
|       | Setuju        | 35        | 74,5    | 74,5          | 93,6               |
|       | Sangat Setuju | 3         | 6,4     | 6,4           | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.5  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 9         | 19,1    | 19,1          | 21,3               |
|       | Setuju        | 32        | 68,1    | 68,1          | 89,4               |
|       | Sangat Setuju | 5         | 10,6    | 10,6          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.6  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 10        | 21,3    | 21,3          | 23,4               |
|       | Setuju        | 31        | 66,0    | 66,0          | 89,4               |
|       | Sangat Setuju | 5         | 10,6    | 10,6          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.7  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 12        | 25,5    | 25,5          | 25,5               |
|       | Setuju        | 25        | 53,2    | 53,2          | 78,7               |
|       | Sangat Setuju | 10        | 21,3    | 21,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.8  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 8         | 17,0    | 17,0          | 19,1               |
|       | Setuju        | 28        | 59,6    | 59,6          | 78,7               |
|       | Sangat Setuju | 10        | 21,3    | 21,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.9  |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 8         | 17,0    | 17,0          | 17,0               |
|       | Setuju        | 28        | 59,6    | 59,6          | 76,6               |
|       | Sangat Setuju | 11        | 23,4    | 23,4          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.10 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 8         | 17,0    | 17,0          | 17,0               |
|       | Setuju        | 28        | 59,6    | 59,6          | 76,6               |
|       | Sangat Setuju | 11        | 23,4    | 23,4          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.11 |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral              | 6         | 12,8    | 12,8          | 14,9               |
|       | Setuju              | 29        | 61,7    | 61,7          | 76,6               |
|       | Sangat Setuju       | 11        | 23,4    | 23,4          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

| DK.12 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 5         | 10,6    | 10,6          | 12,8               |
|       | Setuju        | 28        | 59,6    | 59,6          | 72,3               |
|       | Sangat Setuju | 13        | 27,7    | 27,7          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.13 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Netral        | 3         | 6,4     | 6,4           | 6,4                |
|       | Setuju        | 34        | 72,3    | 72,3          | 78,7               |
|       | Sangat Setuju | 10        | 21,3    | 21,3          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.14 |               |           |         |               |                    |
|-------|---------------|-----------|---------|---------------|--------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tidak Setuju  | 1         | 2,1     | 2,1           | 2,1                |
|       | Netral        | 5         | 10,6    | 10,6          | 12,8               |
|       | Setuju        | 25        | 53,2    | 53,2          | 66,0               |
|       | Sangat Setuju | 16        | 34,0    | 34,0          | 100,0              |
|       | Total         | 47        | 100,0   | 100,0         |                    |

| DK.15 |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 2,1     | 2,1           | 2,1                |
|       | Tidak Setuju        | 1         | 2,1     | 2,1           | 4,3                |
|       | Netral              | 4         | 8,5     | 8,5           | 12,8               |
|       | Setuju              | 27        | 57,4    | 57,4          | 70,2               |
|       | Sangat Setuju       | 14        | 29,8    | 29,8          | 100,0              |
|       | Total               | 47        | 100,0   | 100,0         |                    |

## Lampiran V (Hasil Uji Validitas)

## Reward

[illegible]

|       |                     |        |      |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| RD.5  | Pearson Correlation | ,437** | ,200 | ,415** | ,458** | 1      | ,440** | ,389** | ,397** | ,394** | ,482** | ,499** | ,456** | ,320*  | ,387** | ,238   | ,729** |
|       | Sig. (2-tailed)     | ,002   | ,178 | ,004   | ,001   |        | ,002   | ,007   | ,006   | ,006   | ,001   | ,000   | ,001   | ,028   | ,007   | ,108   | ,000   |
|       | N                   | 47     | 47   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.6  | Pearson Correlation | ,279   | ,246 | ,229   | ,231   | ,440** | 1      | ,341*  | ,222   | ,106   | ,110   | ,165   | ,272   | -      | -      | -      | ,387** |
|       | Sig. (2-tailed)     | ,058   | ,096 | ,122   | ,118   | ,002   |        | ,019   | ,134   | ,480   | ,464   | ,267   | ,064   | ,898   | ,291   | ,875   | ,007   |
|       | N                   | 47     | 47   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.7  | Pearson Correlation | ,036   | -    | ,096   | ,200   | ,389** | ,341*  | 1      | ,314*  | ,482** | ,321*  | ,354*  | ,418** | ,002   | ,060   | ,163   | ,443** |
|       | Sig. (2-tailed)     | ,811   | ,619 | ,522   | ,179   | ,007   | ,019   |        | ,032   | ,001   | ,028   | ,015   | ,003   | ,988   | ,687   | ,274   | ,002   |
|       | N                   | 47     | 47   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.8  | Pearson Correlation | ,202   | ,234 | ,387** | ,265   | ,397** | ,222   | ,314*  | 1      | ,270   | ,484** | ,434** | ,411** | ,312*  | ,308*  | ,264   | ,607** |
|       | Sig. (2-tailed)     | ,173   | ,114 | ,007   | ,071   | ,006   | ,134   | ,032   |        | ,066   | ,001   | ,002   | ,004   | ,033   | ,035   | ,072   | ,000   |
|       | N                   | 47     | 47   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.9  | Pearson Correlation | ,236   | ,092 | ,244   | ,479** | ,394** | ,106   | ,482** | ,270   | 1      | ,591** | ,420** | ,422** | ,481** | ,332*  | ,210   | ,644** |
|       | Sig. (2-tailed)     | ,111   | ,537 | ,099   | ,001   | ,006   | ,480   | ,001   | ,066   |        | ,000   | ,003   | ,003   | ,001   | ,023   | ,156   | ,000   |
|       | N                   | 47     | 47   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.10 | Pearson Correlation | ,409** | ,219 | ,389** | ,293*  | ,482** | ,110   | ,321*  | ,484** | ,591** | 1      | ,734** | ,489** | ,410** | ,552** | ,223   | ,752** |
|       | Sig. (2-tailed)     | ,004   | ,138 | ,007   | ,046   | ,001   | ,464   | ,028   | ,001   | ,000   |        | ,000   | ,000   | ,004   | ,000   | ,132   | ,000   |
|       | N                   | 47     | 47   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.11 | Pearson Correlation | ,277   | ,182 | ,378** | ,153   | ,499** | ,165   | ,354*  | ,434** | ,420** | ,734** | 1      | ,683** | ,221   | ,382** | ,321*  | ,698** |
|       | Sig. (2-tailed)     | ,060   | ,221 | ,009   | ,306   | ,000   | ,267   | ,015   | ,002   | ,000   | ,000   |        | ,000   | ,136   | ,008   | ,028   | ,000   |
|       | N                   | 47     | 47   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.12 | Pearson Correlation | ,073   | ,267 | ,500** | ,233   | ,456** | ,272   | ,418** | ,411** | ,420** | ,489** | ,683** | 1      | ,290*  | ,484** | ,492** | ,733** |

|                                                              |                     |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                                              | Sig. (2-tailed)     | ,624   | ,070   | ,000   | ,116   | ,001   | ,064   | ,003   | ,004   | ,003   | ,000   | ,000   |        | ,048   | ,001   | ,000   | ,000   |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.1<br>3                                                    | Pearson Correlation | ,424** | ,477** | ,378** | ,395** | ,320*  | -,019  | ,002   | ,312*  | ,481** | ,410** | ,221*  | ,290*  | 1      | ,527** | ,375** | ,619** |
|                                                              | Sig. (2-tailed)     | ,003   | ,001   | ,009   | ,006   | ,028   | ,898   | ,988   | ,033   | ,001   | ,004   | ,136   | ,048   |        | ,000   | ,009   | ,000   |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.1<br>4                                                    | Pearson Correlation | ,145   | ,187   | ,347*  | ,415** | ,387** | -,157  | ,060   | ,308*  | ,332*  | ,552** | ,382** | ,484** | ,527** | 1      | ,664** | ,635** |
|                                                              | Sig. (2-tailed)     | ,332   | ,208   | ,017   | ,004   | ,007   | ,291   | ,687   | ,035   | ,023   | ,000   | ,008   | ,001   | ,000   |        | ,000   | ,000   |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| RD.1<br>5                                                    | Pearson Correlation | ,043   | ,130   | ,266   | ,217   | ,238   | -,024  | ,163   | ,264   | ,210   | ,223   | ,321*  | ,492** | ,375** | ,664** | 1      | ,507** |
|                                                              | Sig. (2-tailed)     | ,776   | ,383   | ,071   | ,143   | ,108   | ,875   | ,274   | ,072   | ,156   | ,132   | ,028   | ,000   | ,009   | ,000   |        | ,000   |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| Total<br>Rew<br>ard                                          | Pearson Correlation | ,490** | ,474** | ,670** | ,547** | ,729** | ,387** | ,443** | ,607** | ,644** | ,752** | ,698** | ,733** | ,619** | ,635** | ,507** | 1      |
|                                                              | Sig. (2-tailed)     | ,000   | ,001   | ,000   | ,000   | ,000   | ,007   | ,002   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |

## Punishment

| Correlations |                     |        |        |        |        |        |        |        |        |        |                  |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------------------|
|              |                     | PN.1   | PN.2   | PN.3   | PN.4   | PN.5   | PN.6   | PN.7   | PN.8   | PN.9   | Total Punishment |
| PN.1         | Pearson Correlation | 1      | ,671** | ,533** | ,346*  | ,389** | ,118   | ,041   | -,087  | ,053   | ,494**           |
|              | Sig. (2-tailed)     |        | ,000   | ,000   | ,017   | ,007   | ,429   | ,782   | ,559   | ,725   | ,000             |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47               |
| PN.2         | Pearson Correlation | ,671** | 1      | ,713** | ,278   | ,315*  | ,312*  | ,244   | -,007  | ,072   | ,579**           |
|              | Sig. (2-tailed)     | ,000   |        | ,000   | ,059   | ,031   | ,033   | ,099   | ,961   | ,629   | ,000             |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47               |
| PN.3         | Pearson Correlation | ,533** | ,713** | 1      | ,255   | ,409** | ,333*  | ,465** | ,135   | ,199   | ,669**           |
|              | Sig. (2-tailed)     | ,000   | ,000   |        | ,083   | ,004   | ,022   | ,001   | ,364   | ,179   | ,000             |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47               |
| PN.4         | Pearson Correlation | ,346*  | ,278   | ,255   | 1      | ,387** | ,138   | ,098   | ,435** | ,129   | ,582**           |
|              | Sig. (2-tailed)     | ,017   | ,059   | ,083   |        | ,007   | ,356   | ,514   | ,002   | ,389   | ,000             |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47               |
| PN.5         | Pearson Correlation | ,389** | ,315*  | ,409** | ,387** | 1      | ,562** | ,316*  | ,304*  | ,279   | ,703**           |
|              | Sig. (2-tailed)     | ,007   | ,031   | ,004   | ,007   |        | ,000   | ,031   | ,038   | ,058   | ,000             |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47               |
| PN.6         | Pearson Correlation | ,118   | ,312*  | ,333*  | ,138   | ,562** | 1      | ,579** | ,382** | ,666** | ,715**           |
|              | Sig. (2-tailed)     | ,429   | ,033   | ,022   | ,356   | ,000   |        | ,000   | ,008   | ,000   | ,000             |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47               |
| PN.7         | Pearson Correlation | ,041   | ,244   | ,465** | ,098   | ,316*  | ,579** | 1      | ,576** | ,611** | ,692**           |
|              | Sig. (2-tailed)     | ,782   | ,099   | ,001   | ,514   | ,031   | ,000   |        | ,000   | ,000   | ,000             |

|                                                              |                     |        |        |        |        |        |        |        |        |        |        |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| PN.8                                                         | Pearson Correlation | ,087   | ,007   | ,135   | ,435** | ,304*  | ,382** | ,576** | 1      | ,546** | ,624** |
|                                                              | Sig. (2-tailed)     | ,559   | ,961   | ,364   | ,002   | ,038   | ,008   | ,000   |        | ,000   | ,000   |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| PN.9                                                         | Pearson Correlation | ,053   | ,072   | ,199   | ,129   | ,279   | ,666** | ,611** | ,546** | 1      | ,629** |
|                                                              | Sig. (2-tailed)     | ,725   | ,629   | ,179   | ,389   | ,058   | ,000   | ,000   | ,000   |        | ,000   |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| Total Punishment                                             | Pearson Correlation | ,494** | ,579** | ,669** | ,582** | ,703** | ,715** | ,692** | ,624** | ,629** | 1      |
|                                                              | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |        |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |        |



### Produktivitas Kerja

| Correlations |                     |        |        |        |        |        |        |        |        |        |                                 |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------------------------|
|              |                     | PK.1   | PK.2   | PK.3   | PK.4   | PK.5   | PK.6   | PK.7   | PK.8   | PK.9   | Total<br>Produktivitas<br>Kerja |
| PK.1         | Pearson Correlation | 1      | ,575** | ,517** | ,452** | ,450** | ,545** | ,411** | ,357*  | ,343*  | ,656**                          |
|              | Sig. (2-tailed)     |        | ,000   | ,000   | ,001   | ,001   | ,000   | ,004   | ,014   | ,018   | ,000                            |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47                              |
| PK.2         | Pearson Correlation | ,575** | 1      | ,785** | ,587** | ,618** | ,639** | ,400** | ,634** | ,680** | ,833**                          |
|              | Sig. (2-tailed)     | ,000   |        | ,000   | ,000   | ,000   | ,000   | ,005   | ,000   | ,000   | ,000                            |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47                              |
| PK.3         | Pearson Correlation | ,517** | ,785** | 1      | ,682** | ,612** | ,532** | ,503** | ,552** | ,597** | ,817**                          |
|              | Sig. (2-tailed)     | ,000   | ,000   |        | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000                            |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47                              |
| PK.4         | Pearson Correlation | ,452** | ,587** | ,682** | 1      | ,850** | ,715** | ,434** | ,577** | ,382** | ,832**                          |
|              | Sig. (2-tailed)     | ,001   | ,000   | ,000   |        | ,000   | ,000   | ,002   | ,000   | ,008   | ,000                            |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47                              |
| PK.5         | Pearson Correlation | ,450** | ,618** | ,612** | ,850** | 1      | ,649** | ,319*  | ,452** | ,385** | ,783**                          |
|              | Sig. (2-tailed)     | ,001   | ,000   | ,000   | ,000   |        | ,000   | ,029   | ,001   | ,007   | ,000                            |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47                              |
| PK.6         | Pearson Correlation | ,545** | ,639** | ,532** | ,715** | ,649** | 1      | ,626** | ,657** | ,558** | ,863**                          |
|              | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   |        | ,000   | ,000   | ,000   | ,000                            |
|              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47                              |
| PK.7         | Pearson Correlation | ,411** | ,400** | ,503** | ,434** | ,319*  | ,626** | 1      | ,548** | ,562** | ,691**                          |
|              | Sig. (2-tailed)     | ,004   | ,005   | ,000   | ,002   | ,029   | ,000   |        | ,000   | ,000   | ,000                            |

|                                                              |                     |        |        |        |        |        |        |        |        |        |        |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| PK.8                                                         | Pearson Correlation | ,357*  | ,634** | ,552** | ,577** | ,452** | ,657** | ,548** | 1      | ,624** | ,771** |
|                                                              | Sig. (2-tailed)     | ,014   | ,000   | ,000   | ,000   | ,001   | ,000   | ,000   |        | ,000   | ,000   |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| PK.9                                                         | Pearson Correlation | ,343*  | ,680** | ,597** | ,382** | ,385** | ,558** | ,562** | ,624** | 1      | ,717** |
|                                                              | Sig. (2-tailed)     | ,018   | ,000   | ,000   | ,008   | ,007   | ,000   | ,000   | ,000   |        | ,000   |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| Total Produktivitas Kerja                                    | Pearson Correlation | ,656** | ,833** | ,817** | ,832** | ,783** | ,863** | ,691** | ,771** | ,717** | 1      |
|                                                              | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        |
|                                                              | N                   | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     | 47     |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |        |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |        |

## Disiplin Kerja

| Correlations |                        |            |            |            |            |            |            |           |            |            |            |            |            |            |            |               |                            |
|--------------|------------------------|------------|------------|------------|------------|------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|---------------|----------------------------|
|              |                        | DK.<br>1   | DK.<br>2   | DK.<br>3   | DK.<br>4   | DK.<br>5   | DK.<br>6   | DK.<br>7  | DK.<br>8   | DK.<br>9   | DK.<br>10  | DK.<br>11  | DK.<br>12  | DK.<br>13  | DK.<br>14  | DK.<br>15     | Total<br>Disiplin<br>Kerja |
| DK.1         | Pearson<br>Correlation | 1          | ,30<br>6*  | ,33<br>1*  | ,21<br>8   | ,44<br>6** | ,17<br>4   | ,10<br>0  | ,19<br>1   | ,25<br>2   | ,20<br>0   | ,21<br>6   | ,32<br>8*  | ,30<br>5*  | ,35<br>4*  | ,31<br>6*     | ,482**                     |
|              | Sig. (2-<br>tailed)    |            | ,03<br>7   | ,02<br>3   | ,14<br>2   | ,00<br>2   | ,24<br>1   | ,50<br>4  | ,19<br>8   | ,08<br>8   | ,17<br>8   | ,14<br>4   | ,02<br>4   | ,03<br>7   | ,01<br>5   | ,03<br>0      | ,001                       |
|              | N                      | 47         | 47         | 47         | 47         | 47         | 47         | 47        | 47         | 47         | 47         | 47         | 47         | 47         | 47         | 47            | 47                         |
| DK.2         | Pearson<br>Correlation | ,30<br>6*  | 1          | ,89<br>8** | ,38<br>4** | ,20<br>2   | ,24<br>9   | ,33<br>1* | ,43<br>0** | ,21<br>3   | ,47<br>2** | ,66<br>4** | ,59<br>6** | ,08<br>4   | ,66<br>8** | ,57<br>7**    | ,750**                     |
|              | Sig. (2-<br>tailed)    | ,03<br>7   |            | ,00<br>0   | ,00<br>8   | ,17<br>3   | ,09<br>2   | ,02<br>3  | ,00<br>3   | ,15<br>0   | ,00<br>1   | ,00<br>0   | ,00<br>0   | ,57<br>4   | ,00<br>0   | ,00<br>0      | ,000                       |
|              | N                      | 47         | 47         | 47         | 47         | 47         | 47         | 47        | 47         | 47         | 47         | 47         | 47         | 47         | 47         | 47            | 47                         |
| DK.3         | Pearson<br>Correlation | ,33<br>1*  | ,89<br>8** | 1          | ,31<br>3*  | ,16<br>5   | ,28<br>9*  | ,34<br>8* | ,50<br>7** | ,17<br>4   | ,42<br>7** | ,61<br>4** | ,60<br>5** | ,01<br>6   | ,65<br>9** | ,67<br>0**    | ,752**                     |
|              | Sig. (2-<br>tailed)    | ,02<br>3   | ,00<br>0   |            | ,03<br>2   | ,26<br>8   | ,04<br>9   | ,01<br>6  | ,00<br>0   | ,24<br>2   | ,00<br>3   | ,00<br>0   | ,00<br>0   | ,91<br>6   | ,00<br>0   | ,00<br>0      | ,000                       |
|              | N                      | 47         | 47         | 47         | 47         | 47         | 47         | 47        | 47         | 47         | 47         | 47         | 47         | 47         | 47         | 47            | 47                         |
| DK.4         | Pearson<br>Correlation | ,21<br>8   | ,38<br>4** | ,31<br>3*  | 1          | ,66<br>4** | ,43<br>0** | ,30<br>2* | ,19<br>1   | ,57<br>7** | ,71<br>4** | ,19<br>1   | ,17<br>9   | ,25<br>0   | ,07<br>1   | -<br>,07<br>4 | ,514**                     |
|              | Sig. (2-<br>tailed)    | ,14<br>2   | ,00<br>8   | ,03<br>2   |            | ,00<br>0   | ,00<br>3   | ,03<br>9  | ,19<br>9   | ,00<br>0   | ,00<br>0   | ,19<br>9   | ,22<br>8   | ,09<br>1   | ,63<br>5   | ,62<br>3      | ,000                       |
|              | N                      | 47         | 47         | 47         | 47         | 47         | 47         | 47        | 47         | 47         | 47         | 47         | 47         | 47         | 47         | 47            | 47                         |
| DK.5         | Pearson<br>Correlation | ,44<br>6** | ,20<br>2   | ,16<br>5   | ,66<br>4** | 1          | ,63<br>1** | ,29<br>6* | ,30<br>8*  | ,63<br>2** | ,57<br>7** | ,24<br>9   | ,35<br>4*  | ,41<br>1** | ,20<br>7   | ,11<br>5      | ,605**                     |
|              | Sig. (2-<br>tailed)    | ,00<br>2   | ,17<br>3   | ,26<br>8   | ,00<br>0   |            | ,00<br>0   | ,04<br>4  | ,03<br>5   | ,00<br>0   | ,00<br>0   | ,09<br>2   | ,01<br>5   | ,00<br>4   | ,16<br>2   | ,44<br>1      | ,000                       |
|              | N                      | 47         | 47         | 47         | 47         | 47         | 47         | 47        | 47         | 47         | 47         | 47         | 47         | 47         | 47         | 47            | 47                         |
| DK.6         | Pearson<br>Correlation | ,17<br>4   | ,24<br>9   | ,28<br>9*  | ,43<br>0** | ,63<br>1** | 1          | ,33<br>8* | ,35<br>2*  | ,40<br>5** | ,46<br>0** | ,29<br>2*  | ,25<br>1   | ,13<br>9   | ,26<br>1   | ,11<br>7      | ,536**                     |
|              | Sig. (2-<br>tailed)    | ,24<br>1   | ,09<br>2   | ,04<br>9   | ,00<br>3   | ,00<br>0   |            | ,02<br>0  | ,01<br>5   | ,00<br>5   | ,00<br>1   | ,04<br>6   | ,08<br>9   | ,35<br>0   | ,07<br>6   | ,43<br>2      | ,000                       |
|              | N                      | 47         | 47         | 47         | 47         | 47         | 47         | 47        | 47         | 47         | 47         | 47         | 47         | 47         | 47         | 47            | 47                         |
| DK.7         | Pearson<br>Correlation | ,10<br>0   | ,33<br>1*  | ,34<br>8*  | ,30<br>2*  | ,29<br>6*  | ,33<br>8*  | 1         | ,77<br>4** | ,69<br>6** | ,45<br>0** | ,59<br>1** | ,52<br>2** | ,08<br>0   | ,28<br>3   | ,27<br>9      | ,662**                     |

[illegible]

|                                                              |                 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |        |
|--------------------------------------------------------------|-----------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|--------|
| DK.1                                                         | Pearson         | ,31  | ,57  | ,67  | -    | ,11  | ,11  | ,27  | ,42  | ,07  | ,19  | ,52  | ,64  | ,17  | ,75  | 1    | ,635** |
| 5                                                            | Correlation     | 6*   | 7**  | 0**  | ,074 | 5    | 7    | 9    | 5**  | 0    | 6    | 6**  | 3**  | 1    | 3**  |      |        |
|                                                              | Sig. (2-tailed) | ,030 | ,000 | ,000 | ,623 | ,441 | ,432 | ,057 | ,003 | ,639 | ,188 | ,000 | ,000 | ,252 | ,000 |      | ,000   |
|                                                              | N               | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47     |
| Total Disip                                                  | Pearson         | ,48  | ,75  | ,75  | ,51  | ,60  | ,53  | ,66  | ,74  | ,64  | ,70  | ,76  | ,81  | ,35  | ,70  | ,63  | 1      |
| lin                                                          | Correlation     | 2**  | 0**  | 2**  | 4**  | 5**  | 6**  | 2**  | 9**  | 5**  | 2**  | 8**  | 9**  | 3*   | 8**  | 5**  |        |
| Kerja                                                        | Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,015 | ,000 | ,000 |        |
|                                                              | N               | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47   | 47     |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |        |
| **. Correlation is significant at the 0.01 level (2-tailed). |                 |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |        |

## Lampiran VI (Hasil Uji Reliabilitas)

### Reward

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,871                   | 15         |

### Punishment

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,806                   | 9          |

### Produktivitas Kerja

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,914                   | 9          |

### Disiplin Kerja

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| ,903                   | 15         |

## Lampiran VII (Hasil Uji Normalitas)

| One-Sample Kolmogorov-Smirnov Test |                |                     |                   |                     |                   |
|------------------------------------|----------------|---------------------|-------------------|---------------------|-------------------|
|                                    |                | Reward              | Punishment        | Produktivitas Kerja | Disiplin Kerja    |
| N                                  |                | 47                  | 47                | 47                  | 47                |
| Normal Parameters <sup>a,b</sup>   | Mean           | 58,62               | 36,30             | 36,89               | 60,26             |
|                                    | Std. Deviation | 7,060               | 4,573             | 5,337               | 6,546             |
|                                    |                |                     |                   |                     |                   |
| Most Extreme Differences           | Absolute       | ,095                | ,121              | ,114                | ,126              |
|                                    | Positive       | ,095                | ,121              | ,064                | ,111              |
|                                    | Negative       | -,086               | -,082             | -,114               | -,126             |
| Test Statistic                     |                | ,095                | ,121              | ,114                | ,126              |
| Asymp. Sig. (2-tailed)             |                | ,200 <sup>c,d</sup> | ,083 <sup>c</sup> | ,156 <sup>c</sup>   | ,059 <sup>c</sup> |
| a. Test distribution is Normal.    |                |                     |                   |                     |                   |
| b. Calculated from data.           |                |                     |                   |                     |                   |

## Lampiran VIII (Hasil Uji Multikolinieritas)

| Coefficients <sup>a</sup> |                |                             |            |                           |        |      |                         |       |
|---------------------------|----------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| Model                     |                | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|                           |                | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1                         | (Constant)     | 20,038                      | 8,776      |                           | 2,283  | ,027 |                         |       |
|                           | Reward         | -,294                       | ,091       | -,389                     | -3,239 | ,002 | ,985                    | 1,015 |
|                           | Punishment     | ,381                        | ,140       | ,327                      | 2,734  | ,009 | ,994                    | 1,006 |
|                           | Disiplin Kerja | ,336                        | ,098       | ,412                      | 3,435  | ,001 | ,987                    | 1,013 |

a. Dependent Variable: Produktivitas Kerja

### Lampiran IX (Hasil Uji Linieritas)

| ANOVA Table                  |                |                          |                |    |             |       |      |
|------------------------------|----------------|--------------------------|----------------|----|-------------|-------|------|
|                              |                |                          | Sum of Squares | df | Mean Square | F     | Sig. |
| Produktivitas Kerja * Reward | Between Groups | (Combined)               | 687,301        | 20 | 34,365      | 1,434 | ,192 |
|                              |                | Linearity                | 137,205        | 1  | 137,205     | 5,725 | ,024 |
|                              |                | Deviation from Linearity | 550,096        | 19 | 28,952      | 1,208 | ,322 |
|                              | Within Groups  |                          | 623,167        | 26 | 23,968      |       |      |
|                              | Total          |                          | 1310,468       | 46 |             |       |      |

| ANOVA Table                      |                |                          |                |    |             |       |      |
|----------------------------------|----------------|--------------------------|----------------|----|-------------|-------|------|
|                                  |                |                          | Sum of Squares | df | Mean Square | F     | Sig. |
| Produktivitas Kerja * Punishment | Between Groups | (Combined)               | 653,551        | 15 | 43,570      | 2,056 | ,044 |
|                                  |                | Linearity                | 134,361        | 1  | 134,361     | 6,341 | ,017 |
|                                  |                | Deviation from Linearity | 519,190        | 14 | 37,085      | 1,750 | ,095 |
|                                  | Within Groups  |                          | 656,917        | 31 | 21,191      |       |      |
|                                  | Total          |                          | 1310,468       | 46 |             |       |      |

| ANOVA Table                             |                |                          |                |    |             |       |      |
|-----------------------------------------|----------------|--------------------------|----------------|----|-------------|-------|------|
|                                         |                |                          | Sum of Squares | df | Mean Square | F     | Sig. |
| Produktivitas Kerja *<br>Disiplin Kerja | Between Groups | (Combined)               | 506,301        | 19 | 26,647      | ,895  | ,593 |
|                                         |                | Linearity                | 193,951        | 1  | 193,951     | 6,512 | ,017 |
|                                         |                | Deviation from Linearity | 312,350        | 18 | 17,353      | ,583  | ,882 |
|                                         | Within Groups  |                          | 804,167        | 27 | 29,784      |       |      |
|                                         | Total          |                          | 1310,468       | 46 |             |       |      |



## Lampiran X (Hasil Uji Hipotesis)

| Model Summary                                                 |                   |          |                   |                            |
|---------------------------------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                                         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                                             | ,624 <sup>a</sup> | ,389     | ,346              | 4,315                      |
| a. Predictors: (Constant), Disiplin Kerja, Punishment, Reward |                   |          |                   |                            |

**Uji F**

| ANOVA <sup>a</sup>                                            |            |                |    |             |       |                   |
|---------------------------------------------------------------|------------|----------------|----|-------------|-------|-------------------|
| Model                                                         |            | Sum of Squares | df | Mean Square | F     | Sig.              |
| 1                                                             | Regression | 509,891        | 3  | 169,964     | 9,129 | ,000 <sup>b</sup> |
|                                                               | Residual   | 800,577        | 43 | 18,618      |       |                   |
|                                                               | Total      | 1310,468       | 46 |             |       |                   |
| a. Dependent Variable: Produktivitas Kerja                    |            |                |    |             |       |                   |
| b. Predictors: (Constant), Disiplin Kerja, Punishment, Reward |            |                |    |             |       |                   |

Uji t

| Coefficients <sup>a</sup> |                |                             |            |                           |        |      |
|---------------------------|----------------|-----------------------------|------------|---------------------------|--------|------|
| Model                     |                | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|                           |                | B                           | Std. Error | Beta                      |        |      |
| 1                         | (Constant)     | 20,038                      | 8,776      |                           | 2,283  | ,027 |
|                           | Reward         | -,294                       | ,091       | -,389                     | -3,239 | ,002 |
|                           | Punishment     | ,381                        | ,140       | ,327                      | 2,734  | ,009 |
|                           | Disiplin Kerja | ,336                        | ,098       | ,412                      | 3,435  | ,001 |

a. Dependent Variable: Produktivitas Kerja

## Lampiran XI (Hasil Uji MRA)

| Model Summary                                                                                                   |                   |          |                   |                            |
|-----------------------------------------------------------------------------------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                                                                                           | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                                                                                               | ,683 <sup>a</sup> | ,467     | ,402              | 4,127                      |
| a. Predictors: (Constant), Punishment*Disiplin Kerja, Reward, Disiplin Kerja, Punishment, Reward*Disiplin Kerja |                   |          |                   |                            |

| Coefficients <sup>a</sup>                  |                           |                             |            |                           |        |      |
|--------------------------------------------|---------------------------|-----------------------------|------------|---------------------------|--------|------|
| Model                                      |                           | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|                                            |                           | B                           | Std. Error | Beta                      |        |      |
| 1                                          | (Constant)                | 29,800                      | 45,253     |                           | ,659   | ,514 |
|                                            | Reward                    | -2,534                      | ,940       | -3,352                    | -2,696 | ,010 |
|                                            | Punishment                | 3,672                       | 1,609      | 3,146                     | 2,282  | ,028 |
|                                            | Disiplin Kerja            | ,150                        | ,758       | ,184                      | ,198   | ,844 |
|                                            | Reward*Disiplin Kerja     | ,038                        | ,016       | 4,304                     | 2,395  | ,021 |
|                                            | Punishment*Disiplin Kerja | -,056                       | ,027       | -3,916                    | -2,057 | ,046 |
| a. Dependent Variable: Produktivitas Kerja |                           |                             |            |                           |        |      |

**Titik Persentase Distribusi t (df = 41 – 80)**

| <b>Pr</b><br><b>df</b> | <b>0.25</b><br><b>0.50</b> | <b>0.10</b><br><b>0.20</b> | <b>0.05</b><br><b>0.10</b> | <b>0.025</b><br><b>0.050</b> | <b>0.01</b><br><b>0.02</b> | <b>0.005</b><br><b>0.010</b> | <b>0.001</b><br><b>0.002</b> |
|------------------------|----------------------------|----------------------------|----------------------------|------------------------------|----------------------------|------------------------------|------------------------------|
| 41                     | 0.68052                    | 1.30254                    | 1.68288                    | 2.01954                      | 2.42080                    | 2.70118                      | 3.30127                      |
| 42                     | 0.68038                    | 1.30204                    | 1.68195                    | 2.01808                      | 2.41847                    | 2.69807                      | 3.29595                      |
| 43                     | 0.68024                    | 1.30155                    | 1.68107                    | 2.01669                      | 2.41625                    | 2.69510                      | 3.29089                      |
| 44                     | 0.68011                    | 1.30109                    | 1.68023                    | 2.01537                      | 2.41413                    | 2.69228                      | 3.28607                      |
| 45                     | 0.67998                    | 1.30065                    | 1.67943                    | 2.01410                      | 2.41212                    | 2.68959                      | 3.28148                      |
| 46                     | 0.67986                    | 1.30023                    | 1.67866                    | 2.01290                      | 2.41019                    | 2.68701                      | 3.27710                      |
| 47                     | 0.67975                    | 1.29982                    | 1.67793                    | 2.01174                      | 2.40835                    | 2.68456                      | 3.27291                      |
| 48                     | 0.67964                    | 1.29944                    | 1.67722                    | 2.01063                      | 2.40658                    | 2.68220                      | 3.26891                      |
| 49                     | 0.67953                    | 1.29907                    | 1.67655                    | 2.00958                      | 2.40489                    | 2.67995                      | 3.26508                      |
| 50                     | 0.67943                    | 1.29871                    | 1.67591                    | 2.00856                      | 2.40327                    | 2.67779                      | 3.26141                      |
| 51                     | 0.67933                    | 1.29837                    | 1.67528                    | 2.00758                      | 2.40172                    | 2.67572                      | 3.25789                      |
| 52                     | 0.67924                    | 1.29805                    | 1.67469                    | 2.00665                      | 2.40022                    | 2.67373                      | 3.25451                      |
| 53                     | 0.67915                    | 1.29773                    | 1.67412                    | 2.00575                      | 2.39879                    | 2.67182                      | 3.25127                      |
| 54                     | 0.67906                    | 1.29743                    | 1.67356                    | 2.00488                      | 2.39741                    | 2.66998                      | 3.24815                      |
| 55                     | 0.67898                    | 1.29713                    | 1.67303                    | 2.00404                      | 2.39608                    | 2.66822                      | 3.24515                      |
| 56                     | 0.67890                    | 1.29685                    | 1.67252                    | 2.00324                      | 2.39480                    | 2.66651                      | 3.24226                      |
| 57                     | 0.67882                    | 1.29658                    | 1.67203                    | 2.00247                      | 2.39357                    | 2.66487                      | 3.23948                      |
| 58                     | 0.67874                    | 1.29632                    | 1.67155                    | 2.00172                      | 2.39238                    | 2.66329                      | 3.23680                      |
| 59                     | 0.67867                    | 1.29607                    | 1.67109                    | 2.00100                      | 2.39123                    | 2.66176                      | 3.23421                      |
| 60                     | 0.67860                    | 1.29582                    | 1.67065                    | 2.00030                      | 2.39012                    | 2.66028                      | 3.23171                      |
| 61                     | 0.67853                    | 1.29558                    | 1.67022                    | 1.99962                      | 2.38905                    | 2.65886                      | 3.22930                      |
| 62                     | 0.67847                    | 1.29536                    | 1.66980                    | 1.99897                      | 2.38801                    | 2.65748                      | 3.22696                      |
| 63                     | 0.67840                    | 1.29513                    | 1.66940                    | 1.99834                      | 2.38701                    | 2.65615                      | 3.22471                      |
| 64                     | 0.67834                    | 1.29492                    | 1.66901                    | 1.99773                      | 2.38604                    | 2.65485                      | 3.22253                      |
| 65                     | 0.67828                    | 1.29471                    | 1.66864                    | 1.99714                      | 2.38510                    | 2.65360                      | 3.22041                      |
| 66                     | 0.67823                    | 1.29451                    | 1.66827                    | 1.99656                      | 2.38419                    | 2.65239                      | 3.21837                      |
| 67                     | 0.67817                    | 1.29432                    | 1.66792                    | 1.99601                      | 2.38330                    | 2.65122                      | 3.21639                      |
| 68                     | 0.67811                    | 1.29413                    | 1.66757                    | 1.99547                      | 2.38245                    | 2.65008                      | 3.21446                      |
| 69                     | 0.67806                    | 1.29394                    | 1.66724                    | 1.99495                      | 2.38161                    | 2.64898                      | 3.21260                      |
| 70                     | 0.67801                    | 1.29376                    | 1.66691                    | 1.99444                      | 2.38081                    | 2.64790                      | 3.21079                      |
| 71                     | 0.67796                    | 1.29359                    | 1.66660                    | 1.99394                      | 2.38002                    | 2.64686                      | 3.20903                      |
| 72                     | 0.67791                    | 1.29342                    | 1.66629                    | 1.99346                      | 2.37926                    | 2.64585                      | 3.20733                      |
| 73                     | 0.67787                    | 1.29326                    | 1.66600                    | 1.99300                      | 2.37852                    | 2.64487                      | 3.20567                      |
| 74                     | 0.67782                    | 1.29310                    | 1.66571                    | 1.99254                      | 2.37780                    | 2.64391                      | 3.20406                      |
| 75                     | 0.67778                    | 1.29294                    | 1.66543                    | 1.99210                      | 2.37710                    | 2.64298                      | 3.20249                      |
| 76                     | 0.67773                    | 1.29279                    | 1.66515                    | 1.99167                      | 2.37642                    | 2.64208                      | 3.20096                      |
| 77                     | 0.67769                    | 1.29264                    | 1.66488                    | 1.99125                      | 2.37576                    | 2.64120                      | 3.19948                      |
| 78                     | 0.67765                    | 1.29250                    | 1.66462                    | 1.99085                      | 2.37511                    | 2.64034                      | 3.19804                      |
| 79                     | 0.67761                    | 1.29236                    | 1.66437                    | 1.99045                      | 2.37448                    | 2.63950                      | 3.19663                      |
| 80                     | 0.67757                    | 1.29222                    | 1.66412                    | 1.99006                      | 2.37387                    | 2.63869                      | 3.19526                      |

## Lampiran XIII (t Tabel )

Tabel r untuk df = 1 - 50

| 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  |
| 1          | 0.9877                                   | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2          | 0.9000                                   | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3          | 0.8054                                   | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4          | 0.7293                                   | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5          | 0.6694                                   | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6          | 0.6215                                   | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7          | 0.5822                                   | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8          | 0.5494                                   | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9          | 0.5214                                   | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10         | 0.4973                                   | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11         | 0.4762                                   | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12         | 0.4575                                   | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13         | 0.4409                                   | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14         | 0.4259                                   | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15         | 0.4124                                   | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16         | 0.4000                                   | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17         | 0.3887                                   | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18         | 0.3783                                   | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19         | 0.3687                                   | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20         | 0.3598                                   | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21         | 0.3515                                   | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22         | 0.3438                                   | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23         | 0.3365                                   | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24         | 0.3297                                   | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25         | 0.3233                                   | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26         | 0.3172                                   | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27         | 0.3115                                   | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28         | 0.3061                                   | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29         | 0.3009                                   | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30         | 0.2960                                   | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31         | 0.2913                                   | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32         | 0.2869                                   | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33         | 0.2826                                   | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34         | 0.2785                                   | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35         | 0.2746                                   | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36         | 0.2709                                   | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37         | 0.2673                                   | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38         | 0.2638                                   | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39         | 0.2605                                   | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40         | 0.2573                                   | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41         | 0.2542                                   | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42         | 0.2512                                   | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43         | 0.2483                                   | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44         | 0.2455                                   | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45         | 0.2429                                   | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46         | 0.2403                                   | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47         | 0.2377                                   | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48         | 0.2353                                   | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49         | 0.2329                                   | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50         | 0.2306                                   | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

## Lampiran XIV (F Tabel)

Titik Persentase Distribusi F untuk Probabilita = 0,05

| df untuk<br>penyebut<br>(N2) | df untuk pembilang (N1) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|------------------------------|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                              | 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  |