

## DAFTAR PUSTAKA

- Agnesia Salu, E. S. (2021). Pengaruh Insentif Material, Non Material Terhadap Kinerja Pada PT. Bank Sulutgo Cabang Pembantu Ranotana. *Jurnal EMBA*, Vol. 9, No. 2, Halaman 756-765. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/33740>
- Agustin, S. (2019). Pengaruh Budaya Organisasi, Kepemimpinan, dan Iklim Organisasi Terhadap Kinerja Pegawai Rumah Sakit Bhayangkara Padang. Halaman 1-21. <https://ideas.repec.org/p/osf/osfxxx/qcgxd.html>
- Dinahaji, H. S. (2018). Pengaruh Pemberian Isesntif Terhadap Kinerja Pustakawan Di Perpustakaan Daerah Provinsi Jawa Tengah. *Jurnal Riset Manajemen*, Hal 1-7. <https://ejournal3.undip.ac.id/index.php/jip/article/view/730>
- Dunggio, S. (2020). Pengaruh Budaya Organisasi Terhadap Pegawai Di Kantor Camat Dunginggi Kota Gorontalo. *Jurnal Manajemen Sumber Daya Manusia Administrasi dan Pelayanan Publik*, Hal 1-9. <https://stia-binataruna.e-journal.id/PUBLIK/article/view/114>
- Henanta, N. D., Sunuharyo, B. S., & Utami H. N. (2018). Pengaruh Insentif Material dan Insentif Non Material Terhadap Kinerja Karyawan Dengan Variabel Moderasi Motivasi Kerja (studi Pada Karyawan Ttap PG. Kebon agung Malang). *Jurnal Administrasi Bisnis*, Hal 41-49. <http://download.garuda.kemdikbud.go.id/article.php?>
- Natasari, D., & Armanu. (2021). Pengaruh Pemberian Insentif Material dan non Material Terhadap Kinerja Pegawai Melalui Kepuasan Kerja (Studi Pada PG Kebon Agung Malang. *Jurnal EMBA*, Vol.9, No.2, Halaman 756-765. <https://jurnaljam.ub.ac.id/index.php/jam/article/view/405>
- Panambunan, J. R., Lengkong, P. V., & Trang, I. (2018). Pengaruh Insentif Material, Insentif Non Material dan Lingkungan Kerja Terhadap Motivasi Kerja Pegawai PT. BPR Prisma Dana Manado. *Jurnal EMBA*, Vol.6, No.4, Halaman 3058-3067. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/21221>
- Permana, A. P., & Hufron, M. (2018). Pengaruh Pemberian Insentif Terhadap Kinerja Karyawan Di PT. Bank Rakyat Indonesia (Persero) Tbk. *Jurnal Riset Manajemen*, Hal 137-154. <http://riset.unisma.ac.id/index.php/jrm/article/viewFile/549/573>
- Prakoso, A. D., & Wulantika, L. (2018). Insentif dan Budaya Organisasi Terhadap Kinerja Pegawai di PT. Angkasa Pura II (PERSERO) Husein Sastranegara

- Bandung. *Jurnal EMBA*, Halaman 1-12.  
<https://repository.unikom.ac.id/59065/>
- Prawironegoro, SE., SF., MA., MM, D. D., & Utari SE., M.Ak., D. (2016). *Manajemen SDM Abad 21 (Sumber Daya Manusia)*. Jakarta: Mitra Wacana Media.
- Putra, S. C., Harlen, & Machasin. (2014). Pengaruh Kepemimpinan, Motivasi dan Budaya Organisasi Terhadap Kinerja Pegawai Pada Badan Perencanaan Pembangunan Daerah (BAPPEDA) Kota Dumai. *Jurnal Ekonomi*, Volume 22, nomor. 3, Halaman 1-17.  
<https://je.ejournal.unri.ac.id/index.php/JE/article/view/2604>
- Sarwoto. (2014). Dasar-Dasar Organisasi dan Manajemen. Jakarta: Ghalia Indonesia.
- Sudaryono. (2017). *Pengantar Manajemen Teori dan Kasus*. Yogyakarta: CAPS(Center For Academic Publishing Service).
- Sugiyono, P. D. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: ALFABETA, cv.
- Sulyianto, S.E., M.M., P. D. (2018). *Metode Penelitian Bisnis untuk Skripsi, Tesis, & Disertasi*. Yogyakarta: ANDI .
- Suwatno dan Priansa, Donni Juni. 2011. Manajemen SDM dalam Organisasi Publik dan Bisnis. Bandung: Alfabeta.
- Wardani, R. K., Mukzam, M. D., & Mayowan, Y. (2016). Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai (Studi Pada Pegawai PT. Karya Indah Buana Surabaya). *Jurnal Administrasi Bisnis*, Vol.31, No.1, Halaman 58-65.  
<http://download.garuda.kemdikbud.go.id/article.php?article=>
- Windasari, I. A., & Sri Asih, A. K. (2020). Pengaruh Incentif Finansial dan Incentif Non Finansial, Pengalaman Kerja Terhadap Kinerja Pegawai Pada PT. Bali Baramundi, Benoa. *Journal Research Management*, Vol. 02, No.1, Halaman 44-57.  
<http://jarma.triatmamulya.ac.id/index.php/Management/article/view/34>
- Wiyanto, & Idruss, M. (2021). Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan PT. Putra Sinar Permaja (South Quarter). *Jurnal Disrupsi*, Hal 1-12. <https://garuda.kemdikbud.go.id/documents/detail/1919584>

Zainal, V. R., Ramly, M., Mutis, T., & Arafah, W. (2018). *Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori ke praktik*. Depok: Pt. Raja Grafindo Persada.

Zaputri, A. R., Rahardjo, K., & Utami, H. N. (2016). Pengaruh Insentif Material dan Non Material Terhadap Kepuasan Kerja dan Kinerja Pegawai ( Studi Pada Pegawai Produksi Cetak PT. Temprina Media Grafika di Surabaya). *Jurnal Ekonomi*, Vol. 9, No. 2, Halaman 1-8.

<http://download.garuda.kemdikbud.go.id/article.php?article=189359&val=6468>

# LAMPIRAN

## KATA PENGANTAR

Perihal : Permohonan Pengisian Kuesioner  
Judul Penelitian : Pengaruh Budaya Organisasi, Insentif Material, Insentif Non Material terhadap kinerja Pegawai di PT. BPR BKK Jateng (Perseroda) Kabupaten Tegal.

Kepada Yth,  
Sdr. Responden  
Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/ibu/Saudara untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/ibu/Saudara selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, 10 Oktober 2022

Hormat saya,

Panji Sukma Jaya

## Lampiran 1

### KUESIONER PENELITIAN

#### Pengaruh Budaya Organisasi, Insentif Material, Insentif Non Material

#### terhadap kinerja Pegawai di PT. BPR BKK Jateng (Perseroda) Kabupaten

**Tegal.**

---

#### Petunjuk pengisian kuesioner

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pertanyaan yang ada.

2. Beri tanda [ ✓ ] pada kolom yang tersedia

3. Ada 5 alternatif jawaban, yaitu:

Sangat Setuju (SS) = 5

Setuju (S) = 4

Netral (N) = 3

Tidak Setuju (TS) = 2

Sangat Tidak Setuju (STS) = 1

4. Untuk setiap pertanyaan hanya boleh memilih satu alternatif jawaban yang telah disediakan.

5. Dalam menjawab pertanyaan – pertanyaan ini, tidak ada jawaban yang salah. Oleh karena itu, usahakan tidak ada jawaban yang dikosongkan.

6. Setelah selesai mengisi kuesioner mohon dikumpulkan kembali.

7. Terimakasih atas partisipasi Anda.

**A. IDENTITAS RESPONDEN**

Beri tanda [ ✓ ] pada jawaban saudara

1. Jenis Kelamin:      [ ] Laki – Laki [ ] Perempuan
2. Umur
  - a. 20-30 Tahun      [ ]
  - b. 31-40 Tahun      [ ]
  - c. > 41 Tahun      [ ]
3. Apa pendidikan terakhir anda ?
  - a. SMA      [ ]
  - b. DIII/S1      [ ]
  - c. S2      [ ]
4. Berapa lama masa kerja anda di perusahaan ini ?
  - a. 1-5 tahun      [ ]
  - b. 6-10 tahun      [ ]
  - c. > 10 tahun      [ ]

## **B. FORMULIR KUESIONER**

### **A. Kinerja Pegawai**

NO	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Perusahaan memberikan penilaian kuantitas dengan batas pinjaman nasabah sebagai target penilaian yang harus dipenuhi pegawai.					
2	Perusahaan memberikan penilaian terhadap kinerja pegawai dengan baik/buruk dan tingkat kesalahan kerja sebagai tolak ukur penilaian.					
3	Perusahaan memberikan penilaian kepada pegawai dengan tolak ukur biaya yang dikeluarkan sesuai dengan konsep dan target kerja yang dilakukan para Pegawai.					
4	Dalam bekerja pegawai saling membantu satu sama lain.					
5	Pegawai saling membantu guna menciptakan efektifitas kerja antar pegawai.					
6	Dalam bekerja para pegawai harus bersikap baik.					
7	Pegawai Memiliki rasa percaya diri dalam bekerja.					
8	Pegawai diharuskan memiliki sikap mandiri dalam bekerja.					
9	Pegawai diharuskan memiliki sikap rajin dalam bekerja.					
10	Pegawai memiliki pengalaman kerja yang baik.					

### B. Budaya Organisasi (X1)

NO	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Manajemen perusahaan memperlakukan pegawaiannya dengan baik.					
2	Manajemen perusahaan memperlakukan pegawaiannya dengan adil tanpa pilih kasih.					
3	Perusahaan mengharuskan pegawai melayani nasabah dengan baik.					
4	Perusahaan mengharuskan pegawai melayani nasabah dengan ramah tamah.					
5	Komunikasi bawahan dengan atasan sangat baik					
6	Komunikasi antara sesama pegawai sangat baik.					
7	Anda memperhatikan setiap prosedur yang digunakan dalam melakukan pekerjaan					
8	Perusahaan memiliki aturan, kode, dan pernyataan yang harus pahami dan dijunjung tinggi oleh seluruh pegawai.					
9	Perusahaan memiliki aturan, kode, dan pernyataan yang diyakini kebenarannya oleh seluruh pegawai.					
10	Pegawai meyakini aturan, kode, dan pernyataan yang ada dan diberikan oleh perusahaan kepada seluruh pegawaiannya.					

### C. Insentif Material (X2)

NO	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Perusahaan memberikan bonus kepada pegawai yang mencapai target pinjaman nasabah sesuai tingkat pemberian pinjaman yang telah ditetapkan perusahaan.					
2	Besar kecilnya tingkat pemberian pinjaman kepada nasabah yang dilakukan Pegawai, mempengaruhi pemberian bonus perusahaan.					
3	Perusahaan memberikan komisi kepada para pegawai yang mencapai batas standar pinjaman nasabah.					
4	Pegawai merasa cukup atas komisi yang diberikan oleh perusahaan.					
5	Perusahaan memberikan profit kepada pegawai.					
6	Perusahaan memberikan jaminan insentif kepada seluruh pegawai.					
7	Terdapat persyaratan khusus untuk pemberian jaminan insentif pegawai.					
8	Karyawan merasa adil terhadap insentif yang diberikan perusahaan					
9	Insentif diberikan sesuai dengan jabatan pegawai					
10	Perusahaan memberi insentif yang layak untuk pegawai					

#### D. Insentif Non Material (X3)

NO	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Perusahaan memberikan cuti kepada para pegawai.					
2	Saya setuju atas frekuensi pemberian penghargaan					
3	Perusahaan atau manajemen perusahaan senantiasa memberikan ucapan terimakasih secara formal tertulis sebagai bentuk kepedulian dan ungkapan terimakasih kepada para Pegawainya.					
4	Perusahaan memberikan ucapan terimakasih secara formal administratif kepada para pegawai yang telah melakukan kontribusi.					
5	Perusahaan atau manajemen perusahaan senantiasa memberikan ucapan terimakasih secara tidak formal tertulis sebagai bentuk kepedulian dan ungkapan terimakasih kepada para pegawainya.					
6	Perusahaan memberikan ungkapan terimakasih kepada para pegawainya tertulis melalui papan pengumuman.					
7	Pimpinan memberikan pujian kepada pegawai atas kinerjanya.					
8	Perusahaan atau pimpinan telah memberikan apresiasi kepada setiap pegawai atas kinerjanya.					
9	Perusahaan memberikan penghargaan berupa sertifikat atas kinerja pegawainya.					
10	Setiap pegawai selalu ingin obyektifitas pemberian penghargaan oleh pimpinan atau perusahaan atas kinerjanya.					

**Lampiran 2****Data Kuesioner 115 Responden****Kinerja Pegawai (Y)**

Kode resp	KINERJA PEGAWAI (Y)										
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y
R-001	4	4	4	4	5	5	4	5	4	4	43
R-002	5	4	4	4	4	5	4	4	4	5	43
R-003	4	4	4	4	5	4	4	4	4	4	41
R-004	5	5	4	5	5	3	5	5	5	5	47
R-005	4	4	4	4	4	4	5	5	4	4	42
R-006	5	4	5	4	5	5	5	5	5	5	48
R-007	4	5	4	3	4	5	5	4	4	3	41
R-008	4	4	4	4	4	4	4	4	4	4	40
R-009	4	4	3	4	4	3	4	4	5	4	39
R-010	5	5	4	3	3	5	4	4	4	4	41
R-011	4	4	4	5	5	5	5	5	5	4	46
R-012	4	4	4	3	3	4	4	5	5	5	41
R-013	4	4	4	3	3	3	4	3	4	4	36
R-014	5	5	5	5	5	5	5	5	5	5	50
R-015	4	4	5	3	4	5	4	5	3	5	42
R-016	4	5	4	3	5	4	4	5	3	5	42
R-017	5	5	5	5	5	5	5	5	5	5	50
R-018	5	5	5	5	5	5	4	5	4	4	47
R-019	5	5	5	5	5	5	5	5	5	5	50
R-020	4	4	4	5	4	4	5	5	5	5	45
R-021	4	4	4	3	4	4	4	5	4	4	40
R-022	3	3	3	3	3	3	3	3	3	3	30
R-023	5	5	4	5	5	5	5	5	5	5	49
R-024	4	4	5	4	5	4	5	5	5	5	46
R-025	4	4	4	3	4	4	4	3	4	4	38
R-026	5	3	5	2	5	4	4	4	4	4	40
R-027	4	4	4	4	4	4	5	5	5	5	44
R-028	3	3	4	4	4	4	4	4	4	4	38
R-029	5	5	5	5	5	5	4	5	5	5	49
R-030	5	5	5	5	5	4	5	4	4	4	46
R-031	4	4	4	4	4	3	4	4	4	4	39
R-032	5	5	5	4	4	5	4	4	4	4	44

R-033	4	4	4	3	4	4	4	3	4	4	38
R-034	4	4	3	5	5	5	5	5	5	5	46
R-035	5	5	5	4	5	5	5	5	5	4	48
R-036	5	4	5	4	4	4	4	4	4	5	43
R-037	4	4	4	3	4	4	4	4	4	4	39
R-038	5	4	5	4	5	5	4	4	3	4	43
R-039	5	5	5	5	5	5	5	4	4	4	47
R-040	5	5	5	3	3	3	5	3	3	5	40
R-041	4	4	3	3	3	4	4	4	4	4	37
R-042	4	4	3	4	4	3	4	3	4	4	37
R-043	4	3	4	4	4	4	3	3	3	3	35
R-044	4	4	4	4	5	5	4	5	4	5	44
R-045	4	4	4	2	5	4	4	4	4	4	39
R-046	4	4	4	3	4	4	4	3	4	4	38
R-047	4	4	4	4	4	4	4	4	4	4	40
R-048	4	4	4	4	4	3	4	4	4	4	39
R-049	4	4	3	4	4	3	4	3	4	4	37
R-050	5	4	5	4	5	5	5	5	5	5	48
R-051	5	5	5	3	3	3	5	3	3	5	40
R-052	5	5	5	5	5	5	5	5	5	5	50
R-053	4	5	4	3	4	5	5	4	4	3	41
R-054	5	5	5	3	3	3	5	3	3	5	40
R-055	5	3	5	2	5	4	4	4	4	4	40
R-056	4	2	4	2	5	4	4	4	3	5	37
R-057	4	4	5	5	4	4	4	3	3	3	39
R-058	4	5	3	4	3	5	5	3	4	3	39
R-059	3	4	4	3	3	4	2	3	3	4	33
R-060	3	5	3	4	2	4	4	3	4	3	35
R-061	5	4	4	2	4	5	4	4	4	5	41
R-062	3	3	4	3	4	2	4	4	4	4	35
R-063	4	3	5	3	4	4	4	3	3	4	37
R-064	3	4	4	2	4	2	2	3	5	2	31
R-065	4	4	2	4	5	4	4	5	4	5	41
R-066	5	4	4	5	4	4	3	4	4	4	41
R-067	3	4	5	5	4	4	5	5	4	4	43
R-068	5	5	5	4	5	5	5	4	5	3	46
R-069	3	3	3	3	3	3	3	3	3	3	30
R-070	3	4	4	5	5	4	4	4	5	4	42
R-071	5	5	5	5	4	5	5	4	4	4	46

R-072	5	4	4	5	4	5	4	3	4	5	43
R-073	5	5	5	5	4	5	4	4	5	5	47
R-074	3	3	4	5	3	3	4	5	4	4	38
R-075	5	5	5	5	4	5	5	5	4	4	47
R-076	5	5	3	3	4	4	3	5	5	5	42
R-077	3	5	5	5	5	5	5	5	3	3	44
R-078	5	5	4	5	4	5	3	4	4	5	44
R-079	5	5	5	4	4	5	3	4	4	5	44
R-080	4	4	5	3	3	4	4	4	3	5	39
R-081	4	4	4	4	5	5	4	4	4	5	43
R-082	4	5	5	4	4	4	4	3	4	4	41
R-083	4	4	5	4	4	4	4	5	5	5	44
R-084	5	5	4	5	4	5	5	5	5	5	48
R-085	4	5	4	5	5	4	3	4	5	5	44
R-086	4	4	4	5	3	4	5	4	3	4	40
R-087	4	5	5	5	4	5	5	4	3	4	44
R-088	5	4	5	5	4	5	3	5	4	3	43
R-089	4	4	5	3	4	5	4	5	4	5	43
R-090	4	5	4	5	4	5	4	3	4	5	43
R-091	5	4	5	5	5	5	5	4	3	4	45
R-092	5	5	5	4	4	4	4	4	3	3	41
R-093	5	5	5	4	5	4	4	4	5	4	45
R-094	5	4	4	4	5	5	3	5	4	3	42
R-095	4	4	4	5	5	5	4	4	5	5	45
R-096	4	4	5	5	5	5	4	4	4	4	44
R-097	4	4	5	4	5	4	5	4	4	5	44
R-098	4	4	5	5	4	5	4	4	4	5	44
R-099	5	4	4	4	3	3	3	4	4	5	39
R-100	5	4	4	4	3	4	3	5	5	5	42
R-101	5	4	4	4	4	4	4	5	5	5	44
R-102	4	4	4	5	4	4	4	4	5	4	42
R-103	4	5	4	4	4	4	4	5	4	5	43
R-104	5	5	4	5	5	4	5	5	3	5	46
R-105	5	5	4	4	4	4	4	4	4	5	43
R-106	5	5	5	5	4	5	4	5	5	5	48
R-107	4	4	4	4	5	4	3	4	5	4	41
R-108	4	4	3	4	4	4	4	4	4	4	39
R-109	4	4	3	4	4	3	4	4	3	4	37
R-110	5	4	4	5	5	4	3	3	5	5	43

R-111	4	4	4	4	4	4	5	5	5	5	44
R-112	4	4	4	4	4	4	3	3	4	4	38
R-113	5	4	4	4	4	4	3	3	3	5	39
R-114	4	4	5	5	5	5	5	5	4	47	
R-115	4	4	4	4	4	5	3	4	5	4	41

### Data Kuesioner 115 Responden

#### Budaya Organisasi (X1)

Kode resp	BUDAYA ORGANISASI (X1)										
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1
R-001	4	3	3	3	4	3	4	3	5	4	36
R-002	4	3	3	3	4	3	4	3	4	4	35
R-003	4	5	4	4	4	4	4	5	5	2	41
R-004	3	4	4	4	4	4	5	5	5	4	42
R-005	4	5	5	5	5	5	2	4	4	5	44
R-006	5	5	5	5	5	5	5	5	5	5	50
R-007	4	3	3	3	3	3	4	4	3	4	34
R-008	3	3	3	3	3	4	5	5	5	5	39
R-009	3	4	3	3	4	3	5	4	5	3	37
R-010	3	4	4	4	4	3	4	4	5	4	39
R-011	4	4	5	5	5	4	4	4	4	5	44
R-012	4	3	3	3	4	3	4	4	5	4	37
R-013	4	4	4	3	3	4	4	4	3	3	36
R-014	5	5	5	5	5	5	5	5	5	5	50
R-015	3	4	5	3	4	3	4	4	5	3	38
R-016	3	4	5	3	4	4	3	4	5	3	38
R-017	5	5	5	5	5	5	5	5	5	5	50
R-018	5	5	5	5	4	5	5	5	4	4	47
R-019	5	5	5	5	5	5	5	5	5	5	50
R-020	4	4	4	4	4	5	5	5	5	5	45
R-021	4	4	4	3	4	4	4	4	4	4	39
R-022	3	3	3	3	3	3	3	3	3	3	30
R-023	5	5	5	4	4	5	5	5	4	4	47
R-024	5	5	4	4	4	5	5	5	4	4	46
R-025	4	3	3	3	3	4	3	5	5	4	37

R-026	4	5	5	4	4	5	4	5	5	5	46
R-027	5	4	4	4	5	4	5	4	4	4	43
R-028	4	4	4	4	4	4	4	4	4	3	39
R-029	5	5	5	4	4	5	4	4	4	3	43
R-030	5	5	5	5	4	5	5	5	5	5	49
R-031	4	4	3	4	3	4	4	4	4	4	38
R-032	4	4	4	3	4	5	4	4	4	4	40
R-033	4	3	3	3	4	4	3	4	4	4	36
R-034	3	4	3	3	2	5	5	5	5	4	39
R-035	5	5	5	5	5	5	3	5	5	4	47
R-036	4	5	5	4	2	5	4	4	5	3	41
R-037	4	4	4	4	5	4	5	4	5	4	43
R-038	4	5	4	5	4	4	5	3	4	4	42
R-039	5	5	5	5	4	5	5	5	5	5	49
R-040	5	5	5	4	3	5	3	5	5	5	45
R-041	3	3	3	3	3	4	4	4	4	4	35
R-042	3	4	4	3	4	4	4	4	4	4	38
R-043	4	4	3	4	3	4	3	3	4	4	36
R-044	3	3	5	5	4	3	4	5	3	3	38
R-045	4	4	4	3	4	4	5	5	3	3	39
R-046	4	3	3	3	4	4	3	4	4	4	36
R-047	4	4	4	4	4	4	4	4	4	4	40
R-048	4	4	3	4	3	4	4	4	4	4	38
R-049	3	4	4	3	4	4	4	4	4	4	38
R-050	5	5	5	5	5	5	5	5	5	5	50
R-051	5	5	5	4	3	5	3	5	5	5	45
R-052	5	5	5	5	5	5	4	5	5	3	47
R-053	4	3	3	3	3	3	4	4	3	4	34
R-054	5	5	5	4	3	5	3	5	5	5	45
R-055	4	5	5	4	4	5	4	5	5	5	46
R-056	3	4	4	3	5	3	4	2	4	3	35
R-057	5	4	3	3	5	5	5	3	5	3	41
R-058	3	5	3	3	4	3	5	5	4	3	38
R-059	4	3	3	5	4	3	4	5	3	5	39
R-060	2	4	2	4	2	4	5	3	4	3	33
R-061	4	3	4	3	4	4	4	4	5	4	39
R-062	4	4	5	4	4	3	4	3	4	3	38
R-063	4	3	4	4	3	4	3	4	3	4	36
R-064	3	5	3	4	3	3	2	3	3	2	31

R-065	5	5	4	3	3	4	3	4	4	4	4	39
R-066	5	4	5	4	4	3	4	3	3	3	3	38
R-067	4	5	4	4	5	5	5	5	4	3	44	
R-068	5	4	5	5	5	5	4	3	5	4	45	
R-069	3	3	3	3	3	3	3	3	4	4	4	32
R-070	3	5	4	4	3	3	4	4	5	5	5	40
R-071	5	4	5	5	4	5	5	5	4	4	4	46
R-072	5	5	3	4	4	4	5	5	5	5	5	45
R-073	4	4	4	5	4	4	4	4	5	4	4	42
R-074	3	4	4	5	4	4	5	5	5	3	42	
R-075	4	4	4	3	3	5	4	3	5	4	39	
R-076	5	4	4	4	5	4	4	4	5	4	43	
R-077	3	3	4	4	5	4	4	4	3	5	39	
R-078	4	3	5	5	5	3	4	5	5	4	43	
R-079	4	5	3	4	5	4	5	4	5	4	43	
R-080	5	5	4	3	5	3	4	5	5	4	43	
R-081	5	4	3	4	5	4	4	5	4	4	42	
R-082	5	5	4	4	4	4	5	5	5	5	46	
R-083	4	4	4	4	3	5	5	5	3	5	42	
R-084	5	4	5	4	4	3	4	5	4	4	42	
R-085	4	5	4	3	5	3	4	5	3	3	39	
R-086	5	5	4	5	4	5	5	5	4	4	46	
R-087	4	5	4	5	3	3	4	3	3	4	38	
R-088	3	3	5	4	3	5	4	4	3	5	39	
R-089	3	4	5	4	4	3	4	4	4	4	39	
R-090	3	3	4	5	4	5	3	4	4	5	40	
R-091	5	4	5	4	4	5	4	4	4	4	43	
R-092	4	5	4	5	4	4	4	4	4	4	42	
R-093	3	4	5	3	5	5	4	4	4	3	40	
R-094	4	4	4	4	5	5	4	5	4	4	43	
R-095	4	5	3	5	3	5	5	4	5	4	43	
R-096	4	3	4	5	5	4	4	4	4	5	42	
R-097	3	4	5	3	4	4	4	5	4	4	40	
R-098	4	5	4	5	4	3	4	4	4	5	42	
R-099	5	4	4	5	4	5	5	5	3	4	44	
R-100	5	3	3	4	3	5	5	5	4	3	40	
R-101	4	4	4	4	5	3	3	4	4	3	38	
R-102	5	4	4	4	4	5	5	5	5	5	46	
R-103	4	4	4	4	5	4	4	4	5	4	42	

R-104	3	5	4	5	5	5	4	4	5	5	45
R-105	3	4	4	4	4	5	5	3	3	4	39
R-106	3	4	5	4	5	4	5	5	5	3	43
R-107	4	4	4	3	4	5	5	4	5	4	42
R-108	4	4	4	4	4	4	5	4	4	4	41
R-109	4	4	3	4	4	4	4	4	3	4	38
R-110	5	5	4	3	3	4	4	5	3	5	41
R-111	3	4	4	5	5	4	4	3	3	4	39
R-112	3	4	4	3	3	4	4	4	2	4	35
R-113	5	4	4	3	3	5	3	4	4	5	40
R-114	4	5	5	5	5	5	5	4	5	3	46
R-115	5	4	4	3	4	4	4	4	4	4	40

### Data Kuesioner 115 Responden

#### Insettif Material (X2)

Kode resp	INSENTIF MATERIAL (X2)										
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2
R-001	4	4	4	4	4	4	5	4	3	4	40
R-002	4	3	4	4	4	4	4	5	3	4	39
R-003	4	5	4	4	4	4	5	4	4	4	42
R-004	4	4	5	5	4	4	4	4	4	5	43
R-005	4	5	4	4	4	4	4	4	4	3	40
R-006	5	5	5	4	5	4	5	5	5	5	48
R-007	4	4	4	4	4	4	4	4	3	4	39
R-008	3	3	4	4	4	4	4	4	4	5	39
R-009	3	4	4	4	3	4	4	3	4	5	38
R-010	3	4	4	4	3	4	4	5	3	4	38
R-011	4	5	4	5	4	5	5	5	4	4	45
R-012	4	5	5	5	5	5	5	4	4	4	46
R-013	4	5	5	5	3	3	3	3	4	4	39
R-014	5	4	4	3	3	3	4	5	5	5	41
R-015	3	4	4	3	4	4	3	5	3	4	37
R-016	3	4	3	4	4	4	4	4	4	4	38
R-017	5	4	4	4	4	5	5	5	5	5	46
R-018	4	4	4	4	4	4	4	5	5	5	43
R-019	5	4	4	4	3	4	4	3	5	5	41

R-020	4	4	4	4	4	4	4	4	5	5	42
R-021	4	4	4	4	4	4	3	4	4	4	39
R-022	3	4	4	3	4	4	3	3	3	3	34
R-023	5	5	4	5	4	5	5	5	5	5	48
R-024	5	4	5	4	3	3	3	4	5	5	41
R-025	4	5	5	5	5	5	5	4	4	4	46
R-026	4	4	4	4	3	4	4	4	5	4	40
R-027	5	5	4	5	4	4	4	4	4	5	44
R-028	4	5	4	5	4	5	4	4	4	4	43
R-029	5	4	3	4	3	3	4	5	5	4	40
R-030	5	4	4	5	5	4	4	4	5	5	45
R-031	4	4	5	3	4	3	5	3	4	4	39
R-032	4	3	4	4	3	3	4	5	5	4	39
R-033	4	3	4	3	4	3	4	4	4	3	36
R-034	3	4	4	4	3	4	4	5	5	5	41
R-035	5	3	3	4	3	4	3	5	5	4	39
R-036	4	4	3	5	3	4	4	4	5	4	40
R-037	3	3	4	4	3	4	3	4	4	5	37
R-038	4	4	4	4	4	4	4	4	4	4	40
R-039	5	5	4	4	5	4	4	5	5	5	46
R-040	5	3	4	4	4	4	4	3	4	4	39
R-041	3	5	5	5	4	5	5	4	4	4	44
R-042	3	3	3	3	3	3	3	3	4	4	32
R-043	4	4	4	4	5	5	4	4	4	3	41
R-044	4	5	5	5	5	4	5	5	3	4	45
R-045	4	5	4	4	5	4	5	4	4	5	44
R-046	4	5	5	5	5	4	5	4	4	3	44
R-047	4	3	3	4	5	3	3	4	4	4	37
R-048	4	4	5	5	5	4	5	4	4	4	44
R-049	3	5	5	3	3	4	4	3	4	4	38
R-050	5	4	4	5	5	5	5	5	5	5	48
R-051	5	5	5	4	5	4	5	4	5	3	45
R-052	5	5	5	5	4	4	5	5	4	5	47
R-053	4	4	4	5	3	3	4	4	4	5	40
R-054	5	4	4	4	4	5	4	3	5	3	41
R-055	4	4	5	5	4	4	4	4	5	5	44
R-056	3	4	4	4	4	4	4	4	4	4	39
R-057	5	5	5	4	5	4	5	4	3	4	44
R-058	4	4	5	4	5	5	4	5	3	4	43

R-059	4	4	4	4	4	3	4	4	5	4	40
R-060	4	4	4	4	5	4	5	4	3	4	41
R-061	4	5	4	5	5	4	5	5	4	4	45
R-062	4	4	4	5	3	4	4	3	4	4	39
R-063	4	4	5	4	5	4	5	4	4	3	42
R-064	3	4	4	5	4	5	3	3	2	2	35
R-065	5	5	5	5	4	4	4	4	4	3	43
R-066	5	5	5	5	4	5	4	4	3	4	44
R-067	4	5	4	4	4	5	5	4	3	4	42
R-068	5	4	4	4	5	5	5	5	4	4	45
R-069	3	4	4	5	4	4	4	3	4	3	38
R-070	4	4	4	5	4	5	4	4	5	5	44
R-071	5	4	4	5	5	4	5	5	4	4	45
R-072	5	5	4	4	4	4	4	4	5	4	43
R-073	4	4	4	4	4	3	4	4	4	5	40
R-074	3	4	3	3	4	5	3	3	3	4	35
R-075	4	4	5	5	5	5	4	5	4	5	46
R-076	4	4	4	5	3	3	4	4	4	4	39
R-077	3	3	3	5	4	5	4	4	5	5	41
R-078	4	4	5	5	4	5	4	5	4	4	44
R-079	4	5	5	5	4	4	4	5	4	5	46
R-080	5	5	4	4	4	4	4	4	4	3	41
R-081	5	4	4	4	4	4	5	5	4	4	43
R-082	5	5	4	5	5	4	4	4	5	5	46
R-083	4	4	4	4	5	4	4	4	5	5	43
R-084	5	4	5	5	4	5	4	5	4	5	46
R-085	4	5	4	5	4	5	5	4	3	4	43
R-086	5	5	4	4	4	4	4	4	4	4	42
R-087	4	5	4	5	5	5	4	5	4	4	45
R-088	3	3	4	4	5	4	4	4	5	5	41
R-089	3	4	4	4	5	3	4	4	4	4	39
R-090	4	4	4	5	4	5	4	5	5	4	44
R-091	5	4	5	4	5	5	5	5	4	4	46
R-092	4	5	5	5	5	4	4	4	4	3	43
R-093	4	4	4	5	5	4	5	4	3	3	41
R-094	4	4	5	4	4	4	5	5	4	5	44
R-095	4	5	4	4	4	5	5	5	4	4	44
R-096	4	3	4	4	5	5	5	5	5	5	45
R-097	4	4	4	4	4	4	5	4	4	4	41

R-098	4	5	4	4	5	5	4	5	5	4	45
R-099	4	4	4	4	4	4	4	3	4	4	39
R-100	5	3	4	4	4	4	3	4	3	4	38
R-101	3	3	4	3	5	5	5	5	4	4	41
R-102	3	3	4	3	4	4	5	3	5	4	38
R-103	4	4	4	5	5	4	5	3	4	4	42
R-104	4	4	5	5	5	5	5	5	5	5	48
R-105	5	4	3	4	4	4	5	4	4	4	41
R-106	5	5	5	5	5	5	5	5	5	4	49
R-107	3	3	4	4	3	5	5	5	4	5	41
R-108	3	4	5	5	5	4	5	4	4	4	43
R-109	3	4	5	4	5	3	3	3	4	4	38
R-110	4	3	4	4	4	5	5	5	5	5	44
R-111	5	4	4	4	4	5	5	5	5	5	46
R-112	3	4	4	4	5	4	3	4	4	5	40
R-113	4	4	4	4	3	4	4	4	5	4	40
R-114	5	5	5	5	5	5	5	5	5	3	48
R-115	4	3	4	4	4	4	4	4	4	4	39

### Data Kuesioner 115 Responden

#### Insentif Non Material (X3)

Kode resp	INSENTIF NON MATERIAL (X3)										
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3
R-001	5	4	4	3	3	4	4	5	4	4	40
R-002	4	4	4	3	3	4	4	4	4	5	39
R-003	4	5	4	5	4	4	4	4	4	4	42
R-004	5	5	4	4	4	4	5	5	5	5	46
R-005	5	5	4	5	5	5	5	5	4	4	47
R-006	5	5	5	5	5	5	5	5	5	5	50
R-007	4	4	4	3	3	3	5	4	4	3	37
R-008	4	4	3	3	3	3	4	4	4	4	36
R-009	4	4	3	4	3	4	4	4	5	4	39
R-010	5	4	4	4	4	4	4	4	4	4	41
R-011	4	4	4	4	5	5	5	5	5	4	45
R-012	4	4	4	3	3	4	4	5	5	5	41
R-013	5	4	4	4	4	4	4	3	4	4	40



R-053	5	4	4	3	3	3	5	4	4	3	38
R-054	5	5	5	5	4	4	5	3	3	5	44
R-055	4	4	4	5	5	4	4	4	4	4	42
R-056	5	5	4	4	4	5	4	4	3	5	43
R-057	5	4	5	4	4	5	4	3	3	3	40
R-058	4	5	3	4	3	4	5	3	4	3	38
R-059	5	5	4	3	3	4	2	3	3	4	36
R-060	4	4	3	4	3	3	4	3	4	3	35
R-061	4	4	4	3	4	4	4	4	4	5	40
R-062	4	4	4	4	5	4	4	4	4	4	41
R-063	4	5	4	3	4	3	4	3	3	4	37
R-064	4	4	3	5	3	3	2	3	5	2	34
R-065	5	5	5	5	4	3	4	5	4	5	45
R-066	4	5	5	4	5	4	3	4	4	4	42
R-067	4	4	4	5	4	5	5	5	4	4	44
R-068	4	5	5	4	5	5	5	4	5	3	45
R-069	5	4	3	3	3	3	3	3	3	3	33
R-070	4	4	3	5	4	3	4	4	5	4	40
R-071	4	5	5	4	5	4	5	4	4	4	44
R-072	5	4	5	4	4	4	4	3	4	5	42
R-073	5	5	4	4	4	4	4	4	5	5	44
R-074	4	5	4	4	4	4	4	5	4	4	42
R-075	4	4	4	4	4	3	5	5	4	4	41
R-076	4	4	5	4	4	5	3	5	5	5	44
R-077	4	4	3	3	4	5	5	5	3	3	39
R-078	4	4	4	4	5	4	3	4	4	5	41
R-079	5	4	4	5	4	5	3	4	4	5	43
R-080	4	5	5	5	4	5	4	4	3	5	44
R-081	4	4	5	4	4	5	4	4	4	5	43
R-082	4	5	5	5	4	4	4	3	4	4	42
R-083	4	4	4	4	4	3	4	5	5	5	42
R-084	5	5	5	4	5	4	5	5	5	5	48
R-085	4	4	4	5	4	5	3	4	5	5	43
R-086	4	5	5	5	4	4	5	4	3	4	43
R-087	4	4	4	4	4	3	5	4	3	4	39
R-088	5	3	3	3	5	3	3	5	4	3	37
R-089	4	3	3	4	5	4	4	5	4	5	41
R-090	4	3	3	3	4	4	4	3	4	5	37
R-091	5	5	5	4	5	4	5	4	3	4	44

### Lampiran 3

## **Hasil Uji Validitas dan Reliabilitas**

#### A. Uji Validitas Kinerja Pegawai (Y)

## Correlations



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

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

### B. Uji Reliabilitas Kinerja Pegawai (Y)

## Reliability Statistics

Cronbach's Alpha	N of Items
.790	10

### C. Uji Validitas Budaya Organisasi (X1)

## Correlations

item_5	Pearson Correlation	-.254	.340	,577 <sup>*</sup>	,695 <sup>*</sup>	1	-.122	.267	.042	,447 <sup>*</sup>	-.264	,536 <sup>**</sup>
	Sig. (2-tailed)	.161	.057	.001	.000		.504	.139	.822	.010	.144	.002
	N	32	32	32	32	32	32	32	32	32	32	32
item_6	Pearson Correlation	-.169	.265	.064	.233	-.122	1	.024	.024	.198	.339	,380 <sup>*</sup>
	Sig. (2-tailed)	.354	.142	.730	.198	.504		.895	.895	.277	.058	.043
	N	32	32	32	32	32	32	32	32	32	32	32
item_7	Pearson Correlation	.081	.195	.253	.312	.267	.024	1	.194	.319	.199	,562 <sup>**</sup>
	Sig. (2-tailed)	.659	.286	.163	.082	.139	.895		.287	.075	.275	.001
	N	32	32	32	32	32	32	32	32	32	32	32
item_8	Pearson Correlation	.146	.228	.188	.109	.042	.024	.194	1	.284	.090	,455 <sup>**</sup>
	Sig. (2-tailed)	.425	.209	.302	.552	.822	.895	.287		.115	.626	.009
	N	32	32	32	32	32	32	32	32	32	32	32
item_9	Pearson Correlation	.044	.193	.275	,401 <sup>*</sup>	,447 <sup>*</sup>	.198	.319	.284	1	.172	,662 <sup>**</sup>
	Sig. (2-tailed)	.812	.289	.127	.023	.010	.277	.075	.115		.348	.000
	N	32	32	32	32	32	32	32	32	32	32	32
item_10	Pearson Correlation	.242	.170	-.136	.175	-.264	.339	.199	.090	.172	1	,395 <sup>*</sup>
	Sig. (2-tailed)	.182	.352	.457	.339	.144	.058	.275	.626	.348		.025
	N	32	32	32	32	32	32	32	32	32	32	32
Total	Pearson Correlation	.561	,671 <sup>*</sup>	,604 <sup>*</sup>	,732 <sup>*</sup>	,536 <sup>*</sup>	,380 <sup>*</sup>	,562 <sup>*</sup>	,455 <sup>*</sup>	,662 <sup>*</sup>	,395 <sup>*</sup>	1
	Sig. (2-tailed)	.006	.000	.000	.000	.002	.043	.001	.009	.000	.025	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

#### **D. Hasil Reliabel Budaya Organisasi (X1)**

## Reliability Statistics

Cronbach's Alpha	N of Items
.680	10

#### E. Uji Validitas Insentif Material (X2)

## Correlations

item_8	Pearson Correlation	,424*	,350	,074	,133	,048	,437*	,251	1	,069	,090	,448*
	Sig. (2-tailed)	,016	,050	,320	,469	,792	,012	,167		,706	,623	,010
	N	32	32	32	32	32	32	32	32	32	32	32
item_9	Pearson Correlation	,178	-	,110	,109	,154	,062	,289	,069	1	,134	,396*
	Sig. (2-tailed)	,329	,931	,550	,551	,400	,736	,108	,706		,465	,025
	N	32	32	32	32	32	32	32	32	32	32	32
item_10	Pearson Correlation	-	,046	,079	-	,182	,081	,042	,064	,090	,134	,789**
	Sig. (2-tailed)	,849	,802	,668	,320	,658	,817	,728	,623	,465		,000
	N	32	32	32	32	32	32	32	32	32	32	32
total	Pearson Correlation	,791**	,728**	,623**	,409*	,393*	,698**	,803**	,448*	,396*	,789**	1
	Sig. (2-tailed)	,000	,000	,000	,020	,026	,000	,000	,010	,025	,000	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

## F. Uji Reliabilitas Insentif Material (X2)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.701	10

## G. Uji Validitas Insentif Non Material (X3)

**Correlations**

		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	total
item_1	Pearson Correlation	1	.154	-	.049	-	.052	.158	.093	,553*	.082	.278
	Sig. (2-tailed)		,400		,788		,778	,388	,615	,001	,656	,124
	N	32	32	32	32	32	32	32	32	32	32	32
item_2	Pearson Correlation	,154	1	.228	,360*	.246	.231	.249	.103	,368*	.331	,569**
	Sig. (2-tailed)	,400		,210	,043	,174	,203	,169	,574	,038	,064	,001
	N	32	32	32	32	32	32	32	32	32	32	32
item_3	Pearson Correlation	-,049	,228	1	,689**	,693*	,528*	-,004	,313	-,106	,111	,608**

	Sig. (2-tailed) N	.788 32	.210 32		.000 32	.000 32	.002 32	.981 32	.081 32	.562 32	.547 32	.000 32
item_4	Pearson Correlation Sig. (2-tailed) N	-.052 .778 32	,360* .043 32	,689** .000 32	1 32	,702* .000 32	,664* .000 32	.004 .984 32	.169 .354 32	-.186 .309 32	.021 .911 32	,603** .000 32
item_5	Pearson Correlation Sig. (2-tailed) N	.158 .388 32	.246 .174 32	,693** .000 32	,702** .000 32	1 32	,567* .001 32	.202 .268 32	,397* .024 32	.006 .974 32	-.062 .737 32	,698** .000 32
item_6	Pearson Correlation Sig. (2-tailed) N	.093 .615 32	.231 .203 32	,528** .002 32	,664** .000 32	,567* .001 32	1 32	.036 .847 32	.227 .211 32	-.049 .790 32	.218 .230 32	,624** .000 32
item_7	Pearson Correlation Sig. (2-tailed) N	,553* .001 32	.249 .169 32	- .004 32	.004 .981 32	.202 .984 32	.036 .268 32	1 .847 32	,374* .035 32	,645* .000 32	,532* .002 32	,625** .000 32
item_8	Pearson Correlation Sig. (2-tailed) N	.082 .656 32	.103 .574 32	.313 .081 32	.169 .354 32	,397* .024 32	.227 .211 32	,374* .035 32	1 32	.246 .175 32	.129 .482 32	,552** .001 32
item_9	Pearson Correlation Sig. (2-tailed) N	.278 .124 32	,368* .038 32	- .106 32	- .186 32	.006 .974 32	-.049 .790 32	,645* .000 32	.246 .175 32	1 .001 32	,578* .001 32	,478** .006 32
item_10	Pearson Correlation Sig. (2-tailed) N	.166 .363 32	.331 .064 32	.111 .547 32	.021 .911 32	-.062 .737 32	.218 .230 32	,532* .002 32	.129 .482 32	,578* .001 32	1 .002 32	,517** .002 32
total	Pearson Correlation Sig. (2-tailed) N	,405* .021 32	,569* .001 32	,608** .000 32	,603** .000 32	,698* .000 32	,624* .000 32	,625* .000 32	,552* .001 32	,478* .006 32	,517* .002 32	1 32

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

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

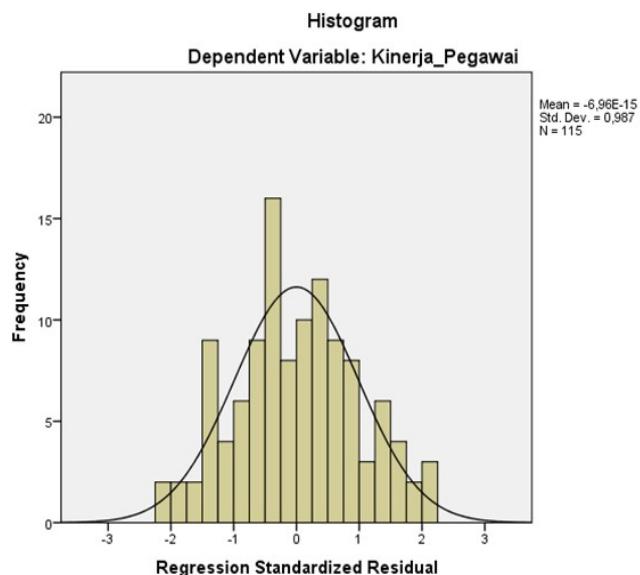
## H. Uji Reliabilitas Insentif Non Material (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.768	10

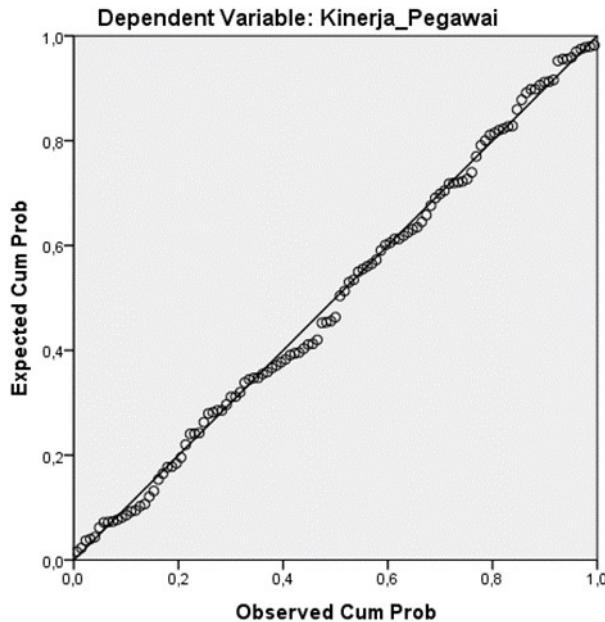
## Lampiran 4

### Hasil Uji Asumsi Klasik

#### A. Uji Normalitas



### Normal P-P Plot of Regression Standardized Residual



### One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residual
N	115
Normal Parameters <sup>a,b</sup>	
Mean	,0000000
Std. Deviation	3,03409022
Most Extreme Differences	
Absolute	,051
Positive	,051
Negative	-,034
Test Statistic	
Asymp. Sig. (2-tailed)	,200 <sup>c,d</sup>

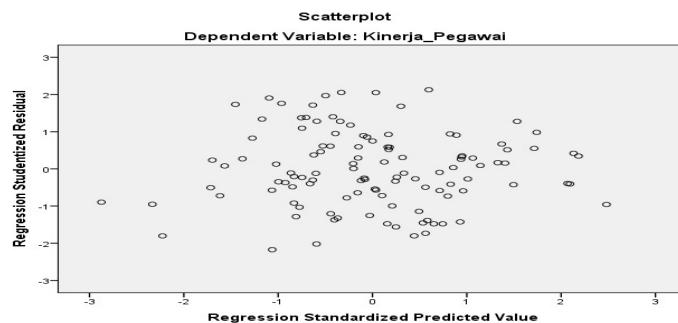
- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

## B. Uji Multikolonieritas

Model	Coefficients <sup>a</sup>						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients		t	Sig.		
	B	Std. Error	Beta			Tolerance	VIF	
1 (Constant)	,844	3,375			,250	,803		
Budaya_Organisasi	,251	,083	,248	3,023	,003	,453	2,208	
Insentif_Material	,251	,072	,216	3,467	,001	,785	1,274	
Insentif_NonMaterial	,517	,085	,492	6,067	,000	,462	2,162	

a. Dependent Variable: Kinerja\_Pegawai

## C. Uji Heteroskedastisitas



## Lampiran 5

### Hasil Uji Hipotesis

#### A. Hasil Analisi Regresi Linear Berganda

Model	Coefficients <sup>a</sup>						t	Sig.		
	Unstandardized Coefficients			Standardized Coefficients						
	B	Std. Error	Beta							
1 (Constant)	,844	3,375					,250	,803		
Budaya_Organisasi	,251	,083	,248				3,023	,003		
Insentif_Material	,251	,072	,216				3,467	,001		
Insentif_NonMaterial	,517	,085	,492				6,067	,000		

a. Dependent Variable: Kinerja\_Pegawai

## B. Uji T

Coefficients <sup>a</sup>						
Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.
	B	Std. Error	Beta			
1 (Constant)	,844	3,375		,250	,803	
Budaya_Organisasi	,251	,083	,248	3,023	,003	
Insetif_Material	,251	,072	,216	3,467	,001	
Insetif_NonMaterial	,517	,085	,492	6,067	,000	

a. Dependent Variable: Kinerja\_Pegawai

## C. Uji F

ANOVA <sup>a</sup>					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2060,337	3	686,779	72,640	,000 <sup>b</sup>
Residual	1049,450	111	9,455		
Total	3109,787	114			

a. Dependent Variable: Kinerja\_Pegawai

b. Predictors: (Constant), Insentif\_NonMaterial, Insentif\_Material, Budaya\_Organisasi

## D. Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,814 <sup>a</sup>	,663	,653	3,074818

a. Predictors: (Constant), Insentif\_NonMaterial, Insentif\_Material,

Budaya\_Organisasi

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Kinerja_Pegawai	115	30,559	55,729	45,41361	5,222914
Budaya_Organisasi	115	32,052	55,953	44,98277	5,150624
Insetif_Material	115	32,917	56,036	46,34490	4,495365
Insetif_NonMaterial	115	32,847	56,198	45,13144	4,967857
Valid N (listwise)	115				

## Lampiran 6

### Data Ordinal Diubah Menjadi Data Interval Menggunakan MSI

#### 1. Uji Validitas Kinerja Pegawai (Y)

Kode resp											
	Y.1	Y.2	Y.3	Y4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTAL
R-001	4,335	4,338	4,336	3,942	5,758	5,438	4,269	5,422	4,259	4,280	46,377
R-002	5,726	4,338	4,336	3,942	4,426	5,438	4,269	4,179	4,259	5,618	46,531
R-003	4,335	4,338	4,336	3,942	5,758	4,128	4,269	4,179	4,259	4,280	43,825
R-004	5,726	5,775	4,336	5,124	5,758	3,031	5,604	5,422	5,556	5,618	51,949
R-005	4,335	4,338	4,336	3,942	4,426	4,128	5,604	5,422	4,259	4,280	45,070
R-006	5,726	4,338	5,709	3,942	5,758	5,438	5,604	5,422	5,556	5,618	53,111
R-007	4,335	5,775	4,336	2,999	4,426	5,438	5,604	4,179	4,259	3,133	44,483
R-008	4,335	4,338	4,336	3,942	4,426	4,128	4,269	4,179	4,259	4,280	42,493
R-009	4,335	4,338	3,101	3,942	4,426	3,031	4,269	4,179	5,556	4,280	41,457
R-010	5,726	5,775	4,336	2,999	3,222	5,438	4,269	4,179	4,259	4,280	44,483
R-011	4,335	4,338	4,336	5,124	5,758	5,438	5,604	5,422	5,556	4,280	50,191
R-012	4,335	4,338	4,336	2,999	3,222	4,128	4,269	5,422	5,556	5,618	44,223
R-013	4,335	4,338	4,336	2,999	3,222	3,031	4,269	3,000	4,259	4,280	38,071
R-014	5,726	5,775	5,709	5,124	5,758	5,438	5,604	5,422	5,556	5,618	55,729
R-015	4,335	4,338	5,709	2,999	4,426	5,438	4,269	5,422	3,000	5,618	45,554
R-016	4,335	5,775	4,336	2,999	5,758	4,128	4,269	5,422	3,000	5,618	45,639
R-017	5,726	5,775	5,709	5,124	5,758	5,438	5,604	5,422	5,556	5,618	55,729
R-018	5,726	5,775	5,709	5,124	5,758	5,438	4,269	5,422	4,259	4,280	51,761
R-019	5,726	5,775	5,709	5,124	5,758	5,438	5,604	5,422	5,556	5,618	55,729
R-020	4,335	4,338	4,336	5,124	4,426	4,128	5,604	5,422	5,556	5,618	48,886
R-021	4,335	4,338	4,336	2,999	4,426	4,128	4,269	5,422	4,259	4,280	42,793
R-022	3,000	2,991	3,101	2,999	3,222	3,031	3,082	3,000	3,000	3,133	30,559
R-023	5,726	5,775	4,336	5,124	5,758	5,438	5,604	5,422	5,556	5,618	54,356
R-024	4,335	4,338	5,709	3,942	5,758	4,128	5,604	5,422	5,556	5,618	50,410
R-025	4,335	4,338	4,336	2,999	4,426	4,128	4,269	3,000	4,259	4,280	40,371
R-026	5,726	2,991	5,709	2,000	5,758	4,128	4,269	4,179	4,259	4,280	43,300
R-027	4,335	4,338	4,336	3,942	4,426	4,128	5,604	5,422	5,556	5,618	47,704
R-028	3,000	2,991	4,336	3,942	4,426	4,128	4,269	4,179	4,259	4,280	39,810
R-029	5,726	5,775	5,709	5,124	5,758	5,438	4,269	5,422	5,556	5,618	54,395
R-030	5,726	5,775	5,709	5,124	5,758	4,128	5,604	4,179	4,259	4,280	50,543
R-031	4,335	4,338	4,336	3,942	4,426	3,031	4,269	4,179	4,259	4,280	41,396
R-032	5,726	5,775	5,709	3,942	4,426	5,438	4,269	4,179	4,259	4,280	48,004

R-033	4,335	4,338	4,336	2,999	4,426	4,128	4,269	3,000	4,259	4,280	40,371
R-034	4,335	4,338	3,101	5,124	5,758	5,438	5,604	5,422	5,556	5,618	50,293
R-035	5,726	5,775	5,709	3,942	5,758	5,438	5,604	5,422	5,556	4,280	53,210
R-036	5,726	4,338	5,709	3,942	4,426	4,128	4,269	4,179	4,259	5,618	46,595
R-037	4,335	4,338	4,336	2,999	4,426	4,128	4,269	4,179	4,259	4,280	41,550
R-038	5,726	4,338	5,709	3,942	5,758	5,438	4,269	4,179	3,000	4,280	46,640
R-039	5,726	5,775	5,709	5,124	5,758	5,438	5,604	4,179	4,259	4,280	51,853
R-040	5,726	5,775	5,709	2,999	3,222	3,031	5,604	3,000	3,000	5,618	43,684
R-041	4,335	4,338	3,101	2,999	3,222	4,128	4,269	4,179	4,259	4,280	39,111
R-042	4,335	4,338	3,101	3,942	4,426	3,031	4,269	3,000	4,259	4,280	38,982
R-043	4,335	2,991	4,336	3,942	4,426	4,128	3,082	3,000	3,000	3,133	36,373
R-044	4,335	4,338	4,336	3,942	5,758	5,438	4,269	5,422	4,259	5,618	47,715
R-045	4,335	4,338	4,336	2,000	5,758	4,128	4,269	4,179	4,259	4,280	41,883
R-046	4,335	4,338	4,336	2,999	4,426	4,128	4,269	3,000	4,259	4,280	40,371
R-047	4,335	4,338	4,336	3,942	4,426	4,128	4,269	4,179	4,259	4,280	42,493
R-048	4,335	4,338	4,336	3,942	4,426	3,031	4,269	4,179	4,259	4,280	41,396
R-049	4,335	4,338	3,101	3,942	4,426	3,031	4,269	3,000	4,259	4,280	38,982
R-050	5,726	4,338	5,709	3,942	5,758	5,438	5,604	5,422	5,556	5,618	53,111
R-051	5,726	5,775	5,709	2,999	3,222	3,031	5,604	3,000	3,000	5,618	43,684
R-052	5,726	5,775	5,709	5,124	5,758	5,438	5,604	5,422	5,556	5,618	55,729
R-053	4,335	5,775	4,336	2,999	4,426	5,438	5,604	4,179	4,259	3,133	44,483
R-054	5,726	5,775	5,709	2,999	3,222	3,031	5,604	3,000	3,000	5,618	43,684
R-055	5,726	2,991	5,709	2,000	5,758	4,128	4,269	4,179	4,259	4,280	43,300
R-056	4,335	2,000	4,336	2,000	5,758	4,128	4,269	4,179	3,000	5,618	39,622
R-057	4,335	4,338	5,709	5,124	4,426	4,128	4,269	3,000	3,000	3,133	41,463
R-058	4,335	5,775	3,101	3,942	3,222	5,438	5,604	3,000	4,259	3,133	41,808
R-059	3,000	4,338	4,336	2,999	3,222	4,128	2,000	3,000	3,000	4,280	34,304
R-060	3,000	5,775	3,101	3,942	2,000	4,128	4,269	3,000	4,259	3,133	36,607
R-061	5,726	4,338	4,336	2,000	4,426	5,438	4,269	4,179	4,259	5,618	44,589
R-062	3,000	2,991	4,336	2,999	4,426	2,000	4,269	4,179	4,259	4,280	36,739
R-063	4,335	2,991	5,709	2,999	4,426	4,128	4,269	3,000	3,000	4,280	39,138
R-064	3,000	4,338	4,336	2,000	4,426	2,000	2,000	3,000	5,556	2,000	32,656
R-065	4,335	4,338	2,000	3,942	5,758	4,128	4,269	5,422	4,259	5,618	44,069
R-066	5,726	4,338	4,336	5,124	4,426	4,128	3,082	4,179	4,259	4,280	43,879
R-067	3,000	4,338	5,709	5,124	4,426	4,128	5,604	5,422	4,259	4,280	46,291
R-068	5,726	5,775	5,709	3,942	5,758	5,438	5,604	4,179	5,556	3,133	50,820
R-069	3,000	2,991	3,101	2,999	3,222	3,031	3,082	3,000	3,000	3,133	30,559
R-070	3,000	4,338	4,336	5,124	5,758	4,128	4,269	4,179	5,556	4,280	44,969
R-071	5,726	5,775	5,709	5,124	4,426	5,438	5,604	4,179	4,259	4,280	50,520

R-072	5,726	4,338	4,336	5,124	4,426	5,438	4,269	3,000	4,259	5,618	46,534
R-073	5,726	5,775	5,709	5,124	4,426	5,438	4,269	4,179	5,556	5,618	51,820
R-074	3,000	2,991	4,336	5,124	3,222	3,031	4,269	5,422	4,259	4,280	39,935
R-075	5,726	5,775	5,709	5,124	4,426	5,438	5,604	5,422	4,259	4,280	51,763
R-076	5,726	5,775	3,101	2,999	4,426	4,128	3,082	5,422	5,556	5,618	45,832
R-077	3,000	5,775	5,709	5,124	5,758	5,438	5,604	5,422	3,000	3,133	47,963
R-078	5,726	5,775	4,336	5,124	4,426	5,438	3,082	4,179	4,259	5,618	47,962
R-079	5,726	5,775	5,709	3,942	4,426	5,438	3,082	4,179	4,259	5,618	48,154
R-080	4,335	4,338	5,709	2,999	3,222	4,128	4,269	4,179	3,000	5,618	41,797
R-081	4,335	4,338	4,336	3,942	5,758	5,438	4,269	4,179	4,259	5,618	46,472
R-082	4,335	5,775	5,709	3,942	4,426	4,128	4,269	3,000	4,259	4,280	44,124
R-083	4,335	4,338	5,709	3,942	4,426	4,128	4,269	5,422	5,556	5,618	47,743
R-084	5,726	5,775	4,336	5,124	4,426	5,438	5,604	5,422	5,556	5,618	53,024
R-085	4,335	5,775	4,336	5,124	5,758	4,128	3,082	4,179	5,556	5,618	47,890
R-086	4,335	4,338	4,336	5,124	3,222	4,128	5,604	4,179	3,000	4,280	42,546
R-087	4,335	5,775	5,709	5,124	4,426	5,438	5,604	4,179	3,000	4,280	47,869
R-088	5,726	4,338	5,709	5,124	4,426	5,438	3,082	5,422	4,259	3,133	46,658
R-089	4,335	4,338	5,709	2,999	4,426	5,438	4,269	5,422	4,259	5,618	46,813
R-090	4,335	5,775	4,336	5,124	4,426	5,438	4,269	3,000	4,259	5,618	46,579
R-091	5,726	4,338	5,709	5,124	5,758	5,438	5,604	4,179	3,000	4,280	49,157
R-092	5,726	5,775	5,709	3,942	4,426	4,128	4,269	4,179	3,000	3,133	44,287
R-093	5,726	5,775	5,709	3,942	5,758	4,128	4,269	4,179	5,556	4,280	49,323
R-094	5,726	4,338	4,336	3,942	5,758	5,438	3,082	5,422	4,259	3,133	45,435
R-095	4,335	4,338	4,336	5,124	5,758	5,438	4,269	4,179	5,556	5,618	48,951
R-096	4,335	4,338	5,709	5,124	5,758	5,438	4,269	4,179	4,259	4,280	47,690
R-097	4,335	4,338	5,709	3,942	5,758	4,128	5,604	4,179	4,259	5,618	47,870
R-098	4,335	4,338	5,709	5,124	4,426	5,438	4,269	4,179	4,259	5,618	47,695
R-099	5,726	4,338	4,336	3,942	3,222	3,031	3,082	4,179	4,259	5,618	41,734
R-100	5,726	4,338	4,336	3,942	3,222	4,128	3,082	5,422	5,556	5,618	45,370
R-101	5,726	4,338	4,336	3,942	4,426	4,128	4,269	5,422	5,556	5,618	47,761
R-102	4,335	4,338	4,336	5,124	4,426	4,128	4,269	4,179	5,556	4,280	44,972
R-103	4,335	5,775	4,336	3,942	4,426	4,128	4,269	5,422	4,259	5,618	46,509
R-104	5,726	5,775	4,336	5,124	5,758	4,128	5,604	5,422	3,000	5,618	50,490
R-105	5,726	5,775	4,336	3,942	4,426	4,128	4,269	4,179	4,259	5,618	46,658
R-106	5,726	5,775	5,709	5,124	4,426	5,438	4,269	5,422	5,556	5,618	53,063
R-107	4,335	4,338	4,336	3,942	5,758	4,128	3,082	4,179	5,556	4,280	43,935
R-108	4,335	4,338	3,101	3,942	4,426	4,128	4,269	4,179	4,259	4,280	41,257
R-109	4,335	4,338	3,101	3,942	4,426	3,031	4,269	4,179	3,000	4,280	38,901
R-110	5,726	4,338	4,336	5,124	5,758	4,128	3,082	3,000	5,556	5,618	46,667

R-111	4,335	4,338	4,336	3,942	4,426	4,128	5,604	5,422	5,556	5,618	47,704
R-112	4,335	4,338	4,336	3,942	4,426	4,128	3,082	3,000	4,259	4,280	40,127
R-113	5,726	4,338	4,336	3,942	4,426	4,128	3,082	3,000	3,000	5,618	41,596
R-114	4,335	4,338	5,709	5,124	5,758	5,438	5,604	5,422	5,556	4,280	51,565
R-115	4,335	4,338	4,336	3,942	4,426	5,438	3,082	4,179	5,556	4,280	43,912

## 2. Uji Validitas Budaya Organisasi (X1)

Kode resp											
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.0	TOTAL
R-001	4,643	3,000	3,478	3,000	4,310	3,000	4,222	3,222	5,618	4,437	38,929
R-002	4,643	3,000	3,478	3,000	4,310	3,000	4,222	3,222	4,376	4,437	37,687
R-003	4,643	5,487	4,620	4,183	4,310	4,124	4,222	5,678	5,618	2,000	44,883
R-004	3,517	4,214	4,620	4,183	4,310	4,124	5,551	5,678	5,618	4,437	46,251
R-005	4,643	5,487	5,844	5,340	5,547	5,327	2,000	4,368	4,376	5,717	48,650
R-006	5,844	5,487	5,844	5,340	5,547	5,327	5,551	5,678	5,618	5,717	55,953
R-007	4,643	3,000	3,478	3,000	3,196	3,000	4,222	4,368	3,325	4,437	36,669
R-008	3,517	3,000	3,478	3,000	3,196	4,124	5,551	5,678	5,618	5,717	42,879
R-009	3,517	4,214	3,478	3,000	4,310	3,000	5,551	4,368	5,618	3,257	40,313
R-010	3,517	4,214	4,620	4,183	4,310	3,000	4,222	4,368	5,618	4,437	42,488
R-011	4,643	4,214	5,844	5,340	5,547	4,124	4,222	4,368	4,376	5,717	48,395
R-012	4,643	3,000	3,478	3,000	4,310	3,000	4,222	4,368	5,618	4,437	40,076
R-013	4,643	4,214	4,620	3,000	3,196	4,124	4,222	4,368	3,325	3,257	38,968
R-014	5,844	5,487	5,844	5,340	5,547	5,327	5,551	5,678	5,618	5,717	55,953
R-015	3,517	4,214	5,844	3,000	4,310	3,000	4,222	4,368	5,618	3,257	41,349
R-016	3,517	4,214	5,844	3,000	4,310	4,124	3,057	4,368	5,618	3,257	41,308
R-017	5,844	5,487	5,844	5,340	5,547	5,327	5,551	5,678	5,618	5,717	55,953
R-018	5,844	5,487	5,844	5,340	4,310	5,327	5,551	5,678	4,376	4,437	52,193
R-019	5,844	5,487	5,844	5,340	5,547	5,327	5,551	5,678	5,618	5,717	55,953
R-020	4,643	4,214	4,620	4,183	4,310	5,327	5,551	5,678	5,618	5,717	49,861
R-021	4,643	4,214	4,620	3,000	4,310	4,124	4,222	4,368	4,376	4,437	42,313
R-022	3,517	3,000	3,478	3,000	3,196	3,000	3,057	3,222	3,325	3,257	32,052
R-023	5,844	5,487	5,844	4,183	4,310	5,327	5,551	5,678	5,618	4,437	52,278
R-024	5,844	5,487	4,620	4,183	4,310	5,327	5,551	5,678	5,618	4,437	51,054
R-025	4,643	3,000	3,478	3,000	3,196	4,124	3,057	5,678	5,618	4,437	40,230
R-026	4,643	5,487	5,844	4,183	4,310	5,327	4,222	5,678	5,618	5,717	51,029
R-027	5,844	4,214	4,620	4,183	5,547	4,124	5,551	4,368	4,376	4,437	47,263
R-028	4,643	4,214	4,620	4,183	4,310	4,124	4,222	4,368	4,376	3,257	42,315
R-029	5,844	5,487	5,844	4,183	4,310	5,327	4,222	4,368	4,376	3,257	47,217

R-030	5,844	5,487	5,844	5,340	4,310	5,327	5,551	5,678	5,618	5,717	54,716
R-031	4,643	4,214	3,478	4,183	3,196	4,124	4,222	4,368	4,376	4,437	41,239
R-032	4,643	4,214	4,620	3,000	4,310	5,327	4,222	4,368	4,376	4,437	43,516
R-033	4,643	3,000	3,478	3,000	4,310	4,124	3,057	4,368	4,376	4,437	38,793
R-034	3,517	4,214	3,478	3,000	2,000	5,327	5,551	5,678	5,618	4,437	42,820
R-035	5,844	5,487	5,844	5,340	5,547	5,327	3,057	5,678	5,618	4,437	52,178
R-036	4,643	5,487	5,844	4,183	2,000	5,327	4,222	4,368	5,618	3,257	44,948
R-037	4,643	4,214	4,620	4,183	5,547	4,124	5,551	4,368	5,618	4,437	47,304
R-038	4,643	5,487	4,620	5,340	4,310	4,124	5,551	3,222	4,376	4,437	46,109
R-039	5,844	5,487	5,844	5,340	4,310	5,327	5,551	5,678	5,618	5,717	54,716
R-040	5,844	5,487	5,844	4,183	3,196	5,327	3,057	5,678	5,618	5,717	49,951
R-041	3,517	3,000	3,478	3,000	3,196	4,124	4,222	4,368	4,376	4,437	37,717
R-042	3,517	4,214	4,620	3,000	4,310	4,124	4,222	4,368	4,376	4,437	41,187
R-043	4,643	4,214	3,478	4,183	3,196	4,124	3,057	3,222	4,376	4,437	38,929
R-044	3,517	3,000	5,844	5,340	4,310	3,000	4,222	5,678	3,325	3,257	41,493
R-045	4,643	4,214	4,620	3,000	4,310	4,124	5,551	5,678	3,325	3,257	42,722
R-046	4,643	3,000	3,478	3,000	4,310	4,124	3,057	4,368	4,376	4,437	38,793
R-047	4,643	4,214	4,620	4,183	4,310	4,124	4,222	4,368	4,376	4,437	43,495
R-048	4,643	4,214	3,478	4,183	3,196	4,124	4,222	4,368	4,376	4,437	41,239
R-049	3,517	4,214	4,620	3,000	4,310	4,124	4,222	4,368	4,376	4,437	41,187
R-050	5,844	5,487	5,844	5,340	5,547	5,327	5,551	5,678	5,618	5,717	55,953
R-051	5,844	5,487	5,844	4,183	3,196	5,327	3,057	5,678	5,618	5,717	49,951
R-052	5,844	5,487	5,844	5,340	5,547	5,327	4,222	5,678	5,618	3,257	52,163
R-053	4,643	3,000	3,478	3,000	3,196	3,000	4,222	4,368	3,325	4,437	36,669
R-054	5,844	5,487	5,844	4,183	3,196	5,327	3,057	5,678	5,618	5,717	49,951
R-055	4,643	5,487	5,844	4,183	4,310	5,327	4,222	5,678	5,618	5,717	51,029
R-056	3,517	4,214	4,620	3,000	5,547	3,000	4,222	2,000	4,376	3,257	37,752
R-057	5,844	4,214	3,478	3,000	5,547	5,327	5,551	3,222	5,618	3,257	45,058
R-058	3,517	5,487	3,478	3,000	4,310	3,000	5,551	5,678	4,376	3,257	41,654
R-059	4,643	3,000	3,478	5,340	4,310	3,000	4,222	5,678	3,325	5,717	42,713
R-060	2,000	4,214	2,000	4,183	2,000	4,124	5,551	3,222	4,376	3,257	34,926
R-061	4,643	3,000	4,620	3,000	4,310	4,124	4,222	4,368	5,618	4,437	42,341
R-062	4,643	4,214	5,844	4,183	4,310	3,000	4,222	3,222	4,376	3,257	41,270
R-063	4,643	3,000	4,620	4,183	3,196	4,124	3,057	4,368	3,325	4,437	38,952
R-064	3,517	5,487	3,478	4,183	3,196	3,000	2,000	3,222	3,325	2,000	33,408
R-065	5,844	5,487	4,620	3,000	3,196	4,124	3,057	4,368	4,376	4,437	42,508
R-066	5,844	4,214	5,844	4,183	4,310	3,000	4,222	3,222	3,325	3,257	41,420
R-067	4,643	5,487	4,620	4,183	5,547	5,327	5,551	5,678	4,376	3,257	48,669
R-068	5,844	4,214	5,844	5,340	5,547	5,327	4,222	3,222	5,618	4,437	49,614

R-069	3,517	3,000	3,478	3,000	3,196	3,000	3,057	3,222	4,376	4,437	34,282
R-070	3,517	5,487	4,620	4,183	3,196	3,000	4,222	4,368	5,618	5,717	43,927
R-071	5,844	4,214	5,844	5,340	4,310	5,327	5,551	5,678	4,376	4,437	50,920
R-072	5,844	5,487	3,478	4,183	4,310	4,124	5,551	5,678	5,618	5,717	49,990
R-073	4,643	4,214	4,620	5,340	4,310	4,124	4,222	4,368	5,618	4,437	45,894
R-074	3,517	4,214	4,620	5,340	4,310	4,124	5,551	5,678	5,618	3,257	46,228
R-075	4,643	4,214	4,620	3,000	3,196	5,327	4,222	3,222	5,618	4,437	42,498
R-076	5,844	4,214	4,620	4,183	5,547	4,124	4,222	4,368	5,618	4,437	47,175
R-077	3,517	3,000	4,620	4,183	5,547	4,124	4,222	4,368	3,325	5,717	42,623
R-078	4,643	3,000	5,844	5,340	5,547	3,000	4,222	5,678	5,618	4,437	47,328
R-079	4,643	5,487	3,478	4,183	5,547	4,124	5,551	4,368	5,618	4,437	47,436
R-080	5,844	5,487	4,620	3,000	5,547	3,000	4,222	5,678	5,618	4,437	47,452
R-081	5,844	4,214	3,478	4,183	5,547	4,124	4,222	5,678	4,376	4,437	46,101
R-082	5,844	5,487	4,620	4,183	4,310	4,124	5,551	5,678	5,618	5,717	51,131
R-083	4,643	4,214	4,620	4,183	3,196	5,327	5,551	5,678	3,325	5,717	46,455
R-084	5,844	4,214	5,844	4,183	4,310	3,000	4,222	5,678	4,376	4,437	46,106
R-085	4,643	5,487	4,620	3,000	5,547	3,000	4,222	5,678	3,325	3,257	42,779
R-086	5,844	5,487	4,620	5,340	4,310	5,327	5,551	5,678	4,376	4,437	50,969
R-087	4,643	5,487	4,620	5,340	3,196	3,000	4,222	3,222	3,325	4,437	41,491
R-088	3,517	3,000	5,844	4,183	3,196	5,327	4,222	4,368	3,325	5,717	42,700
R-089	3,517	4,214	5,844	4,183	4,310	3,000	4,222	4,368	4,376	4,437	42,470
R-090	3,517	3,000	4,620	5,340	4,310	5,327	3,057	4,368	4,376	5,717	43,632
R-091	5,844	4,214	5,844	4,183	4,310	5,327	4,222	4,368	4,376	4,437	47,124
R-092	4,643	5,487	4,620	5,340	4,310	4,124	4,222	4,368	4,376	4,437	45,925
R-093	3,517	4,214	5,844	3,000	5,547	5,327	4,222	4,368	4,376	3,257	43,672
R-094	4,643	4,214	4,620	4,183	5,547	5,327	4,222	5,678	4,376	4,437	47,246
R-095	4,643	5,487	3,478	5,340	3,196	5,327	5,551	4,368	5,618	4,437	47,445
R-096	4,643	3,000	4,620	5,340	5,547	4,124	4,222	4,368	4,376	5,717	45,956
R-097	3,517	4,214	5,844	3,000	4,310	4,124	4,222	5,678	4,376	4,437	43,720
R-098	4,643	5,487	4,620	5,340	4,310	3,000	4,222	4,368	4,376	5,717	46,083
R-099	5,844	4,214	4,620	5,340	4,310	5,327	5,551	5,678	3,325	4,437	48,646
R-100	5,844	3,000	3,478	4,183	3,196	5,327	5,551	5,678	4,376	3,257	43,889
R-101	4,643	4,214	4,620	4,183	5,547	3,000	3,057	4,368	4,376	3,257	41,265
R-102	5,844	4,214	4,620	4,183	4,310	5,327	5,551	5,678	5,618	5,717	51,062
R-103	4,643	4,214	4,620	4,183	5,547	4,124	4,222	4,368	5,618	4,437	45,975
R-104	3,517	5,487	4,620	5,340	5,547	5,327	4,222	4,368	5,618	5,717	49,763
R-105	3,517	4,214	4,620	4,183	4,310	5,327	5,551	3,222	3,325	4,437	42,706
R-106	3,517	4,214	5,844	4,183	5,547	4,124	5,551	5,678	5,618	3,257	47,532
R-107	4,643	4,214	4,620	3,000	4,310	5,327	5,551	4,368	5,618	4,437	46,088

R-108	4,643	4,214	4,620	4,183	4,310	4,124	5,551	4,368	4,376	4,437	44,825
R-109	4,643	4,214	3,478	4,183	4,310	4,124	4,222	4,368	3,325	4,437	41,304
R-110	5,844	5,487	4,620	3,000	3,196	4,124	4,222	5,678	3,325	5,717	45,212
R-111	3,517	4,214	4,620	5,340	5,547	4,124	4,222	3,222	3,325	4,437	42,567
R-112	3,517	4,214	4,620	3,000	3,196	4,124	4,222	4,368	2,000	4,437	37,697
R-113	5,844	4,214	4,620	3,000	3,196	5,327	3,057	4,368	4,376	5,717	43,719
R-114	4,643	5,487	5,844	5,340	5,547	5,327	5,551	4,368	5,618	3,257	50,982
R-115	5,844	4,214	4,620	3,000	4,310	4,124	4,222	4,368	4,376	4,437	43,513

### 3. Uji Validitas Insentif Material (X2)

<b>Kode resp</b>											
	<b>X2.1</b>	<b>X2.2</b>	<b>X2.3</b>	<b>X2.4</b>	<b>X2.5</b>	<b>X2.6</b>	<b>X2.7</b>	<b>X2.8</b>	<b>X2.9</b>	<b>X2.0</b>	<b>TOTAL</b>
R-001	4,270	4,328	4,574	4,411	4,241	4,382	5,673	4,287	3,222	4,445	43,832
R-002	4,270	3,000	4,574	4,411	4,241	4,382	4,309	5,624	3,222	4,445	42,478
R-003	4,270	5,682	4,574	4,411	4,241	4,382	5,673	4,287	4,472	4,445	46,436
R-004	4,270	4,328	6,074	5,833	4,241	4,382	4,309	4,287	4,472	5,826	48,022
R-005	4,270	5,682	4,574	4,411	4,241	4,382	4,309	4,287	4,472	3,164	43,792
R-006	5,563	5,682	6,074	4,411	5,539	4,382	5,673	5,624	5,826	5,826	54,601
R-007	4,270	4,328	4,574	4,411	4,241	4,382	4,309	4,287	3,222	4,445	42,469
R-008	3,000	3,000	4,574	4,411	4,241	4,382	4,309	4,287	4,472	5,826	42,502
R-009	3,000	4,328	4,574	4,411	3,000	4,382	4,309	3,000	4,472	5,826	41,302
R-010	3,000	4,328	4,574	4,411	3,000	4,382	4,309	5,624	3,222	4,445	41,296
R-011	4,270	5,682	4,574	5,833	4,241	5,775	5,673	5,624	4,472	4,445	50,590
R-012	4,270	5,682	6,074	5,833	5,539	5,775	5,673	4,287	4,472	4,445	52,051
R-013	4,270	5,682	6,074	5,833	3,000	3,000	3,000	3,000	4,472	4,445	42,777
R-014	5,563	4,328	4,574	3,000	3,000	3,000	4,309	5,624	5,826	5,826	45,051
R-015	3,000	4,328	4,574	3,000	4,241	4,382	3,000	5,624	3,222	4,445	39,816
R-016	3,000	4,328	3,000	4,411	4,241	4,382	4,309	4,287	4,472	4,445	40,874
R-017	5,563	4,328	4,574	4,411	4,241	5,775	5,673	5,624	5,826	5,826	51,842
R-018	4,270	4,328	4,574	4,411	4,241	4,382	4,309	5,624	5,826	5,826	47,791
R-019	5,563	4,328	4,574	4,411	3,000	4,382	4,309	3,000	5,826	5,826	45,219
R-020	4,270	4,328	4,574	4,411	4,241	4,382	4,309	4,287	5,826	5,826	46,454
R-021	4,270	4,328	4,574	4,411	4,241	4,382	3,000	4,287	4,472	4,445	42,409
R-022	3,000	4,328	4,574	3,000	4,241	4,382	3,000	3,000	3,222	3,164	35,910
R-023	5,563	5,682	4,574	5,833	4,241	5,775	5,673	5,624	5,826	5,826	54,618
R-024	5,563	4,328	6,074	4,411	3,000	3,000	3,000	4,287	5,826	5,826	45,316
R-025	4,270	5,682	6,074	5,833	5,539	5,775	5,673	4,287	4,472	4,445	52,051
R-026	4,270	4,328	4,574	4,411	3,000	4,382	4,309	4,287	5,826	4,445	43,832
R-027	5,563	5,682	4,574	5,833	4,241	4,382	4,309	4,287	4,472	5,826	49,169

R-028	4,270	5,682	4,574	5,833	4,241	5,775	4,309	4,287	4,472	4,445	47,889
R-029	5,563	4,328	3,000	4,411	3,000	3,000	4,309	5,624	5,826	4,445	43,507
R-030	5,563	4,328	4,574	5,833	5,539	4,382	4,309	4,287	5,826	5,826	50,468
R-031	4,270	4,328	6,074	3,000	4,241	3,000	5,673	3,000	4,472	4,445	42,503
R-032	4,270	3,000	4,574	4,411	3,000	3,000	4,309	5,624	5,826	4,445	42,460
R-033	4,270	3,000	4,574	3,000	4,241	3,000	4,309	4,287	4,472	3,164	38,317
R-034	3,000	4,328	4,574	4,411	3,000	4,382	4,309	5,624	5,826	5,826	45,281
R-035	5,563	3,000	3,000	4,411	3,000	4,382	3,000	5,624	5,826	4,445	42,251
R-036	4,270	4,328	3,000	5,833	3,000	4,382	4,309	4,287	5,826	4,445	43,681
R-037	3,000	3,000	4,574	4,411	3,000	4,382	3,000	4,287	4,472	5,826	39,952
R-038	4,270	4,328	4,574	4,411	4,241	4,382	4,309	4,287	4,472	4,445	43,718
R-039	5,563	5,682	4,574	4,411	5,539	4,382	4,309	5,624	5,826	5,826	51,737
R-040	5,563	3,000	4,574	4,411	4,241	4,382	4,309	3,000	4,472	4,445	42,396
R-041	3,000	5,682	6,074	5,833	4,241	5,775	5,673	4,287	4,472	4,445	49,483
R-042	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	4,472	4,445	32,917
R-043	4,270	4,328	4,574	4,411	5,539	5,775	4,309	4,287	4,472	3,164	45,130
R-044	4,270	5,682	6,074	5,833	5,539	4,382	5,673	5,624	3,222	4,445	50,745
R-045	4,270	5,682	4,574	4,411	5,539	4,382	5,673	4,287	4,472	5,826	49,116
R-046	4,270	5,682	6,074	5,833	5,539	4,382	5,673	4,287	4,472	3,164	49,376
R-047	4,270	3,000	3,000	4,411	5,539	3,000	3,000	4,287	4,472	4,445	39,424
R-048	4,270	4,328	6,074	5,833	5,539	4,382	5,673	4,287	4,472	4,445	49,303
R-049	3,000	5,682	6,074	3,000	3,000	4,382	4,309	3,000	4,472	4,445	41,364
R-050	5,563	4,328	4,574	5,833	5,539	5,775	5,673	5,624	5,826	5,826	54,562
R-051	5,563	5,682	6,074	4,411	5,539	4,382	5,673	4,287	5,826	3,164	50,601
R-052	5,563	5,682	6,074	5,833	4,241	4,382	5,673	5,624	4,472	5,826	53,370
R-053	4,270	4,328	4,574	5,833	3,000	3,000	4,309	4,287	4,472	5,826	43,900
R-054	5,563	4,328	4,574	4,411	4,241	5,775	4,309	3,000	5,826	3,164	45,192
R-055	4,270	4,328	6,074	5,833	4,241	4,382	4,309	4,287	5,826	5,826	49,377
R-056	3,000	4,328	4,574	4,411	4,241	4,382	4,309	4,287	4,472	4,445	42,448
R-057	5,563	5,682	6,074	4,411	5,539	4,382	5,673	4,287	3,222	4,445	49,278
R-058	4,270	4,328	6,074	4,411	5,539	5,775	4,309	5,624	3,222	4,445	47,999
R-059	4,270	4,328	4,574	4,411	4,241	3,000	4,309	4,287	5,826	4,445	43,691
R-060	4,270	4,328	4,574	4,411	5,539	4,382	5,673	4,287	3,222	4,445	45,131
R-061	4,270	5,682	4,574	5,833	5,539	4,382	5,673	5,624	4,472	4,445	50,494
R-062	4,270	4,328	4,574	5,833	3,000	4,382	4,309	3,000	4,472	4,445	42,613
R-063	4,270	4,328	6,074	4,411	5,539	4,382	5,673	4,287	4,472	3,164	46,600
R-064	3,000	4,328	4,574	5,833	4,241	5,775	3,000	3,000	2,000	2,000	37,751
R-065	5,563	5,682	6,074	5,833	4,241	4,382	4,309	4,287	4,472	3,164	48,007
R-066	5,563	5,682	6,074	5,833	4,241	5,775	4,309	4,287	3,222	4,445	49,432

R-067	4,270	5,682	4,574	4,411	4,241	5,775	5,673	4,287	3,222	4,445	46,580
R-068	5,563	4,328	4,574	4,411	5,539	5,775	5,673	5,624	4,472	4,445	50,405
R-069	3,000	4,328	4,574	5,833	4,241	4,382	4,309	3,000	4,472	3,164	41,303
R-070	4,270	4,328	4,574	5,833	4,241	5,775	4,309	4,287	5,826	5,826	49,270
R-071	5,563	4,328	4,574	5,833	5,539	4,382	5,673	5,624	4,472	4,445	50,433
R-072	5,563	5,682	4,574	4,411	4,241	4,382	4,309	4,287	5,826	4,445	47,720
R-073	4,270	4,328	4,574	4,411	4,241	3,000	4,309	4,287	4,472	5,826	43,718
R-074	3,000	4,328	3,000	3,000	4,241	5,775	3,000	3,000	3,222	4,445	37,011
R-075	4,270	4,328	6,074	5,833	5,539	5,775	4,309	5,624	4,472	5,826	52,052
R-076	4,270	4,328	4,574	5,833	3,000	3,000	4,309	4,287	4,472	4,445	42,519
R-077	3,000	3,000	3,000	5,833	4,241	5,775	4,309	4,287	5,826	5,826	45,098
R-078	4,270	4,328	6,074	5,833	4,241	5,775	4,309	5,624	4,472	4,445	49,372
R-079	4,270	5,682	6,074	5,833	5,539	4,382	4,309	5,624	4,472	5,826	52,012
R-080	5,563	5,682	4,574	4,411	4,241	4,382	4,309	4,287	4,472	3,164	45,085
R-081	5,563	4,328	4,574	4,411	4,241	4,382	5,673	5,624	4,472	4,445	47,712
R-082	5,563	5,682	4,574	5,833	5,539	4,382	4,309	4,287	5,826	5,826	51,822
R-083	4,270	4,328	4,574	4,411	5,539	4,382	4,309	4,287	5,826	5,826	47,752
R-084	5,563	4,328	6,074	5,833	4,241	5,775	4,309	5,624	4,472	5,826	52,046
R-085	4,270	5,682	4,574	5,833	4,241	5,775	5,673	4,287	3,222	4,445	48,003
R-086	5,563	5,682	4,574	4,411	4,241	4,382	4,309	4,287	4,472	4,445	46,365
R-087	4,270	5,682	4,574	5,833	5,539	5,775	4,309	5,624	4,472	4,445	50,524
R-088	3,000	3,000	4,574	4,411	5,539	4,382	4,309	4,287	5,826	5,826	45,154
R-089	3,000	4,328	4,574	4,411	5,539	3,000	4,309	4,287	4,472	4,445	42,365
R-090	4,270	4,328	4,574	5,833	4,241	5,775	4,309	5,624	5,826	4,445	49,226
R-091	5,563	4,328	6,074	4,411	5,539	5,775	5,673	5,624	4,472	4,445	51,905
R-092	4,270	5,682	6,074	5,833	5,539	4,382	4,309	4,287	4,472	3,164	48,013
R-093	4,270	4,328	4,574	5,833	5,539	4,382	5,673	4,287	3,222	3,164	45,272
R-094	4,270	4,328	6,074	4,411	4,241	4,382	5,673	5,624	4,472	5,826	49,301
R-095	4,270	5,682	4,574	4,411	4,241	5,775	5,673	5,624	4,472	4,445	49,167
R-096	4,270	3,000	4,574	4,411	5,539	5,775	5,673	5,624	5,826	5,826	50,519
R-097	4,270	4,328	4,574	4,411	4,241	4,382	5,673	4,287	4,472	4,445	45,082
R-098	4,270	5,682	4,574	4,411	5,539	5,775	4,309	5,624	5,826	4,445	50,456
R-099	4,270	4,328	4,574	4,411	4,241	4,382	4,309	3,000	4,472	4,445	42,431
R-100	5,563	3,000	4,574	4,411	4,241	4,382	3,000	4,287	3,222	4,445	41,124
R-101	3,000	3,000	4,574	3,000	5,539	5,775	5,673	5,624	4,472	4,445	45,103
R-102	3,000	3,000	4,574	3,000	4,241	4,382	5,673	3,000	5,826	4,445	41,140
R-103	4,270	4,328	4,574	5,833	5,539	4,382	5,673	3,000	4,472	4,445	46,516
R-104	4,270	4,328	6,074	5,833	5,539	5,775	5,673	5,624	5,826	5,826	54,770
R-105	5,563	4,328	3,000	4,411	4,241	4,382	5,673	4,287	4,472	4,445	44,801

R-106	5,563	5,682	6,074	5,833	5,539	5,775	5,673	5,624	5,826	4,445	56,036
R-107	3,000	3,000	4,574	4,411	3,000	5,775	5,673	5,624	4,472	5,826	45,356
R-108	3,000	4,328	6,074	5,833	5,539	4,382	5,673	4,287	4,472	4,445	48,033
R-109	3,000	4,328	6,074	4,411	5,539	3,000	3,000	3,000	4,472	4,445	41,269
R-110	4,270	3,000	4,574	4,411	4,241	5,775	5,673	5,624	5,826	5,826	49,221
R-111	5,563	4,328	4,574	4,411	4,241	5,775	5,673	5,624	5,826	5,826	51,842
R-112	3,000	4,328	4,574	4,411	5,539	4,382	3,000	4,287	4,472	5,826	43,819
R-113	4,270	4,328	4,574	4,411	3,000	4,382	4,309	4,287	5,826	4,445	43,832
R-114	5,563	5,682	6,074	5,833	5,539	5,775	5,673	5,624	5,826	3,164	54,755
R-115	4,270	3,000	4,574	4,411	4,241	4,382	4,309	4,287	4,472	4,445	42,390

#### 4. Uji Validitas Insentif Non Material (X3)

Kode resp											
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.0	TOTAL
R-001	5,625	4,679	4,309	3,000	3,000	4,364	4,172	5,389	4,275	4,271	43,084
R-002	4,000	4,679	4,309	3,000	3,000	4,364	4,172	4,156	4,275	5,588	41,543
R-003	4,000	6,213	4,309	5,467	4,208	4,364	4,172	4,156	4,275	4,271	45,435
R-004	5,625	6,213	4,309	4,213	4,208	4,364	5,518	5,389	5,590	5,588	51,018
R-005	5,625	6,213	4,309	5,467	5,434	5,729	5,518	5,389	4,275	4,271	52,230
R-006	5,625	6,213	5,645	5,467	5,434	5,729	5,518	5,389	5,590	5,588	56,198
R-007	4,000	4,679	4,309	3,000	3,000	3,000	5,518	4,156	4,275	3,164	39,101
R-008	4,000	4,679	3,000	3,000	3,000	3,000	4,172	4,156	4,275	4,271	37,553
R-009	4,000	4,679	3,000	4,213	3,000	4,364	4,172	4,156	5,590	4,271	41,446
R-010	5,625	4,679	4,309	4,213	4,208	4,364	4,172	4,156	4,275	4,271	44,273
R-011	4,000	4,679	4,309	4,213	5,434	5,729	5,518	5,389	5,590	4,271	49,132
R-012	4,000	4,679	4,309	3,000	3,000	4,364	4,172	5,389	5,590	5,588	44,092
R-013	5,625	4,679	4,309	4,213	4,208	4,364	4,172	3,000	4,275	4,271	43,116
R-014	4,000	4,679	5,645	5,467	5,434	5,729	5,518	5,389	5,590	5,588	53,038
R-015	4,000	4,679	4,309	4,213	4,208	4,364	4,172	5,389	3,000	5,588	43,922
R-016	5,625	6,213	4,309	4,213	5,434	4,364	4,172	5,389	3,000	5,588	48,308
R-017	5,625	4,679	5,645	5,467	5,434	5,729	5,518	5,389	5,590	5,588	54,663
R-018	4,000	4,679	5,645	5,467	5,434	4,364	4,172	5,389	4,275	4,271	47,695
R-019	5,625	4,679	5,645	5,467	5,434	5,729	5,518	5,389	5,590	5,588	54,663
R-020	5,625	6,213	4,309	4,213	4,208	4,364	5,518	5,389	5,590	5,588	51,018
R-021	5,625	6,213	4,309	4,213	4,208	4,364	4,172	5,389	4,275	4,271	47,040
R-022	4,000	4,679	3,000	3,000	3,000	3,000	3,004	3,000	3,000	3,164	32,847
R-023	4,000	4,679	5,645	5,467	5,434	4,364	5,518	5,389	5,590	5,588	51,673
R-024	4,000	4,679	5,645	5,467	4,208	4,364	5,518	5,389	5,590	5,588	50,447

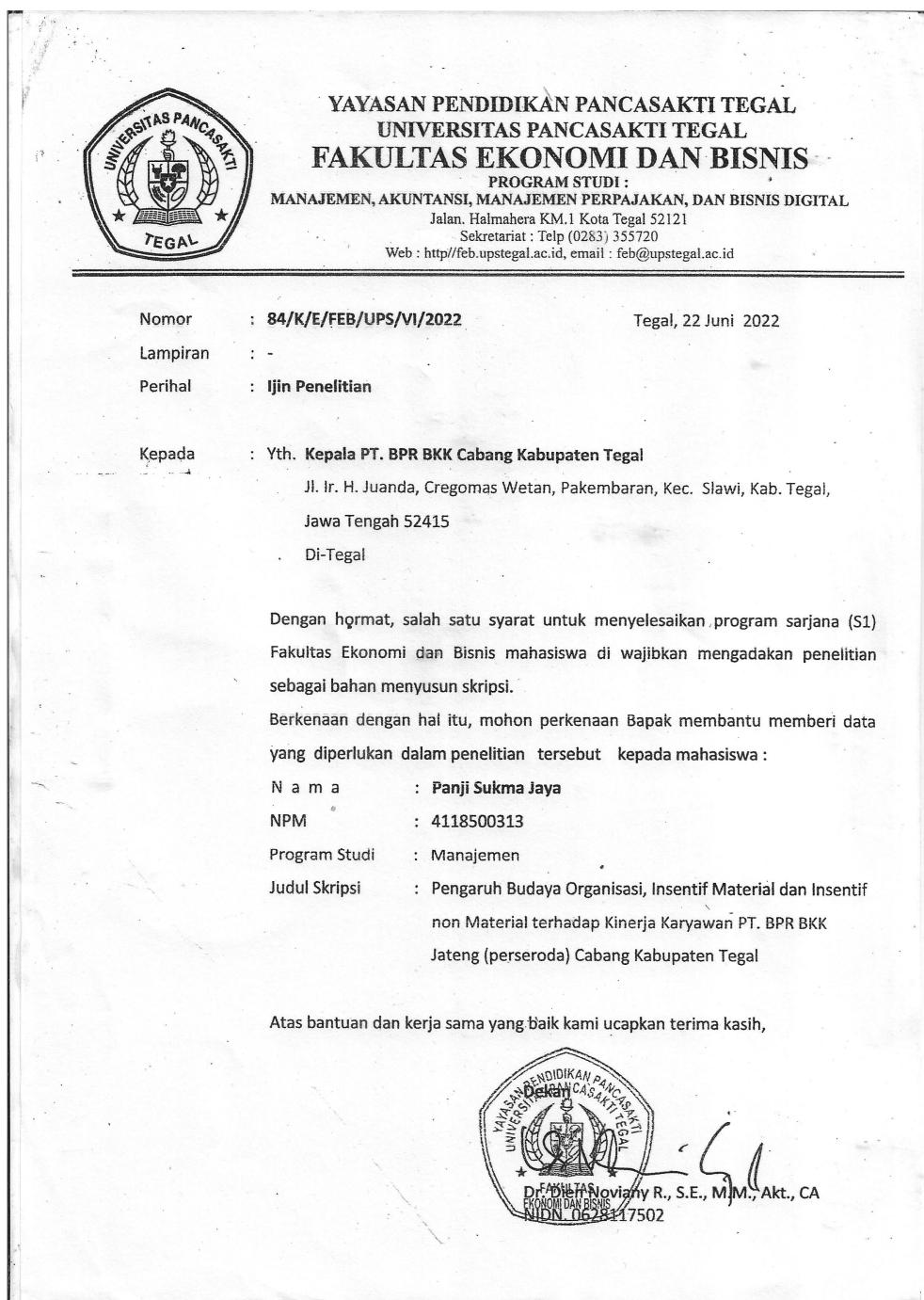
R-025	4,000	4,679	4,309	3,000	3,000	3,000	4,172	3,000	4,275	4,271	37,706
R-026	4,000	4,679	4,309	5,467	5,434	4,364	4,172	4,156	4,275	4,271	45,127
R-027	4,000	4,679	5,645	4,213	4,208	5,729	5,518	5,389	5,590	5,588	50,558
R-028	4,000	4,679	4,309	4,213	4,208	4,364	4,172	4,156	4,275	4,271	42,647
R-029	4,000	4,679	5,645	5,467	5,434	4,364	4,172	5,389	5,590	5,588	50,328
R-030	4,000	4,679	5,645	5,467	5,434	4,364	5,518	4,156	4,275	4,271	47,808
R-031	5,625	4,679	4,309	4,213	3,000	3,000	4,172	4,156	4,275	4,271	41,701
R-032	5,625	6,213	4,309	4,213	4,208	4,364	4,172	4,156	4,275	4,271	45,807
R-033	5,625	4,679	4,309	3,000	3,000	4,364	4,172	3,000	4,275	4,271	40,695
R-034	4,000	4,679	3,000	4,213	3,000	3,000	5,518	5,389	5,590	5,588	43,977
R-035	5,625	6,213	5,645	5,467	5,434	5,729	5,518	5,389	5,590	4,271	54,881
R-036	4,000	4,679	4,309	5,467	4,208	4,364	4,172	4,156	4,275	5,588	45,218
R-037	4,000	3,000	4,309	4,213	4,208	4,364	4,172	4,156	4,275	4,271	40,969
R-038	4,000	4,679	4,309	5,467	4,208	4,364	4,172	4,156	3,000	4,271	42,626
R-039	4,000	6,213	5,645	5,467	5,434	4,364	5,518	4,156	4,275	4,271	49,342
R-040	4,000	4,679	5,645	5,467	4,208	4,364	5,518	3,000	3,000	5,588	45,468
R-041	4,000	6,213	3,000	3,000	4,208	3,000	4,172	4,156	4,275	4,271	40,295
R-042	5,625	4,679	3,000	4,213	3,000	4,364	4,172	3,000	4,275	4,271	40,599
R-043	4,000	4,679	4,309	4,213	3,000	3,000	3,004	3,000	3,000	3,164	35,370
R-044	4,000	4,679	3,000	3,000	5,434	4,364	4,172	5,389	4,275	5,588	43,901
R-045	4,000	4,679	4,309	4,213	4,208	4,364	4,172	4,156	4,275	4,271	42,647
R-046	4,000	4,679	4,309	3,000	3,000	4,364	4,172	3,000	4,275	4,271	39,070
R-047	5,625	4,679	4,309	4,213	4,208	4,364	4,172	4,156	4,275	4,271	44,273
R-048	4,000	4,679	4,309	4,213	3,000	3,000	4,172	4,156	4,275	4,271	40,075
R-049	4,000	6,213	4,309	4,213	4,208	4,364	4,172	3,000	4,275	4,271	43,025
R-050	4,000	4,679	5,645	5,467	5,434	5,729	5,518	5,389	5,590	5,588	53,038
R-051	4,000	4,679	5,645	4,213	5,434	4,364	5,518	3,000	3,000	5,588	45,440
R-052	5,625	6,213	5,645	5,467	5,434	5,729	5,518	5,389	5,590	5,588	56,198
R-053	5,625	4,679	4,309	3,000	3,000	3,000	5,518	4,156	4,275	3,164	40,726
R-054	5,625	6,213	5,645	5,467	4,208	4,364	5,518	3,000	3,000	5,588	48,627
R-055	4,000	4,679	4,309	5,467	5,434	4,364	4,172	4,156	4,275	4,271	45,127
R-056	5,625	6,213	4,309	4,213	4,208	5,729	4,172	4,156	3,000	5,588	47,214
R-057	5,625	4,679	5,645	4,213	4,208	5,729	4,172	3,000	3,000	3,164	43,435
R-058	4,000	6,213	3,000	4,213	3,000	4,364	5,518	3,000	4,275	3,164	40,747
R-059	5,625	6,213	4,309	3,000	3,000	4,364	2,000	3,000	3,000	4,271	38,783
R-060	4,000	4,679	3,000	4,213	3,000	3,000	4,172	3,000	4,275	3,164	36,503
R-061	4,000	4,679	4,309	3,000	4,208	4,364	4,172	4,156	4,275	5,588	42,751
R-062	4,000	4,679	4,309	4,213	5,434	4,364	4,172	4,156	4,275	4,271	43,873
R-063	4,000	6,213	4,309	3,000	4,208	3,000	4,172	3,000	3,000	4,271	39,174

R-064	4,000	4,679	3,000	5,467	3,000	3,000	2,000	3,000	5,590	2,000	35,736
R-065	5,625	6,213	5,645	5,467	4,208	3,000	4,172	5,389	4,275	5,588	49,582
R-066	4,000	6,213	5,645	4,213	5,434	4,364	3,004	4,156	4,275	4,271	45,575
R-067	4,000	4,679	4,309	5,467	4,208	5,729	5,518	5,389	4,275	4,271	47,844
R-068	4,000	6,213	5,645	4,213	5,434	5,729	5,518	4,156	5,590	3,164	49,662
R-069	5,625	4,679	3,000	3,000	3,000	3,000	3,004	3,000	3,000	3,164	34,473
R-070	4,000	4,679	3,000	5,467	4,208	3,000	4,172	4,156	5,590	4,271	42,544
R-071	4,000	6,213	5,645	4,213	5,434	4,364	5,518	4,156	4,275	4,271	48,089
R-072	5,625	4,679	5,645	4,213	4,208	4,364	4,172	3,000	4,275	5,588	45,769
R-073	5,625	6,213	4,309	4,213	4,208	4,364	4,172	4,156	5,590	5,588	48,439
R-074	4,000	6,213	4,309	4,213	4,208	4,364	4,172	5,389	4,275	4,271	45,415
R-075	4,000	4,679	4,309	4,213	4,208	3,000	5,518	5,389	4,275	4,271	43,862
R-076	4,000	4,679	5,645	4,213	4,208	5,729	3,004	5,389	5,590	5,588	48,045
R-077	4,000	4,679	3,000	3,000	4,208	5,729	5,518	5,389	3,000	3,164	41,687
R-078	4,000	4,679	4,309	4,213	5,434	4,364	3,004	4,156	4,275	5,588	44,023
R-079	5,625	4,679	4,309	5,467	4,208	5,729	3,004	4,156	4,275	5,588	47,040
R-080	4,000	6,213	5,645	5,467	4,208	5,729	4,172	4,156	3,000	5,588	48,177
R-081	4,000	4,679	5,645	4,213	4,208	5,729	4,172	4,156	4,275	5,588	46,664
R-082	4,000	6,213	5,645	5,467	4,208	4,364	4,172	3,000	4,275	4,271	45,614
R-083	4,000	4,679	4,309	4,213	4,208	3,000	4,172	5,389	5,590	5,588	45,149
R-084	5,625	6,213	5,645	4,213	5,434	4,364	5,518	5,389	5,590	5,588	53,579
R-085	4,000	4,679	4,309	5,467	4,208	5,729	3,004	4,156	5,590	5,588	46,731
R-086	4,000	6,213	5,645	5,467	4,208	4,364	5,518	4,156	3,000	4,271	46,841
R-087	4,000	4,679	4,309	4,213	4,208	3,000	5,518	4,156	3,000	4,271	41,354
R-088	5,625	3,000	3,000	3,000	5,434	3,000	3,004	5,389	4,275	3,164	38,892
R-089	4,000	3,000	3,000	4,213	5,434	4,364	4,172	5,389	4,275	5,588	43,435
R-090	4,000	3,000	3,000	3,000	4,208	4,364	4,172	3,000	4,275	5,588	38,607
R-091	5,625	6,213	5,645	4,213	5,434	4,364	5,518	4,156	3,000	4,271	48,439
R-092	5,625	4,679	4,309	5,467	4,208	4,364	4,172	4,156	3,000	3,164	43,144
R-093	4,000	3,000	3,000	4,213	5,434	4,364	4,172	4,156	5,590	4,271	42,201
R-094	5,625	4,679	4,309	4,213	4,208	5,729	3,004	5,389	4,275	3,164	44,596
R-095	4,000	4,679	4,309	5,467	3,000	3,000	4,172	4,156	5,590	5,588	43,962
R-096	4,000	4,679	4,309	4,213	4,208	4,364	4,172	4,156	4,275	4,271	42,647
R-097	4,000	3,000	3,000	4,213	5,434	4,364	5,518	4,156	4,275	5,588	43,548
R-098	4,000	4,679	4,309	5,467	4,208	4,364	4,172	4,156	4,275	5,588	45,218
R-099	5,625	6,213	5,645	4,213	4,208	4,364	3,004	4,156	4,275	5,588	47,291
R-100	5,625	4,679	5,645	3,000	3,000	3,000	3,004	5,389	5,590	5,588	44,521
R-101	5,625	4,679	4,309	3,000	3,000	4,364	5,518	5,389	5,590	5,588	47,062
R-102	4,000	4,679	4,309	3,000	3,000	4,364	3,004	4,156	4,275	5,588	40,375

R-103	4,000	6,213	4,309	5,467	4,208	4,364	4,172	3,000	4,275	5,588	45,596
R-104	5,625	6,213	4,309	4,213	4,208	4,364	5,518	5,389	5,590	5,588	51,018
R-105	5,625	6,213	4,309	5,467	5,434	5,729	5,518	5,389	5,590	4,271	53,545
R-106	5,625	6,213	5,645	5,467	5,434	5,729	5,518	5,389	5,590	5,588	56,198
R-107	4,000	4,679	4,309	3,000	3,000	3,000	5,518	5,389	5,590	5,588	44,073
R-108	4,000	4,679	3,000	3,000	3,000	3,000	4,172	4,156	4,275	4,271	37,553
R-109	4,000	4,679	3,000	4,213	3,000	4,364	3,004	3,000	3,000	3,164	35,424
R-110	5,625	4,679	4,309	4,213	4,208	4,364	5,518	5,389	5,590	5,588	49,484
R-111	4,000	4,679	4,309	4,213	5,434	5,729	5,518	5,389	5,590	5,588	50,449
R-112	4,000	4,679	4,309	3,000	3,000	4,364	4,172	3,000	5,590	5,588	41,702
R-113	5,625	4,679	4,309	4,213	4,208	4,364	5,518	4,156	5,590	5,588	48,251
R-114	4,000	4,679	5,645	5,467	5,434	5,729	4,172	5,389	4,275	4,271	49,060
R-115	4,000	4,679	4,309	4,213	4,208	4,364	4,172	4,156	4,275	4,271	42,647

## Lampiran 7

### A. Surat Ijin Penelitian



## **B. Surat Balasan Ijin Penelitian**



PT. BPR BKK JATENG (Perseroda)

Jl. Tanjung No.11-A Semarang 50132 - Telp/Fax: (024) 860 42929

[www.bkkjateng.co.id](http://www.bkkjateng.co.id) | email: kampus@bkkjateng.co.id

Nomor : 943 /ND/BKK-KANPUS/VI/2022 Semarang, 30 Juni 2022  
Lampiran : -  
Perihal : Persetujuan Ijin Penelitian Kepada Yth :  
Kepala Cabang Tegal  
di -  
Tempat

Berdasarkan Surat Saudara Nomor: 452/SKET/BKK-022/VI/2022, tanggal 27 Juni 2022 perihal Permohonan Ijin Penelitian, menindaklanjuti hal tersebut permohonan ijin penelitian di PT. BPR BKK JATENG (Perseroda) Kantor Cabang Tegal, pada prinsipnya dapat disetujui dengan ketentuan sebagai berikut:

- a. Tidak menggunakan data nasabah dan data rahasia perusahaan;
  - b. Tidak mengganggu kegiatan operasional;
  - c. Tetap menjaga protokol kesehatan.

Demikian disampaikan atas perhatiannya diucapkan terimakasih.

PT. EPR BKK JATENG (PERSERO),

**Saiful Azis Nasution, SH**  
Kepala Divisi SDM dan Umum