DAFTAR PUSTAKA

Adam, V., Wulandari, J., & Aprillia, H. D. (2020). Analisis Beban Kerja Dan Insentif Terhadap Kinerja Driver Gojek Di Bandar Lampung. *Jurnal Perspektif Bisnis*, *3*(2), 106–116. https://doi.org/10.23960/jpb.v3i2.14

Aprillia, V., Falsanne, D., & Suwarsi, S. (2018). Pengaruh Human Relation dan Keterampilan Kerja terhadap Kinerja Karyawan pada The Naripan Hotel Bandung. *Prosiding Manajemen*, *4*(2), 985–990.

Astuti, W. (2021). Pengaruh Pemberian Insentif Terhadap Kinerja Karyawan Pada Pt. Sarana Inti Persada Jakarta Selatan. *JURNAL SeMaRaK*, *4*(3), 22. https://doi.org/10.32493/smk.v4i3.13410

Bangun, W. (2012). *MANAJEMEN SUMBER DAYA MANUSIA*. PT Gelora Aksara Pratama.

Budiarsa, K. (2021). *Beban Kerja dan Kinerja Sumber Daya Manusia*. CV. Pena Persada.

Effendy, O. U. (2009). *Human Relation & Public Relation*. CV. Mandar Maju.

Erwin, N. A., & Nurhadi. (2022). Pengaruh Human Relation Kompensasi dan Kepemimpinan Terhadap Kinerja Karyawan Pada PT Semen Indonesia (Persero) Tbk. Tuban. *Jurnal E-Bis (Ekonomi-Bisnis)*, *6*(1), 99–115. https://doi.org/10.37339/e-bis.v6i1.828

Farida, E., & Kholidah, N. R. J. (2021). Pengaruh Human Relationship dan Beban Kerja terhadap Kinerja Pegawai. *Jurnal Ecogen*, *4*(1), 133. https://doi.org/10.24036/jmpe.v4i1.11039

Farida, U., & Hartono, S. (2016). Manajemen Sumber Daya Manusia. In *Unmuh Ponorogo Press* (Vol. 185, Issue 1). Umpo Press.

Ghozali, I. (2018a). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25 Edisi ke-9*. Universitas Diponegoro.

Ghozali, I. (2018b). *Aplikasi Analisis Multivariate dengan Program SPSS*. Badan Penerbit. UNDIP.

Hartini. (2023). *Manajemen Kinerja*. CV. MEDIA SAINS INDONESIA.

Haryono, S. (2018). *Manajemen kinerja SDM*. Luxima Metro Media.

Jeni Andini Putri, K., Nyoman Suryani, N., & Pradiva Putra Salain, P. (2020). Pengaruh Insentif, Beban Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Eden Hotel Kuta Bali. *Jurnal Emas*, *3*(2), 79–87.

Liawati. (2020). JIMF (Jurnal Ilmiah Manajemen Pengaruh Human Relations dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Matahari

Departemen Store Cabang WTC Serpong Tangerang PRODI MAGISTER MANAJEMEN & FORKAMMA UNPAM. *Ilmiah Manajemen Forkamma*, *3*(3), 248–257.

Mahawati, E. (2021). Analisis Beban Kerja Dan Produktivitas Kerja dan Produktivitas Kerja. In *Yayasan Kita Menulis*. Yayasan Kita Menulis.

Mariane, I. (2019). *Human Relations Human Relations*. 1–88. http://repository.unpas.ac.id/id/eprint/40436

Marwida, I. W. A., Wijaya, P. Y., & Ida Ayu Putu, W. S. (2023). Brand Image Mediates Product Quality and Electronic Word of Mouth Towards Purchase Decision. *Jurnal Ekonomi & Bisnis JAGADITHA*, *10*(2), 117–124. https://doi.org/10.22225/jj.10.2.2023.117-124

Mujanah, S. (2020). Manajemen Kompensasi. In *Manajemen kompensasi / Dr. M. Kadarisman* (Vol. 3).

Nur Aisah, S. (2022). Pengaruh Beban Kerja Dan Insentif Terhadap Kinerja Karyawan (Studi Pada Pt. Bumiraya Investindo Mill Sebanti Kotabaru). *Jurnal Maritim*, *4*(1), 31–38.

Nur, C., Farida, E., & Primanto, A. B. (2022). Pengaruh Beban Kerja Dan Insentif Terhadap Kinerja Karyawan Pada Bella Jaya PS Wajak. *E-DJ: Economy Deposit Journal*, *11*(25), 1–10.

Nurani. (2015). Pengaruh Pemberian Insentif Terhadap Konerja Karyawan Departemen Penjualan CV Logam Indonesia Di Tulungagung. *Benefit*, *2*(1), 1–18.

Nurwanda. (2018). *PENGARUH INSENTIF DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI PADA KANTOR SATUAN KERJA PENGEMBANGAN SISTEM PENYEDIAAN AIR MINUM PROVINSI SULAWESI SELATAN*.

Prof. Dr. Sugiyono. (2022). Metode Penelitian Kuantitatif Kualitatif dan R&D. In *Alfabeta*. Alfabeta.

Riyanto, S., & Anto, D. C. (2022). Pengaruh Kompetensi, Semangat Kerja dan Tim Kerja Terhadap Motivasi Kerja dan Kinerja Pegawai. *Jurnal Wira Ekonomi Mikroskil*, *12*(2), 81–90. https://doi.org/10.55601/jwem.v12i2.895

Sa'diyah El Adawiyah. (2020). Human Relations. In *EDU PUSTAKA* (Vol. 43, Issue 8).

Sinambela, L. P. (2016). *Kinerja Pegawai Teori Pengukuran dan Implikasi*. Bumi Aksara.

Sinambela, L. P. (2017). *Manajemen Sumber Daya Manusia*. Bumi Aksara.

Steffany, C., & Hikmah, H. (2023). Pengaruh Beban Kerja, Motivasi Kerja dan Insentif Terhadap Kinerja Karyawan PT Anugerah Sentosa Abadis. *ECo-*

Buss, *5*(3), 857–866. https://doi.org/10.32877/eb.v5i3.622

Suci Mar'ih Koesomowidjojo. (2017). *Analisis Beban Keja*. Raih Asa Sukses.

Sugianingrat, W. (2023). *Pengaruh Human Relation dan Kompetensi terhadap Kinerja Karyawan di PT. Bali Perdana Lestari di Denpasar*. *3*(4), 621.

Sugiyono. (2017). *Statiska untuk Penelitian*. Alfabeta.

Sugiyono. (2020). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta Bandung.

Sugiyono, D. (2013). *Metode Penelitian Kuantitatif, Kualitatif, dan Tindakan*.

Sugiyono, P. D. (2020). *metode peneltitian kuantitatif kualitatif dan R&D*.

Suliyanto. (2018a). *Metode Penelitian Bisnis untuk Skripsi, Tesis, & Disertasi*. CV. ANDI OFFSET.

Suliyanto. (2018b). *Metode Penelitian Bisnis untuk Skripsi,Tesis, dan Disertasi.* (A. Cristian (ed.); 2018th ed.). ANDI OFFSET.

LAMPIRAN

A. Petunjuk Pengisian Kuesioner

1. Mohon memberi tanda centang (√) pada jawaban yang Bapak/Ibu anggap paling sesuai.
2. Dimohon Bapak/Ibu untuk mengisi pernyataan dengan jujur, baik dan benar karena tidak akan mempengaruhi penilaian pada kinerja.
3. Tidak ada jawaban yang benar atau salah sehingga Bapak/Ibu dimohon untuk mengisi semua pernyataan
4. Jawaban Bapak/Ibu akan terjamin kerahasiaannya.
5. Keterangan alternatif jawaban yang tersedia antara lain :
   - ST = Sangat Setuju (5)
   - S = Setuju (4)
   - N = Netral (3)
   - TS = Tidak Setuju (2)
   - STS = Sangat Tidak Setuju (1)

B. Identitas Responden

1. Nama :
2. Jenis Kelamin

   a. Laki-laki : ☐

   b. Perempuan : ☐

3. Umur :

   a. <25 tahun ☐

   b. 26-35 tahun ☐

   c. >36 tahun ☐

4. Pendidikan Terakhir :

   a. SMA / SMK ☐

   b. DII / DIII ☐

   c. SI ☐

   d. S2 ☐

5. Masa Kerja :

   a. <2 tahun ☐

   b. 3-4 tahun ☐

   c. > 5 tahun ☐

Butir Kusioner Variabel Kinerja (Y)

No	Pernyataan	SS	S	N	TS	STS
Jumlah pekerjaan						
Jumlah hasil kerja						
1.	Saya mampu menyelesaikan jumlah pekerjaan seperti yang ditetapkan oleh perusahaan.					
2.	Hasil pekerjaan yang saya capai selalu sesuai dengan target yang ditetapkan oleh perusahaan.					
Standar pekerjaan						
3.	Standar kualitas kerja yang telah ditetapkan oleh perusahaan dapat saya capai dengan baik dan optimal					
4.	Saya selalu melakukan pekerjaan sesuai dengan standar kerja yang ditetapkan					
Kualitas pekerjaan						
Tanggung Jawab Terhadap Tugas						
5.	Saya memiliki pengetahuan dalam menjalankan tugas dan tanggung jawab					
6.	Saya memiliki kreativitas dalam menyelesaikan tugas dan tanggung jawab					
Hasil kerja						
7.	Saya melakukan pekerjaan dengan mengutamakan hasil pekerjaan yang bermutu dan sesuai dengan peraturan yang ada					
8.	Saya selalu berusaha untuk meningkatkan mutu hasil pekerjaan dari waktu ke waktu					
Ketepatan Waktu						
9.	Saya selalu menerapkan ketepatan waktu dalam bekerja untuk setiap tugas yang telah ditetapkan.					
10.	Saya mampu memaksimalkan waktu dalam setiap penyelesaian tugas					
Kehadiran						
Jumlah kehadiran						
11.	Saya selalu masuk dan pulang kerja tepat waktu					
12.	Saya tidak pernah absen saat hari kerja					
Ketaan jadwal kerja						
13.	Saya selalu taat terhadap semua aturan dan prosedur kerja yang ditetapkan					

14.	Saya tidak pernah meninggalkan tempat kerja tanpa izin					
Kemampuan bekerjasama						
15.	Saya selalu bekerjasama dengan karyawan lain dalam melaksanakan tugas agar pekerjaan yang diberikan cepat selesai					
16.	Saya menerapkan komitmen kerja agar tercipta kerjasama yang baik dalam melaksanakan tugas perusahaan					

Butir Kusioner Variabel Human Relation (X_1)

No	Pertanyaan	SS	S	N	TS	STS
Kebutuhan untuk bekerjasama						
Kerjasama antar karyawan						
1.	Saya menjalin kerjasama yang baik dengan rekan kerja					
2.	Saya dan rekan kerja menerapkan kerjasama yang tinggi dalam melaksakan tugas					
Kerjasama antara atasan dengan karyawan						
3.	Saya menjalin kerjasama yang baik dengan atasan					
4.	Saya selalu patuh bila disuruh lembur oleh atasan					
Kesiapan mental						
5.	Saya memiliki kesiapan mental dalam menghadapi perintah atasan					
6.	Saya bersedia diberi tambahan kuantitas kerja apabila dibutuhkan					
Pengendalian emosional						
7.	Saya mampu mengendalikan emosi dalam melaksanakan pekerjaan agar tercipta suasana yang kondusif					
8.	Saya mampu terbuka dalam menghadapi masalah					
Latar belakang budaya						
9.	Saya selalu menghormati latar belakang budaya masing masing					
10.	Atasan mampu menghormati pendapat masing masing karyawan					

Butir Kusioner Variabel Beban Kerja (X_2)

No	Pertanyaan	SS	S	N	TS	STS
Beban kerja fisik						
Kemampuan fisik menahan dan menggerakan beban						
1.	Tugas yang saya laksanakan banyak menghabiskan tenaga saya					
2.	Saya merasa terbebani dengan banyaknya pekerjaan yang harus saya selesaikan.					
Kemampuan fisik berkaitan dengan otot						
3.	Pada saat bekerja sering kali saya merasa kaku pada leher dan otot-otot punggung.					
4.	Saya merasa lelah karena pekerjaan banyak sekali					
Beban kerja mental						
4.	Saya sering merasa kecemasan, perasaan tertekan, dan stres dalam melakukan pekerjaan.					
5.	Saya merasa terbebani dengan perintah pekerjaan yang menjadi harapan pimpinan					
Pemanfaatan waktu						
Waktu kerja						
7.	Saya selalu menyelesaikan pekerjaan dengan tepat waktu					
8.	Saya sering merasa terbebani dengan volume pekerjaan yang banyak dan waktu yang terbatas					
Waktu penyelesaian						
9.	Saya sering mengambil pekerjaan yang seharusnya menjadi tugas teman lainnya agar pekerjaan cepat selesai					
10.	Saya mampu menggunakan waktu dengan efisien dalam melaksanakan tugas pekerjaan yang dibebankan kepada saya					

Butir Kusioner Variabel Insentif (X_3)

No	Pertanyaan	SS	S	N	TS	STS
Kinerja						
Besarnya insentif dikaitkan dengan kinerja						
1.	Perusahaan memberikan insentif berdasarkan kinerja karyawan					
2.	Kinerja anda selama ini sudah cukup baik serta mempengaruhi insentif yang diterima					
Besarnya insentif tergangtung pada hasil yang dicapai						
3.	Keadilan insentif yang diberikan sudah jelas sesuai dengan hasil kerja karyawan kepada perusahaan					
4.	Pemberian insentif sesuai dengan volume kerja					
Lama Kerja						
Waktu kerja						
5.	Peruahaan memberikan insentif berdasarkan lama kerja karyawan					
6.	Kelayakan insentif yang diberikan perusahaan layak bagi karyawan sesuai dengan waktu dan tenaga yang dikorbankan karyawan					
Senioritas						
Masa kerja						
7.	Senioritas karyawan mempengaruhi insentif yang diberikan					
8.	Perusahaan memberikan insentif berdasarkan senioritas karyawan					
Kebutuhan						
Kelayakan insentif						
9.	Insentif yang diberikan perusahaan cukup untuk memenuhi kebutuhan anda sehari-hari					
10.	Saya akan bekerja lebih giat lagi untuk mendapatkan tambahan insentif sehingga segala kebutuhana anda terpenuhi					
Keadilan dan kelayakan						
Pengorbanan						
11.	Saya merasa adil terhadap insentif yang diberikan perusahaan					
12.	Insentif yang diberikan perusahaan sudah cukup layak					

	Evaluasi jabatan					
Tingkat jabatan						
13.	Perusahaan memberikan insentif berdasarkan tingkat jabatan					
14	Evaluasi jabatan karyawan mempengaruhi insentif yang diberikan					

Lampiran 2

Data Uji Validitas Dan Reliabilitas Variabel Kinerja

Responden	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.12	Y1.13	Y1.3	Y1.3	Total
1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
2	4	5	5	4	5	5	5	5	5	4	5	5	5	5	5	5	77
3	4	3	3	3	4	2	4	4	4	4	3	3	4	3	3	4	55
4	3	3	4	4	4	4	4	5	4	4	4	3	4	5	4	4	63
5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
6	3	4	4	3	5	5	5	2	4	4	5	5	4	5	3	4	65
7	4	4	4	5	5	4	5	4	5	5	5	5	5	5	4	5	74
8	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
9	3	3	3	2	4	4	4	4	4	4	4	3	4	4	5	4	59
10	5	4	5	5	5	5	5	5	4	5	4	5	5	5	4	5	76
11	4	4	5	5	4	5	5	5	4	5	5	5	4	3	4	4	71
12	4	4	3	3	4	3	4	4	4	4	4	5	3	4	3	4	60
13	4	4	5	5	3	3	4	3	4	3	5	5	5	5	4	5	67
14	5	3	5	5	5	5	5	5	5	5	5	5	3	5	5	5	76
15	4	3	5	3	4	5	3	5	3	4	5	4	3	4	5	3	63
16	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
17	5	4	4	4	4	4	4	4	4	4	3	3	4	4	5	4	64
18	5	4	4	3	4	4	3	4	4	5	3	5	5	5	3	4	65
19	4	5	4	4	4	5	4	5	4	4	4	3	5	4	4	4	67
20	4	5	5	5	5	5	5	4	5	4	4	4	5	4	5	5	74

21	5	5	4	3	4	4	5	5	4	4	5	4	5	4	4	4	69
22	4	4	4	4	5	5	4	5	4	3	3	3	4	5	5	4	66
23	4	4	5	4	4	4	3	3	4	4	4	4	3	4	3	4	61
24	5	4	4	5	4	4	5	4	3	3	5	2	2	1	5	5	61
25	4	5	4	4	5	5	5	4	5	5	5	3	5	5	5	5	74
26	3	4	3	5	5	4	3	4	3	4	2	3	4	5	4	3	59
27	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
28	4	3	4	5	4	5	3	2	4	5	5	4	5	5	3	5	66
29	5	4	4	4	4	3	3	4	4	3	3	2	3	1	2	4	53
30	4	4	5	3	4	4	4	3	4	5	3	3	4	3	5	4	62

Lampiran 3

Data Uji Validitas Dan Reliabilitas Variabel Human Realtion

Responden	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Total
1	4	4	4	4	4	4	4	4	4	4	40
2	5	5	5	4	4	4	5	5	4	4	45
3	4	3	3	3	2	2	2	2	4	2	27
4	4	4	4	3	4	4	5	3	5	4	40
5	3	4	4	4	4	4	4	3	4	4	38
6	5	4	4	3	5	5	4	2	5	3	40
7	5	4	4	4	4	4	5	5	5	5	45
8	5	5	5	5	5	5	5	5	5	5	50
9	5	5	5	5	5	5	5	5	5	5	50
10	5	5	4	3	5	4	4	5	5	5	45
11	4	5	5	3	5	5	5	5	4	5	46
12	5	4	4	5	5	1	3	5	3	3	38
13	5	5	5	4	3	4	3	4	5	4	42
14	5	5	5	5	4	5	4	4	4	5	46
15	5	3	4	3	3	4	4	5	5	3	39
16	5	5	5	5	5	5	5	5	5	5	50
17	4	3	4	3	4	3	4	3	4	3	35
18	4	4	3	4	5	4	3	3	5	4	39
19	4	4	5	3	4	3	4	4	5	5	41
20	4	4	4	3	4	4	5	4	4	5	41
21	5	4	4	4	4	5	2	5	4	5	42

22	4	3	5	3	5	5	5	4	5	4	43
23	4	4	4	3	4	3	4	4	4	4	38
24	5	5	3	4	4	5	2	1	4	1	34
25	4	5	5	3	5	3	4	4	5	5	43
26	3	4	4	2	3	2	4	3	5	2	32
27	5	5	5	5	5	5	5	5	5	5	50
28	4	5	5	3	5	5	4	5	3	5	44
29	1	3	4	3	3	1	1	5	3	5	29
30	5	4	3	4	5	4	4	3	4	4	40

Lampiran 4

Data Uji Validitas Dan Reliabilitas Variabel Beban Kerja

Responden	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Total
1	5	5	5	5	5	4	5	5	5	5	49
2	4	4	5	5	5	4	5	5	4	5	46
3	4	4	4	4	4	4	3	4	3	4	38
4	3	3	4	3	3	3	4	3	3	3	32
5	3	3	4	4	3	3	4	3	3	4	34
6	5	5	4	5	3	5	4	5	4	4	44
7	3	2	3	2	2	2	5	3	1	5	28
8	2	2	2	2	2	2	2	2	2	2	20
9	3	2	2	2	3	2	2	3	2	2	23
10	5	1	5	5	1	1	5	1	1	5	30
11	4	5	5	5	4	5	4	5	5	5	47
12	5	4	4	5	4	4	5	5	5	5	46
13	2	2	4	3	4	4	3	3	3	3	31
14	5	5	5	5	5	5	5	5	5	5	50
15	4	3	5	3	4	5	5	3	4	4	40
16	1	1	1	1	1	1	1	1	1	1	10
17	3	4	3	3	4	3	4	4	3	5	36
18	4	5	5	4	4	4	5	5	5	5	46
19	4	5	4	5	4	5	4	4	5	3	43
20	2	2	4	4	4	4	4	4	4	5	37

21	5	4	5	4	4	5	5	5	5	4	46
22	3	2	4	4	1	3	5	3	3	5	33
23	3	4	5	5	3	5	4	4	4	4	41
24	1	2	1	3	1	2	5	3	4	5	27
25	3	2	3	3	2	1	5	2	3	5	29
26	5	3	4	5	2	4	5	4	5	5	42
27	5	1	1	1	1	1	1	1	1	5	18
28	5	4	3	4	5	4	5	5	5	3	43
29	5	5	5	5	5	5	4	5	3	4	46
30	4	4	5	4	4	4	3	4	3	4	39

Lampiran 5

Data Uji Validitas Dan Reliabilitas Variabel Insentif

Responden	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.12	Y1.13	Total
1	4	4	4	4	4	5	3	5	5	5	5	5	5	5	63
2	4	5	5	5	4	4	3	4	5	5	5	4	5	5	63
3	2	2	2	5	2	3	3	3	3	4	2	3	2	2	38
4	3	4	4	4	3	4	3	3	4	4	4	4	4	4	52
5	4	4	4	4	4	3	2	3	4	4	4	4	4	4	52
6	5	5	3	5	1	5	3	5	2	4	5	5	5	5	58
7	5	5	5	5	5	3	4	4	4	5	4	4	5	5	63
8	3	3	3	3	3	2	2	3	3	3	3	5	3	5	44
9	3	4	3	3	5	1	1	4	2	3	4	4	4	4	45
10	5	4	5	5	3	4	3	5	5	5	5	5	5	5	64
11	4	5	5	5	4	5	4	4	5	4	3	5	4	5	62
12	1	3	4	5	4	3	3	5	5	4	4	5	4	5	55
13	5	5	4	4	4	2	3	4	4	3	3	4	3	3	51
14	5	4	4	5	4	5	3	4	4	4	4	4	5	4	59
15	4	3	5	3	2	4	4	4	3	5	3	5	4	3	52
16	5	5	5	5	5	3	3	5	5	5	5	5	5	5	66
17	5	4	4	4	2	5	1	3	4	5	4	4	4	4	53
18	4	4	3	4	1	2	3	4	5	5	4	5	5	5	54
19	4	4	4	4	4	1	2	4	4	3	3	4	5	4	50
20	5	5	5	5	3	5	1	2	4	4	4	4	4	4	55
21	4	4	4	4	2	5	3	4	5	4	5	5	4	4	57

22	5	4	5	4	4	5	4	5	5	4	5	5	5	5	65
23	5	4	4	3	1	5	3	4	3	3	3	4	5	4	51
24	5	5	4	4	3	3	3	5	5	5	3	5	3	5	58
25	4	5	5	4	4	5	3	2	4	4	5	4	4	4	57
26	2	3	2	2	1	3	3	4	3	5	3	3	4	4	42
27	4	4	4	4	5	4	1	5	4	4	4	4	5	4	56
28	5	4	3	4	2	5	3	5	3	4	4	2	4	4	52
29	1	1	1	2	4	1	2	4	5	3	5	5	5	5	44
30	4	5	2	3	1	2	1	4	3	4	5	3	4	4	45

Lampiran 5

Output SPSS 22 Uji Validitas Variabel Kinerja

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	Y.16	TOTAL
Y.1	Pearson Correlation	1	.373	.424*	.315	.083	.086	.255	.372	.287	.193	.175	.182	.058	-.196	.130	.447*	.407*
	Sig. (2-tailed)		.051	.025	.102	.675	.665	.191	.051	.139	.326	.374	.353	.769	.319	.510	.017	.031
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.2	Pearson Correlation	.373	1	.286	.285	.348	.311	.461*	.231	.439*	.134	.167	.162	.484**	.087	.231	.321	.537**
	Sig. (2-tailed)	.051		.140	.141	.069	.107	.014	.236	.019	.498	.397	.411	.009	.661	.236	.095	.003
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.3	Pearson Correlation	.424*	.286	1	.476*	.142	.522**	.302	.178	.358	.321	.453*	.442*	.168	.129	.356	.410*	.626**
	Sig. (2-tailed)	.025	.140		.010	.471	.004	.118	.365	.062	.096	.016	.018	.391	.512	.063	.030	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.4	Pearson Correlation	.315	.285	.476*	1	.356	.356	.327	.162	.313	.187	.289	.247	.209	.161	.207	.597**	.574**
	Sig. (2-tailed)	.102	.141	.010		.063	.063	.090	.410	.105	.339	.136	.205	.286	.415	.290	.001	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.5	Pearson Correlation	.083	.348	.142	.356	1	.585**	.493**	.266	.513**	.426*	.089	.242	.247	.425*	.340	.302	.600**
	Sig. (2-tailed)	.675	.069	.471	.063		.001	.008	.172	.005	.024	.653	.214	.205	.024	.077	.119	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.6	Pearson Correlation	.086	.311	.522**	.356	.585**	1	.365	.249	.298	.457*	.433*	.296	.295	.430*	.506**	.256	.688**
	Sig. (2-tailed)	.665	.107	.004	.063	.001		.056	.201	.123	.015	.021	.126	.127	.022	.006	.188	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.7	Pearson Correlation	.255	.461*	.302	.327	.493**	.365	1	.325	.569**	.302	.569**	.344	.269	.123	.483**	.621**	.701**
	Sig. (2-tailed)	.191	.014	.118	.090	.008	.056		.092	.002	.118	.002	.073	.167	.534	.009	.000	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.8	Pearson Correlation	.372	.231	.178	.162	.266	.249	.325	1	.171	.119	.059	.053	.062	.048	.440*	-.019	.396*
	Sig. (2-tailed)	.051	.236	.365	.410	.172	.201	.092		.385	.547	.765	.790	.754	.810	.019	.922	.037
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.9	Pearson Correlation	.287	.439*	.358	.313	.513**	.298	.569**	.171	1	.537**	.366	.450*	.529**	.406*	.241	.688**	.732**
	Sig. (2-tailed)	.139	.019	.062	.105	.005	.123	.002	.385		.003	.055	.016	.004	.032	.216	.000	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.10	Pearson Correlation	.193	.134	.321	.187	.426*	.457*	.302	.119	.537**	1	.278	.547**	.475*	.459*	.178	.324	.626**
	Sig. (2-tailed)	.326	.498	.096	.339	.024	.015	.118	.547	.003		.153	.003	.011	.014	.365	.093	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.11	Pearson Correlation	.175	.167	.453*	.289	.089	.433*	.569**	.059	.366	.278	1	.498**	.147	.186	.243	.561**	.593**
	Sig. (2-tailed)	.374	.397	.016	.136	.653	.021	.002	.765	.055	.153		.007	.454	.343	.213	.002	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.12	Pearson Correlation	.182	.162	.442*	.247	.242	.296	.344	.053	.450*	.547**	.498**	1	.395*	.596**	-.029	.336	.638**
	Sig. (2-tailed)	.353	.411	.018	.205	.214	.126	.073	.790	.016	.003	.007		.037	.001	.883	.080	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.13	Pearson Correlation	.058	.484**	.168	.209	.247	.295	.269	.062	.529**	.475*	.147	.395*	1	.615**	.110	.378*	.587**
	Sig. (2-tailed)	.769	.009	.391	.286	.205	.127	.167	.754	.004	.011	.454	.037		.000	.577	.047	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.14	Pearson Correlation	-.196	.087	.129	.161	.425*	.430*	.123	.048	.406*	.459*	.186	.596**	.615**	1	.196	.183	.557**
	Sig. (2-tailed)	.319	.661	.512	.415	.024	.022	.534	.810	.032	.014	.343	.001	.000		.319	.352	.002
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.15	Pearson Correlation	.130	.231	.356	.207	.340	.506**	.483**	.440*	.241	.178	.243	-.029	.110	.196	1	.252	.519**
	Sig. (2-tailed)	.510	.236	.063	.290	.077	.006	.009	.019	.216	.365	.213	.883	.577	.319		.195	.005
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.16	Pearson Correlation	.447*	.321	.410*	.597**	.302	.256	.621**	-.019	.688**	.324	.561**	.336	.378*	.183	.252	1	.677**
	Sig. (2-tailed)	.017	.095	.030	.001	.119	.188	.000	.922	.000	.093	.002	.080	.047	.352	.195		.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
TOTAL	Pearson Correlation	.407*	.537**	.626**	.574**	.600**	.688**	.701**	.396*	.732**	.626**	.593**	.638**	.587**	.557**	.519**	.677**	1
	Sig. (2-tailed)	.031	.003	.000	.001	.001	.000	.000	.037	.000	.000	.001	.000	.001	.002	.005	.000	
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28

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

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

Lampiran 6

Output SPSS 22 Uji Validitas Variabel Human Relation

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
X1.1	Pearson Correlation	1	.464**	.132	.524**	.366*	.560**	.349	.105	.347	.000	.591**
	Sig. (2-tailed)		.010	.488	.003	.047	.001	.059	.581	.060	1.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.464**	1	.489**	.468**	.485**	.508**	.327	.255	.154	.359	.687**
	Sig. (2-tailed)	.010		.006	.009	.007	.004	.077	.174	.415	.051	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.132	.489**	1	.217	.313	.328	.532**	.627**	.207	.602**	.697**
	Sig. (2-tailed)	.488	.006		.250	.092	.076	.002	.000	.272	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.524**	.468**	.217	1	.367*	.345	.126	.293	.000	.261	.558**
	Sig. (2-tailed)	.003	.009	.250		.046	.062	.507	.116	1.000	.163	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.366*	.485**	.313	.367*	1	.488**	.487**	.265	.138	.436*	.684**
	Sig. (2-tailed)	.047	.007	.092	.046		.006	.006	.157	.468	.016	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.560**	.508**	.328	.345	.488**	1	.479**	.078	.354	.301	.710**
	Sig. (2-tailed)	.001	.004	.076	.062	.006		.007	.681	.055	.106	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.349	.327	.532**	.126	.487**	.479**	1	.315	.464**	.385*	.712**
	Sig. (2-tailed)	.059	.077	.002	.507	.006	.007		.090	.010	.036	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.105	.255	.627**	.293	.265	.078	.315	1	-.046	.736**	.600**
	Sig. (2-tailed)	.581	.174	.000	.116	.157	.681	.090		.810	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.347	.154	.207	.000	.138	.354	.464**	-.046	1	.084	.396*
	Sig. (2-tailed)	.060	.415	.272	1.000	.468	.055	.010	.810		.659	.030
	N	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.000	.359	.602**	.261	.436*	.301	.385*	.736**	.084	1	.686**
	Sig. (2-tailed)	1.000	.051	.000	.163	.016	.106	.036	.000	.659		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.591**	.687**	.697**	.558**	.684**	.710**	.712**	.600**	.396*	.686**	1
	Sig. (2-tailed)	.001	.000	.000	.001	.000	.000	.000	.000	.030	.000	
	N	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 7

Output SPSS 22 Uji Validitas Variabel Beban Kerja

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL
X2.1	Pearson Correlation	1	.544**	.535**	.570**	.416*	.435*	.350	.478**	.382*	.385*	.650**
	Sig. (2-tailed)		.002	.002	.001	.022	.016	.058	.008	.037	.036	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.544**	1	.636**	.705**	.786**	.828**	.389*	.894**	.750**	.204	.877**
	Sig. (2-tailed)	.002		.000	.000	.000	.000	.033	.000	.000	.279	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.535**	.636**	1	.799**	.615**	.727**	.572**	.610**	.525**	.380*	.823**
	Sig. (2-tailed)	.002	.000		.000	.000	.000	.001	.000	.003	.038	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.570**	.705**	.799**	1	.521**	.703**	.639**	.709**	.696**	.447*	.871**
	Sig. (2-tailed)	.001	.000	.000		.003	.000	.000	.000	.000	.013	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.416*	.786**	.615**	.521**	1	.767**	.287	.813**	.632**	.070	.774**
	Sig. (2-tailed)	.022	.000	.000	.003		.000	.123	.000	.000	.711	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.435*	.828**	.727**	.703**	.767**	1	.380*	.847**	.780**	.138	.863**
	Sig. (2-tailed)	.016	.000	.000	.000	.000		.039	.000	.000	.466	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.350	.389*	.572**	.639**	.287	.380*	1	.509**	.595**	.637**	.677**
	Sig. (2-tailed)	.058	.033	.001	.000	.123	.039		.004	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.478**	.894**	.610**	.709**	.813**	.847**	.509**	1	.823**	.299	.907**
	Sig. (2-tailed)	.008	.000	.000	.000	.000	.000	.004		.000	.108	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.382*	.750**	.525**	.696**	.632**	.780**	.595**	.823**	1	.302	.841**
	Sig. (2-tailed)	.037	.000	.003	.000	.000	.000	.001	.000		.105	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.385*	.204	.380*	.447*	.070	.138	.637**	.299	.302	1	.474**
	Sig. (2-tailed)	.036	.279	.038	.013	.711	.466	.000	.108	.105		.008
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.650**	.877**	.823**	.871**	.774**	.863**	.677**	.907**	.841**	.474**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.008	
	N	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 8

Output SPSS 22 Uji Validitas Variabel Insentif

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	TOTAL
X3.1	Pearson Correlation	1	.753**	.584**	.392*	-.019	.474**	.115	.133	.031	.244	.167	.010	.269	.089	.597**
	Sig. (2-tailed)		.000	.001	.032	.921	.008	.544	.483	.872	.194	.379	.959	.151	.640	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.753**	1	.598**	.481**	.131	.322	.052	.041	.076	.238	.246	-.012	.170	.224	.598**
	Sig. (2-tailed)	.000		.000	.007	.491	.083	.786	.829	.692	.205	.189	.949	.369	.234	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.584**	.598**	1	.577**	.421*	.502**	.356	.000	.403*	.334	.146	.337	.256	.191	.791**
	Sig. (2-tailed)	.001	.000		.001	.020	.005	.054	1.000	.027	.072	.442	.068	.172	.313	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.392*	.481**	.577**	1	.287	.405*	.266	.089	.327	.311	.133	.135	.086	.140	.632**
	Sig. (2-tailed)	.032	.007	.001		.124	.027	.155	.640	.077	.094	.482	.477	.653	.462	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	-.019	.131	.421*	.287	1	-.174	-.019	.089	.383*	-.125	.178	.229	.196	.235	.395*
	Sig. (2-tailed)	.921	.491	.020	.124		.359	.922	.639	.037	.510	.346	.224	.300	.212	.031
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.474**	.322	.502**	.405*	-.174	1	.316	.000	.105	.333	.229	.015	.174	.030	.535**
	Sig. (2-tailed)	.008	.083	.005	.027	.359		.089	1.000	.579	.073	.223	.938	.358	.875	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.115	.052	.356	.266	-.019	.316	1	.300	.276	.324	-.086	.270	.079	.150	.438*
	Sig. (2-tailed)	.544	.786	.054	.155	.922	.089		.107	.139	.080	.652	.149	.677	.430	.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.133	.041	.000	.089	.089	.000	.300	1	.209	.217	.227	.252	.404*	.422*	.399*
	Sig. (2-tailed)	.483	.829	1.000	.640	.639	1.000	.107		.268	.250	.227	.179	.027	.020	.029
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.031	.076	.403*	.327	.383*	.105	.276	.209	1	.349	.334	.510**	.278	.486**	.600**
	Sig. (2-tailed)	.872	.692	.027	.077	.037	.579	.139	.268		.059	.071	.004	.136	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.244	.238	.334	.311	-.125	.333	.324	.217	.349	1	.217	.116	.176	.239	.490**
	Sig. (2-tailed)	.194	.205	.072	.094	.510	.073	.080	.250	.059		.250	.541	.351	.203	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.11	Pearson Correlation	.167	.246	.146	.133	.178	.229	-.086	.227	.334	.217	1	.252	.605**	.528**	.517**
	Sig. (2-tailed)	.379	.189	.442	.482	.346	.223	.652	.227	.071	.250		.179	.000	.003	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.12	Pearson Correlation	.010	-.012	.337	.135	.229	.015	.270	.252	.510**	.116	.252	1	.272	.563**	.475**
	Sig. (2-tailed)	.959	.949	.068	.477	.224	.938	.149	.179	.004	.541	.179		.145	.001	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.13	Pearson Correlation	.269	.170	.256	.086	.196	.174	.079	.404*	.278	.176	.605**	.272	1	.563**	.559**
	Sig. (2-tailed)	.151	.369	.172	.653	.300	.358	.677	.027	.136	.351	.000	.145		.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.14	Pearson Correlation	.089	.224	.191	.140	.235	.030	.150	.422*	.486**	.239	.528**	.563**	.563**	1	.577**
	Sig. (2-tailed)	.640	.234	.313	.462	.212	.875	.430	.020	.007	.203	.003	.001	.001		.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.597**	.598**	.791**	.632**	.395*	.535**	.438*	.399*	.600**	.490**	.517**	.475**	.559**	.577**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.031	.002	.016	.029	.000	.006	.003	.008	.001	.001	
	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 9

Output SPSS 22 Uji Reliabilitas Variabel Kinerja

Case Processing Summary

		N	%
Cases	Valid	28	100.0
	Excluded[a]	0	.0
	Total	28	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.866	16

Lampiran 9

Output SPSS 22 Uji Reliabilitas Variabel Human Relation

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
.829	10

Lampiran 9

Output SPSS 22 Uji Reliabilitas Variabel Beban Kerja

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
.929	10

Lampiran 9

Output SPSS 22 Uji Reliabilitas Variabel Insentif

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
.806	14

Lampiran 12

Perhitungan MSI Variabel Kinerja

Succesive Interval

Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Total
3,868	3,035	2,183	3,797	3,210	2,225	3,404	1,000	3,868	3,091	3,091	3,816	2,153	2,259	2,259	4,050	47,308
3,868	3,035	2,183	3,797	3,210	2,225	1,000	1,906	3,868	4,207	4,207	2,382	1,000	1,000	2,259	2,551	42,698
3,868	4,899	2,183	2,032	3,210	2,225	1,000	3,658	3,868	4,207	4,207	2,382	1,000	2,259	3,602	4,050	48,650
3,868	3,035	2,183	2,032	3,210	2,225	3,404	3,658	3,868	4,207	4,207	3,816	2,153	3,602	3,602	1,000	50,070
3,868	3,035	1,000	2,032	2,121	1,000	1,000	1,000	3,868	2,184	2,184	3,816	3,434	3,602	2,259	2,551	38,955
3,868	1,000	3,420	2,032	2,121	3,506	1,000	1,000	3,868	3,091	3,091	2,382	3,434	2,259	2,259	2,551	40,880
3,868	3,035	3,420	2,032	1,000	3,506	3,404	1,000	3,868	3,091	3,091	2,382	2,153	3,602	1,000	2,551	43,002
2,426	1,000	2,183	1,000	3,210	2,225	2,188	3,658	2,426	3,091	3,091	2,382	3,434	2,259	1,000	4,050	39,621
2,426	1,000	1,000	2,785	3,210	2,225	2,188	3,658	2,426	3,091	3,091	3,816	2,153	2,259	2,259	4,050	41,635
2,426	1,000	1,000	2,785	2,121	1,000	2,188	3,658	2,426	3,091	3,091	3,816	2,153	2,259	1,000	2,551	36,564
2,426	3,035	1,000	2,785	2,121	1,000	2,188	2,607	2,426	1,000	1,000	3,816	3,434	3,602	2,259	4,050	38,748
3,868	3,035	2,183	3,797	3,210	2,225	3,404	2,607	3,868	3,091	3,091	3,816	1,000	2,259	2,259	4,050	47,762
2,426	3,035	2,183	2,032	3,210	2,225	2,188	1,906	2,426	3,091	3,091	3,816	3,434	2,259	2,259	4,050	43,629
2,426	3,035	2,183	2,032	3,210	2,225	2,188	3,658	2,426	4,207	4,207	2,382	3,434	1,000	1,000	2,551	42,164
2,426	3,035	3,420	3,797	4,452	3,506	2,188	3,658	2,426	4,207	4,207	1,000	1,000	3,602	3,602	2,551	49,075
2,426	3,035	1,000	2,785	4,452	1,000	1,000	3,658	2,426	4,207	4,207	2,382	2,153	2,259	3,602	4,050	44,640
2,426	3,035	3,420	1,000	4,452	3,506	1,000	1,906	2,426	2,184	2,184	2,382	3,434	3,602	3,602	2,551	43,108
3,868	1,805	2,183	3,797	3,210	2,225	3,404	2,607	3,868	2,184	2,184	2,382	1,000	1,000	2,259	2,551	40,527
3,868	1,805	1,000	1,000	2,121	1,000	3,404	2,607	3,868	2,184	2,184	3,816	3,434	2,259	3,602	2,551	40,704

2,426	3,035	3,420	2,785	4,452	3,506	2,188	2,607	2,426	4,207	4,207	2,382	2,153	2,259	3,602	2,551	48,204
2,426	3,035	3,420	2,032	4,452	3,506	2,188	2,607	2,426	4,207	4,207	2,382	2,153	3,602	2,259	4,050	48,949
2,426	3,035	3,420	3,797	3,210	3,506	2,188	2,607	2,426	2,184	2,184	3,816	3,434	2,259	3,602	4,050	48,143
1,000	3,035	2,183	2,785	3,210	2,225	1,000	1,906	1,000	2,184	2,184	2,382	2,153	3,602	3,602	4,050	38,501
2,426	3,035	2,183	3,797	2,121	2,225	2,188	2,607	2,426	4,207	4,207	3,816	2,153	3,602	2,259	4,050	47,300
2,426	3,035	2,183	2,785	3,210	2,225	2,188	2,607	2,426	4,207	4,207	3,816	2,153	2,259	2,259	2,551	44,536
2,426	3,035	2,183	3,797	3,210	2,225	2,188	3,658	2,426	3,091	3,091	3,816	3,434	3,602	3,602	2,551	48,333
3,868	3,035	3,420	3,797	4,452	3,506	3,404	3,658	3,868	4,207	4,207	2,382	3,434	3,602	3,602	4,050	58,490
3,868	1,805	3,420	2,032	4,452	3,506	3,404	3,658	3,868	4,207	4,207	3,816	3,434	2,259	2,259	4,050	54,244
3,868	3,035	3,420	3,797	4,452	3,506	3,404	1,906	3,868	3,091	3,091	1,000	3,434	2,259	3,602	4,050	51,780
2,426	1,805	2,183	3,797	3,210	2,225	2,188	1,906	2,426	2,184	2,184	2,382	3,434	3,602	2,259	2,551	40,761
1,000	1,805	1,000	2,785	2,121	1,000	1,000	1,906	1,000	2,184	2,184	2,382	2,153	1,000	2,259	4,050	29,830
3,868	3,035	3,420	3,797	4,452	3,506	3,404	3,658	3,868	4,207	4,207	3,816	2,153	3,602	3,602	2,551	57,145

Lampiran 13

Perhitungan MSI Variabel Human Relation

Succesive Interval

X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
3,347	1,980	4,403	3,868	3,395	2,387	1,980	1,980	3,668	27,009
3,347	3,147	2,773	3,868	3,395	2,387	3,147	3,147	3,668	28,880
3,347	3,147	4,403	3,868	3,395	2,387	3,147	1,980	3,668	29,343
3,347	3,147	2,773	3,868	3,395	2,387	3,147	3,147	3,668	28,880
3,347	1,000	2,773	3,868	3,395	2,387	1,000	1,980	3,668	23,419
3,347	1,980	2,773	3,868	3,395	3,797	1,980	1,980	3,668	26,789
3,347	1,980	2,773	3,868	3,395	3,797	1,980	1,980	3,668	26,789
3,347	1,980	2,773	2,426	3,395	2,387	1,980	1,980	3,668	23,936
3,347	1,980	2,773	2,426	3,395	2,387	1,980	1,980	3,668	23,936
3,347	1,980	2,773	2,426	3,395	2,387	1,980	1,980	3,668	23,936
2,045	1,980	2,773	2,426	2,089	1,000	1,980	3,147	3,668	21,107
2,045	1,980	2,773	3,868	2,089	2,387	1,980	3,147	3,668	23,937
2,045	1,980	4,403	2,426	2,089	2,387	1,980	1,980	2,245	21,534
3,347	3,147	2,773	2,426	3,395	2,387	3,147	3,147	2,245	26,014
3,347	3,147	4,403	2,426	3,395	3,797	3,147	1,000	2,245	26,907
3,347	3,147	2,773	2,426	3,395	3,797	3,147	3,147	2,245	27,424
1,000	1,000	2,773	2,426	1,000	3,797	1,000	1,000	2,245	16,240
2,045	1,000	2,773	3,868	2,089	2,387	1,000	1,000	3,668	19,829
2,045	1,000	2,773	3,868	2,089	1,000	1,000	1,000	3,668	18,443

2,045	3,147	2,773	2,426	2,089	3,797	3,147	3,147	2,245	24,814
2,045	3,147	2,773	2,426	2,089	3,797	3,147	3,147	2,245	24,814
2,045	3,147	4,403	2,426	2,089	3,797	3,147	3,147	2,245	26,445
2,045	3,147	2,773	1,000	2,089	2,387	3,147	3,147	1,000	20,734
2,045	3,147	4,403	2,426	2,089	2,387	3,147	3,147	2,245	25,035
3,347	3,147	2,773	2,426	2,089	2,387	3,147	3,147	2,245	24,707
3,347	3,147	2,773	2,426	3,395	2,387	3,147	3,147	2,245	26,014
3,347	3,147	2,773	3,868	3,395	3,797	3,147	3,147	3,668	30,290
3,347	3,147	2,773	3,868	3,395	3,797	3,147	3,147	3,668	30,290
1,000	1,000	2,773	3,868	1,000	3,797	1,000	1,000	3,668	19,106
1,000	1,000	1,000	2,426	1,000	2,387	1,000	1,000	2,245	13,057
1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	9,000
3,347	3,147	2,773	3,868	3,395	3,797	3,147	3,147	3,668	30,290

Lampiran 14

Perhitungan MSI Variabel Beban Kerja

Succesive Interval

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
4,385	1,000	2,069	2,684	2,555	2,307	3,856	2,062	2,567	2,401	25,887
2,820	2,359	2,069	2,684	4,038	1,000	2,429	3,284	2,567	2,401	25,652
2,820	3,733	2,069	2,684	2,555	1,000	3,856	2,062	3,602	1,000	25,380
2,820	1,000	2,069	4,239	4,038	2,307	2,429	3,284	2,567	3,804	28,558
4,385	2,359	3,331	1,000	4,038	2,307	2,429	2,062	2,567	1,000	25,478
2,820	1,000	3,331	2,684	2,555	1,000	2,429	2,062	1,000	2,401	21,282
2,820	1,000	3,331	2,684	2,555	1,000	2,429	2,062	2,567	1,000	21,448
2,820	2,359	3,331	4,239	4,038	3,635	2,429	2,062	1,000	2,401	28,314
2,820	3,733	1,000	4,239	2,555	3,635	2,429	2,062	1,000	1,000	24,472
4,385	2,359	1,000	2,684	2,555	2,307	2,429	2,062	1,000	2,401	23,183
2,820	2,359	2,069	2,684	2,555	2,307	1,000	2,062	3,602	3,804	25,263
2,820	2,359	2,069	2,684	4,038	2,307	2,429	2,062	3,602	3,804	28,175
4,385	2,359	2,069	4,239	2,555	2,307	2,429	2,062	2,567	2,401	27,374
2,820	3,733	3,331	2,684	2,555	3,635	2,429	3,284	3,602	2,401	30,474
4,385	3,733	3,331	4,239	2,555	3,635	3,856	3,284	1,906	2,401	33,325
2,820	3,733	3,331	2,684	2,555	3,635	3,856	3,284	3,602	2,401	31,901
2,820	1,000	1,000	2,684	2,555	1,000	3,856	1,000	1,906	2,401	20,223
2,820	2,359	1,000	2,684	4,038	2,307	2,429	1,000	1,906	3,804	24,348
2,820	2,359	1,000	2,684	4,038	2,307	1,000	1,000	1,906	3,804	22,919

2,820	2,359	3,331	2,684	2,555	2,307	3,856	3,284	3,602	2,401	29,200
2,820	2,359	3,331	2,684	2,555	2,307	3,856	3,284	3,602	2,401	29,200
4,385	2,359	3,331	4,239	2,555	2,307	3,856	3,284	3,602	2,401	32,319
2,820	2,359	3,331	2,684	1,000	2,307	2,429	3,284	3,602	1,000	24,816
4,385	2,359	3,331	4,239	2,555	2,307	2,429	3,284	3,602	2,401	30,892
2,820	3,733	3,331	2,684	2,555	2,307	2,429	3,284	3,602	2,401	29,146
2,820	3,733	3,331	2,684	2,555	3,635	2,429	3,284	3,602	2,401	30,474
2,820	3,733	3,331	2,684	4,038	3,635	3,856	3,284	3,602	3,804	34,787
4,385	2,359	3,331	2,684	2,555	2,307	2,429	3,284	1,906	2,401	27,642
4,385	3,733	2,069	4,239	4,038	2,307	2,429	1,000	2,567	3,804	30,571
2,820	2,359	2,069	2,684	4,038	1,000	1,000	1,000	1,906	2,401	21,279
1,000	2,359	2,069	2,684	4,038	3,635	3,856	1,000	1,906	3,804	26,352
4,385	2,359	2,069	1,000	1,000	3,635	3,856	3,284	2,567	2,401	26,557

Lampiran 15

Perhitungan MSI Variabel Beban Kerja

Succesive Interval

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	Total
3,716	2,710	2,382	1,000	3,668	3,445	2,989	1,000	1,000	3,846	1,000	2,726	2,629	2,689	34,800
3,716	2,710	1,000	1,000	1,000	2,132	1,000	1,000	3,602	2,425	2,184	2,726	1,000	2,689	28,184
2,291	2,710	3,816	3,304	3,668	3,445	4,385	1,000	2,259	3,846	2,184	1,700	2,629	2,689	39,927
3,716	4,153	3,816	2,102	3,668	2,132	4,385	3,785	2,259	3,846	3,447	2,726	1,000	1,000	42,034
3,716	2,710	3,816	2,102	2,245	2,132	2,989	2,393	2,259	3,846	2,184	2,726	1,000	1,000	35,118
2,291	2,710	2,382	1,000	3,668	3,445	2,989	2,393	2,259	2,425	2,184	2,726	1,000	1,000	32,471
3,716	4,153	2,382	1,000	2,245	3,445	2,989	2,393	3,602	1,000	2,184	4,101	1,000	2,689	36,898
3,716	1,000	2,382	2,102	3,668	3,445	2,989	1,000	1,000	1,000	2,184	2,726	2,629	4,318	34,159
2,291	2,710	3,816	2,102	2,245	2,132	2,989	2,393	2,259	2,425	3,447	4,101	2,629	4,318	39,857
3,716	4,153	2,382	2,102	3,668	3,445	4,385	2,393	2,259	2,425	2,184	4,101	4,318	4,318	45,849
2,291	2,710	2,382	3,304	3,668	3,445	2,989	1,000	2,259	1,000	1,000	4,101	2,629	2,689	35,467
3,716	2,710	2,382	1,000	2,245	2,132	2,989	2,393	2,259	1,000	2,184	2,726	2,629	2,689	33,053
2,291	4,153	3,816	2,102	2,245	2,132	4,385	2,393	2,259	2,425	3,447	4,101	2,629	2,689	41,067
3,716	4,153	2,382	2,102	2,245	3,445	1,807	1,000	2,259	2,425	1,000	2,726	2,629	2,689	34,578
2,291	1,569	3,816	3,304	3,668	3,445	4,385	2,393	2,259	2,425	3,447	4,101	2,629	2,689	42,421
1,000	2,710	2,382	2,102	2,245	1,000	1,807	3,785	2,259	2,425	2,184	4,101	2,629	2,689	33,317
2,291	2,710	3,816	3,304	3,668	2,132	4,385	2,393	3,602	2,425	2,184	2,726	2,629	2,689	40,955
3,716	4,153	3,816	2,102	3,668	2,132	2,989	3,785	3,602	2,425	3,447	4,101	2,629	4,318	46,883
3,716	4,153	3,816	2,102	2,245	3,445	4,385	2,393	3,602	2,425	3,447	2,726	2,629	2,689	43,773

1,000	4,153	3,816	3,304	3,668	3,445	2,989	2,393	3,602	3,846	2,184	4,101	4,318	2,689	45,508
2,291	4,153	2,382	1,000	1,000	1,000	2,989	1,000	2,259	2,425	1,000	2,726	2,629	2,689	29,543
2,291	2,710	1,000	1,000	2,245	2,132	2,989	2,393	1,000	2,425	1,000	1,700	2,629	2,689	28,204
2,291	4,153	2,382	2,102	2,245	2,132	2,989	3,785	3,602	3,846	3,447	4,101	2,629	2,689	42,392
3,716	4,153	3,816	3,304	3,668	3,445	4,385	3,785	3,602	3,846	3,447	4,101	2,629	2,689	50,586
3,716	2,710	2,382	3,304	2,245	3,445	2,989	3,785	3,602	2,425	2,184	2,726	2,629	2,689	40,830
3,716	2,710	3,816	3,304	2,245	1,000	2,989	2,393	2,259	2,425	3,447	4,101	2,629	2,689	39,723
3,716	4,153	2,382	3,304	3,668	1,000	2,989	2,393	3,602	2,425	1,000	2,726	2,629	2,689	38,676
2,291	2,710	2,382	2,102	3,668	2,132	4,385	2,393	1,000	2,425	3,447	4,101	2,629	2,689	38,354
3,716	4,153	3,816	3,304	3,668	3,445	4,385	2,393	2,259	2,425	3,447	4,101	2,629	2,689	46,430
3,716	4,153	3,816	3,304	3,668	3,445	2,989	2,393	3,602	3,846	2,184	4,101	2,629	2,689	46,535
2,291	2,710	2,382	3,304	3,668	2,132	1,807	2,393	3,602	3,846	2,184	1,000	4,318	2,689	38,327
2,291	2,710	3,816	3,304	3,668	3,445	2,989	2,393	3,602	2,425	3,447	2,726	2,629	4,318	43,764

Lampiran 16

Data Penelitian Variabel Kinerja

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Total
1	5	4	4	5	4	4	5	2	5	4	4	5	4	4	4	5	68
2	5	4	4	5	4	4	3	3	5	5	5	4	3	3	4	4	65
3	5	5	4	3	4	4	3	5	5	5	5	4	3	4	5	5	69
4	5	4	4	3	4	4	5	5	5	5	5	5	4	5	5	3	71
5	5	4	3	3	3	3	3	2	5	3	3	5	5	5	4	4	60
6	5	2	5	3	3	5	3	2	5	4	4	4	5	4	4	4	62
7	5	4	5	3	2	5	5	2	5	4	4	4	4	5	3	4	64
8	4	2	4	2	4	4	4	5	4	4	4	4	5	4	3	5	62
9	4	2	3	4	4	4	4	5	4	4	4	5	4	4	4	5	64
10	4	2	3	4	3	3	4	5	4	4	4	5	4	4	3	4	60
11	4	4	3	4	3	3	4	4	4	2	2	5	5	5	4	5	61
12	5	4	4	5	4	4	5	4	5	4	4	5	3	4	4	5	69
13	4	4	4	3	4	4	4	3	4	4	4	5	5	4	4	5	65
14	4	4	4	3	4	4	4	5	4	5	5	4	5	3	3	4	65
15	4	4	5	5	5	5	4	5	4	5	5	3	3	5	5	4	71
16	4	4	3	4	5	3	3	5	4	5	5	4	4	4	5	5	67
17	4	4	5	2	5	5	3	3	4	3	3	4	5	5	5	4	64
18	5	3	4	5	4	4	5	4	5	3	3	4	3	3	4	4	63
19	5	3	3	2	3	3	5	4	5	3	3	5	5	4	5	4	62
20	4	4	5	4	5	5	4	4	4	5	5	4	4	4	5	4	70

21	4	4	5	3	5	5	4	4	4	5	5	4	4	5	4	5	70
22	4	4	5	5	4	5	4	4	4	3	3	5	5	4	5	5	69
23	3	4	4	4	4	4	3	3	3	3	3	4	4	5	5	5	61
24	4	4	4	5	3	4	4	4	4	5	5	5	4	5	4	5	69
25	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	67
26	4	4	4	5	4	4	4	5	4	4	4	5	5	5	5	4	70
27	5	4	5	5	5	5	5	5	5	5	5	4	5	5	5	5	78
28	5	3	5	3	5	5	5	5	5	5	5	5	5	4	4	5	74
29	5	4	5	5	5	5	5	3	5	4	4	3	5	4	5	5	72
30	4	3	4	5	4	4	4	3	4	3	3	4	5	5	4	4	63
31	3	3	3	4	3	3	3	3	3	3	3	4	4	3	4	5	54
32	5	4	5	5	5	5	5	5	5	5	5	5	4	5	5	4	77

Lampiran 17

Data Penelitian Variabel Human Relation

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
1	4	5	4	5	5	5	4	4	4	5	45
2	4	5	5	4	5	5	4	5	5	5	47
3	5	5	5	5	5	5	4	5	4	5	48
4	4	5	5	4	5	5	4	5	5	5	47
5	4	5	3	4	5	5	4	3	4	5	42
6	4	5	4	4	5	5	5	4	4	5	45
7	4	5	4	4	5	5	5	4	4	5	45
8	4	5	4	4	4	5	4	4	4	5	43
9	4	5	4	4	4	5	4	4	4	5	43
10	4	5	4	4	4	5	4	4	4	5	43
11	4	4	4	4	4	4	3	4	5	5	41
12	4	4	4	4	5	4	4	4	5	5	43
13	5	4	4	5	4	4	4	4	4	4	42
14	4	5	5	4	4	5	4	5	5	4	45
15	5	5	5	5	4	5	5	5	3	4	46
16	4	5	5	4	4	5	5	5	5	4	46
17	4	3	3	4	4	3	5	3	3	4	36
18	4	4	3	4	5	4	4	3	3	5	39
19	4	4	3	4	5	4	3	3	3	5	38
20	4	4	5	4	4	4	5	5	5	4	44
21	4	4	5	4	4	4	5	5	5	4	44
22	5	4	5	5	4	4	5	5	5	4	46
23	4	4	5	4	3	4	4	5	5	3	41
24	5	4	5	5	4	4	4	5	5	4	45
25	4	5	5	4	4	4	4	5	5	4	44
26	4	5	5	4	4	5	4	5	5	4	45
27	4	5	5	4	5	5	5	5	5	5	48
28	4	5	5	4	5	5	5	5	5	5	48
29	4	3	3	4	5	3	5	3	3	5	38
30	3	3	3	3	4	3	4	3	3	4	33
31	3	3	3	3	3	3	3	3	3	3	30
32	4	5	5	4	5	5	5	5	5	5	48

Lampiran 18

Data Penelitian Variabel Beban Kerja

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total
1	5	3	4	4	4	4	5	4	4	4	41
2	4	4	4	4	5	3	4	5	4	4	41
3	4	5	4	4	4	3	5	4	5	3	41
4	4	3	4	5	5	4	4	5	4	5	43
5	5	4	5	3	5	4	4	4	4	3	41
6	4	3	5	4	4	3	4	4	2	4	37
7	4	3	5	4	4	3	4	4	4	3	38
8	4	4	5	5	5	5	4	4	2	4	42
9	4	5	3	5	4	5	4	4	2	3	39
10	5	4	3	4	4	4	4	4	2	4	38
11	4	4	4	4	4	4	3	4	5	5	41
12	4	4	4	4	5	4	4	4	5	5	43
13	5	4	4	5	4	4	4	4	4	4	42
14	4	5	5	4	4	5	4	5	5	4	45
15	5	5	5	5	4	5	5	5	3	4	46
16	4	5	5	4	4	5	5	5	5	4	46
17	4	3	3	4	4	3	5	3	3	4	36
18	4	4	3	4	5	4	4	3	3	5	39
19	4	4	3	4	5	4	3	3	3	5	38
20	4	4	5	4	4	4	5	5	5	4	44
21	4	4	5	4	4	4	5	5	5	4	44
22	5	4	5	5	4	4	5	5	5	4	46
23	4	4	5	4	3	4	4	5	5	3	41
24	5	4	5	5	4	4	4	5	5	4	45
25	4	5	5	4	4	4	4	5	5	4	44
26	4	5	5	4	4	5	4	5	5	4	45
27	4	5	5	4	5	5	5	5	5	5	48
28	5	4	5	4	4	4	4	5	3	4	42
29	5	5	4	5	5	4	4	3	4	5	44
30	4	4	4	4	5	3	3	3	3	4	37
31	3	4	4	4	5	5	5	3	3	5	41
32	5	4	4	3	3	5	5	5	4	4	42

Lampiran 19

Data Penelitian Variabel Insentif

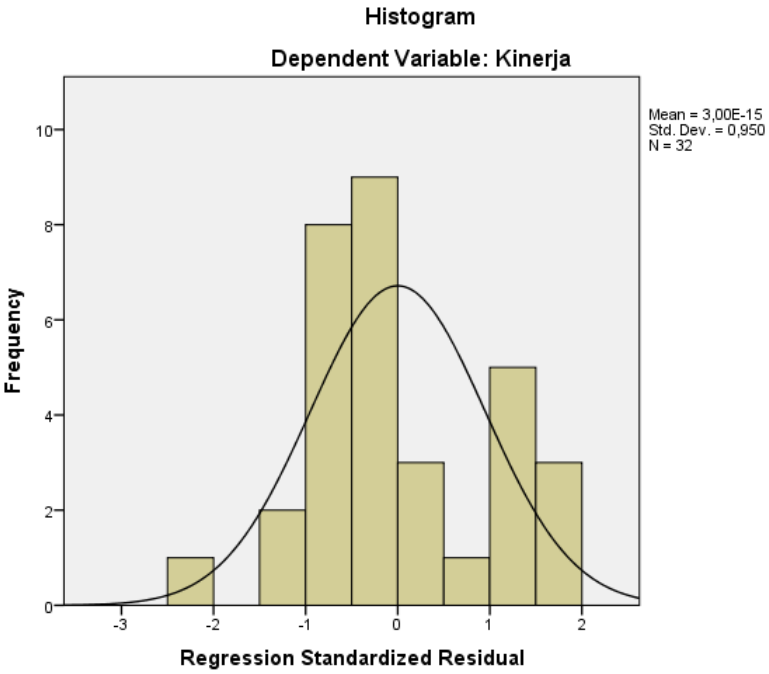
No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	Total
1	5	4	4	3	5	5	4	3	3	5	3	4	4	4	56
2	5	4	3	3	3	4	1	3	5	4	4	4	3	4	50
3	4	4	5	5	5	5	5	3	4	5	4	3	4	4	60
4	5	5	5	4	5	4	5	5	4	5	5	4	3	3	62
5	5	4	5	4	4	4	4	4	4	5	4	4	3	3	57
6	4	4	4	3	5	5	4	4	4	4	4	4	3	3	55
7	5	5	4	3	4	5	4	4	5	3	4	5	3	4	58
8	5	2	4	4	5	5	4	3	3	3	4	4	4	5	55
9	4	4	5	4	4	4	4	4	4	4	5	5	4	5	60
10	5	5	4	4	5	5	5	4	4	4	4	5	5	5	64
11	4	4	4	5	5	5	4	3	4	3	3	5	4	4	57
12	5	4	4	3	4	4	4	4	4	3	4	4	4	4	55
13	4	5	5	4	4	4	5	4	4	4	5	5	4	4	61
14	5	5	4	4	4	5	3	3	4	4	3	4	4	4	56
15	4	3	5	5	5	5	5	4	4	4	5	5	4	4	62
16	3	4	4	4	4	3	3	5	4	4	4	5	4	4	55
17	4	4	5	5	5	4	5	4	5	4	4	4	4	4	61
18	5	5	5	4	5	4	4	5	5	4	5	5	4	5	65
19	5	5	5	4	4	5	5	4	5	4	5	4	4	4	63
20	3	5	5	5	5	5	4	4	5	5	4	5	5	4	64

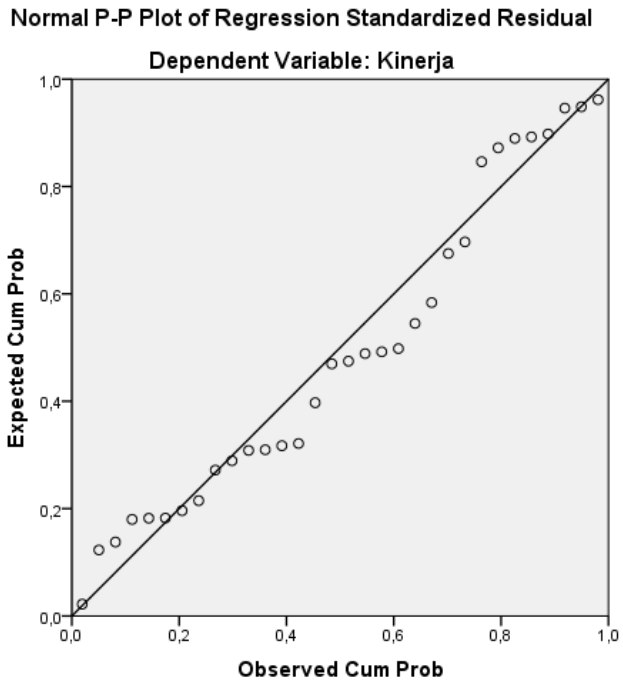
21	4	5	4	3	3	3	4	3	4	4	3	4	4	4	52
22	4	4	3	3	4	4	4	4	3	4	3	3	4	4	51
23	4	5	4	4	4	4	4	5	5	5	5	5	4	4	62
24	5	5	5	5	5	5	5	5	5	5	5	5	4	4	68
25	5	4	4	5	4	5	4	5	5	4	4	4	4	4	61
26	5	4	5	5	4	3	4	4	4	4	5	5	4	4	60
27	5	5	4	5	5	3	4	4	5	4	3	4	4	4	59
28	4	4	4	4	5	4	5	4	3	4	5	5	4	4	59
29	5	5	5	5	5	5	5	4	4	4	5	5	4	4	65
30	5	5	5	5	5	5	4	4	5	5	4	5	4	4	65
31	4	4	4	5	5	4	3	4	5	5	4	2	5	4	58
32	4	4	5	5	5	5	4	4	5	4	5	4	4	5	63

Lampiran 19

Hasil Uji Asumsi Klasik

Uji Normalitas





One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		32
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	3,84352444
Most Extreme Differences	Absolute	,127
	Positive	,127
	Negative	-,108
Test Statistic		,127
Asymp. Sig. (2-tailed)		,200[c,d]

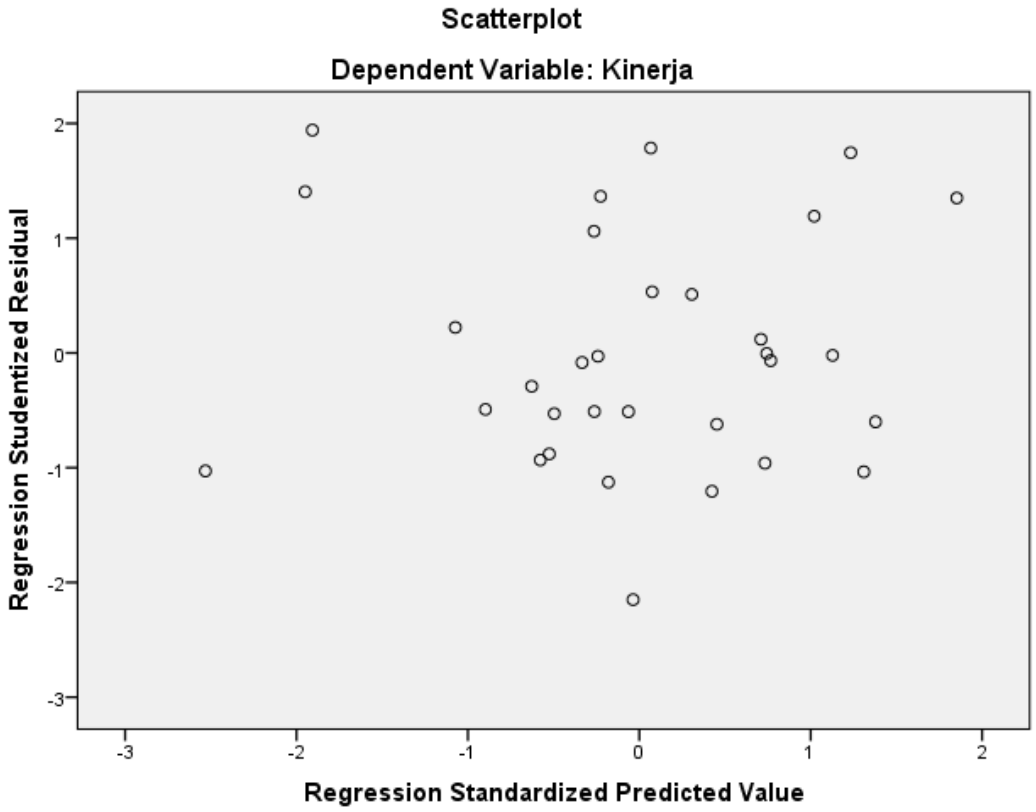
Lampiran 20

Hasil Uji Multikolonieritas

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,122	8,365		,134	,894		
	Human Relation	,748	,168	,611	4,465	,000	,767	1,304
	Beban Kerja	,532	,214	,326	2,485	,019	,834	1,200
	Insentif	,291	,133	,275	2,186	,037	,909	1,101

Lampiran 21

Hasil Uji Heteroskedastisitas



Lampiran 23

Hasil Analisis Regresi Linier Berganda

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,122	8,365		,134	,894		
	Human Relation	,748	,168	,611	4,465	,000	,767	1,304
	Beban Kerja	,532	,214	,326	2,485	,019	,834	1,200
	Insentif	,291	,133	,275	2,186	,037	,909	1,101

a. Dependent Variable: Kinerja

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Insentif, Beban Kerja, Human Relation[b]	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	679,127	3	226,376	13,841	,000[b]
	Residual	457,953	28	16,355		
	Total	1137,080	31			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Insentif, Beban Kerja, Human Relation

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,773[a]	,597	,554	4,04419	1,535

a. Predictors: (Constant), Insentif, Beban Kerja, Human Relation

b. Dependent Variable: Kinerja

Lampiran 24

Hasil Uji Hipotesis Uji t

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,122	8,365		,134	,894		
	Human Relation	,748	,168	,611	4,465	,000	,767	1,304
	Beban Kerja	,532	,214	,326	2,485	,019	,834	1,200
	Insentif	,291	,133	,275	2,186	,037	,909	1,101

Hasil Uji Simultan Uji F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	679,127	3	226,376	13,841	,000[b]
	Residual	457,953	28	16,355		
	Total	1137,080	31			

Lampiran 25

Hasil Uji Koefisien Determinasi

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,773[a]	,597	,554	4,04419	1,535

Lampiran 26

Data r Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541

Lampiran 27

Titik Persentase Distribusi t (df = 1 - 40)

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

Lampiran 28

Data uji- F table

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89