

Form Kuesioner

Dalam rangka menyelesaikan tugas akhir pada Program Pasca Sarjana di Universitas Mercu Buana, maka dalam kesempatan ini saya Fay Muhammad Nur Rachman selaku peneliti mengharapkan bantuan Bapak/Ibu sekalian untuk mengisi data identitas responden dan menjawab beberapa pernyataan yang ada dilembar kuesioner dibawah ini. Penelitian ini berjudul Pengaruh kompensasi, lingkungan kerja terhadap kinerja karyawan melalui motivasi kerja di PT Samudera Perdana Transpotama.

I. IDENTITAS RESPONDEN

1. Nama :
2. Usia :
3. Jenis Kelamin :
4. Pekerjaan :
5. Tingkat Pendidikan :

II. PETUNJUK PENGISIAN

Pilih salah satu alternatif jawaban yang anda anggap paling sesuai dengan kenyataan yang anda hadapi dengan memberikan tanda centang (√) pada salah satu kolom yang telah disediakan dengan memilih satu jawaban dari ke lima jawaban dibawah ini :

1. Sangat Tidak Setuju (STS)
2. Tidak Setuju (TS)
3. Kurang Setuju (KS)
4. Setuju (S)
5. Sangat Setuju (SS)

| PERNYATAAN | JAWABAN | | | | |
|------------|---------|------|------|-----|------|
| | 1 | 2 | 3 | 4 | 5 |
| | (STS) | (TS) | (KS) | (S) | (SS) |

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| PERNYATAAN | JAWABAN | | | | |
|--|------------|-----------|-----------|----------|-----------|
| | 1 (STS) | 2 (TS) | 3 (KS) | 4 (S) | 5 (SS) |
| Variabel : Kompensasi Dimensi : Kompensasi Langsung | | | | | |
| 1. Upah yang diberikan perusahaan setidaknya harus sesuai dengan UMR. | | | | | |
| 2. Skill dan kualitas karyawan sangat mempengaruhi upah yang diterimanya. | | | | | |
| 3. Insentif yang akan diterima karyawan sangat dipengaruhi oleh prestasi kerjanya. | | | | | |
| 4. Pemberian dan besaran insentif oleh perusahaan tergantung sejauh mana kontribusi karyawan terhadap kemajuan perusahaan. | | | | | |
| Variabel : Kompensasi Dimensi : Kompensasi Tidak Langsung | | | | | |
| 5. Setiap karyawan berhak memperoleh jaminan perlindungan diri dan keselamatan dari pihak perusahaan. | | | | | |
| 6. Setiap karyawan berhak memperoleh jaminan Asuransi. | | | | | |
| Variabel : Lingkungan Kerja Dimensi : Lingkungan Kerja Fisik | | | | | |
| 7. Tersedianya fasilitas yang mendukung pekerjaan, sangat mempengaruhi efektif dan efisiensi kerja. | | | | | |
| 8. Alat komunikasi, alat transportasi serta alat teknologi baru mutlak diperlukan pengadaannya untuk alat bantu penting kerja. | | | | | |
| Variabel : Lingkungan Kerja Dimensi : Lingkungan Kerja Non Fisik | | | | | |
| 9. Seluruh elemen perusahaan semestinya bertanggung jawab membangun hubungan antar sesama pekerja dan menciptakan suasana perusahaan yang nyaman dan kondusif. | | | | | |
| 10. Atasan sudah sepatutnya memberikan instruksi, arahan dan wewenang kerja kepada bawahan dengan jelas dan rinci. | | | | | |

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| PERNYATAAN | JAWABAN | | | | |
|--|------------|-----------|-----------|----------|-----------|
| | 1 (STS) | 2 (TS) | 3 (KS) | 4 (S) | 5 (SS) |
| 11. Baik atasan dan bawahan harus komitmen dan konsekuen dengan aturan dan budaya kerja perusahaan yang dibangun bersama. | | | | | |
| 12. Bawahan harus mengembangkan sikap kritis, inovatif dan kreatif dalam memecahkan masalah yang diberikan oleh atasan. | | | | | |
| Variabel : Motivasi Dimensi : Fisiologis | | | | | |
| 13. Suasana ruang kerja yang nyaman, terbukti meningkatkan etos kerja karyawan. | | | | | |
| 14. Ketersediaan catering makanan akan membuat karyawan termotivasi untuk bekerja lebih semangat. | | | | | |
| Variabel : Motivasi Dimensi : Keamanan | | | | | |
| 15. Adanya jaminan keselamatan dan keamanan dalam lingkungan kerja akan semakin membuat karyawan dapat bekerja dengan maksimal. | | | | | |
| 16. Semangat kerja karyawan akan semakin meningkat dan bergairah apabila perusahaan menjamin perlindungan terhadap kebebasan aspirasi dan penyaluran pendapat. | | | | | |
| Variabel : Motivasi Dimensi : Sosial | | | | | |
| 17. Pembentukan komunitas dengan kegemaran yang sama akan membantu menghindari kejenuhan kerja karyawan. | | | | | |
| 18. Terbentuknya perkumpulan dan serikat pekerja sangat membantu kesolidan internal karyawan dalam perusahaan dan membantu citra baik di luar perusahaan. | | | | | |
| Variabel : Motivasi Dimensi : Penghargaan | | | | | |
| 19. Apresiasi kepada karyawan dalam bentuk bonus sangat berarti untuk menambah penilaian diri dan kerja. | | | | | |

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| PERNYATAAN | JAWABAN | | | | |
|--|------------|-----------|-----------|----------|-----------|
| | 1 (STS) | 2 (TS) | 3 (KS) | 4 (S) | 5 (SS) |
| 20. Pemberian promosi kenaikan jabatan bagi karyawan yang berprestasi sangat penting untuk delegasi, kaderisasi dan penghargaan diri. Variabel : Motivasi Dimensi : Aktualisasi Diri | | | | | |
| 21. Setiap karyawan harus senantiasa disiplin, tepat waktu, cekatan serta menunjukkan etika kerja individu dan tim yang baik. | | | | | |
| 22. Skill, pengetahuan dan kemampuan karyawan harus semakin meningkat untuk dapat memecahkan masalah ke depan yang semakin kompleks. Variabel : Kinerja Karyawan Dimensi : Kualitas Pekerjaan | | | | | |
| 23. Mutu dan kualitas hasil pekerjaan harus semakin baik seiring dengan meningkatnya kemampuan pekerja, sehingga tercapai standar kualitas hasil yang diinginkan perusahaan. | | | | | |
| 24. Adanya kompetisi yang sehat antar individu pekerja, sehingga timbul budaya malu bila hasil kerja tidak memuaskan dan lebih buruk dari yang lain. Variabel : Kinerja Karyawan Dimensi : Kuantitas Pekerjaan | | | | | |
| 25. Sudah menjadi syarat mutlak setiap pekerja harus menyelesaikan tugas dengan baik dan memuaskan. | | | | | |
| 26. Jumlah dan kecepatan pekerjaan yang berhasil diselesaikan mempengaruhi penilaian kerja. | | | | | |
| 27. Pekerjaan rutinitas harus diselesaikan berdasarkan jumlah target yang telah ditetapkan. | | | | | |
| 28. Adanya kesiapan karyawan menerima tugas kerja baru dari pekerjaan rutin yang dibebankan. Variabel : Kinerja Karyawan Dimensi : Pengetahuan tentang Pekerjaan | | | | | |
| 29. Pengalaman dan pengetahuan individu terhadap bidang kerjanya merupakan faktor penting penyelesaian tugas kesehariannya. | | | | | |

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| PERNYATAAN | JAWABAN | | | | |
|---|------------|-----------|-----------|----------|-----------|
| | 1 (STS) | 2 (TS) | 3 (KS) | 4 (S) | 5 (SS) |
| 30. Penempatan karyawan berdasarkan keterampilan dan keahliannya akan sangat mendukung terselesaikan pekerjaan berdasarkan tugas,pokok dan fungsinya. | | | | | |
| Variabel : Kinerja Karyawan Dimensi : Kualitas Personal | | | | | |
| 31. Karyawan yang memiliki jiwa kepemimpinan perlu mendapatkan hak dan kewajiban yang istimewa untuk kaderisasi,delegasi dan kemajuan perusahaan. | | | | | |
| 32. Sikap tanggap,cekatan,disiplin,kreatif,inovatif,kritis dan dapat bekerja sama dalam tim perlu ditumbuhkan diantara karyawan agar kepribadian yang baik. | | | | | |

DATA JAWABAN KUESIONER VARIABEL X1
KOMPENSASI

| NR | SKOR TIAP BUTIR | | | | | | X total | | | | |
|----|---------------------|---|---|-------------------------|---|---|---------|----|----|----|----|
| | Kompensasi Langsung | | | Kompensasi Tak Langsung | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | | | | | |
| 1 | 4 | 5 | 4 | 4 | 4 | 5 | 26 | 13 | 13 | 13 | 13 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 15 | 15 | 15 | 15 |
| 3 | 5 | 5 | 3 | 3 | 5 | 3 | 24 | 13 | 11 | 13 | 11 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 23 | 12 | 11 | 12 | 11 |
| 5 | 5 | 4 | 5 | 5 | 3 | 5 | 27 | 14 | 13 | 14 | 13 |
| 6 | 5 | 5 | 5 | 5 | 4 | 5 | 29 | 15 | 14 | 15 | 14 |
| 7 | 5 | 4 | 4 | 5 | 4 | 5 | 27 | 13 | 14 | 13 | 14 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 12 | 12 | 12 | 12 |
| 9 | 5 | 5 | 5 | 5 | 3 | 5 | 28 | 15 | 13 | 15 | 13 |
| 10 | 5 | 4 | 4 | 4 | 4 | 4 | 25 | 13 | 12 | 13 | 12 |
| 11 | 4 | 5 | 5 | 5 | 5 | 5 | 29 | 14 | 15 | 14 | 15 |
| 12 | 3 | 2 | 4 | 3 | 3 | 5 | 20 | 9 | 11 | 9 | 11 |
| 13 | 4 | 4 | 5 | 3 | 3 | 3 | 22 | 13 | 9 | 13 | 9 |
| 14 | 4 | 4 | 5 | 4 | 3 | 4 | 24 | 13 | 11 | 13 | 11 |
| 15 | 5 | 3 | 3 | 5 | 3 | 3 | 22 | 11 | 11 | 11 | 11 |
| 16 | 5 | 2 | 2 | 5 | 4 | 5 | 23 | 9 | 14 | 9 | 14 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 23 | 11 | 12 | 11 | 12 |
| 18 | 4 | 4 | 4 | 3 | 4 | 4 | 23 | 12 | 11 | 12 | 11 |
| 19 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 12 | 13 | 12 | 13 |
| 20 | 4 | 5 | 3 | 3 | 3 | 4 | 22 | 12 | 10 | 12 | 10 |
| 21 | 4 | 5 | 4 | 5 | 4 | 4 | 26 | 13 | 13 | 13 | 13 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 28 | 14 | 14 | 14 | 14 |
| 23 | 5 | 5 | 5 | 5 | 5 | 2 | 27 | 15 | 12 | 15 | 12 |
| 24 | 4 | 5 | 5 | 5 | 2 | 2 | 23 | 14 | 9 | 14 | 9 |
| 25 | 4 | 4 | 4 | 4 | 2 | 5 | 23 | 12 | 11 | 12 | 11 |
| 26 | 4 | 4 | 4 | 4 | 2 | 4 | 22 | 12 | 10 | 12 | 10 |

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|----|---|---|---|---|---|---|----|----|----|----|----|
| 27 | 4 | 4 | 4 | 4 | 3 | 3 | 22 | 12 | 10 | 12 | 10 |
| 28 | 5 | 5 | 5 | 3 | 4 | 5 | 27 | 15 | 12 | 15 | 12 |
| 29 | 4 | 5 | 4 | 4 | 5 | 5 | 27 | 13 | 14 | 13 | 14 |
| 30 | 5 | 5 | 4 | 3 | 3 | 5 | 25 | 14 | 11 | 14 | 11 |
| 31 | 4 | 4 | 4 | 5 | 4 | 5 | 26 | 12 | 14 | 12 | 14 |
| 32 | 4 | 5 | 2 | 2 | 3 | 3 | 19 | 11 | 8 | 11 | 8 |
| 33 | 4 | 2 | 4 | 5 | 5 | 4 | 24 | 10 | 14 | 10 | 14 |
| 34 | 5 | 3 | 3 | 3 | 3 | 3 | 20 | 11 | 9 | 11 | 9 |
| 35 | 2 | 3 | 3 | 5 | 5 | 5 | 23 | 8 | 15 | 8 | 15 |
| 36 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 11 | 12 | 11 | 12 |
| 37 | 4 | 4 | 3 | 4 | 4 | 5 | 24 | 11 | 13 | 11 | 13 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 12 | 12 | 12 | 12 |
| 39 | 5 | 5 | 5 | 2 | 3 | 5 | 25 | 15 | 10 | 15 | 10 |
| 40 | 4 | 5 | 5 | 3 | 3 | 3 | 23 | 14 | 9 | 14 | 9 |
| 41 | 4 | 5 | 2 | 2 | 4 | 4 | 21 | 11 | 10 | 11 | 10 |
| 42 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 14 | 15 | 14 | 15 |
| 43 | 4 | 5 | 5 | 5 | 5 | 5 | 29 | 14 | 15 | 14 | 15 |
| 44 | 4 | 3 | 3 | 5 | 3 | 5 | 23 | 10 | 13 | 10 | 13 |
| 45 | 3 | 4 | 3 | 5 | 3 | 3 | 21 | 10 | 11 | 10 | 11 |
| 46 | 4 | 4 | 5 | 4 | 2 | 4 | 23 | 13 | 10 | 13 | 10 |
| 47 | 4 | 4 | 4 | 4 | 3 | 3 | 22 | 12 | 10 | 12 | 10 |
| 48 | 5 | 5 | 5 | 3 | 3 | 3 | 24 | 15 | 9 | 15 | 9 |
| 49 | 4 | 5 | 4 | 4 | 4 | 3 | 24 | 13 | 11 | 13 | 11 |
| 50 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 14 | 15 | 14 | 15 |
| 51 | 4 | 4 | 4 | 5 | 4 | 5 | 26 | 12 | 14 | 12 | 14 |
| 52 | 4 | 5 | 5 | 5 | 5 | 5 | 29 | 14 | 15 | 14 | 15 |
| 53 | 4 | 2 | 4 | 3 | 2 | 4 | 19 | 10 | 9 | 10 | 9 |
| 54 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 15 | 14 | 15 | 14 |
| 55 | 2 | 2 | 5 | 2 | 2 | 1 | 14 | 9 | 5 | 9 | 5 |
| 56 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 11 | 12 | 11 | 12 |
| 57 | 4 | 4 | 5 | 4 | 4 | 5 | 26 | 13 | 13 | 13 | 13 |

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|----|---|---|---|---|---|---|----|----|----|----|----|
| 58 | 4 | 3 | 2 | 2 | 5 | 5 | 21 | 9 | 12 | 9 | 12 |
| 59 | 5 | 4 | 5 | 4 | 5 | 4 | 27 | 14 | 13 | 14 | 13 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 12 | 12 | 12 | 12 |

DATA JAWABAN KUESIONER VARIABEL X2

LINGKUNGAN KERJA

| NB | SKOR TIAP BUTIR | | | | | | | | X total | | | | |
|----|------------------------|---|---|---|----------------------------|---|---|---|---------|----|----|----|----|
| | Lingkungan Kerja Fisik | | | | Lingkungan Kerja Non Fisik | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | | | |
| 1 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 28 | 15 | 13 | 11 | 10 |
| 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 36 | 17 | 19 | 12 | 15 |
| 3 | 2 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 32 | 15 | 17 | 10 | 13 |
| 4 | 4 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 24 | 11 | 13 | 9 | 7 |
| 5 | 3 | 5 | 5 | 3 | 5 | 2 | 2 | 5 | 30 | 16 | 14 | 13 | 10 |
| 6 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 | 18 | 20 | 13 | 15 |
| 7 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 31 | 15 | 16 | 11 | 12 |
| 8 | 3 | 4 | 3 | 4 | 2 | 2 | 2 | 4 | 24 | 14 | 10 | 10 | 8 |
| 9 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 27 | 15 | 12 | 12 | 9 |
| 10 | 5 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 31 | 14 | 17 | 11 | 12 |
| 11 | 3 | 5 | 3 | 5 | 3 | 5 | 3 | 3 | 30 | 16 | 14 | 11 | 13 |
| 12 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 28 | 14 | 14 | 10 | 11 |
| 13 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 27 | 12 | 15 | 8 | 11 |
| 14 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 29 | 15 | 14 | 12 | 10 |
| 15 | 5 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 30 | 16 | 14 | 13 | 9 |
| 16 | 5 | 3 | 5 | 2 | 2 | 5 | 3 | 2 | 27 | 15 | 12 | 13 | 9 |
| 17 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 30 | 14 | 16 | 11 | 10 |
| 18 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 | 13 | 12 | 10 | 9 |
| 19 | 5 | 5 | 3 | 5 | 3 | 5 | 2 | 2 | 30 | 18 | 12 | 13 | 13 |
| 20 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 28 | 13 | 15 | 9 | 11 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 | 16 | 15 | 12 | 12 |
| 22 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 5 | 26 | 12 | 14 | 9 | 9 |
| 23 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 5 | 31 | 16 | 15 | 13 | 10 |
| 24 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 34 | 16 | 18 | 11 | 15 |
| 25 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 3 | 30 | 18 | 12 | 13 | 11 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 | 12 | 12 | 9 | 9 |
| 27 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 26 | 12 | 14 | 9 | 11 |
| 28 | 4 | 4 | 2 | 3 | 4 | 5 | 5 | 5 | 32 | 13 | 19 | 10 | 12 |
| 29 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 2 | 25 | 13 | 12 | 10 | 10 |
| 30 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 28 | 13 | 15 | 10 | 11 |
| 31 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 28 | 14 | 14 | 10 | 11 |
| 32 | 4 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 20 | 10 | 10 | 8 | 6 |
| 33 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 2 | 23 | 13 | 10 | 10 | 9 |
| 34 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 25 | 11 | 14 | 8 | 10 |

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| 35 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 28 |
| 36 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 28 |
| 37 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 24 |
| 38 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 21 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 40 | 5 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 24 |
| 41 | 4 | 2 | 3 | 2 | 4 | 3 | 2 | 1 | 21 |
| 42 | 3 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 32 |
| 43 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 33 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 45 | 2 | 4 | 3 | 3 | 4 | 2 | 2 | 4 | 24 |
| 46 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 29 |
| 47 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 25 |
| 48 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 25 |
| 49 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 27 |
| 50 | 5 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 31 |
| 51 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 52 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 35 |
| 53 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 54 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 25 |
| 55 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 28 |
| 56 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 27 |
| 57 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 26 |
| 58 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 26 |
| 59 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 25 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |

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|----|----|----|----|
| 15 | 13 | 11 | 11 |
| 14 | 14 | 10 | 11 |
| 14 | 10 | 11 | 8 |
| 10 | 11 | 8 | 7 |
| 12 | 12 | 9 | 9 |
| 13 | 11 | 10 | 8 |
| 11 | 10 | 9 | 9 |
| 17 | 15 | 12 | 13 |
| 15 | 18 | 11 | 12 |
| 12 | 12 | 9 | 9 |
| 12 | 12 | 9 | 9 |
| 14 | 15 | 10 | 12 |
| 13 | 12 | 10 | 9 |
| 13 | 12 | 10 | 9 |
| 13 | 14 | 9 | 11 |
| 17 | 14 | 12 | 12 |
| 12 | 13 | 9 | 10 |
| 16 | 19 | 12 | 14 |
| 15 | 15 | 12 | 10 |
| 14 | 11 | 10 | 10 |
| 15 | 13 | 11 | 10 |
| 13 | 14 | 9 | 12 |
| 14 | 12 | 11 | 9 |
| 13 | 13 | 10 | 10 |
| 12 | 13 | 9 | 10 |
| 16 | 15 | 12 | 12 |

DATA JAWABAN KUESIONER VARIABEL X3
MOTIVASI

| NB | SKOR TIAP BUTIR | | | | | | | | | | X total | | | | | | | | |
|----|-----------------|---|----------|---|--------|---|-------------|---|------------------|----|---------|----|---|----|---|----|----|----|----|
| | Fisiologis | | Keamanan | | Sosial | | Penghargaan | | Aktualisasi Diri | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | | | | |
| 1 | 4 | 3 | 3 | 5 | 4 | 5 | 3 | 5 | 4 | 3 | 36 | 7 | 8 | 9 | 8 | 7 | 10 | 14 | 10 |
| 2 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 39 | 10 | 9 | 9 | 6 | 10 | 14 | 14 | 10 |
| 3 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 9 | 7 | 8 | 8 | 8 | 12 | 12 | 10 |
| 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 36 | 8 | 7 | 9 | 7 | 9 | 11 | 13 | 10 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 38 | 8 | 9 | 9 | 8 | 8 | 12 | 14 | 10 |
| 6 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 | 9 | 7 | 8 | 8 | 9 | 12 | 12 | 10 |
| 7 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 | 8 | 8 | 7 | 8 | 8 | 12 | 11 | 10 |
| 8 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 33 | 7 | 7 | 8 | 7 | 7 | 10 | 12 | 10 |
| 9 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 2 | 4 | 4 | 36 | 9 | 7 | 10 | 6 | 8 | 12 | 14 | 10 |
| 10 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 38 | 9 | 8 | 8 | 9 | 8 | 13 | 12 | 10 |
| 11 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 37 | 10 | 8 | 9 | 8 | 7 | 14 | 13 | 10 |
| 12 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 37 | 9 | 7 | 8 | 9 | 8 | 13 | 11 | 10 |
| 13 | 4 | 3 | 2 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 30 | 7 | 5 | 8 | 6 | 7 | 9 | 11 | 10 |
| 14 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 2 | 4 | 4 | 35 | 8 | 9 | 9 | 5 | 8 | 12 | 14 | 10 |
| 15 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 31 | 7 | 7 | 6 | 7 | 7 | 10 | 10 | 10 |
| 16 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 33 | 7 | 7 | 8 | 7 | 7 | 10 | 12 | 10 |
| 17 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 | 8 | 9 | 8 | 8 | 8 | 12 | 13 | 10 |
| 18 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 35 | 8 | 7 | 9 | 7 | 8 | 11 | 13 | 10 |
| 19 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 41 | 9 | 8 | 10 | 9 | 9 | 13 | 14 | 10 |
| 20 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 35 | 7 | 7 | 8 | 8 | 8 | 10 | 12 | 10 |
| 21 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 38 | 9 | 7 | 8 | 9 | 10 | 13 | 11 | 10 |
| 22 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 40 | 9 | 9 | 8 | 9 | 9 | 14 | 12 | 10 |
| 23 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 39 | 8 | 9 | 10 | 8 | 8 | 12 | 15 | 10 |
| 24 | 4 | 4 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 38 | 8 | 8 | 9 | 8 | 10 | 11 | 14 | 10 |
| 25 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 1 | 5 | 5 | 35 | 9 | 8 | 9 | 4 | 10 | 12 | 14 | 10 |
| 26 | 4 | 2 | 3 | 3 | 4 | 4 | 2 | 5 | 5 | 5 | 32 | 6 | 6 | 8 | 7 | 10 | 9 | 11 | 10 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 38 | 8 | 8 | 8 | 9 | 8 | 12 | 12 | 10 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 38 | 9 | 7 | 9 | 9 | 8 | 12 | 13 | 10 |
| 29 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 34 | 8 | 7 | 8 | 6 | 9 | 10 | 13 | 10 |
| 30 | 4 | 4 | 2 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 34 | 7 | 7 | 8 | 8 | 9 | 10 | 12 | 10 |
| 31 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 34 | 8 | 7 | 9 | 6 | 8 | 11 | 13 | 10 |
| 32 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 32 | 8 | 6 | 7 | 7 | 8 | 11 | 10 | 10 |
| 33 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 32 | 8 | 7 | 8 | 6 | 4 | 11 | 12 | 10 |
| 34 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 1 | 3 | 30 | 8 | 7 | 8 | 6 | 4 | 11 | 12 | 10 |
| 35 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 | 9 | 7 | 8 | 9 | 8 | 12 | 12 | 10 |
| 36 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 37 | 8 | 7 | 8 | 5 | 7 | 11 | 12 | 10 |
| 37 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 31 | 8 | 8 | 9 | 8 | 8 | 11 | 14 | 10 |
| 38 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 36 | 8 | 7 | 8 | 8 | 10 | 10 | 13 | 10 |
| 39 | 4 | 4 | 2 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 30 | 7 | 6 | 7 | 7 | 8 | 10 | 10 | 10 |
| 40 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 37 | 8 | 8 | 8 | 9 | 7 | 11 | 13 | 10 |
| 41 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 32 | 7 | 6 | 8 | 6 | 10 | 9 | 12 | 10 |
| 42 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 29 | 7 | 5 | 7 | 6 | 9 | 9 | 10 | 10 |

| | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 42 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 40 |
| 43 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 41 |
| 44 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 32 |
| 45 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 32 |
| 46 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 33 |
| 47 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 32 |
| 48 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 40 |
| 49 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 2 | 5 | 4 | 32 |
| 50 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 5 | 3 | 37 |
| 51 | 5 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 35 |
| 52 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| 53 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 39 |
| 54 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 2 | 37 |
| 55 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 27 |
| 56 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 33 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 33 |
| 58 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 30 |
| 59 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 32 |
| 60 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 33 |

| | | | | | | | |
|----|----|----|---|---|----|----|----|
| 8 | 9 | 10 | 9 | 9 | 12 | 15 | 13 |
| 8 | 10 | 10 | 9 | 7 | 13 | 15 | 13 |
| 7 | 7 | 8 | 7 | 6 | 10 | 12 | 10 |
| 7 | 5 | 8 | 7 | 8 | 9 | 11 | 12 |
| 8 | 7 | 8 | 7 | 6 | 11 | 12 | 10 |
| 7 | 5 | 8 | 7 | 9 | 9 | 11 | 12 |
| 10 | 8 | 10 | 7 | 8 | 13 | 15 | 12 |
| 8 | 6 | 8 | 5 | 9 | 10 | 12 | 10 |
| 8 | 8 | 9 | 7 | 8 | 11 | 14 | 12 |
| 8 | 8 | 8 | 7 | 7 | 11 | 13 | 11 |
| 9 | 8 | 8 | 7 | 8 | 12 | 13 | 11 |
| 9 | 8 | 10 | 9 | 6 | 13 | 14 | 12 |
| 9 | 7 | 9 | 8 | 6 | 12 | 13 | 12 |
| 7 | 6 | 8 | 4 | 6 | 9 | 12 | 6 |
| 8 | 7 | 8 | 8 | 6 | 11 | 12 | 10 |
| 8 | 8 | 8 | 7 | 6 | 12 | 12 | 9 |
| 7 | 7 | 8 | 5 | 7 | 10 | 12 | 8 |
| 8 | 7 | 8 | 6 | 7 | 11 | 12 | 9 |
| 7 | 8 | 8 | 7 | 8 | 11 | 12 | 10 |

DATA JAWABAN KUESIONER VARIABEL Y
KINERJA

| NR | SKOR TIAP BUTIR | | | | | | | | X total | | | | | | | | |
|----|---------------------|---|--------------------|---|-------------------------------|---|-------------------|---|---------|----|----|---|---|---|---|---|---|
| | Kuantitas Pekerjaan | | Kualitas Pekerjaan | | Pengetahuan Tentang Pekerjaan | | Kualitas Personal | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | | | | | | | |
| 1 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 1 | 33 | 8 | 9 | 0 | 6 | 1 | 1 | 7 | 6 |
| 2 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 | 10 | 9 | 0 | 9 | 1 | 1 | 9 | 9 |
| 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 36 | 10 | 9 | 9 | 8 | 1 | 1 | 9 | 7 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 32 | 8 | 8 | 8 | 8 | 1 | 1 | 6 | 6 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 33 | 9 | 8 | 9 | 7 | 1 | 1 | 7 | 6 |
| 6 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 36 | 10 | 9 | 9 | 8 | 1 | 1 | 9 | 7 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 | 8 | 8 | 8 | 7 | 1 | 1 | 6 | 5 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 | 8 | 8 | 8 | 7 | 1 | 1 | 6 | 5 |
| 9 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 34 | 9 | 9 | 9 | 7 | 1 | 1 | 8 | 6 |
| 10 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 36 | 8 | 10 | 9 | 9 | 1 | 1 | 8 | 8 |
| 11 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 | 9 | 10 | 9 | 9 | 1 | 1 | 9 | 8 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 1 | 30 | 8 | 8 | 8 | 6 | 1 | 1 | 6 | 4 |
| 13 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 28 | 7 | 7 | 7 | 7 | 1 | 1 | 4 | 4 |
| 14 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 35 | 8 | 9 | 9 | 9 | 1 | 1 | 7 | 8 |
| 15 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 32 | 9 | 9 | 7 | 7 | 1 | 1 | 8 | 4 |
| 16 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 | 8 | 8 | 9 | 8 | 1 | 1 | 6 | 7 |
| 17 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 34 | 8 | 9 | 9 | 8 | 1 | 1 | 7 | 7 |
| 18 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 34 | 9 | 9 | 9 | 7 | 1 | 1 | 8 | 6 |
| 19 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 35 | 9 | 9 | 0 | 7 | 1 | 1 | 8 | 7 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 | 8 | 8 | 8 | 7 | 1 | 1 | 6 | 5 |
| 21 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 36 | 9 | 9 | 9 | 9 | 1 | 1 | 8 | 8 |
| 22 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 36 | 10 | 9 | 9 | 8 | 1 | 1 | 9 | 7 |
| 23 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 32 | 8 | 9 | 8 | 7 | 1 | 1 | 7 | 5 |
| 24 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 36 | 9 | 9 | 0 | 8 | 1 | 1 | 8 | 8 |
| 25 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 37 | 10 | 9 | 9 | 9 | 1 | 1 | 9 | 8 |
| 26 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 30 | 8 | 7 | 7 | 8 | 1 | 1 | 5 | 5 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 | 8 | 8 | 8 | 7 | 1 | 1 | 6 | 5 |
| 28 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 35 | 10 | 8 | 9 | 8 | 1 | 1 | 8 | 7 |
| 29 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 2 | 34 | 10 | 9 | 8 | 7 | 1 | 1 | 9 | 5 |

| | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|
| 30 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 30 |
| 31 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 |
| 32 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 27 |
| 33 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 29 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 36 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 35 |
| 37 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 33 |
| 38 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 28 |
| 39 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 35 |
| 40 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 1 | 30 |
| 41 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 27 |
| 42 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 33 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 38 |
| 44 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 30 |
| 45 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 30 |
| 46 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 30 |
| 47 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 30 |
| 48 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 35 |
| 49 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 30 |
| 50 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 36 |
| 51 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 28 |
| 52 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 36 |
| 53 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 35 |
| 54 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 35 |
| 55 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 2 | 26 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 37 |
| 57 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 58 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 27 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 60 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 35 |

| | | | | | |
|----|----|---|---|---|---|
| 7 | 9 | 8 | 6 | 1 | 1 |
| | | 1 | | 6 | 4 |
| 10 | 8 | 0 | 8 | 1 | 1 |
| | | | | 8 | 8 |
| 7 | 7 | 7 | 6 | 1 | 1 |
| | | | | 4 | 3 |
| 8 | 8 | 7 | 6 | 1 | 1 |
| | | | | 6 | 3 |
| 8 | 8 | 8 | 7 | 1 | 1 |
| | | | | 6 | 5 |
| 8 | 8 | 8 | 7 | 1 | 1 |
| | | | | 6 | 5 |
| 8 | 10 | 9 | 8 | 7 | 7 |
| | | | | 8 | 7 |
| 9 | 8 | 0 | 6 | 1 | 1 |
| | | | | 7 | 6 |
| 7 | 7 | 7 | 7 | 1 | 1 |
| | | | | 4 | 4 |
| 10 | 9 | 8 | 8 | 1 | 1 |
| | | | | 9 | 6 |
| 7 | 8 | 9 | 6 | 1 | 1 |
| | | | | 5 | 5 |
| 7 | 7 | 7 | 6 | 1 | 1 |
| | | | | 4 | 3 |
| 10 | 8 | 8 | 7 | 1 | 1 |
| | | | | 8 | 5 |
| 10 | 10 | 0 | 8 | 2 | 1 |
| | | | | 0 | 8 |
| 8 | 8 | 7 | 7 | 1 | 1 |
| | | | | 6 | 4 |
| 8 | 9 | 8 | 5 | 1 | 1 |
| | | | | 7 | 3 |
| 8 | 9 | 7 | 6 | 1 | 1 |
| | | | | 7 | 3 |
| 7 | 9 | 8 | 6 | 1 | 1 |
| | | | | 6 | 4 |
| 10 | 8 | 9 | 8 | 1 | 1 |
| | | | | 8 | 7 |
| 7 | 8 | 9 | 6 | 1 | 1 |
| | | | | 5 | 5 |
| 10 | 9 | 9 | 8 | 1 | 1 |
| | | | | 9 | 7 |
| 7 | 8 | 7 | 6 | 1 | 1 |
| | | | | 5 | 3 |
| 9 | 9 | 9 | 9 | 1 | 1 |
| | | | | 8 | 8 |
| 10 | 8 | 9 | 8 | 1 | 1 |
| | | | | 8 | 7 |
| 9 | 9 | 9 | 8 | 1 | 1 |
| | | | | 8 | 7 |
| 7 | 7 | 7 | 5 | 1 | 1 |
| | | | | 4 | 2 |
| 10 | 10 | 0 | 7 | 2 | 1 |
| | | | | 0 | 7 |
| 10 | 8 | 8 | 9 | 1 | 1 |
| | | | | 1 | 1 |
| 7 | 7 | 7 | 6 | 1 | 1 |
| | | | | 4 | 3 |
| 8 | 8 | 8 | 7 | 1 | 1 |
| | | | | 1 | 1 |
| 9 | 10 | 9 | 7 | 1 | 1 |
| | | | | 6 | 6 |

UJI LINEARITAS

Case Processing Summary

| | Cases | | | | | |
|----------------------------|----------|---------|----------|---------|-------|---------|
| | Included | | Excluded | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Kinerja * Kompensasi | 60 | 100.0% | 0 | .0% | 60 | 100.0% |
| Kinerja * Lingkungan Kerja | 60 | 100.0% | 0 | .0% | 60 | 100.0% |
| Kinerja * Motivasi | 60 | 100.0% | 0 | .0% | 60 | 100.0% |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Kinerja * Kompensasi | Between Groups | (Combined) | 283.554 | 12 | 23.629 | 3.756 | .001 |
| | | Linearity | 205.461 | 1 | 205.461 | 32.657 | .000 |
| | | Deviation from Linearity | 78.093 | 11 | 7.099 | 1.128 | .362 |
| | Within Groups | | 295.696 | 47 | 6.291 | | |
| | Total | | 579.250 | 59 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Kinerja * Lingkungan Kerja | Between Groups | (Combined) | 273.496 | 16 | 17.094 | 2.404 | .011 |
| | | Linearity | 219.138 | 1 | 219.138 | 30.819 | .000 |
| | | Deviation from Linearity | 54.359 | 15 | 3.624 | .510 | .922 |
| | Within Groups | | 305.754 | 43 | 7.111 | | |
| | Total | | 579.250 | 59 | | | |

ANOVA Table

| | Sum of Squares | df | Mean Square | F | Sig. |
|--|----------------|----|-------------|--------|------|
| Kinerja * Motivasi Between Groups (Combined) | 353.083 | 13 | 27.160 | 5.524 | .000 |
| Linearity | 287.667 | 1 | 287.667 | 58.509 | .000 |
| Deviation from Linearity | 65.416 | 12 | 5.451 | 1.109 | .376 |
| Within Groups | 226.167 | 46 | 4.917 | | |
| Total | 579.250 | 59 | | | |

UJI MULTIKOLINEARITAS

Coefficients^a

| Model | Collinearity Statistics | |
|------------------|-------------------------|-------|
| | Tolerance | VIF |
| 1 (Constant) | | |
| Kompensasi | .682 | 1.467 |
| Lingkungan Kerja | .693 | 1.442 |
| Motivasi | .623 | 1.604 |

a. Dependent Variable: Kinerja

Collinearity Diagnostics^a

| Model | Dimensi on | Eigenvalue | Condition Index | Variance Proportions | | | |
|-------|---------------|------------|-----------------|----------------------|------------|------------------|----------|
| | | | | (Constant) | Kompensasi | Lingkungan Kerja | Motivasi |
| 1 | 1 | 3.979 | 1.000 | .00 | .00 | .00 | .00 |
| | 2 | .009 | 20.583 | .08 | .20 | .91 | .01 |
| | 3 | .008 | 22.278 | .38 | .72 | .02 | .03 |
| | 4 | .004 | 32.598 | .54 | .08 | .07 | .96 |

a. Dependent Variable: Kinerja

Daftar Riwayat Hidup

Data pribadi :

Nama : Fay Muhammad Nur Rachman
Tempat Tanggal Lahir: Bandung, 8 Desember 1986
Jenis Kelamin : Laki Laki
Agama : Islam
Kewarganegaraan : Indonesia
Alamat : Jl. Cempaka putih timur XXV No.1B, rt 014/rw 003. Jakpus 10510
Telepon : 08568571425

Latar belakang Pendidikan :

Formal :

- 1994 – 2000 : SMP Negeri 2 Bogor
- 2000 – 2004 : SMU PGRI 4 Bogor
- 2005 – 2010 : Sekolah tinggi manajemen industri(STMI) (Sarjana Teknik Industri)
- 2010 – 2013 : Universitas Mercu Buana(UMB) (Pascasarjana MSDM)

Kemampuan :

- Bhs. Inggris, Japanese
- Kemampuan Komputer (MS Word, MS Excel, MS PowerPoint, MS Access, MS Outlook dan Internet)

Kemampuan khusus :

- Personal trainer otot(fitness)
- Atlit dan Asisten pelatih (sepak bola dan bola basket)

Pengalaman Bekerja :

Praktek Kerja Lapangan:

Praktek Kerja di PT Samudera perdana transpotama

Periode: April 2005 - Agustus 2005

Tujuan : Menambah pengetahuan

Posisi : Koordinator operasional Trucking

Rincian Pekerjaan:

- Mengupdate dan mengatur jadwal truk
- Mengatur jadwal shift supir
- Menyiapkan surat jalan untuk supir truk