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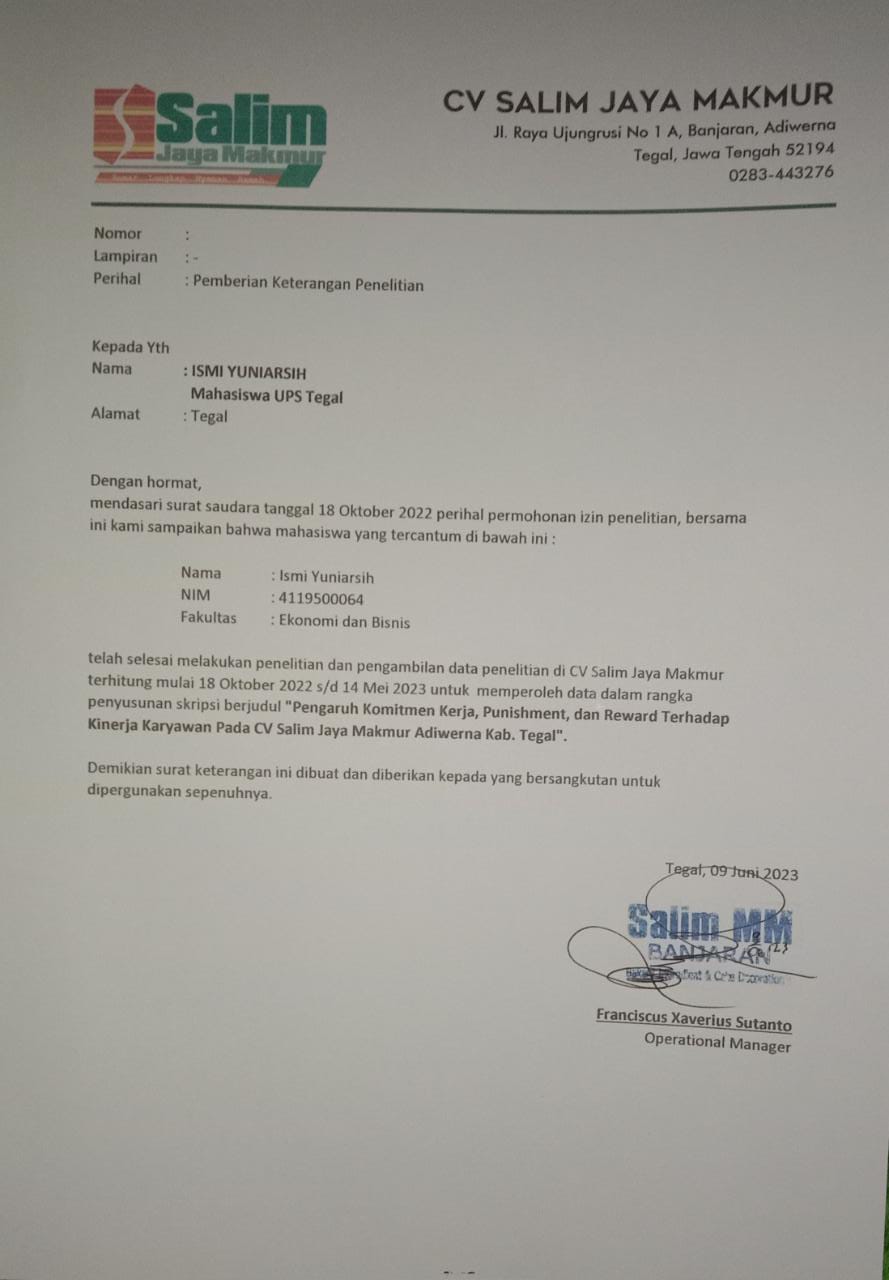
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# *LAMPIRAN*

**Surat Penelitian**

Lampiran 1 lembar kuesioner

Perihal : Permohonan pengisian kuesioner

Judul penelitian : Pengaruh Komitmen Kerja, *Punishment*, *Reward* Terhadap Kinerja Karyawan pada CV. Salim Jaya Makmur.

Kepada Yth. Bapak/ Ibu/ Saudara Responden

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian, saya Ismi Yuniarsih (4119500064) mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuesioner yang kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupkan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya mengucapkan terimakasih.

Tegal, Maret 2023

Ismi Yuniarsih

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | **KUESIONER PENELITIAN** |  | | |
| **A.** | **Identitas Responden** |  |
| 1. | Jenis Kelamin : | Laki-Laki |  | Perempuan | |
|  |  |  |  |  | |
| 2. | Pendidikan Terakhir : | SD/SMP/SMA/SMK/MA |  | DI/DII/DIII | |
|  |  |  |  |  | |
|  |  | S1 |  | S2 | |
|  |  |  |  |  | |
| 3. | Umur : | 15 – 20 Tahun |  | 21 – 30 Tahun | |
|  |  |  |  |  | |
|  |  | 31 – 40 Tahun |  | > 41 Tahun | |
| **B.** | **Petunjuk Pengisian** |  |  | |

Berilah Tanda check list (V) pada jawaban yang sesuai dengan pendapat Anda.

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

C. Pertanyaan Kuesioner

1. Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pertanyaan | SS | S | N | TS | STS |
| 1 | Karyawan mengerjakan suatu pekerjaan dengan cermat dan teliti. |  |  |  |  |  |
| 2 | Karyawan mampu berkomunikasi baik dengan konsumen. |  |  |  |  |  |
| 3 | Dengan pengetahuan yang karyawan miliki, karyawan dapat menguasai tugas pekerjaan yang dikerjakan dengan hasil yang baik. |  |  |  |  |  |
| 4 | Karyawan menyelesaikan pekerjaan sesuai target yang ditentukan oleh perusahaan dengan baik dan cermat. |  |  |  |  |  |
| 5 | Karyawan tidak menunda tugas pekerjaan yang diberikan perusahaan. |  |  |  |  |  |
| 6 | Berdasarkan data absen, karyawan datang dan pulang dengan tepat waktu. |  |  |  |  |  |
| 7 | Karyawan merasa dapat menyelesaikan pekerjaan dengan tepat sesuai tanggung jawab. |  |  |  |  |  |
| 8 | Karyawan memanfaatkan sumber daya (teknologi) secara efektif. |  |  |  |  |  |
| 9 | Perusahaan memberikan sarana yang memadai untuk karyawan bekerja. |  |  |  |  |  |
| 10 | Karyawan mempunyai komitmen dengan perusahaan. |  |  |  |  |  |
| 11 | Karyawan bertanggung jawab dan tidak mengalami masalah untuk menjalankan tugas-tugas yang dibebankan. |  |  |  |  |  |

Komitmen Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pertanyaan | SS | S | N | TS | STS |
| 1 | Karyawan memiliki rasa keterikatan yang kuat dengan perusahaan. |  |  |  |  |  |
| 2 | Karyawan bertanggung jawab atas pekerjaan yang diberikan perusahaan. |  |  |  |  |  |
| 3 | Karyawan merasa menjadi bagian perusahaan tempat mereka bekerja. |  |  |  |  |  |
| 4 | Karyawan terlibat langsung dalam semua kegiatan perusahaan. |  |  |  |  |  |
| 5 | Karyawan senang membicarakan hal positif tentang perusahaan. |  |  |  |  |  |
| 6 | Karyawan mempertimbangkan keuntungan dan kerugian bekerja di perusahaan. |  |  |  |  |  |
| 7 | Karyawan berpersepsi tentang kerugian yang akan dihadapi jika meninggalkan perusahaan. |  |  |  |  |  |
| 8 | Karyawan tidak banyak pilihan jika keluar dari perusahaan saat ini. |  |  |  |  |  |
| 9 | Karyawan tidak mudah jika berpindah ke perusahaan lain. |  |  |  |  |  |
| 10 | Karyawan merasa tidak bertanggung jawab jika keluar dari perusahaan karena berkomitmen untuk memajukan perusahaan. |  |  |  |  |  |

1. *Punishment* (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pertanyaan | SS | S | N | TS | STS |
| 1 | Jika karyawan melakukan kesalahan maka akan ditegur secara lisan oleh atasan. |  |  |  |  |  |
| 2 | Jika karyawan sering terlambat akan ditegur perlahan. |  |  |  |  |  |
| 3 | Jika karyawan melakukan kesalahan yang sama, maka atasan akan memberikan surat teguran tertulis. |  |  |  |  |  |
| 4 | Karyawan yang melakukan kesalahan maka akan diberikan surat pernyataan tidak puas secara tertulis. |  |  |  |  |  |
| 5 | Jika karyawan melakukan kesalahan akan ditunda kenaikan gajinya. |  |  |  |  |  |
| 6 | Jika karyawan melakukan kesalahan akan dipotong gaji atau pemotongan uang insentif. |  |  |  |  |  |
| 7 | Pemberian sanksi berupa pemotongan gaji atau tunjangan dapat memotivasi karyawan agar tidak melakukan kesalahan. |  |  |  |  |  |
| 8 | Jika karyawan melakukan pelanggaran perusahaan akan diberi hukuman penundaan kenaikan jabatan. |  |  |  |  |  |
| 9 | Jika karyawan melakukan kesalahan yang fatal akan diberhentikan dari jabatannya. |  |  |  |  |  |
| 10 | Jika karyawan melakukan kesalahan yang fatal maka akan dipecat. |  |  |  |  |  |

Reward (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pertanyaan | SS | S | N | TS | STS |
| 1 | Karyawan mendapatkan kenaikan gaji pokok setiap tahun. |  |  |  |  |  |
| 2 | Gaji yang karyawan terima sesuai dengan kapasitas pekerjaan yang dicapai. |  |  |  |  |  |
| 3 | Karyawan mendapatkan bonus setiap satu tahun sekali. |  |  |  |  |  |
| 4 | Karyawan mendapatkan bonus gajian ketika mencapai target penjualan. |  |  |  |  |  |
| 5 | Karyawan mendapatkan insentif jangka pendek. |  |  |  |  |  |
| 6 | Karyawan mendapat insentif jangka panjang. |  |  |  |  |  |
| 7 | Tunjangan yang diberikan sesuai dengan kebutuhan karyawan. |  |  |  |  |  |
| 8 | Karyawan berhak mendapatkan fasilitas kantor sesuai dengan hasil kerja. |  |  |  |  |  |
| 9 | Dukungan dan pujian dari atasan serta rekan kerja membuat karyawan senang dan merasa dihargai. |  |  |  |  |  |
| 10 | Karyawan merasa bangga dengan hasil kerja yang dicapai. |  |  |  |  |  |

**Lampiran**

**Data Insentif Karyawan CV. Salim Jaya Makmur**

Karyawan biasa :

Total penjualan satu tahun X 0,01% = Rp. 39.000.000 – 19.000.000

= Rp. 20.000.000 : 44 bagian

= Rp. 454.000

Karyawan jabatan tinggi :

Total penjualan satu tahun X 0,01% = Rp. 39.000.000 – 19.000.000

= Rp. 20.000.000 : 44 bagian

= Rp. 454.000 X 2 bagian

= Rp. 908.000

Lampiran 2

**Tabulasi Data Kuesioner Pengujian Validitas dan Reliabilitas**

1. **Kinerja Karyawan**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Kinerja Karyawan (Y)** | | | | | | | | | | | | **Total** | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |  | |
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 53 | |
| 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 48 | |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 50 | |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 49 | |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 47 | |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 53 | |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 53 | |
| 8 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 48 | |
| 9 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 51 | |
| 10 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 44 | |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 | |
| 12 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 47 | |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 42 | |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 | |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 | |
| 16 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 46 | |
| 17 | 5 | 5 | 5 | 3 | 5 | 5 | 2 | 3 | 3 | 4 | 2 | 42 | |
| 18 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 49 | |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 50 | |
| 20 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 49 | |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 49 | |
| 22 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 41 | |
| 23 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 38 | |
| 24 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 47 | |
| 25 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 49 | |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 53 | |
| 27 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 34 | |
| 28 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 48 | |
| 29 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 49 | |
| 30 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 2 | 44 | |

1. **Komitmen Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Komitmen Kerja (X1)** | | | | | | | | | | | | | | | | | | | | **Total** |
| **1** | | **2** | **3** | | **4** | | **5** | | **6** | | **7** | | **8** | | **9** | | **10** | | |
| 1 | 5 | 5 | | | 5 | | 4 | | 3 | | 4 | | 4 | | 3 | | 5 | | 5 | 43 | |
| 2 | 5 | 5 | | | 4 | | 5 | | 5 | | 4 | | 3 | | 3 | | 3 | | 3 | 40 | |
| 3 | 4 | 5 | | | 5 | | 5 | | 5 | | 4 | | 4 | | 2 | | 2 | | 3 | 39 | |
| 4 | 5 | 4 | | | 4 | | 5 | | 3 | | 4 | | 4 | | 4 | | 4 | | 3 | 40 | |
| 5 | 4 | 4 | | | 5 | | 3 | | 5 | | 4 | | 4 | | 4 | | 4 | | 3 | 40 | |
| 6 | 5 | 5 | | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | 43 | |
| 7 | 4 | 5 | | | 4 | | 2 | | 4 | | 3 | | 3 | | 2 | | 2 | | 4 | 33 | |
| 8 | 4 | 4 | | | 5 | | 5 | | 3 | | 3 | | 3 | | 1 | | 3 | | 2 | 33 | |
| 9 | 4 | 4 | | | 5 | | 3 | | 4 | | 3 | | 5 | | 2 | | 3 | | 3 | 36 | |
| 10 | 3 | 4 | | | 3 | | 4 | | 3 | | 4 | | 3 | | 4 | | 2 | | 2 | 32 | |
| 11 | 5 | 5 | | | 5 | | 5 | | 5 | | 4 | | 4 | | 5 | | 5 | | 4 | 47 | |
| 12 | 3 | 5 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | 40 | |
| 13 | 4 | 4 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | 40 | |
| 14 | 4 | 5 | | | 4 | | 4 | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | 42 | |
| 15 | 4 | 5 | | | 5 | | 4 | | 4 | | 4 | | 3 | | 4 | | 3 | | 4 | 40 | |
| 16 | 4 | 4 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 3 | | 4 | | 4 | 39 | |
| 17 | 5 | 5 | | | 5 | | 5 | | 5 | | 4 | | 4 | | 3 | | 2 | | 2 | 40 | |
| 18 | 5 | 5 | | | 5 | | 5 | | 4 | | 4 | | 5 | | 4 | | 4 | | 3 | 44 | |
| 19 | 4 | 5 | | | 5 | | 4 | | 4 | | 4 | | 4 | | 4 | | 4 | | 3 | 41 | |
| 20 | 3 | 5 | | | 4 | | 3 | | 3 | | 3 | | 2 | | 2 | | 2 | | 3 | 30 | |
| 21 | 4 | 5 | | | 4 | | 4 | | 4 | | 3 | | 3 | | 3 | | 3 | | 3 | 36 | |
| 22 | 5 | 4 | | | 4 | | 4 | | 4 | | 3 | | 4 | | 2 | | 3 | | 3 | 36 | |
| 23 | 3 | 4 | | | 5 | | 3 | | 3 | | 3 | | 3 | | 3 | | 2 | | 2 | 31 | |
| 24 | 4 | 5 | | | 4 | | 4 | | 4 | | 3 | | 3 | | 3 | | 2 | | 2 | 34 | |
| 25 | 4 | 5 | | | 5 | | 4 | | 4 | | 3 | | 3 | | 3 | | 2 | | 2 | 35 | |
| 26 | 4 | 5 | | | 4 | | 3 | | 4 | | 3 | | 3 | | 3 | | 3 | | 3 | 35 | |
| 27 | 4 | 4 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 3 | | 3 | | 3 | 37 | |
| 28 | 4 | 3 | | | 4 | | 3 | | 4 | | 3 | | 3 | | 3 | | 3 | | 4 | 34 | |
| 29 | 4 | 4 | | | 4 | | 4 | | 5 | | 4 | | 3 | | 2 | | 2 | | 2 | 34 | |
| 30 | 4 | 4 | | | 4 | | 4 | | 5 | | 4 | | 2 | | 2 | | 2 | | 2 | 33 | |

1. ***Punishment***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | ***Punishment* (X2)** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 46 |
| 2 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 46 |
| 3 | 5 | 4 | 5 | 3 | 1 | 1 | 3 | 2 | 4 | 4 | 32 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 6 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 37 |
| 7 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 34 |
| 8 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 42 |
| 9 | 5 | 5 | 5 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 37 |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 42 |
| 11 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 4 | 4 | 32 |
| 12 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 37 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 38 |
| 15 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 5 | 5 | 37 |
| 16 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 36 |
| 17 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 43 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 42 |
| 19 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 42 |
| 20 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 41 |
| 21 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 1 | 5 | 5 | 41 |
| 22 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| 24 | 5 | 4 | 4 | 5 | 2 | 3 | 4 | 1 | 5 | 5 | 38 |
| 25 | 5 | 4 | 4 | 5 | 1 | 3 | 4 | 5 | 5 | 5 | 41 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 38 |
| 29 | 5 | 5 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 38 |
| 30 | 5 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 39 |

1. ***Reward***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | ***Reward* (X3)** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 46 |
| 2 | 5 | 4 | 4 | 1 | 2 | 4 | 1 | 4 | 4 | 3 | 32 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 4 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 38 |
| 5 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 38 |
| 6 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 40 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 5 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 5 | 5 | 38 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 46 |
| 10 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 42 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| 13 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 38 |
| 16 | 4 | 3 | 3 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 33 |
| 17 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 44 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 47 |
| 19 | 5 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 41 |
| 20 | 5 | 5 | 5 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 38 |
| 21 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 22 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 42 |
| 23 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 3 | 42 |
| 24 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 25 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 26 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 42 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 28 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 29 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 34 |
| 30 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 45 |

Lampiran 3

**Hasil Uji Validitas**

1. Kinerja Karyawan

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | Total\_Y |
| Y.1 | Pearson Correlation | .623\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Y.2 | Pearson Correlation | .600\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Y.3 | Pearson Correlation | .509\*\* |
| Sig. (2-tailed) | .004 |
| N | 30 |
| Y.4 | Pearson Correlation | .752\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Y.5 | Pearson Correlation | .632\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Y.6 | Pearson Correlation | .558\*\* |
| Sig. (2-tailed) | .001 |
| N | 30 |
| Y.7 | Pearson Correlation | .786\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Y.8 | Pearson Correlation | .500\*\* |
| Sig. (2-tailed) | .005 |
| N | 30 |
| Y.9 | Pearson Correlation | .781\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Y.10 | Pearson Correlation | .548\*\* |
| Sig. (2-tailed) | .002 |
| N | 30 |
| Y.11 | Pearson Correlation | .531\*\* |
| Sig. (2-tailed) | .003 |
| N | 30 |
| Total\_Y | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |  |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | |

1. Komitmen kerja

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | Total\_X1 |
| X1.1 | Pearson Correlation | .644\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X1.2 | Pearson Correlation | .384\* |
| Sig. (2-tailed) | .036 |
| N | 30 |
| X1.3 | Pearson Correlation | .422\* |
| Sig. (2-tailed) | .020 |
| N | 30 |
| X1.4 | Pearson Correlation | .517\*\* |
| Sig. (2-tailed) | .003 |
| N | 30 |
| X1.5 | Pearson Correlation | .364\* |
| Sig. (2-tailed) | .048 |
| N | 30 |
| X1.6 | Pearson Correlation | .669\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X1.7 | Pearson Correlation | .702\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X1.8 | Pearson Correlation | .674\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X1.9 | Pearson Correlation | .809\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X1.10 | Pearson Correlation | .572\*\* |
| Sig. (2-tailed) | .001 |
| N | 30 |
| Total\_X1 | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |  |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | |

1. *Punishment*

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | Total\_X2 |
| X2.1 | Pearson Correlation | .383\* |
| Sig. (2-tailed) | .037 |
| N | 30 |
| X2.2 | Pearson Correlation | .466\*\* |
| Sig. (2-tailed) | .009 |
| N | 30 |
| X2.3 | Pearson Correlation | .374\* |
| Sig. (2-tailed) | .042 |
| N | 30 |
| X2.4 | Pearson Correlation | .541\*\* |
| Sig. (2-tailed) | .002 |
| N | 30 |
| X2.5 | Pearson Correlation | .605\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X2.6 | Pearson Correlation | .719\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X2.7 | Pearson Correlation | .661\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X2.8 | Pearson Correlation | .499\*\* |
| Sig. (2-tailed) | .005 |
| N | 30 |
| X2.9 | Pearson Correlation | .528\*\* |
| Sig. (2-tailed) | .003 |
| N | 30 |
| X2.10 | Pearson Correlation | .404\* |
| Sig. (2-tailed) | .027 |
| N | 30 |
| Total\_X2 | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |  |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | |

1. *Reward*

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | Total\_X3 |
| X3.1 | Pearson Correlation | .573\*\* |
| Sig. (2-tailed) | .001 |
| N | 30 |
| X3.2 | Pearson Correlation | .541\*\* |
| Sig. (2-tailed) | .002 |
| N | 30 |
| X3.3 | Pearson Correlation | .727\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.4 | Pearson Correlation | .776\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.5 | Pearson Correlation | .678\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.6 | Pearson Correlation | .407\* |
| Sig. (2-tailed) | .026 |
| N | 30 |
| X3.7 | Pearson Correlation | .656\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.8 | Pearson Correlation | .719\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.9 | Pearson Correlation | .612\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| X3.10 | Pearson Correlation | .519\*\* |
| Sig. (2-tailed) | .003 |
| N | 30 |
| Total\_X3 | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | |  |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | |

Lampiran 4

**Hasil Uji Reliabilitas**

1. **Kinerja Karyawan**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |
|  | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .835 | 11 |

1. **Komitmen Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .778 | 10 |

1. **Punishment**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .687 | 10 |

1. **Reward**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .813 | 10 |

Lampiran 5

**Tabulasi Data Ordinal Hasil Kuesioner Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Variabel Kinerja Karyawan (Y)** | | | | | | | | | | | **Total Y** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** |  |
| 1 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 53 |
| 2 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 45 |
| 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 51 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 47 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 46 |
| 6 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 49 |
| 7 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 49 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 44 |
| 9 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 47 |
| 10 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 44 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 12 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 46 |
| 13 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 49 |
| 14 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 15 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 16 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 44 |
| 17 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 18 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 53 |
| 19 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 48 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 41 |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 47 |
| 22 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 46 |
| 23 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 44 |
| 24 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 46 |
| 26 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 45 |
| 27 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 3 | 3 | 44 |
| 28 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 46 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 42 |
| 30 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 46 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 52 |
| 32 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 48 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 50 |
| 34 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 48 |
| 35 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 46 |
| 36 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 37 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 48 |
| 38 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 48 |
| 39 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 40 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 45 |
| 41 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 51 |
| 42 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 50 |

Lampiran 6

**Tabulasi Data Ordinal Hasil Kuesioner Komitmen Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Variabel Komitmen Kerja (X1)** | | | | | | | | | | **Total X1** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |
| 1 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 2 | 5 | 5 | 4 | 3 | 3 | 4 | 3 | 5 | 5 | 3 | 40 |
| 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 3 | 42 |
| 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 40 |
| 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 6 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 7 | 4 | 5 | 4 | 2 | 4 | 3 | 3 | 5 | 4 | 4 | 38 |
| 8 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 2 | 35 |
| 9 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 2 | 3 | 3 | 36 |
| 10 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 32 |
| 11 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 47 |
| 12 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 13 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 38 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 38 |
| 17 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 36 |
| 18 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 43 |
| 19 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 41 |
| 20 | 3 | 5 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 29 |
| 21 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 36 |
| 22 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 34 |
| 23 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 29 |
| 24 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 36 |
| 25 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 34 |
| 26 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 37 |
| 28 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 34 |
| 29 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 2 | 2 | 2 | 34 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 2 | 2 | 2 | 33 |
| 31 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 32 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 37 |
| 33 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 39 |
| 34 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 5 | 32 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 35 |
| 36 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 37 |
| 37 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 38 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 38 |
| 39 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 34 |
| 40 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 41 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 42 |
| 42 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 40 |

Lampiran 7

**Tabulasi Data Ordinal Hasil Kuesioner *Punishment* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Variabel *Punishment* (X2)** | | | | | | | | | | **Total X2** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| 1 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 46 |
| 2 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 46 |
| 3 | 5 | 4 | 5 | 3 | 1 | 1 | 3 | 2 | 4 | 4 | 32 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 6 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 37 |
| 7 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 34 |
| 8 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 42 |
| 9 | 5 | 5 | 5 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 37 |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 42 |
| 11 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 4 | 4 | 32 |
| 12 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 37 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 38 |
| 15 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 5 | 5 | 37 |
| 16 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 36 |
| 17 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 43 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 42 |
| 19 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 42 |
| 20 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 40 |
| 21 | 5 | 4 | 4 | 5 | 1 | 3 | 4 | 1 | 5 | 5 | 37 |
| 22 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 42 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| 24 | 5 | 4 | 4 | 5 | 2 | 3 | 4 | 1 | 5 | 5 | 38 |
| 25 | 5 | 4 | 4 | 5 | 1 | 3 | 4 | 1 | 5 | 5 | 37 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 37 |
| 29 | 5 | 5 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 38 |
| 30 | 5 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 39 |
| 31 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 37 |
| 32 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 42 |
| 33 | 3 | 3 | 4 | 3 | 2 | 1 | 2 | 3 | 5 | 5 | 31 |
| 34 | 4 | 3 | 4 | 4 | 2 | 2 | 2 | 3 | 4 | 3 | 31 |
| 35 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 40 |
| 36 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 37 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 38 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 39 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 35 |
| 40 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 37 |
| 41 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 48 |
| 42 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 47 |

Lampiran 8

**Tabulasi Data Ordinal Hasil Kuesioner *Reward* (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Variabel *Reward* (X3)** | | | | | | | | | | **Total X3** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| 1 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 46 |
| 2 | 5 | 4 | 4 | 1 | 2 | 4 | 1 | 4 | 4 | 3 | 32 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 4 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 38 |
| 5 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 38 |
| 6 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 40 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 5 | 3 | 4 | 3 | 2 | 3 | 4 | 4 | 5 | 5 | 38 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 46 |
| 10 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 42 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| 13 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 38 |
| 16 | 4 | 3 | 3 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 33 |
| 17 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 44 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 47 |
| 19 | 5 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 41 |
| 20 | 5 | 5 | 5 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 38 |
| 21 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 22 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 42 |
| 23 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 4 | 3 | 42 |
| 24 | 5 | 4 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 5 | 44 |
| 25 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 46 |
| 26 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 42 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 28 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 29 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 34 |
| 30 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 45 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 42 |
| 36 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 40 |
| 37 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 38 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 40 |
| 39 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 40 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 41 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 47 |
| 42 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 46 |

Lampiran 9

**Tabulasi Data Interval Hasil Kuesioner Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Variabel Kinerja Karyawan** | | | | | | | | | | | **TOTAL** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** |  |
| 1 | 2,616 | 2,636 | 2,597 | 2,891 | 4,209 | 3,431 | 2,666 | 2,625 | 3,909 | 3,499 | 4,152 | 35,232 |
| 2 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 1,000 | 1,000 | 4,152 | 2,462 | 2,209 | 1,916 | 26,138 |
| 3 | 2,616 | 2,636 | 2,597 | 2,891 | 4,209 | 2,192 | 2,666 | 2,625 | 3,909 | 3,499 | 2,909 | 32,749 |
| 4 | 2,616 | 1,000 | 1,000 | 2,891 | 2,658 | 3,431 | 1,000 | 1,000 | 3,909 | 2,209 | 4,152 | 25,867 |
| 5 | 1,000 | 1,000 | 1,000 | 2,891 | 4,209 | 3,431 | 2,666 | 2,625 | 2,462 | 2,209 | 1,916 | 25,410 |
| 6 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 3,431 | 1,000 | 2,625 | 3,909 | 2,209 | 2,909 | 29,482 |
| 7 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 3,431 | 1,000 | 2,625 | 3,909 | 2,209 | 2,909 | 29,482 |
| 8 | 1,000 | 1,000 | 2,597 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 1,000 | 2,909 | 22,335 |
| 9 | 1,000 | 1,000 | 1,000 | 2,891 | 4,209 | 3,431 | 2,666 | 2,625 | 2,462 | 2,209 | 2,909 | 26,403 |
| 10 | 1,000 | 1,000 | 1,000 | 1,000 | 2,658 | 1,601 | 1,000 | 2,625 | 2,462 | 3,499 | 4,152 | 21,999 |
| 11 | 2,616 | 2,636 | 2,597 | 4,582 | 4,209 | 3,431 | 2,666 | 4,152 | 3,909 | 3,499 | 4,152 | 38,450 |
| 12 | 2,616 | 2,636 | 1,000 | 2,891 | 2,658 | 3,431 | 1,000 | 2,625 | 2,462 | 2,209 | 1,916 | 25,445 |
| 13 | 2,616 | 1,000 | 1,000 | 4,582 | 2,658 | 3,431 | 1,000 | 2,625 | 3,909 | 2,209 | 4,152 | 29,184 |
| 14 | 1,000 | 2,636 | 1,000 | 2,891 | 2,658 | 3,431 | 1,000 | 2,625 | 3,909 | 3,499 | 2,909 | 27,560 |
| 15 | 1,000 | 2,636 | 1,000 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 2,209 | 2,909 | 23,583 |
| 16 | 1,000 | 1,000 | 2,597 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 1,000 | 2,909 | 22,335 |
| 17 | 1,000 | 2,636 | 1,000 | 2,891 | 2,658 | 3,431 | 1,000 | 2,625 | 3,909 | 3,499 | 2,909 | 27,560 |
| 18 | 2,616 | 2,636 | 2,597 | 2,891 | 4,209 | 3,431 | 2,666 | 2,625 | 3,909 | 3,499 | 4,152 | 35,232 |
| 19 | 2,616 | 2,636 | 1,000 | 4,582 | 1,000 | 2,192 | 2,666 | 2,625 | 2,462 | 2,209 | 4,152 | 28,140 |
| 20 | 1,000 | 1,000 | 1,000 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 1,000 | 1,000 | 18,829 |
| 21 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 3,431 | 1,000 | 2,625 | 1,000 | 2,209 | 2,909 | 26,573 |
| 22 | 1,000 | 1,000 | 2,597 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 3,499 | 2,909 | 24,834 |
| 23 | 1,000 | 1,000 | 1,000 | 1,000 | 2,658 | 1,601 | 1,000 | 2,625 | 2,462 | 3,499 | 4,152 | 21,999 |
| 24 | 1,000 | 2,636 | 1,000 | 2,891 | 2,658 | 3,431 | 1,000 | 2,625 | 3,909 | 3,499 | 2,909 | 27,560 |
| 25 | 1,000 | 1,000 | 2,597 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 3,499 | 2,909 | 24,834 |
| 26 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 1,000 | 1,000 | 4,152 | 2,462 | 2,209 | 1,916 | 26,138 |
| 27 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 1,000 | 1,000 | 4,152 | 2,462 | 1,000 | 1,916 | 24,929 |
| 28 | 1,000 | 1,000 | 1,000 | 4,582 | 1,000 | 3,431 | 2,666 | 1,000 | 3,909 | 3,499 | 1,916 | 25,003 |
| 29 | 1,000 | 1,000 | 1,000 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 2,209 | 1,000 | 20,038 |
| 30 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 1,000 | 1,000 | 4,152 | 2,462 | 2,209 | 2,909 | 27,131 |
| 31 | 2,616 | 2,636 | 2,597 | 4,582 | 4,209 | 3,431 | 1,000 | 2,625 | 3,909 | 3,499 | 2,909 | 34,014 |
| 32 | 2,616 | 2,636 | 1,000 | 2,891 | 2,658 | 2,192 | 1,000 | 4,152 | 3,909 | 2,209 | 2,909 | 28,173 |
| 33 | 2,616 | 2,636 | 2,597 | 4,582 | 4,209 | 3,431 | 2,666 | 4,152 | 3,909 | 1,000 | 1,000 | 32,798 |
| 34 | 2,616 | 2,636 | 1,000 | 2,891 | 2,658 | 3,431 | 1,000 | 4,152 | 2,462 | 1,000 | 4,152 | 28,000 |
| 35 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 2,209 | 1,916 | 25,802 |
| 36 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 2,209 | 2,909 | 26,796 |
| 37 | 2,616 | 2,636 | 1,000 | 2,891 | 2,658 | 3,431 | 1,000 | 4,152 | 2,462 | 1,000 | 4,152 | 28,000 |
| 38 | 1,000 | 1,000 | 1,000 | 4,582 | 1,000 | 3,431 | 2,666 | 1,000 | 3,909 | 3,499 | 4,152 | 27,240 |
| 39 | 2,616 | 2,636 | 1,000 | 2,891 | 2,658 | 2,192 | 1,000 | 2,625 | 2,462 | 2,209 | 2,909 | 25,199 |
| 40 | 2,616 | 2,636 | 2,597 | 2,891 | 2,658 | 1,000 | 1,000 | 4,152 | 2,462 | 2,209 | 1,916 | 26,138 |
| 41 | 2,616 | 2,636 | 2,597 | 2,891 | 4,209 | 3,431 | 2,666 | 4,152 | 1,000 | 3,499 | 2,909 | 32,606 |
| 42 | 2,616 | 2,636 | 2,597 | 2,891 | 4,209 | 3,431 | 2,666 | 2,625 | 1,000 | 3,499 | 2,909 | 31,080 |

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**Tabulasi Data Interval Hasil Kuesioner Komitmen Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Variabel Komitmen Kerja (X1)** | | | | | | | | | | **Total** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** |  |
| 1 | 3,914 | 4,272 | 4,000 | 3,657 | 3,799 | 3,902 | 3,448 | 3,240 | 4,139 | 4,582 | 38,952 |
| 2 | 3,914 | 4,272 | 2,527 | 2,363 | 1,000 | 3,902 | 2,309 | 4,277 | 4,139 | 2,178 | 30,881 |
| 3 | 2,466 | 4,272 | 4,000 | 5,027 | 3,799 | 3,902 | 3,448 | 1,000 | 4,139 | 2,178 | 34,230 |
| 4 | 3,914 | 2,742 | 2,527 | 5,027 | 1,000 | 3,902 | 3,448 | 3,240 | 3,139 | 2,178 | 31,116 |
| 5 | 2,466 | 2,742 | 4,000 | 2,363 | 1,000 | 3,902 | 3,448 | 3,240 | 3,139 | 2,178 | 28,477 |
| 6 | 3,914 | 4,272 | 4,000 | 3,657 | 2,400 | 3,902 | 3,448 | 3,240 | 3,139 | 3,306 | 35,278 |
| 7 | 2,466 | 4,272 | 2,527 | 1,000 | 2,400 | 2,363 | 2,309 | 4,277 | 3,139 | 3,306 | 28,060 |
| 8 | 2,466 | 2,742 | 4,000 | 5,027 | 1,000 | 2,363 | 2,309 | 2,209 | 2,171 | 1,000 | 25,287 |
| 9 | 2,466 | 2,742 | 4,000 | 2,363 | 2,400 | 2,363 | 4,556 | 1,000 | 2,171 | 2,178 | 26,238 |
| 10 | 1,000 | 2,742 | 1,000 | 3,657 | 1,000 | 3,902 | 2,309 | 3,240 | 1,000 | 1,000 | 20,850 |
| 11 | 3,914 | 4,272 | 4,000 | 5,027 | 3,799 | 3,902 | 3,448 | 4,277 | 4,139 | 3,306 | 40,084 |
| 12 | 1,000 | 2,742 | 2,527 | 3,657 | 2,400 | 3,902 | 3,448 | 3,240 | 3,139 | 3,306 | 29,361 |
| 13 | 2,466 | 4,272 | 2,527 | 3,657 | 2,400 | 3,902 | 3,448 | 3,240 | 3,139 | 3,306 | 32,358 |
| 14 | 2,466 | 2,742 | 2,527 | 3,657 | 2,400 | 3,902 | 3,448 | 3,240 | 3,139 | 3,306 | 30,827 |
| 15 | 2,466 | 4,272 | 2,527 | 3,657 | 2,400 | 3,902 | 2,309 | 2,209 | 2,171 | 3,306 | 29,220 |
| 16 | 2,466 | 2,742 | 2,527 | 3,657 | 2,400 | 3,902 | 2,309 | 2,209 | 3,139 | 3,306 | 28,658 |
| 17 | 3,914 | 4,272 | 4,000 | 2,363 | 1,000 | 3,902 | 3,448 | 2,209 | 1,000 | 1,000 | 27,107 |
| 18 | 3,914 | 2,742 | 4,000 | 5,027 | 2,400 | 3,902 | 4,556 | 3,240 | 3,139 | 2,178 | 35,098 |
| 19 | 2,466 | 4,272 | 4,000 | 3,657 | 2,400 | 3,902 | 3,448 | 3,240 | 3,139 | 2,178 | 32,702 |
| 20 | 1,000 | 4,272 | 2,527 | 2,363 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,178 | 17,340 |
| 21 | 2,466 | 4,272 | 2,527 | 3,657 | 2,400 | 2,363 | 2,309 | 2,209 | 2,171 | 2,178 | 26,553 |
| 22 | 3,914 | 2,742 | 2,527 | 3,657 | 2,400 | 2,363 | 1,000 | 1,000 | 2,171 | 2,178 | 23,952 |
| 23 | 1,000 | 2,742 | 1,000 | 2,363 | 1,000 | 2,363 | 2,309 | 2,209 | 1,000 | 1,000 | 16,986 |
| 24 | 2,466 | 4,272 | 2,527 | 3,657 | 2,400 | 2,363 | 2,309 | 2,209 | 1,000 | 3,306 | 26,510 |
| 25 | 2,466 | 4,272 | 2,527 | 3,657 | 2,400 | 2,363 | 2,309 | 2,209 | 1,000 | 1,000 | 24,204 |
| 26 | 2,466 | 4,272 | 2,527 | 2,363 | 2,400 | 2,363 | 2,309 | 2,209 | 2,171 | 2,178 | 25,259 |
| 27 | 2,466 | 2,742 | 2,527 | 3,657 | 2,400 | 3,902 | 3,448 | 2,209 | 2,171 | 2,178 | 27,700 |
| 28 | 2,466 | 1,000 | 2,527 | 2,363 | 2,400 | 2,363 | 2,309 | 2,209 | 2,171 | 3,306 | 23,115 |
| 29 | 2,466 | 2,742 | 2,527 | 3,657 | 3,799 | 3,902 | 2,309 | 1,000 | 1,000 | 1,000 | 24,402 |
| 30 | 2,466 | 2,742 | 2,527 | 3,657 | 3,799 | 3,902 | 1,000 | 1,000 | 1,000 | 1,000 | 23,093 |
| 31 | 2,466 | 4,272 | 4,000 | 3,657 | 2,400 | 3,902 | 2,309 | 3,240 | 3,139 | 3,306 | 32,692 |
| 32 | 2,466 | 2,742 | 4,000 | 3,657 | 2,400 | 3,902 | 2,309 | 2,209 | 2,171 | 2,178 | 28,034 |
| 33 | 2,466 | 4,272 | 4,000 | 2,363 | 3,799 | 3,902 | 2,309 | 2,209 | 2,171 | 3,306 | 30,797 |
| 34 | 2,466 | 2,742 | 1,000 | 2,363 | 1,000 | 2,363 | 1,000 | 1,000 | 2,171 | 4,582 | 20,687 |
| 35 | 2,466 | 2,742 | 2,527 | 3,657 | 2,400 | 3,902 | 2,309 | 2,209 | 1,000 | 2,178 | 25,390 |
| 36 | 3,914 | 2,742 | 2,527 | 2,363 | 2,400 | 3,902 | 3,448 | 2,209 | 2,171 | 2,178 | 27,853 |
| 37 | 3,914 | 2,742 | 2,527 | 3,657 | 3,799 | 3,902 | 2,309 | 2,209 | 2,171 | 2,178 | 29,408 |
| 38 | 2,466 | 2,742 | 2,527 | 3,657 | 2,400 | 3,902 | 3,448 | 2,209 | 2,171 | 3,306 | 28,828 |
| 39 | 1,000 | 2,742 | 2,527 | 2,363 | 2,400 | 3,902 | 2,309 | 2,209 | 2,171 | 2,178 | 23,801 |
| 40 | 2,466 | 2,742 | 2,527 | 2,363 | 2,400 | 2,363 | 2,309 | 2,209 | 2,171 | 2,178 | 23,728 |
| 41 | 3,914 | 4,272 | 4,000 | 3,657 | 1,000 | 3,902 | 4,556 | 3,240 | 2,171 | 3,306 | 34,018 |
| 42 | 2,466 | 2,742 | 2,527 | 3,657 | 2,400 | 2,363 | 4,556 | 4,277 | 2,171 | 3,306 | 30,466 |

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**Tabulasi Data Interval Hasil Kuesioner *Punishment* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Variabel *Punishment* (X2)** | | | | | | | | | | | **Total** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |  | |
| 1 | 3,999 | 3,909 | 2,684 | 3,617 | 2,750 | 4,861 | 4,250 | 2,397 | 2,608 | 3,707 | 34,783 | |
| 2 | 3,999 | 3,909 | 2,684 | 3,617 | 3,777 | 3,650 | 4,250 | 2,397 | 2,608 | 3,707 | 34,599 | |
| 3 | 3,999 | 2,462 | 2,684 | 1,000 | 1,000 | 1,000 | 1,927 | 1,718 | 1,000 | 2,296 | 19,086 | |
| 4 | 3,999 | 3,909 | 2,684 | 2,297 | 4,818 | 3,650 | 2,944 | 3,293 | 2,608 | 3,707 | 33,910 | |
| 5 | 3,999 | 3,909 | 2,684 | 2,297 | 4,818 | 3,650 | 2,944 | 3,293 | 2,608 | 3,707 | 33,910 | |
| 6 | 2,523 | 2,462 | 1,000 | 2,297 | 2,750 | 2,598 | 2,944 | 2,397 | 1,000 | 2,296 | 22,268 | |
| 7 | 2,523 | 2,462 | 1,000 | 2,297 | 2,750 | 2,598 | 1,000 | 1,718 | 1,000 | 2,296 | 19,644 | |
| 8 | 3,999 | 2,462 | 1,000 | 3,617 | 2,750 | 2,598 | 1,927 | 4,408 | 2,608 | 3,707 | 29,076 | |
| 9 | 3,999 | 3,909 | 2,684 | 1,000 | 2,750 | 1,755 | 1,927 | 2,397 | 1,000 | 2,296 | 23,719 | |
| 10 | 2,523 | 2,462 | 1,000 | 2,297 | 3,777 | 4,861 | 4,250 | 4,408 | 1,000 | 1,000 | 27,579 | |
| 11 | 2,523 | 2,462 | 1,000 | 1,000 | 2,750 | 1,755 | 1,000 | 1,718 | 1,000 | 2,296 | 17,505 | |
| 12 | 2,523 | 3,909 | 1,000 | 2,297 | 2,750 | 2,598 | 1,927 | 2,397 | 1,000 | 2,296 | 22,698 | |
| 13 | 2,523 | 2,462 | 1,000 | 2,297 | 3,777 | 3,650 | 2,944 | 3,293 | 1,000 | 2,296 | 25,243 | |
| 14 | 2,523 | 2,462 | 1,000 | 2,297 | 1,822 | 3,650 | 2,944 | 3,293 | 1,000 | 2,296 | 23,288 | |
| 15 | 2,523 | 2,462 | 1,000 | 2,297 | 2,750 | 1,755 | 1,927 | 2,397 | 2,608 | 3,707 | 23,427 | |
| 16 | 2,523 | 2,462 | 1,000 | 1,000 | 2,750 | 2,598 | 1,927 | 2,397 | 1,000 | 3,707 | 21,364 | |
| 17 | 2,523 | 3,909 | 2,684 | 2,297 | 2,750 | 3,650 | 1,927 | 4,408 | 2,608 | 3,707 | 30,464 | |
| 18 | 3,999 | 3,909 | 2,684 | 3,617 | 3,777 | 3,650 | 2,944 | 1,718 | 1,000 | 2,296 | 29,594 | |
| 19 | 2,523 | 2,462 | 1,000 | 3,617 | 2,750 | 3,650 | 2,944 | 4,408 | 2,608 | 2,296 | 28,259 | |
| 20 | 2,523 | 2,462 | 1,000 | 1,000 | 2,750 | 2,598 | 2,944 | 4,408 | 2,608 | 3,707 | 26,001 | |
| 21 | 3,999 | 2,462 | 1,000 | 3,617 | 1,000 | 2,598 | 2,944 | 1,000 | 2,608 | 3,707 | 24,935 | |
| 22 | 2,523 | 2,462 | 1,000 | 1,000 | 3,777 | 3,650 | 2,944 | 4,408 | 2,608 | 3,707 | 28,080 | |
| 23 | 3,999 | 3,909 | 1,000 | 3,617 | 4,818 | 3,650 | 2,944 | 4,408 | 1,000 | 3,707 | 33,053 | |
| 24 | 3,999 | 2,462 | 1,000 | 3,617 | 1,822 | 2,598 | 2,944 | 1,000 | 2,608 | 3,707 | 25,757 | |
| 25 | 3,999 | 2,462 | 1,000 | 3,617 | 1,000 | 2,598 | 2,944 | 1,000 | 2,608 | 3,707 | 24,935 | |
| 26 | 3,999 | 3,909 | 1,000 | 3,617 | 3,777 | 3,650 | 2,944 | 3,293 | 1,000 | 2,296 | 29,485 | |
| 27 | 2,523 | 2,462 | 1,000 | 2,297 | 3,777 | 3,650 | 2,944 | 3,293 | 1,000 | 2,296 | 25,243 | |
| 28 | 1,000 | 1,000 | 1,000 | 2,297 | 2,750 | 3,650 | 2,944 | 2,397 | 1,000 | 3,707 | 21,745 | |
| 29 | 3,999 | 3,909 | 1,000 | 2,297 | 1,822 | 3,650 | 1,000 | 3,293 | 1,000 | 2,296 | 24,267 | |
| 30 | 3,999 | 3,909 | 1,000 | 2,297 | 2,750 | 3,650 | 1,000 | 3,293 | 1,000 | 2,296 | 25,195 | |
| 31 | 2,523 | 2,462 | 1,000 | 2,297 | 2,750 | 2,598 | 1,927 | 3,293 | 1,000 | 2,296 | 22,146 | |
| 32 | 3,999 | 3,909 | 2,684 | 2,297 | 2,750 | 2,598 | 2,944 | 3,293 | 1,000 | 3,707 | 29,181 | |
| 33 | 1,000 | 1,000 | 1,000 | 1,000 | 1,822 | 1,000 | 1,000 | 2,397 | 2,608 | 3,707 | 16,535 | |
| 34 | 2,523 | 1,000 | 1,000 | 2,297 | 1,822 | 1,755 | 1,000 | 2,397 | 1,000 | 1,000 | 15,795 | |
| 35 | 2,523 | 2,462 | 1,000 | 2,297 | 3,777 | 2,598 | 2,944 | 3,293 | 1,000 | 3,707 | 25,601 | |
| 36 | 2,523 | 2,462 | 1,000 | 2,297 | 2,750 | 2,598 | 2,944 | 3,293 | 1,000 | 2,296 | 23,163 | |
| 37 | 2,523 | 3,909 | 1,000 | 2,297 | 1,822 | 3,650 | 2,944 | 3,293 | 1,000 | 1,000 | 23,439 | |
| 38 | 2,523 | 2,462 | 1,000 | 2,297 | 3,777 | 3,650 | 2,944 | 3,293 | 2,608 | 3,707 | 28,262 | |
| 39 | 2,523 | 2,462 | 1,000 | 1,000 | 2,750 | 2,598 | 1,927 | 2,397 | 1,000 | 2,296 | 19,954 | |
| 40 | 2,523 | 2,462 | 1,000 | 2,297 | 3,777 | 2,598 | 1,927 | 2,397 | 1,000 | 2,296 | 22,277 | |
| 41 | 3,999 | 3,909 | 2,684 | 3,617 | 3,777 | 4,861 | 4,250 | 3,293 | 2,608 | 3,707 | 36,706 | |
| 42 | 3,999 | 3,909 | 2,684 | 3,617 | 2,750 | 4,861 | 4,250 | 3,293 | 2,608 | 3,707 | 35,679 | |

Lampiran 12

**Tabulasi Data Interval Hasil Kuesioner *Reward* (X3)**

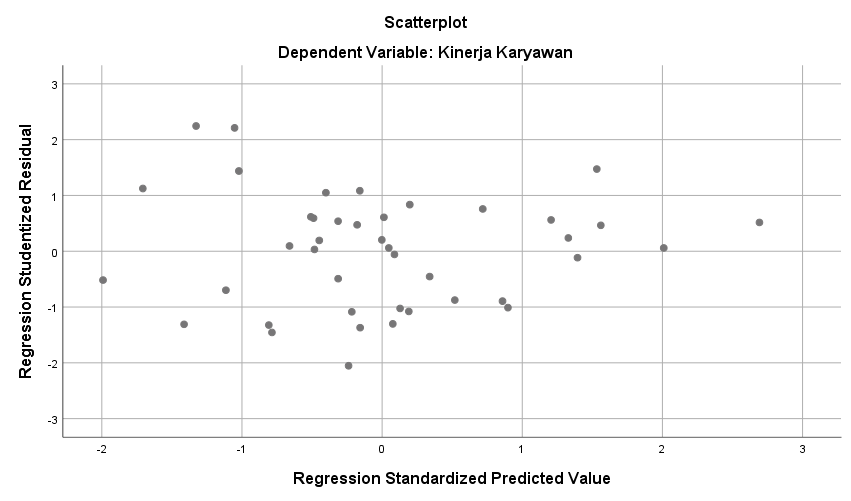
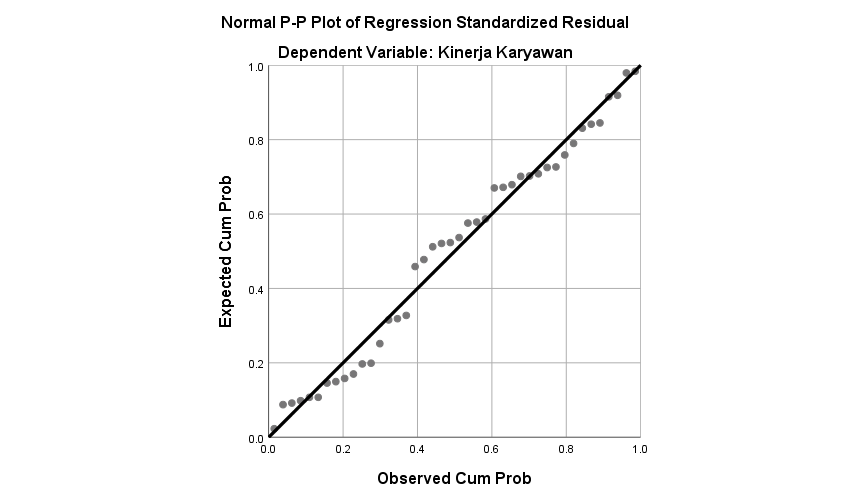
|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Variabel Reward (X3)** | | | | | | | | | | **Total** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| 1 | 3,559 | 3,302 | 3,594 | 4,043 | 1,000 | 4,495 | 3,323 | 4,447 | 3,343 | 3,216 | 34,322 |
| 2 | 3,559 | 2,079 | 2,116 | 1,000 | 1,000 | 3,356 | 1,000 | 3,055 | 2,110 | 1,000 | 20,275 |
| 3 | 3,559 | 2,079 | 2,116 | 4,043 | 2,519 | 4,495 | 3,323 | 3,055 | 3,343 | 3,216 | 31,747 |
| 4 | 3,559 | 3,302 | 3,594 | 1,671 | 1,000 | 3,356 | 3,323 | 3,055 | 1,000 | 2,051 | 25,911 |
| 5 | 3,559 | 3,302 | 3,594 | 1,671 | 1,000 | 3,356 | 3,323 | 3,055 | 1,000 | 2,051 | 25,911 |
| 6 | 3,559 | 2,079 | 3,594 | 2,849 | 1,853 | 3,356 | 2,148 | 3,055 | 2,110 | 2,051 | 26,654 |
| 7 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 4,495 | 4,717 | 4,447 | 3,343 | 3,216 | 38,282 |
| 8 | 3,559 | 1,000 | 2,116 | 2,219 | 1,000 | 2,389 | 3,323 | 3,055 | 3,343 | 3,216 | 25,219 |
| 9 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 4,495 | 3,323 | 3,055 | 3,343 | 1,000 | 33,280 |
| 10 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 2,389 | 3,323 | 3,055 | 1,000 | 1,000 | 28,831 |
| 11 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 4,495 | 4,717 | 4,447 | 3,343 | 3,216 | 38,282 |
| 12 | 2,072 | 2,079 | 2,116 | 2,849 | 1,853 | 2,389 | 2,148 | 3,055 | 2,110 | 1,000 | 21,671 |
| 13 | 2,072 | 1,000 | 2,116 | 2,849 | 2,519 | 3,356 | 3,323 | 3,055 | 2,110 | 2,051 | 24,451 |
| 14 | 2,072 | 2,079 | 2,116 | 2,849 | 2,519 | 3,356 | 3,323 | 3,055 | 2,110 | 2,051 | 25,530 |
| 15 | 2,072 | 2,079 | 2,116 | 2,219 | 1,853 | 3,356 | 4,717 | 3,055 | 2,110 | 1,000 | 24,577 |
| 16 | 2,072 | 1,000 | 1,000 | 2,219 | 1,000 | 3,356 | 1,546 | 3,055 | 2,110 | 2,051 | 19,410 |
| 17 | 3,559 | 2,079 | 3,594 | 4,043 | 2,519 | 2,389 | 3,323 | 3,055 | 3,343 | 3,216 | 31,119 |
| 18 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 4,495 | 4,717 | 4,447 | 2,110 | 1,000 | 34,833 |
| 19 | 3,559 | 1,000 | 3,594 | 4,043 | 2,519 | 2,389 | 2,148 | 3,055 | 2,110 | 3,216 | 27,633 |
| 20 | 3,559 | 3,302 | 3,594 | 2,849 | 1,000 | 3,356 | 3,323 | 1,857 | 1,000 | 1,000 | 24,840 |
| 21 | 3,559 | 2,079 | 3,594 | 4,043 | 3,566 | 2,389 | 3,323 | 4,447 | 3,343 | 3,216 | 33,558 |
| 22 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 2,389 | 3,323 | 3,055 | 1,000 | 1,000 | 28,831 |
| 23 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 1,546 | 3,323 | 3,055 | 2,110 | 1,000 | 29,098 |
| 24 | 3,559 | 2,079 | 3,594 | 4,043 | 3,566 | 1,000 | 3,323 | 4,447 | 3,343 | 3,216 | 32,169 |
| 25 | 3,559 | 2,079 | 3,594 | 4,043 | 3,566 | 2,389 | 3,323 | 4,447 | 3,343 | 3,216 | 33,558 |
| 26 | 3,559 | 3,302 | 3,594 | 2,849 | 2,519 | 3,356 | 3,323 | 1,857 | 2,110 | 2,051 | 28,519 |
| 27 | 1,000 | 1,000 | 1,000 | 2,219 | 1,853 | 2,389 | 2,148 | 1,857 | 1,000 | 1,000 | 15,465 |
| 28 | 2,072 | 3,302 | 3,594 | 4,043 | 2,519 | 4,495 | 3,323 | 4,447 | 3,343 | 3,216 | 34,354 |
| 29 | 1,000 | 1,000 | 2,116 | 2,849 | 1,853 | 2,389 | 3,323 | 1,000 | 2,110 | 2,051 | 19,690 |
| 30 | 3,559 | 2,079 | 3,594 | 4,043 | 1,853 | 4,495 | 3,323 | 4,447 | 2,110 | 3,216 | 32,718 |
| 31 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 4,495 | 4,717 | 4,447 | 3,343 | 3,216 | 38,282 |
| 32 | 3,559 | 2,079 | 3,594 | 4,043 | 2,519 | 3,356 | 3,323 | 3,055 | 2,110 | 2,051 | 29,689 |
| 33 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 4,495 | 4,717 | 4,447 | 3,343 | 3,216 | 38,282 |
| 34 | 3,559 | 3,302 | 3,594 | 4,043 | 3,566 | 4,495 | 4,717 | 4,447 | 3,343 | 3,216 | 38,282 |
| 35 | 3,559 | 3,302 | 3,594 | 4,043 | 2,519 | 3,356 | 3,323 | 1,857 | 1,000 | 2,051 | 28,604 |
| 36 | 2,072 | 2,079 | 3,594 | 4,043 | 2,519 | 3,356 | 2,148 | 3,055 | 1,000 | 2,051 | 25,917 |
| 37 | 3,559 | 2,079 | 3,594 | 2,219 | 2,519 | 3,356 | 4,717 | 3,055 | 3,343 | 2,051 | 30,491 |
| 38 | 2,072 | 2,079 | 2,116 | 2,849 | 1,853 | 2,389 | 3,323 | 3,055 | 3,343 | 3,216 | 26,294 |
| 39 | 2,072 | 1,000 | 2,116 | 2,849 | 2,519 | 3,356 | 3,323 | 3,055 | 2,110 | 2,051 | 24,451 |
| 40 | 2,072 | 1,000 | 2,116 | 2,849 | 2,519 | 3,356 | 3,323 | 3,055 | 2,110 | 2,051 | 24,451 |
| 41 | 3,559 | 3,302 | 3,594 | 4,043 | 1,000 | 4,495 | 4,717 | 4,447 | 3,343 | 3,216 | 35,716 |
| 42 | 3,559 | 3,302 | 3,594 | 4,043 | 1,853 | 4,495 | 2,148 | 4,447 | 3,343 | 3,216 | 34,000 |

Lampiran 13

**Hasil Uji Asumsi Klasik**

1. **Hasil Uji Multikolonieritas**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Komitmen Kerja | .955 | 1.047 |
| Punishment | .967 | 1.034 |
| Reward | .937 | 1.067 |
| a. Dependent Variable: Kinerja Karyawan | | | | |

1. **Hasil Uji Heteroskedastisitas**
2. **Hasil Uji Normalitas**

Lampiran 14

**Hasil Analalisis Regresi Linier Berganda dan Uji Hipotesis (Uji t dan Uji F)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1277.998 | 1903.021 |  | .672 | .506 |
| Komitmen Kerja | .578 | .044 | .708 | 13.199 | .000 |
| Punishment | -.033 | .042 | -.042 | -.795 | .431 |
| Reward | .365 | .039 | .506 | 9.338 | .000 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1277.998 | 1903.021 |  | .672 | .506 |
| Komitmen Kerja | .578 | .044 | .708 | 13.199 | .000 |
| Punishment | -.033 | .042 | -.042 | -.795 | .431 |
| Reward | .365 | .039 | .506 | 9.338 | .000 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 628338290.975 | 3 | 209446096.992 | 108.660 | .000b |
| Residual | 73246238.167 | 38 | 1927532.583 |  |  |
| Total | 701584529.143 | 41 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |
| *b. Predictors: (Constant), Reward, Punishment, Komitmen Kerja* | | | | | | |

Lampiran 15

**Hasil Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .946a | .896 | .887 | 1388.35607 |
| a. Predictors: (Constant), Reward, Punishment, Komitmen Kerja | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | |