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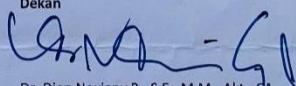
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# **LAMPIRAN**

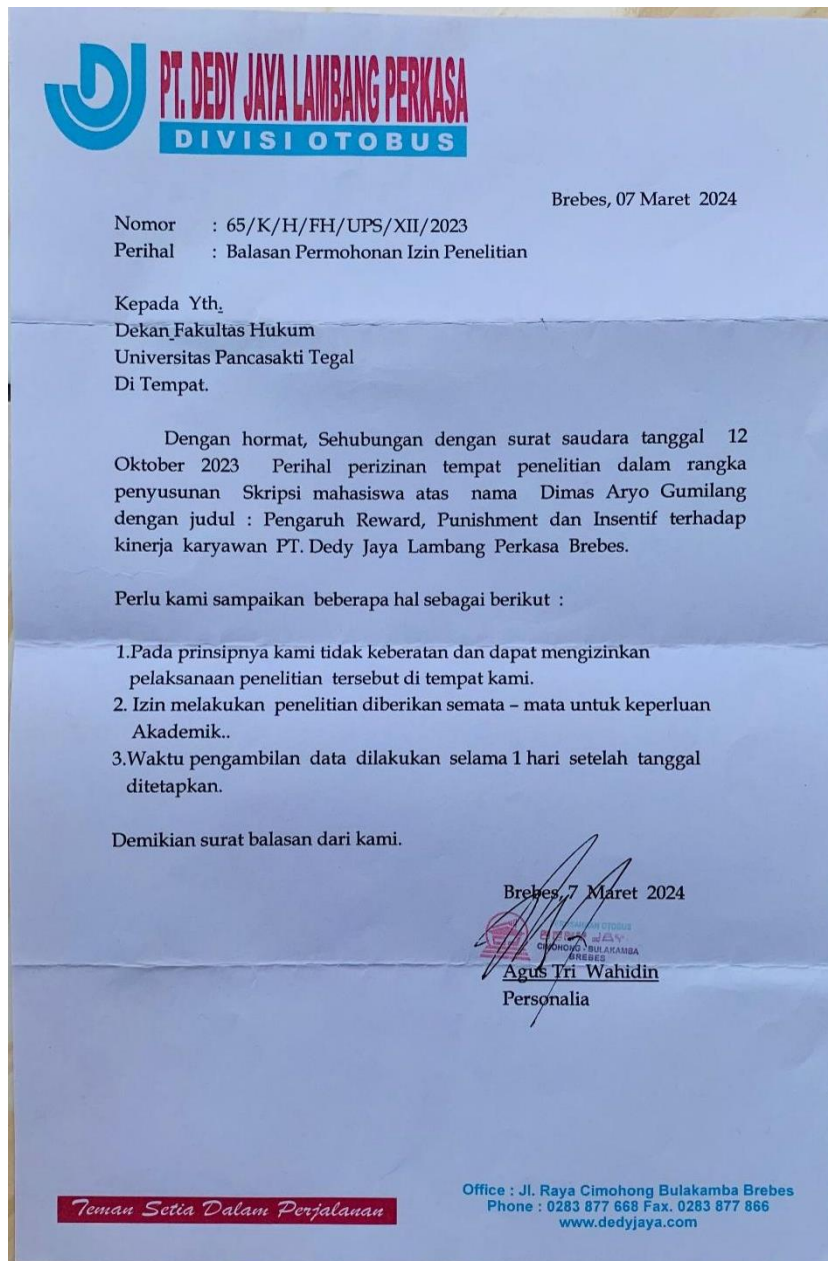
## Lampiran 1

### Surat Izin Penelitian

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                           |                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>YAYASAN PENDIDIKAN PANCASAKTI TEGAL</b>                                                                                                                                                                                |                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>UNIVERSITAS PANCASAKTI TEGAL</b>                                                                                                                                                                                       |                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>FAKULTAS EKONOMI DAN BISNIS</b>                                                                                                                                                                                        |                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Jalan Halmahera KM 1 Kota Tegal 52121<br>Sekretariat : Telp (0283) 355720<br>Web : <a href="http://feb.upstegal.ac.id">http://feb.upstegal.ac.id</a> , email : <a href="mailto:feb@upstegal.ac.id">feb@upstegal.ac.id</a> |                        |
| Nomor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | : 74/K/E/FEB/UPS/I/2024                                                                                                                                                                                                   | Tegal, 22 Januari 2024 |
| Lampiran                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | : -                                                                                                                                                                                                                       |                        |
| Perihal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | : Ijin Penelitian Dan Permintaan Data                                                                                                                                                                                     |                        |
| Kepada                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | : Yth. Direktur PT. Dedy Jaya Lambang Perkasa<br>Jl. Raya Cimohong, Kecamatan Bulakamba, Kabupaten Brebes<br>Di – Brebes                                                                                                  |                        |
| <p>Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi.</p> <p>Berkenaan dengan hal itu, mohon perkenaan Bapak/Ibu membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:</p> <p>N a m a : Dimas Aryo Gumilang<br/>NPM : 4120600006<br/>Program Studi : Manajemen<br/>Judul Skripsi : Pengaruh Reward, Punishment Dan Insentif Terhadap Kinerja Karyawan PT. Dedy Jaya Lambang Perkasa Brebes.</p> <p>Atas bantuan dan kerjasama yang baik kami ucapkan terimakasih,</p> <p style="text-align: right;">Dekan<br/><br/>Dr. Dien Noviany R., S.E., M.M., Akt., CA<br/>NIDN. 0628117502</p> |                                                                                                                                                                                                                           |                        |

## Lampiran 2

### Surat Balasan Penelitian



### **Lampiran 3**

#### **Kuesioner Penelitian**

##### **KUESIONER PENELITIAN**

###### **I. Identitas Responden**

Untuk kelengkapan data peneliti, kami mohon Bapak/Ibu/Saudara mengisi data dibawah ini dengan memberi tanda (√) di kolom jawaban yang dipilih:

1. Nama :
2. Jenis Kelamin : ☐ Laki-Laki  
: ☐ Perempuan
3. Pendidikan Terakhir : ☐ SMA  
: ☐ D3/Diploma  
: ☐ S1/Strata 1
4. Umur : ☐ 18-25 Tahun  
: ☐ 26-30 Tahun  
: ☐ 30> Tahun

###### **II. Petunjuk Pengisian**

1. Responden dapat memberi tanda (√) pada pilihan jawaban yang dianggap paling sesuai dengan kondisi kinerja pegawai yang menurun.
2. Kuesioner yang telah diisi mohon untuk dicek kembali.

### 3. Pilihan jawaban kuesioner

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

### Variabel Kinerja (Y)

| No  | Pertanyaan                                                                                   | SS | S | N | TS | STS |
|-----|----------------------------------------------------------------------------------------------|----|---|---|----|-----|
| 1.  | Saya memiliki pengetahuan untuk menyelesaikan setiap pekerjaan yang diberikan perusahaan.    |    |   |   |    |     |
| 2.  | Saya memiliki keterampilan dan kemampuan dalam menyelesaikan setiap pekerjaan yang diberikan |    |   |   |    |     |
| 3.  | Saya memiliki kepercayaan dalam menyelesaikan pekerjaan yang diberikan perusahaan            |    |   |   |    |     |
| 4.  | Saya mendapat arahan dalam mengerjakan pekerjaan yang diberikan perusahaan                   |    |   |   |    |     |
| 5.  | Saya memiliki kepercayaan terhadap sesama anggota tim dalam bekerja.                         |    |   |   |    |     |
| 6.  | Saya memiliki tim kerja yang kompak                                                          |    |   |   |    |     |
| 7.  | Saya memiliki sistem kerja yang baik                                                         |    |   |   |    |     |
| 8.  | Saya memiliki fasilitas kerja yang dapat menunjang pekerjaan                                 |    |   |   |    |     |
| 9.  | Saya memiliki kultur kerja yang positif dan dijalankan dengan baik                           |    |   |   |    |     |
| 10. | Saya tidak memiliki tekanan atas pekerjaan yang diberikan perusahaan                         |    |   |   |    |     |

**Variabel Reward (X1)**

| No  | Pertanyaan                                                                                                             | SS | S | N | TS | STS |
|-----|------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| 1.  | Perusahaan memberikan reward berupa gaji tambahan sesuai dengan kinerja karyawan                                       |    |   |   |    |     |
| 2.  | Perusahaan memberikan reward berupa tunjangan dalam meningkatkan kesejahteraan karyawan                                |    |   |   |    |     |
| 3.  | Perusahaan memberikan reward berupa bonus dan insentif kepada karyawan yang memiliki kinerja diatas rata-rata          |    |   |   |    |     |
| 4.  | Perusahaan memberikan reward berupa fasilitas kantor sesuai dengan hasil kerja                                         |    |   |   |    |     |
| 5.  | Perusahaan memberikan reward berupa rekreasi/liburan kepada karyawan yang berprestasi                                  |    |   |   |    |     |
| 6.  | Perusahaan memberikan reward berupa pengembangan karir kepada karyawan yang berprestasi dan memiliki kinerja yang baik |    |   |   |    |     |
| 7.  | Perusahaan memberikan reward berupa pelatihan kepada karyawan yang memiliki skil minimum                               |    |   |   |    |     |
| 8.  | Perusahaan memberikan reward berupa studi lanjut kepada karyawan yang mampu menyelesaikan pekerjaan dengan baik        |    |   |   |    |     |
| 9.  | Perusahaan memberikan reward berupa promosi jabatan kepada karyawan yang memiliki kinerja diatas rata-rata             |    |   |   |    |     |
| 10. | Perusahaan memberikan reward berupa kepercayaan kepada karyawan untuk mempertanggung jawabkan tugas-tugasnya           |    |   |   |    |     |

### Variabel *Punishment* (X2)

| No  | Pertanyaan                                                                                                                | SS | S | N | TS | STS |
|-----|---------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| 1.  | Perusahaan memberikan hukuman berupa teguran lisan kepada karyawan yang melakukan kesalahan dalam bekerja                 |    |   |   |    |     |
| 2.  | Perusahaan memberikan hukuman berupa teguran tertulis kepada karyawan yang melanggar aturan perusahaan                    |    |   |   |    |     |
| 3.  | Perusahaan memberikan hukuman berupa pernyataan tidak puas dari perusahaan kepada karyawan yang memiliki kinerja menurun. |    |   |   |    |     |
| 4.  | Perusahaan memberikan hukuman berupa surat secara tidak tertulis kepada karyawan yang lalai dalam pekerjaannya            |    |   |   |    |     |
| 5.  | Perusahan memberikan hukuman berupa penurunan gaji kepada karyawan yang sengaja melakukan kesalahan                       |    |   |   |    |     |
| 6.  | Perusahaan memberikan hukuman berupa penundaan promosi kepada karyawan yang memiliki kinerja menurun                      |    |   |   |    |     |
| 7.  | Perusahaan memberikan hukuman berupa penurunan pangkat kepada karyawan yang kinerjanya selalu menurun                     |    |   |   |    |     |
| 8.  | Perusahaan memberikan hukuman berupa pembebasan jabatan kepada karyawan yang sengaja melanggar                            |    |   |   |    |     |
| 9.  | Perusahaan memberikan pemberhentian kerja kepada karyawan yang memiliki niat untuk keluar dari pekerjaannya               |    |   |   |    |     |
| 10. | Perusahaan memberikan hukuman berupa pemutusan hubungan kerja kepada karyawan yang korupsi                                |    |   |   |    |     |

### Variabel Insentif (X3)

| No | Pertanyaan                                                                                                                                 | SS | S | N | TS | STS |
|----|--------------------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| 1. | Perusahaan memberikan insentif berupa bonus kepada karyawan yang dapat menjalankan pekerjaannya dengan baik dan tepat waktu                |    |   |   |    |     |
| 2. | Perusahaan memberikan insentif berupa komisi kepada karyawan yang telah mencapai target                                                    |    |   |   |    |     |
| 3. | Perusahaan memberikan insentif berupa tanda jasa kepada karyawan yang dapat melebihi target yang ditetapkan.                               |    |   |   |    |     |
| 4. | Perusahaan memberikan insentif berupa penghargaan kepada karyawan yang dapat meningkatkan kinerjanya                                       |    |   |   |    |     |
| 5. | Perusahaan memberikan insentif berupa pemberian piagam kepada karyawan yang selalu mematuhi peraturan yang ada                             |    |   |   |    |     |
| 6. | Perusahaan memberikan insentif berupa ucapan terimakasih kepada karyawan yang telah menyelesaikan pekerjaannya dengan baik dan tepat waktu |    |   |   |    |     |
| 7. | Perusahaan memberikan insentif berupa pujian kepada karyawan yang mampu bersikap baik terhadap sesama rekan kerja                          |    |   |   |    |     |

## Lampiran 4

### Data Uji Validitas dan Reliabilitas Variabel Kinerja (Y)

| NO | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | TOTAL |
|----|----|----|----|----|----|----|----|----|----|-----|-------|
| 1  | 4  | 4  | 5  | 4  | 3  | 4  | 4  | 4  | 4  | 4   | 40    |
| 2  | 4  | 4  | 3  | 4  | 1  | 4  | 4  | 3  | 4  | 3   | 34    |
| 3  | 4  | 2  | 4  | 4  | 3  | 1  | 3  | 4  | 4  | 4   | 33    |
| 4  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4   | 39    |
| 5  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 3  | 5   | 41    |
| 6  | 3  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 40    |
| 7  | 4  | 4  | 5  | 4  | 5  | 4  | 5  | 4  | 4  | 4   | 43    |
| 8  | 2  | 3  | 4  | 3  | 4  | 1  | 3  | 4  | 3  | 4   | 31    |
| 9  | 4  | 4  | 5  | 4  | 4  | 3  | 5  | 5  | 5  | 5   | 44    |
| 10 | 5  | 5  | 4  | 5  | 4  | 5  | 5  | 5  | 5  | 4   | 47    |
| 11 | 5  | 4  | 5  | 4  | 3  | 4  | 5  | 5  | 5  | 4   | 44    |
| 12 | 5  | 5  | 5  | 4  | 4  | 2  | 5  | 5  | 4  | 4   | 43    |
| 13 | 4  | 4  | 5  | 4  | 3  | 4  | 1  | 5  | 4  | 4   | 38    |
| 14 | 4  | 3  | 4  | 4  | 1  | 1  | 4  | 4  | 3  | 2   | 30    |
| 15 | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 1  | 4   | 35    |
| 16 | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 3   | 35    |
| 17 | 2  | 4  | 4  | 4  | 3  | 3  | 4  | 4  | 3  | 4   | 35    |
| 18 | 3  | 2  | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 1   | 32    |
| 19 | 1  | 4  | 4  | 4  | 3  | 1  | 4  | 3  | 4  | 4   | 32    |
| 20 | 4  | 4  | 4  | 4  | 4  | 5  | 2  | 4  | 3  | 4   | 38    |
| 21 | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 5   | 40    |
| 22 | 4  | 4  | 4  | 4  | 4  | 1  | 2  | 3  | 1  | 4   | 31    |
| 23 | 4  | 3  | 4  | 4  | 3  | 4  | 1  | 4  | 4  | 1   | 32    |
| 24 | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 5  | 4   | 38    |
| 25 | 4  | 4  | 4  | 3  | 1  | 4  | 1  | 4  | 3  | 4   | 32    |
| 26 | 4  | 3  | 3  | 4  | 4  | 4  | 2  | 4  | 4  | 1   | 33    |
| 27 | 4  | 4  | 4  | 4  | 2  | 3  | 4  | 3  | 4  | 4   | 36    |
| 28 | 4  | 1  | 4  | 4  | 1  | 4  | 1  | 4  | 4  | 4   | 31    |
| 29 | 4  | 2  | 4  | 3  | 3  | 1  | 4  | 4  | 3  | 3   | 31    |
| 30 | 4  | 1  | 3  | 3  | 4  | 2  | 5  | 4  | 4  | 4   | 34    |

## Lampiran 5

### Data Uji Validitas dan Reliabilitas Variabel Reward (X1)

| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL |
|----|------|------|------|------|------|------|------|------|------|-------|-------|
| 1  | 3    | 4    | 2    | 3    | 4    | 4    | 4    | 3    | 4    | 4     | 35    |
| 2  | 4    | 4    | 4    | 4    | 4    | 5    | 3    | 4    | 4    | 4     | 40    |
| 3  | 3    | 5    | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 3     | 37    |
| 4  | 4    | 4    | 3    | 3    | 4    | 2    | 2    | 4    | 4    | 4     | 34    |
| 5  | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 5    | 5    | 5     | 44    |
| 6  | 5    | 4    | 4    | 4    | 5    | 2    | 4    | 4    | 4    | 4     | 40    |
| 7  | 4    | 1    | 4    | 3    | 4    | 3    | 1    | 2    | 4    | 4     | 30    |
| 8  | 3    | 4    | 1    | 4    | 2    | 1    | 4    | 4    | 3    | 2     | 28    |
| 9  | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 5    | 3    | 4     | 39    |
| 10 | 3    | 4    | 4    | 4    | 4    | 5    | 2    | 4    | 4    | 4     | 38    |
| 11 | 3    | 2    | 2    | 4    | 3    | 4    | 4    | 4    | 4    | 4     | 34    |
| 12 | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 3     | 37    |
| 13 | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 2    | 4     | 36    |
| 14 | 3    | 5    | 4    | 5    | 4    | 4    | 4    | 3    | 4    | 4     | 40    |
| 15 | 4    | 4    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 4     | 37    |
| 16 | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 5    | 4    | 4     | 40    |
| 17 | 3    | 5    | 3    | 4    | 4    | 4    | 3    | 4    | 4    | 5     | 39    |
| 18 | 4    | 4    | 4    | 3    | 1    | 3    | 4    | 3    | 3    | 3     | 32    |
| 19 | 3    | 4    | 4    | 4    | 3    | 4    | 2    | 4    | 3    | 4     | 35    |
| 20 | 4    | 5    | 3    | 5    | 4    | 4    | 4    | 3    | 4    | 4     | 40    |
| 21 | 5    | 5    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 41    |
| 22 | 3    | 4    | 4    | 4    | 2    | 5    | 1    | 3    | 3    | 1     | 30    |
| 23 | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 42    |
| 24 | 3    | 4    | 2    | 3    | 4    | 1    | 3    | 3    | 2    | 4     | 29    |
| 25 | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 3     | 40    |
| 26 | 4    | 5    | 4    | 4    | 1    | 4    | 4    | 4    | 3    | 4     | 37    |
| 27 | 4    | 4    | 3    | 4    | 3    | 3    | 2    | 4    | 3    | 4     | 34    |
| 28 | 4    | 4    | 4    | 5    | 3    | 4    | 4    | 4    | 3    | 4     | 39    |
| 29 | 5    | 5    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 5     | 41    |
| 30 | 4    | 3    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 38    |

## Lampiran 6

### Data Uji Validitas dan Reliabilitas Variabel Punishment (X2)

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5     | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL |
|----|------|------|------|------|----------|------|------|------|------|-------|-------|
| 1  | 5    | 4    | 4    | 5    | 5        | 4    | 4    | 5    | 4    | 4     | 44    |
| 2  | 4    | 4    | 4    | 4    | 4        | 3    | 3    | 4    | 1    | 4     | 35    |
| 3  | 4    | 4    | 3    | 4    | 3        | 4    | 4    | 5    | 5    | 5     | 41    |
| 4  | 3    | 3    | 3    | 3    | 3        | 1    | 4    | 4    | 4    | 4     | 32    |
| 5  | 4    | 4    | 4    | 3    | 4        | 4    | 4    | 5    | 5    | 4     | 41    |
| 6  | 2    | 2    | 2    | 2    | 3        | 4    | 4    | 4    | 4    | 4     | 31    |
| 7  | 5    | 4    | 4    | 3    | 4        | 5    | 5    | 4    | 3    | 5     | 42    |
| 8  | 3    | 3    | 2    | 4    | 3        | 4    | 1    | 3    | 4    | 4     | 31    |
| 9  | 3    | 2    | 3    | 3    | 2        | 5    | 5    | 4    | 3    | 3     | 33    |
| 10 | 4    | 3    | 3    | 3    | 3        | 4    | 2    | 3    | 4    | 4     | 33    |
| 11 | 3    | 2    | 3    | 3    | 2        | 4    | 1    | 1    | 4    | 3     | 26    |
| 12 | 3    | 2    | 3    | 3    | 2        | 5    | 4    | 4    | 1    | 3     | 30    |
| 13 | 3    | 2    | 3    | 3    | 2        | 2    | 5    | 4    | 1    | 4     | 29    |
| 14 | 5    | 3    | 5    | 5    | 5        | 5    | 4    | 4    | 4    | 4     | 44    |
| 15 | 4    | 3    | 3    | 3    | 3        | 4    | 4    | 3    | 5    | 4     | 36    |
| 16 | 4    | 3    | 3    | 3    | 3        | 3    | 1    | 4    | 4    | 4     | 32    |
| 17 | 4    | 4    | 3    | 4    | <u>4</u> | 4    | 4    | 4    | 3    | 3     | 37    |
| 18 | 5    | 5    | 4    | 5    | 1        | 3    | 3    | 3    | 4    | 4     | 37    |
| 19 | 4    | 3    | 4    | 4    | 5        | 5    | 4    | 4    | 5    | 4     | 42    |
| 20 | 5    | 4    | 5    | 4    | 4        | 4    | 4    | 4    | 4    | 4     | 42    |
| 21 | 4    | 5    | 4    | 4    | 3        | 4    | 5    | 5    | 4    | 3     | 41    |
| 22 | 4    | 3    | 4    | 4    | 4        | 3    | 4    | 1    | 5    | 4     | 36    |
| 23 | 4    | 3    | 4    | 4    | 3        | 4    | 2    | 4    | 4    | 4     | 36    |
| 24 | 4    | 3    | 3    | 4    | 4        | 4    | 1    | 4    | 1    | 1     | 29    |
| 25 | 4    | 4    | 4    | 4    | 4        | 4    | 2    | 3    | 4    | 4     | 37    |
| 26 | 4    | 4    | 4    | 4    | 3        | 3    | 4    | 3    | 4    | 4     | 37    |
| 27 | 4    | 2    | 3    | 4    | 4        | 4    | 4    | 4    | 5    | 4     | 38    |
| 28 | 4    | 4    | 4    | 4    | 2        | 1    | 1    | 1    | 1    | 4     | 26    |
| 29 | 4    | 3    | 4    | 3    | 3        | 1    | 2    | 2    | 4    | 2     | 28    |
| 30 | 4    | 3    | 4    | 4    | 4        | 4    | 3    | 4    | 5    | 3     | 38    |

## Lampiran 5

### Data Uji Validitas dan Reliabilitas Variabel Insentif (X3)

| NO | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | TOTAL |
|----|------|------|------|------|------|------|------|-------|
| 1  | 1    | 1    | 1    | 1    | 4    | 4    | 1    | 13    |
| 2  | 1    | 1    | 1    | 1    | 2    | 2    | 1    | 9     |
| 3  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 14    |
| 4  | 4    | 4    | 4    | 5    | 4    | 4    | 2    | 27    |
| 5  | 4    | 5    | 4    | 5    | 5    | 5    | 4    | 32    |
| 6  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 28    |
| 7  | 3    | 5    | 4    | 5    | 5    | 4    | 3    | 29    |
| 8  | 2    | 3    | 4    | 2    | 5    | 3    | 1    | 20    |
| 9  | 2    | 3    | 5    | 5    | 5    | 4    | 3    | 27    |
| 10 | 4    | 4    | 4    | 4    | 4    | 5    | 3    | 28    |
| 11 | 2    | 1    | 5    | 5    | 5    | 4    | 3    | 25    |
| 12 | 2    | 3    | 5    | 1    | 5    | 4    | 2    | 22    |
| 13 | 2    | 3    | 5    | 1    | 5    | 4    | 3    | 23    |
| 14 | 1    | 1    | 3    | 3    | 3    | 3    | 1    | 15    |
| 15 | 1    | 3    | 3    | 2    | 3    | 3    | 3    | 18    |
| 16 | 1    | 1    | 3    | 3    | 4    | 4    | 4    | 20    |
| 17 | 1    | 2    | 1    | 3    | 3    | 3    | 1    | 14    |
| 18 | 1    | 1    | 1    | 1    | 1    | 4    | 1    | 10    |
| 19 | 4    | 4    | 4    | 1    | 3    | 4    | 4    | 24    |
| 20 | 4    | 3    | 1    | 4    | 4    | 4    | 4    | 24    |
| 21 | 4    | 1    | 3    | 3    | 4    | 4    | 4    | 23    |
| 22 | 4    | 3    | 1    | 4    | 3    | 4    | 3    | 22    |
| 23 | 4    | 4    | 2    | 3    | 4    | 4    | 3    | 24    |
| 24 | 4    | 1    | 4    | 1    | 1    | 4    | 4    | 19    |
| 25 | 4    | 3    | 3    | 1    | 4    | 4    | 3    | 22    |
| 26 | 4    | 3    | 4    | 4    | 3    | 4    | 4    | 26    |
| 27 | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 25    |
| 28 | 4    | 1    | 3    | 4    | 4    | 3    | 3    | 22    |
| 29 | 4    | 2    | 3    | 1    | 3    | 3    | 4    | 20    |
| 30 | 5    | 3    | 4    | 3    | 3    | 4    | 4    | 26    |

## Lampiran 8

### Output SPSS Hasil perhitungan Uji Validitas Variabel Kinerja (Y)

#### Correlations

|       |                     | Y1     | Y2     | Y3     | Y4    | Y5    | Y6     | Y7     | Y8     | Y9     | Y10    | TOTAL  |
|-------|---------------------|--------|--------|--------|-------|-------|--------|--------|--------|--------|--------|--------|
| Y1    | Pearson Correlation | 1      | .100   | .198   | .191  | -.050 | .285   | .100   | .479** | .226   | .054   | .451*  |
|       | Sig. (2-tailed)     |        | .601   | .294   | .311  | .794  | .126   | .597   | .007   | .229   | .777   | .012   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y2    | Pearson Correlation | .100   | 1      | .406*  | .394* | .201  | .284   | .262   | .116   | .160   | .337   | .628** |
|       | Sig. (2-tailed)     | .601   |        | .026   | .031  | .286  | .128   | .162   | .540   | .400   | .069   | .000   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y3    | Pearson Correlation | .198   | .406*  | 1      | .203  | .188  | .067   | .174   | .536** | .202   | .360   | .549** |
|       | Sig. (2-tailed)     | .294   | .026   |        | .282  | .319  | .727   | .359   | .002   | .283   | .051   | .002   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y4    | Pearson Correlation | .191   | .394*  | .203   | 1     | .139  | .408*  | .114   | .135   | .126   | -.035  | .441*  |
|       | Sig. (2-tailed)     | .311   | .031   | .282   |       | .464  | .025   | .550   | .476   | .506   | .855   | .015   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y5    | Pearson Correlation | -.050  | .201   | .188   | .139  | 1     | .085   | .304   | .213   | -.014  | .134   | .458*  |
|       | Sig. (2-tailed)     | .794   | .286   | .319   | .464  |       | .655   | .102   | .259   | .941   | .481   | .011   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y6    | Pearson Correlation | .285   | .284   | .067   | .408* | .085  | 1      | -.136  | .222   | .222   | -.020  | .482** |
|       | Sig. (2-tailed)     | .126   | .128   | .727   | .025  | .655  |        | .475   | .239   | .239   | .918   | .007   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y7    | Pearson Correlation | .100   | .262   | .174   | .114  | .304  | -.136  | 1      | .180   | .305   | .350   | .570** |
|       | Sig. (2-tailed)     | .597   | .162   | .359   | .550  | .102  | .475   |        | .342   | .101   | .058   | .001   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y8    | Pearson Correlation | .479** | .116   | .536** | .135  | .213  | .222   | .180   | 1      | .426*  | .165   | .589** |
|       | Sig. (2-tailed)     | .007   | .540   | .002   | .476  | .259  | .239   | .342   |        | .019   | .383   | .001   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y9    | Pearson Correlation | .226   | .160   | .202   | .126  | -.014 | .222   | .305   | .426*  | 1      | .099   | .526** |
|       | Sig. (2-tailed)     | .229   | .400   | .283   | .506  | .941  | .239   | .101   | .019   |        | .601   | .003   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| Y10   | Pearson Correlation | .054   | .337   | .360   | -.035 | .134  | -.020  | .350   | .165   | .099   | 1      | .502** |
|       | Sig. (2-tailed)     | .777   | .069   | .051   | .855  | .481  | .918   | .058   | .383   | .601   |        | .005   |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30     | 30     | 30     | 30     |
| TOTAL | Pearson Correlation | .451*  | .628** | .549** | .441* | .458* | .482** | .570** | .589** | .526** | .502** | 1      |
|       | Sig. (2-tailed)     | .012   | .000   | .002   | .015  | .011  | .007   | .001   | .001   | .003   | .005   |        |
|       | N                   | 30     | 30     | 30     | 30    | 30    | 30     | 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).

## Lampiran 6

### Output SPSS Hasil perhitungan Uji Validitas Variabel Reward (X1)

| Correlations              |        |       |        |        |        |        |        |        |        |        |        |
|---------------------------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                           | X1.1   | X1.2  | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8   | X1.9   | X1.10  | TOTAL  |
| X1.1 Pearson Correlation  | 1      | .143  | .456*  | .053   | .267   | -.093  | .207   | .141   | .277   | .309   | .514** |
| Sig. (2-tailed)           |        | .449  | .011   | .779   | .155   | .626   | .272   | .459   | .138   | .096   | .004   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.2 Pearson Correlation  | .143   | 1     | .142   | .349   | -.041  | .155   | .350   | .203   | -.071  | .069   | .463*  |
| Sig. (2-tailed)           | .449   |       | .454   | .058   | .831   | .414   | .058   | .281   | .711   | .717   | .010   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.3 Pearson Correlation  | .456*  | .142  | 1      | .221   | .086   | .521** | -.080  | .139   | .150   | .115   | .541** |
| Sig. (2-tailed)           | .011   | .454  |        | .240   | .650   | .003   | .676   | .463   | .430   | .545   | .002   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.4 Pearson Correlation  | .053   | .349  | .221   | 1      | .061   | .356   | .286   | .231   | .280   | .117   | .550** |
| Sig. (2-tailed)           | .779   | .058  | .240   |        | .750   | .054   | .126   | .219   | .133   | .536   | .002   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.5 Pearson Correlation  | .267   | -.041 | .086   | .061   | 1      | -.035  | .019   | .053   | .525** | .440*  | .480** |
| Sig. (2-tailed)           | .155   | .831  | .650   | .750   |        | .854   | .922   | .780   | .003   | .015   | .007   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.6 Pearson Correlation  | -.093  | .155  | .521** | .356   | -.035  | 1      | -.065  | .113   | .223   | .093   | .473** |
| Sig. (2-tailed)           | .626   | .414  | .003   | .054   | .854   |        | .734   | .551   | .236   | .623   | .008   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.7 Pearson Correlation  | .207   | .350  | -.080  | .286   | .019   | -.065  | 1      | .371*  | .140   | .171   | .475** |
| Sig. (2-tailed)           | .272   | .058  | .676   | .126   | .922   | .734   |        | .044   | .462   | .367   | .008   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.8 Pearson Correlation  | .141   | .203  | .139   | .231   | .053   | .113   | .371*  | 1      | .123   | .180   | .476** |
| Sig. (2-tailed)           | .459   | .281  | .463   | .219   | .780   | .551   | .044   |        | .517   | .340   | .008   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.9 Pearson Correlation  | .277   | -.071 | .150   | .280   | .525** | .223   | .140   | .123   | 1      | .355   | .572** |
| Sig. (2-tailed)           | .138   | .711  | .430   | .133   | .003   | .236   | .462   | .517   |        | .054   | .001   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1.10 Pearson Correlation | .309   | .069  | .115   | .117   | .440*  | .093   | .171   | .180   | .355   | 1      | .562** |
| Sig. (2-tailed)           | .096   | .717  | .545   | .536   | .015   | .623   | .367   | .340   | .054   |        | .001   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| TOTAL Pearson Correlation | .514** | .463* | .541** | .550** | .480** | .473** | .475** | .476** | .572** | .562** | 1      |
| Sig. (2-tailed)           | .004   | .010  | .002   | .002   | .007   | .008   | .008   | .008   | .001   | .001   |        |
| N                         | 30     | 30    | 30     | 30     | 30     | 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).

## Lampiran 7

### Output SPSS Hasil perhitungan Uji Validitas Variabel Punishment (X2)

| Correlations              |        |       |        |        |        |        |        |        |        |        |        |
|---------------------------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                           | X2.1   | X2.2  | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | TOTAL  |
| X2.1 Pearson Correlation  | 1      | .143  | .456*  | .053   | .267   | -.093  | .207   | .141   | .277   | .309   | .514** |
| Sig. (2-tailed)           |        | .449  | .011   | .779   | .155   | .626   | .272   | .459   | .138   | .096   | .004   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.2 Pearson Correlation  | .143   | 1     | .142   | .349   | -.041  | .155   | .350   | .203   | -.071  | .069   | .463*  |
| Sig. (2-tailed)           | .449   |       | .454   | .058   | .831   | .414   | .058   | .281   | .711   | .717   | .010   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.3 Pearson Correlation  | .456*  | .142  | 1      | .221   | .086   | .521** | -.080  | .139   | .150   | .115   | .541** |
| Sig. (2-tailed)           | .011   | .454  |        | .240   | .650   | .003   | .676   | .463   | .430   | .545   | .002   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.4 Pearson Correlation  | .053   | .349  | .221   | 1      | .061   | .356   | .286   | .231   | .280   | .117   | .550** |
| Sig. (2-tailed)           | .779   | .058  | .240   |        | .750   | .054   | .126   | .219   | .133   | .536   | .002   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.5 Pearson Correlation  | .267   | -.041 | .086   | .061   | 1      | -.035  | .019   | .053   | .525** | .440*  | .480** |
| Sig. (2-tailed)           | .155   | .831  | .650   | .750   |        | .854   | .922   | .780   | .003   | .015   | .007   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.6 Pearson Correlation  | -.093  | .155  | .521** | .356   | -.035  | 1      | -.065  | .113   | .223   | .093   | .473** |
| Sig. (2-tailed)           | .626   | .414  | .003   | .054   | .854   |        | .734   | .551   | .236   | .623   | .008   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.7 Pearson Correlation  | .207   | .350  | -.080  | .286   | .019   | -.065  | 1      | .371*  | .140   | .171   | .475** |
| Sig. (2-tailed)           | .272   | .058  | .676   | .126   | .922   | .734   |        | .044   | .462   | .367   | .008   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.8 Pearson Correlation  | .141   | .203  | .139   | .231   | .053   | .113   | .371*  | 1      | .123   | .180   | .476** |
| Sig. (2-tailed)           | .459   | .281  | .463   | .219   | .780   | .551   | .044   |        | .517   | .340   | .008   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.9 Pearson Correlation  | .277   | -.071 | .150   | .280   | .525** | .223   | .140   | .123   | 1      | .355   | .572** |
| Sig. (2-tailed)           | .138   | .711  | .430   | .133   | .003   | .236   | .462   | .517   |        | .054   | .001   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2.10 Pearson Correlation | .309   | .069  | .115   | .117   | .440*  | .093   | .171   | .180   | .355   | 1      | .562** |
| Sig. (2-tailed)           | .096   | .717  | .545   | .536   | .015   | .623   | .367   | .340   | .054   |        | .001   |
| N                         | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| TOTAL Pearson Correlation | .514** | .463* | .541** | .550** | .480** | .473** | .475** | .476** | .572** | .562** | 1      |
| Sig. (2-tailed)           | .004   | .010  | .002   | .002   | .007   | .008   | .008   | .008   | .001   | .001   |        |
| N                         | 30     | 30    | 30     | 30     | 30     | 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).

## Lampiran 8

### Output SPSS Hasil perhitungan Uji Validitas Variabel Insentif (X3)

| Correlations              |        |        |        |        |        |        |        |        |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
|                           | X3.1   | X3.2   | X3.3   | X3.4   | X3.5   | X3.6   | X3.7   | TOTAL  |
| X3.1 Pearson Correlation  | 1      | .490** | .238   | .301   | .088   | .451*  | .699** | .692** |
| Sig. (2-tailed)           |        | .006   | .205   | .106   | .642   | .012   | .000   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X3.2 Pearson Correlation  | .490** | 1      | .348   | .378*  | .446*  | .463** | .313   | .730** |
| Sig. (2-tailed)           | .006   |        | .060   | .040   | .014   | .010   | .092   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X3.3 Pearson Correlation  | .238   | .348   | 1      | .238   | .515** | .377*  | .386*  | .655** |
| Sig. (2-tailed)           | .205   | .060   |        | .206   | .004   | .040   | .035   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X3.4 Pearson Correlation  | .301   | .378*  | .238   | 1      | .455*  | .358   | .273   | .662** |
| Sig. (2-tailed)           | .106   | .040   | .206   |        | .011   | .052   | .144   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X3.5 Pearson Correlation  | .088   | .446*  | .515** | .455*  | 1      | .400*  | .141   | .637** |
| Sig. (2-tailed)           | .642   | .014   | .004   | .011   |        | .028   | .456   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X3.6 Pearson Correlation  | .451*  | .463** | .377*  | .358   | .400*  | 1      | .476** | .688** |
| Sig. (2-tailed)           | .012   | .010   | .040   | .052   | .028   |        | .008   | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X3.7 Pearson Correlation  | .699** | .313   | .386*  | .273   | .141   | .476** | 1      | .681** |
| Sig. (2-tailed)           | .000   | .092   | .035   | .144   | .456   | .008   |        | .000   |
| N                         | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| TOTAL Pearson Correlation | .692** | .730** | .655** | .662** | .637** | .688** | .681** | 1      |
| Sig. (2-tailed)           | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
| N                         | 30     | 30     | 30     | 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).

## Lampiran 9

### Output SPSS Hasil Perhitungan Uji Realiabilitas Variabel Kinerja (Y)

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .659             | 10         |

## Lampiran 10

### Output SPSS Hasil Perhitungan Uji Realibilitas Variabel Reward (X1)

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .664       | 10         |

## Lampiran 11

### Output SPSS Hasil Perhitungan Uji Realiabilitas Variabel *Punishment* (X2)

| Case Processing Summary |                       |    |       |
|-------------------------|-----------------------|----|-------|
|                         |                       | N  | %     |
| Cases                   | Valid                 | 30 | 100.0 |
|                         | Excluded <sup>a</sup> | 0  | .0    |
|                         | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .664                   | 10         |

## Lampiran 12

### Output SPSS Hasil Perhitungan Uji Realiabilitas Variabel Insentif (X3)

| Case Processing Summary |                       |    |       |
|-------------------------|-----------------------|----|-------|
|                         |                       | N  | %     |
| Cases                   | Valid                 | 30 | 100.0 |
|                         | Excluded <sup>a</sup> | 0  | .0    |
|                         | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .789                   | 7          |

## Lampiran 16

### Data Penelitian Variabel Kinerja (Y)

| No.<br>Responden | Kinerja (Y) |    |    |    |    |    |    |    |    |     | TOTAL |
|------------------|-------------|----|----|----|----|----|----|----|----|-----|-------|
|                  | Y1          | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 |       |
| 1                | 4           | 4  | 5  | 4  | 3  | 3  | 4  | 4  | 4  | 4   | 39    |
| 2                | 4           | 4  | 3  | 4  | 1  | 4  | 4  | 3  | 4  | 3   | 34    |
| 3                | 4           | 2  | 4  | 4  | 3  | 4  | 3  | 4  | 4  | 4   | 36    |
| 4                | 4           | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 40    |
| 5                | 4           | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 3  | 5   | 41    |
| 6                | 3           | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 39    |
| 7                | 4           | 4  | 5  | 4  | 5  | 4  | 5  | 4  | 4  | 4   | 43    |
| 8                | 2           | 3  | 4  | 3  | 4  | 1  | 3  | 4  | 3  | 4   | 31    |
| 9                | 4           | 4  | 5  | 4  | 4  | 3  | 5  | 5  | 4  | 4   | 42    |
| 10               | 5           | 5  | 4  | 5  | 4  | 4  | 5  | 5  | 4  | 4   | 45    |
| 11               | 5           | 4  | 5  | 4  | 3  | 4  | 5  | 5  | 4  | 4   | 43    |
| 12               | 5           | 5  | 5  | 4  | 4  | 3  | 5  | 5  | 4  | 4   | 44    |
| 13               | 4           | 4  | 5  | 4  | 3  | 5  | 1  | 5  | 4  | 5   | 40    |
| 14               | 4           | 3  | 4  | 4  | 1  | 4  | 4  | 4  | 3  | 4   | 35    |
| 15               | 4           | 3  | 4  | 4  | 3  | 4  | 4  | 4  | 1  | 4   | 35    |
| 16               | 3           | 4  | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 3   | 35    |
| 17               | 2           | 4  | 4  | 4  | 3  | 2  | 4  | 4  | 3  | 4   | 34    |
| 18               | 3           | 2  | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 1   | 32    |
| 19               | 1           | 4  | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 4   | 35    |
| 20               | 4           | 4  | 4  | 4  | 4  | 3  | 2  | 4  | 3  | 4   | 36    |
| 21               | 4           | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4   | 39    |
| 22               | 4           | 4  | 4  | 4  | 4  | 1  | 2  | 3  | 4  | 4   | 34    |
| 23               | 4           | 3  | 4  | 4  | 3  | 4  | 1  | 4  | 4  | 1   | 32    |
| 24               | 4           | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4   | 38    |
| 25               | 4           | 4  | 4  | 3  | 1  | 4  | 1  | 4  | 3  | 4   | 32    |
| 26               | 4           | 3  | 3  | 4  | 4  | 4  | 2  | 4  | 4  | 1   | 33    |
| 27               | 4           | 4  | 4  | 4  | 2  | 3  | 4  | 3  | 4  | 4   | 36    |
| 28               | 4           | 1  | 4  | 4  | 1  | 4  | 1  | 4  | 4  | 4   | 31    |
| 29               | 4           | 2  | 4  | 3  | 3  | 4  | 4  | 4  | 3  | 3   | 34    |
| 30               | 4           | 1  | 3  | 3  | 4  | 3  | 5  | 4  | 4  | 4   | 35    |
| 31               | 4           | 4  | 5  | 4  | 3  | 4  | 4  | 4  | 4  | 4   | 40    |
| 32               | 3           | 4  | 4  | 4  | 4  | 5  | 5  | 5  | 4  | 5   | 43    |
| 33               | 4           | 3  | 3  | 3  | 4  | 1  | 4  | 4  | 3  | 4   | 33    |
| 34               | 4           | 4  | 4  | 4  | 3  | 4  | 3  | 3  | 4  | 4   | 37    |
| 35               | 2           | 3  | 4  | 3  | 1  | 1  | 3  | 4  | 3  | 4   | 28    |
| 36               | 4           | 4  | 5  | 4  | 4  | 3  | 5  | 5  | 4  | 4   | 42    |

## Lampiran 13

### Data Penelitian Variabel Reward (X1)

| No.<br>Responden | Reward (X1) |     |     |     |     |     |     |     |     |      | TOTAL |
|------------------|-------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
|                  | Y.1         | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |       |
| 1                | 3           | 4   | 2   | 3   | 4   | 4   | 4   | 3   | 4   | 4    | 35    |
| 2                | 4           | 4   | 4   | 4   | 4   | 5   | 3   | 4   | 4   | 4    | 40    |
| 3                | 3           | 5   | 4   | 4   | 3   | 4   | 4   | 4   | 3   | 3    | 37    |
| 4                | 4           | 4   | 3   | 3   | 4   | 2   | 2   | 4   | 4   | 4    | 34    |
| 5                | 4           | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 5   | 5    | 44    |
| 6                | 5           | 4   | 4   | 4   | 5   | 2   | 4   | 4   | 4   | 4    | 40    |
| 7                | 4           | 1   | 4   | 3   | 4   | 3   | 1   | 2   | 4   | 4    | 30    |
| 8                | 3           | 4   | 1   | 4   | 2   | 1   | 4   | 4   | 3   | 2    | 28    |
| 9                | 4           | 4   | 4   | 3   | 4   | 4   | 4   | 5   | 3   | 4    | 39    |
| 10               | 3           | 4   | 4   | 4   | 4   | 5   | 2   | 4   | 4   | 4    | 38    |
| 11               | 3           | 2   | 2   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 34    |
| 12               | 4           | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 3    | 37    |
| 13               | 4           | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 2   | 4    | 36    |
| 14               | 3           | 5   | 4   | 5   | 4   | 4   | 4   | 3   | 4   | 4    | 40    |
| 15               | 4           | 4   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 4    | 37    |
| 16               | 4           | 4   | 4   | 4   | 3   | 4   | 4   | 5   | 4   | 4    | 40    |
| 17               | 3           | 5   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 5    | 39    |
| 18               | 4           | 4   | 4   | 3   | 1   | 3   | 4   | 3   | 3   | 3    | 32    |
| 19               | 3           | 4   | 4   | 4   | 3   | 4   | 2   | 4   | 3   | 4    | 35    |
| 20               | 4           | 5   | 3   | 5   | 4   | 4   | 4   | 3   | 4   | 4    | 40    |
| 21               | 5           | 5   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4    | 41    |
| 22               | 3           | 4   | 4   | 4   | 2   | 5   | 1   | 3   | 3   | 1    | 30    |
| 23               | 5           | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 42    |
| 24               | 3           | 4   | 2   | 3   | 4   | 1   | 3   | 3   | 2   | 4    | 29    |
| 25               | 4           | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 3    | 40    |
| 26               | 4           | 5   | 4   | 4   | 1   | 4   | 4   | 4   | 3   | 4    | 37    |
| 27               | 4           | 4   | 3   | 4   | 3   | 3   | 2   | 4   | 3   | 4    | 34    |
| 28               | 4           | 4   | 4   | 5   | 3   | 4   | 4   | 4   | 3   | 4    | 39    |
| 29               | 5           | 5   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 5    | 41    |
| 30               | 4           | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4    | 38    |
| 31               | 4           | 4   | 3   | 3   | 3   | 4   | 4   | 5   | 4   | 4    | 38    |
| 32               | 5           | 5   | 3   | 4   | 4   | 4   | 3   | 4   | 3   | 4    | 39    |
| 33               | 4           | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 2   | 2    | 33    |
| 34               | 5           | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 40    |
| 35               | 3           | 4   | 4   | 4   | 4   | 5   | 2   | 4   | 4   | 4    | 38    |
| 36               | 3           | 2   | 2   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 34    |

## Lampiran 14

### Data Penelitian Variabel Punishment (X2)

| No.<br>Responden | Punishment (X2) |      |      |      |          |      |      |      |      |       | Total |
|------------------|-----------------|------|------|------|----------|------|------|------|------|-------|-------|
|                  | x2.1            | x2.2 | x2.3 | x2.4 | x2.5     | x2.6 | x2.7 | x2.8 | x2.9 | x2.10 |       |
| 1                | 5               | 4    | 4    | 5    | 5        | 4    | 4    | 5    | 4    | 4     | 44    |
| 2                | 4               | 4    | 4    | 4    | 4        | 3    | 3    | 4    | 1    | 4     | 35    |
| 3                | 4               | 4    | 3    | 4    | 3        | 4    | 4    | 5    | 5    | 5     | 41    |
| 4                | 3               | 3    | 3    | 3    | 3        | 1    | 4    | 4    | 4    | 4     | 32    |
| 5                | 4               | 4    | 4    | 3    | 4        | 4    | 4    | 5    | 5    | 4     | 41    |
| 6                | 2               | 2    | 2    | 2    | 3        | 4    | 4    | 4    | 4    | 4     | 31    |
| 7                | 5               | 4    | 4    | 3    | 4        | 5    | 5    | 4    | 3    | 5     | 42    |
| 8                | 3               | 3    | 2    | 4    | 3        | 4    | 1    | 3    | 4    | 4     | 31    |
| 9                | 3               | 2    | 3    | 3    | 2        | 5    | 5    | 4    | 3    | 3     | 33    |
| 10               | 4               | 3    | 3    | 3    | 3        | 4    | 2    | 3    | 4    | 4     | 33    |
| 11               | 3               | 2    | 3    | 3    | 2        | 4    | 1    | 1    | 4    | 3     | 26    |
| 12               | 3               | 2    | 3    | 3    | 2        | 5    | 4    | 4    | 1    | 3     | 30    |
| 13               | 3               | 2    | 3    | 3    | 2        | 2    | 5    | 4    | 1    | 4     | 29    |
| 14               | 5               | 3    | 5    | 5    | 5        | 5    | 4    | 4    | 4    | 4     | 44    |
| 15               | 4               | 3    | 3    | 3    | 3        | 4    | 4    | 3    | 5    | 4     | 36    |
| 16               | 4               | 3    | 3    | 3    | 3        | 3    | 1    | 4    | 4    | 4     | 32    |
| 17               | 4               | 4    | 3    | 4    | <u>4</u> | 4    | 4    | 4    | 3    | 3     | 37    |
| 18               | 5               | 5    | 4    | 5    | 1        | 3    | 3    | 3    | 4    | 4     | 37    |
| 19               | 4               | 3    | 4    | 4    | 5        | 5    | 4    | 4    | 5    | 4     | 42    |
| 20               | 5               | 4    | 5    | 4    | 4        | 4    | 4    | 4    | 4    | 4     | 42    |
| 21               | 4               | 5    | 4    | 4    | 3        | 4    | 5    | 5    | 4    | 3     | 41    |
| 22               | 4               | 3    | 4    | 4    | 4        | 3    | 4    | 1    | 5    | 4     | 36    |
| 23               | 4               | 3    | 4    | 4    | 3        | 4    | 2    | 4    | 4    | 4     | 36    |
| 24               | 4               | 3    | 3    | 4    | 4        | 4    | 1    | 4    | 1    | 1     | 29    |
| 25               | 4               | 4    | 4    | 4    | 4        | 4    | 2    | 3    | 4    | 4     | 37    |
| 26               | 4               | 4    | 4    | 4    | 3        | 3    | 4    | 3    | 4    | 4     | 37    |
| 27               | 4               | 2    | 3    | 4    | 4        | 4    | 4    | 4    | 5    | 4     | 38    |
| 28               | 4               | 4    | 4    | 4    | 2        | 1    | 1    | 1    | 1    | 4     | 26    |
| 29               | 4               | 3    | 4    | 3    | 3        | 1    | 2    | 2    | 4    | 2     | 28    |
| 30               | 4               | 3    | 4    | 4    | 4        | 4    | 3    | 4    | 5    | 3     | 38    |
| 31               | 4               | 3    | 3    | 4    | 4        | 2    | 4    | 4    | 4    | 4     | 36    |
| 32               | 1               | 4    | 4    | 4    | 3        | 4    | 3    | 4    | 3    | 5     | 35    |
| 33               | 4               | 4    | 3    | 4    | 3        | 5    | 4    | 4    | 4    | 4     | 39    |
| 34               | 1               | 1    | 3    | 4    | 4        | 5    | 4    | 4    | 5    | 3     | 34    |
| 35               | 3               | 2    | 3    | 3    | 2        | 5    | 4    | 4    | 1    | 3     | 30    |
| 36               | 3               | 2    | 3    | 3    | 2        | 2    | 5    | 4    | 1    | 4     | 29    |

## Lampiran 15

### Data Penelitian Variabel Insentif (X3)

| No.<br>Responden | Insentif (X3) |      |      |      |      |      |      | Total |
|------------------|---------------|------|------|------|------|------|------|-------|
|                  | X4.1          | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | X4.7 |       |
| 1                | 1             | 1    | 1    | 1    | 4    | 4    | 1    | 13    |
| 2                | 1             | 1    | 1    | 1    | 2    | 2    | 1    | 9     |
| 3                | 2             | 2    | 2    | 2    | 2    | 2    | 2    | 14    |
| 4                | 4             | 4    | 4    | 5    | 4    | 4    | 2    | 27    |
| 5                | 4             | 5    | 4    | 5    | 5    | 5    | 4    | 32    |
| 6                | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 28    |
| 7                | 3             | 5    | 4    | 5    | 5    | 4    | 3    | 29    |
| 8                | 2             | 3    | 4    | 2    | 5    | 3    | 1    | 20    |
| 9                | 2             | 3    | 5    | 5    | 5    | 4    | 3    | 27    |
| 10               | 4             | 4    | 4    | 4    | 4    | 5    | 3    | 28    |
| 11               | 2             | 1    | 5    | 5    | 5    | 4    | 3    | 25    |
| 12               | 2             | 3    | 5    | 1    | 5    | 4    | 2    | 22    |
| 13               | 2             | 3    | 5    | 1    | 5    | 4    | 3    | 23    |
| 14               | 1             | 1    | 3    | 3    | 3    | 3    | 1    | 15    |
| 15               | 1             | 3    | 3    | 2    | 3    | 3    | 3    | 18    |
| 16               | 1             | 1    | 3    | 3    | 4    | 4    | 4    | 20    |
| 17               | 1             | 2    | 1    | 3    | 3    | 3    | 1    | 14    |
| 18               | 1             | 1    | 1    | 1    | 1    | 4    | 1    | 10    |
| 19               | 4             | 4    | 4    | 1    | 3    | 4    | 4    | 24    |
| 20               | 4             | 3    | 1    | 4    | 4    | 4    | 4    | 24    |
| 21               | 4             | 1    | 3    | 3    | 4    | 4    | 4    | 23    |
| 22               | 4             | 3    | 1    | 4    | 3    | 4    | 3    | 22    |
| 23               | 4             | 4    | 2    | 3    | 4    | 4    | 3    | 24    |
| 24               | 4             | 1    | 4    | 1    | 1    | 4    | 4    | 19    |
| 25               | 4             | 3    | 3    | 1    | 4    | 4    | 3    | 22    |
| 26               | 4             | 3    | 4    | 4    | 3    | 4    | 4    | 26    |
| 27               | 4             | 4    | 3    | 3    | 4    | 4    | 3    | 25    |
| 28               | 4             | 1    | 3    | 4    | 4    | 3    | 3    | 22    |
| 29               | 4             | 2    | 3    | 1    | 3    | 3    | 4    | 20    |
| 30               | 5             | 3    | 4    | 3    | 3    | 4    | 4    | 26    |
| 31               | 4             | 4    | 1    | 4    | 3    | 3    | 3    | 22    |
| 32               | 4             | 3    | 4    | 1    | 4    | 4    | 3    | 23    |
| 33               | 4             | 1    | 3    | 3    | 3    | 4    | 4    | 22    |
| 34               | 3             | 4    | 3    | 3    | 3    | 4    | 4    | 24    |
| 35               | 3             | 1    | 1    | 5    | 3    | 4    | 3    | 20    |
| 36               | 2             | 3    | 4    | 2    | 5    | 3    | 1    | 20    |

## Lampiran 16

### Metode Suksesif Interval (MSI) Variabel Kinerja (Y)

| 4     | 4     | 5     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | TOTL\AL |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|
| 3,506 | 3,430 | 4,045 | 2,687 | 2,184 | 1,973 | 2,889 | 2,459 | 3,843 | 2,968 | 29,984  |
| 3,506 | 3,430 | 1,000 | 2,687 | 1,000 | 3,116 | 2,889 | 1,000 | 3,843 | 1,681 | 24,152  |
| 3,506 | 1,707 | 2,542 | 2,687 | 2,184 | 3,116 | 2,109 | 2,459 | 3,843 | 2,968 | 27,122  |
| 3,506 | 3,430 | 2,542 | 2,687 | 3,280 | 3,116 | 2,889 | 2,459 | 3,843 | 2,968 | 30,720  |
| 3,506 | 3,430 | 2,542 | 2,687 | 4,612 | 3,116 | 2,889 | 2,459 | 2,317 | 4,680 | 32,237  |
| 2,322 | 3,430 | 2,542 | 2,687 | 3,280 | 3,116 | 2,889 | 2,459 | 3,843 | 2,968 | 29,537  |
| 3,506 | 3,430 | 4,045 | 2,687 | 4,612 | 3,116 | 4,045 | 2,459 | 3,843 | 2,968 | 34,711  |
| 1,791 | 2,287 | 2,542 | 1,000 | 3,280 | 1,000 | 2,109 | 2,459 | 2,317 | 2,968 | 21,753  |
| 3,506 | 3,430 | 4,045 | 2,687 | 3,280 | 1,973 | 4,045 | 3,915 | 3,843 | 2,968 | 33,691  |
| 5,137 | 5,037 | 2,542 | 4,713 | 3,280 | 3,116 | 4,045 | 3,915 | 3,843 | 2,968 | 38,596  |
| 5,137 | 3,430 | 4,045 | 2,687 | 2,184 | 3,116 | 4,045 | 3,915 | 3,843 | 2,968 | 35,370  |
| 5,137 | 5,037 | 4,045 | 2,687 | 3,280 | 1,973 | 4,045 | 3,915 | 3,843 | 2,968 | 36,930  |
| 3,506 | 3,430 | 4,045 | 2,687 | 2,184 | 4,723 | 1,000 | 3,915 | 3,843 | 4,680 | 34,011  |
| 3,506 | 2,287 | 2,542 | 2,687 | 1,000 | 3,116 | 2,889 | 2,459 | 2,317 | 2,968 | 25,771  |
| 3,506 | 2,287 | 2,542 | 2,687 | 2,184 | 3,116 | 2,889 | 2,459 | 1,000 | 2,968 | 25,638  |
| 2,322 | 3,430 | 2,542 | 2,687 | 3,280 | 3,116 | 2,109 | 1,000 | 2,317 | 1,681 | 24,484  |
| 1,791 | 3,430 | 2,542 | 2,687 | 2,184 | 1,553 | 2,889 | 2,459 | 2,317 | 2,968 | 24,820  |
| 2,322 | 1,707 | 2,542 | 2,687 | 3,280 | 3,116 | 2,109 | 2,459 | 2,317 | 1,000 | 23,539  |
| 1,000 | 3,430 | 2,542 | 2,687 | 2,184 | 3,116 | 2,889 | 1,000 | 3,843 | 2,968 | 25,659  |
| 3,506 | 3,430 | 2,542 | 2,687 | 3,280 | 1,973 | 1,675 | 2,459 | 2,317 | 2,968 | 26,837  |
| 3,506 | 3,430 | 2,542 | 2,687 | 2,184 | 3,116 | 2,889 | 2,459 | 3,843 | 2,968 | 29,624  |
| 3,506 | 3,430 | 2,542 | 2,687 | 3,280 | 1,000 | 1,675 | 1,000 | 3,843 | 2,968 | 25,931  |
| 3,506 | 2,287 | 2,542 | 2,687 | 2,184 | 3,116 | 1,000 | 2,459 | 3,843 | 1,000 | 24,624  |
| 3,506 | 3,430 | 2,542 | 1,000 | 2,184 | 3,116 | 2,889 | 2,459 | 3,843 | 2,968 | 27,937  |
| 3,506 | 3,430 | 2,542 | 1,000 | 1,000 | 3,116 | 1,000 | 2,459 | 2,317 | 2,968 | 23,338  |
| 3,506 | 2,287 | 1,000 | 2,687 | 3,280 | 3,116 | 1,675 | 2,459 | 3,843 | 1,000 | 24,853  |
| 3,506 | 3,430 | 2,542 | 2,687 | 1,569 | 1,973 | 2,889 | 1,000 | 3,843 | 2,968 | 26,407  |
| 3,506 | 1,000 | 2,542 | 2,687 | 1,000 | 3,116 | 1,000 | 2,459 | 3,843 | 2,968 | 24,122  |
| 3,506 | 1,707 | 2,542 | 1,000 | 2,184 | 3,116 | 2,889 | 2,459 | 2,317 | 1,681 | 23,401  |
| 3,506 | 1,000 | 1,000 | 1,000 | 3,280 | 1,973 | 4,045 | 2,459 | 3,843 | 2,968 | 25,074  |
| 3,506 | 3,430 | 4,045 | 2,687 | 2,184 | 3,116 | 2,889 | 2,459 | 3,843 | 2,968 | 31,127  |
| 2,322 | 3,430 | 2,542 | 2,687 | 3,280 | 4,723 | 4,045 | 3,915 | 3,843 | 4,680 | 35,466  |
| 3,506 | 2,287 | 1,000 | 1,000 | 3,280 | 1,000 | 2,889 | 2,459 | 2,317 | 2,968 | 22,706  |
| 3,506 | 3,430 | 2,542 | 2,687 | 2,184 | 3,116 | 2,109 | 1,000 | 3,843 | 2,968 | 27,385  |
| 1,791 | 2,287 | 2,542 | 1,000 | 1,000 | 1,000 | 2,109 | 2,459 | 2,317 | 2,968 | 19,473  |
| 3,506 | 3,430 | 4,045 | 2,687 | 3,280 | 1,973 | 4,045 | 3,915 | 3,843 | 2,968 | 33,691  |

## Lampiran 21

### Metode Suksefif Interval (MSI) Variabel *Punishment* (X2)

| 5     | 4     | 4     | 5     | 5     | 4     | 4     | 5     | 4     | 4     | TOTAL  |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| 4,612 | 4,111 | 3,704 | 5,137 | 5,137 | 2,951 | 2,900 | 4,544 | 2,527 | 3,583 | 39,209 |
| 3,251 | 4,111 | 3,704 | 3,734 | 4,008 | 2,115 | 2,083 | 3,079 | 1,000 | 3,583 | 30,668 |
| 3,251 | 4,111 | 2,413 | 3,734 | 3,042 | 2,951 | 2,900 | 4,544 | 3,756 | 5,137 | 35,840 |
| 2,131 | 3,116 | 2,413 | 2,413 | 3,042 | 1,000 | 2,900 | 3,079 | 2,527 | 3,583 | 26,203 |
| 3,251 | 4,111 | 3,704 | 2,413 | 4,008 | 2,951 | 2,900 | 4,544 | 3,756 | 3,583 | 35,222 |
| 1,536 | 2,155 | 1,000 | 1,000 | 3,042 | 2,951 | 2,900 | 3,079 | 2,527 | 3,583 | 23,772 |
| 4,612 | 4,111 | 3,704 | 2,413 | 4,008 | 4,180 | 4,188 | 3,079 | 1,737 | 5,137 | 37,170 |
| 2,131 | 3,116 | 1,000 | 3,734 | 3,042 | 2,951 | 1,000 | 1,964 | 2,527 | 3,583 | 25,048 |
| 2,131 | 2,155 | 2,413 | 2,413 | 2,094 | 4,180 | 4,188 | 3,079 | 1,737 | 2,293 | 26,683 |
| 3,251 | 3,116 | 2,413 | 2,413 | 3,042 | 2,951 | 1,726 | 1,964 | 2,527 | 3,583 | 26,986 |
| 2,131 | 2,155 | 2,413 | 2,413 | 2,094 | 2,951 | 1,000 | 1,000 | 2,527 | 2,293 | 20,978 |
| 2,131 | 2,155 | 2,413 | 2,413 | 2,094 | 4,180 | 2,900 | 3,079 | 1,000 | 2,293 | 24,658 |
| 2,131 | 2,155 | 2,413 | 2,413 | 2,094 | 1,681 | 4,188 | 3,079 | 1,000 | 3,583 | 24,736 |
| 4,612 | 3,116 | 5,037 | 5,137 | 5,137 | 4,180 | 2,900 | 3,079 | 2,527 | 3,583 | 39,308 |
| 3,251 | 3,116 | 2,413 | 2,413 | 3,042 | 2,951 | 2,900 | 1,964 | 3,756 | 3,583 | 29,389 |
| 3,251 | 3,116 | 2,413 | 2,413 | 3,042 | 2,115 | 1,000 | 3,079 | 2,527 | 3,583 | 26,538 |
| 3,251 | 4,111 | 2,413 | 3,734 | 4,008 | 2,951 | 2,900 | 3,079 | 1,737 | 2,293 | 30,478 |
| 4,612 | 5,316 | 3,704 | 5,137 | 1,000 | 2,115 | 2,083 | 1,964 | 2,527 | 3,583 | 32,042 |
| 3,251 | 3,116 | 3,704 | 3,734 | 5,137 | 4,180 | 2,900 | 3,079 | 3,756 | 3,583 | 36,439 |
| 4,612 | 4,111 | 5,037 | 3,734 | 4,008 | 2,951 | 2,900 | 3,079 | 2,527 | 3,583 | 36,542 |
| 3,251 | 5,316 | 3,704 | 3,734 | 3,042 | 2,951 | 4,188 | 4,544 | 2,527 | 2,293 | 35,551 |
| 3,251 | 3,116 | 3,704 | 3,734 | 4,008 | 2,115 | 2,900 | 1,000 | 3,756 | 3,583 | 31,166 |
| 3,251 | 3,116 | 3,704 | 3,734 | 3,042 | 2,951 | 1,726 | 3,079 | 2,527 | 3,583 | 30,713 |
| 3,251 | 3,116 | 2,413 | 3,734 | 4,008 | 2,951 | 1,000 | 3,079 | 1,000 | 1,000 | 25,552 |
| 3,251 | 4,111 | 3,704 | 3,734 | 4,008 | 2,951 | 1,726 | 1,964 | 2,527 | 3,583 | 31,560 |
| 3,251 | 4,111 | 3,704 | 3,734 | 3,042 | 2,115 | 2,900 | 1,964 | 2,527 | 3,583 | 30,931 |
| 3,251 | 2,155 | 2,413 | 3,734 | 4,008 | 2,951 | 2,900 | 3,079 | 3,756 | 3,583 | 31,829 |
| 3,251 | 4,111 | 3,704 | 3,734 | 2,094 | 1,000 | 1,000 | 1,000 | 1,000 | 3,583 | 24,477 |
| 3,251 | 3,116 | 3,704 | 2,413 | 3,042 | 1,000 | 1,726 | 1,541 | 2,527 | 1,559 | 23,879 |
| 3,251 | 3,116 | 3,704 | 3,734 | 4,008 | 2,951 | 2,083 | 3,079 | 3,756 | 2,293 | 31,975 |
| 3,251 | 3,116 | 2,413 | 3,734 | 4,008 | 1,681 | 2,900 | 3,079 | 2,527 | 3,583 | 30,292 |
| 1,000 | 4,111 | 3,704 | 3,734 | 3,042 | 2,951 | 2,083 | 3,079 | 1,737 | 5,137 | 30,579 |
| 3,251 | 4,111 | 2,413 | 3,734 | 3,042 | 4,180 | 2,900 | 3,079 | 2,527 | 3,583 | 32,819 |
| 1,000 | 1,000 | 2,413 | 3,734 | 4,008 | 4,180 | 2,900 | 3,079 | 3,756 | 2,293 | 28,362 |
| 2,131 | 2,155 | 2,413 | 2,413 | 2,094 | 4,180 | 2,900 | 3,079 | 1,000 | 2,293 | 24,658 |
| 2,131 | 2,155 | 2,413 | 2,413 | 2,094 | 1,681 | 4,188 | 3,079 | 1,000 | 3,583 | 24,736 |

## Lampiran 22

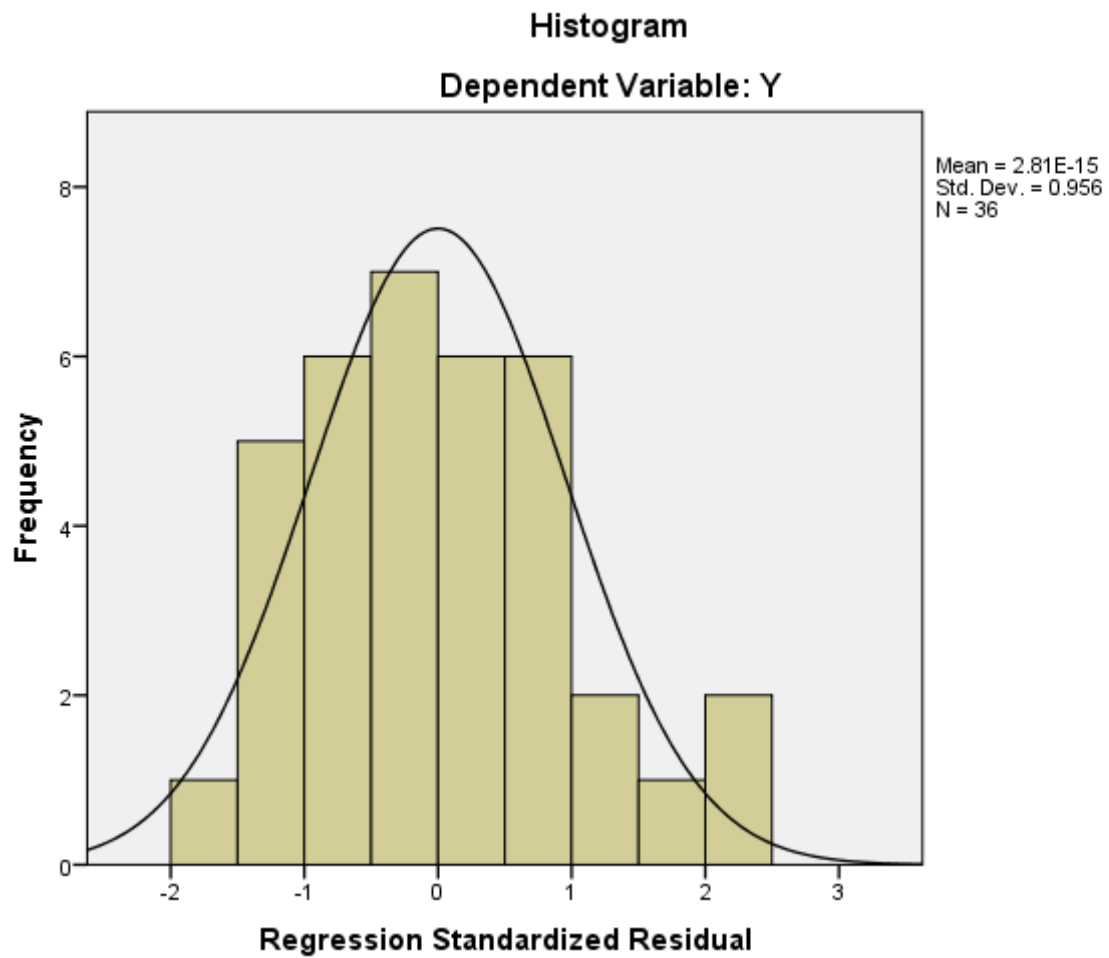
### Metode Suksefif Interval (MSI) Variabel Insentif (X3)

| 1     | 1     | 1     | 1     | 4     | 4     | 1     | TOTAL  |
|-------|-------|-------|-------|-------|-------|-------|--------|
| 1,000 | 1,000 | 1,000 | 1,000 | 3,310 | 3,353 | 1,000 | 11,663 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,628 | 1,000 | 1,000 | 7,628  |
| 1,859 | 1,754 | 1,665 | 1,775 | 1,628 | 1,000 | 1,694 | 11,374 |
| 3,084 | 3,152 | 2,957 | 3,706 | 3,310 | 3,353 | 1,694 | 21,256 |
| 3,084 | 4,166 | 2,957 | 3,706 | 4,358 | 5,037 | 3,506 | 26,814 |
| 3,084 | 3,152 | 2,957 | 2,848 | 3,310 | 3,353 | 3,506 | 22,210 |
| 2,240 | 4,166 | 2,957 | 3,706 | 4,358 | 3,353 | 2,343 | 23,123 |
| 1,859 | 2,291 | 2,957 | 1,775 | 4,358 | 2,014 | 1,000 | 16,255 |
| 1,859 | 2,291 | 4,045 | 3,706 | 4,358 | 3,353 | 2,343 | 21,956 |
| 3,084 | 3,152 | 2,957 | 2,848 | 3,310 | 5,037 | 2,343 | 22,730 |
| 1,859 | 1,000 | 4,045 | 3,706 | 4,358 | 3,353 | 2,343 | 20,665 |
| 1,859 | 2,291 | 4,045 | 1,000 | 4,358 | 3,353 | 1,694 | 18,601 |
| 1,859 | 2,291 | 4,045 | 1,000 | 4,358 | 3,353 | 2,343 | 19,250 |
| 1,000 | 1,000 | 2,125 | 2,243 | 2,401 | 2,014 | 1,000 | 11,783 |
| 1,000 | 2,291 | 2,125 | 1,775 | 2,401 | 2,014 | 2,343 | 13,949 |
| 1,000 | 1,000 | 2,125 | 2,243 | 3,310 | 3,353 | 3,506 | 16,537 |
| 1,000 | 1,754 | 1,000 | 2,243 | 2,401 | 2,014 | 1,000 | 11,411 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,353 | 1,000 | 9,353  |
| 3,084 | 3,152 | 2,957 | 1,000 | 2,401 | 3,353 | 3,506 | 19,453 |
| 3,084 | 2,291 | 1,000 | 2,848 | 3,310 | 3,353 | 3,506 | 19,393 |
| 3,084 | 1,000 | 2,125 | 2,243 | 3,310 | 3,353 | 3,506 | 18,621 |
| 3,084 | 2,291 | 1,000 | 2,848 | 2,401 | 3,353 | 2,343 | 17,321 |
| 3,084 | 3,152 | 1,665 | 2,243 | 3,310 | 3,353 | 2,343 | 19,149 |
| 3,084 | 1,000 | 2,957 | 1,000 | 1,000 | 3,353 | 3,506 | 15,900 |
| 3,084 | 2,291 | 2,125 | 1,000 | 3,310 | 3,353 | 2,343 | 17,506 |
| 3,084 | 2,291 | 2,957 | 2,848 | 2,401 | 3,353 | 3,506 | 20,441 |
| 3,084 | 3,152 | 2,125 | 2,243 | 3,310 | 3,353 | 2,343 | 19,609 |
| 3,084 | 1,000 | 2,125 | 2,848 | 3,310 | 2,014 | 2,343 | 16,724 |
| 3,084 | 1,754 | 2,125 | 1,000 | 2,401 | 2,014 | 3,506 | 15,884 |
| 4,713 | 2,291 | 2,957 | 2,243 | 2,401 | 3,353 | 3,506 | 21,465 |
| 3,084 | 3,152 | 1,000 | 2,848 | 2,401 | 2,014 | 2,343 | 16,842 |
| 3,084 | 2,291 | 2,957 | 1,000 | 3,310 | 3,353 | 2,343 | 18,338 |
| 3,084 | 1,000 | 2,125 | 2,243 | 2,401 | 3,353 | 3,506 | 17,712 |
| 2,240 | 3,152 | 2,125 | 2,243 | 2,401 | 3,353 | 3,506 | 19,020 |
| 2,240 | 1,000 | 1,000 | 3,706 | 2,401 | 3,353 | 2,343 | 16,044 |
| 1,859 | 2,291 | 2,957 | 1,775 | 4,358 | 2,014 | 1,000 | 16,255 |

## Lampiran 23

### Hasil Uji Normalitas

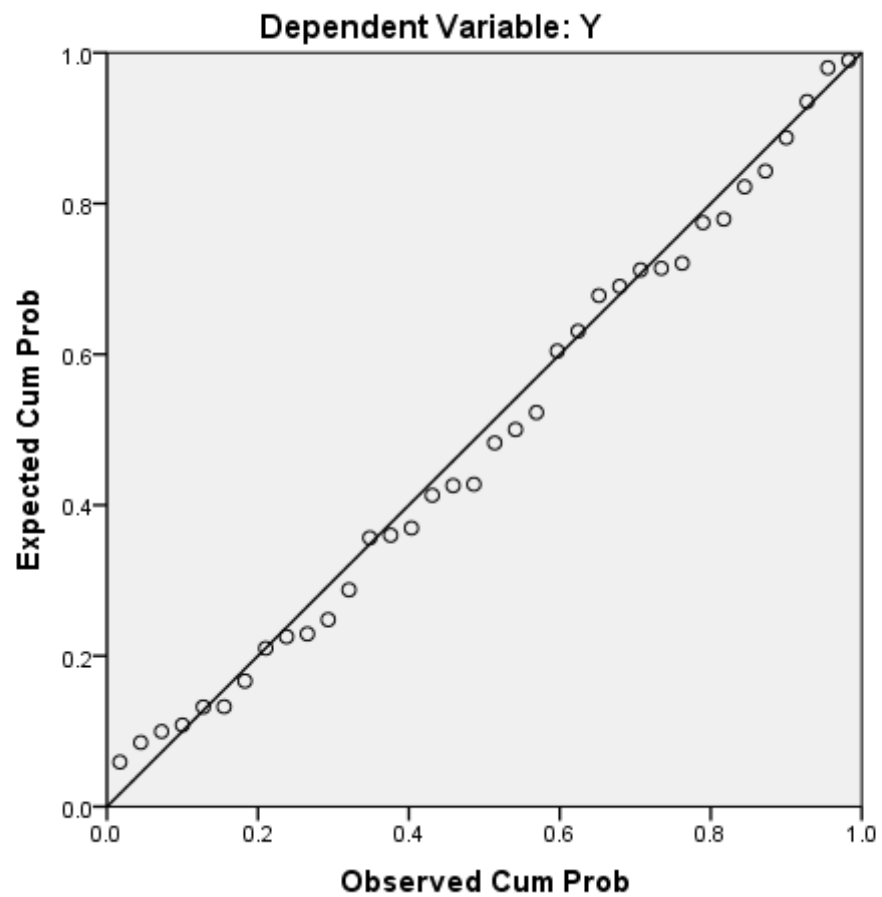
#### Uji Normalitas Grafik Histogram



## Lampiran 24

### Hasil Uji Normalitas P-P Plot

Normal P-P Plot of Regression Standardized Residual



## Lampiran 25

### Hasil Uji Normalitas Kolmogorov Smirnov

One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized<br>Residual |
|----------------------------------|----------------|----------------------------|
| N                                |                | 36                         |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                   |
|                                  | Std. Deviation | 3.85596974                 |
| Most Extreme Differences         | Absolute       | .067                       |
|                                  | Positive       | .048                       |
|                                  | Negative       | -.067                      |
| Test Statistic                   |                | .067                       |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>        |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## Lampiran 26

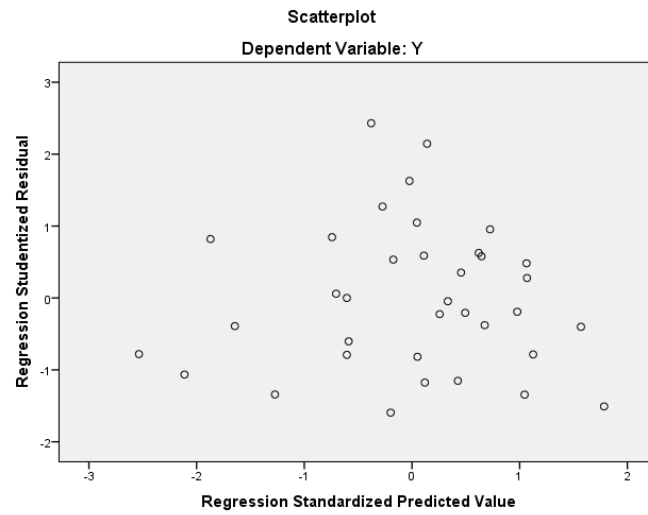
### Hasil Uji Multikolonieritas

| Coefficients <sup>a</sup> |                         |       |
|---------------------------|-------------------------|-------|
| Model                     | Collinearity Statistics |       |
|                           | Tolerance               | VIF   |
| 1 (Constant)              |                         |       |
| X1                        | .928                    | 1.077 |
| X2                        | .907                    | 1.103 |
| X3                        | .964                    | 1.037 |

a. Dependent Variable: Y

## Lampiran 27

### Hasil Uji Heteroskedastisitas Scatter Plot



## Lampiran 28

### Analisis Regresi Linear Berganda

| Coefficients <sup>a</sup> |            |                             |            |                           |        |
|---------------------------|------------|-----------------------------|------------|---------------------------|--------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients |        |
|                           |            | B                           | Std. Error | Beta                      |        |
| 1                         | (Constant) | 23.435                      | 1.435      |                           | 16.328 |
|                           | X1         | .029                        | .030       | .061                      | .957   |
|                           | X2         | .054                        | .024       | .142                      | 2.190  |
|                           | X3         | .311                        | .021       | .941                      | 14.938 |

a. Dependent Variable: Y

## Lampiran 29

### Uji Hipotesis parsial (Uji t)

| Coefficients <sup>a</sup> |                             |            |                           |        |      |
|---------------------------|-----------------------------|------------|---------------------------|--------|------|
| Model                     | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|                           | B                           | Std. Error | Beta                      |        |      |
| 1 (Constant)              | 23.435                      | 1.435      |                           | 16.328 | .000 |
| X1                        | .029                        | .030       | .061                      | .957   | .346 |
| X2                        | .054                        | .024       | .142                      | 2.190  | .036 |
| X3                        | .311                        | .021       | .941                      | 14.938 | .000 |

a. Dependent Variable: Y

## Lampiran 30

### Uji Hipotesis Simultan (Uji F)

| ANOVA <sup>a</sup> |            |                |    |             |        |                   |
|--------------------|------------|----------------|----|-------------|--------|-------------------|
| Model              |            | Sum of Squares | Df | Mean Square | F      | Sig.              |
| 1                  | Regression | 127.598        | 3  | 42.533      | 76.378 | .000 <sup>b</sup> |
|                    | Residual   | 17.820         | 32 | .557        |        |                   |
|                    | Total      | 145.418        | 35 |             |        |                   |

a. Dependent Variable: Y

**Sumber:** Data Primer Yang Diolah.

## Lampiran 31

### Koefisien Determinasi

| Model Summary <sup>b</sup> |                   |          |                   |                            |
|----------------------------|-------------------|----------|-------------------|----------------------------|
| Model                      | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                          | .937 <sup>a</sup> | .877     | .866              | .74624                     |

a. Dependent Variabel Y

# Lampiran 32 Distribusi t Tabel

| Pr<br>df | 0.25<br>0.50 | 0.10<br>0.20 | 0.05<br>0.10 | 0.025<br>0.050 | 0.01<br>0.02 | 0.005<br>0.010 | 0.001<br>0.002 |
|----------|--------------|--------------|--------------|----------------|--------------|----------------|----------------|
| 1        | 1.00000      | 3.07768      | 6.31375      | 12.70620       | 31.82052     | 63.65674       | 318.30884      |
| 2        | 0.81650      | 1.88562      | 2.91999      | 4.30265        | 6.96456      | 9.92484        | 22.32712       |
| 3        | 0.76489      | 1.63774      | 2.35336      | 3.18245        | 4.54070      | 5.84091        | 10.21453       |
| 4        | 0.74070      | 1.53321      | 2.13185      | 2.77645        | 3.74695      | 4.60409        | 7.17318        |
| 5        | 0.72669      | 1.47588      | 2.01505      | 2.57058        | 3.36493      | 4.03214        | 5.89343        |
| 6        | 0.71756      | 1.43976      | 1.94318      | 2.44691        | 3.14267      | 3.70743        | 5.20763        |
| 7        | 0.71114      | 1.41492      | 1.89458      | 2.36462        | 2.99795      | 3.49948        | 4.78529        |
| 8        | 0.70639      | 1.39682      | 1.85955      | 2.30600        | 2.89646      | 3.35539        | 4.50079        |
| 9        | 0.70272      | 1.38303      | 1.83311      | 2.26216        | 2.82144      | 3.24984        | 4.29681        |
| 10       | 0.69981      | 1.37218      | 1.81246      | 2.22814        | 2.76377      | 3.16927        | 4.14370        |
| 11       | 0.69745      | 1.36343      | 1.79588      | 2.20099        | 2.71808      | 3.10581        | 4.02470        |
| 12       | 0.69548      | 1.35622      | 1.78229      | 2.17881        | 2.68100      | 3.05454        | 3.92963        |
| 13       | 0.69383      | 1.35017      | 1.77093      | 2.16037        | 2.65031      | 3.01228        | 3.85198        |
| 14       | 0.69242      | 1.34503      | 1.76131      | 2.14479        | 2.62449      | 2.97684        | 3.78739        |
| 15       | 0.69120      | 1.34061      | 1.75305      | 2.13145        | 2.60248      | 2.94671        | 3.73283        |
| 16       | 0.69013      | 1.33676      | 1.74588      | 2.11991        | 2.58349      | 2.92078        | 3.68615        |
| 17       | 0.68920      | 1.33338      | 1.73961      | 2.10982        | 2.56693      | 2.89823        | 3.64577        |
| 18       | 0.68836      | 1.33039      | 1.73406      | 2.10092        | 2.55238      | 2.87844        | 3.61048        |
| 19       | 0.68762      | 1.32773      | 1.72913      | 2.09302        | 2.53948      | 2.86093        | 3.57940        |
| 20       | 0.68695      | 1.32534      | 1.72472      | 2.08596        | 2.52798      | 2.84534        | 3.55181        |
| 21       | 0.68635      | 1.32319      | 1.72074      | 2.07961        | 2.51765      | 2.83136        | 3.52715        |
| 22       | 0.68581      | 1.32124      | 1.71714      | 2.07387        | 2.50832      | 2.81876        | 3.50499        |
| 23       | 0.68531      | 1.31946      | 1.71387      | 2.06866        | 2.49987      | 2.80734        | 3.48496        |
| 24       | 0.68485      | 1.31784      | 1.71088      | 2.06390        | 2.49216      | 2.79694        | 3.46678        |
| 25       | 0.68443      | 1.31635      | 1.70814      | 2.05954        | 2.48511      | 2.78744        | 3.45019        |
| 26       | 0.68404      | 1.31497      | 1.70562      | 2.05553        | 2.47863      | 2.77871        | 3.43500        |
| 27       | 0.68368      | 1.31370      | 1.70329      | 2.05183        | 2.47266      | 2.77068        | 3.42103        |
| 28       | 0.68335      | 1.31253      | 1.70113      | 2.04841        | 2.46714      | 2.76326        | 3.40816        |
| 29       | 0.68304      | 1.31143      | 1.69913      | 2.04523        | 2.46202      | 2.75639        | 3.39624        |
| 30       | 0.68276      | 1.31042      | 1.69726      | 2.04227        | 2.45726      | 2.75000        | 3.38518        |
| 31       | 0.68249      | 1.30946      | 1.69552      | 2.03951        | 2.45282      | 2.74404        | 3.37490        |
| 32       | 0.68223      | 1.30857      | 1.69389      | 2.03693        | 2.44868      | 2.73848        | 3.36531        |
| 33       | 0.68200      | 1.30774      | 1.69236      | 2.03452        | 2.44479      | 2.73328        | 3.35634        |
| 34       | 0.68177      | 1.30695      | 1.69092      | 2.03224        | 2.44115      | 2.72839        | 3.34793        |
| 35       | 0.68156      | 1.30621      | 1.68957      | 2.03011        | 2.43772      | 2.72381        | 3.34005        |
| 36       | 0.68137      | 1.30551      | 1.68830      | 2.02809        | 2.43449      | 2.71948        | 3.33262        |
| 37       | 0.68118      | 1.30485      | 1.68709      | 2.02619        | 2.43145      | 2.71541        | 3.32563        |
| 38       | 0.68100      | 1.30423      | 1.68595      | 2.02439        | 2.42857      | 2.71156        | 3.31903        |
| 39       | 0.68083      | 1.30364      | 1.68488      | 2.02269        | 2.42584      | 2.70791        | 3.31279        |
| 40       | 0.68067      | 1.30308      | 1.68385      | 2.02108        | 2.42326      | 2.70446        | 3.30688        |

Lampiran 33 Distribusi F tabel

| $\alpha = 0,05$<br>$df_2=(n-k-1)$ | $df_1=(k-1)$ |         |         |         |         |         |         |         |
|-----------------------------------|--------------|---------|---------|---------|---------|---------|---------|---------|
|                                   | 1            | 2       | 3       | 4       | 5       | 6       | 7       | 8       |
| 1                                 | 161.448      | 199.500 | 215.707 | 224.583 | 230.162 | 233.986 | 236.768 | 238.883 |
| 2                                 | 18.513       | 19.000  | 19.164  | 19.247  | 19.296  | 19.330  | 19.353  | 19.371  |
| 3                                 | 10.128       | 9.552   | 9.277   | 9.117   | 9.013   | 8.941   | 8.887   | 8.845   |
| 4                                 | 7.709        | 6.944   | 6.591   | 6.388   | 6.256   | 6.163   | 6.094   | 6.041   |
| 5                                 | 6.608        | 5.786   | 5.409   | 5.192   | 5.050   | 4.950   | 4.876   | 4.818   |
| 6                                 | 5.987        | 5.143   | 4.757   | 4.534   | 4.387   | 4.284   | 4.207   | 4.147   |
| 7                                 | 5.591        | 4.737   | 4.347   | 4.120   | 3.972   | 3.866   | 3.787   | 3.726   |
| 8                                 | 5.318        | 4.459   | 4.066   | 3.838   | 3.687   | 3.581   | 3.500   | 3.438   |
| 9                                 | 5.117        | 4.256   | 3.863   | 3.633   | 3.482   | 3.374   | 3.293   | 3.230   |
| 10                                | 4.965        | 4.103   | 3.708   | 3.478   | 3.326   | 3.217   | 3.135   | 3.072   |
| 11                                | 4.844        | 3.982   | 3.587   | 3.357   | 3.204   | 3.095   | 3.012   | 2.948   |
| 12                                | 4.747        | 3.885   | 3.490   | 3.259   | 3.106   | 2.996   | 2.913   | 2.849   |
| 13                                | 4.667        | 3.806   | 3.411   | 3.179   | 3.025   | 2.915   | 2.832   | 2.767   |
| 14                                | 4.600        | 3.739   | 3.344   | 3.112   | 2.958   | 2.848   | 2.764   | 2.699   |
| 15                                | 4.543        | 3.682   | 3.287   | 3.056   | 2.901   | 2.790   | 2.707   | 2.641   |
| 16                                | 4.494        | 3.634   | 3.239   | 3.007   | 2.852   | 2.741   | 2.657   | 2.591   |
| 17                                | 4.451        | 3.592   | 3.197   | 2.965   | 2.810   | 2.699   | 2.614   | 2.548   |
| 18                                | 4.414        | 3.555   | 3.160   | 2.928   | 2.773   | 2.661   | 2.577   | 2.510   |
| 19                                | 4.381        | 3.522   | 3.127   | 2.895   | 2.740   | 2.628   | 2.544   | 2.477   |
| 20                                | 4.351        | 3.493   | 3.098   | 2.866   | 2.711   | 2.599   | 2.514   | 2.447   |
| 21                                | 4.325        | 3.467   | 3.072   | 2.840   | 2.685   | 2.573   | 2.488   | 2.420   |
| 22                                | 4.301        | 3.443   | 3.049   | 2.817   | 2.661   | 2.549   | 2.464   | 2.397   |
| 23                                | 4.279        | 3.422   | 3.028   | 2.796   | 2.640   | 2.528   | 2.442   | 2.375   |
| 24                                | 4.260        | 3.403   | 3.009   | 2.776   | 2.621   | 2.508   | 2.423   | 2.355   |
| 25                                | 4.242        | 3.385   | 2.991   | 2.759   | 2.603   | 2.490   | 2.405   | 2.337   |
| 26                                | 4.225        | 3.369   | 2.975   | 2.743   | 2.587   | 2.474   | 2.388   | 2.321   |
| 27                                | 4.210        | 3.354   | 2.960   | 2.728   | 2.572   | 2.459   | 2.373   | 2.305   |
| 28                                | 4.196        | 3.340   | 2.947   | 2.714   | 2.558   | 2.445   | 2.359   | 2.291   |
| 29                                | 4.183        | 3.328   | 2.934   | 2.701   | 2.545   | 2.432   | 2.346   | 2.278   |
| 30                                | 4.171        | 3.316   | 2.922   | 2.690   | 2.534   | 2.421   | 2.334   | 2.266   |
| 31                                | 4.160        | 3.305   | 2.911   | 2.679   | 2.523   | 2.409   | 2.323   | 2.255   |
| 32                                | 4.149        | 3.295   | 2.901   | 2.668   | 2.512   | 2.399   | 2.313   | 2.244   |
| 33                                | 4.139        | 3.285   | 2.892   | 2.659   | 2.503   | 2.389   | 2.303   | 2.235   |
| 34                                | 4.130        | 3.276   | 2.883   | 2.650   | 2.494   | 2.380   | 2.294   | 2.225   |
| 35                                | 4.121        | 3.267   | 2.874   | 2.641   | 2.485   | 2.372   | 2.285   | 2.217   |
| 36                                | 4.113        | 3.259   | 2.866   | 2.634   | 2.477   | 2.364   | 2.277   | 2.209   |
| 37                                | 4.105        | 3.252   | 2.859   | 2.626   | 2.470   | 2.356   | 2.270   | 2.201   |
| 38                                | 4.098        | 3.245   | 2.852   | 2.619   | 2.463   | 2.349   | 2.262   | 2.194   |
| 39                                | 4.091        | 3.238   | 2.845   | 2.612   | 2.456   | 2.342   | 2.255   | 2.187   |
| 40                                | 4.085        | 3.232   | 2.839   | 2.606   | 2.449   | 2.336   | 2.249   | 2.180   |