

## **Lampiran 1 Kuesioner Penelitian**



**INSTITUT INFORMATIKA DAN BISNIS  
DARMAJAYA FAKULTAS BISNIS DAN  
EKONOMI**

---

### **KUESIONER**

**PENGARUH MOTIVASI DAN KEPUASAN KERJA TERHADAP  
KINERJA KARYAWAN PT. FEDERAL INTERNATIONAL FINANCE  
PRINGSEWU**

### **IDENTITAS PENELITIAN**

Nama : Irgi Akbar Fahri

Jurusan : Manajemen

Alamat : Jl. Palapa Gunung Kancil Pringkumpul, Pringsewu Selatan

E-Mail : irgiaf01@gmail.com

Bandar Lampung, 27 Agustus 2020

Hal : Mohon Bantu Pengisian Kuesioner

Kepada Yth.

Bapak/Ibu/Sdr.

Karyawan PT. Federal International Finance Pringsewu

Di Tempat

Dengan Hormat,

Berkenannya dengan penelitian yang saya lakukan dalam rangka menyelesaikan studi pada program Strata Satu (S1) Manajemen IIB Darmajaya Bandar Lampung tentang **“Pengaruh Motivasi dan Kepuasan Kerja Terhadap Kinerja Karyawan ”** maka saya mohon kesediaan Bapak/Ibu/Sdr untuk mengisi kuesioner terlampir. Penelitian ini diharapkan dapat memberikan hasil yang bermanfaat, oleh karenanya diharapkan kesediaan Bapak/Ibu/Sdr untuk menjawab kuesioner ini dengan sejujurnya. Perlu diberitahukan bahwa informasi yang Bapak/Ibu/Sdr berikan semata-mata untuk kepentingan penelitian ini. Untuk itu saya menjamin kerahasiaannya. Atas perhatian, bantuan dan kerjasama yang baik dari Bapak/Ibu/Sdr, saya mengucapkan banyak terimakasih.

Hormat saya

Irgi Akbar Fahri  
NPM. 1612110228

## KUESIONER

Pernyataan di bawah ini dalam rangka penelitian skripsi dengan judul :

**Pengaruh Motivasi dan Kepuasan Kerja Terhadap Kinerja Karyawan  
PT. Federal International Finance Pringsewu**

### 1. KARAKTERISTIK RESPONDEN

1. **Jenis Kelamin** : ☐ Laki-laki  
☐ Perempuan
2. **Usia** : ☐ 21-25 Tahun  
☐ 26-30 Tahun
3. **Masa Kerja** : ☐ < 5 Tahun  
☐ > 5 Tahun

### II. Petunjuk Pengisian Pernyataan :

1. Jawablah pernyataan yang diajukan dibawah ini dengan benar dan jujur.
2. Pernyataan harus dijawab semua jangan sampai ada yang terlewatkan, agar data dapat sepenuhnya diolah peneliti.
3. Berilah tanda (✓) pada jawaban yang telah disediakan oleh peneliti.

### Kriteria penilaian :

- 1 = Sangat Tidak Setuju  
2 = Tidak Setuju  
3 = Kurang Setuju  
4 = Setuju  
5 = Sangat Setuju

4. Setiap butir pernyataan hanya satu jawaban saja.
5. Setelah melakukan pengisian, mohon Bapak/Ibu mengembalikan kepada yang menyerahkan kuesioner.

## DAFTAR PERNYATAAN

### 1. Motivasi (X1)

| No.                                          | Pernyataan                                                                                                  | Jawaban |   |   |    |     |
|----------------------------------------------|-------------------------------------------------------------------------------------------------------------|---------|---|---|----|-----|
|                                              |                                                                                                             | SS      | S | N | TS | STS |
|                                              |                                                                                                             | 5       | 4 | 3 | 2  | 1   |
| <b>Gaji</b>                                  |                                                                                                             |         |   |   |    |     |
| 1.                                           | Gaji yang diterima sesuai dengan tugas dan tanggung jawab.                                                  |         |   |   |    |     |
| 2.                                           | Gaji yang diterima sesuai dengan peraturan pemerintah terkait dengan kebijakan Upah Minimum Regional (UMR). |         |   |   |    |     |
| <b>Pujian dan Pengakuan atas Hasil Kerja</b> |                                                                                                             |         |   |   |    |     |
| 3.                                           | Karyawan mendapat dukungan dalam melaksanakan pekerjaan dari atasan dan rekan kerja                         |         |   |   |    |     |
| 4.                                           | Adanya penghargaan karyawan dalam lingkungan kerja                                                          |         |   |   |    |     |
| 5.                                           | Mendapatkan pujian atas hasil kerja yang baik sehingga dapat menciptakan rasa percaya diri karyawan.        |         |   |   |    |     |
| <b>Hubungan Sesama Pegawai</b>               |                                                                                                             |         |   |   |    |     |
| 6.                                           | Terciptanya suasana kerja yang harmonis satu dengan yang lainnya.                                           |         |   |   |    |     |
| 7.                                           | Karyawan menjalin hubungan yang harmonis antar sesama teman sejawat dengan saling mendukung                 |         |   |   |    |     |

| Tunjangan Kesehatan |                                                                                                                      |  |  |  |  |
|---------------------|----------------------------------------------------------------------------------------------------------------------|--|--|--|--|
| 8.                  | Tunjangan yang diberikan menciptakan rasa percaya diri karyawan.                                                     |  |  |  |  |
| 9.                  | Tunjangan yang diberikan mendorong untuk memberikan potensi dan loyalitas terbaik.                                   |  |  |  |  |
| 10.                 | Karyawan memperoleh tunjangan kesehatan yang memadai untuk menjamin kesehatan dan biaya pengobatan beserta keluarga. |  |  |  |  |

## 2. Kepuasan Kerja (X2)

| No<br><br>.                       | Pernyataan                                                                                     | Jawaban |   |   |    |     |
|-----------------------------------|------------------------------------------------------------------------------------------------|---------|---|---|----|-----|
|                                   |                                                                                                | SS      | S | N | TS | STS |
|                                   |                                                                                                | 5       | 4 | 3 | 2  | 1   |
| Promosi                           |                                                                                                |         |   |   |    |     |
| 1.                                | Setiap karyawan memiliki kesempatan yang sama untuk penigkatan karier atau untuk dipromosikan. |         |   |   |    |     |
| 2.                                | Kesempatan karyawan untuk berkembang (promosi) apabila berprestasi.                            |         |   |   |    |     |
| Pengawasan ( <i>supervision</i> ) |                                                                                                |         |   |   |    |     |
| 3.                                | Monitoring yang dilakukan oleh pimpinan langsung secara berkala dapat memacu saya bekerja.     |         |   |   |    |     |
| 4.                                | Pimpinan memberikan dorongan dan perhatian terhadap pekerjaan yang saya lakukan                |         |   |   |    |     |
| 5.                                | Cara para manajer (supervisor) melakukan pengawasan dan menangani karyawannya sudah tepat.     |         |   |   |    |     |
| Gaji                              |                                                                                                |         |   |   |    |     |
| 6.                                | Karyawan menerima gaji yang cukup dan sesuai, berdasarkan tanggung jawab pekerjaan yang        |         |   |   |    |     |

|                              |                                                                                                        |  |  |  |  |  |
|------------------------------|--------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|                              | diberikan pada saya                                                                                    |  |  |  |  |  |
| 7.                           | Karyawan menerima kenaikan gaji berdasarkan prestasi kerja dan tanggung jawab saya terhadap pekerjaan. |  |  |  |  |  |
| <b>Pekerjaan Itu Sendiri</b> |                                                                                                        |  |  |  |  |  |
| 8.                           | Saya senantiasa mengerjakan pekerjaan dengan mementingkan kualitas dari hasil pekerjaan.               |  |  |  |  |  |
| 9.                           | Saya berusaha untuk mendapatkan cara pemecahan terbaik setiap masalah yang saya hadapi                 |  |  |  |  |  |
| <b>Kerjasama</b>             |                                                                                                        |  |  |  |  |  |
| 10.                          | Saya menikmati bekerja dengan teman-teman disini                                                       |  |  |  |  |  |
| 11.                          | Saya memiliki rekan kerja yang kooperatif.                                                             |  |  |  |  |  |
| 12.                          | Saya merasa puas dengan interaksi sesama rekan kerja sehingga memudahkan dalam bekerja.                |  |  |  |  |  |

### 3. Kinerja Karyawan

| No.             | Pernyataan                                                                   | Jawaban |   |   |    |     |
|-----------------|------------------------------------------------------------------------------|---------|---|---|----|-----|
|                 |                                                                              | SS      | S | N | TS | STS |
|                 |                                                                              | 5       | 4 | 3 | 2  | 1   |
| Kualitas Kerja  |                                                                              |         |   |   |    |     |
| 1.              | Jumlah pekerjaan yang diselesaikan sesuai dengan yang diinginkan perusahaan. |         |   |   |    |     |
| 2.              | Karyawan bekerja sesuai dengan target yang ditetapkan perusahaan.            |         |   |   |    |     |
| 3.              | Kualitas yang kami hasilkan sesuai dengan standar yang sudah ditetapkan.     |         |   |   |    |     |
| Kuantitas Kerja |                                                                              |         |   |   |    |     |
| 4.              | Karyawan melakukan pekerjaan dengan teliti dan                               |         |   |   |    |     |

|                        |                                                                                        |  |  |  |  |  |
|------------------------|----------------------------------------------------------------------------------------|--|--|--|--|--|
|                        | cermat.                                                                                |  |  |  |  |  |
| 5.                     | Karyawan mengerjakan tugas sesuai dengan kualitas yang diinginkan oleh perusahaan.     |  |  |  |  |  |
| 6.                     | Karyawan bekerja dengan mengikuti aturan-aturan yang telah ditetapkan.                 |  |  |  |  |  |
| <b>Ketetapan Waktu</b> |                                                                                        |  |  |  |  |  |
| 7.                     | Karyawan selalu menyelesaikan tugas tepat waktu.                                       |  |  |  |  |  |
| 8.                     | Karyawan selalu berusaha konsisten dalam melakukan pekerjaan.                          |  |  |  |  |  |
| 9.                     | Karyawan selalu berusaha untuk bekerja secara tepat sesuai target.                     |  |  |  |  |  |
| <b>Tanggung Jawab</b>  |                                                                                        |  |  |  |  |  |
| 10.                    | Tanggung jawab kami sesuai dengan kualitas dan kuantitas.                              |  |  |  |  |  |
| 11.                    | Karyawan mempunyai inisiatif untuk mengerjakan tugas yang menjadi tanggung jawab saya. |  |  |  |  |  |
| 12.                    | Proses yang karyawan lakukan transparan dan dapat dipertanggung jawabkan.              |  |  |  |  |  |

## Lampiran 2. Hasil Pengumpulan Data Jawaban Responden

### 1. Motivasi Kerja (X1)

| No.  | Butir Pertanyaan |      |      |      |      |      |      |      |      |       | Total X1 |
|------|------------------|------|------|------|------|------|------|------|------|-------|----------|
| Resp | x1.1             | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | x1.8 | x1.9 | x1.10 |          |
| 1    | 4                | 5    | 3    | 4    | 3    | 5    | 3    | 3    | 5    | 5     | 40       |
| 2    | 4                | 3    | 3    | 4    | 4    | 5    | 4    | 4    | 4    | 3     | 38       |
| 3    | 2                | 5    | 5    | 5    | 2    | 5    | 5    | 5    | 5    | 5     | 44       |
| 4    | 4                | 4    | 3    | 4    | 4    | 5    | 5    | 4    | 5    | 4     | 42       |
| 5    | 4                | 4    | 3    | 4    | 4    | 5    | 4    | 3    | 4    | 4     | 39       |
| 6    | 4                | 5    | 5    | 3    | 3    | 5    | 5    | 5    | 5    | 5     | 45       |
| 7    | 4                | 4    | 4    | 4    | 3    | 5    | 3    | 4    | 5    | 4     | 40       |
| 8    | 4                | 4    | 3    | 5    | 4    | 4    | 3    | 3    | 2    | 4     | 36       |
| 9    | 3                | 4    | 5    | 3    | 3    | 5    | 5    | 3    | 3    | 4     | 38       |
| 10   | 3                | 3    | 3    | 2    | 4    | 4    | 3    | 2    | 3    | 3     | 30       |
| 11   | 4                | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 3     | 32       |
| 12   | 5                | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 3    | 5     | 44       |
| 13   | 5                | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 4    | 5     | 48       |
| 14   | 5                | 5    | 5    | 4    | 5    | 5    | 4    | 4    | 3    | 5     | 45       |
| 15   | 4                | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 41       |
| 16   | 3                | 3    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3     | 34       |
| 17   | 3                | 3    | 4    | 3    | 3    | 4    | 4    | 3    | 4    | 3     | 34       |
| 18   | 5                | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 5     | 46       |
| 19   | 4                | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4     | 38       |
| 20   | 4                | 4    | 4    | 4    | 3    | 4    | 3    | 3    | 3    | 4     | 36       |
| 21   | 4                | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 4     | 42       |
| 22   | 4                | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 2    | 3     | 32       |
| 23   | 5                | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 4     | 37       |
| 24   | 4                | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 25   | 3                | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 26   | 4                | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 3    | 4     | 37       |
| 27   | 4                | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 28   | 3                | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 29   | 4                | 3    | 4    | 3    | 3    | 3    | 3    | 4    | 3    | 3     | 33       |
| 30   | 4                | 4    | 3    | 4    | 3    | 5    | 3    | 4    | 3    | 4     | 37       |



|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 31 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 2 | 4 | 36 |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 45 |
| 33 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 33 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 35 | 4 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 3 | 35 |
| 36 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 37 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 39 |
| 38 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 41 |
| 39 | 1 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 34 |
| 40 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 33 |
| 42 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 35 |
| 43 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 44 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 35 |
| 45 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 3 | 34 |
| 46 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 3 | 40 |
| 47 | 3 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 37 |
| 48 | 3 | 4 | 5 | 4 | 3 | 4 | 2 | 5 | 3 | 4 | 37 |
| 49 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 40 |
| 50 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 5 | 41 |
| 51 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 39 |
| 52 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 39 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 54 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 48 |
| 55 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 56 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 57 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 41 |
| 58 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 59 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 61 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 63 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 36 |
| 64 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 36 |
| 65 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 66 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 34 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

## 2. Kepuasan Kerja (X2)

| No.<br>Resp | Butir Pertanyaan |      |      |      |      |      |      |      |      |       |       |       | Total<br>X2 |
|-------------|------------------|------|------|------|------|------|------|------|------|-------|-------|-------|-------------|
|             | x2.1             | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.9 | x2.10 | x2.11 | x2.12 |             |
| 1           | 3                | 3    | 3    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 3     | 52          |
| 2           | 5                | 3    | 4    | 3    | 3    | 3    | 5    | 5    | 5    | 5     | 3     | 4     | 48          |
| 3           | 5                | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5     | 5     | 5     | 59          |
| 4           | 4                | 4    | 4    | 4    | 3    | 3    | 5    | 5    | 4    | 4     | 4     | 4     | 48          |
| 5           | 4                | 3    | 4    | 3    | 3    | 3    | 5    | 5    | 5    | 4     | 4     | 4     | 47          |
| 6           | 3                | 5    | 3    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 3     | 54          |
| 7           | 4                | 5    | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 5     | 4     | 5     | 56          |
| 8           | 3                | 5    | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 4     | 4     | 5     | 52          |
| 9           | 4                | 3    | 4    | 5    | 3    | 5    | 5    | 5    | 5    | 5     | 4     | 4     | 52          |
| 10          | 3                | 4    | 5    | 4    | 3    | 4    | 4    | 4    | 4    | 3     | 3     | 5     | 46          |
| 11          | 3                | 4    | 5    | 3    | 4    | 4    | 4    | 4    | 3    | 3     | 3     | 5     | 45          |
| 12          | 5                | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5     | 5     | 5     | 59          |
| 13          | 5                | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 58          |
| 14          | 4                | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 4     | 5     | 5     | 56          |
| 15          | 5                | 4    | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 4     | 4     | 5     | 55          |
| 16          | 5                | 4    | 3    | 3    | 4    | 4    | 5    | 4    | 4    | 4     | 3     | 3     | 46          |
| 17          | 4                | 4    | 3    | 3    | 4    | 4    | 5    | 4    | 4    | 4     | 3     | 3     | 45          |
| 18          | 5                | 5    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 4     | 5     | 4     | 52          |
| 19          | 4                | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 4     | 4     | 4     | 49          |
| 20          | 4                | 5    | 4    | 3    | 3    | 3    | 4    | 4    | 4    | 4     | 4     | 4     | 46          |
| 21          | 4                | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 5    | 5     | 4     | 4     | 51          |
| 22          | 3                | 4    | 4    | 3    | 3    | 3    | 3    | 4    | 4    | 4     | 3     | 4     | 42          |
| 23          | 3                | 4    | 4    | 3    | 3    | 3    | 3    | 4    | 4    | 4     | 4     | 4     | 43          |
| 24          | 4                | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 5     | 51          |
| 25          | 3                | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 4    | 4     | 3     | 3     | 39          |
| 26          | 4                | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 48          |
| 27          | 4                | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4     | 4     | 48          |
| 28          | 3                | 4    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3     | 3     | 3     | 38          |
| 29          | 3                | 4    | 4    | 5    | 3    | 5    | 5    | 3    | 5    | 4     | 3     | 4     | 48          |
| 30          | 4                | 5    | 4    | 5    | 3    | 5    | 5    | 5    | 5    | 5     | 4     | 4     | 54          |
| 31          | 3                | 4    | 4    | 5    | 4    | 4    | 5    | 5    | 4    | 5     | 4     | 4     | 51          |
| 32          | 4                | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5     | 5     | 5     | 58          |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 33 | 3 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 44 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 54 |
| 35 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 49 |
| 36 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 44 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 46 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 47 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 47 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |   | 4 | 4 | 4 | 4 | 45 |
| 41 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 45 |
| 42 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 43 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 52 |
| 44 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 53 |
| 45 | 3 | 3 | 4 | 5 | 3 | 3 | 5 | 4 | 3 | 5 | 3 | 4 | 45 |
| 46 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 50 |
| 47 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 52 |
| 48 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 2 | 4 | 5 | 51 |
| 49 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 39 |
| 50 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 49 |
| 51 | 4 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 47 |
| 52 | 2 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 52 |
| 53 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 52 |
| 54 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 49 |
| 55 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 56 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 5 | 48 |
| 57 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 2 | 4 | 5 | 44 |
| 58 | 3 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 4 | 5 | 48 |
| 59 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 38 |
| 60 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 42 |
| 61 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 51 |
| 62 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 57 |
| 63 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 53 |
| 64 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 65 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 43 |
| 66 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 44 |
| 67 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 55 |

### 3. Kinerja Karyawan (Y)

| No.<br>Resp | Butir Pertanyaan |    |    |    |    |    |    |    |    |     |     |     | Total<br>Y |
|-------------|------------------|----|----|----|----|----|----|----|----|-----|-----|-----|------------|
|             | Y1               | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 |            |
| 1           | 5                | 3  | 5  | 5  | 4  | 5  | 5  | 5  | 3  | 5   | 5   | 5   | 55         |
| 2           | 3                | 4  | 4  | 3  | 4  | 3  | 5  | 5  | 3  | 4   | 5   | 3   | 46         |
| 3           | 5                | 5  | 5  | 5  | 5  | 3  | 5  | 5  | 5  | 4   | 4   | 5   | 56         |
| 4           | 4                | 4  | 4  | 4  | 4  | 3  | 5  | 4  | 3  | 5   | 5   | 4   | 49         |
| 5           | 4                | 4  | 3  | 3  | 4  | 3  | 5  | 5  | 3  | 4   | 5   | 4   | 47         |
| 6           | 5                | 3  | 4  | 5  | 3  | 3  | 5  | 5  | 5  | 3   | 5   | 5   | 51         |
| 7           | 4                | 5  | 5  | 5  | 4  | 5  | 5  | 5  | 4  | 5   | 5   | 4   | 56         |
| 8           | 4                | 5  | 5  | 5  | 5  | 5  | 4  | 4  | 3  | 4   | 5   | 4   | 53         |
| 9           | 4                | 4  | 5  | 5  | 3  | 5  | 5  | 5  | 5  | 5   | 5   | 4   | 55         |
| 10          | 3                | 5  | 3  | 4  | 2  | 3  | 4  | 4  | 3  | 4   | 4   | 3   | 42         |
| 11          | 3                | 5  | 4  | 3  | 3  | 3  | 4  | 3  | 3  | 5   | 4   | 3   | 43         |
| 12          | 5                | 5  | 5  | 5  | 5  | 5  | 4  | 5  | 4  | 5   | 5   | 5   | 58         |
| 13          | 5                | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 4   | 5   | 5   | 59         |
| 14          | 5                | 5  | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 5   | 5   | 5   | 57         |
| 15          | 4                | 5  | 4  | 5  | 4  | 4  | 4  | 4  | 5  | 4   | 5   | 4   | 52         |
| 16          | 3                | 3  | 4  | 3  | 3  | 3  | 4  | 4  | 4  | 4   | 5   | 3   | 43         |
| 17          | 3                | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 3   | 5   | 3   | 41         |
| 18          | 5                | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 5   | 5   | 51         |
| 19          | 4                | 4  | 3  | 4  | 3  | 4  | 4  | 4  | 4  | 4   | 5   | 4   | 47         |
| 20          | 4                | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 4  | 4   | 4   | 4   | 45         |
| 21          | 4                | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 5  | 4   | 5   | 4   | 54         |
| 22          | 3                | 4  | 3  | 3  | 3  | 4  | 4  | 4  | 3  | 3   | 3   | 3   | 40         |
| 23          | 4                | 4  | 3  | 3  | 3  | 3  | 4  | 4  | 3  | 3   | 3   | 4   | 41         |
| 24          | 4                | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 50         |
| 25          | 3                | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3   | 3   | 3   | 37         |
| 26          | 4                | 4  | 3  | 4  | 3  | 4  | 4  | 4  | 4  | 3   | 4   | 4   | 45         |
| 27          | 4                | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48         |
| 28          | 3                | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 4   | 3   | 37         |
| 29          | 3                | 4  | 4  | 5  | 3  | 3  | 3  | 5  | 4  | 4   | 5   | 3   | 46         |
| 30          | 4                | 4  | 4  | 5  | 4  | 4  | 5  | 5  | 3  | 4   | 5   | 4   | 51         |
| 31          | 4                | 4  | 5  | 5  | 3  | 4  | 5  | 4  | 4  | 5   | 5   | 4   | 52         |
| 32          | 5                | 5  | 4  | 5  | 5  | 5  | 4  | 5  | 5  | 4   | 5   | 5   | 57         |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 33 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 5 | 3 | 41 |
| 34 | 3 | 5 | 3 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 3 | 47 |
| 35 | 3 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 3 | 4 | 4 | 3 | 46 |
| 36 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 39 |
| 37 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 44 |
| 38 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 48 |
| 39 | 4 | 4 | 4 | 4 | 4 | 1 | 3 | 4 | 4 | 3 | 4 | 4 | 43 |
| 40 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 52 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 39 |
| 42 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 45 |
| 43 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 52 |
| 44 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 3 | 5 | 4 | 47 |
| 45 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 3 | 43 |
| 46 | 3 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 49 |
| 47 | 5 | 5 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 49 |
| 48 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 51 |
| 49 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 3 | 5 | 4 | 3 | 4 | 46 |
| 50 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 50 |
| 51 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 49 |
| 52 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 53 |
| 53 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 50 |
| 54 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 52 |
| 55 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 50 |
| 56 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 55 |
| 57 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 54 |
| 58 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 53 |
| 59 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 60 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 49 |
| 61 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 48 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 58 |
| 63 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 55 |
| 64 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 54 |
| 65 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 55 |
| 66 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 48 |
| 67 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 54 |

### Lampiran 3. Hasil Output Uji Frekuensi Karakteristik Responden

**Statistics**

|   |         | Jenis Kelamin | Umur | Pendidikan | Lama Kerja |
|---|---------|---------------|------|------------|------------|
| N | Valid   | 67            | 67   | 67         | 67         |
|   | Missing | 0             | 0    | 0          | 0          |

**Jenis Kelamin**

|       |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Pria   | 41        | 61.2    | 61.2          | 61.2               |
|       | Wanita | 26        | 38.8    | 38.8          | 100.0              |
|       | Total  | 67        | 100.0   | 100.0         |                    |

**Umur**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | 21 - 25 tahun | 29        | 43.3    | 43.3          | 43.3               |
|       | 26 - 30 tahun | 38        | 56.7    | 56.7          | 100.0              |
|       | Total         | 67        | 100.0   | 100.0         |                    |

**Pendidikan**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | SMA/Sederajat | 32        | 47.8    | 47.8          | 47.8               |
|       | Diploma       | 29        | 43.3    | 43.3          | 91.0               |
|       | S1            | 6         | 9.0     | 9.0           | 100.0              |
|       | Total         | 67        | 100.0   | 100.0         |                    |

**Lama Kerja**

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | < 5 tahun | 36        | 53.7    | 53.7          | 53.7               |
|       | > 5 tahun | 31        | 46.3    | 46.3          | 100.0              |
|       | Total     | 67        | 100.0   | 100.0         |                    |

## Lampiran 4. Hasil Output Uji Frekuensi Jawaban Responden

### 1. Motivasi Kerja (X<sub>1</sub>)

| Statistics |         |      |      |      |      |      |      |      |      |      |       |       |
|------------|---------|------|------|------|------|------|------|------|------|------|-------|-------|
|            |         | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | x1.8 | x1.9 | x1.10 | TOTAL |
| N          | Valid   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67    | 67    |
|            | Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0     | 0     |

| x1.1  |                     |           |         |               |                    |
|-------|---------------------|-----------|---------|---------------|--------------------|
|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1         | 1.5     | 1.5           | 1.5                |
|       | Tidak Setuju        | 1         | 1.5     | 1.5           | 3.0                |
|       | Kurang Setuju       | 20        | 29.9    | 29.9          | 32.8               |
|       | Setuju              | 33        | 49.3    | 49.3          | 82.1               |
|       | Sangat Setuju       | 12        | 17.9    | 17.9          | 100.0              |
|       | Total               | 67        | 100.0   | 100.0         |                    |

| x1.2  |               |           |         |               |                       |
|-------|---------------|-----------|---------|---------------|-----------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
| Valid | Kurang Setuju | 16        | 23.9    | 23.9          | 23.9                  |
|       | Setuju        | 35        | 52.2    | 52.2          | 76.1                  |
|       | Sangat Setuju | 16        | 23.9    | 23.9          | 100.0                 |
|       | Total         | 67        | 100.0   | 100.0         |                       |

| x1.3  |               |           |         |               |                       |
|-------|---------------|-----------|---------|---------------|-----------------------|
|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
| Valid | Kurang Setuju | 21        | 31.3    | 31.3          | 31.3                  |
|       | Setuju        | 27        | 40.3    | 40.3          | 71.6                  |
|       | Sangat Setuju | 19        | 28.4    | 28.4          | 100.0                 |
|       | Total         | 67        | 100.0   | 100.0         |                       |

**x1.4**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                |
| Kurang Setuju | 23        | 34.3    | 34.3          | 35.8               |
| Valid Setuju  | 26        | 38.8    | 38.8          | 74.6               |
| Sangat Setuju | 17        | 25.4    | 25.4          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**x1.5**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                |
| Kurang Setuju | 30        | 44.8    | 44.8          | 46.3               |
| Valid Setuju  | 31        | 46.3    | 46.3          | 92.5               |
| Sangat Setuju | 5         | 7.5     | 7.5           | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**x1.6**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Kurang Setuju | 15        | 22.4    | 22.4          | 22.4               |
| Valid Setuju  | 33        | 49.3    | 49.3          | 71.6               |
| Sangat Setuju | 19        | 28.4    | 28.4          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**x1.7**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                |
| Kurang Setuju | 23        | 34.3    | 34.3          | 35.8               |
| Valid Setuju  | 24        | 35.8    | 35.8          | 71.6               |
| Sangat Setuju | 19        | 28.4    | 28.4          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |



**x1.8**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                |
| Kurang Setuju | 24        | 35.8    | 35.8          | 37.3               |
| Valid Setuju  | 23        | 34.3    | 34.3          | 71.6               |
| Sangat Setuju | 19        | 28.4    | 28.4          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**x1.9**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Tidak Setuju  | 3         | 4.5     | 4.5           | 4.5                |
| Kurang Setuju | 23        | 34.3    | 34.3          | 38.8               |
| Valid Setuju  | 28        | 41.8    | 41.8          | 80.6               |
| Sangat Setuju | 13        | 19.4    | 19.4          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**x1.10**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Kurang Setuju | 16        | 23.9    | 23.9          | 23.9               |
| Valid Setuju  | 35        | 52.2    | 52.2          | 76.1               |
| Sangat Setuju | 16        | 23.9    | 23.9          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**TOTAL**

|          | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| 30       | 3         | 4.5     | 4.5           | 4.5                |
| 32       | 3         | 4.5     | 4.5           | 9.0                |
| 33       | 3         | 4.5     | 4.5           | 13.4               |
| Valid 34 | 6         | 9.0     | 9.0           | 22.4               |
| 35       | 3         | 4.5     | 4.5           | 26.9               |
| 36       | 5         | 7.5     | 7.5           | 34.3               |
| 37       | 5         | 7.5     | 7.5           | 41.8               |
| 38       | 4         | 6.0     | 6.0           | 47.8               |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 39    | 4  | 6.0   | 6.0   | 53.7  |
| 40    | 8  | 11.9  | 11.9  | 65.7  |
| 41    | 4  | 6.0   | 6.0   | 71.6  |
| 42    | 3  | 4.5   | 4.5   | 76.1  |
| 43    | 1  | 1.5   | 1.5   | 77.6  |
| 44    | 4  | 6.0   | 6.0   | 83.6  |
| 45    | 5  | 7.5   | 7.5   | 91.0  |
| 46    | 1  | 1.5   | 1.5   | 92.5  |
| 47    | 2  | 3.0   | 3.0   | 95.5  |
| 48    | 3  | 4.5   | 4.5   | 100.0 |
| Total | 67 | 100.0 | 100.0 |       |

## 2. Kepuasan Kerja (X<sub>2</sub>)

Statistics

|         | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.9 | x2.10 | x2.11 | x2.12 | total |
|---------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| N Valid | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 66   | 67   | 67    | 67    | 67    | 67    |
| Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1    | 0    | 0     | 0     | 0     | 0     |

x2.1

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                |
| Kurang Setuju | 21        | 31.3    | 31.3          | 32.8               |
| Valid Setuju  | 30        | 44.8    | 44.8          | 77.6               |
| Sangat Setuju | 15        | 22.4    | 22.4          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

x2.2

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Kurang Setuju | 10        | 14.9    | 14.9          | 14.9               |
| Valid Setuju  | 37        | 55.2    | 55.2          | 70.1               |
| Sangat Setuju | 20        | 29.9    | 29.9          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**x2.3**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Kurang Setuju | 14        | 20.9    | 20.9          | 20.9                  |
|       | Setuju        | 32        | 47.8    | 47.8          | 68.7                  |
|       | Sangat Setuju | 21        | 31.3    | 31.3          | 100.0                 |
|       | Total         | 67        | 100.0   | 100.0         |                       |

**x2.4**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Kurang Setuju | 19        | 28.4    | 28.4          | 28.4                  |
|       | Setuju        | 23        | 34.3    | 34.3          | 62.7                  |
|       | Sangat Setuju | 25        | 37.3    | 37.3          | 100.0                 |
|       | Total         | 67        | 100.0   | 100.0         |                       |

**x2.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                   |
|       | Kurang Setuju | 24        | 35.8    | 35.8          | 37.3                  |
|       | Setuju        | 26        | 38.8    | 38.8          | 76.1                  |
|       | Sangat Setuju | 16        | 23.9    | 23.9          | 100.0                 |
|       | Total         | 67        | 100.0   | 100.0         |                       |

**x2.6**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                   |
|       | Kurang Setuju | 19        | 28.4    | 28.4          | 29.9                  |
|       | Setuju        | 31        | 46.3    | 46.3          | 76.1                  |

|               |    |       |       |       |
|---------------|----|-------|-------|-------|
| Sangat Setuju | 16 | 23.9  | 23.9  | 100.0 |
| Total         | 67 | 100.0 | 100.0 |       |

**x2.7**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Kurang Setuju | 7         | 10.4    | 10.4          | 10.4               |
| Valid Setuju        | 24        | 35.8    | 35.8          | 46.3               |
| Valid Sangat Setuju | 36        | 53.7    | 53.7          | 100.0              |
| Total               | 67        | 100.0   | 100.0         |                    |

**x2.8**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Kurang Setuju | 12        | 17.9    | 18.2          | 18.2               |
| Valid Setuju        | 28        | 41.8    | 42.4          | 60.6               |
| Valid Sangat Setuju | 26        | 38.8    | 39.4          | 100.0              |
| Total               | 66        | 98.5    | 100.0         |                    |
| Missing System      | 1         | 1.5     |               |                    |
| Total               | 67        | 100.0   |               |                    |

**x2.9**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                |
| Valid Kurang Setuju | 11        | 16.4    | 16.4          | 17.9               |
| Valid Setuju        | 34        | 50.7    | 50.7          | 68.7               |
| Valid Sangat Setuju | 21        | 31.3    | 31.3          | 100.0              |
| Total               | 67        | 100.0   | 100.0         |                    |

**x2.10**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Tidak Setuju  | 2         | 3.0     | 3.0           | 3.0                |
| Kurang Setuju | 13        | 19.4    | 19.4          | 22.4               |
| Valid Setuju  | 32        | 47.8    | 47.8          | 70.1               |
| Sangat Setuju | 20        | 29.9    | 29.9          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**x2.11**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Kurang Setuju | 16        | 23.9    | 23.9          | 23.9               |
| Valid Setuju  | 35        | 52.2    | 52.2          | 76.1               |
| Sangat Setuju | 16        | 23.9    | 23.9          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**x2.12**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Kurang Setuju | 11        | 16.4    | 16.4          | 16.4               |
| Valid Setuju  | 32        | 47.8    | 47.8          | 64.2               |
| Sangat Setuju | 24        | 35.8    | 35.8          | 100.0              |
| Total         | 67        | 100.0   | 100.0         |                    |

**total**

|    | Frequency | Percent | Valid Percent | Cumulative Percent |
|----|-----------|---------|---------------|--------------------|
| 38 | 2         | 3.0     | 3.0           | 3.0                |
| 39 | 2         | 3.0     | 3.0           | 6.0                |
| 42 | 2         | 3.0     | 3.0           | 9.0                |
| 43 | 2         | 3.0     | 3.0           | 11.9               |
| 44 | 5         | 7.5     | 7.5           | 19.4               |
| 45 | 5         | 7.5     | 7.5           | 26.9               |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 46    | 4  | 6.0   | 6.0   | 32.8  |
| 47    | 4  | 6.0   | 6.0   | 38.8  |
| 48    | 7  | 10.4  | 10.4  | 49.3  |
| 49    | 5  | 7.5   | 7.5   | 56.7  |
| 50    | 1  | 1.5   | 1.5   | 58.2  |
| 51    | 5  | 7.5   | 7.5   | 65.7  |
| 52    | 8  | 11.9  | 11.9  | 77.6  |
| 53    | 2  | 3.0   | 3.0   | 80.6  |
| 54    | 3  | 4.5   | 4.5   | 85.1  |
| 55    | 3  | 4.5   | 4.5   | 89.6  |
| 56    | 2  | 3.0   | 3.0   | 92.5  |
| 57    | 1  | 1.5   | 1.5   | 94.0  |
| 58    | 2  | 3.0   | 3.0   | 97.0  |
| 59    | 2  | 3.0   | 3.0   | 100.0 |
| Total | 67 | 100.0 | 100.0 |       |

### 3. Kinerja Karyawan (Y)

## Statistics

[illegible]

**y.1**

|       | Frequency     | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 16      | 23.9          | 23.9               |
|       | Setuju        | 35      | 52.2          | 76.1               |
|       | Sangat Setuju | 16      | 23.9          | 100.0              |
|       | Total         | 67      | 100.0         |                    |

**y.2**

|  | Frequency | Percent | Valid Percent | Cumulative Percent |
|--|-----------|---------|---------------|--------------------|
|--|-----------|---------|---------------|--------------------|

|       |               |    |       |       |       |
|-------|---------------|----|-------|-------|-------|
| Valid | Kurang Setuju | 11 | 16.4  | 16.4  | 16.4  |
|       | Setuju        | 32 | 47.8  | 47.8  | 64.2  |
|       | Sangat Setuju | 24 | 35.8  | 35.8  | 100.0 |
|       | Total         | 67 | 100.0 | 100.0 |       |

**y.3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 18        | 26.9    | 26.9          | 26.9               |
|       | Setuju        | 25        | 37.3    | 37.3          | 64.2               |
|       | Sangat Setuju | 24        | 35.8    | 35.8          | 100.0              |
|       | Total         | 67        | 100.0   | 100.0         |                    |

**y.4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 17        | 25.4    | 25.4          | 25.4               |
|       | Setuju        | 21        | 31.3    | 31.3          | 56.7               |
|       | Sangat Setuju | 29        | 43.3    | 43.3          | 100.0              |
|       | Total         | 67        | 100.0   | 100.0         |                    |

**y.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.5     | 1.5           | 1.5                |
|       | Kurang Setuju | 20        | 29.9    | 29.9          | 31.3               |
|       | Setuju        | 27        | 40.3    | 40.3          | 71.6               |
|       | Sangat Setuju | 19        | 28.4    | 28.4          | 100.0              |
|       | Total         | 67        | 100.0   | 100.0         |                    |

**y.6**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1         | 1.5     | 1.5           | 1.5                |
|       | Tidak Setuju        | 3         | 4.5     | 4.5           | 6.0                |
|       | Kurang Setuju       | 28        | 41.8    | 41.8          | 47.8               |
|       | Setuju              | 15        | 22.4    | 22.4          | 70.1               |
|       | Sangat Setuju       | 20        | 29.9    | 29.9          | 100.0              |
|       | Total               | 67        | 100.0   | 100.0         |                    |

**y.7**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 11        | 16.4    | 16.4          | 16.4               |
|       | Setuju        | 29        | 43.3    | 43.3          | 59.7               |
|       | Sangat Setuju | 27        | 40.3    | 40.3          | 100.0              |
|       | Total         | 67        | 100.0   | 100.0         |                    |

**y.8**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 7         | 10.4    | 10.4          | 10.4               |
|       | Setuju        | 34        | 50.7    | 50.7          | 61.2               |
|       | Sangat Setuju | 26        | 38.8    | 38.8          | 100.0              |
|       | Total         | 67        | 100.0   | 100.0         |                    |

**y.9**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 21        | 31.3    | 31.3          | 31.3               |
|       | Setuju        | 25        | 37.3    | 37.3          | 68.7               |
|       | Sangat Setuju | 21        | 31.3    | 31.3          | 100.0              |
|       | Total         | 67        | 100.0   | 100.0         |                    |



**y.10**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Kurang Setuju | 20        | 29.9    | 29.9          | 29.9                  |
|       | Setuju        | 33        | 49.3    | 49.3          | 79.1                  |
|       | Sangat Setuju | 14        | 20.9    | 20.9          | 100.0                 |
|       | Total         | 67        | 100.0   | 100.0         |                       |

**y.11**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Kurang Setuju | 7         | 10.4    | 10.4          | 10.4                  |
|       | Setuju        | 24        | 35.8    | 35.8          | 46.3                  |
|       | Sangat Setuju | 36        | 53.7    | 53.7          | 100.0                 |
|       | Total         | 67        | 100.0   | 100.0         |                       |

**y.12**

|       |               | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| Valid | Kurang Setuju | 16        | 23.9    | 23.9          | 23.9                  |
|       | Setuju        | 35        | 52.2    | 52.2          | 76.1                  |
|       | Sangat Setuju | 16        | 23.9    | 23.9          | 100.0                 |
|       | Total         | 67        | 100.0   | 100.0         |                       |

**total**

|       |    | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|----|-----------|---------|---------------|-----------------------|
| Valid | 37 | 2         | 3.0     | 3.0           | 3.0                   |
|       | 39 | 2         | 3.0     | 3.0           | 6.0                   |
|       | 40 | 1         | 1.5     | 1.5           | 7.5                   |
|       | 41 | 3         | 4.5     | 4.5           | 11.9                  |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 42    | 1  | 1.5   | 1.5   | 13.4  |
| 43    | 4  | 6.0   | 6.0   | 19.4  |
| 44    | 1  | 1.5   | 1.5   | 20.9  |
| 45    | 3  | 4.5   | 4.5   | 25.4  |
| 46    | 4  | 6.0   | 6.0   | 31.3  |
| 47    | 4  | 6.0   | 6.0   | 37.3  |
| 48    | 4  | 6.0   | 6.0   | 43.3  |
| 49    | 5  | 7.5   | 7.5   | 50.7  |
| 50    | 4  | 6.0   | 6.0   | 56.7  |
| 51    | 4  | 6.0   | 6.0   | 62.7  |
| 52    | 5  | 7.5   | 7.5   | 70.1  |
| 53    | 4  | 6.0   | 6.0   | 76.1  |
| 54    | 4  | 6.0   | 6.0   | 82.1  |
| 55    | 5  | 7.5   | 7.5   | 89.6  |
| 56    | 2  | 3.0   | 3.0   | 92.5  |
| 57    | 2  | 3.0   | 3.0   | 95.5  |
| 58    | 2  | 3.0   | 3.0   | 98.5  |
| 59    | 1  | 1.5   | 1.5   | 100.0 |
| Total | 67 | 100.0 | 100.0 |       |

## Lampiran 5. Hasil Output Uji Validitas

### 1. Motivasi Kerja (X<sub>1</sub>)

|    |                     | Correlations |       |       |       |       |       |       |       |       |       |        |
|----|---------------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|    |                     | Q1           | Q2    | Q3    | Q4    | Q5    | Q6    | Q7    | Q8    | Q9    | Q10   | TOTAL  |
| Q1 | Pearson Correlation | 1            | .298* | .088  | .314* | .485* | .417* | .406* | .240  | .090  | .217  | .562** |
|    | Sig. (2-tailed)     |              | .014  | .480  | .010  | .000  | .000  | .001  | .050  | .469  | .078  | .000   |
|    | N                   | 67           | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
| Q2 | Pearson Correlation | .298*        | 1     | .448* | .350* | .233  | .274* | .446* | .338* | .426* | .875* | .732** |
|    | Sig. (2-tailed)     | .014         |       | .000  | .004  | .057  | .025  | .000  | .005  | .000  | .000  | .000   |
|    | N                   | 67           | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
| Q3 | Pearson Correlation | .088         | .448* | 1     | .404* | .304* | .167  | .418* | .460* | .250* | .392* | .626** |
|    | Sig. (2-tailed)     | .480         | .000  |       | .001  | .012  | .178  | .000  | .000  | .041  | .001  | .000   |
|    | N                   | 67           | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
| Q4 | Pearson Correlation | .314*        | .350* | .404* | 1     | .310* | .327* | .300* | .317* | .277* | .350* | .631** |
|    | Sig. (2-tailed)     | .010         | .004  | .001  |       | .011  | .007  | .014  | .009  | .023  | .004  | .000   |
|    | N                   | 67           | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
| Q5 | Pearson Correlation | .485*        | .233  | .304* | .310* | 1     | .182  | .408* | .144  | .072  | .233  | .519** |
|    | Sig. (2-tailed)     | .000         | .057  | .012  | .011  |       | .140  | .001  | .246  | .560  | .057  | .000   |
|    | N                   | 67           | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
| Q6 | Pearson Correlation | .417*        | .274* | .167  | .327* | .182  | 1     | .443* | .112  | .206  | .274* | .534** |

|       |                     |       |       |       |       |       |       |       |       |       |       |        |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| Q7    | Sig. (2-tailed)     | .000  | .025  | .178  | .007  | .140  |       | .000  | .368  | .094  | .025  | .000   |
|       | N                   | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
|       | Pearson Correlation | .406* | .446* | .418* | .300* | .408* | .443* | 1     | .466* | .459* | .446* | .767** |
| Q8    | Sig. (2-tailed)     | .001  | .000  | .000  | .014  | .001  | .000  |       | .000  | .000  | .000  | .000   |
|       | N                   | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
|       | Pearson Correlation | .240  | .338* | .460* | .317* | .144  | .112  | .466* | 1     | .405* | .364* | .628** |
| Q9    | Sig. (2-tailed)     | .050  | .005  | .000  | .009  | .246  | .368  | .000  |       | .001  | .002  | .000   |
|       | N                   | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
|       | Pearson Correlation | .090  | .426* | .250* | .277* | .072  | .206  | .459* | .405* | 1     | .426* | .585** |
| Q10   | Sig. (2-tailed)     | .469  | .000  | .041  | .023  | .560  | .094  | .000  | .001  |       | .000  | .000   |
|       | N                   | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
|       | Pearson Correlation | .217  | .875* | .392* | .350* | .233  | .274* | .446* | .364* | .426* | 1     | .714** |
| TOTAL | Sig. (2-tailed)     | .078  | .000  | .001  | .004  | .057  | .025  | .000  | .002  | .000  |       | .000   |
|       | N                   | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
|       | Pearson Correlation | .562* | .732* | .626* | .631* | .519* | .534* | .767* | .628* | .585* | .714* | 1      |
| L     | N                   | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67    | 67     |
|       | Sig. (2-tailed)     | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  |        |

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

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

## 2. Kepuasan Kerja (X<sub>2</sub>)

|    |                     | Correlations |        |        |        |        |        |        |        |        |        |        |        | TOT<br>AL |
|----|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------|
|    |                     | Q1           | Q2     | Q3     | Q4     | Q5     | Q6     | Q7     | Q8     | Q9     | Q10    | Q11    | Q12    |           |
| Q1 | Pearson Correlation | 1            | .036   | .269*  | .017   | .192   | .397** | .187   | .154   | .215   | -.041  | .170   | .240   | .413**    |
|    | Sig. (2-tailed)     |              | .774   | .028   | .889   | .120   | .001   | .129   | .217   | .081   | .741   | .170   | .050   | .001      |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67        |
| Q2 | Pearson Correlation | .036         | 1      | .351** | .173   | .129   | .113   | .159   | .218   | .184   | .163   | .232   | .298*  | .429**    |
|    | Sig. (2-tailed)     | .774         |        | .004   | .160   | .298   | .363   | .200   | .079   | .137   | .188   | .059   | .014   | .000      |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67        |
| Q3 | Pearson Correlation | .269*        | .351** | 1      | .398** | .263*  | .289*  | .247*  | .304*  | .293*  | .099   | .151   | .859** | .651**    |
|    | Sig. (2-tailed)     | .028         | .004   |        | .001   | .031   | .018   | .043   | .013   | .016   | .428   | .223   | .000   | .000      |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67        |
| Q4 | Pearson Correlation | .017         | .173   | .398** | 1      | .416** | .475** | .451** | .377** | .468** | .397** | .295*  | .288*  | .702**    |
|    | Sig. (2-tailed)     | .889         | .160   | .001   |        | .000   | .000   | .000   | .002   | .000   | .001   | .015   | .018   | .000      |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67        |
| Q5 | Pearson Correlation | .192         | .129   | .263*  | .416** | 1      | .475** | .148   | .211   | .420** | .299*  | .352** | .160   | .603**    |
|    | Sig. (2-tailed)     | .120         | .298   | .031   | .000   |        | .000   | .232   | .090   | .000   | .014   | .003   | .196   | .000      |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67        |
| Q6 | Pearson Correlation | .397**       | .113   | .289*  | .475** | .475** | 1      | .296*  | .219   | .370** | .131   | .228   | .225   | .622**    |
|    | Sig. (2-tailed)     | .001         | .363   | .018   | .000   | .000   |        | .015   | .077   | .000   | .289   | .064   | .067   | .000      |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67        |

|        |                      |        |        |        |        |        |        |        |        |        |        |        |        |        |
|--------|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Q7     | Pearson Correlati on | .187   | .159   | .247*  | .451** | .148   | .296*  | 1      | .402** | .261*  | .332** | .128   | .266*  | .547** |
|        | Sig. (2-tailed)      | .129   | .200   | .044   | .000   | .232   | .015   |        | .001   | .033   | .006   | .301   | .029   | .000   |
|        | N                    | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67     |
| Q8     | Pearson Correlati on | .154   | .218   | .304*  | .377** | .211   | .219   | .402** | 1      | .437** | .327** | .239   | .185   | .591** |
|        | Sig. (2-tailed)      | .217   | .079   | .013   | .002   | .090   | .077   | .001   |        | .000   | .007   | .053   | .137   | .000   |
|        | N                    | 66     | 66     | 66     | 66     | 66     | 66     | 66     | 66     | 66     | 66     | 66     | 66     | 66     |
| Q9     | Pearson Correlati on | .215   | .184   | .293*  | .468** | .420** | .370** | .261*  | .437** | 1      | .651** | .179   | .102   | .676** |
|        | Sig. (2-tailed)      | .081   | .137   | .016   | .000   | .000   | .002   | .033   | .000   |        | .000   | .147   | .411   | .000   |
|        | N                    | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67     |
| Q10    | Pearson Correlati on | -.041  | .163   | .099   | .397** | .299*  | .131   | .332** | .327** | .651** | 1      | .194   | .011   | .527** |
|        | Sig. (2-tailed)      | .741   | .188   | .428   | .001   | .014   | .289   | .006   | .007   | .000   |        | .117   | .927   | .000   |
|        | N                    | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67     |
| Q11    | Pearson Correlati on | .170   | .232   | .151   | .295*  | .352** | .228   | .128   | .239   | .179   | .194   | 1      | .248*  | .492** |
|        | Sig. (2-tailed)      | .170   | .059   | .223   | .015   | .003   | .064   | .301   | .053   | .147   | .117   |        | .043   | .000   |
|        | N                    | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67     |
| Q12    | Pearson Correlati on | .240   | .298*  | .859** | .288*  | .160   | .225   | .266*  | .185   | .102   | .011   | .248*  | 1      | .555** |
|        | Sig. (2-tailed)      | .050   | .014   | .000   | .018   | .196   | .067   | .029   | .137   | .411   | .927   | .043   |        | .000   |
|        | N                    | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 66     | 67     | 67     | 67     | 67     | 67     |
| TOT AL | Pearson Correlati on | .413** | .429** | .651** | .702** | .603** | .622** | .547** | .591** | .677** | .527** | .497** | .557** | 1      |
|        | Sig. (2-tailed)      | .001   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |

|   |    |    |    |    |    |    |    |    |    |    |    |    |    |
|---|----|----|----|----|----|----|----|----|----|----|----|----|----|
| N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 66 | 67 | 67 | 67 | 67 | 67 |
|---|----|----|----|----|----|----|----|----|----|----|----|----|----|

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

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

### 3. Kinerja Karyawan (Y)

|    |                     | Correlations |        |        |        |        |        |        |        |        |        |        |        |        |
|----|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|    |                     | Q1           | Q2     | Q3     | Q4     | Q5     | Q6     | Q7     | Q8     | Q9     | Q10    | Q11    | Q12    | TOTAL  |
| Q1 | Pearson Correlation | 1            | .248*  | .412** | .267*  | .324** | .418** | .333** | .269*  | .355** | .275*  | .128   | .875** | .671** |
|    | Sig. (2-tailed)     |              | .043   | .001   | .029   | .000   | .000   | .006   | .028   | .003   | .024   | .301   | .000   | .000   |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     |
| Q2 | Pearson Correlation | .248*        | 1      | .350** | .309*  | .257*  | .137   | .297*  | .010   | .217   | .339** | .266*  | .186   | .491** |
|    | Sig. (2-tailed)     | .043         |        | .004   | .011   | .036   | .267   | .015   | .933   | .078   | .005   | .029   | .132   | .000   |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     |
| Q3 | Pearson Correlation | .412**       | .350** | 1      | .491** | .504** | .416** | .414** | .275*  | .431** | .333** | .293*  | .384** | .743** |
|    | Sig. (2-tailed)     | .000         | .004   |        | .000   | .000   | .000   | .001   | .024   | .000   | .000   | .016   | .001   | .000   |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     |
| Q4 | Pearson Correlation | .267*        | .309*  | .491** | 1      | .335** | .433** | .339** | .333** | .466** | .237   | .405** | .294*  | .691** |
|    | Sig. (2-tailed)     | .029         | .011   | .000   |        | .000   | .000   | .000   | .000   | .000   | .054   | .001   | .016   | .000   |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     |
| Q5 | Pearson Correlation | .324**       | .257*  | .504** | .335** | 1      | .251*  | .149   | .083   | .259*  | .128   | .064   | .270*  | .515** |
|    | Sig. (2-tailed)     | .000         | .036   | .000   | .000   |        | .040   | .228   | .505   | .034   | .314   | .609   | .027   | .000   |
|    | N                   | 67           | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     | 67     |

|     |                     |        |        |        |        |       |        |        |        |        |        |       |        |        |
|-----|---------------------|--------|--------|--------|--------|-------|--------|--------|--------|--------|--------|-------|--------|--------|
| Q6  | Pearson Correlation | .418** | .137   | .416** | .433** | .251* | 1      | .342** | .327** | .384** | .440** | .121  | .462** | .683** |
|     | Sig. (2-tailed)     | .000   | .267   | .000   | .000   | .040  |        | .005   | .007   | .001   | .000   | .330  | .000   | .000   |
|     | N                   | 67     | 67     | 67     | 67     | 67    | 67     | 67     | 67     | 67     | 67     | 67    | 67     | 67     |
| Q7  | Pearson Correlation | .333** | .297*  | .414** | .339** | .149  | .342** | 1      | .373** | .185   | .486** | .281* | .363** | .621** |
|     | Sig. (2-tailed)     | .006   | .015   | .001   | .005   | .228  | .005   |        | .002   | .134   | .000   | .021  | .003   | .000   |
|     | N                   | 67     | 67     | 67     | 67     | 67    | 67     | 67     | 67     | 67     | 67     | 67    | 67     | 67     |
| Q8  | Pearson Correlation | .269*  | .010   | .275*  | .333** | .083  | .327** | .373** | 1      | .176   | .155   | .130  | .370** | .472** |
|     | Sig. (2-tailed)     | .028   | .933   | .024   | .006   | .505  | .007   | .002   |        | .154   | .211   | .294  | .002   | .000   |
|     | N                   | 67     | 67     | 67     | 67     | 67    | 67     | 67     | 67     | 67     | 67     | 67    | 67     | 67     |
| Q9  | Pearson Correlation | .355** | .217   | .431** | .466** | .259* | .384** | .185   | .176   | 1      | .213   | .252* | .382** | .610** |
|     | Sig. (2-tailed)     | .003   | .078   | .000   | .000   | .034  | .001   | .134   | .154   |        | .083   | .040  | .001   | .000   |
|     | N                   | 67     | 67     | 67     | 67     | 67    | 67     | 67     | 67     | 67     | 67     | 67    | 67     | 67     |
| Q10 | Pearson Correlation | .275*  | .339** | .337** | .237   | .125  | .440** | .486** | .155   | .213   | 1      | .301* | .244*  | .572** |
|     | Sig. (2-tailed)     | .024   | .005   | .005   | .044   | .314  | .000   | .000   | .211   | .083   |        | .013  | .046   | .000   |
|     | N                   | 67     | 67     | 67     | 67     | 67    | 67     | 67     | 67     | 67     | 67     | 67    | 67     | 67     |
| Q11 | Pearson Correlation | .128   | .266*  | .293*  | .405** | .064  | .121   | .283** | .130   | .252*  | .301*  | 1     | .096   | .449** |
|     | Sig. (2-tailed)     | .301   | .029   | .016   | .001   | .609  | .330   | .021   | .294   | .040   | .013   |       | .439   | .000   |
|     | N                   | 67     | 67     | 67     | 67     | 67    | 67     | 67     | 67     | 67     | 67     | 67    | 67     | 67     |
| Q12 | Pearson Correlation | .875** | .186   | .384** | .294*  | .270* | .462** | .363** | .370** | .384** | .244*  | .096  | 1      | .675** |
|     | Sig. (2-tailed)     | .000   | .132   | .000   | .016   | .027  | .000   | .003   | .002   | .001   | .046   | .439  |        | .000   |



|       |                 |      |      |      |      |      |      |      |      |      |      |      |      |    |
|-------|-----------------|------|------|------|------|------|------|------|------|------|------|------|------|----|
| TOTAL | N               | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67 |
|       | Pearson         | .67  | .49  | .74  | .69  | .51  | .68  | .62  | .47  | .61  | .57  | .44  | .67  |    |
|       | Correlation     | 1**  | 1**  | 3**  | 1**  | 5**  | 3**  | 1**  | 2**  | 0**  | 2**  | 9**  | 5**  | 1  |
|       | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |    |
|       | N               | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67   | 67 |

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

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

## Lampiran 6. Hasil Output Uji Reliabilitas

### 1. Variabel Motivasi Kerja ( $X_1$ )

| Case Processing Summary                                       |                       |    |       |
|---------------------------------------------------------------|-----------------------|----|-------|
|                                                               |                       | N  | %     |
| Cases                                                         | Valid                 | 67 | 100.0 |
|                                                               | Excluded <sup>a</sup> | 0  | .0    |
|                                                               | Total                 | 67 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |                       |    |       |

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .830                   | 10         |

### 2. Variabel Kepuasan Kerja ( $X_2$ )

| Case Processing Summary                                       |                       |    |       |
|---------------------------------------------------------------|-----------------------|----|-------|
|                                                               |                       | N  | %     |
| Cases                                                         | Valid                 | 66 | 98.5  |
|                                                               | Excluded <sup>a</sup> | 1  | 1.5   |
|                                                               | Total                 | 67 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |                       |    |       |

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .812                   | 12         |

### 3. Variabel Kinerja Karyawan (Y)

| Case Processing Summary                                       |                       |    |       |
|---------------------------------------------------------------|-----------------------|----|-------|
|                                                               |                       | N  | %     |
| Cases                                                         | Valid                 | 67 | 100.0 |
|                                                               | Excluded <sup>a</sup> | 0  | .0    |
|                                                               | Total                 | 67 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |                       |    |       |

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .839                   | 12         |

## Lampiran 7. Hasil Output Uji Persyaratan Analisis Data

### 1. Hasil Output Uji Linieritas

**ANOVA Table**

|                     |          |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|---------------------|----------|--------------------------|----------------|----|-------------|--------|------|
| KINERJA<br>MOTIVASI | * Groups | (Combined)               | 1417.765       | 17 | 83.398      | 7.269  | .000 |
|                     |          | Between Linearity        | 1083.939       | 1  | 1083.939    | 94.478 | .000 |
|                     |          | Deviation from Linearity | 333.826        | 16 | 20.864      | 1.819  | .056 |
|                     |          | Within Groups            | 562.175        | 49 | 11.473      |        |      |
|                     |          | Total                    | 1979.940       | 66 |             |        |      |

**ANOVA Table**

|                     |          |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|---------------------|----------|--------------------------|----------------|----|-------------|--------|------|
| KINERJA<br>KEPUASAN | * Groups | (Combined)               | 1166.466       | 19 | 61.393      | 3.547  | .000 |
|                     |          | Between Linearity        | 949.098        | 1  | 949.098     | 54.836 | .000 |
|                     |          | Deviation from Linearity | 217.368        | 18 | 12.076      | .698   | .796 |
|                     |          | Within Groups            | 813.474        | 47 | 17.308      |        |      |
|                     |          | Total                    | 1979.940       | 66 |             |        |      |

## Lampiran 8. Hasil Output Analisis Regresi Linier Berganda, Uji t, dan Uji F

### 1. Hasil Output Uji Regresi R<sup>2</sup> (R Square)

| Model Summary |                   |          |                   |                            |                   |          |     |     |               |
|---------------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     |               |
|               |                   |          |                   |                            | R Square Change   | F Change | df1 | df2 | Sig. F Change |
| 1             | .836 <sup>a</sup> | .699     | .689              | 3.054                      | .699              | 74.158   | 2   | 64  | .000          |

a. Predictors: (Constant), KEPUASAN, MOTIVASI

### 2. Hasil Output Analisis Regresi Linier Berganda, Uji t, dan Uji F

#### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 2.291                       | 3.934      |                           | .582  | .562 |
|       | MOTIVASI   | .604                        | .089       | .531                      | 6.822 | .000 |
|       | KEPUASAN   | .475                        | .084       | .441                      | 5.664 | .000 |

a. Dependent Variable : KINERJA

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1383.110       | 2  | 691.555     | 74.158 | .000 <sup>b</sup> |
|       | Residual   | 596.831        | 64 | 9.325       |        |                   |
|       | Total      | 1979.940       | 66 |             |        |                   |

a. Dependent Variable: KINERJA

b. Predictors: (Constant), KEPUASAN, MOTIVASI

### Lampiran 9. Tabel R

| 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 |

|           |        |        |        |        |        |
|-----------|--------|--------|--------|--------|--------|
| <b>36</b> | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| <b>37</b> | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| <b>38</b> | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| <b>39</b> | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| <b>40</b> | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| <b>41</b> | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| <b>42</b> | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| <b>43</b> | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| <b>44</b> | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| <b>45</b> | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| <b>46</b> | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| <b>47</b> | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| <b>48</b> | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| <b>49</b> | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| <b>50</b> | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |
| <b>51</b> | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| <b>52</b> | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| <b>53</b> | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| <b>54</b> | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| <b>55</b> | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| <b>56</b> | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| <b>57</b> | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| <b>58</b> | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| <b>59</b> | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| <b>60</b> | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| <b>61</b> | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| <b>62</b> | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| <b>63</b> | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| <b>64</b> | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| <b>65</b> | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| <b>66</b> | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| <b>67</b> | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| <b>68</b> | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| <b>69</b> | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| <b>70</b> | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| <b>71</b> | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| <b>72</b> | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| <b>73</b> | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| <b>74</b> | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| <b>75</b> | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| <b>76</b> | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| <b>77</b> | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| <b>78</b> | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |

|            |        |        |        |        |        |
|------------|--------|--------|--------|--------|--------|
| <b>79</b>  | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| <b>80</b>  | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| <b>81</b>  | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| <b>82</b>  | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| <b>83</b>  | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| <b>84</b>  | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| <b>85</b>  | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| <b>86</b>  | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| <b>87</b>  | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| <b>88</b>  | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| <b>89</b>  | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| <b>90</b>  | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| <b>91</b>  | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| <b>92</b>  | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| <b>93</b>  | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| <b>94</b>  | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| <b>95</b>  | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| <b>96</b>  | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| <b>97</b>  | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| <b>98</b>  | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| <b>99</b>  | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| <b>100</b> | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

**Lampiran 10. Tabel T**

| df \ Pr | 0.25<br>0.50 | 0.10<br>0.20 | 0.05<br>0.10 | 0.025<br>0.050 | 0.01<br>0.02 | 0.005<br>0.010 | 0.001<br>0.002 |
|---------|--------------|--------------|--------------|----------------|--------------|----------------|----------------|
| 1       | 1.00000      | 3.07768      | 6.31375      | 12.70620       | 31.82052     | 63.65674       | 318.30884      |
| 2       | 0.81650      | 1.88562      | 2.91999      | 4.30265        | 6.96456      | 9.92484        | 22.32712       |
| 3       | 0.76489      | 1.63774      | 2.35336      | 3.18245        | 4.54070      | 5.84091        | 10.21453       |
| 4       | 0.74070      | 1.53321      | 2.13185      | 2.77645        | 3.74695      | 4.60409        | 7.17318        |
| 5       | 0.72669      | 1.47588      | 2.01505      | 2.57058        | 3.36493      | 4.03214        | 5.89343        |
| 6       | 0.71756      | 1.43976      | 1.94318      | 2.44691        | 3.14267      | 3.70743        | 5.20763        |
| 7       | 0.71114      | 1.41492      | 1.89458      | 2.36462        | 2.99795      | 3.49948        | 4.78529        |
| 8       | 0.70639      | 1.39682      | 1.85955      | 2.30600        | 2.89646      | 3.35539        | 4.50079        |
| 9       | 0.70272      | 1.38303      | 1.83311      | 2.26216        | 2.82144      | 3.24984        | 4.29681        |
| 10      | 0.69981      | 1.37218      | 1.81246      | 2.22814        | 2.76377      | 3.16927        | 4.14370        |
| 11      | 0.69745      | 1.36343      | 1.79588      | 2.20099        | 2.71808      | 3.10581        | 4.02470        |
| 12      | 0.69548      | 1.35622      | 1.78229      | 2.17881        | 2.68100      | 3.05454        | 3.92963        |
| 13      | 0.69383      | 1.35017      | 1.77093      | 2.16037        | 2.65031      | 3.01228        | 3.85198        |
| 14      | 0.69242      | 1.34503      | 1.76131      | 2.14479        | 2.62449      | 2.97684        | 3.78739        |
| 15      | 0.69120      | 1.34061      | 1.75305      | 2.13145        | 2.60248      | 2.94671        | 3.73283        |
| 16      | 0.69013      | 1.33676      | 1.74588      | 2.11991        | 2.58349      | 2.92078        | 3.68615        |
| 17      | 0.68920      | 1.33338      | 1.73961      | 2.10982        | 2.56693      | 2.89823        | 3.64577        |
| 18      | 0.68836      | 1.33039      | 1.73406      | 2.10092        | 2.55238      | 2.87844        | 3.61048        |
| 19      | 0.68762      | 1.32773      | 1.72913      | 2.09302        | 2.53948      | 2.86093        | 3.57940        |
| 20      | 0.68695      | 1.32534      | 1.72472      | 2.08596        | 2.52798      | 2.84534        | 3.55181        |
| 21      | 0.68635      | 1.32319      | 1.72074      | 2.07961        | 2.51765      | 2.83136        | 3.52715        |
| 22      | 0.68581      | 1.32124      | 1.71714      | 2.07387        | 2.50832      | 2.81876        | 3.50499        |
| 23      | 0.68531      | 1.31946      | 1.71387      | 2.06866        | 2.49987      | 2.80734        | 3.48496        |
| 24      | 0.68485      | 1.31784      | 1.71088      | 2.06390        | 2.49216      | 2.79694        | 3.46678        |
| 25      | 0.68443      | 1.31635      | 1.70814      | 2.05954        | 2.48511      | 2.78744        | 3.45019        |
| 26      | 0.68404      | 1.31497      | 1.70562      | 2.05553        | 2.47863      | 2.77871        | 3.43500        |
| 27      | 0.68368      | 1.31370      | 1.70329      | 2.05183        | 2.47266      | 2.77068        | 3.42103        |
| 28      | 0.68335      | 1.31253      | 1.70113      | 2.04841        | 2.46714      | 2.76326        | 3.40816        |
| 29      | 0.68304      | 1.31143      | 1.69913      | 2.04523        | 2.46202      | 2.75639        | 3.39624        |
| 30      | 0.68276      | 1.31042      | 1.69726      | 2.04227        | 2.45726      | 2.75000        | 3.38518        |
| 31      | 0.68249      | 1.30946      | 1.69552      | 2.03951        | 2.45282      | 2.74404        | 3.37490        |
| 32      | 0.68223      | 1.30857      | 1.69389      | 2.03693        | 2.44868      | 2.73848        | 3.36531        |
| 33      | 0.68200      | 1.30774      | 1.69236      | 2.03452        | 2.44479      | 2.73328        | 3.35634        |
| 34      | 0.68177      | 1.30695      | 1.69092      | 2.03224        | 2.44115      | 2.72839        | 3.34793        |
| 35      | 0.68156      | 1.30621      | 1.68957      | 2.03011        | 2.43772      | 2.72381        | 3.34005        |
| 36      | 0.68137      | 1.30551      | 1.68830      | 2.02809        | 2.43449      | 2.71948        | 3.33262        |
| 37      | 0.68118      | 1.30485      | 1.68709      | 2.02619        | 2.43145      | 2.71541        | 3.32563        |
| 38      | 0.68100      | 1.30423      | 1.68595      | 2.02439        | 2.42857      | 2.71156        | 3.31903        |
| 39      | 0.68083      | 1.30364      | 1.68488      | 2.02269        | 2.42584      | 2.70791        | 3.31279        |
| 40      | 0.68067      | 1.30308      | 1.68385      | 2.02108        | 2.42326      | 2.70446        | 3.30688        |



|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 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 11. Tabel F**

| 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  |

|    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 46 | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| 47 | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| 48 | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 49 | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 50 | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| 51 | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| 52 | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| 53 | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 54 | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 55 | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| 56 | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 57 | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 58 | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| 59 | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| 60 | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| 61 | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| 62 | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| 63 | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 64 | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 65 | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| 66 | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| 67 | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 68 | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 69 | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| 70 | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |