

Lampiran

Lampiran 1 : Kuesioner



No Responden

KUESIONER PENELITIAN

Kepada YTH

Bapak/Ibu

Responden

Di Tempat

Dengan Hormat

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul :

“PENGARUH PEMBERIAN *REWARD*, *PUNISHMENT* DAN DISIPLIN KERJA TERHADAP KEPUASAN KERJA KARYAWAN (STUDI KASUS PADA PT. SRAS SAKURA RADJA ABADI SEMESTA)”

Bersama ini saya :

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Fakultas/Jurusan : Ekonomi/Manajemen

Dosen Pembimbing : Dr. Mieke Rahayu

Memohon bantuan kepada bapak/ibu untuk mengisi kuesioner penelitian yang terkampir. Penelitian ini bertujuan untuk mengetahui Pengaruh Pemberian *Reward*, *Punishment* Dan Disiplin Kerja Terhadap Kepuasan Kerja Karyawan (Studi Kasus Pada PT. Sakura Radja Abadi Semesta) yang subjektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya saya ucapkan terima kasih

Hormat saya

Format Pengisian Kuesioner

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

I. Identitas Responden

1. Nama responden : (boleh tidak diisi)
2. Jenis Kelamin : Laki-Laki Perempuan
3. Usia :
 a. 20 Tahun – 30 Tahun c. 41 Tahun – 50 Tahun
 b. 31 Tahun – 40 Tahun
4. Pendidikan Terakhir :
 SMA D3
 S1

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

- SS : Sangat Setuju
S : Setuju
KS : Kurang Setuju
TS : Tidak Setuju
STS : Sangat Tidak Setuju

Reward (X₁)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
1	Dalam bekerja saya berusaha untuk menjadi yang terbaik					
2	Gaji atau upah yang saya terima dari perusahaan sesuai beban pekerjaan saya					
3	Saya mendapat tambahan imbalan diluar gaji					
4	Saya mendapatkan promosi jabatan ketika saya mencapai target penjualanP					
5	Saya lebih senang ketika bekerja bebas melakukan dan mengambil keputusan tanpa pengawasan terlalu ketat					
6	Saya merasa dihargai oleh karyawan lain.					
7	Gaji merupakan motivasi untuk semangat kerja.					
8	Bonus yang diberikan perusahaan meningkatkan semangat dalam bekerja					
9	Perusahaan memberikan penghargaan interpersonal berupa kepercayaan kepada karyawan untuk mempertanggung jawabkan tugas – tugasnya.					
10	Perusahaan memberikan peluang yang merata kepada karyawan untuk dipromosikan pada jabatan yang lebih tinggi.					

Punishment (X₂)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
1	Saya mengetahui dengan jelas apa saja hukuman yang ada dalam perusahaan					
2	Hukuman yang diberikan berlandaskan pada aturan perusahaan					
3	Atasan memberikan teguran dahulu karena kesalahan sebelum terkena hukuman					
4	Saya berusaha untuk meminimalisir kesalahan dalam bekerja					
5	Saya langsung mendapat hukuman ketika terbukti melakukan kesalahan					
6	Hukuman akan lebih berat jika saya mengulangi kesalahan kembali					
7	Perusahaan memberikan hukuman ringan berupa teguran lisan maupun tertulis kepada karyawan yang bersangkutan.					
8	Perusahaan memberikan hukuman sedang berupa (penundaan kenaikan gaji / promosi) kepada karyawan yang bersangkutan.					
9	Perusahaan memberikan hukuman berat berupa (penurunan pangkat / demosi atau pemutusan hubungan kerja sebagaia karyawan) kepada karyawan yang bersangkutan.					
10	Perusahaan saya memberikan hukuman untuk memperbaiki perilaku karyawan					

Disiplin Kerja (X₃)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
1	Saya selalu menyelesaikan tugas atau pekerjaan yang diberikan dengan tepat waktu karena saya mempunyai tujuan bekerja pada perusahaan tersebut.					
2	Saya mampu melakukan suatu pekerjaan dengan mudah jika pimpinan memberikan motivasi dalam melakukan pekerjaan tersebut.					
3	Hasil yang saya dapatkan sudah sesuai dengan tugas dan tanggung jawab yang saya pikul.					
4	Saya akan bekerja dengan giat tanpa rasa iri kepada rekan kerja, jika perusahaan memberikan perlakuan yang sama kepada semua karyawan.					
5	Saya akan bekerja ekstra keras jika pimpinan perusahaan mengawasi pekerjaan yang saya lakukan.					
6	Saya masuk kerja sesuai dengan peraturan perusahaan yang berlaku.					
7	Perusahaan menerapkan peraturan tentang penghargaan dan sanksi secara adil kepada semua karyawan.					
8	Saya mampu mengerjakan pekerjaan sesuai harapan perusahaan jika pimpinan dan rekan kerja saling memberikan saran dan masukan yang baik.					
9	Saya datang dan pulang kantor sesuai dengan waktu yang ditetapkan secara tertib dan teratur.					
10	Saya berhati-hati dalam menggunakan dan merawat peralatan kantor					

Kepuasan Kerja (Y)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
1	Pekerjaan saya sangat menyenangkan.					
2	Saya puas dengan upah dan gaji yang saya terima.					
3	Kebijakan promosi di tempat saya bekerja dilakukan secara adil.					
4	Hubungan antara supervisor (atasan langsung) dengan pegawai (bawahan) terjalin dengan sangat baik.					
5	Para pegawai di tempat saya bekerja saling mendukung satu sama lain.					
6	Saya merasa nyaman dengan ruang kerja saya.					
7	Jika saya melaksanakan pekerjaan dengan baik, saya akan dipromosikan untuk tetap bekerja di perusahaan ini.					
8	Saya merasakan keamanan dalam bekerja, karena pekerjaan ataupun perintah yang diberikan sesuai dengan kemampuan saya dan sesuai prosedur yang benar.					
9	Gaji yang saya terima sudah sesuai dengan beban dan tanggungjawab yang saya pikul.					
10	Pimpinan atau ketua bagian selalu memberikan dukungan kepada saya dimana saya bekerja.					

Tabel Tabulasi Reward

R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	Y
4	2	2	4	5	5	2	4	5	4	37
3	4	3	3	4	5	3	4	5	5	39
3	3	2	3	3	2	1	1	3	2	23
3	4	4	4	4	4	3	3	4	2	35
3	4	3	3	4	5	3	4	5	5	39
2	3	3	1	4	1	3	3	5	5	30
3	3	2	3	3	2	1	1	3	2	23
3	4	3	3	3	4	3	3	4	3	33
3	3	2	3	3	2	1	1	3	2	23
3	3	2	3	3	2	1	1	3	2	23
3	3	2	3	3	2	1	1	3	2	23
1	1	1	1	3	5	2	2	3	1	20
3	3	3	3	3	3	5	4	4	4	35
3	3	2	3	3	2	1	1	3	2	23
4	4	4	4	4	4	4	4	4	3	39
3	4	4	5	4	3	4	4	4	4	39
2	3	1	4	5	4	2	2	2	1	26
3	3	2	3	3	2	1	1	3	2	23
3	3	2	3	3	2	1	1	3	2	23
3	3	2	3	3	2	1	1	3	2	23
2	4	2	1	2	2	1	2	1	1	18
3	5	3	5	5	3	5	3	3	3	38
3	3	2	3	3	2	1	1	3	2	23
3	3	2	3	3	2	1	1	3	2	23
3	4	3	3	2	3	2	2	3	5	30
4	3	3	3	4	4	3	3	4	1	32
2	4	3	5	4	2	4	4	4	3	35
3	3	3	3	3	2	2	2	3	2	26
4	4	4	4	3	5	4	4	3	5	40
3	3	2	3	3	2	1	1	3	2	23

Tabel Tabulasi Punishment

P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Y
4	3	3	4	3	3	2	3	2	3	30
2	2	2	2	2	3	4	4	2	2	25
3	3	3	3	3	2	3	3	3	3	29
4	4	2	2	2	4	3	3	5	3	32
2	2	2	2	2	3	4	2	4	2	25
5	4	2	4	4	2	4	4	5	4	38
2	2	2	2	3	2	2	3	2	3	23
2	2	2	2	3	2	2	3	2	3	23
2	2	2	2	3	2	2	3	2	3	23
2	2	2	2	2	2	2	2	4	2	22
4	4	4	4	4	2	4	2	4	4	36
2	2	2	2	3	2	2	3	2	3	23
4	2	4	2	3	3	4	2	2	3	29
4	4	4	4	2	3	4	3	5	2	35
3	3	3	3	3	2	3	3	3	3	29
2	2	2	2	2	3	2	2	2	2	21
4	5	4	3	5	4	5	4	4	4	42
2	2	2	2	2	3	2	2	2	2	21
5	5	5	2	3	5	2	2	2	2	33
2	3	2	3	4	2	3	2	3	4	28
2	2	2	2	2	3	2	2	2	2	21
2	3	2	3	2	2	3	2	3	2	24
2	2	2	2	3	2	2	3	2	3	23
2	2	2	2	3	2	2	3	2	3	23
2	2	2	2	3	2	2	3	2	3	23
3	2	3	2	3	2	2	3	2	3	25
2	2	2	2	2	3	2	2	4	2	23
2	2	2	3	2	2	2	2	2	2	21
3	4	5	4	2	4	4	4	2	4	36
3	4	3	4	4	4	4	4	4	4	38

Tabel Tabulasi Disiplin Kerja

D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	Y
3	3	4	4	5	5	5	5	5	5	44
4	4	3	5	4	4	4	3	4	4	39
2	2	5	5	3	3	3	4	3	2	32
3	3	3	4	4	4	4	2	4	4	35
4	4	3	5	4	4	4	3	4	4	39
5	3	3	5	4	5	4	5	5	1	40
2	2	3	5	5	3	3	4	4	2	33
4	3	5	5	4	5	5	4	5	5	45
2	2	3	5	5	3	3	4	4	2	33
2	2	3	5	5	3	3	4	4	2	33
2	2	3	5	5	3	3	4	4	2	33
3	3	5	5	5	3	3	5	3	3	38
3	3	4	5	4	4	4	5	4	3	39
2	2	3	5	5	3	3	4	4	2	33
3	3	3	3	3	3	3	3	5	3	32
4	3	4	3	3	4	3	4	4	4	36
4	5	4	5	5	5	4	4	5	5	46
2	2	3	5	5	3	3	4	4	2	33
2	2	3	5	5	3	3	4	4	2	33
2	2	3	5	5	3	3	4	4	2	33
1	2	3	4	3	1	2	4	2	3	25
3	3	5	5	3	3	3	4	4	4	37
2	2	3	5	5	3	3	4	4	2	33
2	2	3	5	5	3	3	4	4	2	33
1	1	5	5	5	5	5	5	5	5	42
3	3	5	5	3	3	2	1	5	5	35
2	3	5	4	4	4	3	4	2	2	33
3	4	5	5	5	5	5	5	4	4	45
3	2	3	2	3	2	3	2	3	3	26
2	2	3	5	5	3	3	4	4	2	33

Tabel Tabulasi Kepuasan Kerja

K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	Y
4	4	5	5	5	5	5	5	5	5	48
4	5	5	5	4	5	4	4	5	4	45
3	3	3	3	3	3	4	3	3	2	30
4	4	4	4	4	4	4	4	3	4	39
4	5	5	5	4	5	4	4	5	4	45
4	3	5	5	5	4	3	5	5	1	40
3	3	4	4	3	3	2	3	3	2	30
5	5	5	5	5	4	5	5	4	5	48
3	3	4	4	3	3	2	3	3	2	30
3	3	4	4	3	3	2	3	3	2	30
3	3	4	4	3	3	2	3	3	2	30
3	3	3	3	3	3	3	3	3	3	30
4	4	4	4	4	4	4	4	4	3	39
3	3	4	4	3	3	2	3	3	2	30
3	3	3	3	3	3	3	5	4	3	33
3	3	3	3	3	3	3	3	3	4	31
5	4	5	5	5	5	5	5	5	5	49
3	3	4	4	3	3	2	3	3	2	30
3	3	4	4	3	3	2	3	3	2	30
3	3	4	4	3	3	2	3	3	2	30
3	4	3	4	2	2	3	3	2	3	29
4	4	4	4	4	4	4	4	4	4	40
3	3	4	4	3	3	2	3	3	2	30
3	3	4	4	3	3	2	3	3	2	30
4	4	4	3	3	3	4	4	4	5	38
3	5	4	3	3	3	4	5	3	5	38
4	3	5	4	4	3	5	4	5	2	39
3	3	3	4	4	2	3	3	4	4	33
4	5	5	5	5	5	5	4	3	3	44
3	3	4	4	3	3	2	3	3	2	30

CORRELATIONS
/VARIABLES=p1 p2 p3 p4 p5 p6 p7 p8 p9 p10 Reward
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations
[DataSet0]

Correlations

		R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	Reward
R1	Pearson Correlation	1	,259	,465**	,456*	,126	,213	,140	,196	,289	,262	,433*
	Sig. (2-tailed)		,167	,010	,011	,507	,258	,459	,299	,121	,162	,017
	N	30	30	30	30	30	30	30	30	30	30	30
R2	Pearson Correlation	,259	1	,685**	,490**	,143	,060	,515**	,411*	,072	,409*	,558**
	Sig. (2-tailed)	,167		,000	,006	,450	,753	,004	,024	,705	,025	,001
	N	30	30	30	30	30	30	30	30	30	30	30
R3	Pearson Correlation	,465**	,685**	1	,441*	,197	,276	,736**	,706**	,499**	,601**	,800**
	Sig. (2-tailed)	,010	,000		,015	,297	,140	,000	,000	,005	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
R4	Pearson Correlation	,456*	,490**	,441*	1	,545**	,209	,469**	,374*	,196	,199	,596**
	Sig. (2-tailed)	,011	,006	,015		,002	,269	,009	,042	,300	,291	,001
	N	30	30	30	30	30	30	30	30	30	30	30
R5	Pearson Correlation	,126	,143	,197	,545**	1	,430*	,511**	,546**	,511**	,190	,602**
	Sig. (2-tailed)	,507	,450	,297	,002		,018	,004	,002	,004	,314	,000
	N	30	30	30	30	30	30	30	30	30	30	30
R6	Pearson Correlation	,213	,060	,276	,209	,430*	1	,473**	,657**	,401*	,328	,625**
	Sig. (2-tailed)	,258	,753	,140	,269	,018		,008	,000	,028	,077	,000
	N	30	30	30	30	30	30	30	30	30	30	30
R7	Pearson Correlation	,140	,515**	,736**	,469**	,511**	,473**	1	,880**	,498**	,553**	,867**
	Sig. (2-tailed)	,459	,004	,000	,009	,004	,008		,000	,005	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
R8	Pearson Correlation	,196	,411*	,706**	,374*	,546**	,657**	,880**	1	,653**	,657**	,917**
	Sig. (2-tailed)	,299	,024	,000	,042	,002	,000	,000		,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
R9	Pearson Correlation	,289	,072	,499**	,196	,511**	,401*	,498**	,653**	1	,662**	,704**

R10	Sig. (2-tailed)	,121	,705	,005	,300	,004	,028	,005	,000		,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Reward	Pearson Correlation	,262	,409*	,601**	,199	,190	,328	,553**	,657**	,662**	1	,733**
	Sig. (2-tailed)	,162	,025	,000	,291	,314	,077	,002	,000	,000		,000
Reward	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,433*	,558**	,800**	,596**	,602**	,625**	,867**	,917**	,704**	,733**	1
Reward	Sig. (2-tailed)	,017	,001	,000	,001	,000	,000	,000	,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).

```
RELIABILITY
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/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE
/SUMMARY=TOTAL.
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Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,876	10

Item Statistics

	Mean	Std. Deviation	N
p1	2,93	,640	30
p2	3,30	,750	30
p3	2,53	,819	30
p4	3,17	,986	30
p5	3,40	,770	30
p6	2,93	1,230	30
p7	2,23	1,331	30
p8	2,30	1,264	30
p9	3,40	,894	30
p10	2,70	1,317	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
p1	25,97	46,585	,355	,878
p2	25,60	44,731	,479	,872
p3	26,37	41,482	,752	,855
p4	25,73	42,754	,494	,871
p5	25,50	44,121	,526	,869
p6	25,97	40,723	,501	,873
p7	26,67	35,540	,805	,845
p8	26,60	35,283	,880	,837
p9	25,50	41,983	,631	,862
p10	26,20	38,166	,626	,863

CORRELATIONS

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/VARIABLES=p11 p12 p13 p14 p15 p16 p17 p18 p19 p20 Punishment
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

Correlations

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Punishment	
P1	Pearson Correlation Sig. (2-tailed) N	1 ,796** 30	,691** ,000 30	,514** ,004 30	,409* ,025 30	,474** ,008 30	,485** ,007 30	,253 ,178 30	,437* ,016 30	,360 ,051 30	,818** ,000 30	
P2	Pearson Correlation Sig. (2-tailed) N	,796** ,000 30	1 ,000 30	,691** ,000 30	,640** ,012 30	,451* ,001 30	,595** ,001 30	,592** ,060 30	,347 ,003 30	,531** ,012 30	,451* ,000 30	,914** ,000 30
P3	Pearson Correlation Sig. (2-tailed) N	,691** ,000 30	,691** ,000 30	1 ,009 30	,466** ,169 30	,258 ,001 30	,565** ,008 30	,476** ,373 30	,169 ,708 30	,071 ,113 30	,295 ,000 30	,702** ,000 30
P4	Pearson Correlation Sig. (2-tailed) N	,514** ,004 30	,640** ,000 30	,466** ,009 30	1 ,060 30	,347 ,598 30	,100 ,001 30	,555** ,050 30	,361 ,018 30	,429* ,004 30	,511** ,000 30	,724** ,000 30
P5	Pearson Correlation Sig. (2-tailed) N	,409* ,025 30	,451* ,012 30	,258 ,169 30	,347 ,060 30	1 ,790 30	-,051 ,060 30	,347 ,034 30	,388* ,405 30	,158 ,000 30	,803** ,000 30	,579** ,001 30
P6	Pearson Correlation Sig. (2-tailed) N	,474** ,008 30	,595** ,001 30	,565** ,001 30	,100 ,598 30	-,051 ,790 30	1 ,066 30	,340 ,430 30	,150 ,389 30	,163 ,848 30	-,036 ,004 30	,505** ,000 30
P7	Pearson Correlation Sig. (2-tailed) N	,485** ,007 30	,592** ,001 30	,476** ,008 30	,555** ,001 30	,347 ,060 30	,340 ,066 30	1 ,020 30	,424* ,001 30	,562** ,017 30	,432* ,000 30	,778** ,000 30
P8	Pearson Correlation Sig. (2-tailed) N	,253 ,178 30	,347 ,060 30	,169 ,373 30	,361 ,050 30	,388* ,034 30	,150 ,430 30	,424* ,020 30	1 ,515 30	,124 ,001 30	,560** ,000 30	,520** ,003 30
P9	Pearson Correlation Sig. (2-tailed) N	,437* ,016 30	,531** ,003 30	,071 ,708 30	,429* ,018 30	,158 ,405 30	,163 ,389 30	,562** ,001 30	,124 ,515 30	1 ,349 30	,177 ,001 30	,572** ,001 30
P10	Pearson Correlation	,360	,451*	,295	,511**	,803**	-,036	,432*	,560**	,177	1	,636**

	Sig. (2-tailed)	,051	,012	,113	,004	,000	,848	,017	,001	,349		,000
	N	30	30	30	30	30	30	30	30	30	30	30
Pu	Pearson	,818**	,914**	,702**	,724**	,579**	,505**	,778**	,520**	,572**	,636**	1
nis	on											
hm	Sig. (2-tailed)	,000	,000	,000	,000	,001	,004	,000	,003	,001	,000	
ent	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).

[DataSet0]

RELIABILITY

```

/VARIABLES=p11 p12 p13 p14 p15 p16 p17 p18 p19 p20
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE
/SUMMARY=TOTAL.

```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,869	10

Item Statistics

	Mean	Std. Deviation	N
p11	2,77	1,006	30
p12	2,77	1,006	30
p13	2,63	,964	30
p14	2,60	,814	30
p15	2,80	,805	30
p16	2,67	,844	30
p17	2,80	,961	30
p18	2,77	,728	30
p19	2,83	1,085	30
p20	2,83	,747	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
p11	24,70	28,424	,751	,842
p12	24,70	27,252	,879	,830
p13	24,83	30,144	,607	,855
p14	24,87	30,947	,651	,852
p15	24,67	32,437	,481	,864
p16	24,80	32,993	,391	,871
p17	24,67	29,264	,703	,847
p18	24,70	33,390	,425	,868
p19	24,63	31,068	,434	,872
p20	24,63	32,240	,554	,859

CORRELATIONS

```

/VARIABLES=p21 p22 p23 p24 p25 p26 p27 p28 p29 p30 DisiplinKerja
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

Correlations

	p21	p22	p23	p24	p25	p26	p27	p28	p29	p30	DisiplinKerja	
p21	Pearson Correlation	1	,775**	,108	-,125	-,301	,554**	,398*	-,128	,411*	,364*	,558**
	Sig. (2-tailed)		,000	,568	,509	,106	,001	,030	,501	,024	,048	,001
	N	30	30	30	30	30	30	30	30	30	30	30
p22	Pearson Correlation	,775**	1	,245	-,002	-,179	,521**	,369*	-,107	,206	,512**	,611**
	Sig. (2-tailed)	,000		,193	,993	,343	,003	,045	,574	,275	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p23	Pearson Correlation	,108	,245	1	,119	-,233	,401*	,288	,194	,000	,523**	,492**
	Sig. (2-tailed)	,568	,193		,531	,215	,028	,123	,304	1,000	,003	,006
	N	30	30	30	30	30	30	30	30	30	30	30
p24	Pearson Correlation	-,125	-,002	,119	1	,555**	,208	,133	,362*	,229	-,135	,365*
	Sig. (2-tailed)	,509	,993	,531		,001	,269	,484	,049	,224	,478	,047
	N	30	30	30	30	30	30	30	30	30	30	30
p25	Pearson Correlation	-,301	-,179	-,233	,555**	1	,233	,274	,493**	,209	-,247	,469
	Sig. (2-tailed)	,106	,343	,215	,001		,216	,144	,006	,267	,188	,150
	N	30	30	30	30	30	30	30	30	30	30	30
p26	Pearson Correlation	,554**	,521**	,401*	,208	,233	1	,870**	,340	,584**	,480**	,917**
	Sig. (2-tailed)	,001	,003	,028	,269	,216		,000	,066	,001	,007	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p27	Pearson Correlation	,398*	,369*	,288	,133	,274	,870**	1	,389*	,484**	,508**	,835**
	Sig. (2-tailed)	,030	,045	,123	,484	,144	,000		,034	,007	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p28	Pearson Correlation	-,128	-,107	,194	,362*	,493**	,340	,389*	1	,000	-,208	,384*
	Sig. (2-tailed)	,501	,574	,304	,049	,006	,066	,034		1,000	,271	,036
	N	30	30	30	30	30	30	30	30	30	30	30
p29	Pearson Correlation	,411*	,206	,000	,229	,209	,584**	,484**	,000	1	,396*	,611**
	Sig. (2-tailed)	,024	,275	1,000	,224	,267	,001	,007	,007	1,000	,031	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p30	Pearson Correlation	,364*	,512**	,523**	-,135	-,247	,480**	,508**	-,208	,396*	1	,612**
	Sig. (2-tailed)	,048	,004	,003	,478	,188	,007	,004	,271	,031		,000
	N	30	30	30	30	30	30	30	30	30	30	30
DisiplinKerja	Pearson Correlation	,558**	,611**	,492**	,365*	,269	,917**	,835**	,384*	,611**	,612**	1
	Sig. (2-tailed)	,001	,000	,006	,047	,150	,000	,000	,036	,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).

```
[DataSet0]
RELIABILITY
/VARIABLES=p21 p22 p23 p24 p25 p26 p27 p28 p29 p30
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE
/SUMMARY=TOTAL.
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,764	10

Item Statistics

	Mean	Std. Deviation	N
p21	2,67	,959	30
p22	2,63	,850	30
p23	3,67	,884	30
p24	4,63	,765	30
p25	4,30	,837	30
p26	3,50	,974	30
p27	3,40	,814	30
p28	3,87	,937	30
p29	4,00	,788	30
p30	3,03	1,217	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
p21	33,03	21,964	,409	,747
p22	33,07	21,926	,491	,736
p23	32,03	22,861	,345	,755
p24	31,07	24,271	,226	,767
p25	31,40	24,938	,111	,782
p26	32,20	18,303	,877	,673
p27	32,30	20,217	,777	,700
p28	31,83	23,730	,214	,773
p29	31,70	22,217	,501	,736
p30	32,67	20,368	,429	,748

CORRELATIONS

/VARIABLES=p31 p32 p33 p34 p35 p36 p37 p38 p39 p40 KepuasanKerja
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations

	p31	p32	p33	p34	p35	p36	p37	p38	p39	p40	Kepuasan Kerja	
p31	Pearson Correlation	1	,642**	,719**	,618**	,839**	,762**	,808**	,729**	,707**	,565**	,920**
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000	,000	,000	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p32	Pearson Correlation	,642**	1	,507**	,429*	,486**	,656**	,708**	,592**	,331	,711**	,776**
	Sig. (2-tailed)	,000		,004	,018	,006	,000	,000	,001	,074	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p33	Pearson Correlation	,719**	,507**	1	,815**	,726**	,763**	,463*	,539**	,631**	,161	,749**
	Sig. (2-tailed)	,000	,004		,000	,000	,000	,010	,002	,000	,395	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p34	Pearson Correlation	,618**	,429*	,815**	1	,722**	,695**	,307	,343	,507**	,083	,641**
	Sig. (2-tailed)	,000	,018	,000		,000	,000	,098	,064	,004	,662	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p35	Pearson Correlation	,839**	,486**	,726**	,722**	1	,788**	,714**	,699**	,732**	,396*	,875**
	Sig. (2-tailed)	,000	,006	,000	,000		,000	,000	,000	,000	,030	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p36	Pearson Correlation	,762**	,656**	,763**	,695**	,788**	1	,636**	,618**	,638**	,415*	,858**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000	,000	,000	,023	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p37	Pearson Correlation	,808**	,708**	,463*	,307	,714**	,636**	1	,732**	,603**	,693**	,864**
	Sig. (2-tailed)	,000	,000	,010	,098	,000	,000		,000	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p38	Pearson Correlation	,729**	,592**	,539**	,343	,699**	,618**	,732**	1	,684**	,577**	,826**
	Sig. (2-tailed)	,000	,001	,002	,064	,000	,000	,000		,000	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30

Correlations

p39	Pearson Correlation	,707**	,331	,631**	,507**	,732**	,638**	,603**	,684**	1	,377*	,771**
	Sig. (2-tailed)	,000	,074	,000	,004	,000	,000	,000	,000		,040	,000
	N	30	30	30	30	30	30	30	30	30	30	30
p40	Pearson Correlation	,565**	,711**	,161	,083	,396*	,415*	,693**	,577**	,377*	1	,677**
	Sig. (2-tailed)	,001	,000	,395	,662	,030	,023	,000	,001	,040		,000
	N	30	30	30	30	30	30	30	30	30	30	30
Kep uasa nKer ja	Pearson Correlation	,920**	,776**	,749**	,641**	,875**	,858**	,864**	,826**	,771**	,677**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,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).

```
[DataSet0]
RELIABILITY
/VARIABLES=p31 p32 p33 p34 p35 p36 p37 p38 p39 p40
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE
/SUMMARY=TOTAL.
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,926	10

Item Statistics

	Mean	Std. Deviation	N
p31	3,47	,629	30
p32	3,57	,774	30
p33	4,07	,691	30
p34	4,03	,669	30
p35	3,53	,819	30
p36	3,43	,858	30
p37	3,23	1,135	30
p38	3,67	,802	30
p39	3,57	,858	30
p40	3,03	1,217	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
p31	32,13	37,637	,904	,913
p32	32,03	37,551	,723	,919
p33	31,53	38,533	,698	,921
p34	31,57	39,702	,576	,926
p35	32,07	36,064	,841	,913
p36	32,17	35,868	,817	,914
p37	32,37	33,137	,810	,915
p38	31,93	36,754	,782	,916
p39	32,03	36,861	,711	,919
p40	32,57	35,426	,559	,935

MEANS TABLES=KepuasanKerja BY Reward
 /CELLS MEAN COUNT STDDEV
 /STATISTICS LINEARITY.

Means

[DataSet0]

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KepuasanKerja * Reward	30	100,0%	0	0,0%	30	100,0%

Report

KepuasanKerja

Reward	Mean	N	Std. Deviation
18	29,00	1	.
20	30,00	1	.
23	30,00	12	,000
26	41,00	2	11,314
30	39,00	2	1,414
32	38,00	1	.
33	48,00	1	.
35	39,00	3	,000
37	48,00	1	.
38	40,00	1	.
39	38,50	4	7,550
40	44,00	1	.
Total	35,60	30	6,709

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
KepuasanKerja * Reward	(Combined)	1004,200	11	91,291	5,459	,001
	Between Groups	642,094	1	642,094	38,398	,000
	Linearity	362,106	10	36,211	2,165	,074
	Deviation from Linearity	301,000	18	16,722		
Within Groups	301,000	18	16,722			
Total	1305,200	29				

Measures of Association

	R	R Squared	Eta	Eta Squared
KepuasanKerja * Reward	,701	,492	,877	,769

MEANS TABLES=KepuasanKerja BY Punishment
 /CELLS MEAN COUNT STDDEV
 /STATISTICS LINEARITY.

Means

[DataSet0]

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KepuasanKerja * Punishment	30	100,0%	0	0,0%	30	100,0%

Report

KepuasanKerja

Punishment	Mean	N	Std. Deviation
21	30,75	4	1,708
22	30,00	1	.
23	34,38	8	6,718
24	40,00	1	.
25	42,67	3	4,041
28	30,00	1	.
29	34,00	3	4,583
30	48,00	1	.
32	39,00	1	.
33	30,00	1	.
35	30,00	1	.
36	37,00	2	9,899
38	35,00	2	7,071
42	49,00	1	.
Total	35,60	30	6,709

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
KepuasanKerja * Punishment	(Combined)	757,908	13	58,301	1,704	,155
	Linearity	83,646	1	83,646	2,445	,137
	Deviation from Linearity	674,262	12	56,189	1,643	,175
	Within Groups	547,292	16	34,206		
	Total	1305,200	29			

Measures of Association

	R	R Squared	Eta	Eta Squared
KepuasanKerja * Punishment	,253	,064	,762	,581

```
MEANS TABLES=KepuasanKerja BY DisiplinKerja
/CELLS MEAN COUNT STDDEV
/STATISTICS LINEARITY.
```

Means

[DataSet0]

-Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KepuasanKerja * DisiplinKerja	30	100,0%	0	0,0%	30	100,0%

Report

KepuasanKerja

DisiplinKerja	Mean	N	Std. Deviation
25	29,00	1	.
26	44,00	1	.
32	31,50	2	2,121
33	30,75	12	2,598
35	38,50	2	,707
36	31,00	1	.
37	40,00	1	.
38	30,00	1	.
39	43,00	3	3,464
40	40,00	1	.
42	38,00	1	.
44	48,00	1	.
45	40,50	2	10,607
46	49,00	1	.
Total	35,60	30	6,709

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
KepuasanKerja * DisiplinKerja	(Combined)	1089,450	13	83,804	6,215	,000
	Linearity	472,662	1	472,662	35,053	,000
	Deviation from Linearity	616,788	12	51,399	3,812	,007
	Within Groups	215,750	16	13,484		
Total		1305,200	29			

Measures of Association

	R	R Squared	Eta	Eta Squared
KepuasanKerja * DisiplinKerja	,602	,362	,914	,835

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT KepuasanKerja
  /METHOD=ENTER Reward Punishment DisiplinKerja
    
```

Regression

[DataSet0]

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	DisiplinKerja, Punishment, Reward ^b		Enter

a. Dependent Variable: KepuasanKerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,850 ^a	,723	,691	3,730

a. Predictors: (Constant), DisiplinKerja, Punishment, Reward

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	943,434	3	314,478	22,601	,000 ^b
	Residual	361,766	26	13,914		
	Total	1305,200	29			

a. Dependent Variable: KepuasanKerja

b. Predictors: (Constant), DisiplinKerja, Punishment, Reward

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7,095	5,862		1,210	,237		
	Reward	,547	,102	,577	5,375	,000	,926	1,080
	Punishment	,241	,113	,220	2,125	,043	,998	1,002
	DisiplinKerja	,568	,140	,437	4,067	,000	,925	1,081

a. Dependent Variable: KepuasanKerja

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Reward	Punishment	DisiplinKerja
1	1	3,915	1,000	,00	,00	,00	,00
	2	,049	8,911	,00	,52	,45	,00
	3	,027	12,108	,06	,48	,40	,26
	4	,009	20,976	,93	,00	,14	,73

a. Dependent Variable: KepuasanKerja

TABEL R STATISTIKA

DF = n-2	0.1	0.05	0.02	0.01	0.001
	r 0,005	r 0,05	r 0,025	r 0,01	r 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

Tabel t Statistika

d.f.	TINGKAT SIGNIFIKANSI						
	20%	10%	5%	2%	1%	0.2%	0.1%
dua sisi	10%	5%	2.5%	1%	0.5%	0.1%	0.05%
1	3.078	6.314	12.706	31.821	63.657	318.309	636.619
2	1.886	2.920	4.303	6.965	9.925	22.327	31.599
3	1.638	2.353	3.182	4.541	5.841	10.215	12.924
4	1.533	2.132	2.776	3.747	4.604	7.173	8.610
5	1.476	2.015	2.571	3.365	4.032	5.893	6.869
6	1.440	1.943	2.447	3.143	3.707	5.208	5.959
7	1.415	1.895	2.365	2.998	3.499	4.785	5.408
8	1.397	1.860	2.306	2.896	3.355	4.501	5.041
9	1.383	1.833	2.262	2.821	3.250	4.297	4.781
10	1.372	1.812	2.228	2.764	3.169	4.144	4.587
11	1.363	1.796	2.201	2.718	3.106	4.025	4.437
12	1.356	1.782	2.179	2.681	3.055	3.930	4.318
13	1.350	1.771	2.160	2.650	3.012	3.852	4.221
14	1.345	1.761	2.145	2.624	2.977	3.787	4.140
15	1.341	1.753	2.131	2.602	2.947	3.733	4.073
16	1.337	1.746	2.120	2.583	2.921	3.686	4.015
17	1.333	1.740	2.110	2.567	2.898	3.646	3.965
18	1.330	1.734	2.101	2.552	2.878	3.610	3.922
19	1.328	1.729	2.093	2.539	2.861	3.579	3.883
20	1.325	1.725	2.086	2.528	2.845	3.552	3.850
21	1.323	1.721	2.080	2.518	2.831	3.527	3.819
22	1.321	1.717	2.074	2.508	2.819	3.505	3.792
23	1.319	1.714	2.069	2.500	2.807	3.485	3.768
24	1.318	1.711	2.064	2.492	2.797	3.467	3.745
25	1.316	1.708	2.060	2.485	2.787	3.450	3.725
26	1.315	1.706	2.056	2.479	2.779	3.435	3.707
27	1.314	1.703	2.052	2.473	2.771	3.421	3.690
28	1.313	1.701	2.048	2.467	2.763	3.408	3.674
29	1.311	1.699	2.045	2.462	2.756	3.396	3.659
30	1.310	1.697	2.042	2.457	2.750	3.385	3.646