

LAMPIRAN

Lampiran 1. Surat Izin Penelitian



PT. BARAKA SARANA TAMA
Jl. Airan Raya No.89K, RT.01, Way Huwi, Kec. Jati Agung
Kab. Lampung Selatan, Prov. Lampung 35131

SURAT KETERANGAN TELAH MELAKSANAKAN PENELITIAN
Nomor : 0071/BST/HRD/V/2025

Berdasarkan surat izin Penelitian/ Survey Pengabdian/ KKN/ PKL/ dengan ini kami menyampaikan bahwa mahasiswa di bawah ini :

Nama	: Amos Nathananel
NPM	: 2112110019
Program Studi	: S1 Manajemen
Perguruan Tinggi	: IIB Darmajaya

Telah melakukan penelitian di PT. Baraka Sarana Tama (Baraka Express) dengan judul penelitian "Pengaruh Motifasi dan Beban Kerja Terhadap Kinerja Karyawan PT. Baraka Sarana Tama (Baraka Express)".

Demikian surat keterangan ini di buatt, untuk dipergunakan sebagaimana mestinya.

Lampung Selatan, 2 Mei 2025



Deri Eko Saputra, S.E
HRD Regional PT. Baraka Express

Lampiran 2. Kuisisioner

KUISISIONER PENELITIAN

PENGARUH MOTIVASI DAN BEBAN KERJA TERHADAP KINERJA KARYAWAN PADA PT. BARAKA EXPRESS

PENGANTAR

Saya dari Fakultas Ekonomi dan Bisnis Institut Informatika Dan Bisnis Darmajaya sedang mengadakan penelitian tentang Motivasi Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan Burger King Antasari Bandar Lampung

Demi tercapainya tujuan penelitian ini, maka penyusun mohon kesediaannya dan kesadaran Bapak/Ibu/Saudara/i untuk mengisi angket atau daftar pernyataan yang telah disediakan berikut sesuai dengan keadaan yang sebenarnya, karena dalam hal ini jawaban anda:

Dijamin kerahasiaannya.

Tidak ada kaitannya dengan karier Bapak/Ibu/Saudara/i.

Tidak berhubungan dengan Parpol (partai politik) manapun.

Semata-mata hanya untuk ilmu pengetahuan.

Atas kesediannya Bapak/Ibu/Saudara/i untuk meluangkan waktunya juga mengisi kuisisioner ini, penyusun mengucapkan terima kasih.

DATA RESPONDEN

Kepada Yth. Bapak/Ibu/Saudara/i untuk menjawab seluruh pernyataan yang ada dengan jujur dan sesuai dengan keadaan yang sebenarnya.

A. Identitas Responden

1. Nama :
2. Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
3. Usia : ☐ < 20 Tahun
☐ 21-29 Tahun
☐ 30-39 Tahun
☐ 40-49 Tahun
4. Lama Bekerja : ☐ < 3 Tahun
☐ 3-5 Tahun
☐ 5-8 Tahun

B. Petunjuk Pengisian

1. Jawablah pertanyaan ini dengan jujur dan benar.
2. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum anda memulai untuk menjawabnya.
3. Pilihlah salah satu jawaban yang tersedia dengan member tanda checklist ($\checkmark$) pada salah satu jawaban yang anda anggap paling benar.

- Sangat Setuju (SS) : 5
Setuju (S) : 4
Kurang Setuju : 3
Tidak Setuju : 2
Sangat Tidak Setuju : 1

DAFTAR PERNYATAAN

Motivasi Kerja (X1)

[illegible]

Beban Kerja (X2)

[illegible]

Kinerja Karyawan (Y)

[illegible]

Lampiran 3 Data Jawaban Responden

Variabel Motivasi (X1)

NO	MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	MK9	MK10	TOTAL
1	5	5	5	4	5	5	5	5	4	4	47
2	5	3	4	4	4	3	3	4	4	4	38
3	4	4	4	4	4	5	4	4	4	4	41
4	5	4	5	3	5	4	5	4	5	4	44
5	5	5	3	5	5	4	5	4	5	4	45
6	5	5	5	4	5	5	5	5	5	5	49
7	5	5	4	4	5	5	5	5	5	4	47
8	3	3	3	3	3	4	4	4	4	4	35
9	4	3	4	4	5	5	5	5	5	4	44
10	5	5	5	5	5	5	5	5	5	5	50
11	5	3	5	1	5	5	5	5	3	2	39
12	5	5	5	5	5	5	5	5	5	5	50
13	5	5	5	3	5	5	5	3	5	5	46
14	4	4	4	4	4	4	4	4	4	4	40
15	5	4	5	3	5	5	5	3	4	4	43
16	5	4	3	3	3	5	5	3	5	5	41
17	5	5	5	5	5	5	5	5	5	5	50
18	2	1	4	2	3	5	5	5	5	5	37
19	5	3	4	4	4	3	3	4	4	4	38
20	5	4	5	4	4	5	4	5	4	4	44
21	5	4	5	4	5	5	5	5	4	5	47
22	5	5	4	5	5	5	4	5	5	5	48
23	5	5	4	5	5	5	5	5	5	4	48
24	5	5	4	5	5	4	5	5	5	5	48
25	4	4	3	5	4	5	5	5	5	4	44
26	5	5	4	4	5	5	5	5	5	4	47
27	5	5	5	5	5	5	5	5	5	5	50
28	5	5	4	3	4	5	5	5	4	5	45
29	5	5	5	5	5	4	5	5	5	5	49
30	5	4	4	4	5	5	4	5	4	4	44

Variabel Beban Kerja (X2)

NO	BK1	BK2	BK3	BK4	BK5	BK6	BK7	BK8	BK9	BK10	TOTAL
1	4	4	4	3	3	5	3	2	5	5	38
2	3	3	2	3	2	3	2	3	5	4	30
3	3	3	3	3	2	4	3	3	3	3	30
4	4	4	4	2	2	5	5	5	5	5	41
5	3	3	3	3	3	5	2	4	4	5	35
6	4	5	3	3	4	4	1	3	5	5	37
7	3	3	2	2	2	5	3	3	5	5	33
8	3	3	3	3	3	3	3	3	3	3	30
9	4	4	3	5	3	4	1	1	5	4	34
10	4	3	3	5	3	5	5	5	5	5	43
11	2	2	2	1	1	3	3	4	5	5	28
12	1	5	1	5	1	5	5	5	5	5	38
13	1	1	1	1	1	5	1	1	3	2	17
14	3	3	3	2	2	4	3	4	4	3	31
15	1	4	2	5	1	4	5	4	5	5	36
16	4	5	5	5	5	5	5	5	5	5	49
17	5	5	5	5	5	5	5	5	5	5	50
18	4	3	5	3	1	4	5	2	5	4	36
19	4	4	3	3	3	4	2	3	5	4	35
20	3	4	4	4	2	4	3	4	4	4	36
21	5	4	5	3	5	5	5	4	5	3	44
22	4	4	5	5	4	5	3	3	4	4	41
23	5	4	3	4	5	5	4	5	5	5	45
24	4	4	3	5	5	4	5	5	5	3	43
25	4	4	3	5	4	5	5	5	4	5	44
26	4	5	3	5	5	4	5	5	5	5	46
27	4	3	4	4	5	5	5	5	4	5	44
28	4	4	5	3	4	5	3	5	4	5	42
29	3	4	4	5	4	5	5	5	5	5	45
30	3	3	4	4	3	5	2	4	5	3	36

Variabel Kinerja Karyawan (Y)

[illegible]

Lampiran 4 Karakteristik Responden

jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	30	100,0	100,0	100,0
	Perempuan	0	0	0	0

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<20 Tahun	3	10,0	10,0	10,0
	21-29 Tahun	20	66,7	66,7	76,7
	30-39 Tahun	6	20,0	20,0	96,7
	40-49 tahun	1	3,3	3,3	100,0
	Total	30	100,0	100,0	

masa kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<3 Tahun	24	80,0	80,0	80,0
	3-5 Tahun	6	20,0	20,0	100,0
	5-8 Tahun	0	0	0	0
	Total	30	100,0	100,0	

Lampiran 5 Deskripsi Jawaban Responden

Variabel Motivasi (X1)

MK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3,3	3,3	3,3
	N	1	3,3	3,3	6,7
	S	4	13,3	13,3	20,0
	SS	24	80,0	80,0	100,0
	Total	30	100,0	100,0	

MK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,3	3,3	3,3
	N	5	16,7	16,7	20,0
	S	9	30,0	30,0	50,0
	SS	15	50,0	50,0	100,0
	Total	30	100,0	100,0	

MK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	13,3	13,3	13,3
	S	13	43,3	43,3	56,7
	SS	13	43,3	43,3	100,0
	Total	30	100,0	100,0	

MK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,3	3,3	3,3
	TS	1	3,3	3,3	6,7
	N	6	20,0	20,0	26,7
	S	12	40,0	40,0	66,7
	SS	10	33,3	33,3	100,0
	Total	30	100,0	100,0	

MK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	10,0	10,0	10,0
	S	7	23,3	23,3	33,3
	SS	20	66,7	66,7	100,0
	Total	30	100,0	100,0	

MK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	6,7	6,7	6,7
	S	6	20,0	20,0	26,7
	SS	22	73,3	73,3	100,0
	Total	30	100,0	100,0	

MK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	6,7	6,7	6,7
	S	6	20,0	20,0	26,7
	SS	22	73,3	73,3	100,0
	Total	30	100,0	100,0	

MK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	10,0	10,0	10,0
	S	7	23,3	23,3	33,3
	SS	20	66,7	66,7	100,0
	Total	30	100,0	100,0	

MK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	3,3	3,3	3,3
	S	11	36,7	36,7	40,0
	SS	18	60,0	60,0	100,0

Total	30	100,0	100,0
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MK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3,3	3,3	3,3
	S	16	53,3	53,3	56,7
	SS	13	43,3	43,3	100,0
	Total	30	100,0	100,0	

Variabel Beban Kerja (X2)

BK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	10,0	10,0	10,0
	TS	1	3,3	3,3	13,3
	N	9	30,0	30,0	43,3
	S	14	46,7	46,7	90,0
	SS	3	10,0	10,0	100,0
	Total	30	100,0	100,0	

BK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,3	3,3	3,3
	TS	1	3,3	3,3	6,7
	N	10	33,3	33,3	40,0
	S	13	43,3	43,3	83,3
	SS	5	16,7	16,7	100,0
	Total	30	100,0	100,0	

BK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	6,7	6,7	6,7
	TS	4	13,3	13,3	20,0
	N	12	40,0	40,0	60,0

	S	6	20,0	20,0	80,0
	SS	6	20,0	20,0	100,0
	Total	30	100,0	100,0	

BK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	6,7	6,7	6,7
	TS	3	10,0	10,0	16,7
	N	10	33,3	33,3	50,0
	S	4	13,3	13,3	63,3
	SS	11	36,7	36,7	100,0
	Total	30	100,0	100,0	

BK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	16,7	16,7	16,7
	TS	6	20,0	20,0	36,7
	N	7	23,3	23,3	60,0
	S	5	16,7	16,7	76,7
	SS	7	23,3	23,3	100,0
	Total	30	100,0	100,0	

BK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	10,0	10,0	10,0
	S	10	33,3	33,3	43,3
	SS	17	56,7	56,7	100,0
	Total	30	100,0	100,0	

BK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	10,0	10,0	10,0
	TS	4	13,3	13,3	23,3
	N	9	30,0	30,0	53,3

	S	1	3,3	3,3	56,7
	SS	13	43,3	43,3	100,0
	Total	30	100,0	100,0	

BK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	6,7	6,7	6,7
	TS	2	6,7	6,7	13,3
	N	7	23,3	23,3	36,7
	S	7	23,3	23,3	60,0
	SS	12	40,0	40,0	100,0
	Total	30	100,0	100,0	

BK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	10,0	10,0	10,0
	S	7	23,3	23,3	33,3
	SS	20	66,7	66,7	100,0
	Total	30	100,0	100,0	

BK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3,3	3,3	3,3
	N	6	20,0	20,0	23,3
	S	6	20,0	20,0	43,3
	SS	17	56,7	56,7	100,0
	Total	30	100,0	100,0	

Variabel Kinerja Karyawan (Y)

KK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	13,3	13,3	13,3
	S	5	16,7	16,7	30,0

	SS	21	70,0	70,0	100,0
	Total	30	100,0	100,0	

KK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	13,3	13,3	13,3
	S	7	23,3	23,3	36,7
	SS	19	63,3	63,3	100,0
	Total	30	100,0	100,0	

KK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	6	20,0	20,0	20,0
	SS	24	80,0	80,0	100,0
	Total	30	100,0	100,0	

KK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	3	10,0	10,0	10,0
	SS	27	90,0	90,0	100,0
	Total	30	100,0	100,0	

KK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	8	26,7	26,7	26,7
	SS	22	73,3	73,3	100,0
	Total	30	100,0	100,0	

KK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	6,7	6,7	6,7
	N	4	13,3	13,3	20,0
	S	9	30,0	30,0	50,0

	SS	15	50,0	50,0	100,0
	Total	30	100,0	100,0	

KK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	3,3	3,3	3,3
	S	8	26,7	26,7	30,0
	SS	21	70,0	70,0	100,0
	Total	30	100,0	100,0	

KK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	6	20,0	20,0	20,0
	SS	24	80,0	80,0	100,0
	Total	30	100,0	100,0	

KK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,3	3,3	3,3
	S	5	16,7	16,7	20,0
	SS	24	80,0	80,0	100,0
	Total	30	100,0	100,0	

KK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	13,3	13,3	13,3
	S	4	13,3	13,3	26,7
	SS	22	73,3	73,3	100,0
	Total	30	100,0	100,0	

Variabel Motivasi (X1)

[illegible]

Pernyataan 04	Pearson Correlation	,329	,612**	-,034	1	,385*	-,076	-,019	,334	,520**	,432*	,655**
	Sig. (2-tailed)	,076	,000	,857		,036	,690	,921	,072	,003	,017	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 05	Pearson Correlation	,658**	,629**	,571**	,385*	1	,223	,391*	,327	,212	-,018	,754**
	Sig. (2-tailed)	,000	,000	,001	,036		,236	,033	,078	,262	,926	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 06	Pearson Correlation	,000	,254	,243	-,076	,223	1	,625**	,307	,167	,142	,437*
	Sig. (2-tailed)	1,000	,176	,196	,690	,236		,000	,099	,379	,455	,016
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 07	Pearson Correlation	,081	,371*	,243	-,019	,391*	,625**	1	,223	,467**	,227	,556**
	Sig. (2-tailed)	,671	,044	,196	,921	,033	,000		,236	,009	,228	,001

	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 08	Pearson Correlation	,007	,159	,210	,334	,327	,307	,223	1	,122	,058	,459*
	Sig. (2-tailed)	,970	,403	,266	,072	,078	,099	,236		,520	,760	,011
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 09	Pearson Correlation	,009	,377*	-,095	,520**	,212	,167	,467**	,122	1	,614**	,562**
	Sig. (2-tailed)	,964	,040	,617	,003	,262	,379	,009	,520		,000	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 10	Pearson Correlation	,022	,342	,125	,432*	-,018	,142	,227	,058	,614**	1	,497**
	Sig. (2-tailed)	,908	,065	,511	,017	,926	,455	,228	,760	,000		,005
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,588**	,841**	,476**	,655**	,754**	,437*	,556**	,459*	,562**	,497**	1

Sig. (2- taile d)	,001	,000	,008	,000	,000	,016	,001	,011	,001	,005	
N	30	30	30	30	30	30	30	30	30	30	30

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

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

Variabel Beban Kerja (X2)

Correlations

[illegible]

Pernyataan 04	Pearson Correlation	,247	,656**	,250	1	,497**	,244	,478**	,421*	,289	,305	,698**
	Sig. (2-tailed)	,189	,000	,182		,005	,194	,008	,021	,122	,101	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 05	Pearson Correlation	,761**	,526**	,546**	,497**	1	,341	,293	,462*	,154	,188	,769**
	Sig. (2-tailed)	,000	,003	,002	,005		,065	,116	,010	,418	,320	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 06	Pearson Correlation	,233	,201	,321	,244	,341	1	,285	,301	,080	,265	,471**
	Sig. (2-tailed)	,216	,286	,083	,194	,065		,126	,106	,676	,156	,009
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 07	Pearson Correlation	,216	,383*	,299	,478**	,293	,285	1	,700**	,297	,366*	,698**
	Sig. (2-tailed)	,251	,037	,108	,008	,116	,126		,000	,111	,047	,000

	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 08	Pearson Correlation	,213	,434*	,210	,421*	,462*	,301	,700**	1	,240	,473**	,715**
	Sig. (2-tailed)	,259	,016	,266	,021	,010	,106	,000		,201	,008	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 09	Pearson Correlation	,267	,477**	,103	,289	,154	,080	,297	,240	1	,494**	,468**
	Sig. (2-tailed)	,154	,008	,589	,122	,418	,676	,111	,201		,006	,009
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 10	Pearson Correlation	,179	,490**	,098	,305	,188	,265	,366*	,473**	,494**	1	,554**
	Sig. (2-tailed)	,344	,006	,607	,101	,320	,156	,047	,008	,006		,002
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,668**	,755**	,619**	,698**	,769**	,471**	,698**	,715**	,468**	,554**	1

Sig. (2- taile d)	,000	,000	,000	,000	,000	,009	,000	,000	,009	,002	
N	30	30	30	30	30	30	30	30	30	30	30

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

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

Variabel Kinerja Karyawan (Y)

Correlations

[illegible]

	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 08	Pearson Correlation	,512**	,464**	,167	,389*	,452*	,379*	,620**	1	,555**	,421*	,714**
	Sig. (2-tailed)	,004	,010	,379	,034	,012	,039	,000		,001	,020	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 09	Pearson Correlation	,483**	,505**	,235	,156	,540**	,486**	,476**	,555**	1	,384*	,759**
	Sig. (2-tailed)	,007	,004	,212	,409	,002	,006	,008	,001		,036	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pernyataan 10	Pearson Correlation	,314	,456*	,304	,437*	,402*	,299	,436*	,421*	,384*	1	,656**
	Sig. (2-tailed)	,091	,011	,102	,016	,027	,109	,016	,020	,036		,000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,736**	,765**	,534**	,490**	,753**	,576**	,752**	,714**	,759**	,656**	1

Sig. (2- taile d)	,000	,000	,002	,006	,000	,001	,000	,000	,000	,000	
N	30	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 7 Hasil Uji Reabilitas

Variabel Motivasi (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
,789	10

Variabel Beban Kerja (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
,842	10

Variabel Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
,838	10

Lampiran 8 Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	,0666667
	Std. Deviation	3,40863159
Most Extreme Differences	Absolute	,156
	Positive	,105
	Negative	-,156
Test Statistic		,156
Asymp. Sig. (2-tailed)		,061 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 9 Hasil Uji Multikolinearitas

Coefficients^a

		Collinearity Statistics	
Model		Tolerance	VIF
1	Motivasi	,756	1,322
	BebanKerja	,756	1,322

a. Dependent Variable: KinerjaKaryawan

Lampiran 10 Hasil Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KinerjaKaryawan * Motivasi	Between Groups	(Combined)	320,650	13	24,665	2,006	,094
		Linearity	176,330	1	176,330	14,342	,002
		Deviation from Linearity	144,320	12	12,027	,978	,506
	Within Groups		196,717	16	12,295		
	Total		517,367	29			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KinerjaKaryawan * BebanKerja	Between Groups	(Combined)	408,533	17	24,031	2,650	,046
		Linearity	85,487	1	85,487	9,426	,010
		Deviation from Linearity	323,047	16	20,190	2,226	,083
	Within Groups		108,833	12	9,069		
	Total		517,367	29			

Lampiran 11 Hasil Uji Regresi Linear Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20,710	3,393		6,103	,000
	Motivasi	,498	,087	,703	5,720	,000
	BebanKerja	,093	,052	,217	1,767	,089

a. Dependent Variable: Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,832 ^a	,692	,669	1,75187

a. Predictors: (Constant), BebanKerja, Motivasi

Lampiran 12 Hasil Uji t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20,710	3,393		6,103	,000
	Motivasi	,498	,087	,703	5,720	,000
	BebanKerja	,093	,052	,217	1,767	,089

a. Dependent Variable: Y

Lampiran 13 Hasil Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	185,908	2	92,954	30,288	,000 ^b
	Residual	82,865	27	3,069		
	Total	268,773	29			

a. Dependent Variable: Y

b. Predictors: (Constant), BebanKerja, Motivasi

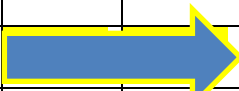
Lampiran 14 R Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
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		0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254

35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

Lampiran 15 t Tabel

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	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			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

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

N = TOTAL SAMPEL	30
K = TOTAL VARIABEL	3
a = TINGKAT SIGNIFIKAN	5%(0.05)
RUMUS = T(a; (df=n-k)	T(5%;(df=30-3)
	T(0.05;27)
t TABEL	1.703

Lampiran 16 F Tabel

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penye- but (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	19 9	21 6	22 5	230	234	237	239	241	242	243	244	245	24 5	24 6
2	18.5 1	19.0 0	19.1 6	19.2 5	19.3 0	19.3 3	19.3 5	19.3 7	19.3 8	19.4 0	19.4 0	19.4 1	19.4 2	19.4 2	19.4 3
3	10.1 3	9.5 5	9.2 8	9.1 2	9.0 1	8.9 4	8.8 9	8.8 5	8.8 1	8.7 9	8.7 6	8.7 4	8.7 3	8.7 1	8.7 0
4	7.7 1	6.9 4	6.5 9	6.3 9	6.2 6	6.1 6	6.0 9	6.0 4	6.0 0	5.9 6	5.9 4	5.9 1	5.8 9	5.8 7	5.8 6
5	6.6 1	5.7 9	5.4 1	5.1 9	5.0 5	4.9 5	4.8 8	4.8 2	4.7 7	4.7 4	4.7 0	4.6 8	4.6 6	4.6 4	4.6 2
6	5.9 9	5.1 4	4.7 6	4.5 3	4.3 9	4.2 8	4.2 1	4.1 5	4.1 0	4.0 6	4.0 3	4.0 0	3.9 8	3.9 6	3.9 4
7	5.5 9	4.7 4	4.3 5	4.1 2	3.9 7	3.8 7	3.7 9	3.7 3	3.6 8	3.6 4	3.6 0	3.5 7	3.5 5	3.5 3	3.5 1
8	5.3 2	4.4 6	4.0 7	3.8 4	3.6 9	3.5 8	3.5 0	3.4 4	3.3 9	3.3 5	3.3 1	3.2 8	3.2 6	3.2 4	3.2 2
9	5.1 2	4.2 6	3.8 6	3.6 3	3.4 8	3.3 7	3.2 9	3.2 3	3.1 8	3.1 4	3.1 0	3.0 7	3.0 5	3.0 3	3.0 1
10	4.9 6	4.1 0	3.7 1	3.4 8	3.3 3	3.2 2	3.1 4	3.0 7	3.0 2	2.9 8	2.9 4	2.9 1	2.8 9	2.8 6	2.8 5
11	4.8 4	3.9 8	3.5 9	3.3 6	3.2 0	3.0 9	3.0 1	2.9 5	2.9 0	2.8 5	2.8 2	2.7 9	2.7 6	2.7 4	2.7 2
12	4.7 5	3.8 9	3.4 9	3.2 6	3.1 1	3.0 0	2.9 1	2.8 5	2.8 0	2.7 5	2.7 2	2.6 9	2.6 6	2.6 4	2.6 2
13	4.6 7	3.8 1	3.4 1	3.1 8	3.0 3	2.9 2	2.8 3	2.7 7	2.7 1	2.6 7	2.6 3	2.6 0	2.5 8	2.5 5	2.5 3
14	4.6 0	3.7 4	3.3 4	3.1 1	2.9 6	2.8 5	2.7 6	2.7 0	2.6 5	2.6 0	2.5 7	2.5 3	2.5 1	2.4 8	2.4 6
15	4.5 4	3.6 8	3.2 9	3.0 6	2.9 0	2.7 9	2.7 1	2.6 4	2.5 9	2.5 4	2.5 1	2.4 8	2.4 5	2.4 2	2.4 0
16	4.4 9	3.6 3	3.2 4	3.0 1	2.8 5	2.7 4	2.6 6	2.5 9	2.5 4	2.4 9	2.4 6	2.4 2	2.4 0	2.3 7	2.3 5
17	4.4 5	3.5 9	3.2 0	2.9 6	2.8 1	2.7 0	2.6 1	2.5 5	2.4 9	2.4 5	2.4 1	2.3 8	2.3 5	2.3 3	2.3 1
18	4.4 1	3.5 5	3.1 6	2.9 3	2.7 7	2.6 6	2.5 8	2.5 1	2.4 6	2.4 1	2.3 7	2.3 4	2.3 1	2.2 9	2.2 7
19	4.3 8	3.5 2	3.1 3	2.9 0	2.7 4	2.6 3	2.5 4	2.4 8	2.4 2	2.3 8	2.3 4	2.3 1	2.2 8	2.2 6	2.2 3
20	4.3 5	3.4 9	3.1 0	2.8 7	2.7 1	2.6 0	2.5 1	2.4 5	2.3 9	2.3 5	2.3 1	2.2 8	2.2 5	2.2 2	2.2 0
21	4.3 2	3.4 7	3.0 7	2.8 4	2.6 8	2.5 7	2.4 9	2.4 2	2.3 7	2.3 2	2.2 8	2.2 5	2.2 2	2.2 0	2.1 8
22	4.3 0	3.4 4	3.0 5	2.8 2	2.6 6	2.5 5	2.4 6	2.4 0	2.3 4	2.3 0	2.2 6	2.2 3	2.2 0	2.1 7	2.1 5
23	4.2 8	3.4 2	3.0 3	2.8 0	2.6 4	2.5 3	2.4 4	2.3 7	2.3 2	2.2 7	2.2 4	2.2 0	2.1 8	2.1 5	2.1 3
24	4.2 6	3.4 0	3.0 1	2.7 8	2.6 2	2.5 1	2.4 2	2.3 6	2.3 0	2.2 5	2.2 2	2.1 8	2.1 5	2.1 3	2.1 1
25	4.2 4	3.3 9	2.9 9	2.7 6	2.6 0	2.4 9	2.4 0	2.3 4	2.2 8	2.2 4	2.2 0	2.1 6	2.1 4	2.1 1	2.0 9
26	4.2 3	3.3 7	2.9 8	2.7 4	2.5 9	2.4 7	2.3 9	2.3 2	2.2 7	2.2 2	2.1 8	2.1 5	2.1 2	2.0 9	2.0 7
27		3.3 5	2.9 6	2.7 3	2.5 7	2.4 6	2.3 7	2.3 1	2.2 5	2.2 0	2.1 7	2.1 3	2.1 0	2.0 8	2.0 6

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	2.23	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	2.22	2.17	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	2.26	2.21	2.16	2.12	2.08	2.05	2.03	2.00	
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.25	2.20	2.15	2.11	2.07	2.04	2.02	1.99	
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.24	2.19	2.14	2.10	2.06	2.03	2.01	1.98	
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.18	2.13	2.09	2.05	2.02	1.99	1.97	
35	4.12	3.27	2.87	2.64	2.48	2.37	2.28	2.22	2.17	2.12	2.08	2.04	2.01	1.99	1.96	
36	4.11	3.26	2.86	2.63	2.47	2.36	2.27	2.21	2.16	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	2.21	2.16	2.11	2.07	2.03	2.00	1.98	1.95	
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.20	2.15	2.10	2.06	2.02	1.99	1.97	1.94	
39	4.09	3.24	2.85	2.61	2.45	2.34	2.25	2.19	2.14	2.09	2.05	2.01	1.98	1.96	1.93	
40	4.08	3.23	2.84	2.60	2.44	2.33	2.24	2.18	2.13	2.08	2.04	2.00	1.97	1.95	1.92	
41	4.08	3.23	2.84	2.60	2.44	2.33	2.24	2.18	2.13	2.08	2.04	2.00	1.97	1.95	1.92	
42	4.07	3.22	2.83	2.59	2.43	2.32	2.23	2.17	2.12	2.07	2.03	1.99	1.96	1.94	1.91	
43	4.07	3.21	2.82	2.58	2.42	2.31	2.22	2.16	2.11	2.06	2.02	1.98	1.95	1.93	1.90	
44	4.06	3.21	2.82	2.58	2.42	2.31	2.22	2.16	2.11	2.06	2.02	1.98	1.95	1.93	1.90	
45	4.06	3.20	2.81	2.57	2.41	2.30	2.21	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	2.41	2.30	2.21	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89	
47	4.05	3.20	2.81	2.57	2.41	2.30	2.21	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89	
48	4.04	3.19	2.80	2.56	2.40	2.29	2.20	2.14	2.09	2.04	1.99	1.95	1.92	1.90	1.87	
49	4.04	3.19	2.79	2.55	2.39	2.28	2.19	2.13	2.08	2.03	1.99	1.95	1.92	1.90	1.87	
50	4.03	3.18	2.79	2.55	2.39	2.28	2.19	2.13	2.08	2.03	1.99	1.95	1.92	1.90	1.87	

N = TOTAL SAMPEL	30
K = TOTAL VARIABEL	3
a = TINGKAT SIGNIFIKAN	5%(0.05)
RUMUS = df (N1) = k-1	3-1=2
	30-3= 27
f TABEL	(3.35)