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Lampiran 2

KUESIONER PENELITIAN

Perihal : Permohonan Pengisian Kuesioner

Judul penelitian : Pengaruh Motivasi Dan Bonus Terhadap Kepuasan Kerja Driver Gaskeun Tegal.

Kepada

Yth. Bapak/Ibu Responden Penelitian

Driver Gaskeun Tegal

Dengan hormat,

Dalam rangka menyelesaikan penelitian untuk skripsi maka Saya, Desi Wulandari mahasiswa Fakultas Ekonomi dan Bisnis, Universitas Pancasakti Tegal, mohon partisipasi Bapak/Ibu untuk mengisi kuesioner yang telah saya sediakan. Adapun Saya memohon Bapak/Ibu mengisi kuesioner sesuai dengan kondisi yang dirasakan selama ini. Saya akan menjaga kerahasiaannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, Saya mengucapkan terima kasih.

Hormat saya,

Desi Wulandari
NIM 4118500345

Identitas Responden

1. Jenis Kelamin

Perempuan

Laki-laki

2. Usia :

20 – 30 Tahun

31 – 40 Tahun

41 – 50 Tahun

Lebih dari 51 Tahun

3. Pendidikan terakhir

SMA/SMK

Diploma

Sarjana

Petunjuk Pengisian Angket

Untuk pernyataan di bawah ini, isilah jawaban dengan memberikan tanda (√) pada kolom yang mewakili jawaban Bapak/Ibu.

Keterangan:

SS = Sangat setuju

S = Setuju

N = Netral

TS = Tidak setuju

STS = Sangat tidak setuju

Variabel Kepuasan Kerja

| No | Pernyataan | Jawaban | | | | |
|----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Jenis pekerjaan yang dilakukan tidak membatasi umur driver | | | | | |
| 2 | Jenis pekerjaan yang dilakukan tidak membatasi jenis kelamin driver | | | | | |
| 3 | Jenis pekerjaan yang dilakukan sesuai dengan kondisi fisik driver | | | | | |
| 4 | Jenis pekerjaan yang dilakukan tidak mensyaratkan tingkat Pendidikan tertentu | | | | | |
| 5 | Pengalaman kerja yang dimiliki driver sangat bermanfaat guna menunjang pekerjaan. | | | | | |
| 6 | Masa kerja yang dimiliki driver sangat bermanfaat menunjang pekerjaan | | | | | |
| 7 | Kelancaran pekerjaan yang dilakukan tergantung pada kepribadian driver | | | | | |
| 8 | Kelancaran pekerjaan yang dilakukan tergantung pada kemampuan driver dalam mengendalikan emosi | | | | | |
| 9 | Sikap kerja yang ramah kepada rekan dan kepada pelanggan membuat pekerjaan berjalan lancar | | | | | |
| 10 | Driver memiliki motivasi tinggi untuk sukses | | | | | |
| 11 | Perusahaan memberikan jaminan sosial sesuai harapan | | | | | |
| 12 | Interaksi sosial dengan rekan kerja terjalin dengan baik | | | | | |
| 13 | Hubungan kerja dengan perusahaan terjalin dengan baik | | | | | |

Variabel Motivasi Kerja

| No | Pernyataan | Jawaban | | | | |
|----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Saya bekerja keras untuk dapat memenuhi kebutuhan dalam keluarga | | | | | |
| 2 | Saya bekerja keras untuk dapat memenuhi tanggung jawab dalam keluarga | | | | | |
| 3 | Saya bekerja keras ntuk pencapaian tujuan dalam hidup | | | | | |
| 4 | Saya merasa menyatu dengan tugas dan menikmati pekerjaan ini. | | | | | |
| 5 | Saya memiliki dorongan untuk sukses dalam pekerjaan ini. | | | | | |
| 6 | Saya memberikan umpan balik setiap kali diberi pengarahan oleh atasan | | | | | |
| 7 | Saya memiliki dorongan untuk unggul dalam bekerja | | | | | |
| 8 | Saya memiliki dorongan untuk meningkatkan keterampilan | | | | | |
| 9 | Saya memiliki dorongan untuk maju dan meningkatkan keterampilan | | | | | |
| 10 | Saya mampu mandiri dalam bekerja | | | | | |
| 11 | Saya menyukai pekerjaan yang memiliki tantangan | | | | | |

Variabel Bonus

| No | Pernyataan | Jawaban | | | | |
|----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Perusahaan memberikan bonus sesuai dengan kinerja masing-masing driver | | | | | |
| 2 | Perusahaan memberikan bonus sesuai dengan penilaian pelanggan atas kinerja driver | | | | | |
| 3 | Perusahaan memberikan bonus tergantung dari lama tidaknya mencapai driver mencapai standar yang ditentukan perusahaan | | | | | |
| 4 | Perusahaan memberikan bonus sesuai dengan masa kerja driver | | | | | |
| 5 | Perhitungan bonus yang diberikan perusahaan mudah dipahami dan sesuai harapan | | | | | |
| 6 | Perusahaan memberikan bonus sesuai kondisi keuangan perusahaan. | | | | | |
| 7 | Perusahaan memberikan tambahan bonus ketika perusahaan mendapatkan laba melebihi target | | | | | |
| 8 | Perusahaan memberikan bonus secara adil sesuai dengan hasil yang diperoleh driver. | | | | | |

Lampiran 2

Tabulasi Data Dan Hasil Pengujian Instrument Penelitian

1. Variabel Motivasi Kerja

| No. Resp. | MT_1 | MT_2 | MT_3 | MT_4 | MT_5 | MT_6 | MT_7 | MT_8 | MT_9 | MT_10 | MT_11 | MT |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|----|
| Resp_1 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 43 |
| Resp_2 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 46 |
| Resp_3 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 47 |
| Resp_4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 51 |
| Resp_5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 46 |
| Resp_6 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| Resp_7 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 50 |
| Resp_8 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 48 |
| Resp_9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_10 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 48 |
| Resp_11 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 47 |
| Resp_12 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 50 |
| Resp_13 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| Resp_14 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 47 |
| Resp_15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 48 |
| Resp_16 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 45 |
| Resp_17 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 48 |
| Resp_18 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 50 |
| Resp_19 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 50 |
| Resp_20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| Resp_21 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 52 |
| Resp_22 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 48 |
| Resp_23 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 45 |
| Resp_24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 32 |
| Resp_25 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 51 |
| Resp_26 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 51 |
| Resp_27 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 50 |
| Resp_28 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| Resp_29 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 44 |
| Resp_30 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 50 |

| | | | | | | | | | | | | | |
|-------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MT_8 | Pearson | .523** | .303 | .510** | .451* | .256 | .516** | .190 | 1 | .344 | .331 | .199 | .632** |
| | Correlation | | | | | | | | | | | | |
| | Sig. (2-tailed) | .003 | .104 | .004 | .012 | .172 | .004 | .314 | | .063 | .074 | .291 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MT_9 | Pearson | .353 | .531** | .534** | .341 | .158 | .269 | .488** | .344 | 1 | .273 | .457* | .622** |
| | Correlation | | | | | | | | | | | | |
| | Sig. (2-tailed) | .056 | .003 | .002 | .065 | .405 | .151 | .006 | .063 | | .145 | .011 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MT_10 | Pearson | .354 | .289 | .331 | .437* | .274 | .441* | .220 | .331 | .273 | 1 | .641** | .620** |
| | Correlation | | | | | | | | | | | | |
| | Sig. (2-tailed) | .055 | .121 | .074 | .016 | .143 | .015 | .244 | .074 | .145 | | .000 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MT_11 | Pearson | .492** | .406* | .379* | .186 | .409* | .406* | .367* | .199 | .457* | .641** | 1 | .668** |
| | Correlation | | | | | | | | | | | | |
| | Sig. (2-tailed) | .006 | .026 | .039 | .324 | .025 | .026 | .046 | .291 | .011 | .000 | | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MT | Pearson | .725** | .723** | .780** | .685** | .615** | .745** | .690** | .632** | .622** | .620** | .668** | 1 |
| | Correlation | | | | | | | | | | | | |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| N | | 30 | 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).

Reliability

Case Processing Summary

| | | N | % |
|-------|-------|----|-------|
| Cases | Valid | 30 | 100.0 |

| | | |
|-----------------------|----|-------|
| Excluded ^a | 0 | .0 |
| Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .882 | 11 |

2. Variabel Bonus

| No. Resp. | BN_1 | BN_2 | BN_3 | BN_4 | BN_5 | BN_6 | BN_7 | BN_8 | BN |
|-----------|------|------|------|------|------|------|------|------|----|
| Resp_1 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 35 |
| Resp_2 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 33 |
| Resp_3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| Resp_4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| Resp_5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 35 |
| Resp_6 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 35 |
| Resp_7 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 33 |
| Resp_8 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 36 |
| Resp_9 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 5 | 35 |
| Resp_10 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| Resp_11 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 35 |
| Resp_12 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| Resp_13 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 30 |
| Resp_14 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 21 |
| Resp_15 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 32 |
| Resp_16 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 32 |
| Resp_17 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| Resp_18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| Resp_19 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| Resp_20 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| Resp_21 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 35 |
| Resp_22 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| Resp_23 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 27 |
| Resp_24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 32 |
| Resp_25 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 36 |
| Resp_26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp_27 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 35 |
| Resp_28 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 37 |
| Resp_29 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 35 |
| Resp_30 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 35 |

Correlations

| | | Correlations | | | | | | | | |
|------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | BN_1 | BN_2 | BN_3 | BN_4 | BN_5 | BN_6 | BN_7 | BN_8 | BN |
| BN_1 | Pearson Correlation | 1 | .466** | .354 | .358 | .355 | .294 | .323 | .472** | .684** |
| | Sig. (2-tailed) | | .009 | .055 | .052 | .054 | .115 | .082 | .009 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BN_2 | Pearson Correlation | .466** | 1 | .193 | .516** | .325 | .343 | .302 | .399* | .643** |
| | Sig. (2-tailed) | .009 | | .307 | .003 | .080 | .064 | .105 | .029 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BN_3 | Pearson Correlation | .354 | .193 | 1 | .283 | .334 | .433* | .303 | .301 | .613** |
| | Sig. (2-tailed) | .055 | .307 | | .130 | .072 | .017 | .103 | .106 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BN_4 | Pearson Correlation | .358 | .516** | .283 | 1 | .371* | .371* | .572** | .503** | .724** |
| | Sig. (2-tailed) | .052 | .003 | .130 | | .044 | .044 | .001 | .005 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BN_5 | Pearson Correlation | .355 | .325 | .334 | .371* | 1 | .582** | .299 | .390* | .664** |
| | Sig. (2-tailed) | .054 | .080 | .072 | .044 | | .001 | .109 | .033 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BN_6 | Pearson Correlation | .294 | .343 | .433* | .371* | .582** | 1 | .487** | .326 | .696** |
| | Sig. (2-tailed) | .115 | .064 | .017 | .044 | .001 | | .006 | .079 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BN_7 | Pearson Correlation | .323 | .302 | .303 | .572** | .299 | .487** | 1 | .314 | .672** |
| | Sig. (2-tailed) | .082 | .105 | .103 | .001 | .109 | .006 | | .091 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BN_8 | Pearson Correlation | .472** | .399* | .301 | .503** | .390* | .326 | .314 | 1 | .697** |
| | Sig. (2-tailed) | .009 | .029 | .106 | .005 | .033 | .079 | .091 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| BN | Pearson Correlation | .684** | .643** | .613** | .724** | .664** | .696** | .672** | .697** | 1 |

| | | | | | | | | | |
|-----------------|------|------|------|------|------|------|------|------|------|
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 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).

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .823 | 8 |

3. Variabel Kepuasan Kerja

| No Resp | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 | KK_10 | KK_11 | KK_12 | KK_13 | KK |
|---------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----|
| Resp_1 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 55 |
| Resp_2 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 57 |
| Resp_3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 58 |
| Resp_4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 60 |
| Resp_5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 54 |
| Resp_6 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 56 |
| Resp_7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 63 |
| Resp_8 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 58 |
| Resp_9 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 54 |
| Resp_10 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 57 |
| Resp_11 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 56 |
| Resp_12 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 61 |
| Resp_13 | 3 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 43 |
| Resp_14 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 60 |
| Resp_15 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 5 | 58 |
| Resp_16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 63 |
| Resp_17 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 58 |
| Resp_18 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 58 |
| Resp_19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 62 |
| Resp_20 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 61 |
| Resp_21 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 62 |
| Resp_22 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 63 |
| Resp_23 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 32 |
| Resp_24 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 2 | 5 | 4 | 5 | 51 |
| Resp_25 | 4 | 5 | 5 | 2 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 2 | 51 |
| Resp_26 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 2 | 4 | 5 | 3 | 50 |
| Resp_27 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 55 |
| Resp_28 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 56 |
| Resp_29 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 42 |
| Resp_30 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 56 |

| | | | | | | | | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| KK_8 | Pearson Correlation | .591** | .476** | .455* | .515** | .520** | .645** | .530** | 1 | .374* | .356 | .425* | .343 | .511** | .752** |
| | Sig. (2-tailed) | .001 | .008 | .012 | .004 | .003 | .000 | .003 | | .042 | .053 | .019 | .063 | .004 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KK_9 | Pearson Correlation | .537** | .310 | .313 | .373* | .578** | .361* | .278 | .374* | 1 | .715** | .491** | .280 | .416* | .692** |
| | Sig. (2-tailed) | .002 | .095 | .092 | .043 | .001 | .050 | .136 | .042 | | .000 | .006 | .133 | .022 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KK_10 | Pearson Correlation | .443* | .462* | .280 | .396* | .427* | .277 | .293 | .356 | .715** | 1 | .552** | .265 | .463* | .687** |
| | Sig. (2-tailed) | .014 | .010 | .133 | .030 | .018 | .139 | .116 | .053 | .000 | | .002 | .158 | .010 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KK_11 | Pearson Correlation | .339 | .343 | .355 | .405* | .353 | .552** | .384* | .425* | .491** | .552** | 1 | .286 | .477** | .665** |
| | Sig. (2-tailed) | .067 | .063 | .054 | .026 | .056 | .002 | .036 | .019 | .006 | .002 | | .126 | .008 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KK_12 | Pearson Correlation | .410* | .588** | .973** | .278 | .217 | .322 | .316 | .343 | .280 | .265 | .286 | 1 | .355 | .608** |
| | Sig. (2-tailed) | .024 | .001 | .000 | .136 | .249 | .083 | .089 | .063 | .133 | .158 | .126 | | .054 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KK_13 | Pearson Correlation | .333 | .455* | .427* | .980** | .332 | .462* | .191 | .511** | .416* | .463* | .477** | .355 | 1 | .737** |
| | Sig. (2-tailed) | .073 | .011 | .019 | .000 | .073 | .010 | .312 | .004 | .022 | .010 | .008 | .054 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KK | Pearson Correlation | .704** | .686** | .692** | .684** | .644** | .731** | .603** | .752** | .692** | .687** | .665** | .608** | .737** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 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).

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .902 | 13 |

Lampiran 3

Tabulasi Data Penelitian

1. Variabel Motivasi Kerja

| No. Resp. | MT_1 | MT_2 | MT_3 | MT_4 | MT_5 | MT_6 | MT_7 | MT_8 | MT_9 | MT_10 | MT_11 | MT |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|----|
| Resp_1 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 48 |
| Resp_2 | 3 | 2 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| Resp_3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 40 |
| Resp_4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 49 |
| Resp_5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 47 |
| Resp_6 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 47 |
| Resp_7 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 49 |
| Resp_8 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 5 | 39 |
| Resp_9 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 47 |
| Resp_10 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 48 |
| Resp_11 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 49 |
| Resp_12 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 47 |
| Resp_13 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| Resp_14 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 50 |
| Resp_15 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 48 |
| Resp_16 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 48 |
| Resp_17 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 47 |
| Resp_18 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 49 |
| Resp_19 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 47 |
| Resp_20 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 50 |
| Resp_21 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 49 |
| Resp_22 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 49 |
| Resp_23 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 47 |
| Resp_24 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 45 |
| Resp_25 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| Resp_26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 46 |
| Resp_27 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 48 |
| Resp_28 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 51 |
| Resp_29 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 50 |
| Resp_30 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| Resp_31 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 49 |
| Resp_32 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 46 |
| Resp_33 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 52 |
| Resp_34 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 51 |
| Resp_35 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 47 |
| Resp_36 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 46 |
| Resp_37 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 47 |
| Resp_38 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 48 |
| Resp_39 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 46 |
| Resp_40 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 46 |
| Resp_41 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 48 |

| No. Resp. | MT_1 | MT_2 | MT_3 | MT_4 | MT_5 | MT_6 | MT_7 | MT_8 | MT_9 | MT_10 | MT_11 | MT |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|----|
| Resp_42 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 47 |
| Resp_43 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 48 |
| Resp_44 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 49 |
| Resp_45 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| Resp_46 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| Resp_47 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 51 |
| Resp_48 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 51 |
| Resp_49 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 50 |
| Resp_50 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 48 |
| Resp_51 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 49 |
| Resp_52 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 45 |
| Resp_53 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 52 |
| Resp_54 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 48 |
| Resp_55 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 49 |
| Resp_56 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 47 |
| Resp_57 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 45 |
| Resp_58 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 44 |
| Resp_59 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 49 |
| Resp_60 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 45 |
| Resp_61 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 52 |
| Resp_62 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 48 |
| Resp_63 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 49 |

| No. Resp. | BN_1 | BN_2 | BN_3 | BN_4 | BN_5 | BN_6 | BN_7 | BN_8 | BN |
|-----------|------|------|------|------|------|------|------|------|----|
| Resp_49 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| Resp_50 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| Resp_51 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| Resp_52 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| Resp_53 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| Resp_54 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 35 |
| Resp_55 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 34 |
| Resp_56 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 32 |
| Resp_57 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 36 |
| Resp_58 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| Resp_59 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| Resp_60 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| Resp_61 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| Resp_62 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 35 |
| Resp_63 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 34 |

3. Variabel Kepuasan Kerja

| No. Resp. | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 | KK_10 | KK_11 | KK_12 | KK_13 | KK |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----|
| Resp_1 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 55 |
| Resp_2 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 57 |
| Resp_3 | 4 | 4 | 5 | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 4 | 45 |
| Resp_4 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 53 |
| Resp_5 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 3 | 5 | 4 | 4 | 52 |
| Resp_6 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 56 |
| Resp_7 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 55 |
| Resp_8 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 4 | 45 |
| Resp_9 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 2 | 4 | 4 | 4 | 50 |
| Resp_10 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 55 |
| Resp_11 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 5 | 4 | 5 | 56 |
| Resp_12 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 57 |
| Resp_13 | 4 | 5 | 4 | 4 | 3 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 52 |
| Resp_14 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 60 |
| Resp_15 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 54 |
| Resp_16 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 58 |
| Resp_17 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 2 | 4 | 5 | 5 | 56 |
| Resp_18 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 56 |
| Resp_19 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 55 |
| Resp_20 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 56 |
| Resp_21 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 59 |
| Resp_22 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 56 |
| Resp_23 | 4 | 5 | 4 | 2 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 51 |
| Resp_24 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 55 |
| Resp_25 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 57 |
| Resp_26 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 53 |
| Resp_27 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 53 |
| Resp_28 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| Resp_29 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 54 |
| Resp_30 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 56 |
| Resp_31 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 58 |
| Resp_32 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 53 |
| Resp_33 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 59 |
| Resp_34 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 59 |
| Resp_35 | 4 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 5 | 4 | 5 | 4 | 4 | 55 |
| Resp_36 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 56 |
| Resp_37 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 5 | 4 | 5 | 4 | 4 | 5 | 56 |
| Resp_38 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 57 |
| Resp_39 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 59 |
| Resp_40 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 54 |
| Resp_41 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 56 |
| Resp_42 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 60 |
| Resp_43 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 56 |
| Resp_44 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 60 |
| Resp_45 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 55 |
| Resp_46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 54 |
| Resp_47 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 61 |
| Resp_48 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 61 |
| Resp_49 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 59 |

| No. Resp. | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 | KK_10 | KK_11 | KK_12 | KK_13 | KK |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----|
| Resp_50 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 56 |
| Resp_51 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 57 |
| Resp_52 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 55 |
| Resp_53 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| Resp_54 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 55 |
| Resp_55 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 54 |
| Resp_56 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 53 |
| Resp_57 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 56 |
| Resp_58 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 54 |
| Resp_59 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 57 |
| Resp_60 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 55 |
| Resp_61 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| Resp_62 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 55 |
| Resp_63 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 54 |

Lampiran 4

Tabulasi Data Hasil Analisis MSI

1. Variabel Motivasi Kerja

| No. Resp. | MT_1 | MT_2 | MT_3 | MT_4 | MT_5 | MT_6 | MT_7 | MT_8 | MT_9 | MT_10 | MT_11 |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|
| Resp_1 | 2.37 | 4.42 | 4.48 | 2.96 | 2.49 | 4.48 | 2.61 | 1.00 | 2.34 | 2.41 | 2.58 |
| Resp_2 | 1.00 | 1.00 | 2.92 | 4.53 | 1.00 | 2.92 | 2.61 | 2.63 | 3.68 | 2.41 | 4.08 |
| Resp_3 | 1.00 | 2.98 | 2.92 | 2.96 | 2.49 | 2.92 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| Resp_4 | 3.80 | 4.42 | 4.48 | 2.96 | 2.49 | 2.92 | 2.61 | 1.00 | 2.34 | 3.82 | 2.58 |
| Resp_5 | 2.37 | 2.98 | 4.48 | 4.53 | 2.49 | 4.48 | 1.00 | 2.63 | 1.00 | 2.41 | 2.58 |
| Resp_6 | 2.37 | 2.98 | 4.48 | 4.53 | 2.49 | 4.48 | 1.00 | 2.63 | 2.34 | 1.00 | 2.58 |
| Resp_7 | 3.80 | 4.42 | 2.92 | 4.53 | 2.49 | 4.48 | 1.00 | 2.63 | 2.34 | 2.41 | 2.58 |
| Resp_8 | 1.00 | 1.72 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 2.63 | 2.34 | 1.00 | 4.08 |
| Resp_9 | 2.37 | 2.98 | 4.48 | 2.96 | 2.49 | 4.48 | 1.00 | 2.63 | 2.34 | 2.41 | 2.58 |
| Resp_10 | 3.80 | 4.42 | 2.92 | 2.96 | 2.49 | 2.92 | 1.00 | 2.63 | 1.00 | 3.82 | 4.08 |
| Resp_11 | 2.37 | 4.42 | 4.48 | 2.96 | 2.49 | 2.92 | 2.61 | 2.63 | 2.34 | 3.82 | 2.58 |
| Resp_12 | 2.37 | 4.42 | 4.48 | 4.53 | 1.00 | 2.92 | 1.00 | 1.00 | 2.34 | 3.82 | 2.58 |
| Resp_13 | 2.37 | 2.98 | 4.48 | 2.96 | 2.49 | 2.92 | 1.00 | 1.00 | 2.34 | 2.41 | 2.58 |
| Resp_14 | 3.80 | 2.98 | 2.92 | 4.53 | 1.00 | 4.48 | 1.00 | 2.63 | 3.68 | 3.82 | 4.08 |
| Resp_15 | 3.80 | 2.98 | 2.92 | 2.96 | 2.49 | 2.92 | 2.61 | 1.00 | 3.68 | 2.41 | 4.08 |
| Resp_16 | 2.37 | 1.72 | 4.48 | 2.96 | 3.96 | 2.92 | 2.61 | 2.63 | 2.34 | 2.41 | 4.08 |
| Resp_17 | 2.37 | 2.98 | 2.92 | 2.96 | 3.96 | 2.92 | 2.61 | 1.00 | 2.34 | 2.41 | 4.08 |
| Resp_18 | 3.80 | 2.98 | 2.92 | 2.96 | 2.49 | 4.48 | 2.61 | 2.63 | 2.34 | 3.82 | 2.58 |
| Resp_19 | 3.80 | 2.98 | 2.92 | 2.96 | 2.49 | 2.92 | 2.61 | 2.63 | 1.00 | 3.82 | 2.58 |
| Resp_20 | 3.80 | 4.42 | 2.92 | 4.53 | 2.49 | 2.92 | 2.61 | 2.63 | 2.34 | 3.82 | 2.58 |
| Resp_21 | 3.80 | 2.98 | 4.48 | 2.96 | 2.49 | 2.92 | 2.61 | 2.63 | 2.34 | 2.41 | 4.08 |
| Resp_22 | 3.80 | 4.42 | 2.92 | 4.53 | 3.96 | 2.92 | 1.00 | 2.63 | 2.34 | 2.41 | 2.58 |
| Resp_23 | 3.80 | 2.98 | 4.48 | 4.53 | 3.96 | 2.92 | 1.00 | 1.00 | 1.00 | 2.41 | 2.58 |
| Resp_24 | 2.37 | 2.98 | 4.48 | 4.53 | 3.96 | 2.92 | 1.00 | 1.00 | 2.34 | 1.00 | 1.00 |
| Resp_25 | 2.37 | 2.98 | 2.92 | 2.96 | 2.49 | 4.48 | 2.61 | 2.63 | 2.34 | 2.41 | 4.08 |
| Resp_26 | 2.37 | 2.98 | 2.92 | 2.96 | 2.49 | 2.92 | 1.00 | 2.63 | 2.34 | 2.41 | 4.08 |
| Resp_27 | 3.80 | 2.98 | 2.92 | 2.96 | 3.96 | 4.48 | 1.00 | 2.63 | 3.68 | 1.00 | 2.58 |
| Resp_28 | 2.37 | 4.42 | 4.48 | 4.53 | 2.49 | 4.48 | 1.00 | 2.63 | 3.68 | 2.41 | 4.08 |
| Resp_29 | 3.80 | 4.42 | 2.92 | 2.96 | 1.00 | 4.48 | 2.61 | 2.63 | 3.68 | 2.41 | 4.08 |
| Resp_30 | 2.37 | 2.98 | 2.92 | 4.53 | 1.00 | 4.48 | 2.61 | 2.63 | 2.34 | 2.41 | 4.08 |
| Resp_31 | 2.37 | 4.42 | 2.92 | 2.96 | 2.49 | 4.48 | 2.61 | 1.00 | 3.68 | 3.82 | 2.58 |
| Resp_32 | 2.37 | 2.98 | 4.48 | 2.96 | 2.49 | 4.48 | 1.00 | 1.00 | 2.34 | 2.41 | 2.58 |
| Resp_33 | 2.37 | 4.42 | 4.48 | 2.96 | 2.49 | 4.48 | 2.61 | 2.63 | 3.68 | 3.82 | 4.08 |
| Resp_34 | 3.80 | 4.42 | 2.92 | 2.96 | 3.96 | 2.92 | 2.61 | 1.00 | 3.68 | 3.82 | 4.08 |
| Resp_35 | 2.37 | 2.98 | 4.48 | 4.53 | 2.49 | 2.92 | 2.61 | 1.00 | 1.00 | 2.41 | 4.08 |
| Resp_36 | 2.37 | 4.42 | 2.92 | 2.96 | 2.49 | 2.92 | 2.61 | 1.00 | 1.00 | 2.41 | 4.08 |
| Resp_37 | 2.37 | 4.42 | 2.92 | 2.96 | 2.49 | 4.48 | 1.00 | 1.00 | 2.34 | 3.82 | 2.58 |

| No.Resp. | MT_1 | MT_2 | MT_3 | MT_4 | MT_5 | MT_6 | MT_7 | MT_8 | MT_9 | MT_10 | MT_11 |
|----------|------|------|------|------|------|------|------|------|------|-------|-------|
| Resp_38 | 3.80 | 4.42 | 2.92 | 2.96 | 3.96 | 2.92 | 1.00 | 2.63 | 2.34 | 2.41 | 2.58 |
| Resp_39 | 3.80 | 2.98 | 2.92 | 4.53 | 2.49 | 2.92 | 1.00 | 2.63 | 2.34 | 1.00 | 2.58 |
| Resp_40 | 2.37 | 4.42 | 2.92 | 2.96 | 2.49 | 2.92 | 1.00 | 2.63 | 1.00 | 2.41 | 4.08 |
| Resp_41 | 3.80 | 4.42 | 4.48 | 2.96 | 2.49 | 2.92 | 2.61 | 2.63 | 1.00 | 2.41 | 2.58 |
| Resp_42 | 3.80 | 4.42 | 2.92 | 4.53 | 1.00 | 2.92 | 2.61 | 2.63 | 1.00 | 2.41 | 2.58 |
| Resp_43 | 3.80 | 2.98 | 4.48 | 2.96 | 2.49 | 4.48 | 2.61 | 2.63 | 2.34 | 1.00 | 2.58 |
| Resp_44 | 3.80 | 2.98 | 2.92 | 2.96 | 2.49 | 4.48 | 2.61 | 1.00 | 3.68 | 2.41 | 4.08 |
| Resp_45 | 2.37 | 2.98 | 2.92 | 2.96 | 2.49 | 4.48 | 2.61 | 2.63 | 2.34 | 2.41 | 4.08 |
| Resp_46 | 1.00 | 1.72 | 2.92 | 2.96 | 2.49 | 4.48 | 1.00 | 1.00 | 2.34 | 3.82 | 4.08 |
| Resp_47 | 2.37 | 4.42 | 2.92 | 4.53 | 2.49 | 4.48 | 2.61 | 2.63 | 3.68 | 2.41 | 4.08 |
| Resp_48 | 3.80 | 4.42 | 2.92 | 4.53 | 1.00 | 4.48 | 2.61 | 2.63 | 3.68 | 2.41 | 4.08 |
| Resp_49 | 3.80 | 4.42 | 4.48 | 4.53 | 2.49 | 4.48 | 2.61 | 1.00 | 2.34 | 2.41 | 2.58 |
| Resp_50 | 3.80 | 2.98 | 4.48 | 4.53 | 2.49 | 2.92 | 2.61 | 1.00 | 2.34 | 2.41 | 2.58 |
| Resp_51 | 3.80 | 2.98 | 4.48 | 4.53 | 3.96 | 2.92 | 2.61 | 1.00 | 1.00 | 2.41 | 4.08 |
| Resp_52 | 2.37 | 2.98 | 2.92 | 4.53 | 2.49 | 2.92 | 1.00 | 2.63 | 2.34 | 1.00 | 2.58 |
| Resp_53 | 3.80 | 2.98 | 2.92 | 2.96 | 3.96 | 4.48 | 2.61 | 2.63 | 3.68 | 3.82 | 4.08 |
| Resp_54 | 3.80 | 2.98 | 4.48 | 2.96 | 2.49 | 2.92 | 2.61 | 2.63 | 2.34 | 2.41 | 2.58 |
| Resp_55 | 2.37 | 4.42 | 2.92 | 2.96 | 3.96 | 2.92 | 2.61 | 2.63 | 2.34 | 2.41 | 4.08 |
| Resp_56 | 2.37 | 4.42 | 2.92 | 2.96 | 2.49 | 2.92 | 2.61 | 2.63 | 2.34 | 2.41 | 2.58 |
| Resp_57 | 2.37 | 4.42 | 2.92 | 2.96 | 2.49 | 4.48 | 1.00 | 2.63 | 1.00 | 1.00 | 2.58 |
| Resp_58 | 3.80 | 2.98 | 2.92 | 2.96 | 1.00 | 2.92 | 1.00 | 1.00 | 1.00 | 2.41 | 4.08 |
| Resp_59 | 3.80 | 2.98 | 4.48 | 4.53 | 3.96 | 2.92 | 2.61 | 1.00 | 1.00 | 2.41 | 4.08 |
| Resp_60 | 2.37 | 2.98 | 2.92 | 4.53 | 2.49 | 2.92 | 1.00 | 2.63 | 2.34 | 1.00 | 2.58 |
| Resp_61 | 3.80 | 4.42 | 4.48 | 2.96 | 2.49 | 2.92 | 2.61 | 2.63 | 3.68 | 3.82 | 4.08 |
| Resp_62 | 3.80 | 2.98 | 4.48 | 2.96 | 2.49 | 2.92 | 2.61 | 2.63 | 2.34 | 2.41 | 2.58 |
| Resp_63 | 2.37 | 4.42 | 2.92 | 2.96 | 3.96 | 2.92 | 2.61 | 2.63 | 2.34 | 2.41 | 4.08 |

2. Variabel Bonus

| No. Resp. | MT | BN_1 | BN_2 | BN_3 | BN_4 | BN_5 | BN_6 | BN_7 | BN_8 | BN |
|-----------|-------|------|------|------|------|------|------|------|------|-------|
| Resp_1 | 32,13 | 4,19 | 2,95 | 4,19 | 3,88 | 4,42 | 4,60 | 2,68 | 2,60 | 29,50 |
| Resp_2 | 28,78 | 4,19 | 4,38 | 4,19 | 3,88 | 4,42 | 4,60 | 2,68 | 1,00 | 29,33 |
| Resp_3 | 20,26 | 4,19 | 2,95 | 1,63 | 1,00 | 3,26 | 2,13 | 2,68 | 1,00 | 18,83 |
| Resp_4 | 33,41 | 2,85 | 2,95 | 4,19 | 3,88 | 4,42 | 2,13 | 4,22 | 1,00 | 25,64 |
| Resp_5 | 30,94 | 2,85 | 2,95 | 4,19 | 3,88 | 3,26 | 3,29 | 2,68 | 1,00 | 24,09 |
| Resp_6 | 30,87 | 2,85 | 2,95 | 4,19 | 3,88 | 4,42 | 3,29 | 2,68 | 1,00 | 25,25 |
| Resp_7 | 33,60 | 4,19 | 1,00 | 4,19 | 2,57 | 4,42 | 4,60 | 1,00 | 1,00 | 22,97 |
| Resp_8 | 17,78 | 2,85 | 1,76 | 1,63 | 1,69 | 2,56 | 2,13 | 2,68 | 2,60 | 17,90 |
| Resp_9 | 30,71 | 2,85 | 2,95 | 2,73 | 1,00 | 4,42 | 3,29 | 2,68 | 2,60 | 22,52 |
| Resp_10 | 32,03 | 2,85 | 2,95 | 2,73 | 2,57 | 2,56 | 3,29 | 2,68 | 2,60 | 22,23 |
| Resp_11 | 33,61 | 4,19 | 2,95 | 2,73 | 2,57 | 3,26 | 3,29 | 4,22 | 2,60 | 25,81 |
| Resp_12 | 30,46 | 4,19 | 2,95 | 4,19 | 3,88 | 3,26 | 4,60 | 4,22 | 1,00 | 28,27 |
| Resp_13 | 27,52 | 2,85 | 2,95 | 4,19 | 2,57 | 3,26 | 3,29 | 2,68 | 1,00 | 22,78 |
| Resp_14 | 34,92 | 2,85 | 2,95 | 4,19 | 3,88 | 4,42 | 4,60 | 4,22 | 2,60 | 29,70 |
| Resp_15 | 31,84 | 2,85 | 1,00 | 4,19 | 3,88 | 1,93 | 4,60 | 4,22 | 1,00 | 23,67 |
| Resp_16 | 32,48 | 2,85 | 2,95 | 2,73 | 2,57 | 3,26 | 3,29 | 4,22 | 2,60 | 24,47 |
| Resp_17 | 30,54 | 2,85 | 2,95 | 2,73 | 2,57 | 3,26 | 3,29 | 4,22 | 1,00 | 22,87 |
| Resp_18 | 33,60 | 2,85 | 2,95 | 2,73 | 2,57 | 3,26 | 3,29 | 4,22 | 2,60 | 24,47 |
| Resp_19 | 30,70 | 1,81 | 1,76 | 2,73 | 1,69 | 3,26 | 3,29 | 4,22 | 2,60 | 21,35 |
| Resp_20 | 35,05 | 1,81 | 2,95 | 2,73 | 2,57 | 3,26 | 3,29 | 2,68 | 2,60 | 21,89 |
| Resp_21 | 33,69 | 4,19 | 2,95 | 4,19 | 2,57 | 2,56 | 3,29 | 4,22 | 2,60 | 26,57 |
| Resp_22 | 33,51 | 2,85 | 2,95 | 2,73 | 2,57 | 3,26 | 3,29 | 2,68 | 1,00 | 21,33 |
| Resp_23 | 30,66 | 4,19 | 2,95 | 2,73 | 2,57 | 4,42 | 4,60 | 2,68 | 1,00 | 25,13 |
| Resp_24 | 27,57 | 4,19 | 1,76 | 4,19 | 2,57 | 1,00 | 4,60 | 2,68 | 1,00 | 21,98 |
| Resp_25 | 32,25 | 2,85 | 2,95 | 4,19 | 2,57 | 4,42 | 4,60 | 4,22 | 2,60 | 28,40 |
| Resp_26 | 29,09 | 4,19 | 2,95 | 2,73 | 2,57 | 1,93 | 3,29 | 2,68 | 2,60 | 22,94 |
| Resp_27 | 31,98 | 4,19 | 2,95 | 4,19 | 2,57 | 1,93 | 3,29 | 2,68 | 2,60 | 24,40 |
| Resp_28 | 36,57 | 4,19 | 2,95 | 4,19 | 3,88 | 4,42 | 2,13 | 2,68 | 2,60 | 27,04 |
| Resp_29 | 34,98 | 4,19 | 2,95 | 4,19 | 3,88 | 4,42 | 3,29 | 4,22 | 2,60 | 29,73 |
| Resp_30 | 32,34 | 2,85 | 2,95 | 4,19 | 2,57 | 2,56 | 4,60 | 4,22 | 2,60 | 26,54 |
| Resp_31 | 33,32 | 1,00 | 1,76 | 2,73 | 1,69 | 3,26 | 3,29 | 4,22 | 2,60 | 20,54 |
| Resp_32 | 29,08 | 4,19 | 4,38 | 4,19 | 2,57 | 3,26 | 3,29 | 2,68 | 1,00 | 25,56 |
| Resp_33 | 38,01 | 4,19 | 4,38 | 4,19 | 1,00 | 2,56 | 3,29 | 4,22 | 2,60 | 26,43 |
| Resp_34 | 36,17 | 4,19 | 4,38 | 4,19 | 3,88 | 4,42 | 2,13 | 4,22 | 1,00 | 28,41 |
| Resp_35 | 30,86 | 2,85 | 1,76 | 2,73 | 3,88 | 1,93 | 2,13 | 4,22 | 1,00 | 20,50 |
| Resp_36 | 29,17 | 4,19 | 2,95 | 2,73 | 2,57 | 3,26 | 1,00 | 4,22 | 1,00 | 21,91 |
| Resp_37 | 30,37 | 2,85 | 2,95 | 2,73 | 1,00 | 1,93 | 2,13 | 2,68 | 1,00 | 17,28 |
| Resp_38 | 31,94 | 4,19 | 4,38 | 4,19 | 3,88 | 4,42 | 3,29 | 2,68 | 2,60 | 29,63 |
| Resp_39 | 29,18 | 4,19 | 1,00 | 1,00 | 2,57 | 4,42 | 4,60 | 2,68 | 2,60 | 23,06 |
| Resp_40 | 29,19 | 1,81 | 4,38 | 4,19 | 3,88 | 1,93 | 3,29 | 2,68 | 1,00 | 23,16 |
| Resp_41 | 32,29 | 2,85 | 2,95 | 2,73 | 2,57 | 2,56 | 3,29 | 4,22 | 2,60 | 23,77 |
| Resp_42 | 30,81 | 2,85 | 2,95 | 2,73 | 2,57 | 2,56 | 3,29 | 4,22 | 2,60 | 23,77 |
| Resp_43 | 32,33 | 2,85 | 2,95 | 2,73 | 2,57 | 2,56 | 3,29 | 4,22 | 2,60 | 23,77 |
| Resp_44 | 33,40 | 4,19 | 4,38 | 4,19 | 3,88 | 4,42 | 3,29 | 4,22 | 1,00 | 29,57 |
| Resp_45 | 32,25 | 1,00 | 2,95 | 4,19 | 1,69 | 3,26 | 3,29 | 4,22 | 2,60 | 23,19 |
| Resp_46 | 27,81 | 2,85 | 4,38 | 4,19 | 3,88 | 4,42 | 4,60 | 2,68 | 1,00 | 28,00 |
| Resp_47 | 36,61 | 4,19 | 4,38 | 4,19 | 2,57 | 4,42 | 4,60 | 4,22 | 2,60 | 31,17 |
| Resp_48 | 36,55 | 4,19 | 4,38 | 4,19 | 3,88 | 4,42 | 4,60 | 4,22 | 1,00 | 30,87 |
| Resp_49 | 35,13 | 4,19 | 4,38 | 4,19 | 3,88 | 4,42 | 4,60 | 2,68 | 1,00 | 29,33 |
| Resp_50 | 32,13 | 4,19 | 2,95 | 2,73 | 3,88 | 3,26 | 3,29 | 4,22 | 1,00 | 25,51 |

| No. Resp. | MT | BN_1 | BN_2 | BN_3 | BN_4 | BN_5 | BN_6 | BN_7 | BN_8 | BN |
|-----------|-------|------|------|------|------|------|------|------|------|-------|
| Resp_51 | 33,76 | 2,85 | 2,95 | 4,19 | 3,88 | 4,42 | 4,60 | 4,22 | 1,00 | 28,10 |
| Resp_52 | 27,75 | 2,85 | 2,95 | 2,73 | 2,57 | 3,26 | 4,60 | 2,68 | 2,60 | 24,24 |
| Resp_53 | 37,91 | 2,85 | 4,38 | 4,19 | 3,88 | 4,42 | 4,60 | 4,22 | 2,60 | 31,14 |
| Resp_54 | 32,19 | 2,85 | 2,95 | 4,19 | 2,57 | 3,26 | 3,29 | 4,22 | 2,60 | 25,93 |
| Resp_55 | 33,61 | 1,81 | 2,95 | 2,73 | 3,88 | 4,42 | 2,13 | 4,22 | 2,60 | 24,74 |
| Resp_56 | 30,64 | 1,81 | 1,76 | 2,73 | 1,69 | 4,42 | 3,29 | 4,22 | 2,60 | 22,51 |
| Resp_57 | 27,84 | 4,19 | 4,38 | 4,19 | 3,88 | 3,26 | 2,13 | 2,68 | 2,60 | 27,31 |
| Resp_58 | 26,06 | 4,19 | 4,38 | 4,19 | 3,88 | 4,42 | 3,29 | 2,68 | 1,00 | 28,03 |
| Resp_59 | 33,76 | 2,85 | 2,95 | 4,19 | 3,88 | 4,42 | 4,60 | 4,22 | 1,00 | 28,10 |
| Resp_60 | 27,75 | 2,85 | 2,95 | 2,73 | 2,57 | 3,26 | 4,60 | 2,68 | 2,60 | 24,24 |
| Resp_61 | 37,88 | 2,85 | 4,38 | 4,19 | 3,88 | 4,42 | 4,60 | 4,22 | 2,60 | 31,14 |
| Resp_62 | 32,19 | 2,85 | 2,95 | 4,19 | 2,57 | 3,26 | 3,29 | 4,22 | 2,60 | 25,93 |
| Resp_63 | 33,61 | 1,81 | 2,95 | 2,73 | 3,88 | 4,42 | 2,13 | 4,22 | 2,60 | 24,74 |

3. Variabel Kepuasan Kerja

| No. Resp. | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 | KK_10 | KK_11 | KK_12 | KK_13 | KK |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|
| Resp_1 | 4.26 | 4.34 | 1.00 | 4.17 | 1.00 | 2.67 | 3.59 | 2.80 | 1.00 | 2.66 | 2.87 | 4.08 | 1.00 | 35.46 |
| Resp_2 | 2.73 | 4.34 | 2.61 | 4.17 | 1.00 | 2.67 | 2.41 | 2.80 | 2.43 | 3.98 | 2.87 | 4.08 | 2.61 | 38.70 |
| Resp_3 | 2.73 | 2.80 | 2.61 | 1.00 | 1.00 | 1.00 | 1.00 | 2.80 | 2.43 | 1.73 | 2.87 | 1.00 | 1.00 | 23.95 |
| Resp_4 | 4.26 | 2.80 | 1.00 | 1.80 | 1.00 | 4.19 | 2.41 | 4.34 | 3.85 | 1.00 | 4.42 | 2.58 | 1.00 | 34.66 |
| Resp_5 | 4.26 | 2.80 | 1.00 | 2.84 | 2.43 | 2.67 | 1.00 | 2.80 | 3.85 | 1.73 | 4.42 | 2.58 | 1.00 | 33.40 |
| Resp_6 | 2.73 | 1.00 | 2.61 | 2.84 | 3.86 | 2.67 | 3.59 | 4.34 | 2.43 | 2.66 | 4.42 | 1.00 | 2.61 | 36.77 |
| Resp_7 | 2.73 | 2.80 | 1.00 | 2.84 | 3.86 | 2.67 | 3.59 | 2.80 | 2.43 | 2.66 | 4.42 | 2.58 | 1.00 | 35.39 |
| Resp_8 | 2.73 | 2.80 | 1.00 | 2.84 | 2.43 | 1.00 | 1.00 | 1.00 | 2.43 | 1.00 | 1.00 | 2.58 | 1.00 | 22.81 |
| Resp_9 | 4.26 | 2.80 | 1.00 | 2.84 | 2.43 | 2.67 | 1.73 | 4.34 | 1.00 | 1.00 | 2.87 | 2.58 | 1.00 | 30.54 |
| Resp_10 | 4.26 | 4.34 | 1.00 | 4.17 | 2.43 | 2.67 | 1.73 | 4.34 | 2.43 | 1.73 | 2.87 | 4.08 | 1.00 | 37.06 |
| Resp_11 | 4.26 | 2.80 | 2.61 | 2.84 | 2.43 | 2.67 | 3.59 | 4.34 | 2.43 | 1.00 | 4.42 | 2.58 | 2.61 | 38.60 |
| Resp_12 | 4.26 | 4.34 | 1.00 | 4.17 | 3.86 | 2.67 | 2.41 | 2.80 | 2.43 | 2.66 | 2.87 | 4.08 | 1.00 | 38.57 |
| Resp_13 | 2.73 | 4.34 | 1.00 | 2.84 | 1.00 | 4.19 | 1.00 | 2.80 | 2.43 | 2.66 | 2.87 | 4.08 | 1.00 | 32.94 |
| Resp_14 | 4.26 | 4.34 | 2.61 | 4.17 | 3.86 | 2.67 | 1.00 | 4.34 | 2.43 | 3.98 | 4.42 | 4.08 | 2.61 | 44.78 |
| Resp_15 | 4.26 | 2.80 | 1.00 | 4.17 | 2.43 | 2.67 | 2.41 | 4.34 | 2.43 | 1.73 | 2.87 | 2.58 | 1.00 | 34.70 |
| Resp_16 | 2.73 | 4.34 | 2.61 | 2.84 | 3.86 | 2.67 | 2.41 | 4.34 | 1.00 | 2.66 | 4.42 | 4.08 | 2.61 | 40.58 |
| Resp_17 | 4.26 | 4.34 | 2.61 | 2.84 | 2.43 | 2.67 | 3.59 | 4.34 | 1.00 | 1.00 | 2.87 | 4.08 | 2.61 | 38.66 |
| Resp_18 | 4.26 | 4.34 | 1.00 | 4.17 | 1.00 | 2.67 | 3.59 | 4.34 | 1.00 | 2.66 | 2.87 | 4.08 | 1.00 | 37.00 |
| Resp_19 | 4.26 | 2.80 | 2.61 | 2.84 | 2.43 | 2.67 | 2.41 | 4.34 | 2.43 | 1.73 | 2.87 | 2.58 | 2.61 | 36.59 |
| Resp_20 | 4.26 | 2.80 | 1.00 | 2.84 | 2.43 | 4.19 | 2.41 | 2.80 | 3.85 | 2.66 | 4.42 | 2.58 | 1.00 | 37.26 |
| Resp_21 | 2.73 | 2.80 | 2.61 | 4.17 | 2.43 | 4.19 | 3.59 | 4.34 | 2.43 | 2.66 | 4.42 | 2.58 | 2.61 | 41.56 |
| Resp_22 | 1.00 | 2.80 | 1.00 | 2.84 | 2.43 | 4.19 | 3.59 | 4.34 | 2.43 | 3.98 | 4.42 | 2.58 | 1.00 | 36.61 |
| Resp_23 | 2.73 | 4.34 | 1.00 | 1.00 | 1.00 | 4.19 | 1.73 | 2.80 | 2.43 | 1.73 | 4.42 | 4.08 | 1.00 | 32.44 |
| Resp_24 | 4.26 | 4.34 | 1.00 | 4.17 | 1.00 | 4.19 | 2.41 | 2.80 | 2.43 | 1.00 | 4.42 | 4.08 | 1.00 | 37.11 |
| Resp_25 | 4.26 | 4.34 | 2.61 | 1.00 | 2.43 | 4.19 | 3.59 | 2.80 | 2.43 | 2.66 | 2.87 | 4.08 | 2.61 | 39.88 |
| Resp_26 | 4.26 | 2.80 | 2.61 | 1.80 | 2.43 | 2.67 | 3.59 | 2.80 | 2.43 | 1.00 | 2.87 | 2.58 | 2.61 | 34.46 |
| Resp_27 | 4.26 | 2.80 | 1.00 | 2.84 | 3.86 | 2.67 | 2.41 | 2.80 | 1.00 | 2.66 | 2.87 | 2.58 | 1.00 | 32.77 |
| Resp_28 | 2.73 | 2.80 | 1.00 | 4.17 | 3.86 | 4.19 | 2.41 | 2.80 | 2.43 | 2.66 | 2.87 | 2.58 | 1.00 | 35.50 |
| Resp_29 | 4.26 | 2.80 | 1.00 | 2.84 | 2.43 | 2.67 | 3.59 | 4.34 | 3.85 | 1.00 | 2.87 | 2.58 | 1.00 | 35.26 |
| Resp_30 | 4.26 | 2.80 | 2.61 | 2.84 | 2.43 | 2.67 | 3.59 | 4.34 | 2.43 | 1.73 | 2.87 | 2.58 | 2.61 | 37.77 |
| Resp_31 | 4.26 | 4.34 | 2.61 | 2.84 | 2.43 | 2.67 | 3.59 | 2.80 | 2.43 | 2.66 | 2.87 | 4.08 | 2.61 | 40.21 |
| Resp_32 | 4.26 | 2.80 | 1.00 | 4.17 | 2.43 | 2.67 | 2.41 | 2.80 | 1.00 | 2.66 | 2.87 | 2.58 | 1.00 | 32.67 |
| Resp_33 | 4.26 | 4.34 | 1.00 | 4.17 | 2.43 | 4.19 | 3.59 | 2.80 | 2.43 | 3.98 | 2.87 | 4.08 | 1.00 | 41.15 |
| Resp_34 | 2.73 | 2.80 | 2.61 | 4.17 | 2.43 | 4.19 | 3.59 | 2.80 | 2.43 | 3.98 | 4.42 | 2.58 | 2.61 | 41.34 |
| Resp_35 | 2.73 | 2.80 | 1.00 | 4.17 | 3.86 | 4.19 | 1.00 | 2.80 | 3.85 | 2.66 | 4.42 | 2.58 | 1.00 | 37.07 |
| Resp_36 | 2.73 | 2.80 | 1.00 | 4.17 | 2.43 | 4.19 | 3.59 | 4.34 | 2.43 | 2.66 | 2.87 | 2.58 | 1.00 | 36.80 |
| Resp_37 | 4.26 | 2.80 | 2.61 | 2.84 | 3.86 | 2.67 | 1.00 | 4.34 | 2.43 | 3.98 | 2.87 | 2.58 | 2.61 | 38.86 |
| Resp_38 | 4.26 | 2.80 | 2.61 | 4.17 | 2.43 | 2.67 | 2.41 | 4.34 | 2.43 | 2.66 | 2.87 | 2.58 | 2.61 | 38.86 |
| Resp_39 | 4.26 | 4.34 | 2.61 | 2.84 | 2.43 | 2.67 | 2.41 | 4.34 | 1.00 | 3.98 | 4.42 | 4.08 | 2.61 | 42.01 |
| Resp_40 | 4.26 | 4.34 | 1.00 | 2.84 | 2.43 | 2.67 | 2.41 | 2.80 | 1.00 | 2.66 | 2.87 | 4.08 | 1.00 | 34.38 |
| Resp_41 | 2.73 | 4.34 | 1.00 | 2.84 | 2.43 | 2.67 | 3.59 | 4.34 | 2.43 | 2.66 | 2.87 | 4.08 | 1.00 | 36.99 |
| Resp_42 | 2.73 | 4.34 | 2.61 | 4.17 | 2.43 | 2.67 | 3.59 | 4.34 | 2.43 | 2.66 | 4.42 | 4.08 | 2.61 | 43.09 |
| Resp_43 | 4.26 | 2.80 | 1.00 | 2.84 | 2.43 | 2.67 | 2.41 | 4.34 | 2.43 | 3.98 | 4.42 | 2.58 | 1.00 | 37.18 |
| Resp_44 | 4.26 | 4.34 | 1.00 | 4.17 | 3.86 | 4.19 | 3.59 | 2.80 | 2.43 | 2.66 | 4.42 | 4.08 | 1.00 | 42.82 |
| Resp_45 | 2.73 | 2.80 | 1.00 | 2.84 | 2.43 | 4.19 | 3.59 | 4.34 | 2.43 | 2.66 | 2.87 | 2.58 | 1.00 | 35.47 |
| Resp_46 | 2.73 | 2.80 | 1.00 | 2.84 | 2.43 | 2.67 | 2.41 | 4.34 | 2.43 | 2.66 | 4.42 | 2.58 | 1.00 | 34.32 |
| Resp_47 | 4.26 | 2.80 | 2.61 | 4.17 | 3.86 | 4.19 | 2.41 | 4.34 | 3.85 | 3.98 | 2.87 | 2.58 | 2.61 | 44.55 |

| No. Resp. | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | KK_7 | KK_8 | KK_9 | KK_10 | KK_11 | KK_12 | KK_13 | KK |
|-----------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|
| Resp_48 | 2.73 | 4.34 | 2.61 | 4.17 | 2.43 | 4.19 | 2.41 | 4.34 | 3.85 | 2.66 | 4.42 | 4.08 | 2.61 | 44.85 |
| Resp_49 | 4.26 | 4.34 | 1.00 | 2.84 | 1.00 | 4.19 | 3.59 | 4.34 | 3.85 | 2.66 | 4.42 | 4.08 | 1.00 | 41.59 |
| Resp_50 | 2.73 | 2.80 | 1.00 | 4.17 | 1.00 | 4.19 | 3.59 | 4.34 | 2.43 | 2.66 | 4.42 | 2.58 | 1.00 | 36.91 |
| Resp_51 | 2.73 | 4.34 | 1.00 | 1.80 | 2.43 | 4.19 | 3.59 | 2.80 | 3.85 | 3.98 | 2.87 | 4.08 | 1.00 | 38.67 |
| Resp_52 | 2.73 | 2.80 | 2.61 | 2.84 | 2.43 | 4.19 | 2.41 | 2.80 | 2.43 | 2.66 | 2.87 | 2.58 | 2.61 | 35.96 |
| Resp_53 | 2.73 | 4.34 | 2.61 | 2.84 | 2.43 | 4.19 | 3.59 | 4.34 | 3.85 | 3.98 | 4.42 | 4.08 | 2.61 | 46.02 |
| Resp_54 | 4.26 | 4.34 | 1.00 | 2.84 | 3.86 | 2.67 | 1.73 | 2.80 | 2.43 | 2.66 | 2.87 | 4.08 | 1.00 | 36.56 |
| Resp_55 | 2.73 | 2.80 | 2.61 | 1.80 | 2.43 | 2.67 | 3.59 | 2.80 | 1.00 | 2.66 | 4.42 | 2.58 | 2.61 | 34.70 |
| Resp_56 | 2.73 | 4.34 | 1.00 | 2.84 | 2.43 | 2.67 | 1.73 | 2.80 | 1.00 | 2.66 | 4.42 | 4.08 | 1.00 | 33.71 |
| Resp_57 | 2.73 | 4.34 | 1.00 | 2.84 | 2.43 | 4.19 | 2.41 | 2.80 | 2.43 | 3.98 | 2.87 | 4.08 | 1.00 | 37.10 |
| Resp_58 | 4.26 | 4.34 | 1.00 | 1.80 | 3.86 | 2.67 | 1.73 | 2.80 | 2.43 | 2.66 | 2.87 | 4.08 | 1.00 | 35.51 |
| Resp_59 | 2.73 | 4.34 | 1.00 | 1.80 | 2.43 | 4.19 | 3.59 | 2.80 | 3.85 | 3.98 | 2.87 | 4.08 | 1.00 | 38.67 |
| Resp_60 | 2.73 | 2.80 | 2.61 | 2.84 | 2.43 | 4.19 | 2.41 | 2.80 | 2.43 | 2.66 | 2.87 | 2.58 | 2.61 | 35.96 |
| Resp_61 | 2.73 | 4.34 | 2.61 | 2.84 | 2.43 | 4.19 | 3.59 | 4.34 | 3.85 | 3.98 | 4.42 | 4.08 | 2.61 | 46.02 |
| Resp_62 | 4.26 | 4.34 | 1.00 | 2.84 | 3.86 | 2.67 | 1.73 | 2.80 | 2.43 | 2.66 | 2.87 | 4.08 | 1.00 | 36.56 |
| Resp_63 | 2.73 | 2.80 | 2.61 | 1.80 | 2.43 | 2.67 | 3.59 | 2.80 | 1.00 | 2.66 | 4.42 | 2.58 | 2.61 | 34.70 |

Lampiran 5

Hasil Analisis Uji Asumsi Klasik dan Analisis Regresi

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|------------------------------|-------------------|--------|
| 1 | Bonus, Motivasi ^b | . | Enter |

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .751 ^a | .563 | .549 | 2.87974 |

a. Predictors: (Constant), Bonus, Motivasi

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 642.107 | 2 | 321.053 | 38.714 | .000 ^b |
| | Residual | 497.573 | 60 | 8.293 | | |
| | Total | 1,139.679 | 62 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Bonus, Motivasi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6.949 | 3.461 | | 2.008 | .049 |
| | Motivasi | .676 | .121 | .568 | 5.572 | .000 |
| | Bonus | .350 | .132 | .270 | 2.652 | .010 |

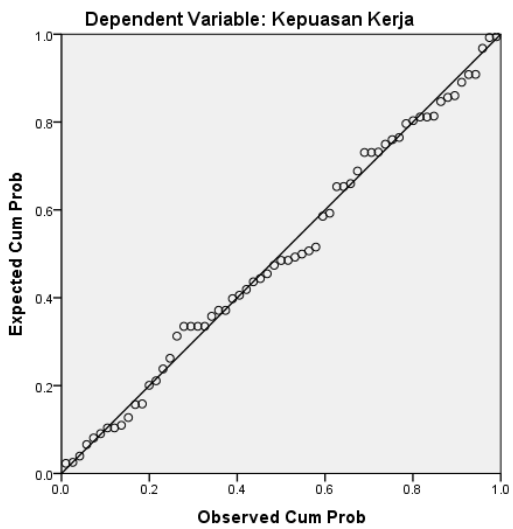
a. Dependent Variable: Kepuasan Kerja

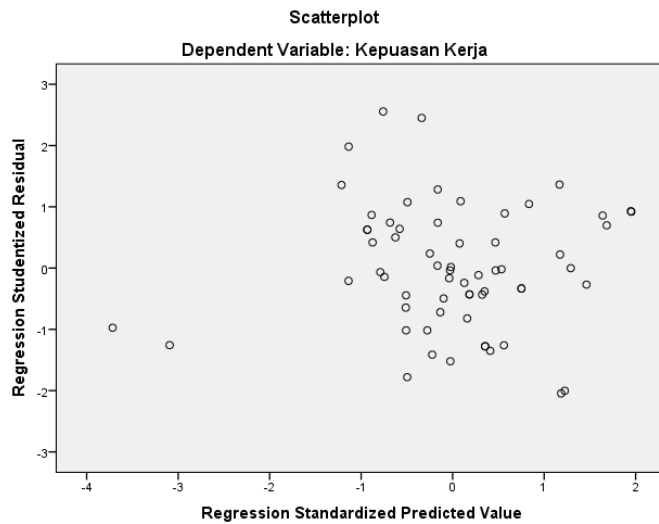
Coefficients^a

| Model | | Collinearity Statistics | |
|-------|----------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Motivasi | .701 | 1.427 |
| | Bonus | .701 | 1.427 |

a. Dependent Variable: Kepuasan Kerja

Normal P-P Plot of Regression Standardized Residual





One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 63 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.83290748 |
| Most Extreme Differences | Absolute | .072 |
| | Positive | .072 |
| | Negative | -.062 |
| Test Statistic | | .072 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

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

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|------------------------------|-------------------|--------|
| 1 | Bonus, Motivasi ^b | . | Enter |

a. Dependent Variable: ABS_RES

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .131 ^a | .017 | -.016 | 1.74409 |

a. Predictors: (Constant), Bonus, Motivasi

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|------|-------------------|
| 1 | Regression | 3.197 | 2 | 1.599 | .526 | .594 ^b |
| | Residual | 182.510 | 60 | 3.042 | | |
| | Total | 185.708 | 62 | | | |

a. Dependent Variable: ABS_RES

b. Predictors: (Constant), Bonus, Motivasi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.491 | 2.096 | | 1.665 | .101 |
| | Motivasi | .023 | .074 | .047 | .310 | .757 |
| | Bonus | -.079 | .080 | -.151 | -.988 | .327 |

a. Dependent Variable: ABS_RES

NILAI-NILAI r PRODUCT MOMENT

| N | Taraf Signif | | N | Taraf Signif | | N | Taraf Signif | |
|-----------|--------------|-------|----|--------------|-------|------|--------------|-------|
| | 5% | 1% | | 5% | 1% | | 5% | 1% |
| 3 | 0.997 | 0.999 | 27 | 0.381 | 0.487 | 55 | 0.266 | 0.345 |
| 4 | 0.950 | 0.990 | 28 | 0.374 | 0.478 | 60 | 0.254 | 0.330 |
| 5 | 0.878 | 0.959 | 29 | 0.367 | 0.470 | 65 | 0.244 | 0.317 |
| 6 | 0.811 | 0.917 | 30 | 0.361 | 0.463 | 70 | 0.235 | 0.306 |
| 7 | 0.754 | 0.874 | 31 | 0.355 | 0.456 | 75 | 0.227 | 0.296 |
| 8 | 0.707 | 0.834 | 32 | 0.349 | 0.449 | 80 | 0.220 | 0.286 |
| 9 | 0.666 | 0.798 | 33 | 0.344 | 0.442 | 85 | 0.213 | 0.278 |
| 10 | 0.632 | 0.765 | 34 | 0.339 | 0.436 | 90 | 0.207 | 0.270 |
| 11 | 0.602 | 0.735 | 35 | 0.334 | 0.430 | 95 | 0.202 | 0.263 |
| 12 | 0.576 | 0.708 | 36 | 0.329 | 0.424 | 100 | 0.195 | 0.256 |
| 13 | 0.553 | 0.684 | 37 | 0.325 | 0.418 | 125 | 0.176 | 0.230 |
| 14 | 0.532 | 0.661 | 38 | 0.320 | 0.413 | 150 | 0.159 | 0.210 |
| 15 | 0.514 | 0.641 | 39 | 0.316 | 0.408 | 175 | 0.148 | 0.194 |
| 16 | 0.497 | 0.623 | 40 | 0.312 | 0.403 | 200 | 0.138 | 0.181 |
| 17 | 0.482 | 0.606 | 41 | 0.308 | 0.398 | 300 | 0.113 | 0.148 |
| 18 | 0.468 | 0.590 | 42 | 0.304 | 0.393 | 400 | 0.098 | 0.128 |
| 19 | 0.456 | 0.575 | 43 | 0.301 | 0.389 | 500 | 0.088 | 0.115 |
| 20 | 0.444 | 0.561 | 44 | 0.297 | 0.384 | 600 | 0.080 | 0.105 |
| 21 | 0.433 | 0.549 | 45 | 0.294 | 0.380 | 700 | 0.074 | 0.097 |
| 22 | 0.423 | 0.537 | 46 | 0.291 | 0.376 | 800 | 0.070 | 0.091 |
| 23 | 0.413 | 0.526 | 47 | 0.288 | 0.372 | 900 | 0.065 | 0.086 |
| 24 | 0.404 | 0.515 | 48 | 0.284 | 0.368 | 1000 | 0.062 | 0.081 |
| 25 | 0.396 | 0.505 | 49 | 0.281 | 0.364 | | | |
| 26 | 0.388 | 0.496 | 50 | 0.279 | 0.361 | | | |