

LAMPIRAN 1. KUESIONER

Salam Harmoni

Saya Wayan Agus Parta Sumarta, Mahasiswa S2 Prodi Ilmu Manajemen Universitas Pendidikan Ganesha sedang melakukan penelitian sehubungan dengan keperluan melengkapi data pada thesis mengenai aspek yang mempengaruhi kinerja.

Dalam penelitian ini mengangkat topik **“Pengaruh Motivasi, Disiplin Kerja dan Rotasi Terhadap Kinerja Tenaga Pemasar Kredit Mikro di Bank BRI Singaraja”**.

Saya berharap kepada rekan-rekan berkenan meluangkan waktunya untuk dapat membantu memberikan respon sejujur-jujurnya mengenai setiap pernyataan dalam kuesioner ini. Saya akan menjamin kerahasiaan data rekan-rekan terkait kuesioner ini. Hasil survei ini hanya digunakan untuk tujuan penelitian dan bukan untuk tujuan komersial.

Atas kesediaan waktu dan perhatian rekan-rekan sekalian, saya mengucapkan terimakasih.

1. Petunjuk Pengisian :

Berilah tanda silang (x) pada salah satu kolom yang sesuai dengan apa yang anda pilih dengan keterangan sebagai berikut :

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

2. Identitas Responden

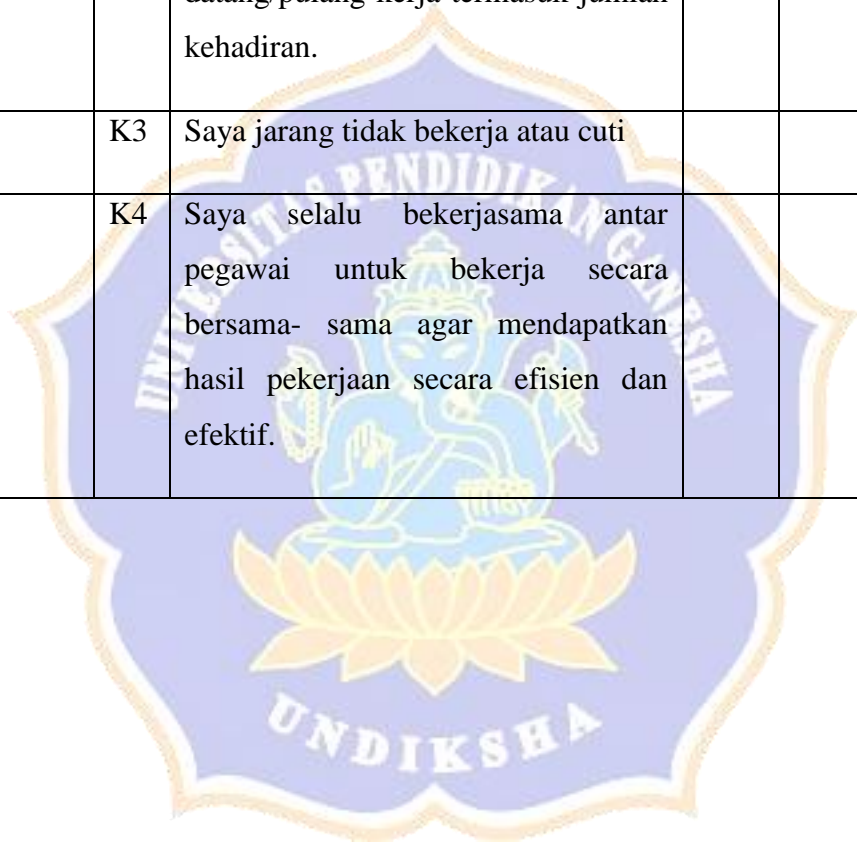
a. Nama (Inisial) :

- b. Usia :
- c. Alamat :
- d. Jenis Kelamin :
 - i. Laki-Laki
 - ii. Perempuan
- e. Pendidikan Terakhir :
 - i. SD / Sederajat
 - ii. SMP / Sederajat
 - iii. SMA / Sederajat
 - iv. Diploma
 - v. S1
 - vi. S2
 - vii. S3

| No | Variabel | No | Pernyataan | SS | S | TS | STS |
|----|---------------|----|---|----|---|----|-----|
| 1 | Motivasi (X1) | M1 | Terdapat pemberian bonus, uang makan, uang transport dan fasilitas perumahan | | | | |
| | | M2 | Setiap karyawan memperoleh tunjangan kesehatan, asuransi kecelakaan dan perlengkapan keselamatan kerja. | | | | |
| | | M3 | Kami memiliki interaksi sosial yang baik antara atasan, dan rekan kerja | | | | |
| | | M4 | Terdapat penghargaan seperti penghargaan diri dan pengakuan akan prestasi. | | | | |
| | | M5 | Terdapat penghargaan untuk | | | | |

| | | | | | | | |
|---|---------------------|----|---|--|--|--|--|
| | | | kemampuan keterampilan potensial optimal karyawan. | | | | |
| 2 | Disiplin Kerja (X2) | D1 | Saya selalu tiba di kantor tepat waktu, pukul 07.30 Wita | | | | |
| | | D2 | Saya menggunakan peralatan kantor dengan baik, selalu berhati-hati memakai peralatan kantor serta menunjukkan seorang pegawai mempunyai disiplin kerja yang baik. | | | | |
| | | D3 | Saya memiliki tanggung jawab yang tinggi, saya pegawai mampu menyelesaikan tugas sesuai dengan aturan dan penuh tanggung jawab. | | | | |
| | | D4 | Saya selalu mematuhi peraturan kantor misalnya berpakaian rapi membuat izin jika tidak masuk kantor mencerminkan disiplin yang tinggi. | | | | |
| 3 | Rotasi (X3) | R1 | Saya mampu mengerjakan berbagai macam tugas dalam pekerjaan yang diberikan. | | | | |
| | | R2 | Saya memiliki pengetahuan yang baik yang saya dapatkan dari proses belajar serta dari pengalaman. | | | | |
| | | R3 | Saya terkadang merasa jenuhan terhadap pekerjaan saya dan lingkungan saya. | | | | |

| | | | | | | | |
|---|-------------|----|---|--|--|--|--|
| 4 | Kinerja (Y) | K1 | Saya memiliki ketepatan menyelesaikan tugas yaitu ketepatan manajemen jam kerja dan akurasi pekerjaan. | | | | |
| | | K2 | Saya selalu mematuhi jam kerja karyawan bersedia untuk mematuhi peraturan mengenai waktu datang/pulang kerja termasuk jumlah kehadiran. | | | | |
| | | K3 | Saya jarang tidak bekerja atau cuti | | | | |
| | | K4 | Saya selalu bekerjasama antar pegawai untuk bekerja secara bersama-sama agar mendapatkan hasil pekerjaan secara efisien dan efektif. | | | | |



LAMPIRAN 2. TABULASI

| No | COMPLETENAME | ORGDESC | SEX | AGE | Pendidika | Soal 1 | Soal 2 | Soal 3 | Soal 4 | Soal 5 | Soal 6 | Soal 7 | Soal 8 | Soal 9 | Soal 10 | Soal 11 | Soal 12 | Soal 13 | Soal 14 | Soal 15 | Soal 16 | |
|----|-------------------------------|-----------------|-----|-----|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---|
| 1 | Luh Ria Dewi | UNIT BANJAR | P | 36 | S1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | Ketut Suardana | UNIT BANJAR | L | 36 | D3 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 |
| 3 | Made Mona Spathika | UNIT BANJAR | L | 38 | S1 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 4 | I Putu Sukma Prahaditya | UNIT BANJAR | L | 35 | S1 | 1 | 1 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 5 | I Komang Gede Urip | UNIT BANJAR | L | 36 | S1 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 6 | Komang Fredianto Gestaf Wiran | UNIT BANJAR | L | 31 | S1 | 3 | 4 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 7 | Ni Kadek Dwi Marhaeni | UNIT BANYUASRI | P | 41 | S1 | 1 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 2 | 2 |
| 8 | I Gede Agus Adyasa | UNIT BANYUASRI | L | 37 | D3 | 1 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 9 | Ketut Dian Nikonarita | UNIT BANYUASRI | P | 34 | S1 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| 10 | KADEK INDRAWAN | UNIT BANYUASRI | L | 36 | S1 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 11 | Ni Luh Kristiani | UNIT BANYUASRI | P | 35 | S1 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 12 | Putu Eka Juniariani | UNIT BANYUASRI | P | 30 | S1 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 13 | Putu Wila Astari | UNIT BANYUASRI | P | 26 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 14 | I Putu Harris Wihartana Yasa | UNIT BANYUATIS | L | 36 | D3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 15 | I Gd Agus Suadnyana Natih | UNIT BANYUATIS | L | 34 | S1 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 |
| 16 | I Gede Supriana Yusana | UNIT BANYUATIS | L | 32 | S1 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 17 | Gede Herry Merta Primadana | UNIT BANYUATIS | L | 31 | S1 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 18 | Ngurah Gede Sugiarta | UNIT BULELENG | L | 24 | D3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 19 | Njoman Surya Adnyana | UNIT BULELENG | L | 46 | S1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 |
| 20 | Putu Andhika Wicaksana | UNIT BULELENG | L | 38 | S1 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 21 | Ni Ketut Titin Mayasari | UNIT BULELENG | P | 34 | S1 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 22 | Luh Novi Cahyani | UNIT BULELENG | P | 37 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 23 | Gede Panca Setiawan | UNIT BULELENG | L | 36 | S1 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 24 | Putu Lidya Herviana Dewi | UNIT BULELENG | P | 38 | S1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 25 | I Kt. Ngurah Danayasa | UNIT BUSUNG BIL | L | 46 | D3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 |
| 26 | Gusti Made Adi Pujanayasa | UNIT BUSUNG BIL | L | 37 | S1 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 27 | Made Wirawan Setya Budi | UNIT BUSUNG BIL | L | 37 | S1 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 28 | Putu Juniarta Dharma | UNIT BUSUNG BIL | L | 34 | D3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 29 | I Gede Restu Darma Putra | UNIT BUSUNG BIL | L | 35 | S1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 30 | Sabar | UNIT GEROKGAK | L | 51 | S1 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 31 | I Putu Majun Eka Atmaja | UNIT GEROKGAK | L | 35 | D3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 32 | Dedy Indrawan Wiguna | UNIT GEROKGAK | L | 35 | S1 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 33 | Kadek Nova Budiarta | UNIT GEROKGAK | L | 34 | D3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 34 | I Putu Boby Heliawan | UNIT GORIS | L | 37 | S1 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| 35 | I Gede Eka Putra Kusuma | UNIT GORIS | L | 35 | S1 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 36 | I Gede N. Adi Patria | UNIT GORIS | L | 34 | S1 | 2 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 37 | I Gede Nova Ardana | UNIT GORIS | L | 35 | S1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 38 | I Made Swisma Danu Sanjaya | UNIT GORIS | L | 29 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 39 | Kadek Widiarta | UNIT LOVINA | L | 27 | S1 | 1 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 40 | Ketut Oktaryana | UNIT LOVINA | P | 32 | S1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 41 | I Dewa Kadek Wiramihariyadi | UNIT LOVINA | L | 37 | D3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 42 | Wahyuning Tijas | UNIT LOVINA | P | 34 | S1 | 1 | 3 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | Putu Krisna Hartawan | UNIT PANCASAR | L | 35 | S1 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | I Kadek Erwinda Ellisa Putra | UNIT PANCASAR | L | 36 | D3 | 2 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 45 | I Made Suarjaya | UNIT PANCASAR | L | 35 | S1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 46 | Gede Yudi Sudarmika | UNIT PANCASAR | L | 32 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 47 | Hasjimi Abdul Najib | UNIT PANCASAR | L | 32 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 48 | Luh Putu Swandewi | UNIT PASAR ANY | P | 37 | D3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 49 | Made Bagu Meiharta | UNIT PASAR ANY | L | 37 | S1 | 2 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 50 | I Made Gede Widi Okiana | UNIT PASAR ANY | L | 35 | S1 | 1 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 51 | Gede Putra Candra Wirawan | UNIT PASAR ANY | L | 33 | D3 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 52 | Ni Njoman Ari Wahyuni | UNIT PASAR ANY | P | 35 | S1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 53 | Desak Putu Ria Hamiati | UNIT PASAR ANY | P | 35 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 54 | Komang Erma Trisnawati | UNIT PASAR ANY | P | 33 | S1 | 1 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 55 | I Kadek Budiasa | UNIT SANGSIT | L | 42 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |
| 56 | Ni Njoman Sri Wahyuni | UNIT SANGSIT | P | 39 | S1 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 57 | Ni Luh Njoman Tri Laksmi DS | UNIT SANGSIT | P | 39 | D3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 58 | I Made Surya Prihayadi | UNIT SANGSIT | L | 35 | S1 | 1 | 2 | 3 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 59 | Ni Putu Oki Supartini | UNIT SANGSIT | P | 35 | S1 | 1 | 2 | 3 | 2 | 1 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 60 | Putu Dewi Aprilianti | UNIT SANGSIT | P | 35 | S1 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 61 | I Made Dwi Septiadi Suhendra | UNIT SANGSIT | L | 31 | S1 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 62 | Kadek Desi Dian Utari | UNIT SANGSIT | P | 30 | S1 | 1 | 3 | 3 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 63 | Dewa Putu Kodi Mertadana | UNIT SERIRIT | L | 26 | S1 | 1 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 64 | Zairin Ghufron Mannany | UNIT SERIRIT | L | 37 | S1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 65 | I Putu Angga Sugiantara | UNIT SERIRIT | L | 34 | S1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 66 | Desak Made Sukreni | UNIT SERIRIT | P | 34 | S1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 67 | Ni Putu Pratiwi Agung Wahyuni | UNIT SERIRIT | P | 37 | S1 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 68 | Made Adi Sutrisna | UNIT SERIRIT | L | 32 | D3 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 69 | Dewa Made Budi Parjaya | UNIT SETIABUDI | L | 32 | S1 | 2 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 70 | Ketut Ika Raditya | UNIT SETIABUDI | P | 27 | S1 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 71 | Kadek Wiratsini | UNIT SETIABUDI | P | 40 | S1 | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 72 | Made Yoko Darmastara Yasa | UNIT SETIABUDI | L | 35 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 73 | Ni Kadek Dina Agustina | UNIT SETIABUDI | P | 31 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 74 | Dewa Bagus Hendra Prasetya | UNIT TAMBLANG | L | 30 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 75 | Putu Diah Siti Sundari | UNIT TAMBLANG | P | 36 | S1 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 76 | I Putu Eddy Suryantara | UNIT TAMBLANG | L | 33 | S1 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 77 | Ni Ketut Artaniasih | UNIT TAMBLANG | P | 36 | S1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |

| | | | | | | | | | | | | | | | | | | | | |
|----|-------------------------|---------------|---|----|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 78 | I Ketut Bawa Sutrisna | UNIT TAMBLANG | L | 35 | S1 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 79 | Putu Evi Lusiana Dewi | UNIT TEJAKULA | P | 32 | S1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 80 | Ni Putu Wiwik Darmagani | UNIT TEJAKULA | P | 36 | S1 | 1 | 3 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 81 | Ni Ketut Yulastiti | UNIT TEJAKULA | P | 38 | S1 | 2 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 82 | Komang Agus Indrawan | UNIT TEJAKULA | L | 35 | S1 | 2 | 2 | 3 | 3 | 1 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 83 | Pande Gde Adi Indrawan | UNIT TEJAKULA | L | 35 | S1 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 84 | I Kadek Darsanayasa | UNIT TEJAKULA | L | 34 | D3 | 1 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |



LAMPIRAN 3. UJI VALIDITAS DAN RELIABILITAS

Correlations

| | | X1 | X2 | X3 | X4 | X5 | X6 | X7 | X8 | X9 | X10 | X11 | X12 | X13 |
|----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------|--------|
| X1 | Pearson Correlation | 1 | .346** | .095 | .293 | -.019 | .005 | .093 | -.089 | .163 | .262 | .200 | .182 | .069 |
| | Sig. (2-tailed) | | .007 | .468 | .023 | .888 | .970 | .481 | .500 | .213 | .043 | .126 | .163 | .602 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2 | Pearson Correlation | .346** | 1 | .465** | .222 | .211 | .180 | .223 | .135 | .200 | .229 | .101 | .092 | .035 |
| | Sig. (2-tailed) | .007 | | .000 | .088 | .106 | .169 | .087 | .305 | .125 | .078 | .442 | .483 | .792 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3 | Pearson Correlation | .095 | .465** | 1 | .336** | .292 | .265 | .285 | .261 | .218 | .441** | .275 | .177 | .353** |
| | Sig. (2-tailed) | .468 | .000 | | .009 | .023 | .041 | .027 | .044 | .094 | .000 | .034 | .175 | .006 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X4 | Pearson Correlation | .293 | .222 | .336** | 1 | .212 | .187 | .252 | .110 | .163 | .573** | .318 | .260 | .426** |
| | Sig. (2-tailed) | .023 | .088 | .009 | | .104 | .153 | .053 | .402 | .214 | .000 | .013 | .045 | .001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X5 | Pearson Correlation | -.019 | .211 | .292 | .212 | 1 | .638** | .470** | .631** | .497** | .176 | .225 | .209 | .416** |
| | Sig. (2-tailed) | .888 | .106 | .023 | .104 | | .000 | .000 | .000 | .000 | .178 | .083 | .109 | .001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X6 | Pearson Correlation | .005 | .180 | .265 | .187 | .638** | 1 | .398** | .433** | .386** | .230 | .317 | .223 | .569** |
| | Sig. (2-tailed) | .970 | .169 | .041 | .153 | .000 | | .002 | .001 | .002 | .077 | .014 | .087 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X7 | Pearson Correlation | .093 | .223 | .285 | .252 | .470** | .398** | 1 | .435** | .446** | .238 | .372** | .227 | .640** |
| | Sig. (2-tailed) | .481 | .087 | .027 | .053 | .000 | .002 | | .001 | .000 | .067 | .003 | .081 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

| | | | | | | | | | | | | | | |
|-----|---------------------|-------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|
| X8 | Pearson Correlation | -.089 | .135 | .261* | .110 | .631** | .433** | .435** | 1 | .613** | .145 | .058 | .093 | .361** |
| | Sig. (2-tailed) | .500 | .305 | .044 | .402 | .000 | .001 | .001 | | .000 | .271 | .661 | .481 | .005 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X9 | Pearson Correlation | .163 | .200 | .218 | .163 | .497** | .386** | .446** | .613** | 1 | .205 | .137 | .321* | .610** |
| | Sig. (2-tailed) | .213 | .125 | .094 | .214 | .000 | .002 | .000 | .000 | | .116 | .298 | .012 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X10 | Pearson Correlation | .262* | .229 | .441** | .573** | .176 | .230 | .238 | .145 | .205 | 1 | .566** | .236 | .403** |
| | Sig. (2-tailed) | .043 | .078 | .000 | .000 | .178 | .077 | .067 | .271 | .116 | | .000 | .069 | .001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X11 | Pearson Correlation | .200 | .101 | .275* | .318* | .225 | .317* | .372** | .058 | .137 | .566** | 1 | .211 | .433** |
| | Sig. (2-tailed) | .126 | .442 | .034 | .013 | .083 | .014 | .003 | .661 | .298 | .000 | | .106 | .001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X12 | Pearson Correlation | .182 | .092 | .177 | .260* | .209 | .223 | .227 | .093 | .321* | .236 | .211 | 1 | .330* |
| | Sig. (2-tailed) | .163 | .483 | .175 | .045 | .109 | .087 | .081 | .481 | .012 | .069 | .106 | | .010 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X13 | Pearson Correlation | .069 | .035 | .353** | .426** | .416** | .569** | .640** | .361** | .610** | .403** | .433** | .330* | 1 |
| | Sig. (2-tailed) | .602 | .792 | .006 | .001 | .001 | .000 | .000 | .005 | .000 | .001 | .001 | .010 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X14 | Pearson Correlation | .097 | .131 | .202 | .350** | .459** | .562** | .570** | .404** | .605** | .400** | .476** | .229 | .751** |
| | Sig. (2-tailed) | .462 | .320 | .123 | .006 | .000 | .000 | .000 | .001 | .000 | .002 | .000 | .078 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X15 | Pearson Correlation | -.032 | .227 | .287* | .133 | .468** | .450** | .546** | .563** | .539** | .251 | .260* | .103 | .499** |
| | Sig. (2-tailed) | .807 | .081 | .026 | .312 | .000 | .000 | .000 | .000 | .000 | .053 | .045 | .434 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

| | | | | | | | | | | | | | | |
|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|------|--------|--------|--------|--------|--------|
| X1 6 | Pearson Correlation | .166 | .274 | .409** | .304 | .508** | .461** | .384** | .453 | .602** | .398** | .379** | .403** | .614** |
| | Sig. (2-tailed) | .206 | .034 | .001 | .018 | .000 | .000 | .002 | .000 | .000 | .002 | .003 | .001 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Total | Pearson Correlation | .351** | .468** | .584** | .586** | .622** | .623** | .653** | .533 | .652** | .644** | .564** | .447** | .745** |
| | Sig. (2-tailed) | .006 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

Correlations

| | | X14 | X15 | X16 | Total |
|----|---------------------|--------|--------|--------|--------|
| X1 | Pearson Correlation | .097 | -.032 | .166 | .351** |
| | Sig. (2-tailed) | .462 | .807 | .206 | .006 |
| | N | 60 | 60 | 60 | 60 |
| X2 | Pearson Correlation | .131 | .227 | .274 | .468** |
| | Sig. (2-tailed) | .320 | .081 | .034 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X3 | Pearson Correlation | .202 | .287 | .409** | .584** |
| | Sig. (2-tailed) | .123 | .026 | .001 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X4 | Pearson Correlation | .350** | .133 | .304 | .586** |
| | Sig. (2-tailed) | .006 | .312 | .018 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X5 | Pearson Correlation | .459** | .468** | .508** | .622** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X6 | Pearson Correlation | .562** | .450** | .461** | .623** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X7 | Pearson Correlation | .570** | .546** | .384** | .653** |
| | Sig. (2-tailed) | .000 | .000 | .002 | .000 |
| | N | 60 | 60 | 60 | 60 |

| | | | | | |
|-------|---------------------|--------|--------|--------|--------|
| X8 | Pearson Correlation | .404** | .563** | .453** | .533** |
| | Sig. (2-tailed) | .001 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X9 | Pearson Correlation | .605** | .539** | .602** | .652** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X10 | Pearson Correlation | .400** | .251 | .398** | .644** |
| | Sig. (2-tailed) | .002 | .053 | .002 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X11 | Pearson Correlation | .476** | .260 | .379** | .564** |
| | Sig. (2-tailed) | .000 | .045 | .003 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X12 | Pearson Correlation | .229 | .103 | .403** | .447** |
| | Sig. (2-tailed) | .078 | .434 | .001 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X13 | Pearson Correlation | .751** | .499** | .614** | .745** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X14 | Pearson Correlation | 1 | .717** | .556** | .748** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X15 | Pearson Correlation | .717** | 1 | .601** | .644** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 60 | 60 | 60 | 60 |
| X16 | Pearson Correlation | .556** | .601** | 1 | .749** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 60 | 60 | 60 | 60 |
| Total | Pearson Correlation | .748** | .644** | .749** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 60 | 60 | 60 | 60 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .865 | 16 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1 | 45.6000 | 21.668 | .224 | .874 |
| X2 | 44.6500 | 20.943 | .354 | .866 |
| X3 | 44.5667 | 20.453 | .494 | .858 |
| X4 | 45.3667 | 19.965 | .477 | .860 |
| X5 | 44.4833 | 21.135 | .565 | .856 |
| X6 | 44.5500 | 20.625 | .551 | .855 |
| X7 | 44.6333 | 20.846 | .595 | .854 |
| X8 | 44.4500 | 21.404 | .464 | .859 |
| X9 | 44.5000 | 20.864 | .594 | .854 |
| X10 | 45.0000 | 19.729 | .551 | .855 |
| X11 | 44.6833 | 20.966 | .487 | .858 |
| X12 | 44.9833 | 21.474 | .354 | .864 |
| X13 | 44.5333 | 20.897 | .707 | .852 |
| X14 | 44.5000 | 20.220 | .699 | .849 |
| X15 | 44.4333 | 20.690 | .580 | .854 |
| X16 | 44.5667 | 21.097 | .715 | .852 |

LAMPIRAN 4. UJI NORMALITAS DAN UJI MULTIKOLINEARITAS

One-Sample Kolmogorov-Smirnov Test

| | | Motivasi | Disiplin | Rotasi | Kinerja |
|----------------------------------|----------------|-------------------|-------------------|-------------------|-------------------|
| N | | 84 | 84 | 84 | 84 |
| Normal Parameters ^{a,b} | Mean | 13.7381 | 12.9524 | 9.4762 | 12.4762 |
| | Std. Deviation | 1.85705 | 1.58991 | 1.03524 | 1.46835 |
| Most Extreme Differences | Absolute | .158 | .333 | .392 | .401 |
| | Positive | .158 | .333 | .392 | .401 |
| | Negative | -.131 | -.215 | -.275 | -.301 |
| Test Statistic | | .158 | .333 | .392 | .401 |
| Asymp. Sig. (2-tailed) | | .000 ^c | .000 ^c | .000 ^c | .000 ^c |



| Model | | Collinearity Statistics | |
|-------|-----------------|-------------------------|-------|
| | | VIF | VIF |
| 1 | (Constant) | | |
| | <u>Motivasi</u> | | 1.147 |
| | <u>Disiplin</u> | | 1.842 |
| | <u>Rotasi</u> | | 1.910 |



LAMPIRAN 5. UJI HETEROKEDASTISITAS DAN ANALISA REGRESI LINIER BERGANDA

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | Collinearity Statistics |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------------------------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 1.100 | 1.084 | | 1.015 | .313 | | |
| | <u>Motivasi</u> | .094 | .060 | .118 | 1.571 | .120 | .872 | 1.147 |
| | <u>Disiplin</u> | .133 | .088 | .144 | 1.511 | .135 | .543 | 1.842 |
| | <u>Rotasi</u> | .883 | .138 | .622 | 6.402 | .000 | .524 | 1.910 |



LAMPIRAN 6. UJI T (PARSIAL) DAN UJI F (SIMULTAN)

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized | t | Sig. | Collinearity | Collinearity |
|-------|-----------------|-----------------------------|------------|--------------|-------|------|--------------|--------------|
| | | B | Std. Error | Coefficients | | | Statistics | Statistics |
| | | | | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 1.100 | 1.084 | | 1.015 | .313 | | |
| | <u>Motivasi</u> | .094 | .060 | .118 | 1.571 | .120 | .872 | 1.147 |
| | <u>Disiplin</u> | .133 | .088 | .144 | 1.511 | .135 | .543 | 1.842 |
| | <u>Rotasi</u> | .883 | .138 | .622 | 6.402 | .000 | .524 | 1.910 |



ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 108.137 | 3 | 36.046 | 40.720 | .000 ^b |
| | Residual | 70.816 | 80 | .885 | | |
| | Total | 178.952 | 83 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Rotasi, Motivasi, Disiplin

