

## LAMPIRAN

### Lampiran 01, Kuesioner Penelitian

#### I. Identitas

Tuliskan Identitas Bapak/Ibu.

Nama : .....

Umur : .....

Jenis Kelamin :  Laki-Laki  Perempuan

#### II. Petunjuk

1. Di bawah ini disajikan beberapa pertanyaan, dimohonkan kepada Bapak/Ibu responden untuk menanggapi setiap butir pertanyaan tersebut.
2. Angket ini bertujuan untuk mengumpulkan data yang terkait dengan motivasi, upah dan kinerja.
3. Apapun pilihan jawaban Bapak/Ibu tidak akan mempengaruhi hak dan kewajiban bapak ibu dalam pekerjaan.
4. Beri tanda centang (√) pada salah satu jawaban atau tanggapan yang telah disediakan sesuai dengan keadaan yang Bapak/Ibu rasakan sesuai sepengetahuan Bapak/Ibu.

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

#### III. Daftar Pertanyaan

#### IV. Kuesioner Variabel Kinerja

| NO | Pertanyaan   | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
|    |  | 5  | 4 | 3 | 2  | 1   |
| 1  | Pekerjaan yang saya lakukan telah mencapai target dengan kualitas yang ditentukan. |    |   |   |    |     |
| 2  | Saya mampu menyelesaikan pekerjaan sesuai dengan hasil yang telah di tentukan      |    |   |   |    |     |
| 3  | Tempat bekerja bijak dalam kemampuan pembiayaan untuk                              |    |   |   |    |     |

|   |   |  |  |  |  |  |
|---|---|--|--|--|--|--|
|   | mencapai target yang telah di tentukan                                  |  |  |  |  |  |
| 4 | Saya bisa bekerja tanpa pengawasan untuk pekerjaan selesai tepat waktu. |  |  |  |  |  |

#### V. Kuesioner Variabel Motivasi Kerja

| NO | Pertanyaan   | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
|    |  | 5  | 4 | 3 | 2  | 1   |
| 1  | Saya bertanggung jawab atas pekerjaan yang saya kerjakan.                          |    |   |   |    |     |
| 2  | Pertumbuhan Hubungan kerja saya dengan seluruh buruh tani terjalin harmonis.       |    |   |   |    |     |
| 3  | Saya mendapat kesempatan yang sama untuk mengembangkan potensi dibidang pertanian. |    |   |   |    |     |
| 4  | Saya tetap melaksanakan kerja walaupun kondisi cuaca dan lokasi buruk.             |    |   |   |    |     |

#### VI. Kuesioner Variabel Kompensasi

| NO | Pertanyaan  | SS | S | N | TS | STS |
|----|---|----|---|---|----|-----|
|    |   | 5  | 4 | 3 | 2  | 1   |
| 1  | Kompensasi yang saya dapatkan sesuai dengan harapan.  |    |   |   |    |     |
| 2  | Bentuk Kompensasi yang saya terima pada setiap harinya berupa uang cash diberikan dengan sistem harian. |    |   |   |    |     |
| 3  | Kesesuaian Kompensasi yang saya terima pada setiap harinya di lakukan                                   |    |   |   |    |     |

|  |                              |  |  |  |  |  |
|--|------------------------------|--|--|--|--|--|
|  | dengan cara sistem borongan. |  |  |  |  |  |
|--|------------------------------|--|--|--|--|--|

**Lampiran 02, Tabulasi Data Penelitian**

| Kompensasi Kerja (X1) |     |     |     |    | Motivasi Kerja (X2) |     |     |    | Kinerja (Y) |   |   |   |    |
|-----------------------|-----|-----|-----|----|---------------------|-----|-----|----|-------------|---|---|---|----|
| X1.                   | X1. | X1. | X1. | TX | X2.                 | X2. | X2. | TX | Y           | Y | Y | Y | T  |
| 1                     | 2   | 3   | 4   | 1  | 1                   | 2   | 3   | 2  | 1           | 2 | 3 | 4 | Y  |
| 5                     | 4   | 5   | 5   | 19 | 4                   | 4   | 5   | 13 | 5           | 5 | 4 | 5 | 19 |
| 4                     | 3   | 4   | 4   | 15 | 5                   | 5   | 4   | 14 | 4           | 4 | 5 | 5 | 18 |
| 4                     | 5   | 5   | 4   | 18 | 5                   | 5   | 5   | 15 | 4           | 5 | 4 | 4 | 17 |
| 3                     | 3   | 3   | 4   | 13 | 4                   | 4   | 5   | 13 | 4           | 3 | 4 | 4 | 15 |
| 5                     | 5   | 4   | 5   | 19 | 5                   | 5   | 4   | 14 | 4           | 5 | 5 | 5 | 19 |
| 5                     | 4   | 5   | 4   | 18 | 5                   | 4   | 4   | 13 | 5           | 5 | 4 | 4 | 18 |
| 5                     | 4   | 5   | 4   | 18 | 5                   | 4   | 5   | 14 | 5           | 4 | 5 | 4 | 18 |
| 5                     | 5   | 5   | 5   | 20 | 5                   | 5   | 5   | 15 | 5           | 4 | 5 | 5 | 19 |
| 4                     | 3   | 5   | 4   | 16 | 4                   | 5   | 5   | 14 | 4           | 3 | 5 | 4 | 16 |
| 4                     | 3   | 4   | 3   | 14 | 3                   | 3   | 3   | 9  | 4           | 4 | 3 | 4 | 15 |
| 3                     | 4   | 4   | 4   | 15 | 5                   | 4   | 4   | 13 | 4           | 3 | 3 | 4 | 14 |
| 5                     | 5   | 4   | 4   | 18 | 5                   | 4   | 5   | 14 | 5           | 4 | 5 | 5 | 19 |
| 3                     | 4   | 5   | 5   | 17 | 3                   | 5   | 5   | 13 | 4           | 5 | 4 | 5 | 18 |
| 5                     | 4   | 4   | 5   | 18 | 5                   | 4   | 4   | 13 | 5           | 3 | 5 | 4 | 17 |
| 4                     | 5   | 4   | 5   | 18 | 5                   | 4   | 4   | 13 | 4           | 4 | 5 | 5 | 18 |
| 4                     | 4   | 3   | 4   | 15 | 4                   | 3   | 4   | 11 | 5           | 3 | 4 | 3 | 15 |
| 4                     | 4   | 4   | 4   | 16 | 5                   | 4   | 4   | 13 | 4           | 4 | 4 | 4 | 16 |
| 4                     | 4   | 4   | 4   | 16 | 5                   | 5   | 4   | 14 | 4           | 4 | 4 | 4 | 16 |
| 3                     | 3   | 3   | 3   | 12 | 4                   | 3   | 3   | 10 | 3           | 3 | 4 | 3 | 13 |
| 4                     | 4   | 3   | 3   | 14 | 4                   | 4   | 5   | 13 | 5           | 3 | 3 | 4 | 15 |
| 5                     | 5   | 5   | 5   | 20 | 5                   | 5   | 5   | 15 | 5           | 5 | 5 | 5 | 20 |
| 3                     | 3   | 3   | 3   | 12 | 5                   | 4   | 4   | 13 | 4           | 4 | 4 | 4 | 16 |
| 4                     | 5   | 4   | 4   | 17 | 5                   | 4   | 5   | 14 | 5           | 4 | 5 | 3 | 17 |
| 4                     | 4   | 5   | 4   | 17 | 4                   | 5   | 5   | 14 | 4           | 4 | 4 | 5 | 17 |
| 4                     | 4   | 4   | 4   | 16 | 4                   | 4   | 4   | 12 | 5           | 3 | 3 | 4 | 15 |
| 4                     | 3   | 3   | 3   | 13 | 4                   | 3   | 3   | 10 | 4           | 4 | 3 | 3 | 14 |
| 3                     | 3   | 3   | 4   | 13 | 5                   | 4   | 4   | 13 | 4           | 3 | 4 | 3 | 14 |
| 5                     | 4   | 5   | 5   | 19 | 5                   | 5   | 5   | 15 | 5           | 5 | 5 | 5 | 20 |
| 4                     | 4   | 3   | 4   | 15 | 4                   | 5   | 4   | 13 | 4           | 4 | 5 | 3 | 16 |

|   |   |   |   |    |   |   |   |    |   |   |   |   |    |
|---|---|---|---|----|---|---|---|----|---|---|---|---|----|
| 4 | 5 | 4 | 5 | 18 | 5 | 5 | 5 | 15 | 4 | 4 | 5 | 5 | 18 |
| 3 | 3 | 3 | 3 | 12 | 4 | 3 | 3 | 10 | 4 | 3 | 3 | 4 | 14 |
| 3 | 3 | 4 | 5 | 15 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 16 |
| 3 | 4 | 3 | 3 | 13 | 5 | 4 | 4 | 13 | 4 | 4 | 3 | 3 | 14 |
| 5 | 4 | 5 | 4 | 18 | 5 | 5 | 4 | 14 | 5 | 5 | 5 | 4 | 19 |
| 4 | 4 | 5 | 4 | 17 | 5 | 4 | 5 | 14 | 5 | 5 | 4 | 4 | 18 |
| 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 12 | 5 | 4 | 4 | 5 | 18 |
| 4 | 3 | 3 | 3 | 13 | 3 | 3 | 3 | 9  | 4 | 3 | 3 | 3 | 13 |
| 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 14 | 5 | 5 | 4 | 4 | 18 |
| 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 9  | 3 | 3 | 3 | 3 | 12 |
| 5 | 4 | 3 | 4 | 16 | 5 | 5 | 4 | 14 | 4 | 5 | 3 | 5 | 17 |
| 4 | 3 | 4 | 4 | 15 | 4 | 3 | 4 | 11 | 3 | 3 | 4 | 4 | 14 |
| 4 | 4 | 3 | 4 | 15 | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 3 | 15 | 5 | 5 | 4 | 14 | 5 | 4 | 4 | 3 | 16 |
| 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 3 | 3 | 14 | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 4 | 16 |
| 4 | 3 | 4 | 4 | 15 | 5 | 4 | 4 | 13 | 4 | 4 | 5 | 4 | 17 |
| 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 14 | 4 | 5 | 5 | 5 | 19 |
| 4 | 5 | 5 | 5 | 19 | 5 | 4 | 4 | 13 | 5 | 4 | 4 | 4 | 17 |
| 3 | 3 | 3 | 3 | 12 | 3 | 2 | 2 | 7  | 3 | 3 | 3 | 3 | 12 |
| 4 | 4 | 4 | 5 | 17 | 5 | 4 | 4 | 13 | 5 | 4 | 4 | 4 | 17 |
| 4 | 4 | 4 | 3 | 15 | 5 | 4 | 4 | 13 | 4 | 4 | 3 | 4 | 15 |
| 5 | 4 | 5 | 4 | 18 | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 5 | 17 |
| 4 | 4 | 4 | 4 | 16 | 4 | 5 | 5 | 14 | 4 | 5 | 4 | 4 | 17 |
| 4 | 4 | 4 | 5 | 17 | 5 | 5 | 4 | 14 | 4 | 5 | 5 | 4 | 18 |
| 4 | 3 | 4 | 4 | 15 | 5 | 4 | 4 | 13 | 4 | 4 | 4 | 3 | 15 |
| 4 | 3 | 2 | 4 | 13 | 4 | 4 | 5 | 13 | 4 | 4 | 3 | 3 | 14 |
| 3 | 3 | 3 | 4 | 13 | 2 | 3 | 3 | 8  | 3 | 4 | 3 | 3 | 13 |
| 4 | 3 | 5 | 4 | 16 | 4 | 4 | 4 | 12 | 4 | 3 | 4 | 5 | 16 |
| 4 | 4 | 4 | 3 | 15 | 5 | 5 | 4 | 14 | 5 | 5 | 4 | 4 | 18 |
| 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 14 | 4 | 4 | 4 | 4 | 16 |
| 3 | 3 | 3 | 3 | 12 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 5 | 20 |
| 5 | 4 | 4 | 4 | 17 | 5 | 5 | 5 | 15 | 4 | 4 | 5 | 5 | 18 |
| 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 4 | 5 | 5 | 19 |
| 4 | 5 | 4 | 5 | 18 | 5 | 4 | 4 | 13 | 4 | 5 | 4 | 4 | 17 |
| 3 | 3 | 4 | 3 | 13 | 4 | 4 | 4 | 12 | 3 | 3 | 4 | 4 | 14 |
| 4 | 4 | 2 | 4 | 14 | 5 | 4 | 4 | 13 | 3 | 4 | 4 | 4 | 15 |

|   |   |   |   |    |   |   |   |    |   |   |   |   |    |
|---|---|---|---|----|---|---|---|----|---|---|---|---|----|
| 4 | 3 | 2 | 5 | 14 | 4 | 4 | 4 | 12 | 4 | 4 | 2 | 5 | 15 |
| 3 | 3 | 4 | 3 | 13 | 5 | 4 | 4 | 13 | 4 | 4 | 3 | 3 | 14 |
| 5 | 4 | 4 | 4 | 17 | 3 | 4 | 4 | 11 | 4 | 5 | 4 | 4 | 17 |
| 3 | 4 | 3 | 4 | 14 | 4 | 4 | 4 | 12 | 4 | 3 | 4 | 3 | 14 |
| 4 | 3 | 4 | 3 | 14 | 5 | 4 | 4 | 13 | 4 | 3 | 4 | 4 | 15 |
| 4 | 4 | 5 | 4 | 17 | 5 | 4 | 4 | 13 | 5 | 4 | 4 | 4 | 17 |
| 4 | 5 | 4 | 5 | 18 | 5 | 5 | 5 | 15 | 5 | 5 | 4 | 5 | 19 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 13 | 4 | 4 | 4 | 4 | 16 |
| 3 | 3 | 5 | 5 | 16 | 4 | 5 | 4 | 13 | 5 | 4 | 3 | 4 | 16 |
| 5 | 3 | 3 | 3 | 14 | 5 | 4 | 5 | 14 | 4 | 5 | 4 | 5 | 18 |
| 4 | 4 | 3 | 4 | 15 | 4 | 5 | 4 | 13 | 5 | 3 | 4 | 4 | 16 |
| 3 | 4 | 5 | 5 | 17 | 5 | 5 | 5 | 15 | 5 | 5 | 4 | 4 | 18 |
| 4 | 5 | 5 | 4 | 18 | 5 | 4 | 4 | 13 | 5 | 4 | 3 | 4 | 16 |

### Lampiran 03, Output SPSS Uji Validitas dan Reliabilitas Penelitian

#### 1. Uji Validitas

##### Uji Validitas (X1)

#### Correlations

|                  |                     | X1.1   | X1.2   | X1.3   | X1.4   | Kompensasi |
|------------------|---------------------|--------|--------|--------|--------|------------|
| X1.1             | Pearson Correlation | 1      | .522** | .543** | .469** | .790**     |
|                  | Sig. (2-tailed)     |        | .003   | .002   | .009   | .000       |
|                  | N                   | 30     | 30     | 30     | 30     | 30         |
| X1.2             | Pearson Correlation | .522** | 1      | .414*  | .613** | .795**     |
|                  | Sig. (2-tailed)     | .003   |        | .023   | .000   | .000       |
|                  | N                   | 30     | 30     | 30     | 30     | 30         |
| X1.3             | Pearson Correlation | .543** | .414*  | 1      | .563** | .797**     |
|                  | Sig. (2-tailed)     | .002   | .023   |        | .001   | .000       |
|                  | N                   | 30     | 30     | 30     | 30     | 30         |
| X1.4             | Pearson Correlation | .469** | .613** | .563** | 1      | .819**     |
|                  | Sig. (2-tailed)     | .009   | .000   | .001   |        | .000       |
|                  | N                   | 30     | 30     | 30     | 30     | 30         |
| Kompensasi Kerja | Pearson Correlation | .790** | .795** | .797** | .819** | 1          |
|                  | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |            |
|                  | N                   | 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).

### Uji Validitas (X2)

#### Correlations

|                |                     | X2.1   | X2.2   | X2.3   | Motivasi Kerja |
|----------------|---------------------|--------|--------|--------|----------------|
| X2.1           | Pearson Correlation | 1      | .296   | .175   | .629**         |
|                | Sig. (2-tailed)     |        | .112   | .355   | .000           |
|                | N                   | 30     | 30     | 30     | 30             |
| X2.2           | Pearson Correlation | .296   | 1      | .602** | .847**         |
|                | Sig. (2-tailed)     | .112   |        | .000   | .000           |
|                | N                   | 30     | 30     | 30     | 30             |
| X2.3           | Pearson Correlation | .175   | .602** | 1      | .791**         |
|                | Sig. (2-tailed)     | .355   | .000   |        | .000           |
|                | N                   | 30     | 30     | 30     | 30             |
| Motivasi Kerja | Pearson Correlation | .629** | .847** | .791** | 1              |
|                | Sig. (2-tailed)     | .000   | .000   | .000   |                |
|                | N                   | 30     | 30     | 30     | 30             |

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

### Uji Validitas (Y)

#### Correlations

|         |                     | Y.1    | Y.2    | Y.3    | Y.4    | Kinerja |
|---------|---------------------|--------|--------|--------|--------|---------|
| Y.1     | Pearson Correlation | 1      | .445   | .473   | .380   | .685**  |
|         | Sig. (2-tailed)     |        | .004   | .004   | .041   | .000    |
|         | N                   | 30     | 30     | 30     | 30     | 30      |
| Y.2     | Pearson Correlation | .145   | 1      | .286   | .520** | .743**  |
|         | Sig. (2-tailed)     | .444   |        | .126   | .003   | .000    |
|         | N                   | 30     | 30     | 30     | 30     | 30      |
| Y.3     | Pearson Correlation | .173   | .286   | 1      | .354   | .686**  |
|         | Sig. (2-tailed)     | .360   | .126   |        | .055   | .000    |
|         | N                   | 30     | 30     | 30     | 30     | 30      |
| Y.4     | Pearson Correlation | .180   | .520** | .354   | 1      | .782**  |
|         | Sig. (2-tailed)     | .341   | .003   | .055   |        | .000    |
|         | N                   | 30     | 30     | 30     | 30     | 30      |
| Kinerja | Pearson Correlation | .485** | .743** | .686** | .782** | 1       |

|                 |      |      |      |      |    |
|-----------------|------|------|------|------|----|
| Sig. (2-tailed) | .007 | .000 | .000 | .000 |    |
| N               | 30   | 30   | 30   | 30   | 30 |

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

## 2. Uji Reliabilitas

### Variabel Kompensasi (X1)

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .811             | 4          |

### Variabel Motivasi Kerja (X2)

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .632             | 3          |

### Variabel Kinerja (Y)

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .617             | 4          |

## Lampiran 04, Hasil Output SPSS Analisis Jalur

### Pengaruh Kompensasi (X1) dan Motivasi Kerja (X2) terhadap Kinerja (Y)

#### Variables Entered/Removed<sup>a</sup>

| Mode | Variables Entered          | Variables Removed | Method |
|------|----------------------------|-------------------|--------|
| 1    | Motivasi Kerja, Kompensasi | .                 | Enter  |

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | R Square Change | Change Statistics |     |     | Sig. F Change | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-----------------|-------------------|-----|-----|---------------|---------------|
|       |                   |          |                   |                            |                 | F Change          | df1 | df2 |               |               |
| 1     | .864 <sup>a</sup> | .747     | .741              | .97027                     | .747            | 113.797           | 2   | 77  | .000          | 2.355         |

a. Predictors: (Constant), Motivasi Kerja, Kompensasi

b. Dependent Variable: Kinerja

### Coefficients<sup>a</sup>

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |            |         | Collinearity Statistics |           |     |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|--------------|------------|---------|-------------------------|-----------|-----|
|       |                | B                           | Std. Error |                           |       |      | Beta         | Zero-order | Partial | Part                    | Tolerance | VIF |
| 1     | (Constant)     | 3.097                       | .902       |                           | 3.433 | .001 |              |            |         |                         |           |     |
|       | Kompensasi     | .501                        | .062       | .588                      | 8.106 | .000 | .814         | .679       | .464    | .624                    | 1.602     |     |
|       | Motivasi Kerja | .411                        | .081       | .369                      | 5.082 | .000 | .729         | .501       | .291    | .624                    | 1.602     |     |

a. Dependent Variable: Kinerja

## Pengaruh Kompensasi (X1) Terhadap Motivasi Kerja (X2)

### Variables Entered/Removed<sup>a</sup>

| Mode | Variables Entered       | Variables Removed | Method |
|------|-------------------------|-------------------|--------|
| 1    | Kompensasi <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Motivasi Kerja

b. All requested variables entered.



**Model Summary<sup>b</sup>**

| Model | R                 | R Squared | Adjusted R Squared | Std. Error of the Estimate | R Square Change | Change Statistics |      |      | Sig. F Change | Durbin-Watson |
|-------|-------------------|-----------|--------------------|----------------------------|-----------------|-------------------|------|------|---------------|---------------|
|       |                   |           |                    |                            |                 | F Change          | df 1 | df 2 |               |               |
| 1     | .613 <sup>a</sup> | .376      | .368               | 1.35951                    | .376            | 46.975            | 1    | 78   | .000          | 1.945         |

a. Predictors: (Constant), Kompensasi

b. Dependent Variable: Motivasi Kerja

**Coefficients<sup>a</sup>**

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |         |         | Collinearity Statistics |       |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|---------|-------------------------|-------|
|       |                | B                           | Std. Error |                           |       |      | Zero-order   | Partial | Partial | Tolerance               | VIF   |
| 1     | (Constant)     | 5.586                       | 1.094      |                           | 5.106 | .000 |              |         |         |                         |       |
|       | Kompensasi     | .469                        | .068       | .613                      | 6.854 | .000 | .613         | .613    | .613    | 1.000                   | 1.000 |
|       | Motivasi Kerja |                             |            |                           |       |      |              |         |         |                         |       |

a. Dependent Variable: Motivasi Kerja