

Lampiran I

KUESIONER PENELITIAN PENGARUH MOTIVATOR DAN HYGIENE TERHADAP PRESTASI KERJA KARYAWAN PT. LELCO TRINDO NUSANTARA

A. IDENTITAS RESPONDEN

1. Nama :
2. Usia :
3. Jabatan :
4. Jenis Kelamin :

a. Laki-laki	b. Perempuan
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5. Pendidikan Terakhir :

a. SD	d. Diploma
b. SLTP	e. Sarjana (S1)
c. SMA/Sederajat	f. PascaSarjana (S2)
6. Status Perkawinan :

a. Belum Menikah	b. Menikah	c. Janda/Duda
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7. Masa Kerja :

a. <input type="checkbox"/> 1 Tahun	c. 5 – 10 Tahun
b. 1 – 5 Tahun	d. <input type="checkbox"/> 10 Tahun

B. KUESIONER

Petunjuk Pengisian :

1. Mohon memberi tanda silang (X atau \surd) pada jawaban yang saudara anggap benar.
2. Setiap pertanyaan hanya membutuhkan satu jawaban saja.
3. Mohon memberikan jawaban yang sebenar-benarnya.
4. Setelah melakukan pengisian, mohon saudara mengembalikannya kepada yang menyerahkan kuesioner.
5. Pilihan Jawaban :

a. STS	: Sangat Tidak Setuju
b. TS	: Tidak Setuju
c. S	: Setuju
d. SS	: Sangat Setuju

1. Motivator (X1)

No	Pertanyaan	Alternatif Jawaban			
		STS	TS	S	SS
a	Keberhasilan/Pencapaian prestasi				
	Anda mendapatkan dorongan untuk berusaha mencapai hasil yang baik dalam pekerjaan				
b	Penghargaan				
	1. Atasan anda memberikan pujian secara lisan terhadap keberhasilan tugas yang baik.				
	2. Perusahaan anda memberikan penghargaan yang layak bagi karyawan berprestasi				
	3. Perusahaan anda menindaklanjuti atas pemberian penghargaan dengan menaikkan status jabatan.				
c	Pekerjaan itu sendiri				
	Anda berprestasi setelah anda yakin akan pentingnya pekerjaan yang anda lakukan				
d	Tanggung Jawab				
	1. Anda terdorong untuk menyelesaikan pekerjaan dengan tuntas tanpa tanpa adanya penundaan				
	2. Anda selalu berusaha bekerja dengan baik dan tepat waktu				
	3. Anda selalu berusaha menghasilkan produk-produk yang berkualitas bagi perusahaan.				
e	Pengembangan				
	1. Perusahaan anda memberikan kesempatan bagi karyawan untuk mengembangkan diri melalui pendidikan formal, training, kursus, dan seminar sesuai dengan keahlian.				
	2. Pelatihan yang diikuti karyawan di perusahaan dapat mengembangkan karier karyawan				

1. Hygiene (X2)

No	Pertanyaan	STS	TS	S	SS
a	Kebijakan dan administrasi				
	1. Kebijakan administrasi yang berlaku pada kantor atau tempat anda bekerja memotivasi anda dalam bekerja				
	2. Pengetahuan tentang peraturan dan prosedur yang berlaku memotivasi anda meningkatkan kecerdasan dan pemahaman pegawai dalam melaksanakan pekerjaannya				
b	Hubungan antar pribadi				
	1. Hubungan antar pegawai dan atasan selama ini baik, memotivasi anda dalam bekerja				
	2. Hubungan perusahaan dengan masyarakat sekitar terjalin dengan baik				
	3. Hubungan perusahaan dengan perusahaan lain terjalin dengan baik.				
c	Kondisi Kerja				
	1. Peralatan yang memadai dan suhu udara yang ada mendorong pelaksanaan pekerjaan anda dengan baik				
	2. Karyawan berusaha mencerminkan suasana yang tenang dalam bekerja.				
	3. Kondisi kerja diperusahaan anda sangat menyenangkan dan nyaman				
d	Gaji				
	1. Penghasilan (Gaji Tetap) memotivasi anda dalam bekerja lebih baik				
	2. Anda bersedia diberi tambahan kuantitas kerja diluar jam kerja/lembur dengan pemberian tambahan upah.				

Lampiran 2

KUESIONER PENILAIAN PRESTASI KERJA KARYWAN

Nama :

No	Pertanyaan	STS	TS	S	SS
1	Kualitas Pekerjaan				
	a. Pekerjaan selalu diselesaikan oleh karyawan dengan tuntas dan memadai sehingga memiliki kualitas yang dapat diandalkan				
	b. Karyawan selalu berusaha meningkatkan pengetahuan dan keterampilan sesuai dengan bidang pekerjaannya.				
	c. Karyawan berani dalam mengemukakan pendapat yang menurutnya benar.				
	d. Karyawan berani mengambil keputusan dalam menghadapi masalah guna menyelesaikan masalah tersebut.				
2	Kuantitas Pekerjaan				
	a. Karyawan berusaha menyelesaikan pekerjaan sesuai dengan kuantitas yang telah ditetapkan perusahaan.				
	b. Karyawan selalu menghasilkan volume pekerjaan yang sesuai dengan target yang ditetapkan perusahaan.				
3	Ketepatan Waktu				
	a. Karyawan selalu menyelesaikan tugas-tugas dengan tepat waktu dan mengutamakan prinsip efisiensi.				
	b. Karyawan tidak membuang-buang waktu dalam bekerja dengan kegiatan yang lama.				
4	Pengetahuan Pekerjaan				
	a. Pengetahuan yang karyawan miliki sesuai dengan standar perusahaan. <input type="checkbox"/>				
	b. Dengan keterampilan yang karyawan miliki, karyawan memiliki inisiatif dalam bekerja.				
5	Disiplin Kerja				
	a. Karyawan berusaha menyelesaikan pekerjaan sesuai standar yang telah ditetapkan perusahaan.				

Lampiran 3 Tabulasi Kuesioner

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

NO	HYGIENE										Skor
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	3	4	4	4	4	4	4	3	4	4	38
2	3	3	3	3	3	3	3	3	3	3	30
3	3	4	3	3	3	3	3	3	4	3	32
4	3	3	3	2	3	2	3	3	3	3	28
5	3	4	3	3	3	3	3	3	4	3	32
6	3	3	4	4	4	4	3	3	3	3	34
7	3	4	4	3	4	3	3	3	4	3	34
8	4	4	4	2	4	2	4	4	4	4	36
9	3	4	3	3	3	3	3	3	4	3	32
10	2	3	2	3	2	3	3	2	3	3	26
11	3	4	3	3	3	3	4	3	4	4	34
12	3	3	3	3	3	3	3	3	3	3	30
13	3	4	4	4	4	4	4	3	4	4	38
14	4	4	3	4	3	4	3	4	4	3	36
15	3	3	3	3	3	3	3	3	3	3	30
16	3	4	3	3	3	3	3	3	4	3	32
17	3	3	3	2	3	2	3	3	3	3	28
18	3	3	3	3	3	3	3	3	3	3	30
19	3	3	3	3	3	3	3	3	3	3	30
20	3	3	4	3	4	3	3	3	3	3	32
21	3	3	3	3	3	3	3	3	3	3	30
22	3	3	3	3	3	3	3	3	3	3	30
23	3	4	3	2	3	2	3	3	4	3	30
24	3	3	3	3	3	3	3	3	3	3	30
25	3	3	3	4	3	4	4	3	3	4	34
26	3	3	3	4	3	4	4	3	3	4	34
27	3	3	3	3	3	3	3	3	3	3	30
28	3	4	3	3	3	3	3	3	4	3	32
29	3	3	3	2	3	2	3	3	3	3	28
30	4	4	3	3	3	3	3	4	4	3	34

No	PRESTASI KERJA/KINERJA											Skor
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	
1	3	3	2	3	2	3	2	2	3	2	3	28
2	2	3	3	2	3	3	2	3	3	3	3	30
3	2	3	2	2	2	3	2	2	3	2	3	26
4	2	3	2	2	2	3	2	2	3	2	3	26
5	2	3	2	2	2	3	2	2	3	2	3	26
6	3	4	3	3	3	4	3	3	4	3	4	37
7	2	3	3	2	3	3	3	3	3	3	3	31
8	2	3	2	2	2	3	2	2	3	2	3	26
9	3	3	2	3	2	3	2	2	3	2	3	28
10	3	3	3	3	3	3	3	3	3	3	3	33
11	3	3	2	3	2	3	2	2	3	2	3	28
12	3	3	2	3	2	3	2	2	3	2	3	28
13	3	3	4	3	4	3	3	4	3	4	3	37
14	3	4	3	3	3	4	3	3	4	3	4	37
15	3	4	3	3	3	4	3	3	4	3	4	37
16	2	3	2	2	2	3	2	2	3	2	3	26
17	3	3	3	3	3	3	3	3	3	3	3	33
18	3	4	3	3	3	4	3	3	4	3	4	37
19	2	3	3	2	3	3	2	3	3	3	3	30
20	2	3	2	2	2	3	2	2	3	2	3	26
21	3	3	3	3	3	3	2	3	3	3	3	32
22	3	3	3	3	3	3	3	3	3	3	3	33
23	3	3	3	3	3	3	3	3	3	3	3	33
24	3	3	3	3	3	3	2	3	3	3	3	32
25	3	3	3	3	3	3	3	3	3	3	3	33
26	3	3	2	3	2	3	2	2	3	2	3	28
27	3	3	3	3	3	3	3	3	3	3	3	33
28	3	3	3	3	3	3	3	3	3	3	3	33
29	2	3	3	2	3	3	2	3	3	3	3	30
30	3	3	2	3	2	3	3	2	3	2	3	29

Lampiran 4 Hasil Uji Validitas *Motivator*

		Correlations										
		X11	X12	X13	X14	X15	X16	X17	X18	X19	X110	SKOR
X11	Pearson Correlation	1	.400	.255	.155	.518*	.337	.400	.518*	.337	.284	.613**
	Sig. (2-tailed)		.029	.174	.414	.003	.069	.029	.003	.069	.129	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X12	Pearson Correlation	.400	1	.478*	.086	.537**	.154	1.000**	.537**	.154	.308	.721**
	Sig. (2-tailed)	.029		.008	.652	.002	.417	.000	.002	.417	.097	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X13	Pearson Correlation	.255	.478**	1	.480**	.153	.334	.478*	.153	.334	.247	.647**
	Sig. (2-tailed)	.174	.008		.007	.420	.071	.008	.420	.071	.188	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X14	Pearson Correlation	.155	.086	.480**	1	-.163	.402	.086	-.163	.402	.492**	.493**
	Sig. (2-tailed)	.414	.652	.007		.391	.028	.652	.391	.028	.006	.006
	N	30	30	30	30	30	30	30	30	30	30	30
X15	Pearson Correlation	.518**	.537**	.153	-.163	1	.202	.537**	1.000**	.202	.263	.611**
	Sig. (2-tailed)	.003	.002	.420	.391		.284	.002	.000	.284	.160	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X16	Pearson Correlation	.337	.154	.334	.402	.202	1	.154	.202	1.000**	.671**	.674**
	Sig. (2-tailed)	.069	.417	.071	.028	.284		.417	.284	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X17	Pearson Correlation	.400	1.000**	.478*	.086	.537**	.154	1	.537**	.154	.308	.721**
	Sig. (2-tailed)	.029	.000	.008	.652	.002	.417		.002	.417	.097	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X18	Pearson Correlation	.518**	.537**	.153	-.163	1.000**	.202	.537**	1	.202	.263	.611**
	Sig. (2-tailed)	.003	.002	.420	.391	.000	.284	.002		.284	.160	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X19	Pearson Correlation	.337	.154	.334	.402	.202	1.000**	.154	.202	1	.671**	.674**
	Sig. (2-tailed)	.069	.417	.071	.028	.284	.000	.417	.284		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X110	Pearson Correlation	.284	.308	.247	.492**	.263	.671**	.308	.263	.671**	1	.699**
	Sig. (2-tailed)	.129	.097	.188	.006	.160	.000	.097	.160	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
SKOR	Pearson Correlation	.613**	.721**	.647**	.493**	.611**	.674**	.721**	.611**	.674**	.699**	1
	Sig. (2-tailed)	.000	.000	.000	.006	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	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).

Lampiran 5 Hasil Uji Reliabilitas *Motivator*

RELIABILITY

```

/VARIABLES=X11 X12 X13 X14 X15 X16 X17 X18 X19 X110
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA

```

Reliability

Scale: ALL VARIABLES

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
,832	10

Lampiran 6 Hasil Uji Validitas *Hygiene*

		Correlations										
		X21	X22	X23	X24	X25	X26	X27	X28	X29	X210	SKOR
X21	Pearson Correlation	1	.400*	.341	-.010	.341	-.010	.139	1.000*	.400*	.139	.527**
	Sig. (2-tailed)		.029	.065	.957	.065	.957	.463	.000	.029	.463	.003
	N	30	30	30	30	30	30	30	30	30	30	30
X22	Pearson Correlation	.400*	1	.272	.063	.272	.063	.235	.400*	1.000*	.235	.619**
	Sig. (2-tailed)	.029		.146	.741	.146	.741	.210	.029	.000	.210	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X23	Pearson Correlation	.341	.272	1	.223	1.000*	.223	.368*	.341	.272	.368*	.687**
	Sig. (2-tailed)	.065	.146		.236	.000	.236	.046	.065	.146	.046	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X24	Pearson Correlation	-.010	.063	.223	1	.223	1.000*	.386*	-.010	.063	.386*	.614**
	Sig. (2-tailed)	.957	.741	.236		.236	.000	.035	.957	.741	.035	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X25	Pearson Correlation	.341	.272	1.000*	.223	1	.223	.368*	.341	.272	.368*	.687**
	Sig. (2-tailed)	.065	.146	.000	.236		.236	.046	.065	.146	.046	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X26	Pearson Correlation	-.010	.063	.223	1.000*	.223	1	.386*	-.010	.063	.386*	.614**
	Sig. (2-tailed)	.957	.741	.236	.000	.236		.035	.957	.741	.035	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X27	Pearson Correlation	.139	.235	.368*	.386*	.368*	.386*	1	.139	.235	1.000*	.669**
	Sig. (2-tailed)	.463	.210	.046	.035	.046	.035		.463	.210	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X28	Pearson Correlation	1.000*	.400*	.341	-.010	.341	-.010	.139	1	.400*	.139	.527**
	Sig. (2-tailed)	.000	.029	.065	.957	.065	.957	.463		.029	.463	.003
	N	30	30	30	30	30	30	30	30	30	30	30
X29	Pearson Correlation	.400*	1.000*	.272	.063	.272	.063	.235	.400*	1	.235	.619**
	Sig. (2-tailed)	.029	.000	.146	.741	.146	.741	.210	.029		.210	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X210	Pearson Correlation	.139	.235	.368*	.386*	.368*	.386*	1.000*	.139	.235	1	.669**
	Sig. (2-tailed)	.463	.210	.046	.035	.046	.035	.000	.463	.210		.000
	N	30	30	30	30	30	30	30	30	30	30	30
SKOR	Pearson Correlation	.527**	.619**	.687**	.614**	.687**	.614**	.669**	.527**	.619**	.669**	1
	Sig. (2-tailed)	.003	.000	.000	.000	.000	.000	.000	.003	.000	.000	.000
	N	30	30	30	30	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).

Lampiran 7 Hasil Uji Reliabilitas *Hygiene*

RELIABILITY

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/VARIABLES=X21 X22 X23 X24 X25 X26 X27 X28 X29 X210
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA

```

Reliability

Scale: ALL VARIABLES

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
,817	10

Lampiran 8 Hasil Uji Validitas Prestasi Kerja

Correlations													
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	SKOR	
Y1	Pearson Correlation	1	.277	.302	1.000**	.302	.277	.520**	.302	.277	.302	.277	.605**
	Sig. (2-tailed)		.138	.105	.000	.105	.138	.003	.105	.138	.105	.138	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y2	Pearson Correlation	.277	1	.263	.277	.263	1.000**	.419*	.263	1.000**	.263	1.000**	.650**
	Sig. (2-tailed)	.138		.160	.138	.160	.000	.021	.160	.000	.160	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y3	Pearson Correlation	.302	.263	1	.302	1.000**	.263	.627**	1.000**	.263	1.000**	.263	.848**
	Sig. (2-tailed)	.105	.160		.105	.000	.160	.000	.000	.160	.000	.160	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y4	Pearson Correlation	1.000**	.277	.302	1	.302	.277	.520**	.302	.277	.302	.277	.605**
	Sig. (2-tailed)	.000	.138	.105		.105	.138	.003	.105	.138	.105	.138	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y5	Pearson Correlation	.302	.263	1.000**	.302	1	.263	.627**	1.000**	.263	1.000**	.263	.848**
	Sig. (2-tailed)	.105	.160	.000	.105		.160	.000	.000	.160	.000	.160	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y6	Pearson Correlation	.277	1.000**	.263	.277	.263	1	.419*	.263	1.000**	.263	1.000**	.650**
	Sig. (2-tailed)	.138	.000	.160	.138	.160		.021	.160	.000	.160	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y7	Pearson Correlation	.520**	.419*	.627**	.520**	.627**	.419*	1	.627**	.419*	.627**	.419*	.791**
	Sig. (2-tailed)	.003	.021	.000	.003	.000	.021		.000	.021	.000	.021	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y8	Pearson Correlation	.302	.263	1.000**	.302	1.000**	.263	.627**	1	.263	1.000**	.263	.848**
	Sig. (2-tailed)	.105	.160	.000	.105	.000	.160	.000		.160	.000	.160	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y9	Pearson Correlation	.277	1.000**	.263	.277	.263	1.000**	.419*	.263	1	.263	1.000**	.650**
	Sig. (2-tailed)	.138	.000	.160	.138	.160	.000	.021	.160		.160	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y10	Pearson Correlation	.302	.263	1.000**	.302	1.000**	.263	.627**	1.000**	.263	1	.263	.848**
	Sig. (2-tailed)	.105	.160	.000	.105	.000	.160	.000	.000	.160		.160	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Y11	Pearson Correlation	.277	1.000**	.263	.277	.263	1.000**	.419*	.263	1.000**	.263	1	.650**
	Sig. (2-tailed)	.138	.000	.160	.138	.160	.000	.021	.160	.000	.160		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
SKOR	Pearson Correlation	.605**	.650**	.848**	.605**	.848**	.650**	.791**	.848**	.650**	.848**	.650**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 9 Hasil Uji Reliabilitas Prestasi Kerja

RELIABILITY

/VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

Reliability

Scale: ALL VARIABLES

Case Processing Summary

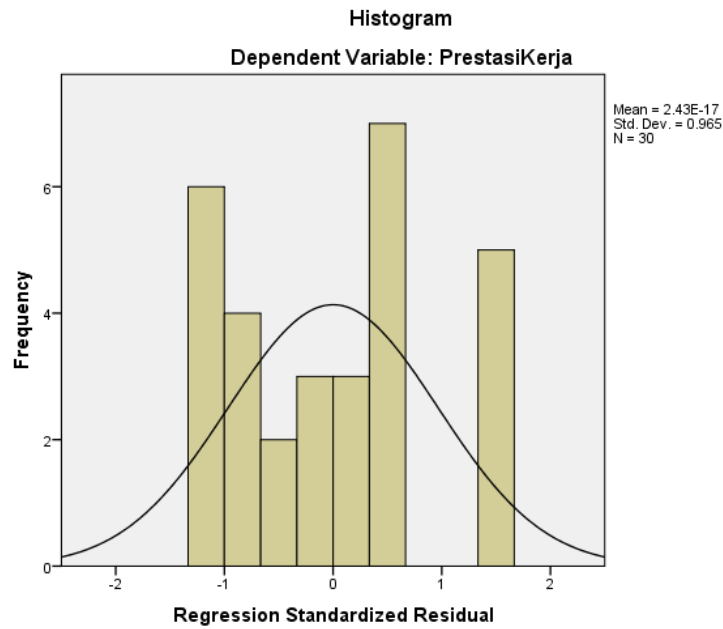
		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

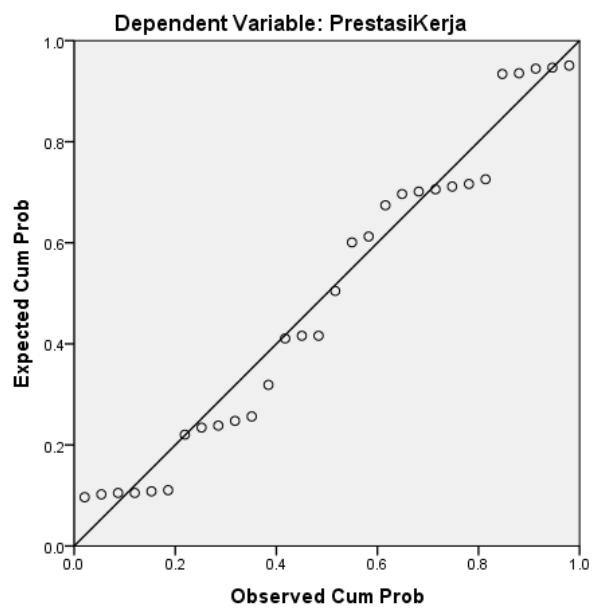
Reliability Statistics

Cronbach's Alpha	N of Items
,911	11

Lampiran 10 Hasil Uji Normalitas



Normal P-P Plot of Regression Standardized Residual



Lampiran 11 Hasil Uji Multikolinieritas

Coefficients^a

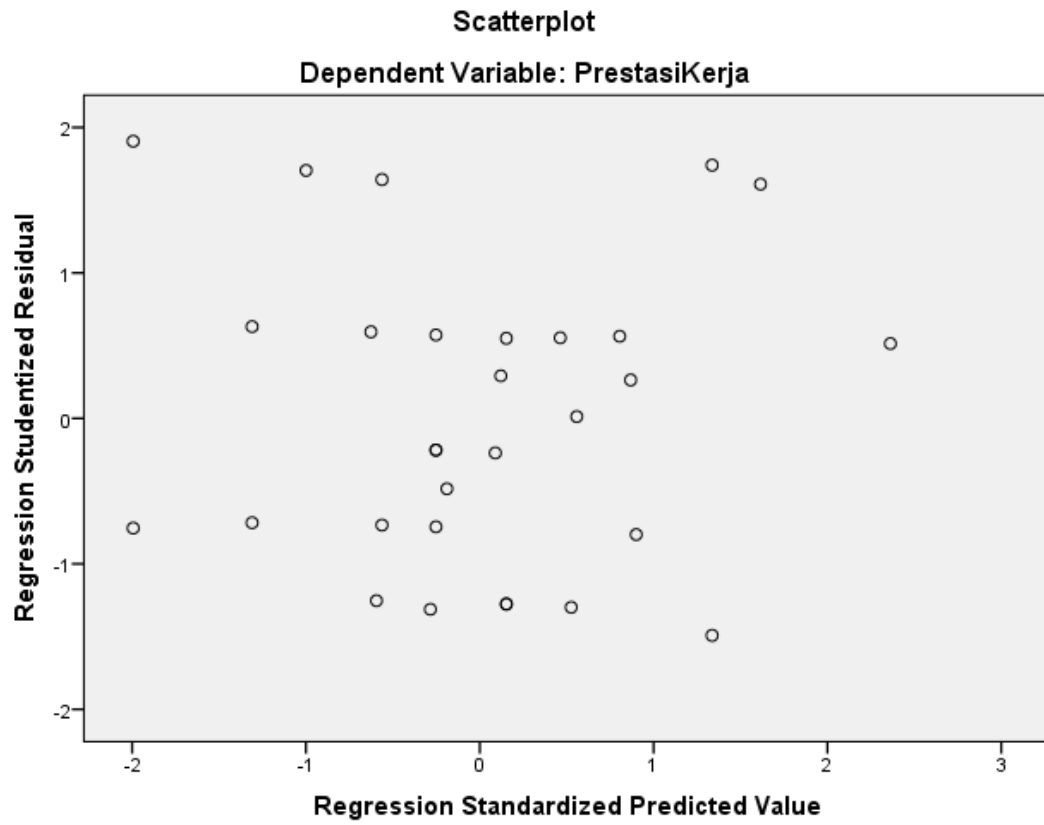
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	30.753	8.636		3.561	.001		
1 Motivator	.059	.290	.049	.203	.841	.644	1.552
Hygiene	-.056	.307	-.044	-.183	.856	.644	1.552

a. Dependent Variable: PrestasiKerja

Collinearity Diagnostics^a

Mode	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Motivator	Hygiene
1	1	2.992	1.000	.00	.00	.00
1	2	.005	25.563	.96	.33	.09
	3	.003	29.611	.04	.66	.90

a. Dependent Variable: PrestasiKerja

Lampiran 12 Hasil Uji Heteroskedastisitas

Lampiran 13 Hasil Analisis Regresi Linier Berganda

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
PrestasiKerja	30.87	3.767	30
Motivator	32.40	3.114	30
Hygiene	31.80	2.941	30

Correlations

		PrestasiKerja	Motivator	Hygiene
Pearson Correlation	PrestasiKerja	1.000	.022	-.015
	Motivator	.022	1.000	.596
	Hygiene	-.015	.596	1.000
Sig. (1-tailed)	PrestasiKerja	.	.453	.469
	Motivator	.453	.	.000
	Hygiene	.469	.000	.
N	PrestasiKerja	30	30	30
	Motivator	30	30	30
	Hygiene	30	30	30

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Hygiene, Motivator ^b	.	Enter

a. Dependent Variable: PrestasiKerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.042 ^a	.002	-.072	3.900

a. Predictors: (Constant), Hygiene, Motivator

b. Dependent Variable: PrestasiKerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.716	2	.358	.024	.977 ^b
	Residual	410.751	27	15.213		
	Total	411.467	29			

a. Dependent Variable: PrestasiKerja

b. Predictors: (Constant), Hygiene, Motivator

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	30.753	8.636		3.561	.001		
	Motivator	.059	.290	.049	.203	.841	.644	1.552
	Hygiene	-.056	.307	-.044	-.183	.856	.644	1.552

a. Dependent Variable: PrestasiKerja

Lampiran 14 Frequency Table Kriteria Responden

JenisKelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	18	60.0	60.0	60.0
Valid Perempuan	12	40.0	40.0	100.0
Total	30	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 20	5	16.7	16.7	16.7
Valid 21-30	20	66.7	66.7	83.3
Valid 31-40	5	16.7	16.7	100.0
Total	30	100.0	100.0	

StatusPerkawinan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Belum Menikah	19	63.3	63.3	63.3
Valid Menikah	11	36.7	36.7	100.0
Total	30	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SLTP	3	10.0	10.0	10.0
Valid SMA/Sederajat	27	90.0	90.0	100.0
Total	30	100.0	100.0	

MasaBekerja

	Frequency	Percent	Valid Percent	Cumulative Percent
< 1	4	13.3	13.3	13.3
1-5	24	80.0	80.0	93.3
Valid 5-10	1	3.3	3.3	96.7
> 10	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Lampiran 15 *Frequency dan Descriptives Table Motivator*

```
FREQUENCIES VARIABLES=x11 x12 x13 x14 x15 x16 x17 x18 x19 x110
/STATISTICS=STDDEV MEAN SUM
/ORDER=ANALYSIS.
```

Frequencies

[DataSet0]

		Statistics									
		x11	x12	x13	x14	x15	x16	x17	x18	x19	x110
N	Valid	30	30	30	30	30	30	30	30	30	30
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3.07	3.43	3.23	2.93	3.27	3.23	3.43	3.27	3.23	3.30
Std. Deviation		.365	.504	.568	.691	.450	.430	.504	.450	.430	.466
Sum		92	103	97	88	98	97	103	98	97	99

Frequency Table

		x11			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Setuju	26	86.7	86.7	90.0
	Sangat Setuju	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

		x12			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	17	56.7	56.7	56.7
	Sangat Stuju	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

x13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	6.7	6.7	6.7
Valid Setuju	19	63.3	63.3	70.0
Valid Sangat Setuju	9	30.0	30.0	100.0
Total	30	100.0	100.0	

x14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	8	26.7	26.7	26.7
Valid Setuju	16	53.3	53.3	80.0
Valid Sangat Setuju	6	20.0	20.0	100.0
Total	30	100.0	100.0	

x15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	22	73.3	73.3	73.3
Valid Sangat Setuju	8	26.7	26.7	100.0
Total	30	100.0	100.0	

x16

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	23	76.7	76.7	76.7
Valid Sangat Setuju	7	23.3	23.3	100.0
Total	30	100.0	100.0	

x17

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	17	56.7	56.7	56.7
Valid Sangat Setuju	13	43.3	43.3	100.0
Total	30	100.0	100.0	

x18

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	22	73.3	73.3	73.3
Valid Sangat Setuju	8	26.7	26.7	100.0
Total	30	100.0	100.0	

x19

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	23	76.7	76.7	76.7
Valid Sangat Setuju	7	23.3	23.3	100.0
Total	30	100.0	100.0	

x110

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	21	70.0	70.0	70.0
Valid Sangat Setuju	9	30.0	30.0	100.0
Total	30	100.0	100.0	

DESCRIPTIVES VARIABLES=X11 X12 X13 X14 X15 X16 X17 X18 X19 X110
 /STATISTICS=MEAN SUM STDDEV MIN MAX.

Descriptives

[DataSet3]

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
X11	30	2	4	92	3.07	.365
X12	30	3	4	103	3.43	.504
X13	30	2	4	97	3.23	.568
X14	30	2	4	88	2.93	.691
X15	30	3	4	98	3.27	.450
X16	30	3	4	97	3.23	.430
X17	30	3	4	103	3.43	.504
X18	30	3	4	98	3.27	.450
X19	30	3	4	97	3.23	.430
X110	30	3	4	99	3.30	.466
Valid N (listwise)	30					

Lampiran 16 *Frequency dan Descriptives Table Hygiene*

```
FREQUENCIES VARIABLES= x21 x22 x23 x24 x25 x26 x27 x28 x29 x210
/STATISTICS=STDDEV MEAN SUM
/ORDER=ANALYSIS.
```

Frequencies

[DataSet0]

		Statistics									
		x21	x22	x23	x24	x25	x26	x27	x28	x29	x210
N	Valid	30	30	30	30	30	30	30	30	30	30
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3.07	3.43	3.17	3.03	3.17	3.03	3.20	3.07	3.43	3.20
Std. Deviation		.365	.504	.461	.615	.461	.615	.407	.365	.504	.407
Sum		92	103	95	91	95	91	96	92	103	96

Frequency Table

		x21			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Setuju	26	86.7	86.7	90.0
	Sangat Setuju	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

		x22			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	17	56.7	56.7	56.7
	Sangat Setuju	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

x23

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	3.3	3.3	3.3
Setuju	23	76.7	76.7	80.0
Sangat Setuju	6	20.0	20.0	100.0
Total	30	100.0	100.0	

x24

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	5	16.7	16.7	16.7
Setuju	19	63.3	63.3	80.0
Sangat Setuju	6	20.0	20.0	100.0
Total	30	100.0	100.0	

x25

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	1	3.3	3.3	3.3
Setuju	23	76.7	76.7	80.0
Sangat Setuju	6	20.0	20.0	100.0
Total	30	100.0	100.0	

x26

	Frequency	Percent	Valid Percent	Cumulative Percent
Tidak Setuju	5	16.7	16.7	16.7
Satuju	19	63.3	63.3	80.0
Sangat Setuju	6	20.0	20.0	100.0
Total	30	100.0	100.0	

x27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	24	80.0	80.0	80.0
Valid Sangat Setuju	6	20.0	20.0	100.0
Total	30	100.0	100.0	

x28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	3.3	3.3	3.3
Valid Setuju	26	86.7	86.7	90.0
Valid Sangat Setuju	3	10.0	10.0	100.0
Total	30	100.0	100.0	

x29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	17	56.7	56.7	56.7
Valid Sangat Setuju	13	43.3	43.3	100.0
Total	30	100.0	100.0	

x210

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	24	80.0	80.0	80.0
Valid Sangat Setuju	6	20.0	20.0	100.0
Total	30	100.0	100.0	

```
DESCRIPTIVES VARIABLES=X21 X22 X23 X24 X25 X26 X27 X28 X29 X210
HygieneX2
  /STATISTICS=MEAN SUM STDDEV MIN MAX.
```

Descriptives

[DataSet3]

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
X21	30	2	4	92	3.07	.365
X22	30	3	4	103	3.43	.504
X23	30	2	4	95	3.17	.461
X24	30	2	4	91	3.03	.615
X25	30	2	4	95	3.17	.461
X26	30	2	4	91	3.03	.615
X27	30	3	4	96	3.20	.407
X28	30	2	4	92	3.07	.365
X29	30	3	4	103	3.43	.504
X210	30	3	4	96	3.20	.407
HygieneX2	30	26	38	954	31.80	2.941
Valid N (listwise)	30					

Lampiran 17 *Frequency dan Descriptives Table Prestasi Kerja*

```
FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11
/STATISTICS=STDDEV MEAN SUM
/ORDER=ANALYSIS.
```

Frequencis

[DataSet0]

		Statistics										
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11
N	Valid	30	30	30	30	30	30	30	30	30	30	30
	Missing	0	0	0	0	0	0	0	0	0	0	0
Mean		2.67	3.13	2.63	2.67	2.63	3.13	2.47	2.63	3.13	2.63	3.13
Std. Deviation		.479	.346	.556	.479	.556	.346	.507	.556	.346	.556	.346
Sum		80	94	79	80	79	94	74	79	94	79	94

Frequency Table

		Y1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	33.3	33.3	33.3
	Setuju	20	66.7	66.7	100.0
	Total	30	100.0	100.0	

		Y2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	86.7	86.7	86.7
	Sangat Setuju	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	12	40.0	40.0
	Setuju	17	56.7	96.7
	Sangat Setuju	1	3.3	100.0
	Total	30	100.0	100.0

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	33.3	33.3
	Setuju	20	66.7	100.0
	Total	30	100.0	100.0

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	12	40.0	40.0
	Setuju	17	56.7	96.7
	Sangat Setuju	1	3.3	100.0
	Total	30	100.0	100.0

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	86.7	86.7
	Sangat Setuju	4	13.3	100.0
	Total	30	100.0	100.0

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	16	53.3	53.3	53.3
Valid Sangat Setuju	14	46.7	46.7	100.0
Total	30	100.0	100.0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	12	40.0	40.0	40.0
Valid Setuju	17	56.7	56.7	96.7
Valid Sangat Setuju	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	26	86.7	86.7	86.7
Valid Sangat Setuju	4	13.3	13.3	100.0
Total	30	100.0	100.0	

Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	12	40.0	40.0	40.0
Valid Setuju	17	56.7	56.7	96.7
Valid Sangat Setuju	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Y11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	26	86.7	86.7	86.7
Sangat Setuju	4	13.3	13.3	100.0
Total	30	100.0	100.0	

DESCRIPTIVES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8 Y9 Y10 Y11
/STATISTICS=MEAN SUM STDDEV MIN MAX.

Descriptives

[DataSet0]

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
Y1	30	2	3	80	2.67	.479
Y2	30	3	4	94	3.13	.346
Y3	30	2	4	79	2.63	.556
Y4	30	2	3	80	2.67	.479
Y5	30	2	4	79	2.63	.556
Y6	30	3	4	94	3.13	.346
Y7	30	2	3	74	2.47	.507
Y8	30	2	4	79	2.63	.556
Y9	30	3	4	94	3.13	.346
Y10	30	2	4	79	2.63	.556
Y11	30	3	4	94	3.13	.346
Valid N (listwise)	30					