

LAMPIRAN-LAMPIRAN

LAMPIRAN 1 : KUISEONER PENELITIAN

KUESIONER PENELITIAN
FAKULTAS EKONOMI
JURUSAN MANAJEMEN
UNIVERSITAS ESA UNGGUL

No. Resp:

Yth. Bapak/Ibu/Sdra/i

Karyawan

PT. Hydro Industrial Automation

Dengan hormat,

Saya Ety Nurjanah (201211107) mahasiswa program studi Manajemen Fakultas Ekonomi Universitas Esa Unggul Program Sarjana, memohon kesediaan Bapak/Ibu/Sdra/i untuk berpartisipasi mengisi kuesioner ini. Jawaban anda akan menjadi masukan yang sangat berharga bagi kepentingan penelitian saya ini. Penelitian ini dilakukan dalam rangka penyusunan skripsi dan sebagai salah satu persyaratan untuk menyelesaikan studi saya. Penelitian ini bertujuan untuk menganalisa “Pengaruh Demografis, Penghargaan Ekstrinsik, dan Penghargaan Intrinsik terhadap Kinerja Karyawan PT.Hydro Industrial Automation” Jawaban yang anda berikan tidak dinilai benar atau salah, tetapi saya sangat mengharapkan kejujuran dan keikhlasan anda dalam menjawab setiap pertanyaan kuesioner yang disediakan. Demi kepentingan penelitian, peneliti akan menjaga kerahasiaan identitas responden. Saya mengucapkan terima kasih yang sebesar-besarnya atas partisipasi dan kerja sama anda dalam mensukseskan penelitian ini.

Hormat saya,

Ety Nurjanah

KUESIONER PENELITIAN
DATA RESPONDEN

Petunjuk :

Isilah data responden dibawah ini kemudian pilihan jawaban yang tersedia dengan tanda silang (X).

A. DEMOGRAFIS

1. Jenis Kelamin

- a. Pria
- b. Wanita

2. Usia

- a. 20 - 22 tahun
- b. 23 - 28 tahun
- c. 29 – 50 tahun

3. Pendidikan terakhir

- a. SMA/SMK Sederajat
- b. D3 Sederajat
- c. S1/S2/S3 sederajat

4. Pengalaman Bekerja

- a. 1 – 5 Tahun
- b. 6 – 10 Tahun
- c. 10 – 15 Tahun
- d. 15 – 20 Tahun
- e. >20 Tahun

5. Posisi (Jabatan)

- a. Sales Engineer
- b. Technical Support Engineer
- c. Sales Admin
- d. Procurement
- e. HRD
- f. Office Boy
- g. Accounting
- h. Finance
- i. Messenger

B. PENGHARGAAN EKSTRINSIK

1. Gaji :

- a. Rp. 2.800.000 – Rp. 4.000.000
 - b. Rp. 4.000.000 – Rp. 6.000.000
 - c. Rp. 6.000.000 – Rp. 8.000.000
 - d. Rp. 8.000.000 – Rp. 12.000.000
2. Bonus:
- a. Rp. 5.000.000 – Rp. 10.000.000
 - b. Rp. 10.000.000 – Rp. 15.000.000
 - c. Rp. 15.000.000 – Rp.20.000.000
 - d. Rp. 20.000.000 – Rp. 35.000.000
 - e. Rp. 35.000.000 – Rp. 50.000.000
3. Tunjangan:
- a. Rp. 500.000 – Rp. 1.000.000
 - b. Rp.1.000.000 – Rp. 2.000.000
 - c. Rp. 2.000.000 – Rp. 3.000.000
 - d. Rp. 3.000.000 – Rp. 5.000.000
4. Promosi:
- a. 2 – 3 (karyawan tetap)
 - b. 3 – 5 (Kepala Bagian)
 - c. 5 – 10 (Manajer)

PETUNJUK

Isilah semua pertanyaan dalam kuesioner sesuai dengan kenyataan dengan cara memberikan tanda (\checkmark) pada kotak pilihan yang sudah tersedia.

Keterangan :

1	STS	Sangat Tidak Setuju
2	TS	Tidak Setuju
3	N	Netral
4	S	Setuju
5	SS	Sangat Setuju

1. PENGHARGAAN INTRINSIK

NO.	DIMENSI	PERNYATAAN	STS	TS	S	SS
1	Pengakuan	Menurut anda penilaian perusahaan sudah adil				
2	Kemajuan Karir	Peluang peningkatan karir perusahaan cukup tinggi				
3	Tanggung Jawab	Perusahaan memberikan tanggung jawab sesuai kemampuan anda				
4	Kesempatan Belajar	Perusahaan mempunyai ketersediaan untuk memberikan pelatihan kepada anda				

2. KINERJA KARYAWAN

NO.	DIMENSI	PERNYATAAN	STS	TS	S	SS
1	Produktivitas Karyawan	Produktivitas karyawan akan meningkat sesuai dengan peningkatan reward				
2	Prestasi Pekerjaan	Accivement anda dalam 1 tahun berapa persen				

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

1. Factor Analysis Penghargaan Intrinsik

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.610
Approx. Chi-Square		54.745
Bartlett's Test of Sphericity	Df	6
	Sig.	.000

Anti-image Matrices

		Intrinsik1	Intrinsik2	Intrinsik3	Intrinsik4
Anti-image Covariance	Intrinsik1	.610	-.261	.012	-.108
	Intrinsik2	-.261	.747	-.107	.089
	Intrinsik3	.012	-.107	.225	-.185
	Intrinsik4	-.108	.089	-.185	.219
Anti-image Correlation	Intrinsik1	.752 ^a	-.386	.032	-.295
	Intrinsik2	-.386	.577 ^a	-.260	.220
	Intrinsik3	.032	-.260	.591 ^a	-.835
	Intrinsik4	-.295	.220	-.835	.567 ^a

a. Measures of Sampling Adequacy(MSA)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.494	62.357	62.357	2.494	62.357	62.357
2	.896	22.404	84.761			
3	.491	12.279	97.040			
4	.118	2.960	100.000			

Extraction Method: Principal Component Analysis.

Component Matrixa

	Component
	1
Intrinsik1	.775
Intrinsik2	.565
Intrinsik3	.893
Intrinsik4	.882

Extraction Method: Principal

Component Analysis.^a

a. 1 components extracted.

2. Reliability Penghargaan Intrinsik

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.787	.789	4

1. Factor Analysis Kinerja Karyawan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.500
Approx. Chi-Square	17.394
Bartlett's Test of Sphericity Df	1
Sig.	.000

Anti-image Matrices

		Kinerja1	Kinerja2
Anti-image Covariance	Kinerja1	.531	-.364
	Kinerja2	-.364	.531
Anti-image Correlation	Kinerja1	.500 ^a	-.685
	Kinerja2	-.685	.500 ^a

a. Measures of Sampling Adequacy(MSA)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.685	84.233	84.233	1.685	84.233	84.233
2	.315	15.767	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
Kinerja1	.918
Kinerja2	.918

Extraction Method:

Principal Component

Analysis.^a

a. 1 components extracted.

2. Reliability Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.795	.813	2

No.	Jenis Kelamin	Usia	Pendidikan	Pengalaman Bekerja	Posisi Jabatan	Gaji	Bonus	Tunjangan	Promosi
1	1	3	1	1	6	1	1	1	1
2	2	2	1	1	4	1	1	1	1
3	2	1	1	2	4	1	1	1	1
4	1	2	2	3	8	2	2	2	2
5	1	2	2	4	8	2	2	2	2
6	1	2	2	4	9	2	2	2	2
7	2	1	2	5	9	2	2	2	2
8	2	1	3	5	5	4	5	4	3
9	2	1	3	1	7	4	4	4	3
10	2	3	3	1	7	4	5	4	3
11	2	2	2	1	8	2	2	2	2
12	1	3	3	1	5	4	5	4	3
13	1	1	1	1	6	1	1	1	1
14	1	2	1	2	4	1	1	1	1
15	1	1	2	2	9	2	2	3	2
16	1	2	2	2	9	2	2	3	2
17	1	3	3	2	1	3	3	3	2
18	2	2	3	2	2	3	3	3	2
19	1	2	2	3	9	2	2	2	2
20	1	3	2	3	8	2	2	2	2
21	2	3	1	3	6	1	1	1	1
22	2	1	2	3	9	2	2	2	2
23	2	1	2	1	9	2	2	2	2
24	1	2	2	1	9	2	2	2	2
25	1	2	2	1	9	2	2	2	2
26	1	1	2	1	8	2	2	2	2
27	1	1	3	2	7	4	4	4	3
28	1	3	3	2	7	4	5	4	3
29	1	3	3	2	3	3	3	3	2
30	1	2	3	2	3	3	3	3	2
31	1	2	3	2	2	3	3	3	2
32	1	1	1	4	4	1	1	1	1
33	2	1	3	4	5	4	5	4	3
34	2	3	2	4	8	2	2	2	2
35	2	3	2	5	8	2	2	2	2
36	2	3	2	5	9	2	2	2	2
37	1	3	2	3	9	2	2	2	2
38	1	1	2	3	9	2	2	2	2
39	2	1	2	3	9	2	2	2	2
40	2	1	2	2	8	2	2	2	2
41	2	1	2	2	8	2	2	2	2
42	1	1	3	2	5	4	4	4	3
43	1	3	3	1	5	4	5	4	3
44	1	3	3	1	7	4	4	4	3
45	1	2	3	1	7	4	4	4	3
46	1	2	3	1	7	4	5	4	3
47	1	2	3	4	1	3	3	3	2
48	1	2	3	4	1	3	3	3	2
49	1	2	3	4	2	3	3	3	2
50	2	2	1	4	4	1	1	1	1
51	2	2	1	3	4	1	1	1	1
52	2	1	1	3	4	1	1	1	1
53	2	1	2	3	8	2	2	3	2
54	2	1	2	2	8	2	2	3	2

LAMPIRAN 5 : HASIL UJI KARAKTERISTIK RESPONDEN

JENIS KELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	56	62.2	62.2	62.2
	Perempuan	34	37.8	37.8	100.0
	Total	90	100.0	100.0	

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-22	35	38.9	38.9	38.9
	23-28	32	35.6	35.6	74.4
	29-50	23	25.6	25.6	100.0
	Total	90	100.0	100.0	

PENDIDIKAN TERAKHIR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA/SMK SEDERAJAT	15	16.7	16.7	16.7
	D3 SEDERAJAT	39	43.3	43.3	60.0
	S1/S2/S3 SEDERAJAT	36	40.0	40.0	100.0
	Total	90	100.0	100.0	

PENGALAMAN BEKERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 TAHUN	27	30.0	30.0	30.0
	6-10 TAHUN	28	31.1	31.1	61.1
	10-15 TAHUN	22	24.4	24.4	85.6
	15-20 TAHUN	9	10.0	10.0	95.6
	>20 TAHUN	4	4.4	4.4	100.0
	Total	90	100.0	100.0	

POSISI JABATAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SALES ENGINEER	6	6.7	6.7	6.7
	TECHNICAL SUPPORT ENGINEER	6	6.7	6.7	13.3
	SALES ADMIN	4	4.4	4.4	17.8
	PROCUREMENT	10	11.1	11.1	28.9
	HRD	6	6.7	6.7	35.6
	OFFICE BOY	6	6.7	6.7	42.2
	ACCOUNTING	12	13.3	13.3	55.6
	FINANCE	18	20.0	20.0	75.6
	MESSENGER	22	24.4	24.4	100.0
	Total	90	100.0	100.0	

GAJI

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rp. 2800.000 - Rp. 4.000.000	15	16.7	16.7
	Rp.4.000.000 - Rp. 6.000.000	41	45.6	62.2
	Rp. 6.000.000 - Rp. 8.000.000	16	17.8	80.0
	Rp. 8.000.000 - Rp. 12.000.000	18	20.0	100.0
	Total	90	100.0	100.0

BONUS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rp. 5.000.000 - Rp. 10.000.000	15	16.7	16.7
	Rp. 10.000.000 - Rp. 15.000.000	41	45.6	62.2
	Rp. 15.000.000 - 20.000.000	16	17.8	80.0
	Rp. 20.000.000 - Rp. 35.000.000	7	7.8	87.8
	Rp. 35.000.000 - Rp. 50.000.000	11	12.2	100.0
	Total	90	100.0	100.0

TUNJANGAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rp. 500.000 - Rp. 1.000.000	15	16.7	16.7
	Rp. 1.000.000 - Rp. 2.000.000	37	41.1	57.8
	Rp. 2.000.000 - Rp. 3.000.000	20	22.2	80.0
	Rp. 3.000.000 - Rp. 5.000.000	18	20.0	100.0
	Total	90	100.0	100.0

PROMOSI

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2-3 TAHUN KARYAWAN TETAP	15	16.7	16.7
	3-5 TAHUN KEPALA BAGIAN	57	63.3	80.0
	5-10 TAHUN MANAJER	18	20.0	100.0
	Total	90	100.0	100.0

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

No. Responden	Penghargaan Intrinsik 1	Penghargaan Intrinsik 2	Penghargaan Intrinsik 3	Penghargaan Intrinsik 4	Kinerja Karyawan 1	Kinerja Karyawan 2	skor total
31	3	4	3	3	3	3	19
32	3	4	2	3	2	3	17
33	3	4	3	4	3	4	21
34	2	4	4	4	4	4	22
35	1	2	4	2	4	2	15
36	3	4	3	3	3	3	19
37	3	4	2	3	2	4	18
38	3	4	3	4	1	1	16
39	2	4	4	4	3	3	20
40	1	2	4	2	3	2	14
41	3	4	3	3	3	3	19
42	3	4	2	3	2	4	18
43	3	4	3	4	1	1	16
44	2	4	4	4	3	3	20
45	1	2	4	2	3	2	14
46	3	4	3	4	3	3	20
47	2	4	4	4	2	4	20
48	1	2	1	2	1	2	9
49	3	3	3	3	3	3	18
50	3	3	2	3	3	2	16
51	3	4	3	4	3	3	20
52	2	4	4	4	2	4	20
53	1	2	1	2	1	2	9
54	3	3	3	3	3	3	18
55	3	3	2	3	3	2	16
56	3	4	3	4	3	3	20
57	3	4	3	4	3	3	20
58	2	4	4	4	2	4	20
59	4	2	1	2	1	1	11
60	3	3	3	3	3	3	18
61	3	3	2	3	3	2	16

No. Responden	Penghargaan Intrinsik 1	Penghargaan Intrinsik 2	Penghargaan Intrinsik 3	Penghargaan Intrinsik 4	Kinerja Karyawan 1	Kinerja Karyawan 2	skor total
62	3	4	3	4	3	3	20
63	3	4	3	3	3	3	19
64	3	4	2	3	2	3	17
65	3	4	3	4	3	4	21
66	2	4	4	4	4	4	22
67	1	2	4	2	4	2	15
68	3	4	3	3	3	3	19
69	3	4	2	3	2	4	18
70	3	4	3	4	1	1	16
71	2	4	4	4	3	3	20
72	1	2	4	2	3	2	14
73	3	4	3	3	3	3	19
74	3	4	2	3	2	4	18
75	3	4	3	4	1	1	16
76	3	4	3	4	3	3	20
77	2	4	4	4	2	4	20
78	4	2	1	2	1	1	11
79	3	3	3	3	3	3	18
80	3	3	2	3	3	2	16
81	3	4	3	4	3	3	20
82	3	4	3	3	3	3	19
83	3	4	2	3	2	3	17
84	3	4	3	4	3	4	21
85	2	4	4	4	4	4	22
86	1	2	4	2	4	2	15
87	3	4	3	3	3	3	19
88	3	4	2	3	2	4	18
89	3	4	3	4	1	1	16
90	2	4	4	4	3	3	20

LAMPIRAN 7 : HASIL UJI ANALISIS FAKTOR DAN REALIBILITAS 90 RESPONDEN

1. Factor Analysis Penghargaan Intrinsik

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.588
Approx. Chi-Square		112.817
Bartlett's Test of Sphericity	df	3
	Sig.	.000

Anti-image Matrices

		intrinsik2	intrinsik3	intrinsik4
Anti-image Covariance	intrinsik2	.338	-.002	-.255
	intrinsik3	-.002	.810	-.136
	intrinsik4	-.255	-.136	.314
Anti-image Correlation	intrinsik2	.563 ^a	-.003	-.783
	intrinsik3	-.003	.814 ^a	-.269
	intrinsik4	-.783	-.269	.554 ^a

a. Measures of Sampling Adequacy(MSA)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.099	69.975	69.975	2.099	69.975	69.975
2	.719	23.973	93.948			
3	.182	6.052	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
intrinsik2	.899
intrinsik3	.659
intrinsik4	.926

Extraction Method:

Principal Component

Analysis.^a

a. 1 components extracted.

2. Reliability Penghargaan Intrinsik

Reliability Statistics

Cronbach's Alpha	N of Items
.758	3

1. Factor Analysis Kinerja Karyawan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Approx. Chi-Square		26.203
Bartlett's Test of Sphericity	df	1
	Sig.	.000

Anti-image Matrices

		kinerja1	kinerja2
Anti-image Covariance	kinerja1	.741	-.377
	kinerja2	-.377	.741
Anti-image Correlation	kinerja1	.500 ^a	-.509
	kinerja2	-.509	.500 ^a

a. Measures of Sampling Adequacy(MSA)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.509	75.436	75.436	1.509	75.436	75.436
2	.491	24.564	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
kinerja1	.869
kinerja2	.869

Extraction Method:
Principal Component
Analysis.^a

a. 1 components
extracted.

2. Reliability Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
.673	2

LAMPIRAN 8: HASIL UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Penghargaan_In trinsik	Kinerja_Karyaw an
N		90	90
Normal Parameters ^{a,b}	Mean	12.34	6.81
	Std. Deviation	2.045	.947
	Absolute	.213	.249
Most Extreme Differences	Positive	.187	.249
	Negative	-.213	-.206
Kolmogorov-Smirnov Z		2.022	2.359
Asymp. Sig. (2-tailed)		.001	.000

a. Test distribution is Normal.

Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1		
(Constant)		
Penghargaan_Intrinsik	1.000	1.000

a. Dependent Variable: Kinerja_Karyawan

Model Summary^b

Model	Change Statistics		Durbin-Watson
	df2	Sig. F Change	
1	88 ^a	.000	1.678

a. Predictors: (Constant), Penghargaan_Intrinsik

b. Dependent Variable: Kinerja_Karyawan

1. Uji General Linier model (Univariate) berdasarkan Demografis

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	17.845 ^a	15	1.190	1.237	.265	.201	18.559	.708
Intercept	.071	1	.071	.073	.787	.001	.073	.058
Jenis_Kelamin	.002	1	.002	.002	.968	.000	.002	.050
Usia	1.309	1	1.309	1.361	.247	.018	1.361	.210
Pendidikan_Terakhir	.000	0	.	.	.	.000	.000	.
Pengalaman_Bekerja	10.588	4	2.647	2.753	.034	.130	11.011	.732
Posisi_Jabatan	5.943	6	.990	1.030	.413	.077	6.181	.382
Error	71.155	74	.962					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .201 (Adjusted R Squared = .038)

b. Computed using alpha = .05

2. Uji General Linier model (Univariate) berdasarkan Jenis Kelamin

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	1.590 ^a	4	.398	.387	.818	.018	1.546	.135
Intercept	.014	1	.014	.014	.907	.000	.014	.052
Jenis_Kelamin	1.590	4	.398	.387	.818	.018	1.546	.135
Error	87.410	85	1.028					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .018 (Adjusted R Squared = -.028)

b. Computed using alpha = .05

3. Uji General Linier model (Univariate) berdasarkan Usia

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	1.960 ^a	3	.653	.646	.588	.022	1.937	.180
Intercept	.139	1	.139	.138	.711	.002	.138	.066
Usia	1.960	3	.653	.646	.588	.022	1.937	.180
Error	87.040	86	1.012					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .022 (Adjusted R Squared = -.012)

b. Computed using alpha = .05

4. Uji General Linier model (Univariate) berdasarkan Pendidikan Terakhir

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	1.013 ^a	2	.506	.501	.608	.011	1.001	.130
Intercept	.114	1	.114	.113	.738	.001	.113	.063
Pendidikan_Terakhir	1.013	2	.506	.501	.608	.011	1.001	.130
Error	87.987	87	1.011					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .011 (Adjusted R Squared = -.011)

b. Computed using alpha = .05

5. Uji General Linier model (Univariate) berdasarkan Pengalaman Bekerja

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	8.293 ^a	4	2.073	2.184	.078	.093	8.734	.621
Intercept	.476	1	.476	.502	.481	.006	.502	.108
Pengalaman_Bekerja	8.293	4	2.073	2.184	.078	.093	8.734	.621
Error	80.707	85	.949					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .093 (Adjusted R Squared = .051)

b. Computed using alpha = .05

6. Uji General Linier model (Univariate) berdasarkan Posisi (Jabatan)

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	6.207 ^a	8	.776	.759	.639	.070	6.073	.329
Intercept	.105	1	.105	.103	.749	.001	.103	.062
Posisi_Jabatan	6.207	8	.776	.759	.639	.070	6.073	.329
Error	82.793	81	1.022					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .070 (Adjusted R Squared = -.022)

b. Computed using alpha = .05

7. Uji General Linier model (Univariate) berdasarkan Penghargaan Ekstrinsik
Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	2.116 ^a	5	.423	.409	.841	.024	2.046	.152
Intercept	.067	1	.067	.065	.800	.001	.065	.057
Gaji	.000	0	.	.	.	.000	.000	.
Bonus	.094	1	.094	.090	.764	.001	.090	.060
Tunjangan	.526	1	.526	.508	.478	.006	.508	.109
Promosi	.000	0	.	.	.	.000	.000	.
Error	86.884	84	1.034					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .024 (Adjusted R Squared = -.034)

b. Computed using alpha = .05

8. Uji General Linier model (Univariate) berdasarkan Gaji

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	1.497 ^a	3	.499	.490	.690	.017	1.471	.146
Intercept	.148	1	.148	.146	.704	.002	.146	.066
Gaji	1.497	3	.499	.490	.690	.017	1.471	.146
Error	87.503	86	1.017					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .017 (Adjusted R Squared = -.017)

b. Computed using alpha = .05

9. Uji General Linier model (Univariate) berdasarkan Bonus

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	1.590 ^a	4	.398	.387	.818	.018	1.546	.135
Intercept	.014	1	.014	.014	.907	.000	.014	.052
Bonus	1.590	4	.398	.387	.818	.018	1.546	.135
Error	87.410	85	1.028					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .018 (Adjusted R Squared = -.028)

b. Computed using alpha = .05

10. Uji General Linier model (Univariate) berdasarkan Tunjangan

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	1.960 ^a	3	.653	.646	.588	.022	1.937	.180
Intercept	.139	1	.139	.138	.711	.002	.138	.066
Tunjangan	1.960	3	.653	.646	.588	.022	1.937	.180
Error	87.040	86	1.012					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .022 (Adjusted R Squared = -.012)

b. Computed using alpha = .05

11. Uji General Linier model (Univariate) berdasarkan Promosi

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	1.013 ^a	2	.506	.501	.608	.011	1.001	.130
Intercept	.114	1	.114	.113	.738	.001	.113	.063
Promosi	1.013	2	.506	.501	.608	.011	1.001	.130
Error	87.987	87	1.011					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .011 (Adjusted R Squared = -.011)

b. Computed using alpha = .05

12. Uji General Linier model (Univariate) berdasarkan Penghargaan Intrinsik

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	31.913 ^a	10	3.191	4.416	.000	.359	44.162	.998
Intercept	1.613	1	1.613	2.232	.139	.027	2.232	.314
Pengakuan	1.073	3	.358	.495	.687	.018	1.485	.146
Kemajuan_Karir	.539	2	.270	.373	.690	.009	.746	.108
Tanggung_Jawab	10.567	3	3.522	4.874	.004	.156	14.623	.894
Kesempatan_Belajar	5.788	2	2.894	4.005	.022	.092	8.010	.701
Error	57.087	79	.723					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .359 (Adjusted R Squared = .277)

b. Computed using alpha = .05

13. Uji General Linier model (Univariate) berdasarkan Pengakuan

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	11.181 ^a	3	3.727	4.119	.009	.126	12.356	.834
Intercept	.124	1	.124	.137	.712	.002	.137	.066
Pengakuan	11.181	3	3.727	4.119	.009	.126	12.356	.834
Error	77.819	86	.905					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .126 (Adjusted R Squared = .095)

b. Computed using alpha = .05

14. Uji General Linier model (Univariate) berdasarkan Kemajuan Karir

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	10.320 ^a	2	5.160	5.706	.005	.116	11.411	.853
Intercept	1.682	1	1.682	1.860	.176	.021	1.860	.271
Kemajuan_Karir	10.320	2	5.160	5.706	.005	.116	11.411	.853
Error	78.680	87	.904					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .116 (Adjusted R Squared = .096)

b. Computed using alpha = .05

15. Uji General Linier model (Univariate) berdasarkan Tanggung Jawab

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	21.177 ^a	3	7.059	8.951	.000	.238	26.852	.994
Intercept	3.861	1	3.861	4.896	.030	.054	4.896	.590
Tanggung_Jawab	21.177	3	7.059	8.951	.000	.238	26.852	.994
Error	67.823	86	.789					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .238 (Adjusted R Squared = .211)

b. Computed using alpha = .05

16. Uji General Linier model (Univariate) berdasarkan Kesempatan belajar

Tests of Between-Subjects Effects

Dependent Variable: Kinerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	11.711 ^a	2	5.855	6.591	.002	.132	13.182	.902
Intercept	1.676	1	1.676	1.886	.173	.021	1.886	.274
Kesempatan_Belajar	11.711	2	5.855	6.591	.002	.132	13.182	.902
Error	77.289	87	.888					
Total	89.000	90						
Corrected Total	89.000	89						

a. R Squared = .132 (Adjusted R Squared = .112)

b. Computed using alpha = .05

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.376	.983		1.400	.165
	Demografi	.057	.049	.146	1.158	.250
	Ekstrinsik	-.011	.046	-.030	-.241	.810
	Intrinsik	.273	.066	.406	4.154	.000

a. Dependent Variable: Kinerja
 Sumber: Data primer yang diolah, 2016

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	31.732	3	10.577	6.653	.000 ^b
	Residual	136.724	86	1.590		
	Total	168.456	89			

a. Dependent Variable: Kinerja
 b. Predictors: (Constant), Intrinsik, Ekstrinsik, Demografi