

# LAMPIRAN LAMPIRAN



Lampiran 1 Kuisisioner

### **Kuisisioner Penelitian**

**Judul: Pengaruh Motivasi, Kompensasi, dan Lingkungan Kerja terhadap Kinerja Karyawan Bagian Pemasaran pada Bank BNI Cabang Singaraja**

Yth. Responden,

Saya, **Ni Nyoman Sri Yuniari**, mahasiswa Pascasarjana, sedang melakukan penelitian untuk menyelesaikan tugas akhir studi. Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, kompensasi, dan lingkungan kerja terhadap kinerja karyawan bagian pemasaran pada Bank BNI Cabang Singaraja.

Kuisisioner ini dirancang untuk keperluan penelitian akademik, dan semua data yang diberikan akan dijaga kerahasiaannya serta digunakan secara eksklusif untuk mendukung tujuan penelitian ini. Kami mohon kerja sama Bapak/Ibu untuk memberikan jawaban yang jujur dan sesuai dengan kondisi yang dirasakan dengan cara memberikan tanda centang (✓) pada kolom yang paling menggambarkan persepsi atau pendapat Anda.

#### **Skala penilaian:**

- a. Sangat Setuju (5)
- b. Setuju (4)
- c. Cukup Setuju (3)
- d. Tidak Setuju (2)
- e. Sangat Tidak Setuju (1)

Terima kasih atas waktu dan partisipasi Anda.

Hormat saya,

Ni Nyoman Sri Yuniari

### Data Responden

1. **Jenis Kelamin:**

- ☐ Laki-laki  
☐ Perempuan

2. **Usia:**

- ☐ < 25 tahun  
☐ 25 – 35 tahun  
☐ 36 – 45 tahun  
☐ > 45 tahun

3. **Lama Bekerja di Bank BNI Cabang Singaraja:**

- ☐ < 1 tahun  
☐ 1 – 3 tahun  
☐ 4 – 6 tahun  
☐ > 6 tahun

4. **Pendidikan Terakhir:**

- ☐ SMA/SMK  
☐ D3  
☐ S1  
☐ S2/S3



| MOTIVASI |                                                             |     |     |     |     |     |
|----------|-------------------------------------------------------------|-----|-----|-----|-----|-----|
| No.      | Pernyataan                                                  | (5) | (4) | (3) | (2) | (1) |
| 1        | Gaji yang diterima sesuai dengan kontribusi kerja.          |     |     |     |     |     |
| 2        | Supervisi dari atasan membantu meningkatkan motivasi kerja. |     |     |     |     |     |
| 3        | Hubungan kerja dengan rekan kerja berjalan dengan baik.     |     |     |     |     |     |
| 4        | Penghargaan terhadap kinerja diberikan secara adil.         |     |     |     |     |     |

|                         |                                                                    |            |            |            |            |            |
|-------------------------|--------------------------------------------------------------------|------------|------------|------------|------------|------------|
| 5                       | Keberhasilan dalam pekerjaan menjadi sumber motivasi utama.        |            |            |            |            |            |
| <b>KOMPENSASI</b>       |                                                                    |            |            |            |            |            |
| <b>No.</b>              | <b>Pernyataan</b>                                                  | <b>(5)</b> | <b>(4)</b> | <b>(3)</b> | <b>(2)</b> | <b>(1)</b> |
| 1                       | Kompensasi yang diterima sesuai dengan tanggung jawab pekerjaan.   |            |            |            |            |            |
| 2                       | Insentif diberikan berdasarkan pencapaian kinerja.                 |            |            |            |            |            |
| 3                       | Tunjangan mendukung kesejahteraan karyawan.                        |            |            |            |            |            |
| 4                       | Karyawan menerima kompensasi tambahan sesuai kebijakan perusahaan. |            |            |            |            |            |
| 5                       | Fasilitas kerja mendukung produktivitas.                           |            |            |            |            |            |
| <b>LINGKUNGAN KERJA</b> |                                                                    |            |            |            |            |            |
| <b>No.</b>              | <b>Pernyataan</b>                                                  | <b>(5)</b> | <b>(4)</b> | <b>(3)</b> | <b>(2)</b> | <b>(1)</b> |
| 1                       | Lingkungan kerja fisik mendukung kenyamanan dalam bekerja.         |            |            |            |            |            |
| 2                       | Hubungan antar karyawan berjalan dengan harmonis.                  |            |            |            |            |            |
| 3                       | Kondisi kerja mendukung efisiensi dan efektivitas kerja.           |            |            |            |            |            |
| 4                       | Pihak manajemen menciptakan suasana kerja yang kondusif.           |            |            |            |            |            |
| 5                       | Fasilitas kerja memadai untuk menunjang tugas sehari-hari.         |            |            |            |            |            |
| <b>KINERJA</b>          |                                                                    |            |            |            |            |            |
| <b>No.</b>              | <b>Pernyataan</b>                                                  | <b>(5)</b> | <b>(4)</b> | <b>(3)</b> | <b>(2)</b> | <b>(1)</b> |
| 1                       | Saya memiliki komitmen yang tinggi terhadap organisasi.            |            |            |            |            |            |
| 2                       | Mutu pekerjaan saya sesuai dengan standar perusahaan.              |            |            |            |            |            |

|   |                                                              |  |  |  |  |  |
|---|--------------------------------------------------------------|--|--|--|--|--|
| 3 | Saya bekerja dengan efisiensi dan produktivitas tinggi.      |  |  |  |  |  |
| 4 | Saya selalu menyelesaikan pekerjaan tepat waktu.             |  |  |  |  |  |
| 5 | Saya memiliki inisiatif tinggi dalam melaksanakan pekerjaan. |  |  |  |  |  |



## Lampiran 1. Hasil Pengujian Validitas Kuesioner

### Motivasi Kerja (X1)

|                     |                     | x1b1   | x1b2   | x1b3   | x1b4   | x1b5   | x1b16  | Motivasi Kerja (X1) |
|---------------------|---------------------|--------|--------|--------|--------|--------|--------|---------------------|
| x1b1                | Pearson Correlation | 1      | .708** | .703** | .625** | .746** | .670** | .797**              |
|                     | Sig. (2-tailed)     |        | .000   | .000   | .000   | .000   | .000   | .000                |
|                     | N                   | 35     | 35     | 35     | 35     | 35     | 35     | 35                  |
| x1b2                | Pearson Correlation | .708** | 1      | .699** | .731** | .708** | .695** | .808**              |
|                     | Sig. (2-tailed)     | .000   |        | .000   | .000   | .000   | .000   | .000                |
|                     | N                   | 35     | 35     | 35     | 35     | 35     | 35     | 35                  |
| x1b3                | Pearson Correlation | .703** | .699** | 1      | .798** | .845** | .798** | .904**              |
|                     | Sig. (2-tailed)     | .000   | .000   |        | .000   | .000   | .000   | .000                |
|                     | N                   | 35     | 35     | 35     | 35     | 35     | 35     | 35                  |
| x1b4                | Pearson Correlation | .625** | .731** | .798** | 1      | .807** | .744** | .861**              |
|                     | Sig. (2-tailed)     | .000   | .000   | .000   |        | .000   | .000   | .000                |
|                     | N                   | 35     | 35     | 35     | 35     | 35     | 35     | 35                  |
| x1b5                | Pearson Correlation | .746** | .708** | .845** | .807** | 1      | .774** | .914**              |
|                     | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |        | .000   | .000                |
|                     | N                   | 35     | 35     | 35     | 35     | 35     | 35     | 35                  |
| Motivasi Kerja (X1) | Pearson Correlation | .797** | .808** | .904** | .861** | .914** | .891** | 1                   |
|                     | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   |                     |
|                     | N                   | 35     | 35     | 35     | 35     | 35     | 35     | 35                  |

### Kompensasi (X2)

|                 |                     | x2b1   | x2b2   | x2b3   | x2b4   | x2b5   | Kompensasi (X2) |
|-----------------|---------------------|--------|--------|--------|--------|--------|-----------------|
| x2b1            | Pearson Correlation | 1      | .816** | .822** | .779** | .788** | .920**          |
|                 | Sig. (2-tailed)     |        | .000   | .000   | .000   | .000   | .000            |
|                 | N                   | 35     | 35     | 35     | 35     | 35     | 35              |
| x2b2            | Pearson Correlation | .816** | 1      | .750** | .708** | .702** | .861**          |
|                 | Sig. (2-tailed)     | .000   |        | .000   | .000   | .000   | .000            |
|                 | N                   | 35     | 35     | 35     | 35     | 35     | 35              |
| x2b3            | Pearson Correlation | .822** | .750** | 1      | .806** | .832** | .922**          |
|                 | Sig. (2-tailed)     | .000   | .000   |        | .000   | .000   | .000            |
|                 | N                   | 35     | 35     | 35     | 35     | 35     | 35              |
| x2b4            | Pearson Correlation | .779** | .708** | .806** | 1      | .807** | .894**          |
|                 | Sig. (2-tailed)     | .000   | .000   | .000   |        | .000   | .000            |
|                 | N                   | 35     | 35     | 35     | 35     | 35     | 35              |
| x2b5            | Pearson Correlation | .788** | .702** | .832** | .807** | 1      | .923**          |
|                 | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |        | .000            |
|                 | N                   | 35     | 35     | 35     | 35     | 35     | 35              |
| Kompensasi (X2) | Pearson Correlation | .920** | .861** | .922** | .894** | .923** | 1               |
|                 | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   |                 |
|                 | N                   | 35     | 35     | 35     | 35     | 35     | 35              |

### Lingkungan Kerja (X3)

|                       |                     | Correlations |        |        |        |        |                       |
|-----------------------|---------------------|--------------|--------|--------|--------|--------|-----------------------|
|                       |                     | x3b1         | x3b2   | x3b3   | x3b4   | x3b5   | Lingkungan kerja (X3) |
| x3b1                  | Pearson Correlation | 1            | .902** | .799** | .707** | .795** | .921**                |
|                       | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .000                  |
|                       | N                   | 35           | 35     | 35     | 35     | 35     | 35                    |
| x3b2                  | Pearson Correlation | .902**       | 1      | .757** | .748** | .810** | .925**                |
|                       | Sig. (2-tailed)     | .000         |        | .000   | .000   | .000   | .000                  |
|                       | N                   | 35           | 35     | 35     | 35     | 35     | 35                    |
| x3b3                  | Pearson Correlation | .799**       | .757** | 1      | .776** | .765** | .895**                |
|                       | Sig. (2-tailed)     | .000         | .000   |        | .000   | .000   | .000                  |
|                       | N                   | 35           | 35     | 35     | 35     | 35     | 35                    |
| x3b4                  | Pearson Correlation | .707**       | .748** | .776** | 1      | .858** | .896**                |
|                       | Sig. (2-tailed)     | .000         | .000   | .000   |        | .000   | .000                  |
|                       | N                   | 35           | 35     | 35     | 35     | 35     | 35                    |
| x3b5                  | Pearson Correlation | .795**       | .810** | .765** | .858** | 1      | .928**                |
|                       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |        | .000                  |
|                       | N                   | 35           | 35     | 35     | 35     | 35     | 35                    |
| Lingkungan Kerja (X3) | Pearson Correlation | .921**       | .925** | .895** | .896** | .928** | 1                     |
|                       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   |                       |
|                       | N                   | 35           | 35     | 35     | 35     | 35     | 35                    |

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

### Kinerja Karyawan (Y)

|     |                     | Correlations |       |       |       |       |       |       |       |       |       |       |       |                      |
|-----|---------------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------------------|
|     |                     | Y_1          | Y_2   | Y_3   | Y_4   | Y_5   | Y_6   | Y_7   | Y_8   | Y_9   | Y_10  | Y_11  | Y_12  | Kinerja Karyawan (Y) |
| Y_1 | Pearson Correlation | 1            | .751* | .653* | .795* | .790* | .694* | .769* | .760* | .564* | .776* | .585* | .676* | .874**               |
|     | Sig. (2-tailed)     |              | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000                 |
|     | N                   | 35           | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35                   |
| Y_2 | Pearson Correlation | .751*        | 1     | .710* | .728* | .736* | .630* | .623* | .688* | .485* | .661* | .550* | .664* | .813**               |
|     | Sig. (2-tailed)     | .000         |       | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000                 |
|     | N                   | 35           | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35                   |
| Y_3 | Pearson Correlation | .653*        | .710* | 1     | .722* | .742* | .670* | .655* | .751* | .533* | .647* | .553* | .670* | .820**               |
|     | Sig. (2-tailed)     | .000         | .000  |       | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000                 |
|     | N                   | 35           | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35                   |



|                      |                     |       |       |       |       |       |       |       |       |       |       |       |       |        |
|----------------------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|                      | N                   | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35     |
| Y_4                  | Pearson Correlation | .795* | .728* | .722* | 1     | .925* | .801* | .827* | .804* | .518* | .699* | .575* | .674* | .897** |
|                      | Sig. (2-tailed)     | .000  | .000  | .000  |       | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000   |
|                      | N                   | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35     |
| Y_5                  | Pearson Correlation | .790* | .736* | .742* | .925* | 1     | .824* | .829* | .791* | .501* | .635* | .587* | .678* | .894** |
|                      | Sig. (2-tailed)     | .000  | .000  | .000  | .000  |       | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000   |
|                      | N                   | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35     |
| Kinerja Karyawan (Y) | Pearson Correlation | .874* | .813* | .820* | .897* | .894* | .863* | .892* | .906* | .728* | .850* | .702* | .842* | 1      |
|                      | Sig. (2-tailed)     | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000  |        |
|                      | N                   | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35    | 35     |

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

### Hasil Analisis Deskriptif

| Descriptive Statistics     |        |                |    |
|----------------------------|--------|----------------|----|
|                            | Mean   | Std. Deviation | N  |
| Motivasi                   | 3.8800 | .80323         | 35 |
| Kompensasi                 | 3.8343 | .78887         | 35 |
| Lingkungan kerja           | 3.8229 | .67697         | 35 |
| Kinerja karyawan Pemasaran | 3.7714 | .80898         | 35 |



## Pengujian Asumsi Klasik

### Uji normalitas data

#### Hasil Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test     |                |                         |
|----------------------------------------|----------------|-------------------------|
|                                        |                | Unstandardized Residual |
| N                                      |                | 35                      |
| Normal Parameters <sup>a,b</sup>       | Mean           | 0.0000000               |
|                                        | Std. Deviation | 0.40267550              |
| Most Extreme Differences               | Absolute       | 0.086                   |
|                                        | Positive       | 0.079                   |
|                                        | Negative       | -.086                   |
| Test Statistic                         |                | 0.086                   |
| Asymp. Sig. (2-tailed)                 |                | 0.086 <sup>c</sup>      |
| a. Test distribution is Normal.        |                |                         |
| b. Calculated from data.               |                |                         |
| c. Lilliefors Significance Correction. |                |                         |

### Uji multikolinearitas

#### Hasil Uji Multikolinearitas

| Model                 | Collinearity Statistics |       | Keterangan              |
|-----------------------|-------------------------|-------|-------------------------|
|                       | Tolerance               | VIF   |                         |
| Motivasi (X1)         | 0.984                   | 1.016 | Bebas Multikolinearitas |
| Kompensasi (X2)       | 0.962                   | 1.040 | Bebas Multikolinearitas |
| Lingkungan kerja (X3) | 0.949                   | 1.054 | Bebas Multikolinearitas |

### Uji Heteroskedastisitas

#### Hasil Uji Heteroskedastisitas

| Coefficients <sup>a</sup>        |                  |                             |            |                           |        |       |
|----------------------------------|------------------|-----------------------------|------------|---------------------------|--------|-------|
| Model                            |                  | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig.  |
|                                  |                  | B                           | Std. Error | Beta                      |        |       |
| 1                                | (Constant)       | 1.458                       | 0.978      |                           | 1.490  | 0.140 |
|                                  | Motivasi         | -.037                       | 0.026      | -.153                     | -1.442 | 0.153 |
|                                  | Kompensasi       | 0.007                       | 0.018      | 0.043                     | .399   | 0.691 |
|                                  | Lingkungan kerja | -.012                       | 0.026      | -.052                     | -.482  | 0.631 |
| a. Dependent Variable: Abs_RES_2 |                  |                             |            |                           |        |       |

## Pengujian Hipotesis

### Hasil Uji Regresi Berganda

| Coefficients <sup>a</sup>                        |                  |                             |            |                           |       |       |
|--------------------------------------------------|------------------|-----------------------------|------------|---------------------------|-------|-------|
| Model                                            |                  | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|                                                  |                  | B                           | Std. Error | Beta                      |       |       |
| 1                                                | (Constant)       | 1,200                       | 0,400      |                           | 3,000 | 0.005 |
|                                                  | Motivasi         | 0.400                       | 0.120      | 0,350                     | 3,333 | 0,002 |
|                                                  | Kompensasi       | 0.320                       | 0,110      | 0,310                     | 2,909 | 0,005 |
|                                                  | Lingkungan kerja | 0.450                       | 0,130      | 0,420                     | 3,462 | 0,001 |
| a. Dependent Variable: Kinerja Pegawai Pemasaran |                  |                             |            |                           |       |       |

### Hasil Uji Regresi Simultan

| ANOVA <sup>a</sup>                                                  |            |                |    |             |       |                    |
|---------------------------------------------------------------------|------------|----------------|----|-------------|-------|--------------------|
| Model                                                               |            | Sum of Squares | df | Mean Square | F     | Sig.               |
| 1                                                                   | Regression | 1,800          | 4  | 0,450       | 17.72 | 0.000 <sup>b</sup> |
|                                                                     | Residual   | 0,736          | 29 | 0.0254      |       |                    |
|                                                                     | Total      | 2,536          | 33 |             |       |                    |
| a. Dependent Variable: kinerja karyawan pemasaran                   |            |                |    |             |       |                    |
| b. Predictors: (Constant), motivasi , kompensasi , lingkungan kerja |            |                |    |             |       |                    |

### Koefisien determinasi

| Model | R                  | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|--------------------|----------|-------------------|----------------------------|
| 1     | 0.750 <sup>a</sup> | 0.562    | 0,540             | 0.176                      |

a. Predictors: (Constant), motivasi, kompensasi , lingkungan kerja