



LAMPIRAN 1
KUESIONER DAN SURAT PENELITIAN





LAMPIRAN 2
HASIL TANGGAPAN RESPONDEN DAN
HASIL VALIDITAS DAN RELIABILITAS



LAMPIRAN 3
FREKUENSI DATA

FREKUENSI GAJI

Frequencies

Statistics

		X1_1	X1_2	X1_3	X1_4
N	Valid	57	57	57	57
	Missing	0	0	0	0
Mean		3.8421	4.0175	4.2105	4.0351
Median		4.0000	4.0000	4.0000	4.0000
Mode		4.00	4.00	4.00	4.00
Minimum		1.00	3.00	3.00	3.00
Maximum		5.00	5.00	5.00	5.00

Frequency Table

X1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.8	1.8	1.8
	3.00	15	26.3	26.3	28.1
	4.00	32	56.1	56.1	84.2
	5.00	9	15.8	15.8	100.0
	Total	57	100.0	100.0	

X1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	11	19.3	19.3	19.3
	4.00	34	59.6	59.6	78.9
	5.00	12	21.1	21.1	100.0
	Total	57	100.0	100.0	

X1_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	15.8	15.8	15.8
	4.00	27	47.4	47.4	63.2
	5.00	21	36.8	36.8	100.0
	Total	57	100.0	100.0	

X1_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	14	24.6	24.6	24.6
	4.00	27	47.4	47.4	71.9
	5.00	16	28.1	28.1	100.0
	Total	57	100.0	100.0	



FREKUENSI INSENTIF

Frequencies

Statistics

		X2_1	X2_2	X2_3	X2_4	X2_5
N	Valid	57	57	57	57	57
	Missing	0	0	0	0	0
Mean		4.1579	3.9649	4.0526	3.9474	3.9123
Median		4.0000	4.0000	4.0000	4.0000	4.0000
Mode		4.00	4.00	4.00	4.00	4.00
Minimum		3.00	2.00	2.00	2.00	2.00
Maximum		5.00	5.00	5.00	5.00	5.00

Frequency Table

X2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	15.8	15.8	15.8
	4.00	30	52.6	52.6	68.4
	5.00	18	31.6	31.6	100.0
Total		57	100.0	100.0	

X2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	5.3	5.3	5.3
	3.00	12	21.1	21.1	26.3
	4.00	26	45.6	45.6	71.9
	5.00	16	28.1	28.1	100.0
Total		57	100.0	100.0	

X2_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.5	3.5	3.5
	3.00	7	12.3	12.3	15.8
	4.00	34	59.6	59.6	75.4
	5.00	14	24.6	24.6	100.0
	Total	57	100.0	100.0	

X2_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.5	3.5	3.5
	3.00	12	21.1	21.1	24.6
	4.00	30	52.6	52.6	77.2
	5.00	13	22.8	22.8	100.0
	Total	57	100.0	100.0	

X2_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	5.3	5.3	5.3
	3.00	14	24.6	24.6	29.8
	4.00	25	43.9	43.9	73.7
	5.00	15	26.3	26.3	100.0
	Total	57	100.0	100.0	

FREKUENSI KINERJA KARYAWAN

Frequencies

		Statistics				
		Y_1	Y_2	Y_3	Y_4	Y_5
N	Valid	57	57	57	57	57
	Missing	0	0	0	0	0
Mean		4.2807	4.1053	4.0702	3.9298	3.9825
Median		4.0000	4.0000	4.0000	4.0000	4.0000
Mode		4.00	4.00	4.00	4.00	4.00
Minimum		3.00	3.00	3.00	2.00	2.00
Maximum		5.00	5.00	5.00	5.00	5.00

Frequency Table

		Y_1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	14.0	14.0	14.0
	4.00	25	43.9	43.9	57.9
	5.00	24	42.1	42.1	100.0
Total		57	100.0	100.0	

		Y_2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	13	22.8	22.8	22.8
	4.00	25	43.9	43.9	66.7
	5.00	19	33.3	33.3	100.0
Total		57	100.0	100.0	

		Y_3			
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	3.00	8	14.0	14.0	14.0
	4.00	37	64.9	64.9	78.9
	5.00	12	21.1	21.1	100.0
Total		57	100.0	100.0	

Y_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	3.5	3.5	3.5
	3.00	12	21.1	21.1	24.6
	4.00	31	54.4	54.4	78.9
	5.00	12	21.1	21.1	100.0
Total		57	100.0	100.0	

Y_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.8	1.8	1.8
	3.00	12	21.1	21.1	22.8
	4.00	31	54.4	54.4	77.2
	5.00	13	22.8	22.8	100.0
Total		57	100.0	100.0	

FREKUENSI IDENTITAS RESPONDEN

Frekuensi Jenis Kelamin

Frequencies

Statistics

Jenis_kelamin

N	Valid	57
	Missing	0

Jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	43	75.4	75.4	75.4
	Perempuan	14	24.6	24.6	100.0
Total		57	100.0	100.0	

Frekuensi Pendidikan

Frequencies

Statistics

Pendidikan

N	Valid	57
	Missing	0

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	13	22.8	22.8	22.8
	S1	41	71.9	71.9	94.7
	SMA	3	5.3	5.3	100.0
Total		57	100.0	100.0	

Frekuensi Masa Kerja

Frequencies

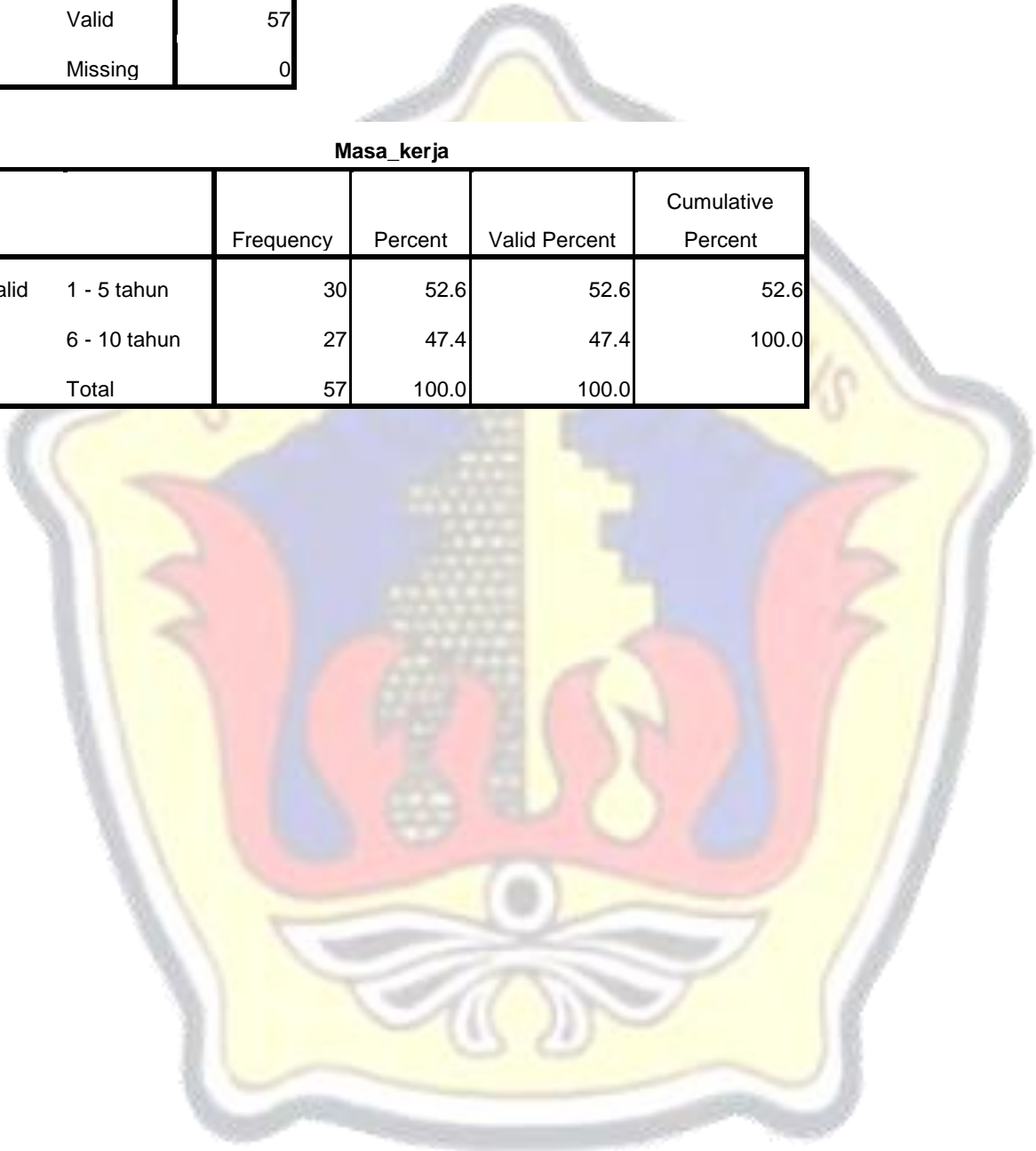
Statistics

Masa_kerja

N	Valid	57
	Missing	0

Masa_kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 5 tahun	30	52.6	52.6	52.6
	6 - 10 tahun	27	47.4	47.4	100.0
	Total	57	100.0	100.0	



LAMPIRAN 4
HASIL REGRESI



HASIL REGRESI

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja_karyawan	20.2982	1.47557	57
Gaji	16.1053	1.60005	57
Insentif	20.0351	1.80243	57

Correlations

		Kinerja_karyawan	Gaji	Insentif
		n		
Pearson Correlation	Kinerja_karyawan	1.000	.523	.620
	Gaji	.523	1.000	.259
	Insentif	.620	.259	1.000
Sig. (1-tailed)	Kinerja_karyawan	.	.000	.000
	Gaji	.000	.	.026
	Insentif	.000	.026	.
N	Kinerja_karyawan	57	57	57
	Gaji	57	57	57
	Insentif	57	57	57

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Insentif, Gaji ^a		Enter

a. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.725 ^a	.526	.509	1.03445	1.984

a. Predictors: (Constant), Insentif, Gaji

b. Dependent Variable: Kinerja_karyawan

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.146	2	32.073	29.972	.000 ^a
	Residual	57.784	54	1.070		
	Total	121.930	56			

a. Predictors: (Constant), Insentif, Gaji

b. Dependent Variable: Kinerja_karyawan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.996	1.854		3.234	.002
	Gaji	.359	.089	.389	4.011	.000
	Insentif	.426	.079	.520	5.359	.000

a. Dependent Variable: Kinerja_karyawan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	17.7593	23.0237	20.2982	1.07026	57
Residual	-2.96299	1.61482	.00000	1.01581	57
Std. Predicted Value	-2.372	2.547	.000	1.000	57
Std. Residual	-2.864	1.561	.000	.982	57

a. Dependent Variable: Kinerja_karyawan



LAMPIRAN 5
TABEL T, F, R

TABEL T

df	10%	5%	2,5%
41	1,302	1,682	2,019
42	1,302	1,681	2,018
43	1,301	1,681	2,016
44	1,301	1,680	2,015
45	1,300	1,679	2,014
46	1,300	1,678	2,012
47	1,299	1,677	2,011
48	1,299	1,677	2,010
49	1,299	1,676	2,009
50	1,298	1,675	2,008
51	1,298	1,675	2,007
52	1,298	1,674	2,006
53	1,297	1,674	2,005
54	1,297	1,673	2,004
55	1,297	1,673	2,004
56	1,296	1,672	2,003
57	1,296	1,672	2,002
58	1,296	1,671	2,001
59	1,296	1,671	2,000
60	1,295	1,670	2,000
61	1,295	1,670	1,999
62	1,295	1,669	1,998
63	1,295	1,669	1,998
64	1,294	1,669	1,997
65	1,294	1,668	1,997
66	1,294	1,668	1,996
67	1,294	1,667	1,996
68	1,294	1,667	1,995
69	1,293	1,667	1,994
70	1,293	1,666	1,994

TABEL F

df	1	2	3	4
41	4,08	3,23	2,83	2,60
42	4,07	3,22	2,83	2,59
43	4,07	3,21	2,82	2,59
44	4,06	3,21	2,82	2,58
45	4,06	3,20	2,81	2,58
46	4,05	3,20	2,81	2,57
47	4,05	3,20	2,80	2,57
48	4,04	3,19	2,80	2,57
49	4,04	3,19	2,79	2,56
50	4,03	3,18	2,79	2,56
51	4,03	3,18	2,79	2,55
52	4,03	3,18	2,78	2,55
53	4,02	3,17	2,78	2,55
54	4,02	3,17	2,78	2,54
55	4,02	3,16	2,77	2,54
56	4,01	3,16	2,77	2,54
57	4,01	3,16	2,77	2,53
58	4,01	3,16	2,76	2,53
59	4,00	3,15	2,76	2,53
60	4,00	3,15	2,76	2,53
61	4,00	3,15	2,76	2,52
62	4,00	3,15	2,75	2,52
63	3,99	3,14	2,75	2,52
64	3,99	3,14	2,75	2,52
65	3,99	3,14	2,75	2,51
66	3,99	3,14	2,74	2,51
67	3,98	3,13	2,74	2,51
68	3,98	3,13	2,74	2,51
69	3,98	3,13	2,74	2,50
70	3,98	3,13	2,74	2,50

TABEL R

df	10%	5%	2,5%	1%
1	0,951	0,988	0,997	1,000
2	0,800	0,900	0,950	0,980
3	0,687	0,805	0,878	0,934
4	0,608	0,729	0,811	0,882
5	0,551	0,669	0,754	0,833
6	0,507	0,621	0,707	0,789
7	0,472	0,582	0,666	0,750
8	0,443	0,549	0,632	0,715
9	0,419	0,521	0,602	0,685
10	0,398	0,497	0,576	0,658
11	0,380	0,476	0,553	0,634
12	0,365	0,458	0,532	0,612
13	0,351	0,441	0,514	0,592
14	0,338	0,426	0,497	0,574
15	0,327	0,412	0,482	0,558
16	0,317	0,400	0,468	0,543
17	0,308	0,389	0,456	0,529
18	0,299	0,378	0,444	0,516
19	0,291	0,369	0,433	0,503
20	0,284	0,360	0,423	0,492
21	0,277	0,352	0,413	0,482
22	0,271	0,344	0,404	0,472
23	0,265	0,337	0,396	0,462
24	0,260	0,330	0,388	0,453
25	0,255	0,323	0,381	0,445
26	0,250	0,317	0,374	0,437
27	0,245	0,311	0,367	0,430
28	0,241	0,306	0,361	0,423
29	0,237	0,301	0,355	0,416
30	0,233	0,296	0,349	0,409
31	0,229	0,291	0,344	0,403
32	0,225	0,287	0,339	0,397
33	0,222	0,283	0,334	0,392
34	0,219	0,279	0,329	0,386
35	0,216	0,275	0,325	0,381