

DAFTAR PUSTAKA

- Aprialitrama, H. . (2023). Pengaruh Stres, Motivasi, dan Kepuasan Terhadap Kinerja Karyawan YOI CONA CAFE SPACE Surabaya. *Jurnal Ilmu Dan Riset Manajemen*.
<http://jurnalmahasiswa.stiesia.ac.id/index.php/jirm/article/view/5509>
- Ariasih, S., Suryani, M. (2023). Pengaruh Kepemimpinan, Reward, dan Punishment Terhadap Kinerja Karyawan Warung Mina Dalung. *Jurnal EMAS*. <https://e-journal.unmas.ac.id/index.php/emas/article/view/4176>
- Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Erlangga.
- Busro, M. (2013). *Teori-Teori Manajemen Sumber Daya Manusia*. Prenamedia Group.
- Fahmi. (2017). *Manajemen Sumber Daya Manusia*. Alfabeta.
- Handoko, H. (2023). *Manajemen Personalia & Sumber Daya Manusia (edisi ke 2)*. BPEE-Yogyakarta.
- Hasibuan. (2018a). *Pengaruh Kompetensi, Motivasi, Komunikasi dan Kesejahteraan terhadap Kinerja Pegawai Dinas Pendidikan*.
<https://ejurnal.unisri.ac.id/index.php/Manajemen/article/view/88>
- Hasibuan, M. S. (2018b). *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- Ivancevich , J. K., M. (2006). *Perilaku dan Manajemen Organisasi*. Erlangga.
- Juniarti, A. P. (2020). Pengaruh Pelatihan, Kompensasi, dan Disiplin Kerja Terhadap Kinerja Karyawan PT Sari Coffee Indonesia. *Jurnal Ilmu Dan Riset Manajemen*.
<http://jurnalmahasiswa.stiesia.ac.id/index.php/jirm/article/view/3543>
- Mahdi, R. F., Setiawati, I., Puspitasari, R. H. (2023). Pengaruh Reward, Punishment, dan Keselamatan Kerja Terhadap Kinerja Driver Grab Di Kota Semarang. *Jurnal Manajemen Dan Bisnis, 01–09*.
<https://journal.yp3a.org/index.php/manabis/article/view/1542>
- Mangkunegara. (2013). *Manajemen Sumber Daya Manusia Perusahaan*. Rosdakarya.
- Mangkunegara. (2017). *Evaluasi Kinerja SDM*. Refika Aditama.
- Nawawi, H. (2017). *Manajemen Sumber Daya Manusia*. Universitas Gadjah Mada.

- Nompo, V. G., Pandowow, M. H. (2020). Pengaruh Reward, Punishment, dan Disiplin Kerja Terhadap Kinerja Karyawan Di PT.Pegadaian (Persero) Kanwil V Manado. *Jurnal Ekonomi, Manajemen, Bisnis, Dan Akuntansi*, 288–299. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/30754>
- Panggabean, M. S. (2013). *Manajemen Sumber Daya Manusia Perusahaan*. Rosdakarya.
- Pratama, F. Y. (2023). Pengaruh Kesejahteraan dan Semangat Kerja Terhadap Kinerja Karyawan CV.Gawanta Sejahtera Gemilang Kabupaten Kediri. *Jurnal Manajemen Dan Ekonomi Syariah*, 149–159. <https://journal.staiyipiqaubau.ac.id/index.php/Maslahah/article/view/259>
- Purwanto, M. N. (2021). *Prinsip - Prinsip dan Teknik Evaluasi Pengajaran*. Rosdakarya.
- Rivai. (2014). *Manajemen Sumber Daya Manusia Untuk Perusahaan dari Teori ke Praktik*. Raja Grafindo Persada.
- Robbins, S. P., & Judge, T. A. (2016). *Perilaku Organisasi (edisi 16)*. Salemba Empat.
- Saidah, M. (2017). Pengaruh Pendidikan, Kompetensi, Disiplin, dan Kesejahteraan Karyawan Terhadap Kinerja Karyawan Supermarket Sakinah Surabaya. *Jurnal Ekonomi Islam*, 261–274. <https://jurnal.yudharta.ac.id/v2/index.php/malia/article/download/3395/2261>
- Sedarmayanti. (2017). *Manajemen Sumber Daya Manusia, Reformasi Birokrasi, dan Manajemen Pegawai Negeri Sipil*. Refika Aditama.
- Sengkey, E. A., Dotulong, L., & Lumintang, G. (2021). Pengaruh Reward, Punishment, dan Komunikasi Terhadap Kinerja Karyawan PT. Bank SalutGo Cabang Tomohon. *Jurnal Ekonomi, Manajemen, Bisnis, Dan Akuntansi*, 1692–1702. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/35951>
- Sidik, R. F., Hernawati, J., & Kurniawan, S. (2021). Pengaruh Komitmen Organisasional, Kepuasan Kerja, dan Budaya Organisasi Terhadap Kinerja Karyawan Pada Bento Kopi Yogyakarta. *Jurnal Widya Manajemen*, 86–96. <https://ejournal.unhi.ac.id/index.php/widyamanajemen/article/view/1227>
- Sofyandi, H. (2008). *Manajemen Sumber Daya manusia*. Graha Ilmu.
- Suak, R., Adolfina, & Uhing, Y. (2021). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan Sutanraja Hotel Amurang. *Jurnal Ekonomi Manajemen Bisnis Dan Akuntansi*, 1050–1059. <https://ejournal.unsrat.ac.id/index.php/emba/article/view/16062>

Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D. MPKK.*

Syifaurrehman, A., Ayuningtyas, H. G., & Indiyati, D. (2022). Pengaruh Kesejahteraan dan Motivasi Kerja Terhadap Kinerja Pegawai Dinas Tanaman Pangan dan Hortikultura Provinsi Jawa Barat. *Management*. <https://openlibrarypublications.telkomuniversity.ac.id/index.php/management/article/view/18392>

Wahyuni, S. R. (2019). Pengaruh Gaya Kepemimpinan, Reward, dan Punishment Terhadap Kinerja Pegawai Badan Pengembangan Sumber Daya Manusia Provinsi Sumatera Barat. *Jurnal Ekonomi*, 1–11. <http://ojs.itbhas.ac.id/index.php/JE/article/view/79>

LAMPIRAN

Lampiran 1 Lembar Kuesioner

KATA PENGANTAR KUESIONER

Kepada

Yth. Bapak/Ibu/Sdr/i Karyawan

Cafe Kampung Nobita Kersana-Brebes

Dengan Hormat,

Dalam rangka menyelesaikan pendidikan Strata Satu Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal dalam bentuk tugas akhir penyusunan skripsi yang berjudul "**Pengaruh *Reward, Punishment, dan Kesejahteraan Karyawan Terhadap Kinerja Karyawan Cafe Kampung Nobita Kecamatan Kersana***" dengan ini Saya mohon kesediaan Bapak/Ibu/Sdr/i untuk mengisi kuesioner penelitian ini.

Penelitian ini semata-mata bertujuan untuk keperluan akademis dan penelitian ilmiah khususnya ilmu manajemen. Kerahasiaan data penelitian akan dijamin. Saya mengharapkan informasi dan jawaban yang sesungguhnya dari Bapak/Ibu/Sdr/i sesuai kondisi yang sebenar-benarnya.

Atas kerjasama dan kesediaan Bapak/Ibu/Sdr/i Saya ucapkan terimakasih.

Hormat Saya
Penulis

Rosa Pita Hutami

I. PETUNJUK PENGISIAN

- Kepada Bapak/Ibu/Sdr/i diharapkan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sebenarnya.
- Berilah tanda (\checkmark) pada kolom yang tersedia dan pilih salah satu jawaban sesuai dengan keadaan yang sebenarnya.
- Ada 5 (lima) alternatif jawaban yaitu

Simbol	Kategori	Nilai Bobot
SS	Sangat Setuju	5
S	Setuju	4
N	Netral	3
TS	Tidak Setuju	2
STS	Sangat Tidak Setuju	1

II. IDENTITAS RESPONDEN

a. Nama:

b. Jenis Kelamin:

Laki-laki

Perempuan

c. Usia:

17 – 20 Tahun

21 – 25 Tahun

26 – 30 Tahun

> 31 Tahun

d. Pendidikan Terakhir:

SMP (sekolah menengah pertama)

SMA/SMK (sekolah menengah atas/kejuruan)

Tingkat Diploma

Tingkat Sarjana

Tanda Tangan, Dibawah ini :

DAFTAR PERTANYAAN KUESIONER

Variabel Kinerja (Y)

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
Banyaknya jumlah pekerjaan						
1	Karyawan mampu memaksimalkan kemampuannya dalam bekerja					
2	Karyawan mampu meminimalkan kesalahan dalam bekerja					
Hasil kerja sesuai dengan standar kualitas yang ditetapkan						
3	Karyawan mampu memenuhi target kerja yang sudah ditetapkan					
4	Karyawan mampu memenuhi harapan atau prosedur kerja di perusahaan					
Tingkat Kehadiran dan Ketaatan Karyawan						
5	Karyawan mampu disiplin dalam bekerja					
6	Karyawan tidak pernah absen dari pekerjaan saya tanpa alasan					

Variabel Reward (X1)

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
Gaji pokok						
1	Gaji yang diberikan perusahaan sesuai dengan beban pekerjaan					
2	Perusahaan memberikan gaji tepat waktu					
Pemberian bonus						
3	Karyawan puas terhadap bonus yang diberikan perusahaan atas hasil pekerjaan karyawan					
4	Bonus atau komisi dapat meningkatkan prestasi kerja karyawan					
Apresiasi						
5	Perusahaan memberikan apresiasi apabila kinerja karyawan bagus					
6	Apresiasi dari perusahaan dapat meningkatkan semangat kerja karyawan					
Penunjukkan pegawai sebagai wakil perusahaan						
7	Prestasi yang dicapai dapat menaikkan jabatan sebagai perwakilan perusahaan					
8	Karyawan diberikan kepercayaan sebagai karyawan perwakilan perusahaan					

Variabel *Punishment* (X2)

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
Teguran lisan						
1	Karyawan selalu diberitahu jika melakukan kesalahan dalam bekerja					
2	Karyawan selalu diingatkan atau dinasihati apabila melakukan kesalahan					
Teguran tertulis						
3	Perusahaan memberikan hukuman berupa surat pernyataan bagi karyawan yang melakukan kesalahan yang sama					
4	Perusahaan memberikan teguran tertulis sebagai hukuman ringan setelah teguran lisan tidak berpengaruh terhadap kesalahan pertama yang dilakukan karyawan					
Pemotongan gaji						
5	Karyawan mendapatkan hukuman pemotongan gaji sebagai denda melakukan kesalahan secara berulang					
6	Perusahaan memberikan hukuman potongan gaji untuk memberikan efek jera karena teguran lisan dan tertulis tidak mampu dimengerti oleh karyawan					
Pemutusan hubungan kerja						
7	Perusahaan akan memberhentikan hubungan kerja kepada karyawan yang sering melakukan kesalahan berulang-ulang dan fatal yang dapat merugikan perusahaan					
8	Perusahaan melakukan PHK ketika karyawan tidak dapat memperbaiki kesalahan yang sudah dilakukan secara berulang					

Variabel Kesejahteraan (X3)

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
Seragam Kerja						
1	Perusahaan memberikan seragam kerja untuk karyawan					
2	Perusahaan memberikan seragam kerja sesuai dengan job pekerjaan karyawan					
Tunjangan hari raya						
3	Perusahaan memberikan THR untuk karyawan					
4	THR selalu diberikan setiap tahunnya					
Uang makan						
5	Perusahaan memberikan uang makan kepada					

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
	karyawan					
6	Perusahaan menyediakan makan untuk karyawan					
Tempat ibadah						
7	Terdapat sarana tempat ibadah ditempat kerja					
8	Sarana ibadah yang disediakan oleh perusahaan memiliki kelengkapan yang lengkap dan nyaman					
Cuti						
9	Perusahaan memberikan jatah cuti kepada karyawan					
10	Prosedur pemberian cuti karyawan dapat diperoleh dengan mudah					
Pelatihan						
11	Karyawan diberikan pelatihan ditempat kerja					
12	Karyawan mendapatkan keterampilan ditempat kerja					
Izin						
13	Perusahaan memberikan izin kerja					
14	Perusahaan memberikan pembatasan jumlah izin karyawan					

Lampiran 2 Data Uji Validitas dan Reliabilitas

No Responden	Kinerja Karyawan (Y)						TOTAL
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	
1	5	5	4	4	5	5	28
2	3	3	4	3	3	3	19
3	5	4	4	5	5	5	28
4	3	4	4	4	5	3	23
5	4	4	5	3	4	4	24
6	5	4	4	5	5	5	28
7	3	5	5	3	4	3	23
8	4	4	4	4	4	4	24
9	4	5	5	5	4	4	27
10	5	4	4	4	4	5	26
11	5	4	5	5	5	5	29
12	5	4	5	4	4	5	27
13	5	5	4	5	4	5	28
14	3	4	4	5	4	3	23
15	4	5	5	4	5	4	27
16	5	5	5	4	5	5	29
17	5	4	4	3	5	5	26
18	4	4	5	4	5	4	26
19	5	4	5	4	5	5	28
20	4	4	4	4	4	4	24
21	4	3	4	3	3	4	21
22	4	4	4	4	4	4	24
23	4	5	5	4	5	4	27
24	5	4	5	4	5	5	28
25	3	5	4	4	5	3	24
26	4	4	5	4	4	4	25
27	5	5	4	5	5	5	29
28	4	5	4	4	4	4	25
29	4	4	4	4	4	4	24
30	5	5	5	4	5	5	29

No. Responden	Reward (X1)								TOTAL
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
1	4	5	4	4	5	4	5	4	35
2	4	4	3	4	4	3	4	2	28
3	5	5	5	4	3	4	4	4	34
4	3	2	3	3	2	3	2	2	20
5	5	5	4	5	5	5	4	4	37
6	3	3	3	3	3	4	4	4	27
7	3	4	3	3	3	4	4	3	27
8	4	5	5	5	5	4	5	5	38
9	3	3	4	4	4	3	3	3	27
10	4	4	4	4	4	4	4	4	32
11	4	5	4	4	5	3	4	2	31
12	4	4	5	5	5	4	5	5	37
13	4	4	3	3	4	4	4	3	29
14	4	4	4	4	4	4	4	4	32
15	5	5	5	5	5	5	4	4	38
16	4	4	4	3	4	5	4	4	32
17	4	3	3	3	2	3	4	4	26
18	3	3	4	4	4	4	4	4	30
19	4	4	5	4	4	4	4	4	33
20	3	3	4	5	4	4	4	5	32
21	3	4	4	4	3	3	4	4	29
22	4	4	1	4	3	4	4	4	28
23	2	2	2	2	2	2	2	2	16
24	5	5	4	5	4	5	5	5	38
25	3	4	4	5	3	4	5	5	33
26	4	5	4	5	4	5	4	5	36
27	4	4	4	4	4	4	4	4	32
28	5	5	5	5	5	5	5	5	40
29	1	4	4	4	4	1	4	1	23
30	5	4	3	4	4	4	4	1	29

No. Responden	<i>Punishment (X2)</i>								TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	
1	4	5	4	5	4	3	4	5	34
2	3	3	5	3	3	3	3	3	26
3	4	5	5	5	4	4	4	4	35
4	3	3	3	2	4	4	3	3	25
5	4	4	3	3	4	5	4	4	31
6	5	4	5	4	3	3	3	3	30
7	4	3	3	3	3	3	4	4	27
8	5	4	5	4	5	3	5	5	36
9	3	3	4	3	3	3	3	3	25
10	4	4	4	4	4	3	4	4	31
11	4	4	4	4	4	4	4	4	32
12	5	5	5	4	5	4	5	4	37
13	3	4	4	3	4	3	3	4	28
14	4	4	4	4	4	4	4	4	32
15	4	5	5	4	4	4	4	3	33
16	3	4	3	4	3	4	3	3	27
17	5	5	5	4	5	5	5	5	39
18	5	5	4	4	4	3	5	4	34
19	3	4	5	5	4	4	3	5	33
20	5	5	4	4	5	4	5	5	37
21	5	5	5	4	4	4	5	4	36
22	5	5	4	5	4	4	5	4	36
23	4	5	4	5	5	4	4	4	35
24	4	5	4	5	4	3	4	3	32
25	4	4	4	4	5	4	4	4	33
26	5	5	5	5	5	5	5	5	40
27	4	4	4	5	4	5	4	5	35
28	4	4	5	5	5	5	4	5	37
29	4	4	5	5	4	4	4	5	35
30	4	4	4	4	4	5	4	4	33

No. Responden	Kesejahteraan Karyawan (X3)														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	
1	5	5	5	5	5	4	4	4	4	5	5	5	4	4	64
2	5	5	4	5	4	4	4	4	3	5	5	4	4	5	61
3	4	5	4	4	4	4	4	4	4	4	4	5	5	4	59
4	5	5	5	4	4	4	5	5	4	5	5	4	5	5	65
5	5	5	5	5	4	4	4	5	4	4	4	4	4	4	61
6	5	5	5	4	4	4	4	5	4	5	5	5	4	4	63
7	5	5	5	5	4	4	4	4	4	5	4	4	5	5	63
8	4	4	4	4	4	4	3	4	3	4	4	5	4	4	55
9	4	4	4	5	4	5	4	4	5	4	4	5	5	4	61
10	5	4	4	5	5	4	4	5	5	5	5	5	5	5	66
11	5	4	4	4	4	4	4	4	4	4	4	4	5	4	58
12	4	5	4	4	4	5	4	4	3	4	3	4	4	4	56
13	5	5	4	5	5	4	4	3	4	4	4	5	4	4	60
14	4	4	4	3	4	4	4	5	4	4	5	4	4	5	58
15	4	4	4	4	4	5	5	4	5	4	4	5	4	5	61
16	4	4	4	4	5	5	5	4	5	4	4	4	5	5	62
17	4	4	4	4	5	4	4	5	4	5	5	5	4	4	61
18	5	4	4	5	4	4	4	5	5	4	4	5	5	5	63
19	5	5	4	5	4	5	4	5	4	4	4	4	5	5	63
20	4	4	4	4	5	4	4	4	4	4	4	4	4	4	57
21	4	4	4	4	4	4	4	4	4	4	4	4	4	5	57
22	5	5	4	5	4	4	3	4	4	4	4	4	4	4	58
23	4	4	4	4	4	3	3	3	3	3	3	3	4	4	49
24	4	3	3	4	3	3	4	3	3	4	4	3	3	4	48
25	4	4	4	4	3	4	4	5	4	5	5	4	3	4	57
26	4	4	4	4	4	4	4	4	4	4	4	4	4	5	57
27	4	5	4	4	4	5	5	5	4	4	4	4	5	5	62
28	4	4	5	4	5	5	4	4	4	4	4	4	5	4	60
29	4	4	5	5	5	4	5	4	4	4	4	4	4	4	60
30	5	4	5	5	4	3	4	3	4	3	4	4	4	4	56

Lampiran 3 Hasil Uji Validitas

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	TOTAL
Y.1	Pearson Correlation	1	,125	,142	,326	,412*	1,000**	,819**
	Sig. (2-tailed)		,510	,455	,079	,024	,000	,000
	N	30	30	30	30	30	30	30
Y.2	Pearson Correlation	,125	1	,241	,308	,471**	,125	,546**
	Sig. (2-tailed)	,510		,199	,098	,009	,510	,002
	N	30	30	30	30	30	30	30
Y.3	Pearson Correlation	,142	,241	1	-,093	,259	,142	,376*
	Sig. (2-tailed)	,455	,199		,626	,168	,455	,041
	N	30	30	30	30	30	30	30
Y.4	Pearson Correlation	,326	,308	-,093	1	,356	,326	,579**
	Sig. (2-tailed)	,079	,098	,626		,054	,079	,001
	N	30	30	30	30	30	30	30
Y.5	Pearson Correlation	,412*	,471**	,259	,356	1	,412*	,734**
	Sig. (2-tailed)	,024	,009	,168	,054		,024	,000
	N	30	30	30	30	30	30	30
Y.6	Pearson Correlation	1,000**	,125	,142	,326	,412*	1	,819**
	Sig. (2-tailed)	,000	,510	,455	,079	,024		,000
	N	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,819**	,546**	,376*	,579**	,734**	,819**	1
	Sig. (2-tailed)	,000	,002	,041	,001	,000	,000	
	N	30	30	30	30	30	30	30

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

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

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TOTAL
X1.1	Pearson Correlation	1	,635**	,303	,421*	,438*	,761**	,423*	,363*	,716**
	Sig. (2-tailed)		,000	,104	,021	,016	,000	,020	,048	,000
	N	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,635**	1	,514**	,636**	,694**	,520**	,716**	,334	,814**
	Sig. (2-tailed)	,000		,004	,000	,000	,003	,000	,071	,000
	N	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,303	,514**	1	,609**	,613**	,327	,478**	,441*	,704**
	Sig. (2-tailed)	,104	,004		,000	,000	,078	,008	,015	,000
	N	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,421*	,636**	,609**	1	,662**	,475**	,651**	,552**	,814**
	Sig. (2-tailed)	,021	,000	,000		,000	,008	,000	,002	,000
	N	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,438*	,694**	,613**	,662**	1	,421*	,587**	,234	,748**
	Sig. (2-tailed)	,016	,000	,000	,000		,021	,001	,213	,000
	N	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,761**	,520**	,327	,475**	,421*	1	,482**	,681**	,782**
	Sig. (2-tailed)	,000	,003	,078	,008	,021		,007	,000	,000
	N	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	,423*	,716**	,478**	,651**	,587**	,482**	1	,581**	,795**
	Sig. (2-tailed)	,020	,000	,008	,000	,001	,007		,001	,000
	N	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	,363*	,334	,441*	,552**	,234	,681**	,581**	1	,713**
	Sig. (2-tailed)	,048	,071	,015	,002	,213	,000	,001		,000
	N	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,716**	,814**	,704**	,814**	,748**	,782**	,795**	,713**	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).

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	TOTAL
X2.1	Pearson Correlation	1	,644**	,364*	,344	,490**	,159	,870**	,380*	,752**
	Sig. (2-tailed)		,000	,048	,063	,006	,401	,000	,038	,000
	N	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,644**	1	,351	,633**	,543**	,209	,676**	,301	,775**
	Sig. (2-tailed)	,000		,057	,000	,002	,267	,000	,106	,000
	N	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,364*	,351	1	,447*	,316	,073	,259	,301	,552**
	Sig. (2-tailed)	,048	,057		,013	,088	,702	,167	,106	,002
	N	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,344	,633**	,447*	1	,370*	,259	,353	,511**	,710**
	Sig. (2-tailed)	,063	,000	,013		,044	,167	,056	,004	,000
	N	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,490**	,543**	,316	,370*	1	,457*	,646**	,620**	,784**
	Sig. (2-tailed)	,006	,002	,088	,044		,011	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,159	,209	,073	,259	,457*	1	,272	,400*	,506**
	Sig. (2-tailed)	,401	,267	,702	,167	,011		,146	,028	,004
	N	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,870**	,676**	,259	,353	,646**	,272	1	,515**	,812**
	Sig. (2-tailed)	,000	,000	,167	,056	,000	,146		,004	,000
	N	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,380*	,301	,301	,511**	,620**	,400*	,515**	1	,722**
	Sig. (2-tailed)	,038	,106	,106	,004	,000	,028	,004		,000
	N	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,752**	,775**	,552**	,710**	,784**	,506**	,812**	,722**	1
	Sig. (2-tailed)	,000	,000	,002	,000	,000	,004	,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).

X3.7	Pearson	-	,03	,20	-	,19	,43	1	,25	,45	,19	,19	,05	,26	,42	,474*
	Correlation	,114	,021	,087	,087	,032	,013*		,169	,011*	,302	,302	,783	,157	,015*	,008*
	Sig. (2-tailed)	,549	,868	,286	,646	,309	,017		,167	,012	,309	,309	,781	,154	,019	
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson	,14	,26	,16	-	-	,38	,25	1	,35	,54	,54	,30	,27	,37	,632*
	Correlation	,144	,261	,165	,112	,019	,382*	,259		,354	,546**	,546**	,303	,279	,375*	,632*
	Sig. (2-tailed)	,447	,163	,384	,556	,921	,037	,167		,055	,002	,002	,104	,136	,041	,000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson	,11	-	,11	,21	,32	,41	,45	,35	1	,10	,21	,50	,49	,35	,632*
	Correlation	,117	,106	,117	,211	,320	,411*	,451*	,354		,107	,213	,503**	,493**	,354	,632*
	Sig. (2-tailed)	,540	,579	,540	,263	,085	,024	,012	,055		,575	,258	,005	,006	,055	,000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson	,29	,31	,19	,09	,09	,13	,19	,54	,10	1	,77	,36	,02	,20	,594*
	Correlation	,298	,315	,199	,090	,091	,131	,192	,546**	,107		,773**	,365*	,021	,201	,594*
	Sig. (2-tailed)	,110	,090	,292	,636	,633	,489	,309	,002	,575		,000	,047	,912	,287	,001
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.11	Pearson	,29	,09	,19	-	,09	-	,19	,54	,21	,77	1	,36	-	,20	,517*
	Correlation	,298	,090	,199	,023	,091	,088	,192	,546**	,213	,773**		,365*	,084	,201	,517*
	Sig. (2-tailed)	,110	,636	,292	,906	,633	,645	,309	,002	,258	,000		,047	,659	,287	,003
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.12	Pearson	,18	,22	,13	,22	,36	,30	,05	,30	,50	,36	,36	1	,25	-	,594*
	Correlation	,180	,220	,133	,220	,365*	,304	,053	,303	,503**	,365*	,365*		,258	,024	,594*
	Sig. (2-tailed)	,342	,243	,484	,243	,047	,103	,781	,104	,005	,047	,047		,169	,901	,001
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.13	Pearson	,24	,28	,21	,17	,33	,48	,26	,27	,49	,02	-	,25	1	,39	,604*
	Correlation	,241	,281	,218	,177	,336	,486**	,267	,279	,493**	,021	,084		,258	,395*	,604*

	Sig. (2-tailed)	,199	,133	,247	,350	,069	,006	,154	,136	,006	,912	,659	,169		,031	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.14	Pearson Correlation	,110	,075	-,110	-,050	-,050	,291	,425*	,375*	,354	,201	,201	-,024	,395*	1	,433*
	Sig. (2-tailed)	,563	,695	,563	,794	,792	,119	,019	,041	,055	,287	,287	,901	,031		,017
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,489**	,515**	,476**	,379*	,441*	,510**	,474**	,632**	,632**	,594**	,517**	,594**	,604**	,433*	1
	Sig. (2-tailed)	,006	,004	,008	,039	,015	,004	,008	,000	,000	,001	,003	,001	,000	,017	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 4 Hasil Uji Reliabilitas

Kinerja karyawan

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,740	6

Reward

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,889	8

*Punishment***Case Processing Summary**

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,851	8

Kesejahteraan karyawan

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,796	14

Lampiran 5 Tabulasi Data Penelitian

No Responden	Kinerja Karyawan (Y)						TOTAL
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	
1	5	5	4	5	5	4	28
2	4	5	5	5	5	4	28
3	5	4	4	5	4	4	26
4	4	5	3	4	4	4	24
5	5	4	4	5	5	5	28
6	5	4	4	4	4	5	26
7	5	5	4	4	4	5	27
8	5	5	5	4	5	5	29
9	5	5	4	5	4	5	28
10	4	5	5	4	5	5	28
11	4	4	4	5	5	4	26
12	3	4	3	4	4	4	22
13	4	5	4	3	4	4	24
14	5	4	4	5	4	5	27
15	4	4	4	3	4	4	23
16	4	4	4	4	4	4	24
17	5	5	5	5	4	5	29
18	4	5	4	4	5	5	27
19	5	5	5	5	4	5	29
20	5	5	4	4	4	5	27
21	5	5	4	5	5	5	29
22	5	5	4	5	4	5	28
23	5	5	4	4	5	4	27
24	5	5	5	4	5	5	29
25	5	4	5	5	4	5	28
26	5	5	5	4	5	4	28
27	5	5	5	5	4	5	29
28	4	4	4	4	5	4	25
29	4	4	3	4	4	4	23
30	3	4	4	5	4	4	24
31	3	4	3	3	4	4	21
32	5	4	4	5	5	4	27
33	4	4	3	4	3	4	22
34	4	5	4	3	4	4	24
35	5	4	4	5	4	5	27

No. Responden	Reward (X1)								TOTAL
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
1	3	3	4	4	5	4	2	4	29
2	4	5	3	5	3	5	3	2	30
3	3	4	2	4	4	3	3	4	27
4	4	3	4	2	4	2	4	3	26
5	3	4	4	4	4	4	5	3	31
6	5	3	4	3	3	3	3	4	28
7	5	4	2	3	5	4	3	3	29
8	5	3	3	4	5	4	4	3	31
9	5	2	3	4	4	4	2	4	28
10	2	4	5	3	5	4	4	3	30
11	3	4	2	4	4	3	4	4	28
12	4	4	3	3	2	3	2	3	24
13	2	4	3	4	4	4	2	2	25
14	4	4	3	2	4	3	4	4	28
15	2	3	3	4	4	2	4	4	26
16	3	4	4	4	4	2	4	2	27
17	3	4	4	4	5	3	4	4	31
18	4	4	4	4	4	3	4	4	31
19	4	5	4	2	4	2	5	4	30
20	2	4	4	4	4	4	4	2	28
21	3	5	3	5	4	4	4	3	31
22	4	4	2	4	4	3	4	4	29
23	5	4	4	4	4	4	3	2	30
24	5	4	2	4	5	4	3	4	31
25	4	4	3	5	4	2	4	2	28
26	4	3	4	3	5	3	3	4	29
27	5	3	3	4	3	4	3	3	28
28	4	4	3	4	4	2	4	3	28
29	3	4	2	4	4	4	3	4	28
30	3	4	3	4	4	4	3	2	27
31	3	3	3	4	4	4	2	3	26
32	3	3	4	4	4	4	5	2	29
33	4	2	4	3	4	3	3	3	26
34	3	4	3	4	4	3	3	3	27
35	4	4	3	5	4	3	3	3	29

No. Responden	<i>Punishment (X2)</i>								TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	
1	5	5	5	4	5	5	4	5	38
2	5	5	4	4	4	4	5	5	36
3	5	5	4	4	4	5	4	5	36
4	4	5	4	4	4	4	4	4	33
5	5	4	4	4	4	4	5	5	35
6	4	5	4	4	4	4	4	5	34
7	4	4	5	5	4	4	5	5	36
8	4	4	5	5	5	5	5	5	38
9	4	4	5	5	4	5	5	4	36
10	4	5	4	4	5	5	4	5	36
11	4	4	5	4	5	4	5	4	35
12	3	4	4	3	3	3	4	4	28
13	5	4	4	4	4	4	4	4	33
14	4	4	5	5	5	4	5	5	37
15	4	4	4	4	4	4	4	4	32
16	4	4	4	4	4	4	4	4	32
17	5	5	4	5	5	4	5	5	38
18	5	4	5	4	4	4	5	5	36
19	4	4	5	5	4	5	5	5	37
20	4	4	4	4	5	4	5	4	34
21	5	4	4	5	5	4	5	5	37
22	5	4	4	5	4	5	5	4	36
23	4	4	5	4	4	4	5	4	34
24	4	5	5	5	5	5	4	4	37
25	4	4	5	5	5	4	5	4	36
26	5	5	4	4	5	5	4	5	37
27	4	4	5	5	5	5	5	5	38
28	4	4	5	4	4	5	4	4	34
29	4	4	4	4	4	4	4	4	32
30	4	3	4	4	4	4	4	4	31
31	4	4	3	4	3	3	4	4	29
32	4	4	5	4	5	4	5	4	35
33	3	4	4	3	3	3	4	3	27
34	5	4	4	4	4	4	4	4	33
35	4	4	5	5	5	5	4	5	37

No. Responden	Kesejahteraan Karyawan (X3)														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	
1	4	5	4	5	5	5	4	5	4	5	4	4	4	4	62
2	4	5	5	5	4	4	5	5	5	5	4	4	4	4	63
3	5	4	4	5	4	5	4	5	4	5	4	5	5	5	64
4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	60
5	5	4	5	5	4	4	5	5	5	5	5	5	5	4	66
6	5	4	4	5	4	4	4	5	4	5	5	5	4	4	62
7	4	4	5	5	4	4	5	5	4	4	5	5	5	5	64
8	5	5	5	5	5	5	5	5	4	5	5	4	5	5	68
9	5	4	5	4	4	5	5	4	5	5	5	4	5	4	64
10	5	5	4	5	5	5	4	5	5	4	4	5	4	4	64
11	4	5	5	4	5	4	5	4	4	5	5	4	5	4	63
12	4	3	4	4	3	3	4	4	4	4	4	5	4	5	55
13	3	4	4	4	4	4	4	4	4	4	5	5	4	5	58
14	4	4	5	5	5	4	5	5	4	5	4	4	4	4	62
15	4	4	4	4	4	4	4	4	5	4	4	4	4	4	57
16	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
17	4	5	5	5	5	4	5	5	5	5	4	5	4	5	66
18	5	5	5	5	4	4	5	5	5	5	4	5	5	5	67
19	5	5	5	5	4	5	5	5	5	5	5	4	4	5	67
20	5	5	5	4	5	4	5	4	5	4	4	4	4	4	62
21	5	5	5	5	5	4	5	5	5	5	5	4	5	5	68
22	5	4	5	4	4	5	5	4	5	4	5	4	4	4	62
23	5	4	5	4	4	4	5	4	5	5	4	4	5	5	63
24	4	5	4	4	5	5	4	4	5	5	5	4	5	5	64
25	5	4	5	4	5	4	5	4	4	5	5	4	5	4	63
26	4	5	4	5	5	5	4	5	5	4	4	5	4	5	64
27	5	5	5	5	5	5	5	5	4	5	4	5	5	4	67
28	4	4	4	4	4	5	4	4	5	4	4	3	4	3	56
29	4	4	4	4	4	4	4	4	4	4	3	4	4	4	55
30	4	4	4	4	4	4	4	4	4	4	4	4	5	5	58
31	4	4	4	4	3	3	4	4	4	3	3	4	4	4	52
32	4	5	5	4	5	4	5	4	4	5	4	4	4	4	61
33	4	4	4	3	3	3	4	3	4	4	4	5	4	5	54
34	3	4	4	4	4	4	4	4	4	4	5	5	4	4	57
35	4	4	4	5	5	5	4	5	4	5	5	5	4	4	63

Lampiran 6 Transformasi Data MSI

Successive Interval

Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	TOTAL
3,514	2,598	2,418	3,559	4,305	1,000	17,393
2,139	2,598	3,834	3,559	4,305	1,000	17,434
3,514	1,000	2,418	3,559	2,766	1,000	14,256
2,139	2,598	1,000	2,216	2,766	1,000	11,719
3,514	1,000	2,418	3,559	4,305	2,596	17,391
3,514	1,000	2,418	2,216	2,766	2,596	14,510
3,514	2,598	2,418	2,216	2,766	2,596	16,108
3,514	2,598	3,834	2,216	4,305	2,596	19,063
3,514	2,598	2,418	3,559	2,766	2,596	17,450
2,139	2,598	3,834	2,216	4,305	2,596	17,688
2,139	1,000	2,418	3,559	4,305	1,000	14,420
1,000	1,000	1,000	2,216	2,766	1,000	8,982
2,139	2,598	2,418	1,000	2,766	1,000	11,921
3,514	1,000	2,418	3,559	2,766	2,596	15,852
2,139	1,000	2,418	1,000	2,766	1,000	10,322
2,139	1,000	2,418	2,216	2,766	1,000	11,539
3,514	2,598	3,834	3,559	2,766	2,596	18,866
2,139	2,598	2,418	2,216	4,305	2,596	16,272
3,514	2,598	3,834	3,559	2,766	2,596	18,866
3,514	2,598	2,418	2,216	2,766	2,596	16,108
3,514	2,598	2,418	3,559	4,305	2,596	18,989
3,514	2,598	2,418	3,559	2,766	2,596	17,450
3,514	2,598	2,418	2,216	4,305	1,000	16,051
3,514	2,598	3,834	2,216	4,305	2,596	19,063
3,514	1,000	3,834	3,559	2,766	2,596	17,268
3,514	2,598	3,834	2,216	4,305	1,000	17,467
3,514	2,598	3,834	3,559	2,766	2,596	18,866
2,139	1,000	2,418	2,216	4,305	1,000	13,078
2,139	1,000	1,000	2,216	2,766	1,000	10,121
1,000	1,000	2,418	3,559	2,766	1,000	11,742
1,000	1,000	1,000	1,000	2,766	1,000	7,766
3,514	1,000	2,418	3,559	4,305	1,000	15,795
2,139	1,000	1,000	2,216	1,000	1,000	8,355
2,139	2,598	2,418	1,000	2,766	1,000	11,921
3,514	1,000	2,418	3,559	2,766	2,596	15,852

Successive Interval

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TOTAL
2,098	2,072	3,348	3,033	4,687	3,213	1,000	3,290	22,740
3,031	4,833	2,176	4,518	1,795	4,771	2,114	1,000	24,238
2,098	3,337	1,000	3,033	3,160	2,063	2,114	3,290	20,094
3,031	2,072	3,348	1,000	3,160	1,000	3,185	2,098	18,895
2,098	3,337	3,348	3,033	3,160	3,213	4,406	2,098	24,694
4,091	2,072	3,348	1,859	1,795	2,063	2,114	3,290	20,631
4,091	3,337	1,000	1,859	4,687	3,213	2,114	2,098	22,398
4,091	2,072	2,176	3,033	4,687	3,213	3,185	2,098	24,555
4,091	1,000	2,176	3,033	3,160	3,213	1,000	3,290	20,963
1,000	3,337	4,771	1,859	4,687	3,213	3,185	2,098	24,150
2,098	3,337	1,000	3,033	3,160	2,063	3,185	3,290	21,165
3,031	3,337	2,176	1,859	1,000	2,063	1,000	2,098	16,565
1,000	3,337	2,176	3,033	3,160	3,213	1,000	1,000	17,919
3,031	3,337	2,176	1,000	3,160	2,063	3,185	3,290	21,242
1,000	2,072	2,176	3,033	3,160	1,000	3,185	3,290	18,916
2,098	3,337	3,348	3,033	3,160	1,000	3,185	1,000	20,160
2,098	3,337	3,348	3,033	4,687	2,063	3,185	3,290	25,040
3,031	3,337	3,348	3,033	3,160	2,063	3,185	3,290	24,447
3,031	4,833	3,348	1,000	3,160	1,000	4,406	3,290	24,069
1,000	3,337	3,348	3,033	3,160	3,213	3,185	1,000	21,276
2,098	4,833	2,176	4,518	3,160	3,213	3,185	2,098	25,282
3,031	3,337	1,000	3,033	3,160	2,063	3,185	3,290	22,099
4,091	3,337	3,348	3,033	3,160	3,213	2,114	1,000	23,296
4,091	3,337	1,000	3,033	4,687	3,213	2,114	3,290	24,763
3,031	3,337	2,176	4,518	3,160	1,000	3,185	1,000	21,407
3,031	2,072	3,348	1,859	4,687	2,063	2,114	3,290	22,464
4,091	2,072	2,176	3,033	1,795	3,213	2,114	2,098	20,591
3,031	3,337	2,176	3,033	3,160	1,000	3,185	2,098	21,020
2,098	3,337	1,000	3,033	3,160	3,213	2,114	3,290	21,244
2,098	3,337	2,176	3,033	3,160	3,213	2,114	1,000	20,131
2,098	2,072	2,176	3,033	3,160	3,213	1,000	2,098	18,850
2,098	2,072	3,348	3,033	3,160	3,213	4,406	1,000	22,331
3,031	1,000	3,348	1,859	3,160	2,063	2,114	2,098	18,674
2,098	3,337	2,176	3,033	3,160	2,063	2,114	2,098	20,079
3,031	3,337	2,176	4,518	3,160	2,063	2,114	2,098	22,498

Successive Interval

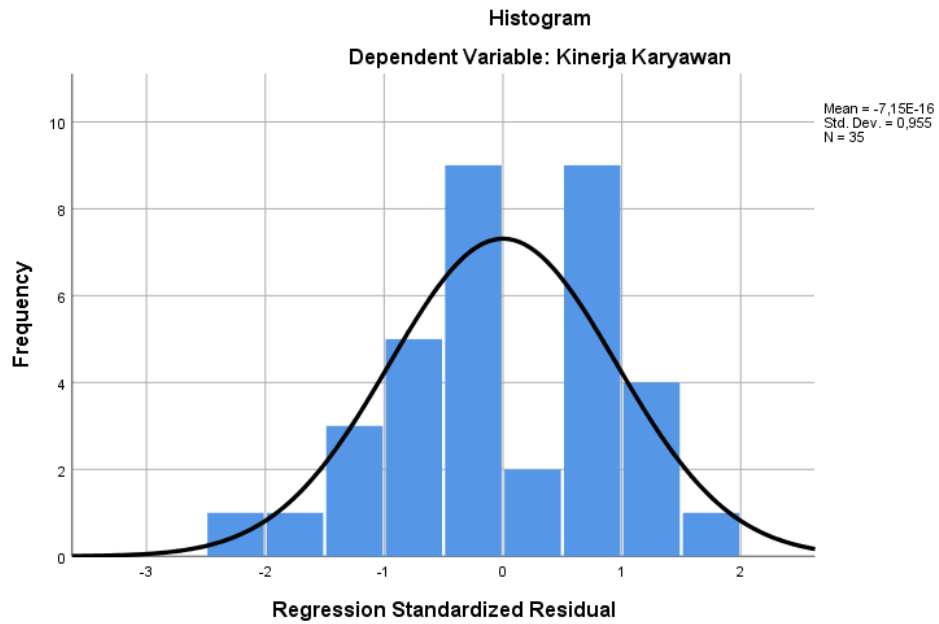
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	TOTAL
4,136	4,541	4,203	2,585	3,793	3,899	1,000	4,155	28,310
4,136	4,541	2,684	2,585	2,380	2,458	2,596	4,155	25,534
4,136	4,541	2,684	2,585	2,380	3,899	1,000	4,155	25,379
2,624	4,541	2,684	2,585	2,380	2,458	1,000	2,643	20,915
4,136	2,927	2,684	2,585	2,380	2,458	2,596	4,155	23,920
2,624	4,541	2,684	2,585	2,380	2,458	1,000	4,155	22,426
2,624	2,927	4,203	4,078	2,380	2,458	2,596	4,155	25,420
2,624	2,927	4,203	4,078	3,793	3,899	2,596	4,155	28,274
2,624	2,927	4,203	4,078	2,380	3,899	2,596	2,643	25,350
2,624	4,541	2,684	2,585	3,793	3,899	1,000	4,155	25,280
2,624	2,927	4,203	2,585	3,793	2,458	2,596	2,643	23,828
1,000	2,927	2,684	1,000	1,000	1,000	1,000	2,643	13,254
4,136	2,927	2,684	2,585	2,380	2,458	1,000	2,643	20,812
2,624	2,927	4,203	4,078	3,793	2,458	2,596	4,155	26,833
2,624	2,927	2,684	2,585	2,380	2,458	1,000	2,643	19,300
2,624	2,927	2,684	2,585	2,380	2,458	1,000	2,643	19,300
4,136	4,541	2,684	4,078	3,793	2,458	2,596	4,155	28,440
4,136	2,927	4,203	2,585	2,380	2,458	2,596	4,155	25,438
2,624	2,927	4,203	4,078	2,380	3,899	2,596	4,155	26,862
2,624	2,927	2,684	2,585	3,793	2,458	2,596	2,643	22,309
4,136	2,927	2,684	4,078	3,793	2,458	2,596	4,155	26,826
4,136	2,927	2,684	4,078	2,380	3,899	2,596	2,643	25,343
2,624	2,927	4,203	2,585	2,380	2,458	2,596	2,643	22,415
2,624	4,541	4,203	4,078	3,793	3,899	1,000	2,643	26,781
2,624	2,927	4,203	4,078	3,793	2,458	2,596	2,643	25,321
4,136	4,541	2,684	2,585	3,793	3,899	1,000	4,155	26,792
2,624	2,927	4,203	4,078	3,793	3,899	2,596	4,155	28,274
2,624	2,927	4,203	2,585	2,380	3,899	1,000	2,643	22,260
2,624	2,927	2,684	2,585	2,380	2,458	1,000	2,643	19,300
2,624	1,000	2,684	2,585	2,380	2,458	1,000	2,643	17,373
2,624	2,927	1,000	2,585	1,000	1,000	1,000	2,643	14,778
2,624	2,927	4,203	2,585	3,793	2,458	2,596	2,643	23,828
1,000	2,927	2,684	1,000	1,000	1,000	1,000	1,000	11,611
4,136	2,927	2,684	2,585	2,380	2,458	1,000	2,643	20,812
2,624	2,927	4,203	4,078	3,793	3,899	1,000	4,155	26,678

Successive Interval

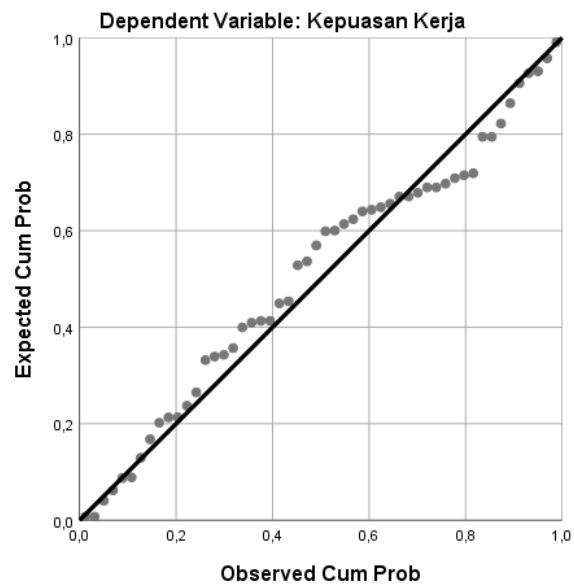
X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	TOTAL
2,506	4,253	1,000	4,155	3,793	3,899	1,000	4,155	1,000	4,018	2,466	2,684	1,000	2,684	38,611
2,506	4,253	2,596	4,155	2,380	2,458	2,596	4,155	2,603	4,018	2,466	2,684	1,000	2,684	40,552
3,972	2,725	1,000	4,155	2,380	3,899	1,000	4,155	1,000	4,018	2,466	4,203	2,610	4,203	41,784
2,506	2,725	1,000	2,643	2,380	2,458	1,000	2,643	1,000	2,514	3,922	4,203	2,610	4,203	35,806
3,972	2,725	2,596	4,155	2,380	2,458	2,596	4,155	2,603	4,018	3,922	4,203	2,610	2,684	45,076
3,972	2,725	1,000	4,155	2,380	2,458	1,000	4,155	1,000	4,018	3,922	4,203	1,000	2,684	38,671
2,506	2,725	2,596	4,155	2,380	2,458	2,596	4,155	1,000	2,514	3,922	4,203	2,610	4,203	42,021
3,972	4,253	2,596	4,155	3,793	3,899	2,596	4,155	1,000	4,018	3,922	2,684	2,610	4,203	47,854
3,972	2,725	2,596	2,643	2,380	3,899	2,596	2,643	2,603	4,018	3,922	2,684	2,610	2,684	41,975
3,972	4,253	1,000	4,155	3,793	3,899	1,000	4,155	2,603	2,514	2,466	4,203	1,000	2,684	41,695
2,506	4,253	2,596	2,643	3,793	2,458	2,596	2,643	1,000	4,018	3,922	2,684	2,610	2,684	40,404
2,506	1,000	1,000	2,643	1,000	1,000	1,000	2,643	1,000	2,514	2,466	4,203	1,000	4,203	28,177
1,000	2,725	1,000	2,643	2,380	2,458	1,000	2,643	1,000	2,514	3,922	4,203	1,000	4,203	32,690
2,506	2,725	2,596	4,155	3,793	2,458	2,596	4,155	1,000	4,018	2,466	2,684	1,000	2,684	38,834
2,506	2,725	1,000	2,643	2,380	2,458	1,000	2,643	2,603	2,514	2,466	2,684	1,000	2,684	31,305
2,506	2,725	1,000	2,643	2,380	2,458	1,000	2,643	1,000	2,514	2,466	2,684	1,000	2,684	29,702
2,506	4,253	2,596	4,155	3,793	2,458	2,596	4,155	2,603	4,018	2,466	4,203	1,000	4,203	45,002
3,972	4,253	2,596	4,155	2,380	2,458	2,596	4,155	2,603	4,018	2,466	4,203	2,610	4,203	46,666
3,972	4,253	2,596	4,155	2,380	3,899	2,596	4,155	2,603	4,018	3,922	2,684	1,000	4,203	46,435
3,972	4,253	2,596	2,643	3,793	2,458	2,596	2,643	2,603	2,514	2,466	2,684	1,000	2,684	38,904
3,972	4,253	2,596	4,155	3,793	2,458	2,596	4,155	2,603	4,018	3,922	2,684	2,610	4,203	48,016
3,972	2,725	2,596	2,643	2,380	3,899	2,596	2,643	2,603	2,514	3,922	2,684	1,000	2,684	38,861
3,972	2,725	2,596	2,643	2,380	2,458	2,596	2,643	2,603	4,018	2,466	2,684	2,610	4,203	40,596
2,506	4,253	1,000	2,643	3,793	3,899	1,000	2,643	2,603	4,018	3,922	2,684	2,610	4,203	41,775
3,972	2,725	2,596	2,643	3,793	2,458	2,596	2,643	1,000	4,018	3,922	2,684	2,610	2,684	40,343
2,506	4,253	1,000	4,155	3,793	3,899	1,000	4,155	2,603	2,514	2,466	4,203	1,000	4,203	41,748
3,972	4,253	2,596	4,155	3,793	3,899	2,596	4,155	1,000	4,018	2,466	4,203	2,610	2,684	46,398
2,506	2,725	1,000	2,643	2,380	3,899	1,000	2,643	2,603	2,514	2,466	1,000	1,000	1,000	29,378
2,506	2,725	1,000	2,643	2,380	2,458	1,000	2,643	1,000	2,514	1,000	2,684	1,000	2,684	28,236
2,506	2,725	1,000	2,643	2,380	2,458	1,000	2,643	1,000	2,514	2,466	2,684	2,610	4,203	32,831
2,506	2,725	1,000	2,643	1,000	1,000	1,000	2,643	1,000	1,000	1,000	2,684	1,000	2,684	23,885
2,506	4,253	2,596	2,643	3,793	2,458	2,596	2,643	1,000	4,018	2,466	2,684	1,000	2,684	37,338
2,506	2,725	1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,514	2,466	4,203	1,000	4,203	26,616
1,000	2,725	1,000	2,643	2,380	2,458	1,000	2,643	1,000	2,514	3,922	4,203	1,000	2,684	31,171
2,506	2,725	1,000	4,155	3,793	3,899	1,000	4,155	1,000	4,018	3,922	4,203	1,000	2,684	40,058

Lampiran 7 Uji Asumsi Klasik

Uji Normalitas



Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,90765664
Most Extreme Differences	Absolute	,107
	Positive	,065
	Negative	-,107
Test Statistic		,107
Asymp. Sig. (2-tailed)		,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Uji Multikolinearitas

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
	B	Std. Error	Beta				
1 (Constant)	-7,276	1,712		-4,251	,000		
<i>Reward</i>	,321	,122	,210	2,628	,013	,379	2,640
<i>Punishment</i>	,348	,076	,447	4,587	,000	,254	3,939
Kesejahteraan Karyawan	,189	,053	,372	3,548	,001	,219	4,557

a. Dependent Variable: Kinerja Karyawan

Uji Autokorelasi

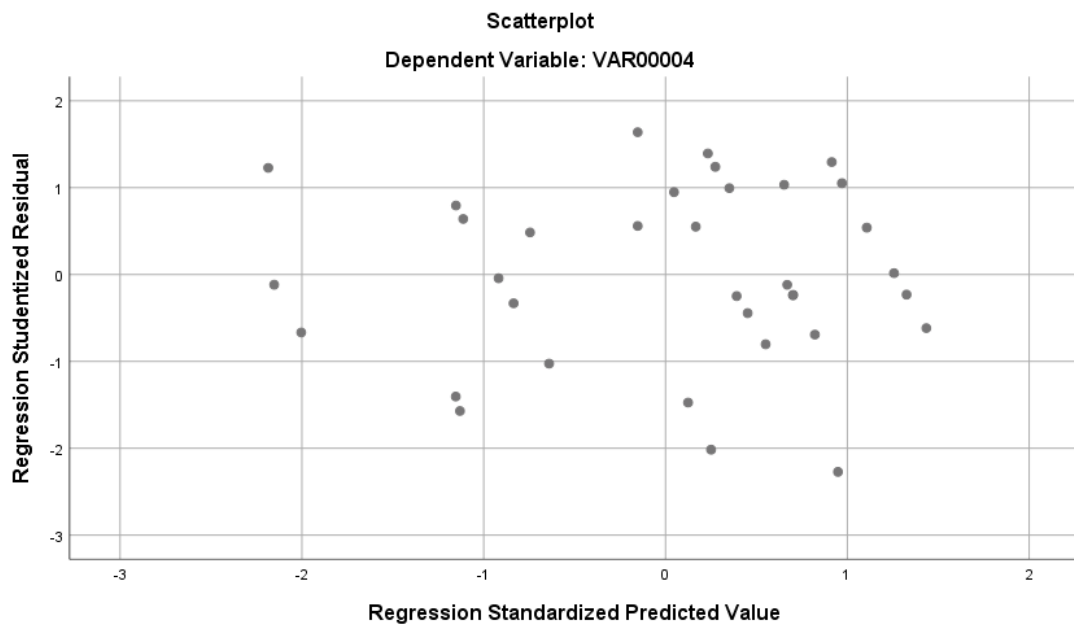
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,962 ^a	,925	,918	,951	2,061

a. Predictors: (Constant), Kesejahteraan Karyawan, *Reward*, *Punishment*

b. Dependent Variable: Kinerja Karyawan

Uji Heterokedastisitas



Lampiran 8 Output SPSS 22

Analisis Regresi Linier Berganda

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	-7,276	1,712		-4,251	,000		
<i>Reward</i>	,321	,122	,210	2,628	,013	,379	2,640
<i>Punishment</i>	,348	,076	,447	4,587	,000	,254	3,939
Kesejahteraan Karyawan	,189	,053	,372	3,548	,001	,219	4,557

a. Dependent Variable: Kinerja Karyawan

Uji Parsial (Uji t)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	-7,276	1,712		-4,251	,000		
<i>Reward</i>	,321	,122	,210	2,628	,013	,379	2,640
<i>Punishment</i>	,348	,076	,447	4,587	,000	,254	3,939
Kesejahteraan Karyawan	,189	,053	,372	3,548	,001	,219	4,557

a. Dependent Variable: Kinerja Karyawan

Uji Simultan (Uji F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	346,961	3	115,654	127,997	,000 ^b
	Residual	28,011	31	,904		
	Total	374,971	34			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kesejahteraan Karyawan, *Reward*, *Punishment*

Analisis Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,962 ^a	,925	,918	,951

a. Predictors: (Constant), Kesejahteraan Karyawan, *Reward*, *Punishment*

b. Dependent Variable: Kinerja Karyawan

Lampiran 9 r_{tabel} **Distribusi Nilai r_{tabel}** **Signifikansi 5% dan 1%**

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263

25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	0.361	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091
36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081

Lampiran 10 t_{tabel}

df=(n-k)	$\alpha = 0.05$	$\alpha = 0.025$
1	6,314	12,706
2	2,920	4,303
3	2,353	3,182
4	2,132	2,776
5	2,015	2,571
6	1,943	2,447
7	1,895	2,365
8	1,860	2,306
9	1,833	2,262
10	1,812	2,228
11	1,796	2,201
12	1,782	2,179
13	1,771	2,160
14	1,761	2,145
15	1,753	2,131
16	1,746	2,120
17	1,740	2,110
18	1,734	2,101
19	1,729	2,093
20	1,725	2,086
21	1,721	2,080
22	1,717	2,074
23	1,714	2,069
24	1,711	2,064
25	1,708	2,060
26	1,706	2,056
27	1,703	2,052
28	1,701	2,048
29	1,699	2,045
30	1,697	2,042
31	1,696	1,696
32	1,694	2,037
33	1,692	2,035
34	1,691	2,032
35	1,690	2,030
36	1,688	2,028
37	1,687	2,026
38	1,686	2,024
39	1,685	2,023
40	1,684	2,021
41	1,683	2,020

42	1,682	2,018
43	1,681	2,017
44	1,680	2,015
45	1,679	2,014
46	1,679	2,013
47	1,678	2,012
48	1,677	1,696
49	1,677	2,010
df=(n-k)	$\alpha = 0.05$	$\alpha = 0.025$
51	1,675	2,008
52	1,675	2,007
53	1,674	2,006
54	1,674	2,005
55	1,673	2,004
56	1,673	2,003
57	1,672	2,002
58	1,672	2,002
59	1,671	2,001
60	1,671	2,000
61	1,670	2,000
62	1,670	1,999
63	1,669	1,998
64	1,669	1,998
65	1,669	1,997
66	1,668	1,997
67	1,668	1,996
68	1,668	1,995
69	1,667	1,995
70	1,667	1,994
71	1,667	1,994
72	1,666	1,993
73	1,666	1,993
74	1,666	1,993
75	1,665	1,992
76	1,665	1,992
77	1,665	1,991
78	1,665	1,991
79	1,664	1,990
80	1,664	1,990
81	1,664	1,990
82	1,664	1,989
83	1,663	1,989
84	1,663	1,989

85	1,663	1,988
86	1,663	1,988
87	1,663	1,988
88	1,662	1,987
89	1,662	1,987
90	1,662	1,987
91	1,662	1,986
92	1,662	1,986
93	1,661	1,986
94	1,661	1,986
95	1,661	1,985
96	1,661	1,985
97	1,661	1,985
98	1,661	1,984
99	1,660	1,984


Lampiran 11 F_{tabel}

$\alpha = 0,05$	$df_1 = (k1)$							
$df_2 = (n - k - 1)$	1	2	3	4	5	6	7	8
1	161,448	199,500	215,707	224,583	230,162	233,986	236,768	238,883
2	18,513	19,000	19,164	19,247	19,296	19,330	19,353	19,371
3	10,128	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
5	6,608	5,786	5,409	5,192	5,050	4,950	4,876	4,818
6	5,987	5,143	4,757	4,534	4,387	4,284	4,207	4,147
7	5,591	4,737	4,347	4,120	3,972	3,866	3,787	3,726
8	5,318	4,459	4,066	3,838	3,687	3,581	3,500	3,438
9	5,117	4,256	3,863	3,633	3,482	3,374	3,293	3,230
10	4,965	4,103	3,708	3,478	3,326	3,217	3,135	3,072
11	4,844	3,982	3,587	3,357	3,204	3,095	3,012	2,948
12	4,747	3,885	3,490	3,259	3,106	2,996	2,913	2,849
13	4,667	3,806	3,411	3,179	3,025	2,915	2,832	2,767
14	4,600	3,739	3,344	3,112	2,958	2,848	2,764	2,699
15	4,543	3,682	3,287	3,056	2,901	2,790	2,707	2,641
16	4,494	3,634	3,239	3,007	2,852	2,741	2,657	2,591
17	4,451	3,592	3,197	2,965	2,810	2,699	2,614	2,548
18	4,414	3,555	3,160	2,928	2,773	2,661	2,577	2,510
19	4,381	3,522	3,127	2,895	2,740	2,628	2,544	2,477
20	4,351	3,493	3,098	2,866	2,711	2,599	2,514	2,447
21	4,325	3,467	3,072	2,840	2,685	2,573	2,488	2,420
22	4,301	3,443	3,049	2,817	2,661	2,549	2,464	2,397
23	4,279	3,422	3,028	2,796	2,640	2,528	2,442	2,375
24	4,260	3,403	3,009	2,776	2,621	2,508	2,423	2,355
25	4,242	3,385	2,991	2,759	2,603	2,490	2,405	2,337
26	4,225	3,369	2,975	2,743	2,587	2,474	2,388	2,321
27	4,210	3,354	2,960	2,728	2,572	2,459	2,373	2,305
28	4,196	3,340	2,947	2,714	2,558	2,445	2,359	2,291
29	4,183	3,328	2,934	2,701	2,545	2,432	2,346	2,278
30	4,171	3,316	2,922	2,690	2,534	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244

33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209
37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,911	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
51	4,030	3,179	2,786	2,553	2,397	2,283	2,195	2,126
52	4,027	3,175	2,783	2,550	2,393	2,279	2,192	2,122
53	4,023	3,172	2,779	2,546	2,389	2,275	2,188	2,119
54	4,020	3,168	2,776	2,543	2,386	2,272	2,185	2,115
55	4,016	3,165	2,773	2,540	2,383	2,269	2,181	2,112
56	4,013	3,162	2,769	2,537	2,380	2,266	2,178	2,109
57	4,010	3,159	2,766	2,534	2,377	2,263	2,175	2,106
58	4,007	3,156	2,764	2,531	2,374	2,260	2,172	2,103
59	4,004	3,153	2,761	2,528	2,371	2,257	2,169	2,100
60	4,001	3,150	2,758	2,525	2,368	2,254	2,167	2,097
61	3,998	3,148	2,755	2,523	2,366	2,251	2,164	2,094
62	3,996	3,145	2,753	2,520	2,363	2,249	2,161	2,092
63	3,993	3,143	2,751	2,518	2,361	2,246	2,159	2,089
64	3,991	3,140	2,748	2,515	2,358	2,244	2,156	2,087
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082
67	3,984	3,134	2,742	2,509	2,352	2,237	2,150	2,080
68	3,982	3,132	2,740	2,507	2,350	2,235	2,148	2,078
69	3,980	3,130	2,737	2,505	2,348	2,233	2,145	2,076

70	3,978	3,128	2,736	2,503	2,346	2,231	2,143	2,074
71	3,976	3,126	2,734	2,501	2,344	2,229	2,142	2,072
72	3,974	3,124	2,732	2,499	2,342	2,227	2,140	2,070
73	3,972	3,122	2,730	2,497	2,340	2,226	2,138	2,068
74	3,970	3,120	2,728	2,495	2,338	2,224	2,136	2,066
75	3,968	3,119	2,727	2,494	2,337	2,222	2,134	2,064
76	3,967	3,117	2,725	2,492	2,335	2,220	2,133	2,063
77	3,965	3,115	2,723	2,490	2,333	2,219	2,131	2,061
78	3,963	3,114	2,722	2,489	2,332	2,217	2,129	2,059
79	3,962	3,112	2,720	2,487	2,330	2,216	2,128	2,058
80	3,960	3,111	2,719	2,486	2,329	2,214	2,126	2,056
81	3,959	3,109	2,717	2,484	2,327	2,213	2,125	2,055
82	3,957	3,108	2,716	2,483	2,326	2,211	2,123	2,053
83	3,956	3,107	2,715	2,482	2,324	2,210	2,122	2,052
84	3,955	3,105	2,713	2,480	2,323	2,209	2,121	2,051
85	3,953	3,104	2,712	2,479	2,322	2,207	2,119	2,049
86	3,952	3,103	2,711	2,478	2,321	2,206	2,118	2,048
87	3,951	3,101	2,709	2,476	2,319	2,205	2,117	2,047
88	3,949	3,100	2,708	2,475	2,318	2,203	2,115	2,045
89	3,948	3,099	2,707	2,474	2,317	2,202	2,114	2,044
90	3,947	3,098	2,706	2,473	2,316	2,201	2,113	2,043
91	3,946	3,097	2,705	2,472	2,315	2,200	2,112	2,042
92	3,945	3,095	2,704	2,471	2,313	2,199	2,111	2,041
93	3,943	3,094	2,703	2,470	2,312	2,198	2,110	1,696
94	3,942	3,093	2,701	2,469	2,311	2,197	2,109	2,038
95	3,941	3,092	2,700	2,467	2,310	2,196	2,108	2,037
96	3,940	3,091	2,699	2,466	2,309	2,195	2,106	2,036
97	3,939	3,090	2,698	2,465	2,308	2,194	2,105	2,035
98	3,938	3,089	2,697	2,465	2,307	2,193	2,104	2,034
99	3,937	3,088	2,696	2,464	2,306	2,192	2,103	2,033
100	3,936	3,087	2,696	2,463	2,305	2,191	2,103	2,032

Lampiran 12 Surat Izin Penelitian



YAYASAN PENDIDIKAN PANCASAKTI TEGAL
UNIVERSITAS PANCASAKTI TEGAL
FAKULTAS EKONOMI DAN BISNIS
 Jalan Halmahera KM 1 Kota Tegal 52121
 Sekretariat : Telp (0283) 395720
 Web : <http://feb.upstegal.ac.id>, email : feb@upstegal.ac.id

Nomor : 60/K/E/FEB/UPS/X/2023 Tegall, 24 Oktober 2023
 Lampiran : -
 Perihal : Ijin Penelitian Dan Permintaan Data


Kepada : Yth **Pemilik Cafe Kampung Nobita**
 Jl. Slamet Riyadi KM 03, Kersana - Brebes
 (Komplek RM. Kampung Alang-alang)
 Di - Brebes

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi.

Berkenaan dengan hal itu, mohon berkenaan Bapak membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:



N a m a : **Rosa Pita Hutami**
 Npm : 4120600031
 Program Studi : Manajemen
 Judul Skripsi : Reward, Punishment, dan Kesejahteraan Karyawan Terhadap Kinerja Karyawan Kampung Nobita Kersana Brebes.

Atas bantuan dan kerjasama yang baik kami ucapkan terimakasih,



Dekan
 UNIVERSITAS PANCASAKTI TEGAL
 Dr. Dier Noviany R., S.E., M.M., Akt., CA
 NIDN: 0628117502

Lampiran 13 Surat Balasan Penelitian

	CV. KAMPUNG NOBITA Jl. Slamet Riyadi KM 03 Kersana, Brebes Jawa Tengah Email: kampungnobita@gmail.com WA: 08994000507
Kersana, 25 November 2023	
Lampiran	-
Nomor	No. 001/XI/2023
Perihal	Persetujuan Izin Penelitian
Kepada	
Universitas Pancasakti Tegal Jalan Halmahera KM 1 Kota Tegal, 52121	
<p>Dengan hormat, kami dari pihak CV. Kampung Nobita menyetujui Mahasiswa Fakultas Ekonomi dan Bisnis mengadakan Kegiatan Penelitian dan Permintaan Data kepada kami sebagai bahan penyusunan skripsi. Izin tersebut kami berikan kepada mahasiswa</p>	
Nama	: Rosa Pita Hutami
NPM	: 4120600031
Program Studi	: Manajemen
Judul Skripsi	: Reward, Punishment, dan Kesejahteraan Karyawan terhadap Kinerja Karyawan Kampung Nobita Kersana Brebes.
Atas perhatiannya kami ucapkan terimakasih.	
Kersana, 25 November 2023  Rizal Fahrurizqi (CO-Founder Kampung Nobita)	