

LAMPIRAN

Lampiran 1: Kuesioner

Kuesioner Penelitian

Pengaruh Motivasi, Profesionalisme, dan Komitmen Organisasional Terhadap Kinerja Karyawan Bagian Akuntansi

Kepada Yth. Bapak/Ibu/Saudara/Saudari Responden

Sehubungan dengan kegiatan penelitian yang saya lakukan dengan judul **“Pengaruh Motivasi, Profesionalisme, dan Komitmen Organisasional Terhadap Kinerja Karyawan Bagian Akuntansi”**. Saya bermaksud mengajukan permohonan pengisian kuesioner. Adapun tujuan dari kuesioner ini adalah sebagai bahan masukan untuk memperoleh data yang akurat dalam penyusunan skripsi. Oleh karena itu, mohon kiranya Bapak/Ibu berkenan mengisi kuesioner dengan sebenar-benarnya. Jawaban-jawaban yang Bapak/Ibu berikan dalam kuesioner akan saya jamin kerahasiaannya karena kuesioner ini hanya digunakan untuk kegiatan penelitian.

Demikian surat permohonan ini saya ajukan, atas partisipasi dan kesediaan Bapak/Ibu, kami ucapkan terima kasih.

Hormat Saya,

Sonia Lifany

Petunjuk Pengisian Kuesioner Penelitian:

1. Menulis terlebih dahulu identitas Bapak/Ibu pada kolom yang sudah disediakan.
2. Mengisi dengan jawaban yang paling sesuai dengan keadaan Bapak/Ibu dengan memberi tanda (√) dari pernyataan di bawah ini.

Keterangan:

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

Identitas Responden

Untuk keperluan keabsahan data penelitian ini, saya mengharapkan kepada Bapak/Ibu untuk mengisi data-data berikut:

Nama Perusahaan :

Nama Responden :

Jenis Kelamin : Laki-Laki Perempuan

Usia : Tahun

Tingkat pendidikan : SMA/ Sederajat D3 S1 S2

Lama Bekerja : Tahun

Bagian/Jabatan :

Catatan:

Identitas responden tidak akan dipublikasikan, pencantuman nama semata-mata hanya upaya penelitian ini dapat dipertanggung jawabkan secara akademis.

Kinerja Karyawan

| No | Pernyataan | STS | TS | N | S | SS |
|----|-------------------------------------------------------|-----|----|---|---|----|
| 1. | Saya masuk tepat waktu dalam bekerja. | | | | | |
| 2. | Saya dapat mandiri dalam bekerja. | | | | | |
| 3. | Saya memahami pekerjaan yang dilakukan. | | | | | |
| 4. | Saya bertanggung jawab terhadap tugas yang dilakukan. | | | | | |
| 5. | Saya menetapkan prioritas kerja dalam bekerja. | | | | | |

Motivasi

| No | Pernyataan | STS | TS | N | S | SS |
|----|-----------------------------------------------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| 1. | Saya memiliki kemampuan komunikasi yang baik dengan atasan. | | | | | |
| 2. | Saya tidak mengalami kendala ketika berhubungan dengan rekan kerja. | | | | | |
| 3. | Saya merasa betah bekerja di perusahaan ini, karena beberapa jaminan yang diberikan oleh perusahaan membuat saya nyaman dalam berkarir. | | | | | |
| 4. | Saya merasa perusahaan sudah memberikan kebijakan yang sesuai. | | | | | |
| 5. | Saya merasa tertantang untuk menyelesaikan tugas yang diberikan. | | | | | |
| 6. | Saya selalu dilibatkan dalam pertemuan atau rapat dalam mengambil keputusan. | | | | | |
| 7. | Atasan saya selalu memberikan pujian apabila saya menjalankan tugas pekerjaan dengan hasil memuaskan. | | | | | |
| 8. | Gaji yang saya terima dari perusahaan saat ini sudah sesuai dengan pekerjaan saya. | | | | | |
| 9. | Perusahaan memberikan kesempatan yang sama bagi setiap karyawan untuk berkarya. | | | | | |

Profesionalisme

| No | Pernyataan | STS | TS | N | S | SS |
|----|---------------------------------------------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| 1 | Saya sangat menguasai bidang pekerjaan saya. | | | | | |
| 2 | Saya memiliki inovasi dan mempunyai etos kerja tinggi. | | | | | |
| 3 | Pangkat dan jabatan mempengaruhi kebebasan saya dalam mengeluarkan pendapat di perusahaan ini. | | | | | |
| 4 | Saya melaksanakan perintah yang diberikan dari atasan saya. | | | | | |
| 5 | Saya memiliki hubungan yang baik dengan sesama rekan kerja. | | | | | |
| 6 | Saya memiliki integritas dan selalu memegang teguh kode etik dan prinsip-prinsip moral dalam menjalankan pekerjaan di perusahaan ini. | | | | | |
| 7 | Saya selalu teliti dalam menjalankan pekerjaan. | | | | | |
| 8 | Saya bekerja sesuai standar yang telah ditetapkan. | | | | | |
| 9 | Dalam pekerjaan, saya memiliki kesempatan untuk melakukan yang terbaik bagi perusahaan. | | | | | |
| 10 | Perusahaan memberikan sanksi ketika saya melakukan kesalahan. | | | | | |

Komitmen Organisasional

| No | Pernyataan | STS | TS | N | S | SS |
|----|-------------------------------------------------------------------------------------------|-----|----|---|---|----|
| 1 | Saya tidak merasa terikat secara emosional dengan organisasi saya. | | | | | |
| 2 | Organisasi tempat saya bekerja sangat berarti bagi saya. | | | | | |
| 3 | Saya tidak merasa menjadi bagian organisasi tempat saya bekerja. | | | | | |
| 4 | Saya mentaati jam kerja yang diterapkan pada perusahaan ini. | | | | | |
| 5 | Saya mudah menjadi terikat dengan organisasi lain seperti organisasi tempat saya bekerja. | | | | | |
| 6 | Saya mau berusaha diatas batas normal untuk mensukseskan organisasi. | | | | | |

Lampiran 2: Tabulasi Responden

1. Kinerja Karyawan

| No | kn.1 | kn.2 | kn.3 | kn.4 | kn.5 | Total |
|----|------|------|------|------|------|-------|
| 1 | 4 | 3 | 3 | 4 | 3 | 17 |
| 2 | 4 | 4 | 4 | 4 | 3 | 19 |
| 3 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 3 | 4 | 3 | 3 | 4 | 17 |
| 5 | 4 | 4 | 3 | 4 | 4 | 19 |
| 6 | 4 | 5 | 3 | 4 | 4 | 20 |
| 7 | 4 | 4 | 3 | 4 | 4 | 19 |
| 8 | 4 | 4 | 5 | 4 | 4 | 21 |
| 9 | 5 | 4 | 3 | 4 | 4 | 20 |
| 10 | 3 | 4 | 4 | 3 | 4 | 18 |
| 11 | 4 | 3 | 3 | 4 | 3 | 17 |
| 12 | 3 | 3 | 3 | 3 | 4 | 16 |
| 13 | 5 | 3 | 4 | 5 | 3 | 20 |
| 14 | 4 | 4 | 4 | 4 | 4 | 20 |
| 15 | 3 | 4 | 4 | 3 | 4 | 18 |
| 16 | 3 | 4 | 4 | 3 | 4 | 18 |
| 17 | 4 | 3 | 4 | 4 | 3 | 18 |
| 18 | 5 | 4 | 4 | 5 | 4 | 22 |
| 19 | 4 | 4 | 3 | 4 | 4 | 19 |
| 20 | 4 | 4 | 3 | 4 | 4 | 19 |
| 21 | 4 | 4 | 3 | 4 | 4 | 19 |
| 22 | 5 | 5 | 5 | 5 | 5 | 25 |
| 23 | 3 | 3 | 3 | 3 | 3 | 15 |
| 24 | 4 | 4 | 4 | 4 | 4 | 20 |
| 25 | 4 | 4 | 4 | 4 | 4 | 20 |
| 26 | 5 | 5 | 4 | 4 | 5 | 23 |
| 27 | 5 | 5 | 5 | 5 | 5 | 25 |
| 28 | 4 | 5 | 4 | 4 | 5 | 22 |
| 29 | 4 | 4 | 3 | 4 | 4 | 19 |
| 30 | 4 | 4 | 3 | 4 | 4 | 19 |
| 31 | 5 | 5 | 5 | 5 | 5 | 25 |
| 32 | 4 | 4 | 4 | 4 | 4 | 20 |
| 33 | 5 | 5 | 5 | 5 | 5 | 25 |
| 34 | 4 | 5 | 5 | 4 | 5 | 23 |
| 35 | 5 | 4 | 5 | 5 | 4 | 23 |
| 36 | 4 | 4 | 5 | 4 | 4 | 21 |
| 37 | 5 | 5 | 5 | 5 | 5 | 25 |
| 38 | 5 | 5 | 5 | 5 | 5 | 25 |
| 39 | 5 | 5 | 5 | 5 | 5 | 25 |
| 40 | 4 | 4 | 3 | 4 | 4 | 19 |
| 41 | 4 | 4 | 4 | 4 | 4 | 20 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 42 | 4 | 4 | 4 | 4 | 4 | 20 |
| 43 | 4 | 5 | 5 | 4 | 4 | 22 |
| 44 | 4 | 4 | 3 | 4 | 4 | 19 |
| 45 | 5 | 5 | 5 | 5 | 5 | 25 |
| 46 | 5 | 4 | 4 | 4 | 4 | 21 |
| 47 | 4 | 5 | 5 | 4 | 5 | 23 |
| 48 | 5 | 3 | 2 | 4 | 3 | 17 |
| 49 | 4 | 4 | 4 | 4 | 4 | 20 |
| 50 | 4 | 4 | 3 | 4 | 4 | 19 |
| 51 | 5 | 5 | 5 | 5 | 5 | 25 |
| 52 | 4 | 5 | 5 | 4 | 5 | 23 |
| 53 | 3 | 4 | 3 | 3 | 4 | 17 |
| 54 | 4 | 5 | 3 | 4 | 5 | 21 |
| 55 | 5 | 4 | 4 | 5 | 4 | 22 |
| 56 | 4 | 4 | 4 | 4 | 4 | 20 |
| 57 | 4 | 4 | 4 | 4 | 4 | 20 |
| 58 | 4 | 4 | 4 | 4 | 4 | 20 |
| 59 | 4 | 4 | 3 | 4 | 4 | 19 |
| 60 | 4 | 4 | 4 | 4 | 4 | 20 |
| 61 | 4 | 4 | 3 | 4 | 4 | 19 |
| 62 | 5 | 5 | 4 | 5 | 5 | 24 |
| 63 | 5 | 4 | 4 | 5 | 4 | 22 |
| 64 | 5 | 4 | 4 | 5 | 4 | 22 |
| 65 | 5 | 5 | 5 | 5 | 5 | 25 |
| 66 | 5 | 4 | 3 | 5 | 4 | 21 |
| 67 | 4 | 5 | 4 | 4 | 5 | 22 |
| 68 | 4 | 5 | 4 | 4 | 5 | 22 |
| 69 | 4 | 4 | 3 | 4 | 4 | 19 |
| 70 | 5 | 4 | 4 | 5 | 4 | 22 |
| 71 | 4 | 5 | 5 | 4 | 5 | 23 |
| 72 | 4 | 4 | 3 | 4 | 4 | 19 |
| 73 | 4 | 5 | 4 | 4 | 5 | 22 |
| 74 | 4 | 4 | 4 | 4 | 4 | 20 |
| 75 | 4 | 3 | 3 | 4 | 3 | 17 |
| 76 | 3 | 4 | 4 | 3 | 4 | 18 |
| 77 | 4 | 5 | 5 | 4 | 5 | 23 |
| 78 | 3 | 5 | 4 | 3 | 5 | 20 |
| 79 | 5 | 4 | 3 | 5 | 4 | 21 |
| 80 | 4 | 4 | 3 | 4 | 4 | 19 |
| 81 | 4 | 5 | 5 | 4 | 5 | 23 |
| 82 | 4 | 5 | 4 | 4 | 5 | 22 |
| 83 | 4 | 4 | 3 | 4 | 4 | 19 |
| 84 | 4 | 4 | 3 | 4 | 4 | 19 |

2. Motivasi

| No | mv.1 | mv.2 | mv.3 | mv.4 | mv.5 | mv.6 | mv.7 | mv.8 | mv.9 | Total |
|----|------|------|------|------|------|------|------|------|------|-------|
| 1 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 4 | 3 | 28 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 4 | 3 | 1 | 3 | 3 | 3 | 4 | 1 | 3 | 3 | 24 |
| 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 32 |
| 6 | 3 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 29 |
| 7 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 8 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 37 |
| 9 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 38 |
| 10 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 35 |
| 11 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 32 |
| 12 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 29 |
| 13 | 4 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 38 |
| 14 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 32 |
| 15 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 30 |
| 16 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 33 |
| 17 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 18 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 39 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 20 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 21 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 35 |
| 22 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 25 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 26 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 37 |
| 27 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 28 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 29 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 30 | 5 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 5 | 33 |
| 31 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 32 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 35 |
| 33 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 34 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 35 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 40 |
| 36 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 37 |
| 37 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 38 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 41 |
| 39 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 40 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 41 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 42 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 43 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 39 |

| | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|----|
| 44 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 31 |
| 45 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 46 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 47 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 40 |
| 48 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 29 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 50 | 5 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 5 | 33 |
| 51 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 52 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 53 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 3 | 4 | 36 |
| 54 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 37 |
| 55 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 41 |
| 56 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 58 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 59 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 60 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 61 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 62 | 4 | 5 | 5 | 4 | 5 | 5 | 2 | 5 | 4 | 39 |
| 63 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 41 |
| 64 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 39 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 43 |
| 66 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 38 |
| 67 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 68 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 69 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 37 |
| 70 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 37 |
| 71 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 36 |
| 72 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 31 |
| 73 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 39 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 75 | 4 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 36 |
| 76 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 35 |
| 77 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 36 |
| 78 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 36 |
| 79 | 4 | 3 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 36 |
| 80 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 33 |
| 81 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 36 |
| 82 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 35 |
| 83 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 84 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 39 |

3. Profesionalisme

| No | pf.1 | pf.2 | pf.3 | pf.4 | pf.5 | pf.6 | pf.7 | pf.8 | pf.9 | pf.10 | Total |
|----|------|------|------|------|------|------|------|------|------|-------|-------|
| 1 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 30 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 1 | 31 |
| 5 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 36 |
| 6 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 35 |
| 7 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 8 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 45 |
| 9 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 37 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |
| 11 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 34 |
| 12 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 33 |
| 13 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 38 |
| 14 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 38 |
| 15 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 17 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 18 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 19 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 39 |
| 20 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 |
| 21 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 23 | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 4 | 3 | 3 | 34 |
| 24 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 40 |
| 25 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 42 |
| 26 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 44 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 28 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 29 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 |
| 30 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 2 | 36 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 32 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 40 |
| 33 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 47 |
| 34 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 45 |
| 35 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 36 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 3 | 42 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 40 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 |
| 41 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 41 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 43 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 44 |

| | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|----|----|
| 44 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 34 | |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 40 | |
| 47 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 47 | |
| 48 | 3 | 2 | 3 | 2 | 4 | 4 | 2 | 4 | 3 | 3 | 30 | |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | |
| 50 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 2 | 36 | |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 | |
| 52 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 45 | |
| 53 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 36 | |
| 54 | 5 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 39 | |
| 55 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 43 | |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 | |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 | |
| 59 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 | |
| 60 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 38 | |
| 61 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 36 | |
| 62 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 | |
| 63 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 41 | |
| 64 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 41 | |
| 65 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 | |
| 66 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 37 | |
| 67 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 | |
| 68 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 44 | |
| 69 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 38 | |
| 70 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 40 | |
| 71 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 45 | |
| 72 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 35 | |
| 73 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 | |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | |
| 75 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 34 | |
| 76 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 41 | |
| 77 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 46 | |
| 78 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 43 | |
| 79 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 36 | |
| 80 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 40 | |
| 81 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 | |
| 82 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 43 | |
| 83 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 | |
| 84 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 39 | |

4. Komitmen Organisasional

| No | ko.1 | ko.2 | ko.3 | ko.4 | ko.5 | ko.6 | Total |
|----|------|------|------|------|------|------|-------|
| 1 | 3 | 4 | 3 | 3 | 2 | 4 | 19 |
| 2 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 4 | 3 | 3 | 4 | 3 | 1 | 4 | 18 |
| 5 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 6 | 3 | 4 | 4 | 3 | 2 | 4 | 20 |
| 7 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 8 | 5 | 4 | 3 | 5 | 3 | 5 | 25 |
| 9 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 10 | 4 | 3 | 4 | 5 | 4 | 3 | 23 |
| 11 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 12 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 13 | 4 | 5 | 3 | 4 | 3 | 4 | 23 |
| 14 | 4 | 4 | 4 | 5 | 3 | 4 | 24 |
| 15 | 4 | 3 | 4 | 4 | 3 | 3 | 21 |
| 16 | 4 | 3 | 4 | 4 | 3 | 3 | 21 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 19 | 3 | 4 | 4 | 5 | 4 | 4 | 24 |
| 20 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 21 | 3 | 4 | 4 | 4 | 3 | 5 | 23 |
| 22 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 23 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 24 | 4 | 4 | 4 | 4 | 3 | 5 | 24 |
| 25 | 4 | 4 | 4 | 4 | 3 | 5 | 24 |
| 26 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 27 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 28 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 29 | 3 | 4 | 4 | 4 | 3 | 5 | 23 |
| 30 | 3 | 4 | 4 | 5 | 2 | 4 | 22 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 32 | 4 | 4 | 4 | 4 | 3 | 5 | 24 |
| 33 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 34 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 35 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 36 | 5 | 4 | 4 | 5 | 3 | 4 | 25 |
| 37 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 38 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 39 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 40 | 3 | 4 | 4 | 4 | 3 | 5 | 23 |
| 41 | 4 | 4 | 4 | 4 | 3 | 5 | 24 |
| 42 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 43 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 44 | 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 45 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 46 | 4 | 4 | 4 | 4 | 3 | 5 | 24 |
| 47 | 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 48 | 2 | 4 | 3 | 3 | 3 | 4 | 19 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 50 | 3 | 4 | 4 | 5 | 2 | 4 | 22 |
| 51 | 5 | 5 | 5 | 5 | 4 | 3 | 27 |
| 52 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 53 | 3 | 3 | 4 | 4 | 5 | 4 | 23 |
| 54 | 3 | 4 | 5 | 4 | 4 | 4 | 24 |
| 55 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 56 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 58 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 59 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 60 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 61 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 62 | 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 63 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 64 | 4 | 5 | 4 | 5 | 3 | 5 | 26 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 66 | 3 | 5 | 4 | 4 | 4 | 4 | 24 |
| 67 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 68 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 69 | 3 | 4 | 4 | 5 | 4 | 4 | 24 |
| 70 | 4 | 5 | 4 | 4 | 3 | 4 | 24 |
| 71 | 5 | 4 | 5 | 4 | 3 | 3 | 24 |
| 72 | 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 73 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 74 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 75 | 3 | 4 | 3 | 4 | 5 | 3 | 22 |
| 76 | 4 | 3 | 4 | 5 | 4 | 4 | 24 |
| 77 | 5 | 4 | 5 | 4 | 3 | 5 | 26 |
| 78 | 4 | 3 | 5 | 4 | 4 | 5 | 25 |
| 79 | 3 | 5 | 4 | 4 | 3 | 4 | 23 |
| 80 | 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 81 | 5 | 4 | 5 | 4 | 3 | 5 | 26 |
| 82 | 4 | 4 | 5 | 4 | 3 | 5 | 25 |
| 83 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 84 | 3 | 4 | 4 | 5 | 5 | 5 | 26 |

Lampiran 3: Hasil Penelitian

Tabel 4.7 Hasil Uji Statistik Deskriptif
Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| Kinerja | 84 | 3.00 | 5.00 | 4.1024 | .46517 |
| Motivasi | 84 | 2.78 | 4.78 | 3.9857 | .41389 |
| Profesionalisme | 84 | 3.00 | 4.90 | 4.0238 | .47532 |
| Komitmen | 84 | 3.00 | 5.00 | 3.9985 | .41227 |
| Valid N (listwise) | 84 | | | | |

Tabel 4.8 Hasil Uji Validitas Variabel Kinerja Karyawan

| Pertanyaan | Nilai Pearson Correlation | Nilai Sig | Keterangan |
|------------|---------------------------|-----------|------------|
| 1. | 0,318** | 0,003 | Valid |
| 2. | 0,529** | 0,000 | Valid |
| 3. | 0,389** | 0,000 | Valid |
| 4. | 0,378** | 0,000 | Valid |
| 5. | 0,563** | 0,000 | Valid |

Tabel 4.9 Hasil Uji Validitas Variabel Motivasi

| Pertanyaan | Nilai Pearson Correlation | Nilai Sig | Keterangan |
|------------|---------------------------|-----------|------------|
| 1. | 0,393** | 0,000 | Valid |
| 2. | 0,505** | 0,000 | Valid |
| 3. | 0,445** | 0,009 | Valid |
| 4. | 0,309** | 0,004 | Valid |
| 5. | 0,464** | 0,000 | Valid |
| 6. | 0,403** | 0,000 | Valid |
| 7. | 0,338** | 0,002 | Valid |
| 8. | 0,430** | 0,000 | Valid |
| 9. | 0,568** | 0,000 | Valid |

Tabel 4.10 Hasil Uji Validitas Variabel Profesionalisme

| Pertanyaan | Nilai Pearson Correlation | Nilai Sig | Keterangan |
|------------|---------------------------|-----------|------------|
| 1. | 0,389** | 0,000 | Valid |
| 2. | 0,482** | 0,000 | Valid |
| 3. | 0,320** | 0,003 | Valid |
| 4. | 0,305** | 0,005 | Valid |
| 5. | 0,328** | 0,002 | Valid |
| 6. | 0,319** | 0,003 | Valid |
| 7. | 0,384** | 0,000 | Valid |
| 8. | 0,437** | 0,000 | Valid |
| 9. | 0,566** | 0,000 | Valid |

Tabel 4.11 Hasil Uji Validitas Variabel Komitmen Organisasional

| Pertanyaan | Nilai Perason Correlation | Nilai Sig | Keterangan |
|------------|---------------------------|-----------|------------|
| 1. | 0,389** | 0,000 | Valid |
| 2. | 0,378** | 0,000 | Valid |
| 3. | 0,593** | 0,000 | Valid |
| 4. | 0,348** | 0,001 | Valid |
| 5. | 0,505** | 0,000 | Valid |
| 6. | 0,303** | 0,005 | Valid |

Tabel 4.12 Hasil Uji Reliabilitas Variabel Kinerja Karyawan

| Pertanyaan | Nilai Cronbach's Alpha | Keterangan |
|------------|------------------------|------------|
| 1. | 0,951 | Reliabel |
| 2. | 0,949 | Reliabel |
| 3. | 0,948 | Reliabel |
| 4. | 0,950 | Reliabel |
| 5. | 0,949 | Reliabel |

Tabel 4.13 Hasil Uji Reliabilitas Variabel Motivasi

| Pertanyaan | Nilai Cronbach's Alpha | Keterangan |
|------------|------------------------|------------|
| 1. | 0,951 | Reliabel |
| 2. | 0,951 | Reliabel |
| 3. | 0,950 | Reliabel |
| 4. | 0,949 | Reliabel |
| 5. | 0,951 | Reliabel |
| 6. | 0,949 | Reliabel |
| 7. | 0,952 | Reliabel |
| 8. | 0,950 | Reliabel |
| 9. | 0,951 | Reliabel |

Tabel 4.14 Hasil Uji Reliabilitas Variabel Profesionalisme

| Pertanyaan | Nilai Cronbach's Alpha | Keterangan |
|------------|------------------------|------------|
| 1. | 0,949 | Reliabel |
| 2. | 0,948 | Reliabel |
| 3. | 0,949 | Reliabel |
| 4. | 0,948 | Reliabel |
| 5. | 0,951 | Reliabel |
| 6. | 0,952 | Reliabel |
| 7. | 0,949 | Reliabel |
| 8. | 0,951 | Reliabel |
| 9. | 0,951 | Reliabel |
| 10. | 0,951 | Reliabel |

Tabel 4.15 Hasil Uji Reliabilitas Variabel Komitmen Organisasional

| Pertanyaan | Nilai Cronbach's Alpha | Keterangan |
|------------|------------------------|------------|
| 1. | 0,948 | Reliabel |
| 2. | 0,950 | Reliabel |
| 3. | 0,949 | Reliabel |
| 4. | 0,951 | Reliabel |
| 5. | 0,951 | Reliabel |
| 6. | 0,952 | Reliabel |

Tabel 4.16 Hasil Uji Normalitas**One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residual |
|----------------------------------|----------------------|-------------------------|
| N | | 84 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .20653162 |
| | Absolute | .115 |
| Most Extreme Differences | Positive | .072 |
| | Negative | -.115 |
| | Kolmogorov-Smirnov Z | 1.051 |
| Asymp. Sig. (2-tailed) | | .219 |

a. Test distribution is Normal.

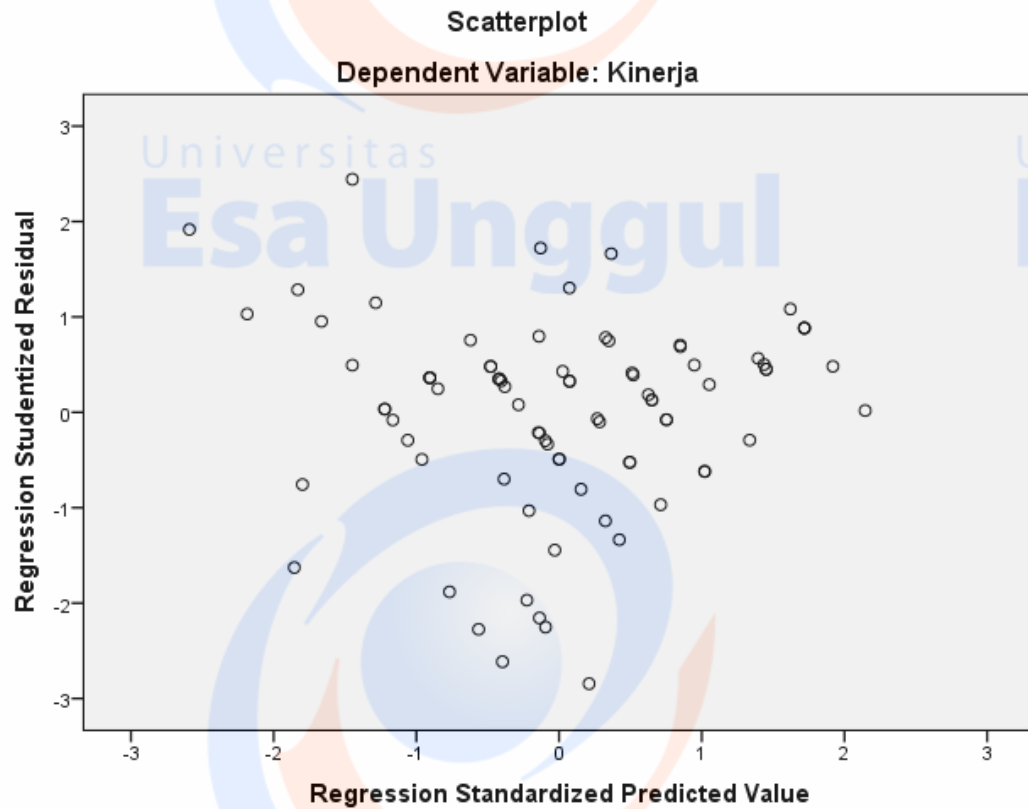
b. Calculated from data.

Tabel 4.17 Hasil Uji Multikolonieritas**Coefficients^a**

| Model | Collinearity Statistics | |
|-------|-------------------------|------------|
| | Tolerance | VIF |
| 1 | | |
| | (Constant) | |
| | Motivasi | .135 7.432 |
| | Profesionalisme | .310 3.228 |
| | Komitmen | .123 8.147 |

a. Dependent Variable: Kinerja

Gambar 4.18 Hasil Uji Heteroskedastisitas



Tabel 4.19 Hasil Analisis Regresi Linear Berganda

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients |
|-----------------|-----------------------------|------------|---------------------------|
| | B | Std. Error | Beta |
| (Constant) | .012 | .229 | |
| 1 Motivasi | .370 | .152 | .329 |
| Profesionalisme | .238 | .087 | .243 |
| Komitmen | .415 | .160 | .368 |

a. Dependent Variable: Kinerja

Tabel 4.20 Hasil Uji Statistik F**ANOVA^a**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 14.419 | 3 | 4.806 | 108.607 | .000 ^b |
| | Residual | 3.540 | 80 | .044 | | |
| | Total | 17.960 | 83 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Komitmen, Profesionalisme, Motivasi

Tabel 4.21 Hasil Uji Statistik t**Coefficients^a**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .012 | .229 | | .054 | .957 |
| | Motivasi | .370 | .152 | .329 | 2.431 | .017 |
| | Profesionalisme | .238 | .087 | .243 | 2.721 | .008 |
| | Komitmen | .415 | .160 | .368 | 2.598 | .011 |

a. Dependent Variable: Kinerja

Tabel 4.22 Hasil Uji Koefisien Determinan (R²)**Model Summary^b**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .896 ^a | .803 | .795 | .21037 |

a. Predictors: (Constant), Komitmen, Profesionalisme, Motivasi

b. Dependent Variable: Kinerja