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# LAMPIRAN

Lampiran 1

Kuesioner Penelitian

**KATA PENGANTAR**

Kepada Yth,

Bapak/Saudara

Di tempat

Dengan Hormat

Dalam rangka menyelesaikan Studi Strata Satu (S1) Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal. Saya bermaksud mengadakan penelitian skripsi dengan judul “**Pengaruh Penghargaan, Hukuman, dan Lingkungan Kerja Terhadap Motivasi Kerja Karyawan Pada CV. Larassukma – Kabupaten Sleman**”.

Saya mohon kesediaan saudara untuk mengisi kuisioner yang saya bagikan. Jawaban yang diberikan merupakan suatu bantuan yang sangat berharga dalam penelitian ini. Jangka waktu pengisian kuisioner ini yaitu selama satu minggu setelah kuisioner disebarkan dan kami mengharapkan agar Bapak/Saudara dapat mengembalikanya kepada kami.

Atas perhatian dan bantuan yang diberikan, kami ucapkan terimakasih.

Tegal, Mei 2023

Hormat Kami

Rifqi Azis

KUISIONER PENELITIAN

PETUNJUK PENGISIAN KUISIONER

1. Mohon terlebih dahulu mengisi data responden sebelum mengisi kuisioner
2. Pilihlah jawaban dengan memberikan tanda checklist (√) pada kolom yang tersedia
3. Mohon menjawab semua pertanyaan yang tertera tanpa ada yang terlewat

DATA RESPONDEN

NAMA :

1. Jenis Kelamin

Laki-laki Perempuan

1. Usia

20-25 Tahun 26-35 Tahun Diatas 35 Tahun

1. Pendidikan Terakhir

SMP SMA/SMK Diploma Sarjana

1. Lama Bekerja

1-5 Tahun 6-10 Tahun Diatas 10 Tahun

KETERANGAN JAWABAN

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

**VARIABEL MOTIVASI KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERTANYAAN** | **JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **BERPRESTASI BAIK** | | | | | | |
| 1. | Saya bekerja dengan baik untuk mendapatkan prestasi kerja yang baik |  |  |  |  |  |
| 2. | Saya selalu memberikan yang terbaik dalam menjalankan tugas perusahaan |  |  |  |  |  |
| **TIDAK KETINGGALAN** | | | | | | |
| 3. | Saya bekerja dengan baik agar tidak ketinggalan dari pegawai yang lain |  |  |  |  |  |
| 4. | Saya selalu berusaha belajar agar tidak ketinggalan oleh rekan kerja yang lain |  |  |  |  |  |
| **MENGEMBANGKAN DIRI** | | | | | | |
| 5. | Saya bekerja dengan baik agar dapat mengembangkan diri |  |  |  |  |  |
| 6. | Saya yakin bahwa bekerja diperusahaan ini dapat mengembangkan skill yang saya miliki |  |  |  |  |  |
| **MENDAPATKAN PENGAKUAN** | | | | | | |
| 7. | Saya bekerja dengan baik agar mendapatkan pengakuan dari perusahaan atas hasil kerja yang saya lakukan |  |  |  |  |  |
| 8. | Saya bekerja dengan baik hanya untuk mendapatkan pengakuan dari atasan |  |  |  |  |  |
| **BERAFILIASI** | | | | | | |
| 9. | Saya selalu bersemangat untuk dapat bergaul dengan lingkungan perusahaan |  |  |  |  |  |
| 10. | Saya selalu berusaha menyesuaikan diri dengan lingkungan pekerjaan |  |  |  |  |  |
| **BEKERJA SAMA** | | | | | | |
| 11. | Saya selalu bersemangat saat bekerja sama dengan rekan kerja |  |  |  |  |  |
| 12. | Saya selalu terbuka pada pendapat orang lain |  |  |  |  |  |
| **MEMATUHI SEGALA PERATURAN** | | | | | | |
| 13. | Saya selalu mematuhi peraturan yang ada di perusahaan |  |  |  |  |  |
| 14. | Saya tidak pernah melanggar peraturan yang ada dalam perusahaan |  |  |  |  |  |
| Dilanjut | | | | | | |
| Lanjutan | | | | | | |
| **MENGHORMATI PIMPINAN** | | | | | | |
| 15. | Saya selalu menghormati pimpinan perusahaan |  |  |  |  |  |
| 16. | Saya selalu menjalankan pekerjaan yang diberikan pimpinan kepada saya |  |  |  |  |  |
| **BERUSAHA DIHARGAI** | | | | | | |
| 17. | Saya bekerja dengan baik agar dihargai oleh orang lain |  |  |  |  |  |
| 18. | Saya dapat melakukan pekerjaan dengan baik sesuai tugas yang diberikan |  |  |  |  |  |
| **TIDAK DIREMEHKAN** | | | | | | |
| 19. | Saya selalu bekerja dengan baik agar tidak diremehkan orang lain |  |  |  |  |  |
| 20. | Saya dapat bekerja dengan baik sesuai arahan yang diberikan supaya tidak diremehkan |  |  |  |  |  |
| **KEHADIRAN SANGAT DIPERLUKAN** | | | | | | |
| 21. | Saya selalu bekerja dengan baik sehingga kehadiran saya sangat diperlukan di perusahaan |  |  |  |  |  |
| 22. | Saya dapat melakukan berbagai jenis pekerjaan yang ada dalam perusahaan sehingga kehadiran saya sangat diperlukan |  |  |  |  |  |

**VARIABEL PENGHARGAAN**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERTANYAAN** | **JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **GAJI** | | | | | | |
| 1. | CV. Larassukma memberikan gaji yang dapat memenuhi kebutuhan |  |  |  |  |  |
| 2. | CV. Larassukma selalu memberikan gaji tepat waktu |  |  |  |  |  |
| 3. | Gaji yang saya terima sesuai dengan tingkat pekerjaan saya |  |  |  |  |  |
| **BONUS** | | | | | | |
| 4. | CV. Larassukma memberikan bonus jika saya bekerja lembur |  |  |  |  |  |
| 5. | CV. Larassukma memberikan bonus sesuai dengan tingkat kinerja setiap karyawan |  |  |  |  |  |
| 6. | Bonus yang diberikan CV. Larassukma sudah adil |  |  |  |  |  |
| **TUNJANGAN HARI RAYA** | | | | | | |
| 7. | CV. Larassukma selalu memberikan tunjangan hari raya setiap tahunnya |  |  |  |  |  |
| 8. | CV. Larassukma memberikan tunjangan hari raya kepada seluruh karyawannya |  |  |  |  |  |
| 9. | Saya sudah merasa cukup dengan tunjangan hari raya yang diberikan perusahaan |  |  |  |  |  |
| **ASURANSI PERAWATAN** | | | | | | |
| 10. | CV. Larassukma memberikan asuransi perawatan kepada seluruh karyawannya |  |  |  |  |  |
| 11. | Saya merasa lebih terjaga dengan adanya asuransi perawatan yang diberikan |  |  |  |  |  |
| 12. | Asuransi perawatan yang saya terima sesuai dengan biaya berobat yang saya butuhkan |  |  |  |  |  |
| **PELAYANAN MAKANAN** | | | | | | |
| 13. | CV. Larassukmam memberikan pelayanan makanan dengan baik |  |  |  |  |  |
| 14. | CV. Larassukma memberikan pelayanan makan setiap hari |  |  |  |  |  |
| Dilanjut | | | | | | |
| Lanjutan | | | | | | |
| 15. | Saya merasa puas dengan pelayanan makanan yang diberikan perusahaan |  |  |  |  |  |
| **FASILITAS PRIBADI** | | | | | | |
| 16. | CV. Larassukma memberikan fasilitas pribadi kepada seluruh karyawannya |  |  |  |  |  |
| 17. | Dengan mendapat fasilitas pribadi dari perusahaan, motivasi saya dalam bekerja menjadi meningkat |  |  |  |  |  |
| 18. | Saya merasa senang saat mendapat fasilitas pribadi dari perusahaan |  |  |  |  |  |

**VARIABEL HUKUMAN**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERTANYAAN** | **JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **PEMBEBASAN DARI PEKERJAAN** | | | | | | |
| 1. | CV. Larassukma memberikan sanksi berat berupa pembebasan dari jabatan/pekerjaan |  |  |  |  |  |
| 2. | CV. Larassukma memberikan sanksi berat pembebasan dari jabatan/pekerjaan apabila karyawan tidak bisa melakukan pekerjaan sesuai dengan yang diperintahkan |  |  |  |  |  |
| 3. | Karyawan dapat kembali bekerja di CV. Larassukma jika sudah menyelesaikan tenggat waktu atas hukuman yang diberikan |  |  |  |  |  |
| **PEMUTUSAN HUBUNGAN KERJA** | | | | | | |
| 4. | CV. Larassukma memberikan sanksi berat berupa pemutusan hubungan kerja |  |  |  |  |  |
| 5. | CV. Larassukma memberikan sanksi berat pemutusan hubungan kerja apabila karyawan melakukan kesalahan yang mencoreng nama baik perusahaan |  |  |  |  |  |
| 6. | Dengan adanya sanksi pemutusan hubungan kerja, saya semakin termotivasi untuk tidak melakukan kesalahan |  |  |  |  |  |
| **PENUNDAAN KOMPENSASI** | | | | | | |
| 7. | CV. Larassukma memberikan sanksi sedang berupa penundaan pemberian kompensasi |  |  |  |  |  |
| 8. | CV. Larassukma memberikan sanksi sedang penundaan pemberian kompensasi apabila karyawan tidak bisa menyelesaikan pekerjaan dengan baik |  |  |  |  |  |
| 9. | Pemberian sanksi berupa penundaan pemberian kompensasi dapat memotivasi saya agar tidak melakukan kesalahan |  |  |  |  |  |
| **PENURUNAN UPAH** | | | | | | |
| 10. | CV. Larassukma memberikan sanksi sedang berupa penurunan upah |  |  |  |  |  |
| Dilanjut | | | | | | |
| Lanjutan | | | | | | |
| 11. | CV. Larassukma memberikan sanksi sedang penurunan upah ketika karyawan tidak bisa mencapai target setelah beberapa kali peringatan |  |  |  |  |  |
| 12. | Dengan adanya sanksi penurunan upah membuat saya semakin termotivasi untuk bekerja dengan baik dan tidak melakukan kesalahan |  |  |  |  |  |
| **TEGURAN LISAN** | | | | | | |
| 13. | CV. Larassukma memberikan sanksi ringan berupa teguran lisan |  |  |  |  |  |
| 14. | CV. Larassukma memberikan sanksi ringan teguran lisan apabila karyawan terlambat datang ke tempat kerja |  |  |  |  |  |
| 15. | Karyawan yang melakukakan kesalahan ringan akan ditegur oleh atasan |  |  |  |  |  |
| **TEGURAN TERTULIS** | | | | | | |
| 16. | CV. Larassukma memberikan hukuman ringan berupa teguran tertulis |  |  |  |  |  |
| 17. | CV. Larassukma memberikan hukuman ringan teguran tertulis apabila karyawan tidak masuk kerja tanpa keterangan |  |  |  |  |  |
| 18. | Karyawan akan mendapatkan teguran tertulis jika mengulangi kesalahan yang sama |  |  |  |  |  |

**VARIABEL LINGKUNGAN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERTANYAAN** | **JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **PENERANGAN** | | | | | | |
| 1. | Penerangan di tempat kerja baik dan membuat nyaman untuk bekerja |  |  |  |  |  |
| 2. | Penerangan lampu dalam ruang kerja sudah memadai |  |  |  |  |  |
| 3. | Penerangan yang ada dalam ruang kerja tidak menyilaukan mata |  |  |  |  |  |
| **SUHU RUANGAN** | | | | | | |
| 4. | Suhu ruangan di tempat kerja nyaman untuk bekerja |  |  |  |  |  |
| 5. | Saya sudah nyaman dengan suhu ruangan kerja sekarang |  |  |  |  |  |
| 6. | Suhu ruangan di tempat kerja mempengaruhi kinerja saya |  |  |  |  |  |
| **FASILITAS** | | | | | | |
| 7. | Fasilitas di tempat kerja mencukupi kebutuhan dalam bekerja |  |  |  |  |  |
| 8. | Saya sangat terbantu dengan fasilitas kerja yang ada |  |  |  |  |  |
| 9. | Fasilitas di tempat kerja sangat membantu saya dalam bekerja |  |  |  |  |  |
| **HUBUNGAN DENGAN ATASAN** | | | | | | |
| 10. | Hubungan bawahan dan atasan di CV. Larassukma baik dan harmonis |  |  |  |  |  |
| 11. | Saya puas diperlakukan dengan baik oleh atasan |  |  |  |  |  |
| 12. | Hubungan yang baik antara atasan dan bawahan membuat karyawan nyaman dalam bekerja |  |  |  |  |  |
| **HUBUNGAN SESAMA KARYAWAN** | | | | | | |
| 13. | Hubungan antar karyawan di CV. Larassukma baik dan harmonis |  |  |  |  |  |
| 14. | Saya puas diperlakukan dengan baik oleh sesama karyawan |  |  |  |  |  |
| 15. | Hubungan yang baik antar sesama karyawan membuat saya nyaman dalam bekerja |  |  |  |  |  |
| Dilanjut | | | | | | |
| Lanjutan | | | | | | |
| **WAKTU YANG TERBATAS** | | | | | | |
| 16. | Waktu penyelesaian tugas yang terbatas membuat saya kurang maksimal dalam bekerja |  |  |  |  |  |
| 17. | Waktu yang terbatas dalam penyelesaian pekerjaan mengganggu konsentrasi saya dalam bekerja |  |  |  |  |  |
| 18. | Waktu penyelesaian tugas yang terbatas membuat saya kurang nyaman dalam bekerja |  |  |  |  |  |

Lampiran 2

Data Uji Coba Kuisioner Variabel Motivasi Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Item Pernyataan | | | | | | | | | | | | | | | | | | | | | | |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 | Y20 | Y21 | Y22 | Total |
| 1 | 3 | 3 | 2 | 1 | 3 | 3 | 2 | 3 | 2 | 1 | 3 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 2 | 1 | 1 | 2 | 57 |
| 2 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 90 |
| 3 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 91 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 98 |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 103 |
| 6 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 103 |
| 7 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 100 |
| 8 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 92 |
| 9 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 98 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 90 |
| 11 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 94 |
| 12 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 98 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 93 |
| 14 | 3 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 2 | 5 | 2 | 4 | 4 | 3 | 3 | 4 | 81 |
| 15 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 96 |
| 16 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 93 |
| 17 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 79 |
| 18 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 91 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 88 |
| 20 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 4 | 3 | 3 | 3 | 2 | 88 |
| 21 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 106 |
| 22 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 22 |
| 23 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 87 |
| 24 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 103 |
| 25 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 103 |
| 26 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 107 |
| 27 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 108 |
| 28 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 108 |
| 29 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 104 |
| 30 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 103 |
| 31 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 107 |
| 32 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 84 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 107 |
| 34 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 95 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 110 |

Lampiran 3

Data Uji Coba Kuisioner Variabel Penghargaan (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Item Pernyataan | | | | | | | | | | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | Total |
| 1 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 48 |
| 2 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 71 |
| 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 78 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 82 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 81 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 84 |
| 7 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 82 |
| 8 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 73 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 11 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 82 |
| 12 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 65 |
| 13 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 2 | 3 | 3 | 69 |
| 14 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 3 | 2 | 3 | 4 | 5 | 5 | 67 |
| 15 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 82 |
| 16 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 85 |
| 17 | 4 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 57 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 71 |
| 19 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 71 |
| 20 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 76 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 22 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 19 |
| 23 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 75 |
| 24 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 83 |
| 25 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 86 |
| 26 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 88 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 85 |
| 28 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 83 |
| 29 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 83 |
| 30 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 83 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 33 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 80 |
| 34 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 83 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |

Lampiran 4

Data Uji Coba Kuisioner Variabel Hukuman (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Item Pernyataan | | | | | | | | | | | | | | | | | | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2.16 | X2.17 | X2.18 | Total |
| 1 | 1 | 1 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 53 |
| 2 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 71 |
| 3 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 75 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 83 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 81 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 82 |
| 7 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 86 |
| 8 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 77 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 75 |
| 11 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 83 |
| 12 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 69 |
| 13 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 54 |
| 14 | 4 | 3 | 5 | 5 | 3 | 2 | 1 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 70 |
| 15 | 2 | 3 | 4 | 5 | 2 | 3 | 4 | 5 | 2 | 3 | 3 | 4 | 5 | 2 | 3 | 4 | 5 | 3 | 62 |
| 16 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 85 |
| 17 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 62 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 19 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 55 |
| 20 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 76 |
| 21 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 86 |
| 22 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 18 |
| 23 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 24 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 83 |
| 25 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 84 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 27 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 85 |
| 28 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 81 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 82 |
| 30 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 86 |
| 31 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 84 |
| 32 | 2 | 2 | 3 | 3 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 68 |
| 33 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 86 |
| 34 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 78 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |

Lampiran 5

Data Uji Coba Kuisioner Variabel Lingkungan Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Item Pernyataan | | | | | | | | | | | | | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 | X3.17 | X3.18 | Total |
| 1 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 58 |
| 2 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 73 |
| 3 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 74 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 78 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 81 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 83 |
| 7 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 86 |
| 8 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 80 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 80 |
| 12 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 71 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 78 |
| 14 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 75 |
| 15 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 72 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 87 |
| 17 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 53 |
| 18 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 73 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 20 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 80 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 22 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 18 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 68 |
| 24 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 82 |
| 25 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 84 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 86 |
| 27 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 85 |
| 28 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 86 |
| 29 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 81 |
| 30 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 82 |
| 31 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 89 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 74 |
| 33 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 85 |
| 34 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 78 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |

Lampiran 6

Hasil Uji Validitas Variabel Motivasi Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Correlation | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 | Y20 | Y21 | Y22 | TOTAL |
| Y1 | Pearson Correlation | 1 | .785\*\* | .575\*\* | .424\* | .661\*\* | .588\*\* | .669\*\* | .555\*\* | .653\*\* | .599\*\* | .542\*\* | .543\*\* | .726\*\* | .515\*\* | .639\*\* | .624\*\* | .706\*\* | .734\*\* | .660\*\* | .663\*\* | .599\*\* | .479\*\* | .784\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .011 | .000 | .000 | .000 | .001 | .000 | .000 | .001 | .001 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .004 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y2 | Pearson Correlation | .785\*\* | 1 | .707\*\* | .550\*\* | .695\*\* | .619\*\* | .748\*\* | .665\*\* | .813\*\* | .674\*\* | .623\*\* | .604\*\* | .785\*\* | .600\*\* | .545\*\* | .655\*\* | .683\*\* | .777\*\* | .663\*\* | .683\*\* | .681\*\* | .527\*\* | .849\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y3 | Pearson Correlation | .575\*\* | .707\*\* | 1 | .662\*\* | .693\*\* | .622\*\* | .574\*\* | .595\*\* | .589\*\* | .728\*\* | .556\*\* | .442\*\* | .470\*\* | .428\* | .476\*\* | .543\*\* | .487\*\* | .631\*\* | .505\*\* | .586\*\* | .561\*\* | .514\*\* | .731\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .008 | .004 | .010 | .004 | .001 | .003 | .000 | .002 | .000 | .000 | .002 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y4 | Pearson Correlation | .424\* | .550\*\* | .662\*\* | 1 | .591\*\* | .671\*\* | .517\*\* | .480\*\* | .698\*\* | .822\*\* | .698\*\* | .493\*\* | .358\* | .417\* | .493\*\* | .429\* | .492\*\* | .703\*\* | .603\*\* | .679\*\* | .678\*\* | .629\*\* | .745\*\* |
| Sig. (2-tailed) | .011 | .001 | .000 |  | .000 | .000 | .001 | .003 | .000 | .000 | .000 | .003 | .035 | .013 | .003 | .010 | .003 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y5 | Pearson Correlation | .661\*\* | .695\*\* | .693\*\* | .591\*\* | 1 | .661\*\* | .611\*\* | .529\*\* | .644\*\* | .712\*\* | .729\*\* | .577\*\* | .572\*\* | .521\*\* | .624\*\* | .579\*\* | .551\*\* | .679\*\* | .571\*\* | .686\*\* | .582\*\* | .542\*\* | .787\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y6 | Pearson Correlation | .588\*\* | .619\*\* | .622\*\* | .671\*\* | .661\*\* | 1 | .582\*\* | .579\*\* | .614\*\* | .679\*\* | .654\*\* | .591\*\* | .460\*\* | .614\*\* | .594\*\* | .551\*\* | .668\*\* | .647\*\* | .544\*\* | .726\*\* | .660\*\* | .553\*\* | .784\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .005 | .000 | .000 | .001 | .000 | .000 | .001 | .000 | .000 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y7 | Pearson Correlation | .669\*\* | .748\*\* | .574\*\* | .517\*\* | .611\*\* | .582\*\* | 1 | .688\*\* | .729\*\* | .744\*\* | .586\*\* | .663\*\* | .594\*\* | .684\*\* | .494\*\* | .633\*\* | .820\*\* | .737\*\* | .731\*\* | .767\*\* | .832\*\* | .648\*\* | .853\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y8 | Pearson Correlation | .555\*\* | .665\*\* | .595\*\* | .480\*\* | .529\*\* | .579\*\* | .688\*\* | 1 | .682\*\* | .604\*\* | .518\*\* | .549\*\* | .555\*\* | .798\*\* | .463\*\* | .527\*\* | .783\*\* | .714\*\* | .612\*\* | .741\*\* | .686\*\* | .712\*\* | .798\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .003 | .001 | .000 | .000 |  | .000 | .000 | .001 | .001 | .001 | .000 | .005 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y9 | Pearson Correlation | .653\*\* | .813\*\* | .589\*\* | .698\*\* | .644\*\* | .614\*\* | .729\*\* | .682\*\* | 1 | .723\*\* | .683\*\* | .632\*\* | .691\*\* | .659\*\* | .572\*\* | .489\*\* | .727\*\* | .795\*\* | .648\*\* | .823\*\* | .815\*\* | .743\*\* | .875\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y10 | Pearson Correlation | .599\*\* | .674\*\* | .728\*\* | .822\*\* | .712\*\* | .679\*\* | .744\*\* | .604\*\* | .723\*\* | 1 | .690\*\* | .480\*\* | .461\*\* | .572\*\* | .430\*\* | .547\*\* | .677\*\* | .807\*\* | .758\*\* | .790\*\* | .809\*\* | .665\*\* | .851\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .004 | .005 | .000 | .010 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y11 | Pearson Correlation | .542\*\* | .623\*\* | .556\*\* | .698\*\* | .729\*\* | .654\*\* | .586\*\* | .518\*\* | .683\*\* | .690\*\* | 1 | .705\*\* | .616\*\* | .556\*\* | .738\*\* | .607\*\* | .664\*\* | .757\*\* | .615\*\* | .696\*\* | .570\*\* | .616\*\* | .814\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y12 | Pearson Correlation | .543\*\* | .604\*\* | .442\*\* | .493\*\* | .577\*\* | .591\*\* | .663\*\* | .549\*\* | .632\*\* | .480\*\* | .705\*\* | 1 | .581\*\* | .564\*\* | .614\*\* | .614\*\* | .694\*\* | .573\*\* | .516\*\* | .569\*\* | .574\*\* | .630\*\* | .745\*\* |
| Sig. (2-tailed) | .001 | .000 | .008 | .003 | .000 | .000 | .000 | .001 | .000 | .004 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y13 | Pearson Correlation | .726\*\* | .785\*\* | .470\*\* | .358\* | .572\*\* | .460\*\* | .594\*\* | .555\*\* | .691\*\* | .461\*\* | .616\*\* | .581\*\* | 1 | .624\*\* | .709\*\* | .624\*\* | .607\*\* | .655\*\* | .484\*\* | .596\*\* | .567\*\* | .379\* | .736\*\* |
| Sig. (2-tailed) | .000 | .000 | .004 | .035 | .000 | .005 | .000 | .001 | .000 | .005 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .003 | .000 | .000 | .025 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y14 | Pearson Correlation | .515\*\* | .600\*\* | .428\* | .417\* | .521\*\* | .614\*\* | .684\*\* | .798\*\* | .659\*\* | .572\*\* | .556\*\* | .564\*\* | .624\*\* | 1 | .482\*\* | .633\*\* | .742\*\* | .638\*\* | .574\*\* | .727\*\* | .723\*\* | .660\*\* | .779\*\* |
| Sig. (2-tailed) | .002 | .000 | .010 | .013 | .001 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |  | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y15 | Pearson Correlation | .639\*\* | .545\*\* | .476\*\* | .493\*\* | .624\*\* | .594\*\* | .494\*\* | .463\*\* | .572\*\* | .430\*\* | .738\*\* | .614\*\* | .709\*\* | .482\*\* | 1 | .576\*\* | .630\*\* | .653\*\* | .461\*\* | .585\*\* | .498\*\* | .519\*\* | .721\*\* |
| Sig. (2-tailed) | .000 | .001 | .004 | .003 | .000 | .000 | .003 | .005 | .000 | .010 | .000 | .000 | .000 | .003 |  | .000 | .000 | .000 | .005 | .000 | .002 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y16 | Pearson Correlation | .624\*\* | .655\*\* | .543\*\* | .429\* | .579\*\* | .551\*\* | .633\*\* | .527\*\* | .489\*\* | .547\*\* | .607\*\* | .614\*\* | .624\*\* | .633\*\* | .576\*\* | 1 | .558\*\* | .658\*\* | .629\*\* | .445\*\* | .446\*\* | .445\*\* | .717\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .010 | .000 | .001 | .000 | .001 | .003 | .001 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .007 | .007 | .007 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y17 | Pearson Correlation | .706\*\* | .683\*\* | .487\*\* | .492\*\* | .551\*\* | .668\*\* | .820\*\* | .783\*\* | .727\*\* | .677\*\* | .664\*\* | .694\*\* | .607\*\* | .742\*\* | .630\*\* | .558\*\* | 1 | .752\*\* | .677\*\* | .829\*\* | .827\*\* | .736\*\* | .870\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 | .003 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y18 | Pearson Correlation | .734\*\* | .777\*\* | .631\*\* | .703\*\* | .679\*\* | .647\*\* | .737\*\* | .714\*\* | .795\*\* | .807\*\* | .757\*\* | .573\*\* | .655\*\* | .638\*\* | .653\*\* | .658\*\* | .752\*\* | 1 | .759\*\* | .763\*\* | .734\*\* | .673\*\* | .896\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y19 | Pearson Correlation | .660\*\* | .663\*\* | .505\*\* | .603\*\* | .571\*\* | .544\*\* | .731\*\* | .612\*\* | .648\*\* | .758\*\* | .615\*\* | .516\*\* | .484\*\* | .574\*\* | .461\*\* | .629\*\* | .677\*\* | .759\*\* | 1 | .687\*\* | .603\*\* | .576\*\* | .786\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .002 | .003 | .000 | .005 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y20 | Pearson Correlation | .663\*\* | .683\*\* | .586\*\* | .679\*\* | .686\*\* | .726\*\* | .767\*\* | .741\*\* | .823\*\* | .790\*\* | .696\*\* | .569\*\* | .596\*\* | .727\*\* | .585\*\* | .445\*\* | .829\*\* | .763\*\* | .687\*\* | 1 | .877\*\* | .750\*\* | .892\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .007 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y21 | Pearson Correlation | .599\*\* | .681\*\* | .561\*\* | .678\*\* | .582\*\* | .660\*\* | .832\*\* | .686\*\* | .815\*\* | .809\*\* | .570\*\* | .574\*\* | .567\*\* | .723\*\* | .498\*\* | .446\*\* | .827\*\* | .734\*\* | .603\*\* | .877\*\* | 1 | .754\*\* | .860\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .007 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Y22 | Pearson Correlation | .479\*\* | .527\*\* | .514\*\* | .629\*\* | .542\*\* | .553\*\* | .648\*\* | .712\*\* | .743\*\* | .665\*\* | .616\*\* | .630\*\* | .379\* | .660\*\* | .519\*\* | .445\*\* | .736\*\* | .673\*\* | .576\*\* | .750\*\* | .754\*\* | 1 | .786\*\* |
| Sig. (2-tailed) | .004 | .001 | .002 | .000 | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .025 | .000 | .001 | .007 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL | Pearson Correlation | .784\*\* | .849\*\* | .731\*\* | .745\*\* | .787\*\* | .784\*\* | .853\*\* | .798\*\* | .875\*\* | .851\*\* | .814\*\* | .745\*\* | .736\*\* | .779\*\* | .721\*\* | .717\*\* | .870\*\* | .896\*\* | .786\*\* | .892\*\* | .860\*\* | .786\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |

**Lampiran 7**

**Hasil Uji Validitas Variabel Penghargaan (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | TOTAL |
| X1.1 | Pearson Correlation | 1 | .678\*\* | .584\*\* | .728\*\* | .750\*\* | .638\*\* | .588\*\* | .580\*\* | .677\*\* | .678\*\* | .658\*\* | .767\*\* | .740\*\* | .752\*\* | .764\*\* | .683\*\* | .581\*\* | .613\*\* | .852\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.2 | Pearson Correlation | .678\*\* | 1 | .677\*\* | .621\*\* | .646\*\* | .692\*\* | .597\*\* | .670\*\* | .583\*\* | .691\*\* | .714\*\* | .649\*\* | .728\*\* | .605\*\* | .523\*\* | .568\*\* | .631\*\* | .597\*\* | .807\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.3 | Pearson Correlation | .584\*\* | .677\*\* | 1 | .607\*\* | .636\*\* | .606\*\* | .584\*\* | .512\*\* | .486\*\* | .458\*\* | .650\*\* | .648\*\* | .409\* | .529\*\* | .536\*\* | .617\*\* | .693\*\* | .686\*\* | .744\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .002 | .003 | .006 | .000 | .000 | .015 | .001 | .001 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.4 | Pearson Correlation | .728\*\* | .621\*\* | .607\*\* | 1 | .740\*\* | .696\*\* | .650\*\* | .760\*\* | .451\*\* | .621\*\* | .575\*\* | .622\*\* | .557\*\* | .715\*\* | .721\*\* | .644\*\* | .680\*\* | .669\*\* | .822\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .007 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.5 | Pearson Correlation | .750\*\* | .646\*\* | .636\*\* | .740\*\* | 1 | .748\*\* | .750\*\* | .699\*\* | .655\*\* | .646\*\* | .564\*\* | .581\*\* | .511\*\* | .765\*\* | .745\*\* | .731\*\* | .741\*\* | .687\*\* | .860\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.6 | Pearson Correlation | .638\*\* | .692\*\* | .606\*\* | .696\*\* | .748\*\* | 1 | .764\*\* | .705\*\* | .522\*\* | .623\*\* | .652\*\* | .591\*\* | .603\*\* | .760\*\* | .682\*\* | .799\*\* | .688\*\* | .792\*\* | .864\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.7 | Pearson Correlation | .588\*\* | .597\*\* | .584\*\* | .650\*\* | .750\*\* | .764\*\* | 1 | .769\*\* | .677\*\* | .394\* | .588\*\* | .463\*\* | .706\*\* | .850\*\* | .799\*\* | .588\*\* | .581\*\* | .582\*\* | .818\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .019 | .000 | .005 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.8 | Pearson Correlation | .580\*\* | .670\*\* | .512\*\* | .760\*\* | .699\*\* | .705\*\* | .769\*\* | 1 | .581\*\* | .548\*\* | .601\*\* | .563\*\* | .582\*\* | .770\*\* | .743\*\* | .627\*\* | .726\*\* | .732\*\* | .833\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 | .000 | .000 | .000 |  | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.9 | Pearson Correlation | .677\*\* | .583\*\* | .486\*\* | .451\*\* | .655\*\* | .522\*\* | .677\*\* | .581\*\* | 1 | .432\*\* | .560\*\* | .558\*\* | .605\*\* | .667\*\* | .592\*\* | .502\*\* | .360\* | .447\*\* | .709\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 | .007 | .000 | .001 | .000 | .000 |  | .010 | .000 | .000 | .000 | .000 | .000 | .002 | .034 | .007 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.10 | Pearson Correlation | .678\*\* | .691\*\* | .458\*\* | .621\*\* | .646\*\* | .623\*\* | .394\* | .548\*\* | .432\*\* | 1 | .752\*\* | .722\*\* | .507\*\* | .534\*\* | .447\*\* | .741\*\* | .631\*\* | .631\*\* | .754\*\* |
| Sig. (2-tailed) | .000 | .000 | .006 | .000 | .000 | .000 | .019 | .001 | .010 |  | .000 | .000 | .002 | .001 | .007 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.11 | Pearson Correlation | .658\*\* | .714\*\* | .650\*\* | .575\*\* | .564\*\* | .652\*\* | .588\*\* | .601\*\* | .560\*\* | .752\*\* | 1 | .723\*\* | .649\*\* | .592\*\* | .505\*\* | .692\*\* | .714\*\* | .751\*\* | .818\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.12 | Pearson Correlation | .767\*\* | .649\*\* | .648\*\* | .622\*\* | .581\*\* | .591\*\* | .463\*\* | .563\*\* | .558\*\* | .722\*\* | .723\*\* | 1 | .547\*\* | .575\*\* | .597\*\* | .768\*\* | .616\*\* | .721\*\* | .803\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .005 | .000 | .000 | .000 | .000 |  | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.13 | Pearson Correlation | .740\*\* | .728\*\* | .409\* | .557\*\* | .511\*\* | .603\*\* | .706\*\* | .582\*\* | .605\*\* | .507\*\* | .649\*\* | .547\*\* | 1 | .721\*\* | .649\*\* | .409\* | .426\* | .445\*\* | .739\*\* |
| Sig. (2-tailed) | .000 | .000 | .015 | .001 | .002 | .000 | .000 | .000 | .000 | .002 | .000 | .001 |  | .000 | .000 | .015 | .011 | .007 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.14 | Pearson Correlation | .752\*\* | .605\*\* | .529\*\* | .715\*\* | .765\*\* | .760\*\* | .850\*\* | .770\*\* | .667\*\* | .534\*\* | .592\*\* | .575\*\* | .721\*\* | 1 | .866\*\* | .665\*\* | .553\*\* | .625\*\* | .861\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.15 | Pearson Correlation | .764\*\* | .523\*\* | .536\*\* | .721\*\* | .745\*\* | .682\*\* | .799\*\* | .743\*\* | .592\*\* | .447\*\* | .505\*\* | .597\*\* | .649\*\* | .866\*\* | 1 | .632\*\* | .577\*\* | .634\*\* | .825\*\* |
| Sig. (2-tailed) | .000 | .001 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .007 | .002 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.16 | Pearson Correlation | .683\*\* | .568\*\* | .617\*\* | .644\*\* | .731\*\* | .799\*\* | .588\*\* | .627\*\* | .502\*\* | .741\*\* | .692\*\* | .768\*\* | .409\* | .665\*\* | .632\*\* | 1 | .732\*\* | .832\*\* | .842\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .015 | .000 | .000 |  | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.17 | Pearson Correlation | .581\*\* | .631\*\* | .693\*\* | .680\*\* | .741\*\* | .688\*\* | .581\*\* | .726\*\* | .360\* | .631\*\* | .714\*\* | .616\*\* | .426\* | .553\*\* | .577\*\* | .732\*\* | 1 | .846\*\* | .805\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .034 | .000 | .000 | .000 | .011 | .001 | .000 | .000 |  | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.18 | Pearson Correlation | .613\*\* | .597\*\* | .686\*\* | .669\*\* | .687\*\* | .792\*\* | .582\*\* | .732\*\* | .447\*\* | .631\*\* | .751\*\* | .721\*\* | .445\*\* | .625\*\* | .634\*\* | .832\*\* | .846\*\* | 1 | .846\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .007 | .000 | .000 | .000 | .007 | .000 | .000 | .000 | .000 |  | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL | Pearson Correlation | .852\*\* | .807\*\* | .744\*\* | .822\*\* | .860\*\* | .864\*\* | .818\*\* | .833\*\* | .709\*\* | .754\*\* | .818\*\* | .803\*\* | .739\*\* | .861\*\* | .825\*\* | .842\*\* | .805\*\* | .846\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | | | |

Lampiran 8

Hasil Uji Validitas Variabel Hukuman (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2.16 | X2.17 | X2.18 | TOTAL |
| X2.1 | Pearson Correlation | 1 | .863\*\* | .688\*\* | .577\*\* | .811\*\* | .391\* | .598\*\* | .517\*\* | .542\*\* | .699\*\* | .835\*\* | .641\*\* | .467\*\* | .733\*\* | .724\*\* | .634\*\* | .576\*\* | .680\*\* | .844\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .020 | .000 | .001 | .001 | .000 | .000 | .000 | .005 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.2 | Pearson Correlation | .863\*\* | 1 | .607\*\* | .624\*\* | .758\*\* | .366\* | .619\*\* | .569\*\* | .436\*\* | .771\*\* | .684\*\* | .645\*\* | .468\*\* | .612\*\* | .727\*\* | .688\*\* | .602\*\* | .679\*\* | .826\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .030 | .000 | .000 | .009 | .000 | .000 | .000 | .005 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.3 | Pearson Correlation | .688\*\* | .607\*\* | 1 | .597\*\* | .576\*\* | .244 | .420\* | .512\*\* | .625\*\* | .611\*\* | .782\*\* | .610\*\* | .745\*\* | .712\*\* | .681\*\* | .686\*\* | .671\*\* | .638\*\* | .790\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .157 | .012 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.4 | Pearson Correlation | .577\*\* | .624\*\* | .597\*\* | 1 | .632\*\* | .349\* | .613\*\* | .828\*\* | .439\*\* | .808\*\* | .642\*\* | .545\*\* | .506\*\* | .450\*\* | .506\*\* | .756\*\* | .729\*\* | .547\*\* | .778\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .040 | .000 | .000 | .008 | .000 | .000 | .001 | .002 | .007 | .002 | .000 | .000 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.5 | Pearson Correlation | .811\*\* | .758\*\* | .576\*\* | .632\*\* | 1 | .523\*\* | .720\*\* | .594\*\* | .511\*\* | .710\*\* | .673\*\* | .434\*\* | .305 | .641\*\* | .784\*\* | .605\*\* | .549\*\* | .522\*\* | .801\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .001 | .000 | .000 | .002 | .000 | .000 | .009 | .075 | .000 | .000 | .000 | .001 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.6 | Pearson Correlation | .391\* | .366\* | .244 | .349\* | .523\*\* | 1 | .629\*\* | .427\* | .429\* | .385\* | .414\* | .417\* | .313 | .507\*\* | .627\*\* | .455\*\* | .382\* | .483\*\* | .578\*\* |
| Sig. (2-tailed) | .020 | .030 | .157 | .040 | .001 |  | .000 | .011 | .010 | .022 | .014 | .013 | .067 | .002 | .000 | .006 | .024 | .003 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.7 | Pearson Correlation | .598\*\* | .619\*\* | .420\* | .613\*\* | .720\*\* | .629\*\* | 1 | .656\*\* | .371\* | .627\*\* | .557\*\* | .418\* | .517\*\* | .555\*\* | .707\*\* | .616\*\* | .653\*\* | .492\*\* | .756\*\* |
| Sig. (2-tailed) | .000 | .000 | .012 | .000 | .000 | .000 |  | .000 | .028 | .000 | .001 | .012 | .001 | .001 | .000 | .000 | .000 | .003 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.8 | Pearson Correlation | .517\*\* | .569\*\* | .512\*\* | .828\*\* | .594\*\* | .427\* | .656\*\* | 1 | .585\*\* | .727\*\* | .557\*\* | .538\*\* | .525\*\* | .435\*\* | .535\*\* | .741\*\* | .660\*\* | .535\*\* | .761\*\* |
| Sig. (2-tailed) | .001 | .000 | .002 | .000 | .000 | .011 | .000 |  | .000 | .000 | .001 | .001 | .001 | .009 | .001 | .000 | .000 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.9 | Pearson Correlation | .542\*\* | .436\*\* | .625\*\* | .439\*\* | .511\*\* | .429\* | .371\* | .585\*\* | 1 | .605\*\* | .623\*\* | .559\*\* | .530\*\* | .623\*\* | .625\*\* | .659\*\* | .543\*\* | .641\*\* | .713\*\* |
| Sig. (2-tailed) | .001 | .009 | .000 | .008 | .002 | .010 | .028 | .000 |  | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.10 | Pearson Correlation | .699\*\* | .771\*\* | .611\*\* | .808\*\* | .710\*\* | .385\* | .627\*\* | .727\*\* | .605\*\* | 1 | .766\*\* | .704\*\* | .581\*\* | .664\*\* | .667\*\* | .777\*\* | .680\*\* | .680\*\* | .870\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .022 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.11 | Pearson Correlation | .835\*\* | .684\*\* | .782\*\* | .642\*\* | .673\*\* | .414\* | .557\*\* | .557\*\* | .623\*\* | .766\*\* | 1 | .737\*\* | .703\*\* | .811\*\* | .673\*\* | .688\*\* | .722\*\* | .722\*\* | .877\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .014 | .001 | .001 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.12 | Pearson Correlation | .641\*\* | .645\*\* | .610\*\* | .545\*\* | .434\*\* | .417\* | .418\* | .538\*\* | .559\*\* | .704\*\* | .737\*\* | 1 | .712\*\* | .743\*\* | .690\*\* | .785\*\* | .674\*\* | .774\*\* | .802\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .009 | .013 | .012 | .001 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.13 | Pearson Correlation | .467\*\* | .468\*\* | .745\*\* | .506\*\* | .305 | .313 | .517\*\* | .525\*\* | .530\*\* | .581\*\* | .703\*\* | .712\*\* | 1 | .670\*\* | .556\*\* | .709\*\* | .795\*\* | .689\*\* | .740\*\* |
| Sig. (2-tailed) | .005 | .005 | .000 | .002 | .075 | .067 | .001 | .001 | .001 | .000 | .000 | .000 |  | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.14 | Pearson Correlation | .733\*\* | .612\*\* | .712\*\* | .450\*\* | .641\*\* | .507\*\* | .555\*\* | .435\*\* | .623\*\* | .664\*\* | .811\*\* | .743\*\* | .670\*\* | 1 | .781\*\* | .681\*\* | .603\*\* | .692\*\* | .828\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .007 | .000 | .002 | .001 | .009 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.15 | Pearson Correlation | .724\*\* | .727\*\* | .681\*\* | .506\*\* | .784\*\* | .627\*\* | .707\*\* | .535\*\* | .625\*\* | .667\*\* | .673\*\* | .690\*\* | .556\*\* | .781\*\* | 1 | .754\*\* | .605\*\* | .675\*\* | .857\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .000 |  | .000 | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.16 | Pearson Correlation | .634\*\* | .688\*\* | .686\*\* | .756\*\* | .605\*\* | .455\*\* | .616\*\* | .741\*\* | .659\*\* | .777\*\* | .688\*\* | .785\*\* | .709\*\* | .681\*\* | .754\*\* | 1 | .837\*\* | .804\*\* | .891\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .006 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.17 | Pearson Correlation | .576\*\* | .602\*\* | .671\*\* | .729\*\* | .549\*\* | .382\* | .653\*\* | .660\*\* | .543\*\* | .680\*\* | .722\*\* | .674\*\* | .795\*\* | .603\*\* | .605\*\* | .837\*\* | 1 | .652\*\* | .826\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .024 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.18 | Pearson Correlation | .680\*\* | .679\*\* | .638\*\* | .547\*\* | .522\*\* | .483\*\* | .492\*\* | .535\*\* | .641\*\* | .680\*\* | .722\*\* | .774\*\* | .689\*\* | .692\*\* | .675\*\* | .804\*\* | .652\*\* | 1 | .824\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .001 | .001 | .003 | .003 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL | Pearson Correlation | .844\*\* | .826\*\* | .790\*\* | .778\*\* | .801\*\* | .578\*\* | .756\*\* | .761\*\* | .713\*\* | .870\*\* | .877\*\* | .802\*\* | .740\*\* | .828\*\* | .857\*\* | .891\*\* | .826\*\* | .824\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | | | |

Lampiran 9

Hasil Uji Validitas Variabel Lingkungan Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 | X3.17 | X3.18 | TOTAL |
| X3.1 | Pearson Correlation | 1 | .263 | .573\*\* | .846\*\* | .714\*\* | .537\*\* | .794\*\* | .718\*\* | .841\*\* | .737\*\* | .663\*\* | .738\*\* | .707\*\* | .811\*\* | .812\*\* | .546\*\* | .567\*\* | .352\* | .867\*\* |
| Sig. (2-tailed) |  | .115 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .038 | .000 |
| N | 37 | 37 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.2 | Pearson Correlation | .263 | 1 | .667\*\* | .781\*\* | .746\*\* | .556\*\* | .757\*\* | .752\*\* | .798\*\* | .711\*\* | .748\*\* | .762\*\* | .706\*\* | .784\*\* | .734\*\* | .674\*\* | .602\*\* | .459\*\* | .885\*\* |
| Sig. (2-tailed) | .115 |  | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .000 |
| N | 37 | 37 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.3 | Pearson Correlation | .573\*\* | .667\*\* | 1 | .658\*\* | .637\*\* | .624\*\* | .705\*\* | .693\*\* | .617\*\* | .557\*\* | .673\*\* | .598\*\* | .536\*\* | .577\*\* | .481\*\* | .528\*\* | .502\*\* | .557\*\* | .760\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .001 | .000 | .003 | .001 | .002 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.4 | Pearson Correlation | .846\*\* | .781\*\* | .658\*\* | 1 | .815\*\* | .620\*\* | .751\*\* | .776\*\* | .762\*\* | .716\*\* | .717\*\* | .755\*\* | .725\*\* | .802\*\* | .713\*\* | .712\*\* | .614\*\* | .547\*\* | .902\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.5 | Pearson Correlation | .714\*\* | .746\*\* | .637\*\* | .815\*\* | 1 | .540\*\* | .782\*\* | .769\*\* | .835\*\* | .782\*\* | .835\*\* | .669\*\* | .717\*\* | .754\*\* | .704\*\* | .633\*\* | .605\*\* | .455\*\* | .881\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.6 | Pearson Correlation | .537\*\* | .556\*\* | .624\*\* | .620\*\* | .540\*\* | 1 | .525\*\* | .588\*\* | .629\*\* | .557\*\* | .505\*\* | .650\*\* | .375\* | .641\*\* | .467\*\* | .533\*\* | .447\*\* | .582\*\* | .705\*\* |
| Sig. (2-tailed) | .001 | .001 | .000 | .000 | .001 |  | .001 | .000 | .000 | .001 | .002 | .000 | .026 | .000 | .005 | .001 | .007 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.7 | Pearson Correlation | .794\*\* | .757\*\* | .705\*\* | .751\*\* | .782\*\* | .525\*\* | 1 | .809\*\* | .831\*\* | .652\*\* | .653\*\* | .639\*\* | .586\*\* | .718\*\* | .749\*\* | .497\*\* | .453\*\* | .365\* | .838\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .001 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .006 | .031 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.8 | Pearson Correlation | .718\*\* | .752\*\* | .693\*\* | .776\*\* | .769\*\* | .588\*\* | .809\*\* | 1 | .821\*\* | .611\*\* | .683\*\* | .706\*\* | .614\*\* | .802\*\* | .604\*\* | .631\*\* | .452\*\* | .399\* | .849\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .017 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.9 | Pearson Correlation | .841\*\* | .798\*\* | .617\*\* | .762\*\* | .835\*\* | .629\*\* | .831\*\* | .821\*\* | 1 | .732\*\* | .699\*\* | .717\*\* | .626\*\* | .826\*\* | .759\*\* | .533\*\* | .567\*\* | .365\* | .883\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .031 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.10 | Pearson Correlation | .737\*\* | .711\*\* | .557\*\* | .716\*\* | .782\*\* | .557\*\* | .652\*\* | .611\*\* | .732\*\* | 1 | .814\*\* | .684\*\* | .620\*\* | .662\*\* | .644\*\* | .606\*\* | .672\*\* | .446\*\* | .825\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .001 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .007 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.11 | Pearson Correlation | .663\*\* | .748\*\* | .673\*\* | .717\*\* | .835\*\* | .505\*\* | .653\*\* | .683\*\* | .699\*\* | .814\*\* | 1 | .678\*\* | .655\*\* | .625\*\* | .596\*\* | .720\*\* | .666\*\* | .510\*\* | .840\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.12 | Pearson Correlation | .738\*\* | .762\*\* | .598\*\* | .755\*\* | .669\*\* | .650\*\* | .639\*\* | .706\*\* | .717\*\* | .684\*\* | .678\*\* | 1 | .725\*\* | .656\*\* | .588\*\* | .657\*\* | .570\*\* | .463\*\* | .830\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .005 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.13 | Pearson Correlation | .707\*\* | .706\*\* | .536\*\* | .725\*\* | .717\*\* | .375\* | .586\*\* | .614\*\* | .626\*\* | .620\*\* | .655\*\* | .725\*\* | 1 | .703\*\* | .728\*\* | .682\*\* | .719\*\* | .455\*\* | .803\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .026 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .006 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.14 | Pearson Correlation | .811\*\* | .784\*\* | .577\*\* | .802\*\* | .754\*\* | .641\*\* | .718\*\* | .802\*\* | .826\*\* | .662\*\* | .625\*\* | .656\*\* | .703\*\* | 1 | .804\*\* | .689\*\* | .571\*\* | .401\* | .873\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .017 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.15 | Pearson Correlation | .812\*\* | .734\*\* | .481\*\* | .713\*\* | .704\*\* | .467\*\* | .749\*\* | .604\*\* | .759\*\* | .644\*\* | .596\*\* | .588\*\* | .728\*\* | .804\*\* | 1 | .630\*\* | .705\*\* | .514\*\* | .829\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 | .000 | .000 | .005 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .002 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.16 | Pearson Correlation | .546\*\* | .674\*\* | .528\*\* | .712\*\* | .633\*\* | .533\*\* | .497\*\* | .631\*\* | .533\*\* | .606\*\* | .720\*\* | .657\*\* | .682\*\* | .689\*\* | .630\*\* | 1 | .822\*\* | .709\*\* | .795\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .000 | .000 | .001 | .002 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.17 | Pearson Correlation | .567\*\* | .602\*\* | .502\*\* | .614\*\* | .605\*\* | .447\*\* | .453\*\* | .452\*\* | .567\*\* | .672\*\* | .666\*\* | .570\*\* | .719\*\* | .571\*\* | .705\*\* | .822\*\* | 1 | .705\*\* | .755\*\* |
| Sig. (2-tailed) | .000 | .000 | .002 | .000 | .000 | .007 | .006 | .006 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X3.18 | Pearson Correlation | .352\* | .459\*\* | .557\*\* | .547\*\* | .455\*\* | .582\*\* | .365\* | .399\* | .365\* | .446\*\* | .510\*\* | .463\*\* | .455\*\* | .401\* | .514\*\* | .709\*\* | .705\*\* | 1 | .623\*\* |
| Sig. (2-tailed) | .038 | .006 | .001 | .001 | .006 | .000 | .031 | .017 | .031 | .007 | .002 | .005 | .006 | .017 | .002 | .000 | .000 |  | .000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL | Pearson Correlation | .867\*\* | .885\*\* | .760\*\* | .902\*\* | .881\*\* | .705\*\* | .838\*\* | .849\*\* | .883\*\* | .825\*\* | .840\*\* | .830\*\* | .803\*\* | .873\*\* | .829\*\* | .795\*\* | .755\*\* | .623\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | | | |

Lampiran 10

Hasil Uji Reliabilitas Variabel Motivasi Kerja (Y)

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 35 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 35 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .972 | 22 |

Lampiran 11

Hasil Uji Reliabilitas Variabel Penghargaan (X1)

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 35 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 35 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .972 | 22 |

Lampiran 12

Hasil Uji Reliabilitas Variabel Hukuman (X2)

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 35 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 35 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .962 | 18 |

Lampiran 13

Hasil Uji Reliabilitas Variabel Lingkungan Kerja (X3)

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 35 | 94.6 |
| Excludeda | 2 | 5.4 |
| Total | 37 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .967 | 18 |

Lampiran 14

Data Penelitian Variabel Motivasi Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | ITEM PERNYATAAN | | | | | | | | | | | | | | | | | | | | | | TOTAL |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Y13 | Y14 | Y15 | Y16 | Y17 | Y18 | Y19 | Y20 | Y21 | Y22 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 91 |
| 2 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 93 |
| 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 1 | 3 | 3 | 4 | 4 | 3 | 1 | 1 | 3 | 68 |
| 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 88 |
| 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 1 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 80 |
| 6 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 100 |
| 7 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 30 |
| 8 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 99 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 90 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 87 |
| 11 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 99 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 91 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 94 |
| 14 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 91 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 92 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 92 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 102 |
| 20 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 104 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 104 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 110 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 108 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 109 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 106 |
| 26 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 98 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 104 |
| 28 | 4 | 5 | 3 | 3 | 4 | 5 | 4 | 1 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 3 | 4 | 5 | 82 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 91 |
| 30 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 88 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 89 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 89 |
| 33 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 96 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 93 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 92 |

Lampiran 15

Data Penelitian Variabel Penghargaan (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | ITEM PERNYATAAN | | | | | | | | | | | | | | | | | | TOTAL |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 80 |
| 2 | 4 | 5 | 4 | 3 | 2 | 1 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 1 | 4 | 66 |
| 3 | 1 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 60 |
| 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 2 | 2 | 1 | 2 | 2 | 2 | 4 | 62 |
| 5 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 1 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 67 |
| 6 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 82 |
| 7 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 3 | 1 | 1 | 29 |
| 8 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 82 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 78 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 11 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 74 |
| 13 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 79 |
| 14 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 80 |
| 15 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 79 |
| 16 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 77 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 87 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 83 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 81 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 84 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 80 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 86 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 89 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 81 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 87 |
| 28 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 80 |
| 29 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 3 | 77 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 31 | 5 | 5 | 2 | 5 | 3 | 3 | 5 | 5 | 5 | 2 | 2 | 3 | 5 | 5 | 5 | 2 | 4 | 4 | 70 |
| 32 | 4 | 4 | 2 | 4 | 2 | 3 | 5 | 5 | 5 | 2 | 3 | 2 | 5 | 5 | 5 | 2 | 3 | 3 | 64 |
| 33 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 83 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 2 | 3 | 3 | 77 |
| 35 | 5 | 5 | 4 | 4 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 2 | 5 | 5 | 5 | 2 | 2 | 3 | 65 |

Lampiran 16

Data Penelitian Variabel Hukuman (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | ITEM PERNYATAAN | | | | | | | | | | | | | | | | | | TOTAL |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2.16 | X2.17 | X2.18 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 75 |
| 2 | 5 | 4 | 5 | 3 | 4 | 2 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 76 |
| 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 69 |
| 4 | 5 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 2 | 3 | 3 | 1 | 3 | 1 | 1 | 1 | 3 | 52 |
| 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 70 |
| 6 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 80 |
| 7 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 21 |
| 8 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 81 |
| 9 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 79 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 11 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 12 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 72 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 21 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 70 |
| 22 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 23 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 27 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 78 |
| 28 | 2 | 1 | 4 | 1 | 4 | 4 | 1 | 1 | 4 | 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 53 |
| 29 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 62 |
| 30 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 63 |
| 31 | 2 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 58 |
| 32 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 59 |
| 33 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 61 |
| 34 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 60 |
| 35 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 58 |

Lampiran 17

Data Penelitian Variabel Lingkungan Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | ITEM PERNYATAAN | | | | | | | | | | | | | | | | | | TOTAL |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 | X3.17 | X3.18 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 89 |
| 2 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 79 |
| 3 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 63 |
| 4 | 3 | 5 | 2 | 1 | 1 | 5 | 1 | 4 | 1 | 4 | 3 | 5 | 5 | 3 | 2 | 4 | 4 | 2 | 55 |
| 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 70 |
| 6 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 82 |
| 7 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 24 |
| 8 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 81 |
| 9 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 81 |
| 12 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 78 |
| 13 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 73 |
| 14 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 79 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 77 |
| 16 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 81 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 84 |
| 19 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 71 |
| 20 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 87 |
| 21 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 86 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 84 |
| 23 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 87 |
| 24 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 82 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 26 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 84 |
| 27 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 87 |
| 28 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 74 |
| 29 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 75 |
| 30 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 69 |
| 31 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 69 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 75 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 81 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 82 |
| 35 | 5 | 3 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 74 |

Lampiran 18

Data Hasil Perhitungan MSI Variabel Motivasi Kerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | | | | | | | | | | | |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** | **Y11** | **Y12** | **Y13** | **Y14** | **Y15** | **Y16** | **Y17** | **Y18** | **Y19** | **Y20** | **Y21** | **Y22** | **Total** |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 3.888 | 4.203 | 2.943 | 3.804 | 2.419 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 66.512 |
| 1.690 | 2.826 | 4.416 | 4.305 | 2.918 | 1.992 | 2.995 | 1.783 | 4.541 | 2.944 | 4.062 | 2.449 | 2.747 | 4.227 | 2.353 | 3.804 | 2.545 | 4.203 | 3.024 | 2.834 | 2.793 | 4.541 | 69.991 |
| 1.690 | 1.561 | 2.905 | 1.795 | 1.690 | 3.087 | 1.690 | 1.783 | 1.795 | 2.944 | 2.558 | 1.561 | 4.203 | 1.000 | 1.561 | 1.690 | 2.545 | 2.684 | 1.561 | 1.000 | 1.000 | 2.035 | 44.338 |
| 2.918 | 2.826 | 2.905 | 1.795 | 2.918 | 1.561 | 2.995 | 3.006 | 3.081 | 4.477 | 4.062 | 2.449 | 1.561 | 2.943 | 2.353 | 3.804 | 4.024 | 4.203 | 4.611 | 2.834 | 2.793 | 2.035 | 66.153 |
| 2.918 | 2.826 | 2.905 | 2.928 | 1.690 | 1.992 | 4.477 | 1.783 | 4.541 | 1.561 | 2.558 | 2.449 | 2.747 | 1.000 | 2.353 | 1.690 | 2.545 | 2.684 | 3.024 | 2.834 | 1.538 | 2.035 | 55.076 |
| 4.359 | 4.305 | 2.905 | 2.928 | 4.359 | 3.087 | 4.477 | 3.006 | 4.541 | 4.477 | 2.558 | 3.888 | 2.747 | 4.227 | 2.353 | 2.419 | 4.024 | 4.203 | 3.024 | 2.834 | 4.330 | 4.541 | 79.589 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 22.000 |
| 2.918 | 4.305 | 2.905 | 4.305 | 2.918 | 4.477 | 2.995 | 4.490 | 3.081 | 4.477 | 2.558 | 3.888 | 2.747 | 4.227 | 2.353 | 3.804 | 2.545 | 4.203 | 3.024 | 4.406 | 2.793 | 4.541 | 77.958 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 3.888 | 4.203 | 2.943 | 2.353 | 2.419 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 65.060 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 1.690 | 3.006 | 3.081 | 2.944 | 2.558 | 2.449 | 2.747 | 2.943 | 2.353 | 2.419 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 60.859 |
| 4.359 | 4.305 | 2.905 | 4.305 | 4.359 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 4.062 | 3.888 | 2.747 | 2.943 | 2.353 | 2.419 | 2.545 | 4.203 | 4.611 | 4.406 | 4.330 | 4.541 | 78.395 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 3.888 | 4.203 | 2.943 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 2.035 | 66.724 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 4.062 | 3.888 | 4.203 | 2.943 | 3.804 | 2.419 | 2.545 | 4.203 | 3.024 | 2.834 | 4.330 | 3.209 | 71.072 |
| 2.918 | 2.826 | 4.416 | 4.305 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 2.449 | 4.203 | 1.910 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 68.313 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 4.062 | 2.449 | 4.203 | 1.910 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 66.929 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 3.888 | 4.203 | 1.910 | 3.804 | 3.804 | 4.024 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 68.343 |
| 2.918 | 2.826 | 2.905 | 2.928 | 4.359 | 3.087 | 4.477 | 1.783 | 3.081 | 2.944 | 4.062 | 3.888 | 2.747 | 2.943 | 3.804 | 2.419 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 68.260 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 4.062 | 3.888 | 2.747 | 2.943 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 67.946 |
| 4.359 | 4.305 | 4.416 | 4.305 | 4.359 | 4.477 | 4.477 | 4.490 | 4.541 | 4.477 | 4.062 | 3.888 | 4.203 | 2.943 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 2.035 | 82.825 |
| 4.359 | 4.305 | 2.905 | 4.305 | 4.359 | 3.087 | 4.477 | 3.006 | 3.081 | 4.477 | 4.062 | 3.888 | 4.203 | 2.943 | 3.804 | 3.804 | 4.024 | 4.203 | 4.611 | 4.406 | 4.330 | 3.209 | 85.848 |
| 4.359 | 4.305 | 4.416 | 4.305 | 4.359 | 4.477 | 2.995 | 3.006 | 4.541 | 4.477 | 4.062 | 3.888 | 4.203 | 4.227 | 3.804 | 3.804 | 4.024 | 4.203 | 3.024 | 2.834 | 2.793 | 3.209 | 85.314 |
| 4.359 | 4.305 | 4.416 | 4.305 | 4.359 | 4.477 | 4.477 | 4.490 | 4.541 | 4.477 | 4.062 | 3.888 | 4.203 | 4.227 | 3.804 | 3.804 | 4.024 | 4.203 | 4.611 | 4.406 | 4.330 | 4.541 | 94.308 |
| 4.359 | 4.305 | 4.416 | 4.305 | 4.359 | 4.477 | 4.477 | 4.490 | 4.541 | 4.477 | 4.062 | 3.888 | 4.203 | 4.227 | 3.804 | 3.804 | 4.024 | 4.203 | 4.611 | 4.406 | 2.793 | 3.209 | 91.439 |
| 4.359 | 4.305 | 4.416 | 4.305 | 4.359 | 4.477 | 4.477 | 4.490 | 4.541 | 2.944 | 4.062 | 3.888 | 4.203 | 4.227 | 3.804 | 3.804 | 4.024 | 4.203 | 4.611 | 4.406 | 4.330 | 4.541 | 92.776 |
| 4.359 | 4.305 | 4.416 | 4.305 | 4.359 | 4.477 | 4.477 | 4.490 | 4.541 | 4.477 | 4.062 | 3.888 | 2.747 | 2.943 | 3.804 | 3.804 | 4.024 | 4.203 | 4.611 | 4.406 | 2.793 | 3.209 | 88.700 |
| 4.359 | 4.305 | 4.416 | 4.305 | 4.359 | 3.087 | 2.995 | 3.006 | 3.081 | 4.477 | 4.062 | 3.888 | 2.747 | 2.943 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 76.728 |
| 4.359 | 4.305 | 4.416 | 4.305 | 4.359 | 4.477 | 4.477 | 3.006 | 3.081 | 2.944 | 4.062 | 3.888 | 4.203 | 1.910 | 3.804 | 3.804 | 4.024 | 4.203 | 4.611 | 2.834 | 4.330 | 4.541 | 85.943 |
| 2.918 | 4.305 | 1.561 | 1.795 | 2.918 | 4.477 | 2.995 | 1.000 | 1.795 | 2.944 | 4.062 | 2.449 | 2.747 | 2.943 | 2.353 | 2.419 | 1.000 | 2.684 | 3.024 | 1.538 | 2.793 | 4.541 | 59.260 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 4.062 | 3.888 | 2.747 | 1.910 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 66.912 |
| 4.359 | 2.826 | 2.905 | 2.928 | 2.918 | 1.992 | 2.995 | 3.006 | 1.795 | 2.944 | 2.558 | 2.449 | 2.747 | 1.910 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 63.028 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 2.449 | 2.747 | 1.910 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 63.968 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 2.449 | 2.747 | 2.943 | 3.804 | 3.804 | 2.545 | 2.684 | 3.024 | 2.834 | 2.793 | 2.035 | 63.828 |
| 2.918 | 2.826 | 4.416 | 2.928 | 2.918 | 4.477 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 2.449 | 2.747 | 2.943 | 3.804 | 3.804 | 4.024 | 4.203 | 3.024 | 2.834 | 4.330 | 4.541 | 73.769 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 3.888 | 2.747 | 2.943 | 3.804 | 3.804 | 4.024 | 4.203 | 3.024 | 2.834 | 2.793 | 3.209 | 69.438 |
| 2.918 | 2.826 | 2.905 | 2.928 | 2.918 | 3.087 | 2.995 | 3.006 | 3.081 | 2.944 | 2.558 | 3.888 | 2.747 | 2.943 | 3.804 | 3.804 | 4.024 | 2.684 | 3.024 | 2.834 | 2.793 | 3.209 | 67.920 |

Lampiran 19

Data Hasil Perhitungan MSI Variabel Penghargaan (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | | | | | | | |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** | **X1.16** | **X1.17** | **X1.18** | **Total** |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 2.514 | 1.000 | 1.000 | 1.000 | 2.766 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.610 | 2.631 | 2.631 | 35.417 |
| 1.000 | 2.716 | 1.000 | 1.000 | 2.619 | 4.018 | 1.000 | 2.791 | 1.000 | 4.305 | 1.000 | 2.619 | 1.000 | 2.666 | 1.000 | 1.000 | 1.000 | 1.000 | 32.733 |
| 1.000 | 1.000 | 1.000 | 3.721 | 2.619 | 4.018 | 2.791 | 1.000 | 1.000 | 2.766 | 1.000 | 1.000 | 1.000 | 1.000 | 2.631 | 1.000 | 1.000 | 1.000 | 30.546 |
| 1.000 | 2.716 | 2.598 | 3.721 | 1.000 | 2.514 | 2.791 | 2.791 | 2.716 | 4.305 | 2.647 | 2.619 | 1.000 | 2.666 | 1.000 | 2.610 | 2.631 | 1.000 | 42.325 |
| 2.610 | 2.716 | 1.000 | 2.162 | 1.000 | 1.000 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 29.552 |
| 2.610 | 2.716 | 1.000 | 2.162 | 2.619 | 2.514 | 2.791 | 1.000 | 1.000 | 4.305 | 2.647 | 2.619 | 1.000 | 2.666 | 2.631 | 1.000 | 2.631 | 2.631 | 40.542 |
| 1.000 | 2.716 | 2.598 | 3.721 | 1.000 | 2.514 | 2.791 | 2.791 | 2.716 | 4.305 | 2.647 | 2.619 | 1.000 | 2.666 | 1.000 | 2.610 | 2.631 | 1.000 | 42.325 |
| 1.000 | 2.716 | 1.000 | 3.721 | 1.000 | 4.018 | 1.000 | 2.791 | 1.000 | 4.305 | 1.000 | 2.619 | 2.619 | 2.666 | 1.000 | 2.610 | 1.000 | 2.631 | 38.696 |
| 1.000 | 1.000 | 1.000 | 2.162 | 1.000 | 2.514 | 1.000 | 1.000 | 1.000 | 2.766 | 1.000 | 2.619 | 2.619 | 2.666 | 2.631 | 2.610 | 2.631 | 1.000 | 32.218 |
| 1.000 | 1.000 | 1.000 | 2.162 | 1.000 | 2.514 | 1.000 | 1.000 | 1.000 | 2.766 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 22.441 |
| 1.000 | 1.000 | 1.000 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 4.305 | 2.647 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 35.608 |
| 1.000 | 1.000 | 1.000 | 2.162 | 1.000 | 2.514 | 2.791 | 2.791 | 2.716 | 4.305 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 29.279 |
| 1.000 | 2.716 | 1.000 | 3.721 | 1.000 | 2.514 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 1.000 | 35.931 |
| 1.000 | 1.000 | 1.000 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 4.305 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 1.000 | 38.877 |
| 1.000 | 1.000 | 1.000 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 4.305 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 1.000 | 38.877 |
| 1.000 | 1.000 | 1.000 | 3.721 | 2.619 | 2.514 | 2.791 | 2.791 | 2.716 | 1.000 | 2.647 | 1.000 | 2.619 | 2.666 | 2.631 | 2.610 | 1.000 | 1.000 | 37.325 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 37.346 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 2.610 | 2.631 | 2.631 | 47.135 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 2.647 | 2.619 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 40.612 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 2.610 | 2.631 | 2.631 | 47.135 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 2.631 | 43.894 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 1.000 | 42.262 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 2.647 | 1.000 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 1.000 | 43.909 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 2.514 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 2.610 | 2.631 | 2.631 | 45.631 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 4.305 | 2.647 | 1.000 | 2.619 | 2.666 | 2.631 | 2.610 | 2.631 | 2.631 | 50.321 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 1.000 | 42.262 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 2.610 | 2.631 | 2.631 | 47.135 |
| 1.000 | 2.716 | 2.598 | 2.162 | 1.000 | 4.018 | 1.000 | 1.000 | 1.000 | 4.305 | 1.000 | 2.619 | 2.619 | 1.000 | 1.000 | 2.610 | 2.631 | 1.000 | 35.278 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 2.514 | 2.791 | 2.791 | 2.716 | 2.766 | 2.647 | 2.619 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 2.631 | 45.656 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 2.766 | 2.647 | 2.619 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 40.612 |
| 2.610 | 2.716 | 1.000 | 3.721 | 1.000 | 2.514 | 2.791 | 2.791 | 2.716 | 4.305 | 2.647 | 2.619 | 2.619 | 2.666 | 2.631 | 2.610 | 1.000 | 1.000 | 43.956 |
| 1.000 | 1.000 | 1.000 | 2.162 | 1.000 | 2.514 | 2.791 | 2.791 | 2.716 | 2.766 | 2.647 | 1.000 | 1.000 | 2.666 | 2.631 | 1.000 | 1.000 | 2.631 | 34.315 |
| 2.610 | 2.716 | 2.598 | 3.721 | 1.000 | 2.514 | 2.791 | 2.791 | 2.716 | 2.766 | 1.000 | 2.619 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 1.000 | 40.759 |
| 2.610 | 2.716 | 2.598 | 3.721 | 2.619 | 4.018 | 2.791 | 2.791 | 2.716 | 4.305 | 1.000 | 1.000 | 2.619 | 2.666 | 2.631 | 2.610 | 2.631 | 2.631 | 48.674 |
| 2.610 | 2.716 | 1.000 | 2.162 | 1.000 | 2.514 | 2.791 | 2.791 | 2.716 | 4.305 | 1.000 | 2.619 | 2.619 | 2.666 | 2.631 | 1.000 | 1.000 | 1.000 | 39.140 |

Lampiran 20

Data Hasil Perhitungan MSI Variabel Hukuman (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** | **X2.13** | **X2.14** | **X2.15** | **X2.16** | **X2.17** | **X2.18** | **Total** |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 2.750 | 4.771 | 5.114 | 29.521 |
| 2.688 | 1.000 | 2.666 | 1.000 | 1.000 | 1.000 | 1.000 | 2.666 | 2.647 | 2.666 | 2.886 | 1.000 | 2.843 | 2.843 | 1.000 | 1.000 | 3.051 | 3.333 | 36.287 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.666 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 2.716 | 2.750 | 3.051 | 3.333 | 29.401 |
| 2.688 | 1.000 | 1.000 | 1.000 | 2.716 | 1.000 | 1.000 | 1.000 | 2.647 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 2.716 | 1.000 | 3.051 | 3.333 | 32.725 |
| 2.688 | 1.000 | 1.000 | 1.000 | 2.716 | 1.000 | 1.000 | 1.000 | 2.647 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 2.716 | 1.000 | 3.051 | 3.333 | 32.725 |
| 1.000 | 1.000 | 2.666 | 2.716 | 1.000 | 1.000 | 2.688 | 2.666 | 1.000 | 2.666 | 4.477 | 1.000 | 1.000 | 1.000 | 2.716 | 2.750 | 3.051 | 3.333 | 37.727 |
| 2.688 | 2.716 | 2.666 | 2.716 | 2.716 | 2.647 | 2.688 | 2.666 | 2.647 | 2.666 | 4.477 | 2.688 | 2.843 | 2.843 | 2.716 | 2.750 | 4.771 | 5.114 | 55.016 |
| 1.000 | 1.000 | 1.000 | 2.716 | 2.716 | 2.647 | 2.688 | 2.666 | 2.647 | 1.000 | 4.477 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 35.939 |
| 1.000 | 1.000 | 1.000 | 2.716 | 2.716 | 2.647 | 2.688 | 2.666 | 2.647 | 1.000 | 4.477 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 35.939 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.333 | 23.908 |
| 1.000 | 1.000 | 1.000 | 2.716 | 2.716 | 2.647 | 2.688 | 2.666 | 2.647 | 1.000 | 4.477 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 35.939 |
| 1.000 | 2.716 | 1.000 | 1.000 | 1.000 | 2.647 | 2.688 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 29.321 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.333 | 23.908 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 24.270 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 24.270 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 24.270 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 24.270 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 24.270 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 24.270 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 24.270 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 24.270 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.333 | 23.908 |
| 1.000 | 1.000 | 2.666 | 1.000 | 1.000 | 2.647 | 1.000 | 1.000 | 2.647 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 30.917 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.333 | 23.908 |
| 1.000 | 1.000 | 2.666 | 1.000 | 1.000 | 2.647 | 1.000 | 1.000 | 2.647 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 30.917 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.647 | 1.000 | 1.000 | 2.647 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 29.252 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.647 | 1.000 | 1.000 | 2.647 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 29.252 |
| 2.688 | 2.716 | 2.666 | 2.716 | 2.716 | 1.000 | 2.688 | 2.666 | 1.000 | 2.666 | 4.477 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 39.381 |
| 2.688 | 2.716 | 1.000 | 1.000 | 1.000 | 1.000 | 2.688 | 1.000 | 1.000 | 2.666 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 2.750 | 3.051 | 3.333 | 32.778 |
| 1.000 | 1.000 | 2.666 | 1.000 | 1.000 | 2.647 | 1.000 | 1.000 | 2.647 | 1.000 | 2.886 | 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 30.917 |
| 2.688 | 1.000 | 2.666 | 2.716 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 4.477 | 1.000 | 2.843 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 32.773 |
| 2.688 | 1.000 | 2.666 | 2.716 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 4.477 | 1.000 | 2.843 | 1.000 | 1.000 | 1.000 | 3.051 | 3.333 | 32.773 |
| 1.000 | 1.000 | 1.000 | 1.000 | 2.716 | 1.000 | 2.688 | 2.666 | 1.000 | 2.666 | 4.477 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 1.795 | 31.057 |
| 2.688 | 2.716 | 2.666 | 1.000 | 1.000 | 1.000 | 2.688 | 1.000 | 1.000 | 1.000 | 2.886 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.051 | 1.795 | 29.490 |
| 2.688 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.666 | 1.000 | 2.666 | 1.000 | 1.000 | 1.000 | 1.000 | 2.716 | 2.750 | 3.051 | 1.795 | 29.331 |

Lampiran 21

Data Hasil Perhitungan MSI Variabel Lingkungan Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **X3.13** | **X3.14** | **X3.15** | **X3.16** | **X3.17** | **X3.18** | **Total** |
| 4.108 | 4.062 | 3.874 | 4.611 | 4.866 | 4.490 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 2.560 | 73.660 |
| 2.722 | 4.062 | 2.426 | 4.611 | 2.301 | 3.047 | 2.812 | 3.974 | 2.560 | 4.018 | 4.062 | 2.494 | 4.018 | 2.786 | 4.253 | 2.889 | 4.203 | 2.560 | 59.797 |
| 2.722 | 2.734 | 2.426 | 1.690 | 2.301 | 1.000 | 1.911 | 1.561 | 1.538 | 2.514 | 2.624 | 1.561 | 2.582 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 41.036 |
| 1.690 | 4.062 | 1.000 | 1.000 | 1.000 | 4.490 | 1.000 | 2.539 | 1.000 | 2.514 | 1.561 | 3.931 | 4.018 | 1.561 | 1.561 | 2.889 | 2.747 | 1.000 | 39.563 |
| 1.690 | 1.795 | 2.426 | 3.247 | 2.301 | 3.047 | 2.812 | 2.539 | 2.560 | 4.018 | 4.062 | 3.931 | 4.018 | 2.786 | 2.889 | 1.795 | 1.561 | 1.538 | 49.015 |
| 4.108 | 4.062 | 2.426 | 3.247 | 4.866 | 3.047 | 4.155 | 3.974 | 2.560 | 2.514 | 4.062 | 2.494 | 2.582 | 4.253 | 4.253 | 2.889 | 4.203 | 3.972 | 63.666 |
| 1.000 | 1.000 | 1.000 | 1.690 | 1.561 | 1.000 | 1.561 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 19.812 |
| 2.722 | 4.062 | 2.426 | 4.611 | 3.487 | 4.490 | 2.812 | 3.974 | 2.560 | 4.018 | 2.624 | 3.931 | 2.582 | 4.253 | 2.889 | 4.253 | 2.747 | 3.972 | 62.411 |
| 4.108 | 4.062 | 3.874 | 4.611 | 3.487 | 3.047 | 2.812 | 3.974 | 2.560 | 2.514 | 4.062 | 2.494 | 2.582 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 58.058 |
| 2.722 | 2.734 | 2.426 | 3.247 | 3.487 | 3.047 | 2.812 | 2.539 | 2.560 | 2.514 | 2.624 | 2.494 | 2.582 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 49.659 |
| 4.108 | 4.062 | 3.874 | 4.611 | 4.866 | 4.490 | 4.155 | 3.974 | 3.972 | 2.514 | 4.062 | 2.494 | 2.582 | 2.786 | 1.911 | 2.889 | 2.747 | 2.560 | 62.657 |
| 4.108 | 2.734 | 3.874 | 4.611 | 4.866 | 4.490 | 4.155 | 2.539 | 2.560 | 2.514 | 2.624 | 3.931 | 2.582 | 2.786 | 1.911 | 2.889 | 2.747 | 2.560 | 58.480 |
| 4.108 | 4.062 | 3.874 | 3.247 | 3.487 | 3.047 | 1.911 | 2.539 | 2.560 | 2.514 | 2.624 | 3.931 | 1.561 | 2.786 | 2.889 | 1.795 | 2.747 | 2.560 | 52.241 |
| 2.722 | 4.062 | 3.874 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 2.560 | 4.018 | 2.624 | 3.931 | 4.018 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 59.588 |
| 4.108 | 2.734 | 2.426 | 3.247 | 3.487 | 3.047 | 2.812 | 2.539 | 2.560 | 4.018 | 4.062 | 3.931 | 4.018 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 56.858 |
| 4.108 | 4.062 | 3.874 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 2.560 | 2.514 | 2.624 | 3.931 | 4.018 | 4.253 | 4.253 | 2.889 | 2.747 | 2.560 | 62.300 |
| 2.722 | 2.734 | 2.426 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 2.582 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 58.227 |
| 2.722 | 2.734 | 2.426 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 3.972 | 66.724 |
| 2.722 | 1.795 | 2.426 | 3.247 | 3.487 | 3.047 | 2.812 | 2.539 | 2.560 | 2.514 | 2.624 | 2.494 | 2.582 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 48.720 |
| 4.108 | 4.062 | 3.874 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 3.972 | 70.887 |
| 4.108 | 4.062 | 3.874 | 3.247 | 3.487 | 3.047 | 2.812 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 3.972 | 69.544 |
| 2.722 | 2.734 | 2.426 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 3.972 | 66.724 |
| 4.108 | 4.062 | 3.874 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 3.972 | 70.887 |
| 4.108 | 4.062 | 3.874 | 4.611 | 3.487 | 3.047 | 2.812 | 3.974 | 3.972 | 4.018 | 2.624 | 2.494 | 2.582 | 2.786 | 2.889 | 4.253 | 4.203 | 3.972 | 63.768 |
| 4.108 | 4.062 | 3.874 | 4.611 | 4.866 | 4.490 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 3.972 | 75.073 |
| 4.108 | 4.062 | 3.874 | 3.247 | 2.301 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 2.624 | 2.494 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 3.972 | 66.827 |
| 4.108 | 4.062 | 3.874 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 4.253 | 4.203 | 3.972 | 70.887 |
| 2.722 | 2.734 | 2.426 | 3.247 | 3.487 | 1.849 | 2.812 | 2.539 | 2.560 | 2.514 | 2.624 | 3.931 | 4.018 | 4.253 | 4.253 | 1.795 | 2.747 | 2.560 | 53.068 |
| 4.108 | 4.062 | 3.874 | 2.207 | 2.301 | 1.849 | 2.812 | 2.539 | 2.560 | 2.514 | 2.624 | 2.494 | 2.582 | 2.786 | 2.889 | 4.253 | 4.203 | 3.972 | 54.630 |
| 2.722 | 2.734 | 2.426 | 2.207 | 2.301 | 1.849 | 2.812 | 2.539 | 2.560 | 2.514 | 2.624 | 2.494 | 2.582 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 46.236 |
| 2.722 | 2.734 | 2.426 | 2.207 | 2.301 | 1.849 | 2.812 | 2.539 | 2.560 | 2.514 | 2.624 | 2.494 | 2.582 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 46.236 |
| 2.722 | 2.734 | 2.426 | 3.247 | 3.487 | 3.047 | 2.812 | 2.539 | 2.560 | 2.514 | 2.624 | 2.494 | 2.582 | 2.786 | 2.889 | 4.253 | 4.203 | 3.972 | 53.891 |
| 2.722 | 2.734 | 2.426 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 4.253 | 4.253 | 2.889 | 2.747 | 2.560 | 62.492 |
| 2.722 | 2.734 | 2.426 | 3.247 | 3.487 | 3.047 | 4.155 | 3.974 | 3.972 | 4.018 | 4.062 | 3.931 | 4.018 | 2.786 | 2.889 | 4.253 | 4.203 | 3.972 | 63.895 |
| 4.108 | 1.795 | 3.874 | 2.207 | 2.301 | 1.849 | 2.812 | 2.539 | 2.560 | 4.018 | 4.062 | 3.931 | 4.018 | 2.786 | 2.889 | 2.889 | 2.747 | 2.560 | 53.944 |

Lampiran 22

Data Statistik Deskriptif

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Motivasi Kerja | 35 | 30 | 110 | 92.40 | 13.889 |
| Penghargaan | 35 | 72 | 89 | 82.31 | 3.924 |
| Hukuman | 35 | 72 | 90 | 76.00 | 3.750 |
| Lingkungan Kerja | 35 | 24 | 90 | 76.60 | 11.825 |
| Valid N (listwise) | 35 |  |  |  |  |

Lampiran 23

Data Uji Asumsi Klasik Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 35 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 6.01258258 |
| Most Extreme Differences | Absolute | .095 |
| Positive | .095 |
| Negative | -.067 |
| Test Statistic | | .095 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

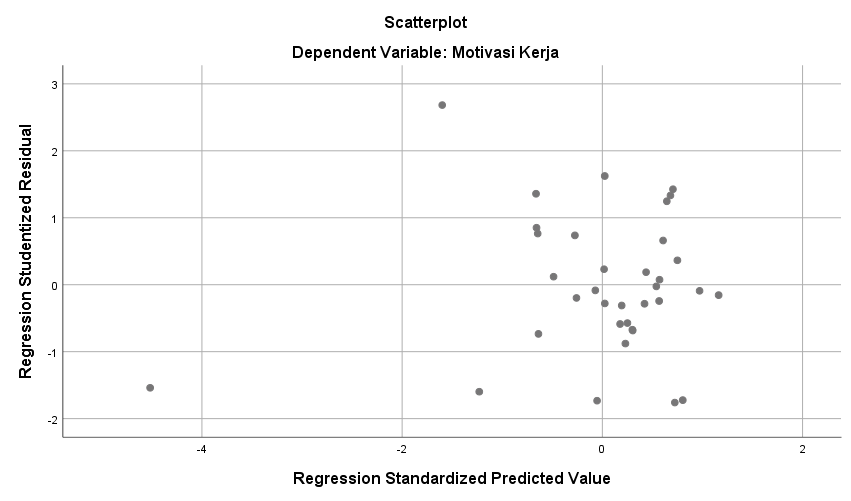
Lampiran 24

Data Output SPSS Uji Asumsi Klasik Multikolonieritas

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Penghargaan | .203 | 4.918 |
| Hukuman | .333 | 3.001 |
| Lingkungan Kerja | .163 | 6.125 |
| a. Dependent Variable: Motivasi Kerja | | | |

Lampiran 25

Data Output SPSS Uji Asumsi Klasik Heterokedastisitas



Lampiran 26

Data Output SPSS Uji Asumsi Klasik Autokorelasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .901a | .813 | .794 | 6.29680 | 2.055 |
| a. Predictors: (Constant), Lingkungan Kerja, Hukuman, Penghargaan | | | | | |
| b. Dependent Variable: Motivasi Kerja | | | | | |

Lampiran 27

Data Output SPSS Analisis Regresi Linier Berganda

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.991 | 7.611 |  | .787 | .437 |
| Penghargaan | .543 | .218 | .430 | 2.493 | .018 |
| Hukuman | .101 | .161 | .085 | .628 | .535 |
| Lingkungan Kerja | .500 | .226 | .426 | 2.212 | .034 |
| a. Dependent Variable: Motivasi Kerja | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.991 | 7.611 |  | .787 | .437 |
| Penghargaan | .543 | .218 | .430 | 2.493 | .018 |
| Hukuman | .101 | .161 | .085 | 2.628 | .010 |
| Lingkungan Kerja | .500 | .226 | .426 | 2.212 | .034 |
| a. Dependent Variable: Motivasi Kerja | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 5329.261 | 3 | 1776.420 | 44.803 | .000b |
| Residual | 1229.139 | 31 | 39.650 |  |  |
| Total | 6558.400 | 34 |  |  |  |
| a. Dependent Variable: Motivasi Kerja | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja, Hukuman, Penghargaan | | | | | | |

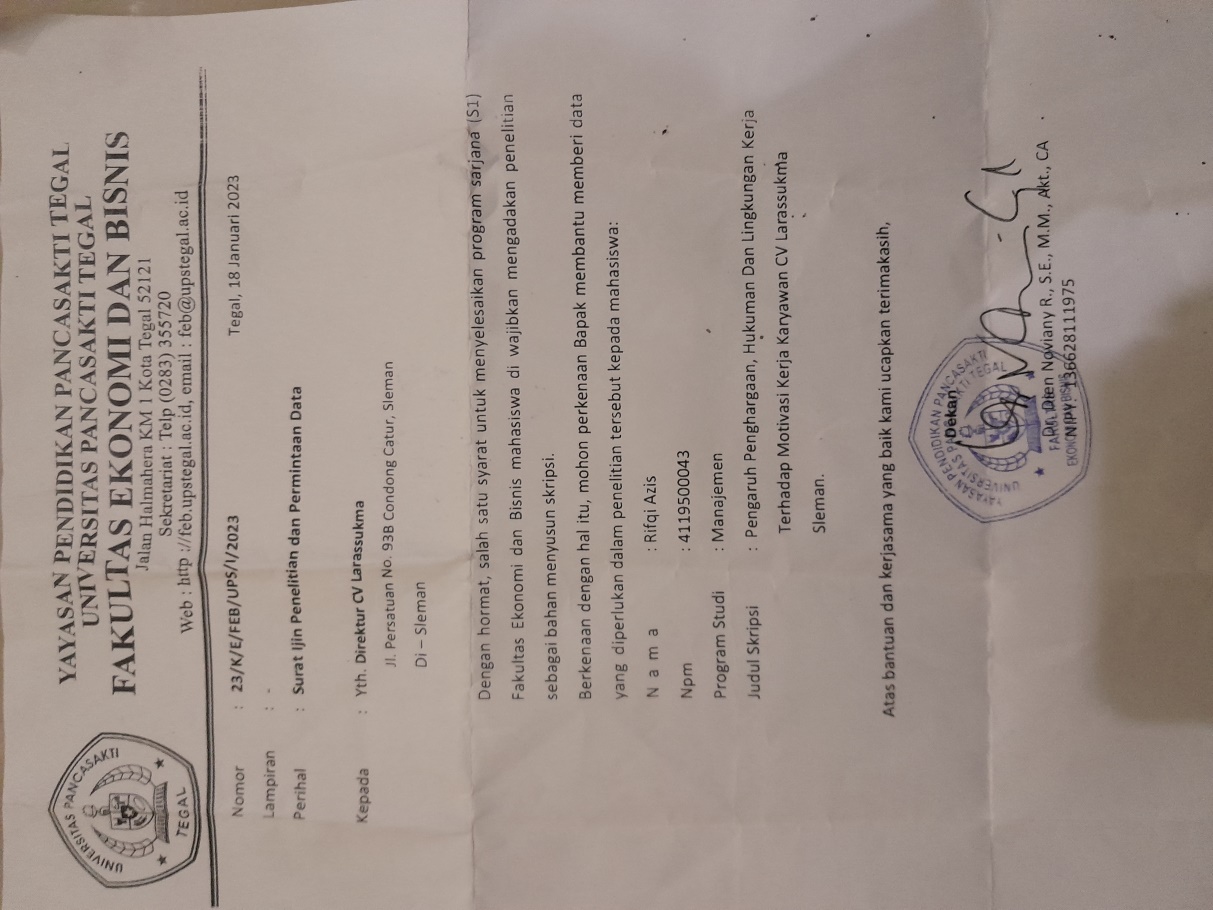
Lampiran 28

Data Output SPSS Uji Koefisien Determinasi (R2)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .901a | .813 | .794 | 6.29680 | 2.055 |
| a. Predictors: (Constant), Lingkungan Kerja, Hukuman, Penghargaan | | | | | |
| b. Dependent Variable: Motivasi Kerja | | | | | |

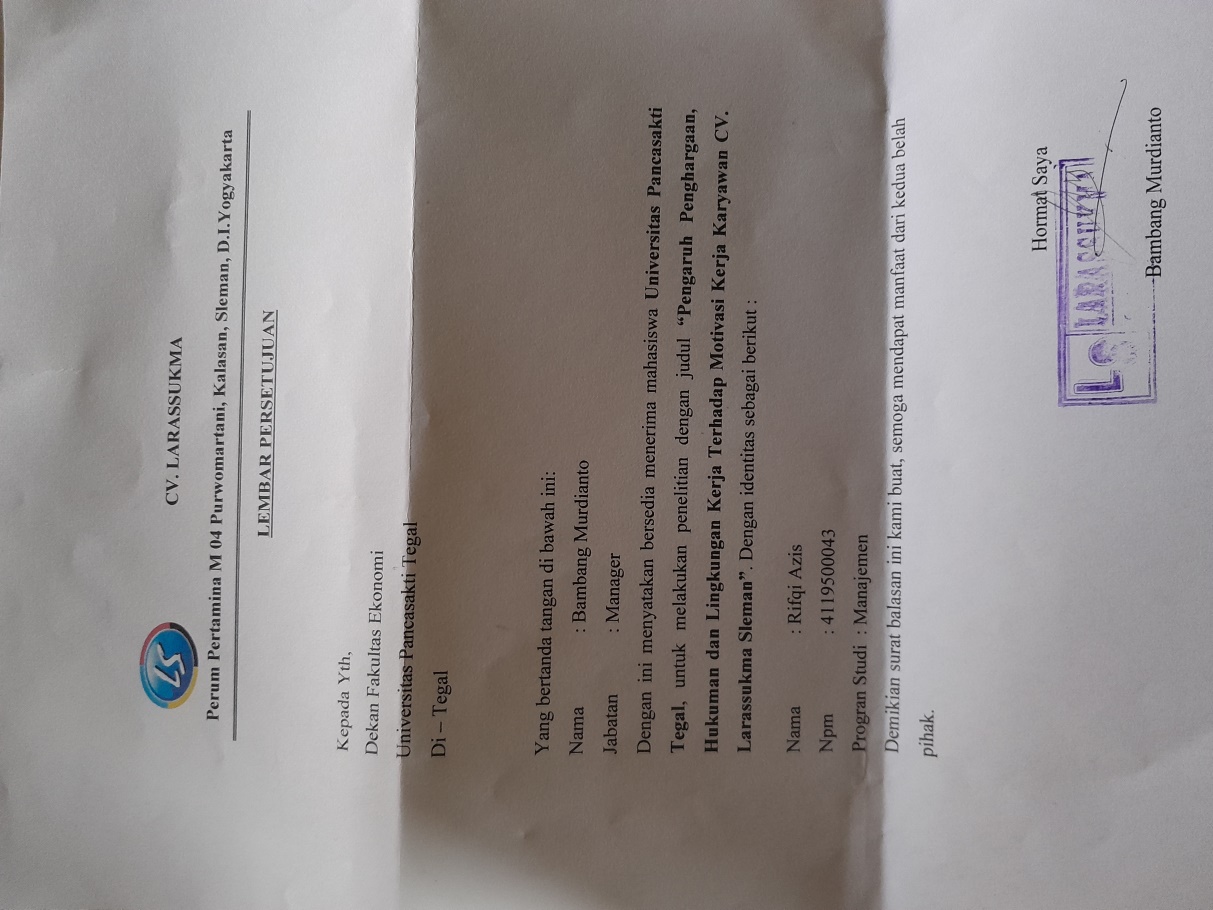
Lampiran 29

Surat Izin Penelitian



Lampiran 30

Surat Persetujuan Penelitian



Lampiran 31

Kondisi Perusahaan