

Lampiran 1

Kuesioner Penelitian



INSTITUT BISNIS DAN INFORMATIKA DARMAJAYA

FAKULTAS EKONOMI DAN BISNIS

Jalan Zainal Abidin Pagar Alam No.93 Lampung 35142

KUISIONER

**PENGARUH BEBAN KERJA DAN *REWARD* TERHADAP KINERJA
KARYAWAN PADA DIVISI CARGO PT SRIWIJAYA AIR DI BANDARA
RADIN INTEN II LAMPUNG**

IDENTITAS PENELITI

Nama : Billy Ramadhan
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Bandar Lampung, 24 Juli 2019

Hal : Mohon Bantu Pengisian Kuesioner

Kepada Yth. Bapak/Ibu/Sdr. Karyawan

PT. Sriwijaya Air di Bandara Radin Inten II Lampung

Di Tempat

Dengan Hormat,

Berkenannya dengan penelitian yang saya lakukan dalam rangka menyelesaikan studi pada program Strata Satu (S1) Manajemen IBI Darmajaya Bandar Lampung tentang **“Pengaruh Beban Kerja Dan Reward Terhadap Kinerja Karyawan Pada Divisi Cargo Pt Sriwijaya Air Di Bandara Radin Inten II Lampung”** 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. Atas perhatian, bantuan dan kerjasama yang baik dari Bapak/Ibu/Sdr, saya mengucapkan banyak terimakasih.

Hormat saya,

Billy Ramadhan

NPM.1512110200

KUISIONER

Pernyataan di bawah ini dalam rangka penelitian skripsi dengan judul :

“Pengaruh Beban Kerja Dan *Reward* Terhadap Kinerja Karyawan Pada Divisi Cargo Pt Sriwijaya Air Di Bandara Radin Inten II Lampung”

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur
2. Berilah tanda ceklis (√) pada salah satu jawaban yang paling benar

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

KARAKTERISTIK RESPONDEN

No :

Usia :

Jenis Kelamin : Laki- Laki Perempuan

A. Variabel Kinerja Karyawan (Y)

No	Pernyataan	SS 5	S 4	N 3	TS 2	STS 1
1	Jumlah pekerjaan yang diselesaikan karyawan sesuai dengan yang diinginkan perusahaan					
2	Selalu berusaha untuk mencapai target yang telah di tentukan oleh perusahaan					
3	Melakukan proses kerja dengan baik dan sesuai dengan standar perusahaan					
4	Selalu mengerjakan tugas sesuai dengan kualitas yang diinginkan perusahaan					
5	Karyawan mampu datang tepat waktu dalam bekerja					
6	Pekerjaan dapat diselesaikan sesuai dengan waktu yang telah ditentukan					
7	Menemukan temuan baru dalam menyelesaikan pekerjaan dan masalah yang dihadapi					
8	Selalu berusaha untuk memperbaiki kesalahan yang pernah dilakukan dalam melaksanakan pekerjaan.					
9	Melaksanakan tugas berdasarkan prosedur perusahaan dan penuh rasa tanggung jawab					
10	Mengedepankan sikap profesional dan bertanggung jawab dalam bekerja					
11	Saling membantu dalam meyelesaikan tugas dan pekerjaannya.					
12	Karyawan mampu bekerja sama dalam meyelesaikan pekerjaanya					

B. Variabel Beban Kerja (X1)

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
1	Jadwal dan waktu bekerja karyawan sudah sesuai dengan aturan yang ada					
2	Perusahaan memberikan izin meninggalkan kantor ketika waktu kerja telah selesai					
3	Jumlah pekerjaan yang diberikan tidak sesuai dengan kemampuan karyawan					
4	Jumlah karyawan yang ada saat ini sudah cukup untuk menangani pekerjaan yang ada					
5	Pemberian tugas dan wewenang sesuai dengan kondisi kesehatan					
6	Pembagian pekerjaan sesuai dengan jenis kelamin dan usia					
7	Tugas yang diberikan terkadang sifatnya mendadak dengan jangka waktu yang singkat					
8	Tugas dan pekerjaan yang diberikan terlalu banyak dan tidak sesuai dengan standar perusahaan					

C. Variabel Reward (X2)

No	Pernyataan	SS 5	S 4	N 3	TS 2	STS 1
1	Upah yang diberikan dapat mendorong untuk bekerja lebih baik					
2	Upah yang diterima sudah sesuai dengan tugas yang diberikan oleh perusahaan					
3	Perusahaan memberikan gaji yang sesuai dengan beban pekerjaan					
4	Perusahaan memberikan bonus gaji kepada karyawan yang berprestasi					
5	Perusahaan memberikan imbalan tambahan diluar gaji					
6	Insentif yang diberikan perusahaan sudah sesuai dengan kebutuhan karyawan.					
7	Besarnya jaminan asuransi kesehatan sesuai dengan resiko pekerjaan yang di jalani					
8	Perusahaan memasukan seluruh karyawan kedalam asuransi kesehatan maupun keselamatan kerja					
9	Penghargaan yang diberikan telah dipertimbangkan secara adil oleh pimpinan dan berorientasi kepada peningkatan kinerja karyawan					
10	Akan menjadi semakin bersemangat dan giat jika diakui sebagai karyawan terbaik					
11	Perusahaan memberikan peluang kepada seluruh karyawan untuk di promosikan					
12	Adanya kesempatan yang diberikan perusahaan untuk menduduki posisi tertentu					

Lampiran 2

Hasil Jawaban Responden

Responden	Usia	Jenis Kelamin
Responden 1	20-30	perempuan
Responden 2	31-40	perempuan
Responden 3	31-40	perempuan
Responden 4	31-40	laki-laki
Responden 5	41-50	laki-laki
Responden 6	31-40	laki-laki
Responden 7	31-40	laki-laki
Responden 8	31-40	laki-laki
Responden 9	31-40	laki-laki
Responden 10	31-40	laki-laki
Responden 11	>50	laki-laki
Responden 12	>50	laki-laki
Responden 13	>50	laki-laki
Responden 14	20-30	perempuan
Responden 15	20-30	laki-laki
Responden 16	31-40	perempuan
Responden 17	31-40	laki-laki
Responden 18	31-40	laki-laki
Responden 19	31-40	laki-laki
Responden 20	31-40	laki-laki
Responden 21	31-40	laki-laki
Responden 22	31-40	laki-laki
Responden 23	31-40	laki-laki
Responden 24	31-40	laki-laki
Responden 25	31-40	laki-laki
Responden 26	41-50	laki-laki
Responden 27	41-50	laki-laki
Responden 28	20-30	laki-laki
Responden 29	41-50	laki-laki
Responden 30	31-40	laki-laki
Responden 31	41-50	perempuan
Responden 32	31-40	perempuan

a. Beban Kerja (X1)

No	P1	P2	P3	P4	P5	P6	p7	p8	TOTAL
1	4	4	5	5	4	5	3	3	33
2	5	3	5	4	5	5	2	2	31
3	4	5	3	5	3	4	4	4	32
4	3	4	4	5	4	3	3	4	30
5	4	3	4	4	3	4	3	1	26
6	4	5	5	5	5	3	3	3	33
7	3	4	3	3	3	4	3	3	26
8	4	4	5	4	4	5	3	3	32
9	3	5	4	5	3	4	2	5	31
10	4	5	5	3	3	5	3	3	31
11	3	3	5	5	3	3	3	2	27
12	4	3	4	3	3	4	4	1	26
13	5	4	5	5	5	4	4	3	35
14	3	3	5	5	1	2	3	3	25
15	4	5	5	4	4	5	4	3	34
16	4	2	4	4	3	3	4	3	27
17	3	4	5	5	4	5	2	2	30
18	4	4	4	4	3	4	4	3	30
19	4	5	5	5	5	5	4	4	37
20	4	3	4	4	4	4	3	3	29
21	3	4	4	3	4	4	3	3	28
22	4	4	3	4	3	3	1	2	24
23	4	5	4	4	4	5	4	3	33
24	3	4	3	3	4	4	3	3	27
25	4	4	4	4	4	4	3	4	31
26	4	5	5	4	5	5	4	4	36
27	3	5	4	3	5	5	3	3	31
28	4	4	4	5	5	5	4	3	34
29	4	4	4	5	4	5	4	4	34
30	5	5	5	5	4	5	5	3	37
31	3	3	3	4	5	3	5	5	31
32	3	3	4	3	5	3	3	4	28
TOTAL	120	128	136	134	124	132	106	99	979

b. Reward (X2)

No	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	TOTAL
1	5	5	4	5	4	5	4	5	4	4	5	5	55
2	5	5	5	5	5	5	4	4	5	3	5	4	55
3	3	4	3	4	4	4	4	4	4	5	5	5	49
4	4	3	4	3	3	3	4	5	5	4	4	5	47
5	4	4	4	4	5	4	3	2	4	3	4	4	45
6	5	4	5	3	3	4	5	5	4	5	5	5	53
7	3	4	3	4	3	4	5	2	3	4	3	3	41
8	5	5	4	5	5	5	5	4	4	4	5	4	55
9	4	4	3	4	2	4	5	4	3	5	4	5	47
10	5	5	4	5	3	5	5	5	4	5	5	5	56
11	5	3	5	4	3	3	5	5	3	3	5	5	49
12	4	4	3	4	4	4	4	3	4	3	4	3	44
13	5	5	5	4	4	5	5	5	5	5	5	5	58
14	5	2	1	2	3	2	2	3	3	4	5	5	37
15	5	5	4	5	4	5	5	5	5	5	5	4	57
16	4	3	3	3	4	3	2	3	4	5	4	4	42
17	5	5	4	5	2	5	5	4	4	4	5	5	53
18	4	5	3	4	4	5	4	5	5	4	4	4	51
19	5	5	5	5	5	5	5	5	5	5	5	5	60
20	4	4	4	4	3	4	5	5	4	5	4	4	50
21	4	4	4	4	3	4	2	3	3	4	4	5	44
22	3	3	5	3	2	3	2	3	4	4	3	4	39
23	4	5	4	5	5	5	5	5	4	5	4	4	55
24	3	4	4	4	3	4	4	4	5	4	3	3	45
25	4	4	4	4	3	4	5	4	4	4	4	4	48
26	5	4	5	5	5	5	5	5	5	5	5	5	59
27	4	3	5	5	3	5	5	5	5	5	4	3	52
28	4	5	5	5	4	5	5	5	5	5	4	5	57
29	4	5	4	5	5	5	5	5	4	4	5	5	56
30	5	5	5	5	5	5	5	5	5	5	5	5	60
31	3	4	5	5	5	4	3	3	4	5	3	4	48
32	4	3	5	3	2	5	4	4	4	5	5	3	47
TOTAL	136	133	131	135	118	138	136	134	134	140	140	139	1614

c. Kinerja (Y)

No	P1	P2	P3	P4	P5	P6	P7	p8	p9	p10	p11	p12	TOTAL
1	3	4	2	3	3	4	5	3	3	4	5	3	42
2	2	3	3	2	2	3	3	2	2	3	3	2	30
3	4	3	4	4	4	3	4	4	4	3	4	4	45
4	4	4	3	3	4	4	3	3	4	4	3	4	43
5	1	3	2	3	5	3	2	3	1	3	2	1	29
6	3	3	3	3	3	3	3	3	3	3	3	3	36
7	3	2	2	3	3	2	2	3	3	2	5	3	33
8	3	3	4	3	3	3	4	3	3	3	4	3	39
9	5	3	3	2	1	3	3	2	5	3	3	5	38
10	3	5	5	3	3	5	5	3	3	5	5	3	48
11	2	5	5	3	2	5	5	3	2	5	5	2	44
12	1	2	2	4	1	2	2	4	1	2	2	1	24
13	3	4	3	4	3	4	3	4	3	4	3	3	41
14	3	2	3	3	3	2	3	3	3	2	3	3	33
15	3	3	4	4	3	3	4	4	3	3	4	3	41
16	3	2	3	4	3	2	3	4	3	2	3	3	35
17	2	3	3	2	2	3	3	2	2	3	3	2	30
18	3	4	4	4	3	4	4	4	3	4	4	3	44
19	4	4	5	4	4	4	5	4	4	4	5	4	51
20	3	3	3	3	3	3	3	3	3	3	3	3	36
21	3	2	3	3	3	2	3	3	3	2	3	3	33
22	2	2	3	1	2	2	3	1	2	2	3	2	25
23	3	3	4	4	3	3	4	4	3	3	4	3	41
24	3	4	4	3	3	4	4	3	3	4	4	3	42
25	4	3	3	3	4	3	3	3	4	3	3	4	40
26	4	4	4	4	4	4	4	4	4	4	4	4	48
27	3	4	3	3	3	4	3	3	3	4	3	3	39
28	3	3	4	4	3	3	4	4	3	3	4	3	41
29	4	4	4	4	4	4	4	4	4	4	4	4	48
30	3	3	4	5	3	3	4	5	3	3	4	3	43
31	3	3	3	4	4	3	4	5	5	3	4	3	44
32	3	3	4	4	4	3	4	3	4	4	3	3	42
TOTAL	96	103	109	106	98	103	113	106	99	104	115	96	1248

Lampiran 3

Deskripsi Karakteristik Responden

Statistics

		Usia	Jenis_kelamin
N	Valid	32	32
	Missing	0	0

Jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	25	78.1	78.1	78.1
	perempuan	7	21.9	21.9	100.0
	Total	32	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	4	12.5	12.5	12.5
	31-40	20	62.5	62.5	75.0
	41-50	5	15.6	15.6	90.6
	>50	3	9.4	9.4	100.0
	Total	32	100.0	100.0	

Lampiran 4

Hasil Frekuensi Jawaban Responden

a. Beban Kerja

BK1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	34.4	34.4	34.4
Valid 4	18	56.3	56.3	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

BK2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	8	25.0	25.0	28.1
Valid 4	13	40.6	40.6	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

BK3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
Valid 4	14	43.8	43.8	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

BK4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	21.9	21.9	21.9
Valid 4	12	37.5	37.5	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

BK5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
3	10	31.3	31.3	34.4
Valid 4	12	37.5	37.5	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

BK6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	7	21.9	21.9	25.0
Valid 4	11	34.4	34.4	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

BK7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	3	9.4	9.4	12.5
Valid 3	15	46.9	46.9	59.4
4	11	34.4	34.4	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

BK8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
Valid 3	17	53.1	53.1	71.9
4	7	21.9	21.9	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

Beban_kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
24	1	3.1	3.1	3.1
25	1	3.1	3.1	6.3
26	3	9.4	9.4	15.6
27	3	9.4	9.4	25.0
28	2	6.3	6.3	31.3
29	1	3.1	3.1	34.4
30	3	9.4	9.4	43.8
Valid 31	6	18.8	18.8	62.5
32	2	6.3	6.3	68.8
33	3	9.4	9.4	78.1
34	3	9.4	9.4	87.5
35	1	3.1	3.1	90.6
36	1	3.1	3.1	93.8
37	2	6.3	6.3	100.0
Total	32	100.0	100.0	

b. Reward

R1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
4	14	43.8	43.8	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

R2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	6	18.8	18.8	21.9
4	12	37.5	37.5	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

R3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
3	6	18.8	18.8	21.9
4	13	40.6	40.6	62.5
5	12	37.5	37.5	100.0
Total	32	100.0	100.0	

R4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	5	15.6	15.6	18.8
4	12	37.5	37.5	56.3
5	14	43.8	43.8	100.0
Total	32	100.0	100.0	

R5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	11	34.4	34.4	46.9
Valid 4	8	25.0	25.0	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

R6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	4	12.5	12.5	15.6
Valid 4	11	34.4	34.4	50.0
5	16	50.0	50.0	100.0
Total	32	100.0	100.0	

R7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	2	6.3	6.3	18.8
Valid 4	8	25.0	25.0	43.8
5	18	56.3	56.3	100.0
Total	32	100.0	100.0	

R8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	6	18.8	18.8	25.0
Valid 4	8	25.0	25.0	50.0
5	16	50.0	50.0	100.0
Total	32	100.0	100.0	

R9

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
4	16	50.0	50.0	65.6
5	11	34.4	34.4	100.0
Total	32	100.0	100.0	

R10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	12.5	12.5	12.5
4	12	37.5	37.5	50.0
5	16	50.0	50.0	100.0
Total	32	100.0	100.0	

R11

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	12.5	12.5	12.5
4	12	37.5	37.5	50.0
5	16	50.0	50.0	100.0
Total	32	100.0	100.0	

R12

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
4	11	34.4	34.4	50.0
5	16	50.0	50.0	100.0
Total	32	100.0	100.0	

Reward

	Frequency	Percent	Valid Percent	Cumulative Percent
37	1	3.1	3.1	3.1
39	1	3.1	3.1	6.3
41	1	3.1	3.1	9.4
42	1	3.1	3.1	12.5
44	2	6.3	6.3	18.8
45	2	6.3	6.3	25.0
47	3	9.4	9.4	34.4
48	2	6.3	6.3	40.6
49	2	6.3	6.3	46.9
Valid 50	1	3.1	3.1	50.0
51	1	3.1	3.1	53.1
52	1	3.1	3.1	56.3
53	2	6.3	6.3	62.5
55	4	12.5	12.5	75.0
56	2	6.3	6.3	81.3
57	2	6.3	6.3	87.5
58	1	3.1	3.1	90.6
59	1	3.1	3.1	93.8
60	2	6.3	6.3	100.0
Total	32	100.0	100.0	

c. Kinerja Karyawan

KK1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
Valid 3	19	59.4	59.4	78.1
4	6	18.8	18.8	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

KK2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18.8	18.8	18.8
3	15	46.9	46.9	65.6
Valid 4	9	28.1	28.1	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

KK3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	14	43.8	43.8	56.3
Valid 4	11	34.4	34.4	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

KK4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	3	9.4	9.4	12.5
3	14	43.8	43.8	56.3
4	13	40.6	40.6	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

KK5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
3	17	53.1	53.1	71.9
4	8	25.0	25.0	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

KK6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18.8	18.8	18.8
3	15	46.9	46.9	65.6
4	9	28.1	28.1	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

KK7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	13	40.6	40.6	50.0
4	12	37.5	37.5	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

KK8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	3	9.4	9.4	12.5
3	15	46.9	46.9	59.4
4	11	34.4	34.4	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

KK9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
3	17	53.1	53.1	71.9
4	7	21.9	21.9	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

KK10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18.8	18.8	18.8
3	14	43.8	43.8	62.5
4	10	31.3	31.3	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

KK11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	14	43.8	43.8	50.0
Valid 4	11	34.4	34.4	84.4
5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

KK12

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	6.3	6.3	6.3
2	4	12.5	12.5	18.8
Valid 3	19	59.4	59.4	78.1
4	6	18.8	18.8	96.9
5	1	3.1	3.1	100.0
Total	32	100.0	100.0	

Kinerja

	Frequency	Percent	Valid Percent	Cumulative Percent
24	1	3.1	3.1	3.1
25	1	3.1	3.1	6.3
29	1	3.1	3.1	9.4
30	2	6.3	6.3	15.6
33	3	9.4	9.4	25.0
35	1	3.1	3.1	28.1
36	2	6.3	6.3	34.4
38	1	3.1	3.1	37.5
39	2	6.3	6.3	43.8
40	1	3.1	3.1	46.9
41	4	12.5	12.5	59.4
42	3	9.4	9.4	68.8
43	2	6.3	6.3	75.0
44	3	9.4	9.4	84.4
45	1	3.1	3.1	87.5
48	3	9.4	9.4	96.9
51	1	3.1	3.1	100.0
Total	32	100.0	100.0	

Lampiran 5

Hasil Uji Validitas

a. Beban Kerja

Correlations

		BK1	BK2	BK3	BK4	BK5	BK6	BK7	BK8	Beban_kerja
BK1	Pearson Correlation	1	.123	.361 [*]	.233	.220	.417 ^{**}	.272	-.237	.499 ^{**}
	Sig. (1-tailed)		.251	.021	.100	.113	.009	.066	.095	.002
	N	32	32	32	32	32	32	32	32	32
BK2	Pearson Correlation	.123	1	.160	.147	.244	.528 ^{**}	.089	.330 [*]	.633 ^{**}
	Sig. (1-tailed)	.251		.191	.211	.089	.001	.314	.033	.000
	N	32	32	32	32	32	32	32	32	32
BK3	Pearson Correlation	.361 [*]	.160	1	.374 [*]	.143	.309 [*]	.026	-.181	.464 ^{**}
	Sig. (1-tailed)	.021	.191		.017	.217	.042	.444	.160	.004
	N	32	32	32	32	32	32	32	32	32
BK4	Pearson Correlation	.233	.147	.374 [*]	1	-.011	-.036	.102	.198	.441 ^{**}
	Sig. (1-tailed)	.100	.211	.017		.476	.423	.289	.139	.006
	N	32	32	32	32	32	32	32	32	32
BK5	Pearson Correlation	.220	.244	.143	-.011	1	.413 ^{**}	.209	.272	.619 ^{**}
	Sig. (1-tailed)	.113	.089	.217	.476		.009	.125	.066	.000
	N	32	32	32	32	32	32	32	32	32
BK6	Pearson Correlation	.417 ^{**}	.528 ^{**}	.309 [*]	-.036	.413 ^{**}	1	.162	-.055	.640 ^{**}
	Sig. (1-tailed)	.009	.001	.042	.423	.009		.188	.383	.000
	N	32	32	32	32	32	32	32	32	32
BK7	Pearson Correlation	.272	.089	.026	.102	.209	.162	1	.286	.514 ^{**}
	Sig. (1-tailed)	.066	.314	.444	.289	.125	.188		.056	.001
	N	32	32	32	32	32	32	32	32	32
BK8	Pearson Correlation	-.237	.330 [*]	-.181	.198	.272	-.055	.286	1	.438 ^{**}

	Sig. (1-tailed)	.095	.033	.160	.139	.066	.383	.056		.006
	N	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.499**	.633**	.464**	.441**	.619**	.640**	.514**	.438**	1
Beban_kerja	Sig. (1-tailed)	.002	.000	.004	.006	.000	.000	.001	.006	
	N	32	32	32	32	32	32	32	32	32

*. Correlation is significant at the 0.05 level (1-tailed).

** . Correlation is significant at the 0.01 level (1-tailed).

b. Reward

Correlations

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	Reward
R1 Pearson Correlation	1	.305*	.157	.229	.196	.301*	.343*	.489**	.162	.000	.826**	.497**	.582**
R1 Sig. (1-tailed)		.045	.195	.103	.141	.047	.027	.002	.188	.500	.000	.002	.000
R1 N	32	32	32	32	32	32	32	32	32	32	32	32	32
R2 Pearson Correlation	.305*	1	.268	.774**	.502**	.810**	.537**	.397*	.388*	.115	.276	.219	.762**
R2 Sig. (1-tailed)	.045		.069	.000	.002	.000	.001	.012	.014	.266	.063	.114	.000
R2 N	32	32	32	32	32	32	32	32	32	32	32	32	32
R3 Pearson Correlation	.157	.268	1	.432**	.167	.468**	.340*	.412**	.473**	.190	.092	.045	.556**
R3 Sig. (1-tailed)	.195	.069		.007	.181	.003	.028	.010	.003	.148	.308	.403	.000
R3 N	32	32	32	32	32	32	32	32	32	32	32	32	32
R4 Pearson Correlation	.229	.774**	.432**	1	.534**	.794**	.564**	.389*	.374*	.130	.185	.083	.758**
R4 Sig. (1-tailed)	.103	.000	.007		.001	.000	.000	.014	.017	.239	.155	.326	.000
R4 N	32	32	32	32	32	32	32	32	32	32	32	32	32
R5 Pearson Correlation	.196	.502**	.167	.534**	1	.386*	.105	.126	.401*	-.011	.210	.102	.515**
R5 Sig. (1-tailed)	.141	.002	.181	.001		.014	.284	.246	.011	.476	.124	.288	.001
R5 N	32	32	32	32	32	32	32	32	32	32	32	32	32
R6 Pearson Correlation	.301*	.810**	.468**	.794**	.386*	1	.619**	.494**	.518**	.292	.347*	-.023	.817**

	Sig. (1-tailed)	.047	.000	.003	.000	.014		.000	.002	.001	.053	.026	.450	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.343*	.537**	.340*	.564**	.105	.619**	1	.654**	.289	.261	.348*	.093	.713**
R7	Sig. (1-tailed)	.027	.001	.028	.000	.284	.000		.000	.054	.074	.025	.306	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.489**	.397*	.412**	.389*	.126	.494**	.654**	1	.525**	.414**	.508**	.401*	.778**
R8	Sig. (1-tailed)	.002	.012	.010	.014	.246	.002	.000		.001	.009	.001	.011	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.162	.388*	.473**	.374*	.401*	.518**	.289	.525**	1	.247	.115	-.066	.595**
R9	Sig. (1-tailed)	.188	.014	.003	.017	.011	.001	.054	.001		.086	.265	.359	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.000	.115	.190	.130	-.011	.292	.261	.414**	.247	1	.097	.176	.375*
R10	Sig. (1-tailed)	.500	.266	.148	.239	.476	.053	.074	.009	.086		.299	.168	.017
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.826**	.276	.092	.185	.210	.347*	.348*	.508**	.115	.097	1	.543**	.586**
R11	Sig. (1-tailed)	.000	.063	.308	.155	.124	.026	.025	.001	.265	.299		.001	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.497**	.219	.045	.083	.102	-.023	.093	.401*	-.066	.176	.543**	1	.387*
R12	Sig. (1-tailed)	.002	.114	.403	.326	.288	.450	.306	.011	.359	.168	.001		.014
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.582**	.762**	.556**	.758**	.515**	.817**	.713**	.778**	.595**	.375*	.586**	.387*	1
Reward	Sig. (1-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.000	.017	.000	.014	
	N	32	32	32	32	32	32	32	32	32	32	32	32	32

*. Correlation is significant at the 0.05 level (1-tailed).

** Correlation is significant at the 0.01 level (1-tailed).

c. Kinerja karyawan

Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	Kinerja
KK1	Pearson Correlation	1	.230	.320 ⁺	.187	.262	.230	.318 ⁺	.178	.907 ^{**}	.227	.320 ⁺	1.000 ^{**}	.661 ^{**}
	Sig. (1-tailed)		.103	.037	.153	.074	.103	.038	.164	.000	.105	.037	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
KK2	Pearson Correlation	.230	1	.563 ^{**}	.133	.202	1.000 ^{**}	.658 ^{**}	.127	.181	.978 ^{**}	.502 ^{**}	.230	.727 ^{**}
	Sig. (1-tailed)	.103		.000	.234	.134	.000	.000	.244	.160	.000	.002	.103	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
KK3	Pearson Correlation	.320 ⁺	.563 ^{**}	1	.326 ⁺	.140	.563 ^{**}	.783 ^{**}	.266	.282	.583 ^{**}	.565 ^{**}	.320 ⁺	.717 ^{**}
	Sig. (1-tailed)	.037	.000		.034	.222	.000	.000	.070	.059	.000	.000	.037	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
KK4	Pearson Correlation	.187	.133	.326 ⁺	1	.420 ^{**}	.133	.312 ⁺	.955 ^{**}	.257	.163	.238	.187	.544 ^{**}
	Sig. (1-tailed)	.153	.234	.034		.008	.234	.041	.000	.078	.186	.095	.153	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
KK5	Pearson Correlation	.262	.202	.140	.420 ^{**}	1	.202	.172	.401 ⁺	.349 ⁺	.240	.124	.262	.481 ^{**}
	Sig. (1-tailed)	.074	.134	.222	.008		.134	.173	.011	.025	.093	.250	.074	.003
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
KK6	Pearson Correlation	.230	1.000 ^{**}	.563 ^{**}	.133	.202	1	.658 ^{**}	.127	.181	.978 ^{**}	.502 ^{**}	.230	.727 ^{**}
	Sig. (1-tailed)	.103	.000	.000	.234	.134		.000	.244	.160	.000	.002	.103	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
KK7	Pearson Correlation	.318 ⁺	.658 ^{**}	.783 ^{**}	.312 ⁺	.172	.658 ^{**}	1	.298 ⁺	.347 ⁺	.671 ^{**}	.774 ^{**}	.318 ⁺	.793 ^{**}
	Sig. (1-tailed)	.038	.000	.000	.041	.173	.000		.049	.026	.000	.000	.038	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
KK8	Pearson Correlation	.178	.127	.266	.955 ^{**}	.401 ⁺	.127	.298 ⁺	1	.286	.111	.272	.178	.531 ^{**}
	Sig. (1-tailed)	.164	.244	.070	.000	.011	.244	.049		.056	.272	.066	.164	.001
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
KK9	Pearson Correlation	.907 ^{**}	.181	.282	.257	.349 ⁺	.181	.347 ⁺	.286	1	.217	.300 ⁺	.907 ^{**}	.667 ^{**}

	Sig. (1-tailed)	.000	.160	.059	.078	.025	.160	.026	.056		.117	.048	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.227	.978**	.583**	.163	.240	.978**	.671**	.111	.217	1	.469**	.227	.735**
KK10	Sig. (1-tailed)	.105	.000	.000	.186	.093	.000	.000	.272	.117		.003	.105	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.320*	.502**	.565**	.238	.124	.502**	.774**	.272	.300*	.469**	1	.320*	.677**
KK11	Sig. (1-tailed)	.037	.002	.000	.095	.250	.002	.000	.066	.048	.003		.037	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	1.000**	.230	.320*	.187	.262	.230	.318*	.178	.907**	.227	.320*	1	.661**
KK12	Sig. (1-tailed)	.000	.103	.037	.153	.074	.103	.038	.164	.000	.105	.037		.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32
	Pearson Correlation	.661**	.727**	.717**	.544**	.481**	.727**	.793**	.531**	.667**	.735**	.677**	.661**	1
Kinerja	Sig. (1-tailed)	.000	.000	.000	.001	.003	.000	.000	.001	.000	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32	32	32

*. Correlation is significant at the 0.05 level (1-tailed).

** . Correlation is significant at the 0.01 level (1-tailed).

Lampiran 6

Hasil Uji Reliabilitas

Scale: beban kerja

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.635	8

Scale: reward

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.854	12

Scale: kinerja karyawan

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded ^a	0	.0
	Total	32	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.882	12

Lampiran 7

Hasil Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			864.000	13	66.462	2.232	.058
Kinerja * Beban_kerja	Between	Linearity	618.770	1	618.770	20.780	.000
	Groups	Deviation from Linearity	245.230	12	20.436	.686	.744
	Within	Groups	536.000	18	29.778		
Total			1400.000	31			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			1112.500	18	61.806	2.795	.032
Kinerja * Reward	Between	Linearity	496.299	1	496.299	22.441	.000
	Groups	Deviation from Linearity	616.201	17	36.247	1.639	.185
	Within	Groups	287.500	13	22.115		
Total			1400.000	31			

Lampiran 8

Hasil Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.045	8.166		.005	.996		
1 Beban_kerja	1.465	.679	.765	2.157	.039	.153	6.551
Reward	-.116	.379	-.109	-.306	.762	.153	6.551

a. Dependent Variable: Kinerja

Lampiran 9

Hasil Uji Regresi Linear Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Reward, Beban_kerja ^b		Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.666 ^a	.444	.405	5.182

a. Predictors: (Constant), Reward, Beban_kerja

Lampiran 10

Hasil Uji T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	.048	8.042		.006	.995
	Beban_kerja	1.273	.261	.665	4.875	.000

a. Dependent Variable: Kinerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	6.908	7.966		.867	.393
	Reward	.636	.157	.595	4.059	.000

a. Dependent Variable: Kinerja

Lampiran 11

Hasil Uji F

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	621.289	2	310.644	11.569	.000 ^b
	Residual	778.711	29	26.852		
	Total	1400.000	31			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Reward, Beban_kerja