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# 

# LAMPIRAN

**Lampiran 1**

**Kuesioner Penelitian**

**KUESIONER PENELITIAN**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Upah Kerja dan Insentif Terhadap Kepuasan Kerja *Driver GoRide* di Brebes

Kepada Yth

Bapak/ Ibu/ Sdr

*Driver GoRide* di Brebes

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, kami Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, kami memohon dengan hormat atas kesediaan Bapak/ Ibu/ Sdr untuk mengisi kuesioner yang telah kami sediakan. Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/ Ibu/ Sdr selama ini. Kami akan menjaga kerahasiaannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minngu setelah kuesioner ini kami sebarkan, agar Bapak/ Ibu/ Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terima kasih.

Tegal, Januari 2023

Hormat Saya,

Abdi Tri Setya Heriyanto

**KARAKTERISTIK RESPONDEN:**

1. Mohon dengan hormat dan kesediaan Bapak/ Ibu/ Sdr untuk mengisi identitas di bawah ini terlebih dahulu
2. Beri tanda *checklist* (√) pada kolom yang tersedia
3. Jenis Kelamin:
4. Laki-Laki
5. Perempuan
6. Pendidikan Terakhir:
7. SD/SMP
8. SMA
9. DIII/S1
10. S2
11. Umur:
12. 21-30 tahun
13. 31-40 tahun
14. 41-50 tahun
15. >51 tahun
16. Masa Kerja
17. 1-5 tahun
18. 6-10 tahun
19. >11 tahun

**PETUNJUK PENGISIAN KUESIONER**

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk menanggapi seluruh pertanyaan yang ada mengenai *“PENGARUH UPAH KERJA DAN INSENTIF TERHADAP KEPUASAN KERJA DRIVER GORIDE DI BREBES”*
2. Pilihlah salah satu jawaban dari kelima alternatif jawaban dengan cara memberi tanda *checklist* (√) pada salah satu kolom pada jawaban yang tersedia.
3. Keterangan jawaban sebagai berikut:

SS **=** Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

**Lampiran 2**

**Butir Kuesioner Variabel Kepuasan Kerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Saya puas bekerja di Gojek karena mendapatkan imbalan yang sesuai |  |  |  |  |  |
| 2. | Saya puas bekerja di Gojek karena pembagian orderan yang adil |  |  |  |  |  |
| 3. | Saya puas bekerja di Gojek karena rekan kerja yang menyenangkan |  |  |  |  |  |
| 4. | Saya tidak puas bekerja di Gojek karena rekan kerja yang tidak menyenangkan |  |  |  |  |  |
| 5. | Saya puas bekerja di Gojek karena hubungan *driver GoRide* dan atasan baik |  |  |  |  |  |
| 6. | Saya puas bekerja di Gojek karena hubungan sesama *driver GoRide* sangat baik |  |  |  |  |  |
| 7. | Saya puas bekerja di Gojek karena pemimpin menghargai *driver GoRide* |  |  |  |  |  |
| 8. | Saya puas bekerja di Gojek karena pemimpin bisa dianggap figure orangtua |  |  |  |  |  |
| 9. | Saya puas bekerja di Gojek karena pemimpin bisa dianggap figure teman |  |  |  |  |  |
| 10. | Saya puas bekerja di Gojek karena ada kesempatan untuk memperoleh peningkatan karir |  |  |  |  |  |
| 11. | Saya puas bekerja di Gojek karena tidak ada kesempatan untuk memperoleh peningkatan karir |  |  |  |  |  |

**Lampiran 3**

**Butir Kuesioner Variabel Upah Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Upah yang saya terima sesuai dengan resiko pekerjaan yang diambil |  |  |  |  |  |
| 2. | Upah yang saya terima sesuai dengan kemampuan saya |  |  |  |  |  |
| 3. | Upah yang saya terima sesuai dengan tanggung jawab pekerjaan |  |  |  |  |  |
| 4. | Upah yang saya terima sesuai dengan tingkat kesulitan |  |  |  |  |  |
| 5. | Upah yang saya terima sesuai dengan batas upah minimal pemerintah |  |  |  |  |  |
| 6. | Upah yang saya terima selalu tepat waktu |  |  |  |  |  |
| 7. | Upah yang saya terima sesuai dengan asas-asas yang berlaku |  |  |  |  |  |
| 8. | Upah yang saya terima tidak pernah kurang jumlahnya dari perjanjian |  |  |  |  |  |

**Lampiran 4**

**Butir Kuesioner Variabel Insentif (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Perusahaan memberikan insentif dengan aturan-aturan yang ringkas |  |  |  |  |  |
| 2. | Perusahaan memberikan insentif dengan aturan-aturan yang jelas |  |  |  |  |  |
| 3. | Perusahaan memberikan insentif dengan aturan-aturan yang mudah dipahami oleh *driver* |  |  |  |  |  |
| 4. | Insentif yang diberikan kepada *driver GoRide* dengan tepat |  |  |  |  |  |
| 5. | Jumlah insentif yang diberikan jelas |  |  |  |  |  |
| 6. | *Driver GoRide* mempunyai peluang yang wajar untuk memperoleh insentif |  |  |  |  |  |
| 7. | Perusahaan memberikan insentif dengan program insentit yang terukur |  |  |  |  |  |

**Lampiran 5**

**Data Kuesioner Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO  RESP | KEPUASAN KERJA (Y) | | | | | | | | | | | JUMLAH  Y |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 |
| 1 | 2 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 2 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 30 |
| 3 | 2 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 4 | 43 |
| 4 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| 5 | 1 | 2 | 2 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 39 |
| 6 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 47 |
| 7 | 1 | 1 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 1 | 1 | 18 |
| 8 | 1 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 24 |
| 9 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 44 |
| 10 | 1 | 1 | 1 | 2 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 23 |
| 11 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 12 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 27 |
| 13 | 2 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 43 |
| 14 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 44 |
| 15 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 31 |
| 16 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| 17 | 3 | 2 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 18 | 1 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 30 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 41 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 49 |
| 21 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 47 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 53 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 52 |
| 24 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 25 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 26 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 50 |
| 27 | 2 | 1 | 4 | 2 | 1 | 4 | 2 | 4 | 4 | 3 | 2 | 29 |
| 28 | 3 | 2 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 49 |
| 30 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 52 |
| 31 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 50 |
| 32 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 50 |
| 33 | 2 | 1 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 28 |
| 34 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 48 |
| 35 | 2 | 1 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 1 | 1 | 21 |
| 36 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 37 |
| 37 | 3 | 2 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 38 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 5 | 5 | 4 | 2 | 45 |
| 39 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 47 |
| 40 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 25 |
| 41 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 45 |
| 42 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 20 |
| 43 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 45 |
| 45 | 2 | 2 | 5 | 2 | 3 | 5 | 3 | 3 | 3 | 2 | 3 | 33 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 52 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 48 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 49 |
| 49 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 46 |
| 50 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 51 | 1 | 1 | 1 | 5 | 3 | 5 | 3 | 3 | 3 | 1 | 2 | 28 |
| 52 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 47 |
| 53 | 4 | 3 | 4 | 1 | 3 | 4 | 2 | 2 | 3 | 3 | 2 | 31 |
| 54 | 2 | 2 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 2 | 2 | 31 |
| 55 | 3 | 1 | 4 | 2 | 5 | 3 | 5 | 4 | 4 | 3 | 1 | 35 |
| 56 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 1 | 4 | 3 | 1 | 35 |
| 57 | 3 | 1 | 3 | 1 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 26 |
| 58 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 27 |
| 59 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 60 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 16 |
| 61 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 46 |
| 62 | 1 | 1 | 3 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 63 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 40 |
| 64 | 1 | 1 | 2 | 1 | 1 | 2 | 3 | 2 | 2 | 1 | 1 | 17 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 36 |
| 66 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 15 |
| 67 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 42 |
| 68 | 3 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 2 | 4 | 43 |
| 69 | 2 | 1 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 1 | 1 | 22 |
| 70 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 31 |
| 71 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 46 |
| 72 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 47 |
| 73 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 51 |
| 74 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 51 |
| 75 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 43 |
| 76 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 52 |
| 77 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 53 |
| 78 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 29 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 51 |
| 80 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 3 | 2 | 1 | 2 | 18 |
| 81 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 37 |
| 82 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 4 | 43 |
| 83 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| 84 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 85 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 2 | 50 |
| 86 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 41 |
| 87 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 88 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 46 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 45 |
| 90 | 2 | 1 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 1 | 1 | 22 |
| 91 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 34 |
| 92 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 5 | 2 | 32 |
| 93 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 43 |
| 94 | 1 | 2 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 34 |
| 95 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 2 | 2 | 1 | 31 |
| 96 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 97 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 25 |
| 98 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 35 |
| 99 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 28 |
| 100 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 36 |

**Lampiran 6 Data Kuesioner Variabel Upah Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO  RESP | UPAH (X1) | | | | | | | | JUMLAH  X1 |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 |
| 1 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 23 |
| 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 22 |
| 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 25 |
| 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 24 |
| 5 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 21 |
| 6 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 7 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 22 |
| 8 | 1 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 18 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 34 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 12 | 2 | 1 | 3 | 3 | 2 | 2 | 1 | 2 | 16 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 15 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 21 |
| 16 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 21 |
| 17 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 25 |
| 18 | 1 | 1 | 2 | 3 | 1 | 2 | 3 | 3 | 16 |
| 19 | 2 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 19 |
| 20 | 2 | 3 | 2 | 3 | 1 | 3 | 4 | 3 | 21 |
| 21 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 28 |
| 22 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 23 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 25 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 25 | 2 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 24 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 27 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 34 |
| 28 | 3 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 27 |
| 29 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 14 |
| 30 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 28 |
| 31 | 3 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 27 |
| 32 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 29 |
| 33 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 29 |
| 34 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 35 | 1 | 2 | 1 | 3 | 3 | 2 | 2 | 4 | 18 |
| 36 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 38 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 39 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 34 |
| 40 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 14 |
| 41 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 27 |
| 42 | 3 | 2 | 1 | 1 | 3 | 2 | 3 | 3 | 18 |
| 43 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 28 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 45 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 15 |
| 46 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 48 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 49 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 29 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 51 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 17 |
| 52 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 25 |
| 53 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 15 |
| 54 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 28 |
| 55 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 31 |
| 56 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 29 |
| 57 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 19 |
| 58 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 16 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 60 | 1 | 1 | 1 | 2 | 1 | 1 | 3 | 2 | 12 |
| 61 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 29 |
| 62 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 17 |
| 63 | 1 | 1 | 1 | 2 | 2 | 1 | 3 | 2 | 13 |
| 64 | 1 | 1 | 2 | 3 | 3 | 3 | 2 | 3 | 18 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 66 | 2 | 2 | 3 | 1 | 1 | 2 | 2 | 2 | 15 |
| 67 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 14 |
| 68 | 3 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 27 |
| 69 | 2 | 3 | 3 | 3 | 2 | 3 | 1 | 2 | 19 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 71 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 17 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 73 | 3 | 2 | 2 | 3 | 1 | 3 | 3 | 3 | 20 |
| 74 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 26 |
| 75 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 2 | 19 |
| 76 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 26 |
| 77 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 34 |
| 78 | 1 | 2 | 3 | 2 | 2 | 1 | 2 | 3 | 16 |
| 79 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 80 | 1 | 1 | 1 | 2 | 2 | 1 | 3 | 2 | 13 |
| 81 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 82 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 31 |
| 83 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 20 |
| 84 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 15 |
| 85 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 29 |
| 86 | 3 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 27 |
| 87 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 88 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 25 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 90 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 14 |
| 91 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 23 |
| 92 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 31 |
| 93 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 14 |
| 94 | 1 | 1 | 1 | 2 | 1 | 1 | 3 | 2 | 12 |
| 95 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 96 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 28 |
| 97 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 3 | 16 |
| 98 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 34 |
| 99 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 35 |
| 100 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 2 | 22 |

**Lampiran 7**

**Data Kuesioner Variabel Insentif (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO  RESP | INSENTIF (X2) | | | | | | | JUMLAH  X2 |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 |
| 1 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 24 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 24 |
| 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 22 |
| 6 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 7 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 16 |
| 8 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 19 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 10 | 1 | 2 | 1 | 2 | 3 | 2 | 1 | 12 |
| 11 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 16 |
| 12 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 17 |
| 13 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 24 |
| 14 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 29 |
| 15 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 11 |
| 16 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 22 |
| 17 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 26 |
| 18 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 20 |
| 19 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 21 |
| 20 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 29 |
| 21 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 26 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 23 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 25 |
| 24 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 23 |
| 25 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 26 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 27 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 13 |
| 28 | 3 | 3 | 3 | 4 | 4 | 4 | 1 | 22 |
| 29 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 23 |
| 30 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 31 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 15 |
| 32 | 5 | 5 | 5 | 2 | 4 | 2 | 2 | 25 |
| 33 | 2 | 2 | 2 | 4 | 3 | 4 | 2 | 19 |
| 34 | 5 | 5 | 5 | 3 | 4 | 3 | 3 | 28 |
| 35 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 36 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 24 |
| 37 | 1 | 2 | 2 | 3 | 2 | 2 | 3 | 15 |
| 38 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 28 |
| 39 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 29 |
| 40 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 11 |
| 41 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 25 |
| 42 | 2 | 1 | 1 | 2 | 3 | 2 | 3 | 14 |
| 43 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 44 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 15 |
| 45 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 17 |
| 46 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 29 |
| 47 | 1 | 1 | 2 | 2 | 3 | 2 | 2 | 13 |
| 48 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 15 |
| 49 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 17 |
| 50 | 4 | 4 | 4 | 4 | 4 | 2 | 1 | 23 |
| 51 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 31 |
| 52 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 17 |
| 53 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 27 |
| 54 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 13 |
| 55 | 1 | 2 | 3 | 2 | 2 | 2 | 2 | 14 |
| 56 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 57 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 58 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 16 |
| 59 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 13 |
| 60 | 2 | 1 | 2 | 2 | 4 | 3 | 2 | 16 |
| 61 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 17 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 63 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 11 |
| 64 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 18 |
| 65 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 18 |
| 66 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 32 |
| 67 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 24 |
| 68 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 |
| 69 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 25 |
| 70 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 20 |
| 71 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 20 |
| 72 | 2 | 3 | 2 | 3 | 2 | 2 | 1 | 15 |
| 73 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 24 |
| 74 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 12 |
| 75 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 26 |
| 76 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 27 |
| 77 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 78 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 33 |
| 79 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 27 |
| 80 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 81 | 2 | 3 | 2 | 2 | 3 | 2 | 4 | 18 |
| 82 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 11 |
| 83 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 23 |
| 84 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 31 |
| 85 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 25 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 87 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 28 |
| 88 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 89 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 20 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 91 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 31 |
| 92 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 93 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 94 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 30 |
| 95 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 13 |
| 96 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 20 |
| 97 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 98 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 17 |
| 99 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 23 |
| 100 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 26 |

**Lampiran 8**

**Hasil Data Interval Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | **Succesive Interval** | | | | | | | | | | | Jumlah  **Y** |
|  | **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** | **Y11** |
| 1 | 1.910 | 1.880 | 3.396 | 3.615 | 3.951 | 3.926 | 4.199 | 4.326 | 3.831 | 3.640 | 3.696 | 38.370 |
| 2 | 2.521 | 1.880 | 2.703 | 2.806 | 2.499 | 1.000 | 2.609 | 2.675 | 3.137 | 2.884 | 2.935 | 27.649 |
| 3 | 1.910 | 2.395 | 2.703 | 4.525 | 3.951 | 2.923 | 4.199 | 4.326 | 4.763 | 1.988 | 3.696 | 37.378 |
| 4 | 3.114 | 2.861 | 3.396 | 1.954 | 3.951 | 3.926 | 4.199 | 4.326 | 3.831 | 3.640 | 3.696 | 38.895 |
| 5 | 1.000 | 1.880 | 1.947 | 2.806 | 3.951 | 3.926 | 3.217 | 3.395 | 3.831 | 3.640 | 4.514 | 34.107 |
| 6 | 3.114 | 3.729 | 3.396 | 3.615 | 3.951 | 3.926 | 4.199 | 3.395 | 3.831 | 3.640 | 2.935 | 39.731 |
| 7 | 1.000 | 1.000 | 1.947 | 1.000 | 1.900 | 1.838 | 2.609 | 1.801 | 2.190 | 1.000 | 1.000 | 17.285 |
| 8 | 1.000 | 1.880 | 2.703 | 1.954 | 2.499 | 1.838 | 1.863 | 1.801 | 3.137 | 1.988 | 2.036 | 22.698 |
| 9 | 2.521 | 2.395 | 2.703 | 3.615 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 2.935 | 38.216 |
| 10 | 1.000 | 1.000 | 1.000 | 1.954 | 1.900 | 1.000 | 2.609 | 2.675 | 3.137 | 2.884 | 2.935 | 22.093 |
| 11 | 2.521 | 2.395 | 2.703 | 2.806 | 1.900 | 2.427 | 2.609 | 2.675 | 3.137 | 2.884 | 2.935 | 28.992 |
| 12 | 1.910 | 1.880 | 2.703 | 1.954 | 2.499 | 1.838 | 2.609 | 2.675 | 2.190 | 1.988 | 2.935 | 25.180 |
| 13 | 1.910 | 1.880 | 2.703 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 1.988 | 3.696 | 37.867 |
| 14 | 4.009 | 3.729 | 4.406 | 2.806 | 2.985 | 2.923 | 3.217 | 3.395 | 3.831 | 1.988 | 3.696 | 36.986 |
| 15 | 2.521 | 1.880 | 2.703 | 2.806 | 2.499 | 2.427 | 2.609 | 2.675 | 3.137 | 1.988 | 2.935 | 28.179 |
| 16 | 1.000 | 1.000 | 1.947 | 1.000 | 1.900 | 1.838 | 1.863 | 1.801 | 2.190 | 1.988 | 2.036 | 18.562 |
| 17 | 2.521 | 1.880 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 4.514 | 41.740 |
| 18 | 1.000 | 1.880 | 3.396 | 2.806 | 2.499 | 2.427 | 2.609 | 2.675 | 3.137 | 1.988 | 2.935 | 27.353 |
| 19 | 3.114 | 2.861 | 4.406 | 3.615 | 2.985 | 2.923 | 3.217 | 2.675 | 3.137 | 2.884 | 2.935 | 34.753 |
| 20 | 4.009 | 3.729 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 1.988 | 2.036 | 41.858 |
| 21 | 3.114 | 3.729 | 3.396 | 3.615 | 3.951 | 3.926 | 4.199 | 3.395 | 3.831 | 3.640 | 2.935 | 39.731 |
| 22 | 4.009 | 3.729 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 2.935 | 45.217 |
| 23 | 4.009 | 3.729 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 2.036 | 44.318 |
| 24 | 2.521 | 2.395 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 4.514 | 42.254 |
| 25 | 1.910 | 1.880 | 1.947 | 1.954 | 1.900 | 2.427 | 1.863 | 2.675 | 3.137 | 2.884 | 2.036 | 24.613 |
| 26 | 4.009 | 3.729 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 3.395 | 3.831 | 3.640 | 2.935 | 42.546 |
| 27 | 1.910 | 1.000 | 3.396 | 1.954 | 1.000 | 2.923 | 1.863 | 3.395 | 3.831 | 2.884 | 2.036 | 26.193 |
| 28 | 2.521 | 1.880 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 4.514 | 41.740 |
| 29 | 4.009 | 3.729 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 1.988 | 2.036 | 41.858 |
| 30 | 4.009 | 3.729 | 3.396 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 4.514 | 44.067 |
| 31 | 2.521 | 3.729 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 3.696 | 42.770 |
| 32 | 4.009 | 3.729 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 2.036 | 42.599 |
| 33 | 1.910 | 1.000 | 2.703 | 2.806 | 1.900 | 2.427 | 2.609 | 1.801 | 2.190 | 2.884 | 3.696 | 25.927 |
| 34 | 4.009 | 3.729 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 2.036 | 41.035 |
| 35 | 1.910 | 1.000 | 1.947 | 1.954 | 1.000 | 1.838 | 2.609 | 2.675 | 3.137 | 1.000 | 1.000 | 20.069 |
| 36 | 1.910 | 2.395 | 1.947 | 3.615 | 2.985 | 2.923 | 3.217 | 3.395 | 3.831 | 1.988 | 3.696 | 31.901 |
| 37 | 2.521 | 1.880 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 4.514 | 41.740 |
| 38 | 3.114 | 3.729 | 4.406 | 1.954 | 3.951 | 2.923 | 3.217 | 4.326 | 4.763 | 3.640 | 2.036 | 38.060 |
| 39 | 4.009 | 3.729 | 4.406 | 1.954 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 2.036 | 40.183 |
| 40 | 1.910 | 1.880 | 2.703 | 1.954 | 1.900 | 2.427 | 1.863 | 2.675 | 2.190 | 1.988 | 2.036 | 23.526 |
| 41 | 2.521 | 2.861 | 3.396 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 2.935 | 38.568 |
| 42 | 1.000 | 1.000 | 1.947 | 1.000 | 1.900 | 1.838 | 1.863 | 1.801 | 3.137 | 1.988 | 2.036 | 19.509 |
| 43 | 2.521 | 2.395 | 2.703 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 3.640 | 3.696 | 38.925 |
| 44 | 3.114 | 2.861 | 3.396 | 3.615 | 2.985 | 2.923 | 3.217 | 3.395 | 4.763 | 3.640 | 3.696 | 37.606 |
| 45 | 1.910 | 1.880 | 4.406 | 1.954 | 2.499 | 3.926 | 2.609 | 2.675 | 3.137 | 1.988 | 2.935 | 29.918 |
| 46 | 4.009 | 3.729 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 2.036 | 44.318 |
| 47 | 3.114 | 2.861 | 3.396 | 3.615 | 2.985 | 2.923 | 3.217 | 3.395 | 3.831 | 3.640 | 3.696 | 36.674 |
| 48 | 4.009 | 3.729 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 2.935 | 41.934 |
| 49 | 3.114 | 3.729 | 3.396 | 3.615 | 3.951 | 3.926 | 4.199 | 3.395 | 3.831 | 2.884 | 2.935 | 38.975 |
| 50 | 2.521 | 2.861 | 3.396 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 4.514 | 41.711 |
| 51 | 1.000 | 1.000 | 1.000 | 4.525 | 2.499 | 3.926 | 2.609 | 2.675 | 3.137 | 1.000 | 2.036 | 25.406 |
| 52 | 4.009 | 3.729 | 4.406 | 1.954 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 2.036 | 40.183 |
| 53 | 3.114 | 2.395 | 3.396 | 1.000 | 2.499 | 2.923 | 1.863 | 1.801 | 3.137 | 2.884 | 2.036 | 27.049 |
| 54 | 1.910 | 1.880 | 2.703 | 2.806 | 2.499 | 3.926 | 2.609 | 2.675 | 3.137 | 1.988 | 2.036 | 28.169 |
| 55 | 2.521 | 1.000 | 3.396 | 1.954 | 3.951 | 2.427 | 4.199 | 3.395 | 3.831 | 2.884 | 1.000 | 30.559 |
| 56 | 3.114 | 2.861 | 3.396 | 2.806 | 2.985 | 2.427 | 3.217 | 1.000 | 3.831 | 2.884 | 1.000 | 29.524 |
| 57 | 2.521 | 1.000 | 2.703 | 1.000 | 1.900 | 2.427 | 1.863 | 2.675 | 3.137 | 2.884 | 2.036 | 24.146 |
| 58 | 1.910 | 1.880 | 1.947 | 2.806 | 1.900 | 1.838 | 2.609 | 2.675 | 3.137 | 1.988 | 2.935 | 25.624 |
| 59 | 1.910 | 2.395 | 3.396 | 1.954 | 2.985 | 2.923 | 3.217 | 3.395 | 3.831 | 2.884 | 2.935 | 31.826 |
| 60 | 1.000 | 1.000 | 1.947 | 1.954 | 1.900 | 1.000 | 1.000 | 1.000 | 2.190 | 1.000 | 2.036 | 16.026 |
| 61 | 3.114 | 3.729 | 3.396 | 3.615 | 3.951 | 3.926 | 4.199 | 3.395 | 3.831 | 2.884 | 2.935 | 38.975 |
| 62 | 1.000 | 1.000 | 2.703 | 1.000 | 1.900 | 1.838 | 1.863 | 1.801 | 2.190 | 1.988 | 2.036 | 19.319 |
| 63 | 2.521 | 2.861 | 4.406 | 3.615 | 2.985 | 2.923 | 3.217 | 2.675 | 3.137 | 2.884 | 2.935 | 34.159 |
| 64 | 1.000 | 1.000 | 1.947 | 1.000 | 1.000 | 1.838 | 2.609 | 1.801 | 2.190 | 1.000 | 1.000 | 16.385 |
| 65 | 2.521 | 2.395 | 2.703 | 2.806 | 2.499 | 2.427 | 3.217 | 3.395 | 3.831 | 2.884 | 2.935 | 31.613 |
| 66 | 1.000 | 1.000 | 1.000 | 3.615 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.988 | 1.000 | 14.602 |
| 67 | 3.114 | 2.861 | 3.396 | 1.954 | 2.985 | 3.926 | 3.217 | 3.395 | 3.831 | 3.640 | 2.935 | 35.255 |
| 68 | 2.521 | 2.861 | 3.396 | 1.954 | 2.985 | 3.926 | 4.199 | 4.326 | 4.763 | 1.988 | 3.696 | 36.614 |
| 69 | 1.910 | 1.000 | 2.703 | 1.954 | 1.000 | 1.838 | 2.609 | 2.675 | 3.137 | 1.000 | 1.000 | 20.825 |
| 70 | 1.910 | 1.880 | 2.703 | 2.806 | 2.499 | 2.427 | 3.217 | 2.675 | 3.137 | 1.988 | 2.935 | 28.178 |
| 71 | 3.114 | 3.729 | 3.396 | 3.615 | 3.951 | 3.926 | 4.199 | 3.395 | 3.831 | 2.884 | 2.935 | 38.975 |
| 72 | 3.114 | 2.861 | 4.406 | 3.615 | 2.499 | 2.923 | 4.199 | 4.326 | 4.763 | 3.640 | 3.696 | 40.042 |
| 73 | 3.114 | 2.861 | 3.396 | 3.615 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 4.514 | 43.113 |
| 74 | 4.009 | 3.729 | 4.406 | 2.806 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 4.514 | 43.513 |
| 75 | 3.114 | 2.861 | 4.406 | 3.615 | 2.985 | 2.923 | 3.217 | 4.326 | 3.137 | 2.884 | 2.935 | 36.404 |
| 76 | 4.009 | 3.729 | 4.406 | 3.615 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 4.514 | 44.322 |
| 77 | 3.114 | 2.861 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 4.448 | 4.514 | 45.034 |
| 78 | 1.910 | 2.395 | 1.947 | 2.806 | 1.900 | 2.427 | 2.609 | 2.675 | 2.190 | 2.884 | 2.935 | 26.678 |
| 79 | 4.009 | 3.729 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 2.935 | 43.653 |
| 80 | 1.000 | 1.000 | 1.947 | 1.954 | 1.900 | 1.000 | 1.000 | 2.675 | 2.190 | 1.000 | 2.036 | 17.701 |
| 81 | 2.521 | 2.395 | 4.406 | 2.806 | 2.499 | 3.926 | 2.609 | 2.675 | 3.137 | 2.884 | 2.935 | 32.792 |
| 82 | 1.910 | 2.861 | 3.396 | 3.615 | 2.985 | 3.926 | 4.199 | 4.326 | 2.190 | 3.640 | 3.696 | 36.745 |
| 83 | 1.000 | 1.000 | 1.947 | 1.000 | 1.900 | 1.838 | 1.863 | 1.801 | 2.190 | 1.988 | 2.036 | 18.562 |
| 84 | 1.910 | 2.395 | 2.703 | 2.806 | 2.499 | 2.427 | 2.609 | 2.675 | 3.137 | 2.884 | 2.935 | 28.980 |
| 85 | 4.009 | 3.729 | 4.406 | 4.525 | 3.951 | 3.926 | 4.199 | 4.326 | 4.763 | 2.884 | 2.036 | 42.754 |
| 86 | 3.114 | 2.861 | 4.406 | 3.615 | 2.985 | 2.923 | 3.217 | 2.675 | 3.137 | 2.884 | 2.935 | 34.753 |
| 87 | 3.114 | 2.861 | 3.396 | 3.615 | 2.985 | 2.923 | 3.217 | 3.395 | 3.831 | 3.640 | 3.696 | 36.674 |
| 88 | 3.114 | 3.729 | 3.396 | 3.615 | 3.951 | 3.926 | 4.199 | 3.395 | 3.831 | 2.884 | 2.935 | 38.975 |
| 89 | 3.114 | 2.861 | 3.396 | 3.615 | 2.985 | 2.923 | 3.217 | 3.395 | 4.763 | 3.640 | 3.696 | 37.606 |
| 90 | 1.910 | 1.000 | 2.703 | 1.954 | 1.000 | 1.838 | 2.609 | 2.675 | 3.137 | 1.000 | 1.000 | 20.825 |
| 91 | 1.910 | 1.880 | 3.396 | 2.806 | 2.985 | 2.923 | 3.217 | 2.675 | 3.137 | 1.988 | 2.935 | 29.853 |
| 92 | 2.521 | 2.395 | 2.703 | 2.806 | 1.900 | 1.838 | 2.609 | 2.675 | 3.137 | 4.448 | 2.036 | 29.067 |
| 93 | 3.114 | 2.861 | 3.396 | 2.806 | 2.985 | 3.926 | 3.217 | 3.395 | 3.831 | 3.640 | 2.935 | 36.108 |
| 94 | 1.000 | 1.880 | 3.396 | 2.806 | 2.985 | 3.926 | 2.609 | 2.675 | 3.137 | 2.884 | 2.935 | 30.234 |
| 95 | 2.521 | 2.395 | 2.703 | 2.806 | 2.499 | 2.427 | 4.199 | 2.675 | 2.190 | 1.988 | 1.000 | 27.402 |
| 96 | 1.910 | 2.395 | 2.703 | 2.806 | 2.499 | 2.427 | 2.609 | 2.675 | 3.137 | 2.884 | 2.935 | 28.980 |
| 97 | 1.910 | 1.880 | 2.703 | 1.954 | 1.900 | 2.427 | 1.863 | 2.675 | 2.190 | 1.988 | 2.036 | 23.526 |
| 98 | 2.521 | 2.395 | 2.703 | 1.954 | 2.985 | 2.923 | 3.217 | 2.675 | 3.137 | 2.884 | 2.935 | 30.328 |
| 99 | 1.000 | 1.880 | 1.947 | 2.806 | 2.499 | 2.427 | 2.609 | 2.675 | 3.137 | 2.884 | 2.036 | 25.901 |
| 100 | 2.521 | 2.395 | 4.406 | 2.806 | 2.985 | 2.923 | 2.609 | 2.675 | 3.137 | 2.884 | 2.036 | 31.377 |

**Lampiran 9**

**Hasil Data Interval Upah Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | **Succesive Interval** | | | | | | | | Jumlah  **X1** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** |
| 1 | 1.811 | 2.679 | 2.753 | 3.085 | 2.141 | 2.603 | 3.207 | 3.598 | 21.876 |
| 2 | 2.464 | 1.950 | 1.978 | 3.085 | 3.065 | 2.603 | 3.207 | 2.585 | 20.938 |
| 3 | 1.811 | 2.679 | 2.753 | 3.085 | 3.065 | 3.600 | 3.207 | 3.598 | 23.798 |
| 4 | 1.811 | 2.679 | 2.753 | 4.208 | 3.065 | 2.603 | 3.207 | 2.585 | 22.910 |
| 5 | 1.811 | 2.679 | 2.753 | 3.085 | 2.141 | 2.603 | 3.207 | 1.864 | 20.141 |
| 6 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 3.600 | 3.207 | 3.598 | 24.451 |
| 7 | 1.811 | 1.950 | 2.753 | 3.085 | 3.065 | 2.603 | 3.207 | 2.585 | 21.059 |
| 8 | 1.000 | 2.679 | 1.978 | 2.133 | 3.065 | 1.762 | 3.207 | 1.864 | 17.688 |
| 9 | 4.821 | 5.048 | 5.406 | 4.208 | 4.017 | 3.600 | 3.207 | 3.598 | 33.905 |
| 10 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 2.603 | 3.207 | 2.585 | 22.440 |
| 11 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 2.603 | 3.207 | 2.585 | 22.440 |
| 12 | 1.811 | 1.000 | 2.753 | 3.085 | 2.141 | 1.762 | 1.000 | 1.864 | 15.416 |
| 13 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 4.730 | 4.321 | 3.598 | 31.737 |
| 14 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 4.321 | 3.598 | 30.607 |
| 15 | 1.811 | 2.679 | 2.753 | 3.085 | 3.065 | 1.762 | 3.207 | 1.864 | 20.225 |
| 16 | 1.811 | 2.679 | 2.753 | 2.133 | 2.141 | 2.603 | 3.207 | 2.585 | 19.911 |
| 17 | 2.464 | 2.679 | 2.753 | 3.085 | 2.141 | 2.603 | 4.321 | 3.598 | 23.643 |
| 18 | 1.000 | 1.000 | 1.978 | 3.085 | 1.000 | 1.762 | 3.207 | 2.585 | 15.618 |
| 19 | 1.811 | 2.679 | 1.978 | 1.000 | 2.141 | 2.603 | 3.207 | 2.585 | 18.004 |
| 20 | 1.811 | 2.679 | 1.978 | 3.085 | 1.000 | 2.603 | 4.321 | 2.585 | 20.062 |
| 21 | 2.464 | 1.950 | 3.793 | 4.208 | 3.065 | 3.600 | 4.321 | 3.598 | 27.000 |
| 22 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 3.600 | 3.207 | 3.598 | 24.451 |
| 23 | 3.449 | 2.679 | 3.793 | 3.085 | 2.141 | 2.603 | 3.207 | 2.585 | 23.542 |
| 24 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 3.207 | 2.585 | 28.481 |
| 25 | 1.811 | 3.621 | 3.793 | 2.133 | 2.141 | 3.600 | 4.321 | 1.864 | 23.283 |
| 26 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 4.730 | 4.321 | 3.598 | 31.737 |
| 27 | 3.449 | 3.621 | 3.793 | 4.208 | 3.065 | 4.730 | 5.575 | 5.013 | 33.454 |
| 28 | 2.464 | 1.950 | 3.793 | 4.208 | 2.141 | 3.600 | 4.321 | 3.598 | 26.075 |
| 29 | 1.000 | 1.000 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 1.000 | 13.989 |
| 30 | 2.464 | 1.950 | 3.793 | 4.208 | 3.065 | 3.600 | 4.321 | 3.598 | 27.000 |
| 31 | 2.464 | 1.950 | 3.793 | 4.208 | 2.141 | 3.600 | 4.321 | 3.598 | 26.075 |
| 32 | 3.449 | 3.621 | 3.793 | 3.085 | 2.141 | 3.600 | 4.321 | 3.598 | 27.608 |
| 33 | 3.449 | 3.621 | 3.793 | 3.085 | 2.141 | 3.600 | 4.321 | 3.598 | 27.608 |
| 34 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 3.600 | 3.207 | 3.598 | 24.451 |
| 35 | 1.000 | 1.950 | 1.000 | 3.085 | 3.065 | 1.762 | 2.135 | 3.598 | 17.596 |
| 36 | 2.464 | 2.679 | 2.753 | 3.085 | 2.141 | 2.603 | 3.207 | 2.585 | 21.516 |
| 37 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 3.207 | 2.585 | 28.481 |
| 38 | 2.464 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 4.321 | 3.598 | 29.622 |
| 39 | 3.449 | 3.621 | 3.793 | 4.208 | 3.065 | 4.730 | 5.575 | 5.013 | 33.454 |
| 40 | 1.000 | 1.000 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 1.000 | 13.989 |
| 41 | 2.464 | 3.621 | 3.793 | 4.208 | 4.017 | 1.762 | 2.135 | 3.598 | 25.599 |
| 42 | 2.464 | 1.950 | 1.000 | 1.000 | 3.065 | 1.762 | 3.207 | 2.585 | 17.035 |
| 43 | 2.464 | 1.950 | 3.793 | 4.208 | 3.065 | 3.600 | 4.321 | 3.598 | 27.000 |
| 44 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 2.603 | 3.207 | 2.585 | 22.440 |
| 45 | 1.000 | 1.950 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 1.000 | 14.939 |
| 46 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 3.600 | 3.207 | 3.598 | 24.451 |
| 47 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 3.207 | 2.585 | 28.481 |
| 48 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 4.730 | 4.321 | 3.598 | 31.737 |
| 49 | 3.449 | 3.621 | 3.793 | 3.085 | 2.141 | 3.600 | 4.321 | 3.598 | 27.608 |
| 50 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 3.207 | 3.598 | 29.494 |
| 51 | 1.811 | 1.950 | 1.978 | 2.133 | 1.000 | 2.603 | 3.207 | 1.864 | 16.546 |
| 52 | 2.464 | 2.679 | 3.793 | 4.208 | 2.141 | 2.603 | 3.207 | 2.585 | 23.679 |
| 53 | 1.000 | 1.950 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 1.000 | 14.939 |
| 54 | 2.464 | 1.950 | 3.793 | 4.208 | 3.065 | 3.600 | 4.321 | 3.598 | 27.000 |
| 55 | 3.449 | 3.621 | 3.793 | 4.208 | 3.065 | 4.730 | 3.207 | 3.598 | 29.671 |
| 56 | 3.449 | 3.621 | 3.793 | 3.085 | 2.141 | 3.600 | 4.321 | 3.598 | 27.608 |
| 57 | 2.464 | 1.950 | 2.753 | 2.133 | 2.141 | 2.603 | 2.135 | 1.864 | 18.042 |
| 58 | 1.000 | 1.950 | 1.978 | 3.085 | 2.141 | 1.762 | 2.135 | 1.864 | 15.915 |
| 59 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 4.321 | 3.598 | 30.607 |
| 60 | 1.000 | 1.000 | 1.000 | 2.133 | 1.000 | 1.000 | 3.207 | 1.864 | 12.203 |
| 61 | 3.449 | 3.621 | 3.793 | 3.085 | 2.141 | 3.600 | 4.321 | 3.598 | 27.608 |
| 62 | 2.464 | 1.950 | 1.978 | 2.133 | 1.000 | 1.762 | 2.135 | 2.585 | 16.008 |
| 63 | 1.000 | 1.000 | 1.000 | 2.133 | 2.141 | 1.000 | 3.207 | 1.864 | 13.344 |
| 64 | 1.000 | 1.000 | 1.978 | 3.085 | 3.065 | 2.603 | 2.135 | 2.585 | 17.451 |
| 65 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 4.321 | 3.598 | 30.607 |
| 66 | 1.811 | 1.950 | 2.753 | 1.000 | 1.000 | 1.762 | 2.135 | 1.864 | 14.275 |
| 67 | 1.000 | 1.000 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 1.000 | 13.989 |
| 68 | 2.464 | 1.950 | 3.793 | 4.208 | 2.141 | 3.600 | 4.321 | 3.598 | 26.075 |
| 69 | 1.811 | 2.679 | 2.753 | 3.085 | 2.141 | 2.603 | 1.000 | 1.864 | 17.934 |
| 70 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 3.207 | 2.585 | 28.481 |
| 71 | 1.000 | 1.950 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 2.585 | 16.525 |
| 72 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 4.321 | 3.598 | 30.607 |
| 73 | 2.464 | 1.950 | 1.978 | 3.085 | 1.000 | 2.603 | 3.207 | 2.585 | 18.873 |
| 74 | 2.464 | 2.679 | 2.753 | 4.208 | 4.017 | 3.600 | 3.207 | 1.864 | 24.791 |
| 75 | 1.811 | 1.000 | 1.978 | 3.085 | 3.065 | 2.603 | 3.207 | 1.864 | 18.613 |
| 76 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 3.600 | 3.207 | 3.598 | 24.451 |
| 77 | 3.449 | 3.621 | 3.793 | 4.208 | 3.065 | 4.730 | 5.575 | 5.013 | 33.454 |
| 78 | 1.000 | 1.950 | 2.753 | 2.133 | 2.141 | 1.000 | 2.135 | 2.585 | 15.697 |
| 79 | 2.464 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 4.321 | 2.585 | 28.609 |
| 80 | 1.000 | 1.000 | 1.000 | 2.133 | 2.141 | 1.000 | 3.207 | 1.864 | 13.344 |
| 81 | 2.464 | 2.679 | 2.753 | 3.085 | 3.065 | 2.603 | 3.207 | 2.585 | 22.440 |
| 82 | 3.449 | 3.621 | 3.793 | 4.208 | 3.065 | 4.730 | 3.207 | 3.598 | 29.671 |
| 83 | 1.811 | 2.679 | 2.753 | 2.133 | 1.000 | 2.603 | 3.207 | 2.585 | 18.770 |
| 84 | 1.000 | 1.950 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 1.000 | 14.939 |
| 85 | 3.449 | 3.621 | 3.793 | 3.085 | 2.141 | 3.600 | 4.321 | 3.598 | 27.608 |
| 86 | 2.464 | 1.950 | 3.793 | 4.208 | 2.141 | 3.600 | 4.321 | 3.598 | 26.075 |
| 87 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 4.730 | 4.321 | 3.598 | 31.737 |
| 88 | 2.464 | 2.679 | 2.753 | 3.085 | 2.141 | 2.603 | 4.321 | 3.598 | 23.643 |
| 89 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 3.600 | 4.321 | 3.598 | 30.607 |
| 90 | 1.000 | 1.000 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 1.000 | 13.989 |
| 91 | 2.464 | 2.679 | 2.753 | 3.085 | 2.141 | 2.603 | 3.207 | 2.585 | 21.516 |
| 92 | 3.449 | 3.621 | 3.793 | 4.208 | 3.065 | 4.730 | 3.207 | 3.598 | 29.671 |
| 93 | 1.000 | 1.000 | 1.978 | 2.133 | 2.141 | 2.603 | 2.135 | 1.000 | 13.989 |
| 94 | 1.000 | 1.000 | 1.000 | 2.133 | 1.000 | 1.000 | 3.207 | 1.864 | 12.203 |
| 95 | 3.449 | 3.621 | 3.793 | 4.208 | 4.017 | 4.730 | 4.321 | 3.598 | 31.737 |
| 96 | 2.464 | 1.950 | 3.793 | 4.208 | 3.065 | 3.600 | 4.321 | 3.598 | 27.000 |
| 97 | 1.000 | 1.950 | 1.978 | 2.133 | 1.000 | 2.603 | 2.135 | 2.585 | 15.384 |
| 98 | 3.449 | 3.621 | 3.793 | 4.208 | 3.065 | 4.730 | 5.575 | 5.013 | 33.454 |
| 99 | 4.821 | 5.048 | 5.406 | 5.933 | 5.375 | 3.600 | 3.207 | 2.585 | 35.975 |
| 100 | 2.464 | 2.679 | 2.753 | 3.085 | 1.000 | 2.603 | 4.321 | 1.864 | 20.767 |

**Lampiran 10**

**Hasil Data Interval Insentif (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | **Succesive Interval** | | | | | | | Jumlah  **X2** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** |
| 1 | 3.368 | 3.659 | 3.803 | 1.976 | 2.958 | 3.180 | 2.684 | 21.627 |
| 2 | 2.606 | 2.986 | 3.101 | 1.976 | 2.958 | 3.180 | 2.684 | 19.489 |
| 3 | 2.606 | 2.155 | 2.213 | 1.000 | 2.031 | 2.255 | 1.902 | 14.161 |
| 4 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 2.255 | 1.902 | 21.587 |
| 5 | 2.606 | 2.986 | 3.101 | 1.976 | 2.958 | 3.992 | 2.684 | 20.301 |
| 6 | 1.869 | 2.155 | 2.213 | 1.000 | 2.031 | 2.255 | 1.902 | 13.424 |
| 7 | 1.869 | 2.155 | 3.101 | 1.000 | 2.958 | 2.255 | 1.902 | 15.238 |
| 8 | 2.606 | 2.986 | 3.101 | 1.976 | 2.958 | 2.255 | 1.902 | 17.782 |
| 9 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 3.992 | 3.593 | 25.015 |
| 10 | 1.000 | 2.155 | 1.000 | 1.000 | 2.958 | 2.255 | 1.000 | 11.367 |
| 11 | 1.869 | 2.155 | 2.213 | 1.000 | 2.958 | 3.180 | 1.902 | 15.277 |
| 12 | 2.606 | 2.155 | 3.101 | 1.000 | 2.031 | 2.255 | 2.684 | 15.830 |
| 13 | 2.606 | 2.986 | 3.803 | 1.976 | 2.958 | 3.992 | 3.593 | 21.913 |
| 14 | 3.368 | 4.583 | 4.726 | 2.747 | 2.958 | 3.992 | 3.593 | 25.966 |
| 15 | 1.869 | 2.155 | 2.213 | 1.000 | 1.000 | 1.000 | 1.000 | 10.237 |
| 16 | 2.606 | 2.986 | 3.803 | 1.976 | 2.958 | 3.180 | 2.684 | 20.192 |
| 17 | 3.368 | 3.659 | 3.101 | 2.747 | 2.958 | 3.992 | 3.593 | 23.416 |
| 18 | 2.606 | 2.986 | 3.101 | 1.976 | 2.031 | 3.180 | 2.684 | 18.563 |
| 19 | 2.606 | 2.986 | 2.213 | 1.976 | 3.853 | 3.180 | 2.684 | 19.498 |
| 20 | 3.368 | 4.583 | 4.726 | 2.747 | 2.958 | 3.992 | 3.593 | 25.966 |
| 21 | 3.368 | 3.659 | 3.803 | 1.976 | 2.958 | 3.992 | 3.593 | 23.348 |
| 22 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 3.992 | 3.593 | 25.015 |
| 23 | 2.606 | 2.986 | 3.803 | 2.747 | 3.853 | 3.992 | 2.684 | 22.671 |
| 24 | 3.368 | 3.659 | 3.101 | 1.976 | 2.958 | 3.180 | 2.684 | 20.924 |
| 25 | 3.368 | 3.659 | 3.101 | 2.747 | 2.958 | 3.992 | 3.593 | 23.416 |
| 26 | 4.299 | 4.583 | 4.726 | 3.844 | 4.864 | 5.013 | 4.695 | 32.023 |
| 27 | 1.000 | 2.155 | 2.213 | 1.000 | 2.958 | 2.255 | 1.000 | 12.580 |
| 28 | 2.606 | 2.986 | 3.101 | 2.747 | 3.853 | 3.992 | 1.000 | 20.284 |
| 29 | 2.606 | 2.986 | 3.101 | 2.747 | 3.853 | 3.180 | 2.684 | 21.156 |
| 30 | 1.869 | 2.155 | 2.213 | 1.000 | 2.031 | 2.255 | 1.902 | 13.424 |
| 31 | 1.000 | 2.155 | 2.213 | 1.000 | 2.958 | 2.255 | 2.684 | 14.264 |
| 32 | 4.299 | 4.583 | 4.726 | 1.000 | 3.853 | 2.255 | 1.902 | 22.618 |
| 33 | 1.869 | 2.155 | 2.213 | 2.747 | 2.958 | 3.992 | 1.902 | 17.835 |
| 34 | 4.299 | 4.583 | 4.726 | 1.976 | 3.853 | 3.180 | 2.684 | 25.301 |
| 35 | 3.368 | 3.659 | 3.101 | 2.747 | 3.853 | 3.992 | 3.593 | 24.312 |
| 36 | 2.606 | 2.986 | 3.101 | 2.747 | 3.853 | 3.180 | 3.593 | 22.065 |
| 37 | 1.000 | 2.155 | 2.213 | 1.976 | 2.031 | 2.255 | 2.684 | 14.313 |
| 38 | 4.299 | 4.583 | 4.726 | 2.747 | 3.853 | 3.180 | 1.902 | 25.290 |
| 39 | 4.299 | 4.583 | 4.726 | 3.844 | 2.958 | 3.180 | 2.684 | 26.273 |
| 40 | 1.869 | 2.155 | 2.213 | 1.000 | 1.000 | 1.000 | 1.000 | 10.237 |
| 41 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 3.180 | 1.902 | 22.512 |
| 42 | 1.869 | 1.000 | 1.000 | 1.000 | 2.958 | 2.255 | 2.684 | 12.765 |
| 43 | 3.368 | 3.659 | 4.726 | 2.747 | 3.853 | 3.992 | 3.593 | 25.937 |
| 44 | 1.869 | 2.155 | 1.000 | 1.000 | 2.958 | 2.255 | 2.684 | 13.920 |
| 45 | 2.606 | 2.155 | 3.101 | 1.000 | 2.031 | 2.255 | 2.684 | 15.830 |
| 46 | 3.368 | 4.583 | 4.726 | 2.747 | 2.958 | 3.992 | 3.593 | 25.966 |
| 47 | 1.000 | 1.000 | 2.213 | 1.000 | 2.958 | 2.255 | 1.902 | 12.327 |
| 48 | 1.000 | 1.000 | 2.213 | 1.000 | 2.958 | 3.180 | 2.684 | 14.034 |
| 49 | 2.606 | 2.155 | 3.101 | 1.000 | 2.031 | 2.255 | 2.684 | 15.830 |
| 50 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 2.255 | 1.000 | 20.685 |
| 51 | 4.299 | 4.583 | 4.726 | 3.844 | 4.864 | 3.180 | 2.684 | 28.179 |
| 52 | 1.869 | 2.155 | 2.213 | 1.000 | 2.958 | 3.180 | 2.684 | 16.058 |
| 53 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 3.180 | 3.593 | 24.203 |
| 54 | 1.000 | 2.155 | 2.213 | 1.000 | 2.958 | 2.255 | 1.000 | 12.580 |
| 55 | 1.000 | 2.155 | 3.101 | 1.000 | 2.031 | 2.255 | 1.902 | 13.443 |
| 56 | 1.869 | 2.155 | 2.213 | 1.000 | 2.031 | 2.255 | 1.902 | 13.424 |
| 57 | 4.299 | 4.583 | 3.101 | 3.844 | 4.864 | 5.013 | 4.695 | 30.398 |
| 58 | 1.869 | 2.155 | 3.101 | 1.000 | 2.031 | 2.255 | 2.684 | 15.093 |
| 59 | 1.000 | 2.155 | 2.213 | 1.000 | 2.958 | 2.255 | 1.000 | 12.580 |
| 60 | 1.869 | 1.000 | 2.213 | 1.000 | 3.853 | 3.180 | 1.902 | 15.017 |
| 61 | 2.606 | 2.155 | 3.101 | 1.000 | 2.031 | 2.255 | 2.684 | 15.830 |
| 62 | 4.299 | 4.583 | 4.726 | 3.844 | 4.864 | 5.013 | 4.695 | 32.023 |
| 63 | 1.869 | 2.155 | 2.213 | 1.000 | 1.000 | 1.000 | 1.000 | 10.237 |
| 64 | 2.606 | 2.155 | 3.101 | 1.000 | 2.031 | 3.180 | 2.684 | 16.756 |
| 65 | 1.869 | 2.986 | 2.213 | 1.976 | 2.958 | 2.255 | 2.684 | 16.940 |
| 66 | 2.606 | 4.583 | 4.726 | 3.844 | 4.864 | 5.013 | 3.593 | 29.228 |
| 67 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 2.255 | 1.902 | 21.587 |
| 68 | 4.299 | 4.583 | 4.726 | 3.844 | 4.864 | 3.992 | 4.695 | 31.002 |
| 69 | 2.606 | 2.986 | 3.101 | 2.747 | 3.853 | 3.992 | 3.593 | 22.877 |
| 70 | 2.606 | 2.986 | 3.803 | 1.976 | 2.031 | 3.180 | 1.902 | 18.484 |
| 71 | 2.606 | 2.986 | 3.803 | 1.000 | 2.958 | 3.180 | 1.902 | 18.435 |
| 72 | 1.869 | 2.986 | 2.213 | 1.976 | 2.031 | 2.255 | 1.000 | 14.329 |
| 73 | 3.368 | 3.659 | 3.101 | 1.976 | 3.853 | 3.180 | 2.684 | 21.820 |
| 74 | 1.000 | 1.000 | 2.213 | 1.000 | 2.031 | 2.255 | 1.902 | 11.400 |
| 75 | 3.368 | 3.659 | 3.803 | 2.747 | 2.958 | 3.180 | 3.593 | 23.307 |
| 76 | 2.606 | 3.659 | 3.803 | 2.747 | 3.853 | 3.992 | 3.593 | 24.252 |
| 77 | 2.606 | 2.155 | 2.213 | 1.000 | 2.031 | 2.255 | 1.902 | 14.161 |
| 78 | 4.299 | 4.583 | 4.726 | 1.976 | 4.864 | 5.013 | 4.695 | 30.155 |
| 79 | 2.606 | 3.659 | 3.803 | 2.747 | 3.853 | 3.992 | 3.593 | 24.252 |
| 80 | 2.606 | 2.986 | 3.101 | 1.976 | 2.958 | 3.180 | 2.684 | 19.489 |
| 81 | 1.869 | 2.986 | 2.213 | 1.000 | 2.958 | 2.255 | 3.593 | 16.873 |
| 82 | 1.869 | 2.155 | 2.213 | 1.000 | 1.000 | 1.000 | 1.000 | 10.237 |
| 83 | 2.606 | 2.986 | 3.101 | 1.976 | 3.853 | 3.180 | 3.593 | 21.294 |
| 84 | 4.299 | 4.583 | 4.726 | 1.000 | 4.864 | 5.013 | 3.593 | 28.078 |
| 85 | 2.606 | 2.986 | 3.803 | 2.747 | 2.958 | 3.992 | 3.593 | 22.684 |
| 86 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 3.992 | 3.593 | 25.015 |
| 87 | 2.606 | 3.659 | 4.726 | 2.747 | 3.853 | 3.992 | 3.593 | 25.175 |
| 88 | 3.368 | 2.986 | 3.803 | 2.747 | 3.853 | 3.992 | 3.593 | 24.342 |
| 89 | 2.606 | 2.986 | 3.101 | 1.976 | 2.031 | 3.180 | 2.684 | 18.563 |
| 90 | 3.368 | 3.659 | 3.803 | 2.747 | 3.853 | 3.992 | 3.593 | 25.015 |
| 91 | 4.299 | 3.659 | 4.726 | 2.747 | 4.864 | 3.992 | 3.593 | 27.879 |
| 92 | 3.368 | 3.659 | 3.803 | 2.747 | 2.958 | 3.180 | 2.684 | 22.398 |
| 93 | 2.606 | 2.986 | 3.101 | 1.976 | 2.958 | 3.180 | 2.684 | 19.489 |
| 94 | 4.299 | 2.986 | 3.803 | 3.844 | 4.864 | 5.013 | 2.684 | 27.492 |
| 95 | 1.000 | 2.155 | 2.213 | 1.000 | 2.031 | 2.255 | 1.902 | 12.555 |
| 96 | 1.869 | 2.986 | 3.101 | 1.976 | 2.958 | 3.180 | 2.684 | 18.752 |
| 97 | 4.299 | 4.583 | 4.726 | 3.844 | 4.864 | 5.013 | 4.695 | 32.023 |
| 98 | 2.606 | 2.155 | 3.101 | 1.000 | 2.031 | 2.255 | 2.684 | 15.830 |
| 99 | 3.368 | 3.659 | 3.101 | 1.976 | 2.958 | 3.180 | 2.684 | 20.924 |
| 100 | 2.606 | 2.986 | 3.803 | 2.747 | 3.853 | 3.992 | 3.593 | 23.580 |

**Lampiran 11**

**Hasil Uji Validitas Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Kepuasan Kerja |
| Y1 | Pearson Correlation | 1 | .898\*\* | .763\*\* | .629\*\* | .542\*\* | .578\*\* | .625\*\* | .570\*\* | .562\*\* | .399\* | .102 | .774\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .002 | .001 | .000 | .001 | .001 | .029 | .591 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .898\*\* | 1 | .671\*\* | .690\*\* | .649\*\* | .611\*\* | .653\*\* | .499\*\* | .524\*\* | .343 | .101 | .771\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .005 | .003 | .063 | .595 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .763\*\* | .671\*\* | 1 | .566\*\* | .550\*\* | .644\*\* | .599\*\* | .578\*\* | .590\*\* | .433\* | .228 | .765\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .001 | .002 | .000 | .000 | .001 | .001 | .017 | .225 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .629\*\* | .690\*\* | .566\*\* | 1 | .711\*\* | .628\*\* | .734\*\* | .665\*\* | .712\*\* | .241 | .159 | .776\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 |  | .000 | .000 | .000 | .000 | .000 | .200 | .401 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .542\*\* | .649\*\* | .550\*\* | .711\*\* | 1 | .832\*\* | .940\*\* | .800\*\* | .767\*\* | .515\*\* | .541\*\* | .895\*\* |
| Sig. (2-tailed) | .002 | .000 | .002 | .000 |  | .000 | .000 | .000 | .000 | .004 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .578\*\* | .611\*\* | .644\*\* | .628\*\* | .832\*\* | 1 | .837\*\* | .830\*\* | .796\*\* | .575\*\* | .433\* | .888\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .001 | .017 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .625\*\* | .653\*\* | .599\*\* | .734\*\* | .940\*\* | .837\*\* | 1 | .869\*\* | .804\*\* | .526\*\* | .490\*\* | .923\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .003 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .570\*\* | .499\*\* | .578\*\* | .665\*\* | .800\*\* | .830\*\* | .869\*\* | 1 | .926\*\* | .556\*\* | .534\*\* | .891\*\* |
| Sig. (2-tailed) | .001 | .005 | .001 | .000 | .000 | .000 | .000 |  | .000 | .001 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .562\*\* | .524\*\* | .590\*\* | .712\*\* | .767\*\* | .796\*\* | .804\*\* | .926\*\* | 1 | .531\*\* | .468\*\* | .875\*\* |
| Sig. (2-tailed) | .001 | .003 | .001 | .000 | .000 | .000 | .000 | .000 |  | .003 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y10 | Pearson Correlation | .399\* | .343 | .433\* | .241 | .515\*\* | .575\*\* | .526\*\* | .556\*\* | .531\*\* | 1 | .571\*\* | .650\*\* |
| Sig. (2-tailed) | .029 | .063 | .017 | .200 | .004 | .001 | .003 | .001 | .003 |  | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y11 | Pearson Correlation | .102 | .101 | .228 | .159 | .541\*\* | .433\* | .490\*\* | .534\*\* | .468\*\* | .571\*\* | 1 | .519\*\* |
| Sig. (2-tailed) | .591 | .595 | .225 | .401 | .002 | .017 | .006 | .002 | .009 | .001 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kepuasan Kerja | Pearson Correlation | .774\*\* | .771\*\* | .765\*\* | .776\*\* | .895\*\* | .888\*\* | .923\*\* | .891\*\* | .875\*\* | .650\*\* | .519\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .003 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**Lampiran 12**

**Hasil Uji Validitas Variabel Upah Kerja (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Upah Kerja |
| X1.1 | Pearson Correlation | 1 | .726\*\* | .830\*\* | .644\*\* | .655\*\* | .667\*\* | .389\* | .600\*\* | .883\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .034 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .726\*\* | 1 | .645\*\* | .303 | .586\*\* | .567\*\* | .462\* | .412\* | .756\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .103 | .001 | .001 | .010 | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .830\*\* | .645\*\* | 1 | .668\*\* | .557\*\* | .662\*\* | .408\* | .504\*\* | .843\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .001 | .000 | .025 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .644\*\* | .303 | .668\*\* | 1 | .537\*\* | .566\*\* | .429\* | .595\*\* | .755\*\* |
| Sig. (2-tailed) | .000 | .103 | .000 |  | .002 | .001 | .018 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .655\*\* | .586\*\* | .557\*\* | .537\*\* | 1 | .567\*\* | .176 | .365\* | .709\*\* |
| Sig. (2-tailed) | .000 | .001 | .001 | .002 |  | .001 | .353 | .047 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .667\*\* | .567\*\* | .662\*\* | .566\*\* | .567\*\* | 1 | .650\*\* | .710\*\* | .862\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .001 | .001 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .389\* | .462\* | .408\* | .429\* | .176 | .650\*\* | 1 | .657\*\* | .667\*\* |
| Sig. (2-tailed) | .034 | .010 | .025 | .018 | .353 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .600\*\* | .412\* | .504\*\* | .595\*\* | .365\* | .710\*\* | .657\*\* | 1 | .775\*\* |
| Sig. (2-tailed) | .000 | .024 | .005 | .001 | .047 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Upah Kerja | Pearson Correlation | .883\*\* | .756\*\* | .843\*\* | .755\*\* | .709\*\* | .862\*\* | .667\*\* | .775\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 13**

**Hasil Uji Validitas Variabel Insentif (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | Insentif |
| X2.1 | Pearson Correlation | 1 | .879\*\* | .805\*\* | .813\*\* | .473\*\* | .686\*\* | .817\*\* | .899\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .008 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .879\*\* | 1 | .835\*\* | .867\*\* | .545\*\* | .742\*\* | .773\*\* | .925\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .002 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .805\*\* | .835\*\* | 1 | .755\*\* | .461\* | .670\*\* | .748\*\* | .869\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .010 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .813\*\* | .867\*\* | .755\*\* | 1 | .748\*\* | .793\*\* | .688\*\* | .927\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .473\*\* | .545\*\* | .461\* | .748\*\* | 1 | .664\*\* | .419\* | .701\*\* |
| Sig. (2-tailed) | .008 | .002 | .010 | .000 |  | .000 | .021 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .686\*\* | .742\*\* | .670\*\* | .793\*\* | .664\*\* | 1 | .791\*\* | .885\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .817\*\* | .773\*\* | .748\*\* | .688\*\* | .419\* | .791\*\* | 1 | .871\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .021 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Insentif | Pearson Correlation | .899\*\* | .925\*\* | .869\*\* | .927\*\* | .701\*\* | .885\*\* | .871\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | |

**Lampiran 14**

**Hasil Uji Reliabilitas Variabel Kepuasan Kerja (Y)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .940 | 11 |

**Lampiran 15**

**Hasil Uji Hasil Uji Reliabilitas Variabel Upah Kerja (X1)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .909 | 8 |

**Lampiran 16 Hasil Uji Hasil Uji Reliabilitas Variabel Insentif (X2)**

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

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .944 | 7 |

**Lampiran** **17 Output SPSS Uji Asumsi Klasik Uji Normalitas**

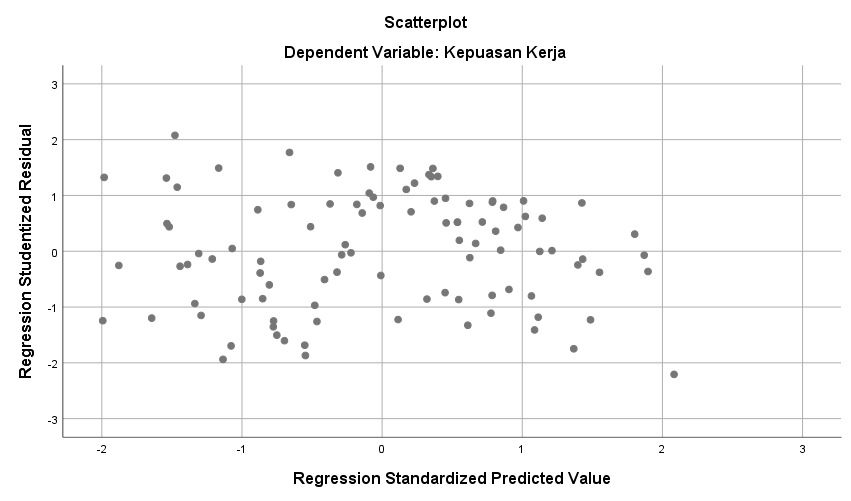
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 100 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 7.21671883 |
| Most Extreme Differences | Absolute | .084 |
| Positive | .067 |
| Negative | -.084 |
| Test Statistic | | .084 |
| Asymp. Sig. (2-tailed) | | .080c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

**Lampiran 18**

**Output SPSS Uji Asumsi Klasik Uji Multikoloniearitas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 14.467 | 4.165 |  | 3.473 | .001 |  |  |
| Upah Kerja | .665 | .119 | .499 | 5.585 | .000 | .977 | 1.024 |
| Insentif | .150 | .130 | .103 | 1.154 | .251 | .977 | 1.024 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

**Lampiran 19**

**Output SPSS Uji Asumsi Klasik Uji Heteroskedastisitas**

**Lampiran 20**

**Output SPSS Analisis Regresi Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 14.467 | 4.165 |  | 3.473 | .001 |
| Upah Kerja | .665 | .119 | .499 | 5.585 | .000 |
| Insentif | .150 | .130 | .103 | 1.154 | .251 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |

**Lampiran 21**

**Output SPSS Uji Signifikansi Parsial ( Uji t)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 14.467 | 4.165 |  | 3.473 | .001 |  |  |
| Upah Kerja | .665 | .119 | .499 | 5.585 | .000 | .977 | 1.024 |
| Insentif | .150 | .130 | .103 | 1.154 | .251 | .977 | 1.024 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

**Lampiran 22**

**Output SPSS Uji Signifikansi Simultan ( Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1663.134 | 2 | 831.567 | 15.644 | .000b |
| Residual | 5156.022 | 97 | 53.155 |  |  |
| Total | 6819.156 | 99 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |
| b. Predictors: (Constant), Insentif, Upah Kerja | | | | | | |

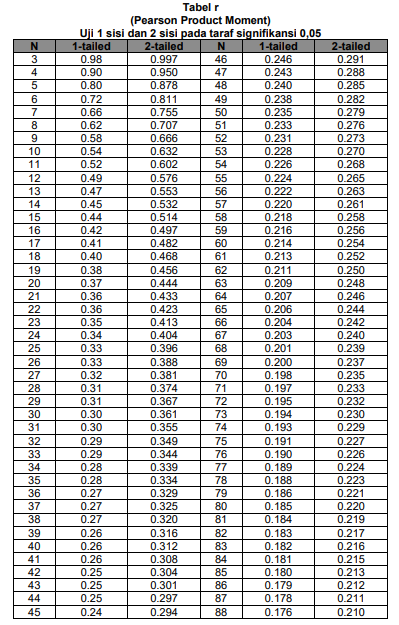
**Lampiran 23**

**Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .494a | .244 | .228 | 7.29074 | 1.690 |
| a. Predictors: (Constant), Insentif, Upah Kerja | | | | | |
| b. Dependent Variable: Kepuasan Kerja | | | | | |

**Lampiran 24**

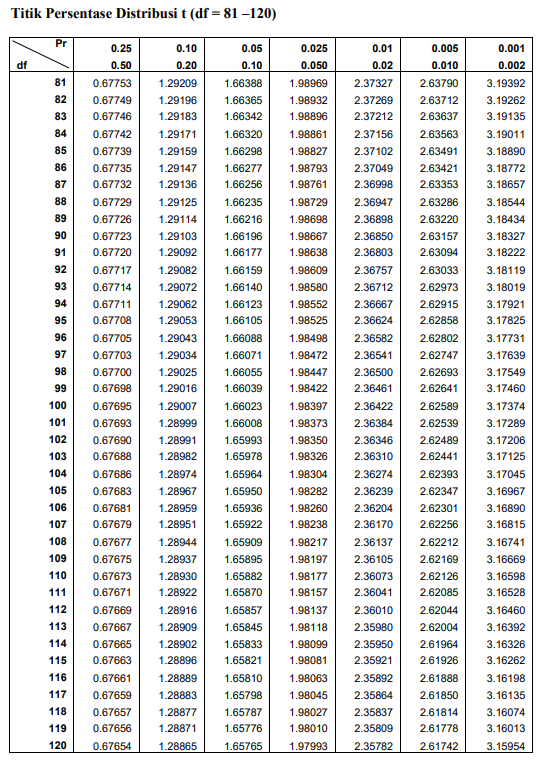
**R Tabel**



**Lampiran 25**

**T Tabel**

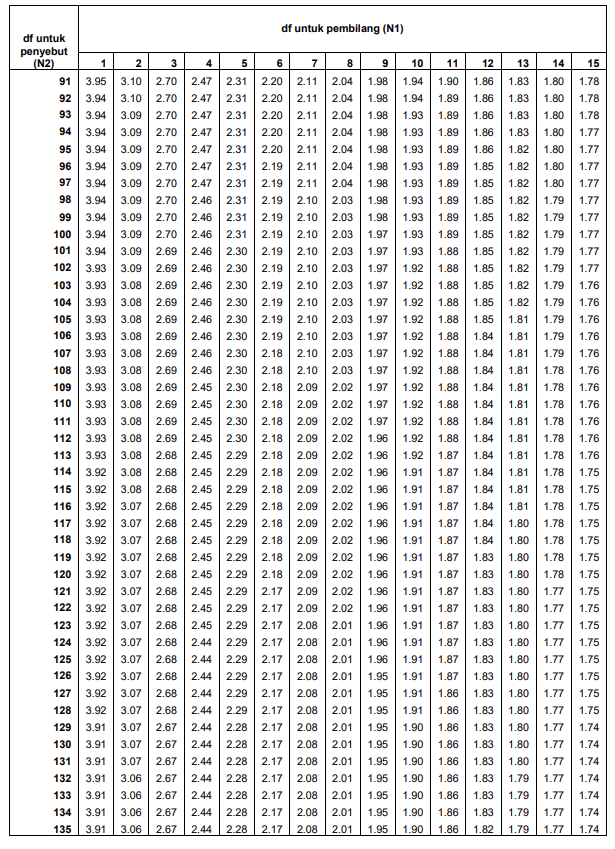
Tabel t

(Pada taraf signifikansi 0,05) 1 sisi (0,05) dan 2 sisi (0,025)

**Lampiran 26**

**Lampiran 26**

**Titik Persentase Distribusi F Tabel**

**Titik Persentase Distribusi F untuk Probabilita = 0,05**