



Lampiran 01. Data Jumlah Karyawan di PT.Cahaya Bali Bangun Persada yang Digunakan Responden Penelitian

| No | Nama | Departemen |
|----|-------------------------------|---------------------------|
| 1 | Muhammad Yahya Alhabsyi,ST.MT | Direktur Utama |
| 2 | I Dewa Putu Widiarsa,ST | Site Manager |
| 3 | I Made Ariana, ST | Pengawas Mutu |
| 4 | I Made Sumardana | Pelaksana |
| 5 | I Putu Rudiawan | Surveroy |
| 6 | I Gede Sudana | Logistic |
| 7 | I Nengah Astika | Administrasi Teknik |
| 8 | I Wayan Kami | Administrasi Keuangan |
| 9 | Dewa Ayu Satriani | Staf Adminisstrasi Teknik |
| 10 | I Nyoman Teguh Purbawa | Staf Keuangan |
| 11 | Yohana Anggi Lisandy | Staf Keuangam |
| 12 | Ni Ketut Manik Ratnawati | Staf Keuangan |
| 13 | Kelly Dwiyanti | Staf Pelaksana |
| 14 | Ni Luh Made Evy Krisna Yanti | Staf Pelaksana |
| 15 | Ni Luh Gede Ari Ardani | Staf Pelaksana |
| 16 | Nyoman Sutarma | Staf Pelaksana |
| 17 | Ni Kadek Resmi | Staf Pelaksana |
| 18 | Kd. Agus Dana Aditya | Staf Administrasi Umum |
| 19 | Ni Nyoman Setiasih | Staf Administrasi Umum |
| 20 | I Made Wahyu Agusyta Permana | Staf Administrasi Umum |
| 21 | Wayan Suweca | Staf Logistik |
| 22 | I Made Sudiana | Staf Logistik |
| 23 | I Made Purna | Staf Logistik |

| | | |
|----|--------------------------|--------------------|
| 24 | I Wayan Sardika | Staf Marketing |
| 25 | Ni Nyoman Tami | Staf Marketing |
| 26 | Luh Wirati | Staf Marketing |
| 27 | Nyoman Narka | Staf Marketing |
| 28 | Wayan Manis | Staf Marketing |
| 29 | I Putu Agus Esa Mahendra | Staf Marketing |
| 30 | Gede Agus Eriawan | Staf Marketing |
| 31 | I Ketut Budiantara | Staf Marketing |
| 32 | I Kadek Rasika | Staf Surveroy |
| 33 | Gede Dian Kumara Putra | Staf Surveroy |
| 34 | I Gede Arimbawa | Staf Surveroy |
| 35 | Idris Sardi | Staf Surveroy |
| 36 | Wayan Supada | Staf Surveroy |
| 37 | Nengah Sadia | Staf Pengawas Mutu |
| 38 | Ketut Netra | Staf Pengawas Mutu |
| 39 | Made Artha | Staf Pengawas Mutu |
| 40 | Nyoman Korya | Staf Pengawas Mutu |
| 41 | Gd. Bawa Suadnyana | Staf Pengawas Mutu |
| 42 | Ketut Mertiasih | Cleaning Service |
| 43 | Wayan Sujati | Cleaning Service |
| 44 | I Made Juliawan | Security |
| 45 | Nyoman Rungu | Security |

Lampiran 02. Struktur Organisasi PT.Cahaya Bangun Persada



pt.cahaya bali bangun persada

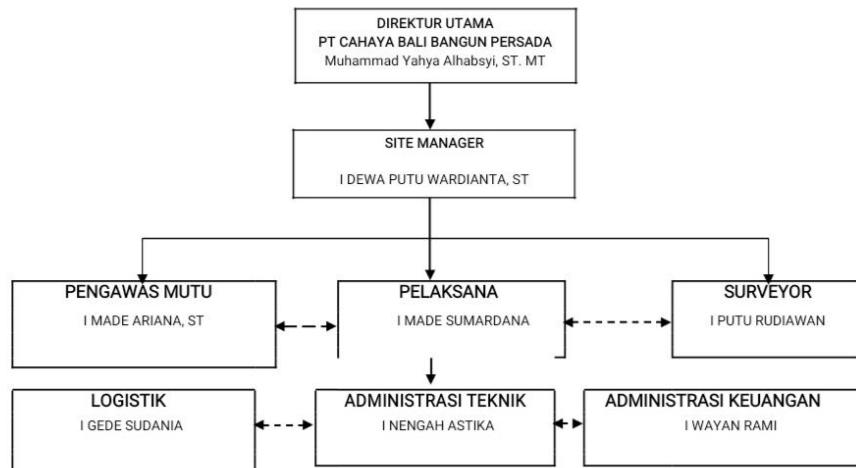
KONTRAKTOR & LEVERANSIER
SUPPLIER ASPAL HOT MIX & READY MIX

Base Camp : Ds. Kaliakah Kec. Negara
Alamat Kantor : Jalan Raya Negara - Gilimanuk Km. 4 Banyubiru
Telp./Fax. : (0365) 41754 E-mail : pt.cbpb@yahoo.co.id
Negara - Bali

NPWP : 02.788.518.5-908.000.
BANK : BRI KANCA NEGARA



STRUKTUR ORGANISASI PROYEK




Negara, 12 Maret 2018

PT. CAHAYA BALI BANGUN PERSADA



MUHAMMAD YAHYA ALHABSYI, ST.MT
Direktur Utama

Lampiran 03. Kuesioner Penelitian PT.Cahaya Bangun Persada

| | |
|---|---|
|  | <p>KUESIONER PENELITIAN PENGARUH PENEMPATAN KARYAWAN DAN PENGEMBANGAN KARIER PADA HANDARA GOLF AND RESORT BALI</p> |
|---|---|

Pengantar

Sehubungan dengan adanya penelitian yang sedang saya kerjakan dengan judul Pengaruh Motivasi Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan, bersama ini saya mohon bantuan Bapak/ibu untuk mengisi kuesioner. Seluruh data yang terkumpul melalui kuesioner ini adalah untuk tujuan akademis. Saya akan menjaga kerahasiaan data-data yang terkumpul. Oleh karena itu, saya sangat mengharapkan kuesioner ini dapat diisi secara lengkap dengan penilaian yang seobjektif mungkin. Akhir kata, saya mengucapkan terima kasih atas bantuan dan partisipasi Bapak/Ibu dalam mengisi kuesioner ini.

Identitas Responden

Nama :

Pendidikan Akhir :

Departemen :

Petunjuk Pengisian

Pilihlah jawaban yang paling tepat menurut anda dengan memberikan tanda (√) pada salah satu pilihan nomor yang tersedia.

Pernyataan Berikut Berhubungan Dengan Motivasi Kerja

| No | Pernyataan | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Adanya peningkatan gaji bagi karyawan yang setiap tahunnya. | | | | | |
| 2 | Imbalan berupa bonus yang diberikan perusahaan cukup adil. | | | | | |
| 3 | Perusahaan memberikan jaminan karier yang pasti. | | | | | |

| | | | | | | |
|---|---|--|--|--|--|--|
| 4 | Saya memiliki hubungan yang baik dengan rekan kerja s | | | | | |
| | dengan rekan kerja saya. | | | | | |

Pernyataan Berikut Berhubungan Dengan Kepuasan Kerja

| No | Pernyataan | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 1 | Saya merasa senang terhadap bidang pekerjaan yang saya kerjakan. | | | | | |
| 2 | Adanya imbalan yang sepiantasnya bagi masing-masing karyawan. | | | | | |
| 3 | Pekerjaan yang saya kerjakan selalu dinilai positif oleh atasan kerja. | | | | | |
| 4 | Saya merasa nyaman dan tenang bekerja dengan teman-teman kerja | | | | | |
| 5 | Promosi jabatan yang dilakukan hotel cukup adil. | | | | | |

Pernyataan Berikut Berhubungan Dengan Kinerja

| No | Pernyataan | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Karyawan memiliki integritas yang tinggi terhadap tugas dan tanggung jawab yang diemban | | | | | |
| 2 | Karyawan mampu mencapai target yang ditentukan perusahaan | | | | | |
| 3 | Pekerjaan yang diselesaikan tepat pada waktu yang ditargetkan | | | | | |
| 4 | Karyawan berinisiatif dalam menjalankan tugas, bahkan mengambil keputusan sendiri yang dianggap baik tanpa bantuan atasan | | | | | |
| 5 | Karyawan memiliki memiliki sikap konsisten dalam bekerja | | | | | |
| 6 | Pekerjaan diselesaikan dengan tepat waktu | | | | | |

Keterangan: STS: Sangat Tidak Setuju, TS: Tidak Setuju, N: Netral, S: Setuju, SS: Sangat Setuju

Lampiran 04. Hasil Kuesioner Untuk Uji Validitas dan Realibitas Variabel Motivasi Kerja, Kepuasan Kerja dan Kinerja Karyawan

Data Ordinal Motivasi Kerja

| No Responden | Motivasi Kerja (X1) | | TOTAL (X1) | TOTAL Kinerja (Y) |
|--------------|---------------------|------|------------|-------------------|
| | X1.1 | X1.2 | | |
| 1 | 4 | 5 | 9 | 18 |
| 2 | 4 | 4 | 8 | 14 |
| 3 | 5 | 5 | 10 | 16 |
| 4 | 4 | 5 | 9 | 13 |
| 5 | 4 | 5 | 9 | 18 |
| 6 | 5 | 4 | 9 | 14 |
| 7 | 4 | 4 | 8 | 18 |
| 8 | 5 | 5 | 10 | 18 |
| 9 | 5 | 4 | 9 | 18 |
| 10 | 4 | 5 | 9 | 17 |
| 11 | 4 | 5 | 9 | 18 |
| 12 | 3 | 4 | 7 | 16 |
| 13 | 5 | 4 | 9 | 16 |
| 14 | 5 | 4 | 9 | 16 |
| 15 | 4 | 5 | 9 | 16 |
| 16 | 4 | 3 | 7 | 15 |
| 17 | 4 | 4 | 8 | 11 |
| 18 | 2 | 3 | 5 | 16 |
| 19 | 4 | 4 | 8 | 14 |
| 20 | 2 | 4 | 6 | 14 |
| 21 | 4 | 2 | 6 | 14 |
| 22 | 4 | 4 | 8 | 14 |
| 23 | 4 | 5 | 9 | 14 |
| 24 | 2 | 2 | 4 | 14 |
| 25 | 4 | 2 | 6 | 18 |
| 26 | 4 | 4 | 8 | 17 |
| 27 | 2 | 4 | 6 | 17 |
| 28 | 2 | 2 | 4 | 18 |
| 29 | 2 | 3 | 5 | 16 |
| 30 | 4 | 3 | 7 | 16 |

Data Ordinal Kepuasan Kerja

| No Responden | Kepuasan Kerja (X2) | | | | | TOTAL (X2) |
|--------------|---------------------|------|------|------|------|------------|
| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | |
| 1 | 4 | 4 | 4 | 5 | 5 | 22 |
| 2 | 4 | 5 | 5 | 4 | 4 | 22 |
| 3 | 5 | 4 | 4 | 3 | 5 | 21 |
| 4 | 4 | 5 | 5 | 4 | 5 | 23 |
| 5 | 2 | 4 | 4 | 3 | 4 | 17 |
| 6 | 5 | 4 | 5 | 4 | 4 | 22 |
| 7 | 4 | 4 | 4 | 4 | 4 | 20 |
| 8 | 5 | 5 | 5 | 2 | 2 | 19 |
| 9 | 5 | 4 | 4 | 4 | 4 | 21 |
| 10 | 4 | 2 | 2 | 3 | 3 | 14 |
| 11 | 4 | 4 | 4 | 5 | 5 | 22 |
| 12 | 3 | 3 | 3 | 4 | 4 | 17 |
| 13 | 5 | 4 | 4 | 4 | 4 | 21 |
| 14 | 5 | 5 | 5 | 4 | 4 | 23 |
| 15 | 4 | 4 | 4 | 5 | 5 | 22 |
| 16 | 4 | 3 | 2 | 3 | 3 | 15 |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 18 | 2 | 4 | 5 | 3 | 3 | 17 |
| 19 | 4 | 5 | 5 | 4 | 4 | 22 |
| 20 | 2 | 4 | 4 | 4 | 4 | 18 |
| 21 | 4 | 4 | 4 | 2 | 2 | 16 |
| 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 23 | 4 | 4 | 4 | 4 | 5 | 21 |
| 24 | 2 | 2 | 3 | 2 | 2 | 11 |
| 25 | 4 | 4 | 4 | 2 | 2 | 16 |
| 26 | 4 | 4 | 5 | 4 | 4 | 21 |
| 27 | 2 | 4 | 3 | 4 | 4 | 17 |
| 28 | 2 | 3 | 3 | 2 | 2 | 12 |
| 29 | 2 | 4 | 2 | 3 | 3 | 14 |
| 30 | 4 | 3 | 3 | 3 | 3 | 16 |

Data Ordinal Kinerja Karyawan

| No Responden | Kinerja Karyawan (Y) | | | | | TOTAL Kinerja (Y) |
|--------------|----------------------|-----|-----|-----|-----|-------------------|
| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | |
| 1 | 4 | 5 | 4 | 5 | 4 | 18 |
| 2 | 3 | 4 | 3 | 4 | 3 | 14 |
| 3 | 4 | 4 | 4 | 4 | 4 | 16 |
| 4 | 3 | 3 | 3 | 4 | 3 | 13 |
| 5 | 4 | 5 | 4 | 5 | 4 | 18 |
| 6 | 3 | 4 | 3 | 4 | 3 | 14 |
| 7 | 4 | 5 | 4 | 5 | 4 | 18 |
| 8 | 5 | 4 | 5 | 4 | 5 | 18 |
| 9 | 4 | 5 | 4 | 5 | 4 | 18 |
| 10 | 4 | 4 | 5 | 4 | 5 | 17 |
| 11 | 4 | 5 | 4 | 5 | 4 | 18 |
| 12 | 4 | 4 | 4 | 4 | 4 | 16 |
| 13 | 3 | 4 | 4 | 5 | 4 | 16 |
| 14 | 4 | 4 | 4 | 4 | 4 | 16 |
| 15 | 4 | 4 | 4 | 4 | 4 | 16 |
| 16 | 4 | 3 | 4 | 4 | 4 | 15 |
| 17 | 2 | 3 | 2 | 4 | 2 | 11 |
| 18 | 4 | 4 | 4 | 4 | 4 | 16 |
| 19 | 3 | 4 | 3 | 4 | 3 | 14 |
| 20 | 4 | 3 | 4 | 3 | 4 | 14 |
| 21 | 3 | 4 | 3 | 4 | 3 | 14 |
| 22 | 4 | 3 | 4 | 3 | 4 | 14 |
| 23 | 3 | 4 | 3 | 4 | 3 | 14 |
| 24 | 4 | 3 | 4 | 3 | 4 | 14 |
| 25 | 5 | 4 | 5 | 4 | 5 | 18 |
| 26 | 4 | 4 | 4 | 5 | 4 | 17 |
| 27 | 4 | 4 | 5 | 4 | 5 | 17 |
| 28 | 4 | 5 | 4 | 5 | 4 | 18 |
| 29 | 4 | 4 | 4 | 4 | 4 | 16 |
| 30 | 4 | 4 | 4 | 4 | 4 | 16 |

Lampiran 05. Output SPSS Uji Validitas Dan Reliabilitas Kuesioner Motivasi Kerja

Output SPSS Uji Validitas Kuesioner Motivasi Kerja

Correlations

| | | X1.1 | X1.2 | TOTX1 |
|-------|---------------------|--------|--------|--------|
| X1.1 | Pearson Correlation | 1 | .458* | .856** |
| | Sig. (2-tailed) | | .011 | .000 |
| | N | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .458* | 1 | .852** |
| | Sig. (2-tailed) | .011 | | .000 |
| | N | 30 | 30 | 30 |
| TOTX1 | Pearson Correlation | .856** | .852** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 30 | 30 | 30 |

*. Correlation is significant at the 0.05 level (2-tailed).

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

Output SPSS Uji Reliabilitas Kuesioner Motivasi Kerja

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .628 | 2 |

Lampiran 06. Output SPSS Uji Validitas Dan Reliabilitas Kuesioner Pengembangan Karier

Output SPSS Uji Validitas Kuesioner Kepuasan Kerja

| | | Correlations | | | | | |
|-------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TOTX2 |
| X2.1 | Pearson Correlation | 1 | .349 | .393 [*] | .247 | .275 | .645 ^{**} |
| | Sig. (2-tailed) | | .059 | .032 | .188 | .142 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .349 | 1 | .773 ^{**} | .333 | .373 [*] | .744 ^{**} |
| | Sig. (2-tailed) | .059 | | .000 | .072 | .043 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .393 [*] | .773 ^{**} | 1 | .274 | .306 | .733 ^{**} |
| | Sig. (2-tailed) | .032 | .000 | | .143 | .100 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .247 | .333 | .274 | 1 | .885 ^{**} | .753 ^{**} |
| | Sig. (2-tailed) | .188 | .072 | .143 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .275 | .373 [*] | .306 | .885 ^{**} | 1 | .782 ^{**} |
| | Sig. (2-tailed) | .142 | .043 | .100 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTX2 | Pearson Correlation | .645 ^{**} | .744 ^{**} | .733 ^{**} | .753 ^{**} | .782 ^{**} | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |

*. Correlation is significant at the 0.05 level (2-tailed).

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

Output SPSS Uji Reliabilitas Kuesioner Kepuasan Kerja

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .775 | 5 |

Lampiran 07. Output SPSS Uji Validitas Dan Reliabilitas Kuesioner Kinerja Karyawan

Output SPSS Uji Validitas Kuesioner Kinerja Karyawan

| | | Correlations | | | | | |
|------|---------------------|--------------|--------|---------|--------|---------|--------|
| | | Y1 | Y2 | Y3 | Y4 | Y5 | TOTY |
| Y1 | Pearson Correlation | 1 | .257 | .894** | .016 | .894** | .832** |
| | Sig. (2-tailed) | | .171 | .000 | .935 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .257 | 1 | .236 | .815** | .236 | .663** |
| | Sig. (2-tailed) | .171 | | .209 | .000 | .209 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .894** | .236 | 1 | .057 | 1.000** | .869** |
| | Sig. (2-tailed) | .000 | .209 | | .765 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .016 | .815** | .057 | 1 | .057 | .496** |
| | Sig. (2-tailed) | .935 | .000 | .765 | | .765 | .005 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .894** | .236 | 1.000** | .057 | 1 | .869** |
| | Sig. (2-tailed) | .000 | .209 | .000 | .765 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTY | Pearson Correlation | .832** | .663** | .869** | .496** | .869** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .005 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |

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

Output SPSS Uji Reliabilitas Kuesioner Kinerja Karyawan

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .807 | 5 |

Lampiran 08. Data Hasil Kuesioner Variabel Motivasi Kerja, Kepuasan Kerja dan Kinerja Karyawan

Data Hasil Kuesioner Variabel Motivasi Kerja

| No Responden | Motivasi Kerja (X1) | | TOTAL (X1) |
|--------------|---------------------|------|------------|
| | X1.1 | X1.2 | |
| 1 | 5 | 4 | 9 |
| 2 | 5 | 5 | 10 |
| 3 | 5 | 4 | 9 |
| 4 | 4 | 4 | 8 |
| 5 | 3 | 4 | 7 |
| 6 | 5 | 4 | 9 |
| 7 | 3 | 5 | 8 |
| 8 | 3 | 3 | 6 |
| 9 | 4 | 5 | 9 |
| 10 | 3 | 3 | 6 |
| 11 | 3 | 3 | 6 |
| 12 | 3 | 4 | 7 |
| 13 | 3 | 3 | 6 |
| 14 | 4 | 4 | 8 |
| 15 | 3 | 3 | 6 |
| 16 | 2 | 2 | 4 |
| 17 | 2 | 2 | 4 |
| 18 | 4 | 2 | 6 |
| 19 | 3 | 4 | 7 |
| 20 | 3 | 4 | 7 |
| 21 | 3 | 3 | 6 |
| 22 | 3 | 3 | 6 |
| 23 | 3 | 3 | 6 |
| 24 | 4 | 3 | 7 |
| 25 | 4 | 3 | 7 |
| 26 | 4 | 2 | 6 |
| 27 | 5 | 5 | 10 |
| 28 | 4 | 5 | 9 |
| 29 | 4 | 5 | 9 |
| 30 | 3 | 4 | 7 |
| 31 | 3 | 4 | 7 |
| 32 | 2 | 4 | 6 |
| 33 | 5 | 3 | 8 |
| 34 | 3 | 4 | 7 |
| 35 | 5 | 3 | 8 |

| | | | |
|----|---|---|---|
| 36 | 4 | 3 | 7 |
| 37 | 4 | 4 | 8 |
| 38 | 4 | 4 | 8 |
| 39 | 4 | 4 | 8 |
| 40 | 5 | 4 | 9 |
| 41 | 5 | 3 | 8 |
| 42 | 3 | 2 | 5 |
| 43 | 4 | 2 | 6 |
| 44 | 3 | 4 | 7 |
| 45 | 3 | 4 | 7 |

Data Hasil Kuesioner Variabel Kepuasan Kerja

| No Responden | Kepuasan Kerja (X2) | | | | | TOTAL (X2) |
|--------------|---------------------|------|------|------|------|------------|
| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | |
| 1 | 5 | 5 | 5 | 5 | 4 | 24 |
| 2 | 5 | 5 | 5 | 5 | 4 | 24 |
| 3 | 5 | 5 | 5 | 5 | 4 | 24 |
| 4 | 4 | 4 | 5 | 5 | 4 | 22 |
| 5 | 5 | 3 | 3 | 4 | 3 | 18 |
| 6 | 5 | 5 | 4 | 4 | 2 | 20 |
| 7 | 3 | 3 | 5 | 5 | 4 | 20 |
| 8 | 3 | 3 | 3 | 3 | 2 | 14 |
| 9 | 2 | 4 | 3 | 3 | 3 | 15 |
| 10 | 3 | 3 | 3 | 4 | 3 | 16 |
| 11 | 4 | 3 | 3 | 5 | 5 | 20 |
| 12 | 3 | 3 | 3 | 3 | 2 | 14 |
| 13 | 3 | 3 | 3 | 3 | 2 | 14 |
| 14 | 2 | 4 | 3 | 3 | 2 | 14 |
| 15 | 3 | 3 | 3 | 3 | 2 | 14 |
| 16 | 2 | 2 | 2 | 5 | 3 | 14 |
| 17 | 2 | 2 | 2 | 5 | 3 | 14 |
| 18 | 4 | 4 | 3 | 4 | 3 | 18 |
| 19 | 4 | 3 | 3 | 3 | 2 | 15 |
| 20 | 4 | 3 | 3 | 3 | 2 | 15 |
| 21 | 2 | 3 | 3 | 3 | 2 | 13 |
| 22 | 3 | 3 | 4 | 3 | 3 | 16 |
| 23 | 3 | 3 | 3 | 3 | 2 | 14 |
| 24 | 4 | 4 | 3 | 4 | 2 | 17 |
| 25 | 4 | 4 | 4 | 4 | 2 | 18 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 26 | 4 | 4 | 3 | 3 | 3 | 17 |
| 27 | 5 | 5 | 3 | 5 | 2 | 20 |
| 28 | 4 | 4 | 3 | 3 | 3 | 17 |
| 29 | 4 | 4 | 4 | 4 | 3 | 19 |
| 30 | 4 | 3 | 4 | 4 | 3 | 18 |
| 31 | 5 | 3 | 3 | 4 | 2 | 17 |
| 32 | 3 | 2 | 3 | 3 | 3 | 14 |
| 33 | 5 | 5 | 4 | 4 | 2 | 20 |
| 34 | 4 | 3 | 3 | 4 | 2 | 16 |
| 35 | 4 | 5 | 4 | 4 | 2 | 19 |
| 36 | 4 | 4 | 3 | 4 | 2 | 17 |
| 37 | 4 | 4 | 3 | 4 | 2 | 17 |
| 38 | 4 | 4 | 3 | 4 | 2 | 17 |
| 39 | 5 | 4 | 5 | 5 | 2 | 21 |
| 40 | 5 | 5 | 5 | 5 | 2 | 22 |
| 41 | 5 | 5 | 5 | 5 | 2 | 22 |
| 42 | 3 | 3 | 3 | 3 | 2 | 14 |
| 43 | 3 | 4 | 3 | 3 | 3 | 16 |
| 44 | 3 | 3 | 4 | 4 | 3 | 17 |
| 45 | 5 | 3 | 3 | 3 | 3 | 17 |

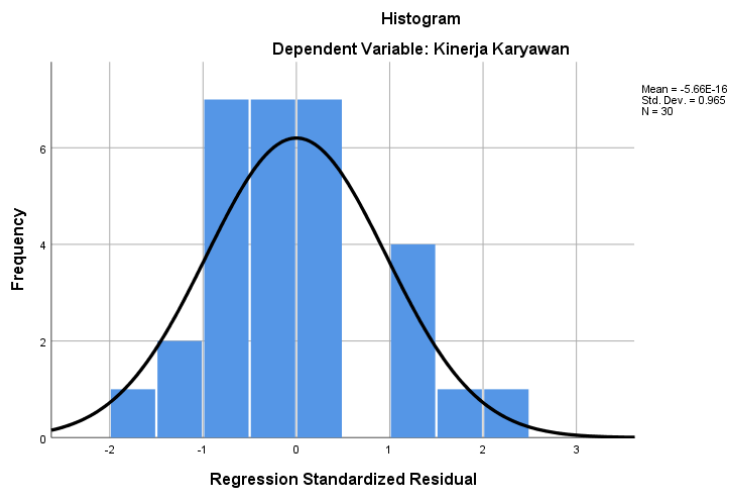
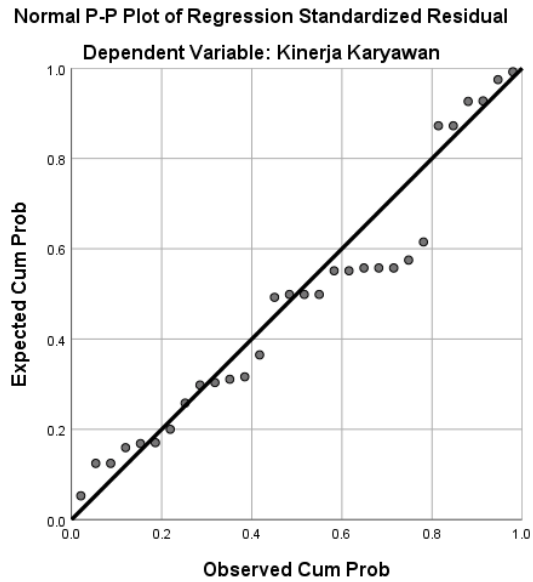
Data Hasil Kuesioner Variabel Kinerja Karyawan

| No Responden | Kinerja (Y) | | | | | TOTAL Kinerja (Y) |
|--------------|-------------|-----|-----|-----|-----|-------------------|
| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 4 | 4 | 5 | 5 | 5 | 23 |
| 5 | 5 | 3 | 3 | 4 | 4 | 19 |
| 6 | 5 | 5 | 4 | 4 | 3 | 21 |
| 7 | 3 | 3 | 5 | 5 | 5 | 21 |
| 8 | 3 | 3 | 3 | 3 | 3 | 15 |
| 9 | 2 | 4 | 3 | 3 | 5 | 17 |
| 10 | 3 | 3 | 3 | 4 | 3 | 16 |
| 11 | 4 | 3 | 3 | 5 | 5 | 20 |
| 12 | 3 | 3 | 3 | 3 | 3 | 15 |
| 13 | 3 | 3 | 3 | 3 | 3 | 15 |
| 14 | 2 | 4 | 3 | 3 | 3 | 15 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 16 | 2 | 2 | 2 | 5 | 5 | 16 |
| 17 | 2 | 2 | 2 | 5 | 3 | 14 |
| 18 | 4 | 4 | 3 | 4 | 3 | 18 |
| 19 | 4 | 3 | 3 | 3 | 4 | 17 |
| 20 | 4 | 3 | 3 | 3 | 4 | 17 |
| 21 | 2 | 3 | 3 | 3 | 2 | 13 |
| 22 | 3 | 3 | 4 | 3 | 3 | 16 |
| 23 | 3 | 3 | 3 | 3 | 4 | 16 |
| 24 | 4 | 4 | 3 | 4 | 4 | 19 |
| 25 | 4 | 4 | 4 | 4 | 3 | 19 |
| 26 | 4 | 4 | 3 | 3 | 3 | 17 |
| 27 | 5 | 5 | 3 | 5 | 5 | 23 |
| 28 | 4 | 4 | 3 | 3 | 4 | 18 |
| 29 | 4 | 4 | 4 | 4 | 4 | 20 |
| 30 | 4 | 3 | 4 | 4 | 4 | 19 |
| 31 | 5 | 3 | 3 | 4 | 2 | 17 |
| 32 | 3 | 2 | 3 | 3 | 3 | 14 |
| 33 | 5 | 5 | 4 | 4 | 4 | 22 |
| 34 | 4 | 3 | 3 | 4 | 5 | 19 |
| 35 | 4 | 5 | 4 | 4 | 5 | 22 |
| 36 | 4 | 4 | 3 | 4 | 4 | 19 |
| 37 | 4 | 4 | 3 | 4 | 4 | 19 |
| 38 | 4 | 4 | 3 | 4 | 4 | 19 |
| 39 | 5 | 4 | 5 | 5 | 4 | 23 |
| 40 | 5 | 5 | 5 | 5 | 5 | 25 |
| 41 | 5 | 5 | 5 | 5 | 3 | 23 |
| 42 | 3 | 3 | 3 | 3 | 2 | 14 |
| 43 | 3 | 4 | 3 | 3 | 2 | 15 |
| 44 | 3 | 3 | 4 | 4 | 2 | 16 |
| 45 | 5 | 3 | 3 | 3 | 2 | 16 |

Lampiran 09. Output SPSS Uji Asumsi Klasik

Hasil Uji Normalitas

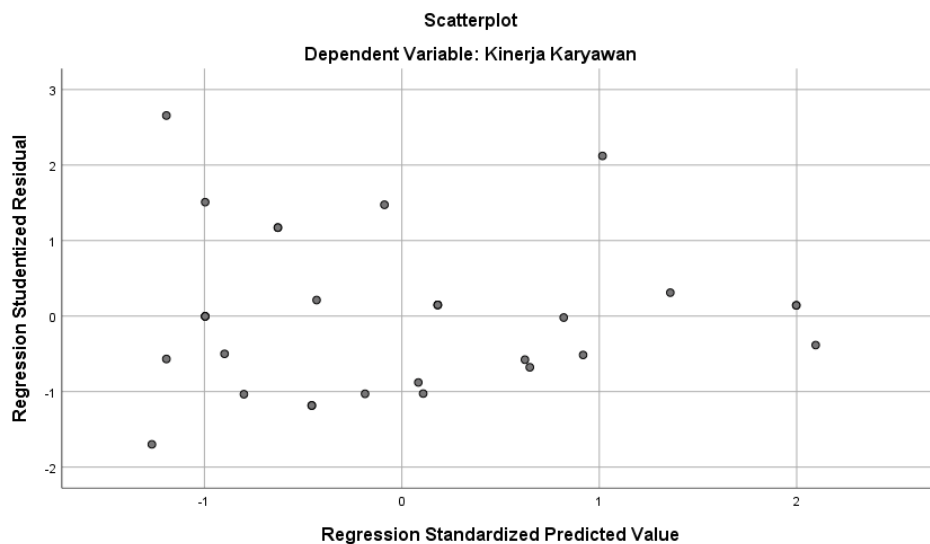


Lampiran 10. Output SPSS Hasil Uji Analisis Regresi Linier Berganda

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|--------------|------------|---------|-------------------------|-----------|
| | | B | Std. Error | | | | Beta | Zero-order | Partial | Part | Tolerance |
| 1 | (Constant) | .544 | .702 | | .776 | .445 | | | | | |
| | Motivasi Kerja | .325 | .107 | .152 | 3.028 | .005 | .729 | .504 | .114 | .564 | 1.772 |
| | Kepuasan Kerja | .893 | .051 | .874 | 17.418 | .000 | .974 | .958 | .656 | .564 | 1.772 |

a. Dependent Variable: Kinerja Karyawan

Lampiran 11. Output SPSS Hasil Uji Heteroskedastisitas



Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .981 ^a | .962 | .959 | .68478 |

a. Predictors: (Constant), TOTX2, TOTX1

b. Dependent Variable: TOTY

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 317.639 | 2 | 158.819 | 338.687 | .000 ^b |
| | Residual | 12.661 | 27 | .469 | | |
| | Total | 330.300 | 29 | | | |

a. Dependent Variable: TOTY

b. Predictors: (Constant), TOTX2, TOTX1

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|------------|-----------------------------|------------|---------------------------|--------|------|--------------|------------|---------|-------------------------|-----------|
| | B | Std. Error | | | | Beta | Zero-order | Partial | Part | Tolerance |
| (Constant) | .544 | .702 | | .776 | .445 | | | | | |
| TOTX1 | .325 | .107 | .152 | 3.028 | .005 | .729 | .504 | .114 | .564 | 1.772 |
| TOTX2 | .893 | .051 | .874 | 17.418 | .000 | .974 | .958 | .656 | .564 | 1.772 |

a. Dependent Variable: TOTY