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LAMPIRAN

Lampiran 1.

Kuesioner

A. Kuesioner Kinerja Karyawan

No	Pertanyaan	Jawaban				
		SS	S	N	TS	STS
Task Performance						
1	Saya mempertahankan standar kerja yang tinggi.	SS	S	N	TS	STS
2	Saya mampu menangani tugas saya tanpa banyak pengawasan.	SS	S	N	TS	STS
3	Saya menyelesaikan tugas tepat waktu.	SS	S	N	TS	STS
4	Saya mampu menangani berbagai tugas untuk mencapai tujuan organisasi.	SS	S	N	TS	STS
Adaptive Performance						
5	Saya dapat mengelola perubahan dalam pekerjaan dengan baik.	SS	S	N	TS	STS
6	Saya mampu bekerja efektif dalam menghadapi perubahan.	SS	S	N	TS	STS
7	Saya merasa nyaman dengan fleksibilitas pekerjaan.	SS	S	N	TS	STS
Contextual Performance						
8	Saya membantu rekan kerja ketika diperlukan.	SS	S	N	TS	STS
9	Saya aktif dalam diskusi dan kegiatan organisasi.	SS	S	N	TS	STS
10	Saya menjaga kerja sama dan hubungan baik dengan rekan kerja.	SS	S	N	TS	STS

B. Kuesioner Remunerasi

No	Pertanyaan	Jawaban				
		SS	S	N	TS	STS
1	Kenaikan gaji berdasarkan kinerja.	SS	S	N	TS	STS
2	Kenaikan gaji berdasarkan pengalaman kerja.	SS	S	N	TS	STS
3	Gaji diberikan berdasarkan tingkat pendidikan.	SS	S	N	TS	STS
4	Gaji diberikan secara adil dan transparan.	SS	S	N	TS	STS
5	Gaji diberikan tepat waktu.	SS	S	N	TS	STS

C. Kuesioner Allowance

No	Pertanyaan	Jawaban				
		SS	S	N	TS	STS
1	Saya menerima tunjangan berdasarkan kinerja.	SS	S	N	TS	STS
2	Saya menerima tunjangan dalam bentuk fasilitas (transport/akomodasi).	SS	S	N	TS	STS
3	Tunjangan yang saya terima meningkatkan motivasi kerja.	SS	S	N	TS	STS
4	Tunjangan diberikan secara adil sesuai beban kerja.	SS	S	N	TS	STS
5	Tunjangan membantu saya memenuhi kebutuhan pekerjaan.	SS	S	N	TS	STS

D. Kuesioner Promosi

No	Pertanyaan	Jawaban				
		SS	S	N	TS	STS
1	Promosi diberikan berdasarkan penilaian kinerja.	SS	S	N	TS	STS
2	Promosi mendorong saya untuk bekerja lebih baik.	SS	S	N	TS	STS
3	Setiap karyawan memiliki kesempatan promosi yang sama.	SS	S	N	TS	STS
4	Sistem promosi di tempat saya transparan.	SS	S	N	TS	STS

E. Kuesioner Insentif

No	Pertanyaan	Jawaban				
		SS	S	N	TS	STS
1	Saya menerima insentif jika mencapai target kerja.	SS	S	N	TS	STS
2	Insentif mendorong saya lebih berprestasi.	SS	S	N	TS	STS
3	Saya menerima insentif sesuai kontribusi kerja.	SS	S	N	TS	STS
4	Insentif meningkatkan motivasi saya dalam bekerja.	SS	S	N	TS	STS

Lampiran 2.

Hasil Uji Validitas

Hasil Uji Validitas Variabel Kinerja Karyawan

		Correlations										
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTAL_Y
Y.1	Pearson Correlation	1	.690**	.606**	.831**	.615**	.585**	.676**	.761**	.632**	.650**	.869**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.2	Pearson Correlation	.690**	1	.667**	.524**	.470**	.745**	.655**	.737**	.791**	.625**	.856**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.3	Pearson Correlation	.606**	.667**	1	.485**	.624**	.630**	.577**	.676**	.623**	.567**	.795**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.4	Pearson Correlation	.831**	.524**	.485**	1	.592**	.489**	.592**	.668**	.458**	.523**	.756**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.5	Pearson Correlation	.615**	.470**	.624**	.592**	1	.648**	.547**	.609**	.378**	.573**	.743**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.001	.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.6	Pearson Correlation	.585**	.745**	.630**	.489**	.648**	1	.612**	.661**	.642**	.594**	.817**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.7	Pearson Correlation	.676**	.655**	.577**	.592**	.547**	.612**	1	.730**	.613**	.474**	.803**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.8	Pearson Correlation	.761**	.737**	.676**	.668**	.609**	.661**	.730**	1	.710**	.638**	.893**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.9	Pearson Correlation	.632**	.791**	.623**	.458**	.378**	.642**	.613**	.710**	1	.596**	.798**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000		.000	.000
	N	69	69	69	69	69	69	69	69	69	69	69
Y.10	Pearson Correlation	.650**	.625**	.567**	.523**	.573**	.594**	.474**	.638**	.596**	1	.767**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	69	69	69	69	69	69	69	69	69	69	69
TOTAL_Y	Pearson Correlation	.869**	.856**	.795**	.756**	.743**	.817**	.803**	.893**	.798**	.767**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	69	69	69	69	69	69	69	69	69	69	69

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

Hasil Uji Validitas Variabel Remunerasi

		Correlations					
		X1.1	X1.2	X1.3	X1.4	X1.5	TOTAL_X1
X1.1	Pearson Correlation	1	.690**	.720**	.813**	.655**	.895**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	69	69	69	69	69	69
X1.2	Pearson Correlation	.690**	1	.784**	.726**	.646**	.890**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	69	69	69	69	69	69
X1.3	Pearson Correlation	.720**	.784**	1	.758**	.577**	.888**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	69	69	69	69	69	69
X1.4	Pearson Correlation	.813**	.726**	.758**	1	.538**	.889**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	69	69	69	69	69	69
X1.5	Pearson Correlation	.655**	.646**	.577**	.538**	1	.774**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	69	69	69	69	69	69
TOTAL_X1	Pearson Correlation	.895**	.890**	.888**	.889**	.774**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	69	69	69	69	69	69

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

Hasil Uji Validitas Variabel *Allowance*

		Correlations					
		X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL_X2
X2.1	Pearson Correlation	1	.657**	.560**	.602**	.487**	.804**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	69	69	69	69	69	69
X2.2	Pearson Correlation	.657**	1	.539**	.551**	.494**	.780**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	69	69	69	69	69	69
X2.3	Pearson Correlation	.560**	.539**	1	.687**	.744**	.864**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	69	69	69	69	69	69
X2.4	Pearson Correlation	.602**	.551**	.687**	1	.585**	.838**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	69	69	69	69	69	69
X2.5	Pearson Correlation	.487**	.494**	.744**	.585**	1	.814**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	69	69	69	69	69	69
TOTAL_X2	Pearson Correlation	.804**	.780**	.864**	.838**	.814**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	69	69	69	69	69	69

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

Hasil Uji Validitas Variabel Promosi

		Correlations				
		X3.1	X3.2	X3.3	X3.4	TOTAL_X3
X3.1	Pearson Correlation	1	.715**	.659**	.850**	.912**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	69	69	69	69	69
X3.2	Pearson Correlation	.715**	1	.777**	.674**	.893**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	69	69	69	69	69
X3.3	Pearson Correlation	.659**	.777**	1	.618**	.855**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	69	69	69	69	69
X3.4	Pearson Correlation	.850**	.674**	.618**	1	.888**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	69	69	69	69	69
TOTAL_X3	Pearson Correlation	.912**	.893**	.855**	.888**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	69	69	69	69	69

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

Hasil Uji Validitas Variabel Insentif

		Correlations				
		X4.1	X4.2	X4.3	X4.4	TOTAL_X4
X4.1	Pearson Correlation	1	.704**	.653**	.597**	.864**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	69	69	69	69	69
X4.2	Pearson Correlation	.704**	1	.629**	.673**	.875**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	69	69	69	69	69
X4.3	Pearson Correlation	.653**	.629**	1	.632**	.843**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	69	69	69	69	69
X4.4	Pearson Correlation	.597**	.673**	.632**	1	.849**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	69	69	69	69	69
TOTAL_X4	Pearson Correlation	.864**	.875**	.843**	.849**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	69	69	69	69	69

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

Lampiran 3.

Hasil Uji Reliabilitas

Hasil Uji Reliabilitas Variabel Kinerja Karyawan

Reliability Statistics	
Cronbach's Alpha	N of Items
.942	10

Hasil Uji Reliabilitas Variabel Remunerasi

Reliability Statistics	
Cronbach's Alpha	N of Items
.918	5

Hasil Uji Reliabilitas Variabel *Allowance*

Reliability Statistics	
Cronbach's Alpha	N of Items
.878	5

Hasil Uji Reliabilitas Variabel Promosi

Reliability Statistics	
Cronbach's Alpha	N of Items
.910	4

Hasil Uji Reliabilitas Variabel Insentif

Reliability Statistics	
Cronbach's Alpha	N of Items
.880	4

Lampiran 4.

Hasil Uji Statistik Deskriptif

Hasil Uji Statistik Deskriptif Variabel Kinerja Karyawan

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y.1	69	1	5	3.84	1.279
Y.2	69	1	5	3.80	1.313
Y.3	69	1	5	4.00	1.176
Y.4	69	1	5	3.91	1.108
Y.5	69	1	5	4.12	1.182
Y.6	69	1	5	3.97	1.272
Y.7	69	1	5	3.84	1.279
Y.8	69	1	5	3.78	1.444
Y.9	69	1	5	3.93	1.204
Y.10	69	1	5	4.01	1.169
Valid N (listwise)	69				

Hasil Uji Statistik Deskriptif Variabel Remunerasi

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	69	1	5	3.72	1.327
X1.2	69	1	5	3.83	1.361
X1.3	69	1	5	3.72	1.305
X1.4	69	1	5	3.87	1.316
X1.5	69	1	5	4.04	1.130
Valid N (listwise)	69				

Hasil Uji Statistik Deskriptif Variabel *Allowance*

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	69	1	5	3.93	1.252
X2.2	69	1	5	4.09	1.134
X2.3	69	1	5	3.78	1.235
X2.4	69	1	5	3.83	1.271
X2.5	69	1	5	3.86	1.309
Valid N (listwise)	69				

Hasil Uji Statistik Deskriptif Variabel Promosi

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	69	1	5	3.86	1.342
X3.2	69	1	5	3.87	1.327
X3.3	69	1	5	3.81	1.216
X3.4	69	1	5	3.83	1.306
Valid N (listwise)	69				

Hasil Uji Statistik Deskriptif Variabel Insentif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X4.1	69	1	5	3.88	1.301
X4.2	69	1	5	4.03	1.224
X4.3	69	1	5	3.93	1.167
X4.4	69	1	5	3.78	1.293
Valid N (listwise)	69				

Lampiran 5.

Hasil Uji Regresi Linier Berganda

Hasil Uji Regresi Linier Berganda Remunerasi terhadap Kinerja Karyawan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.963 ^a	.928	.927	.27306

a. Predictors: (Constant), AVERAGE_X1

b. Dependent Variable: AVERAGE_Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.356	1	64.356	863.137	.000 ^b
	Residual	4.996	67	.075		
	Total	69.352	68			

a. Dependent Variable: AVERAGE_Y

b. Predictors: (Constant), AVERAGE_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.588	.118		4.984	.000
	AVERAGE_X1	.868	.030	.963	29.379	.000

a. Dependent Variable: AVERAGE_Y

Hasil Uji Regresi Linier Berganda *Allowance* terhadap Kinerja Karyawan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.965 ^a	.932	.931	.26496

a. Predictors: (Constant), AVEREGE_X2

b. Dependent Variable: AVERAGE_Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.648	1	64.648	920.888	.000 ^b
	Residual	4.704	67	.070		
	Total	69.352	68			

a. Dependent Variable: AVERAGE_Y

b. Predictors: (Constant), AVEREGE_X2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.188	.127		1.483	.143
	AVEREGE_X2	.958	.032	.965	30.346	.000

a. Dependent Variable: AVERAGE_Y

Hasil Uji Regresi Linier Berganda Promosi terhadap Kinerja Karyawan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.955 ^a	.911	.910	.30296

a. Predictors: (Constant), AVERAGE_X3

b. Dependent Variable: AVERAGE_Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63.202	1	63.202	688.588	.000 ^b
	Residual	6.150	67	.092		
	Total	69.352	68			

a. Dependent Variable: AVERAGE_Y

b. Predictors: (Constant), AVERAGE_X3

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.706	.128		5.527	.000
	AVERAGE_X3	.837	.032	.955	26.241	.000

a. Dependent Variable: AVERAGE_Y

Hasil Uji Regresi Linier Berganda Insentif terhadap Kinerja Karyawan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.945 ^a	.894	.892	.33139

a. Predictors: (Constant), AVERAGE_X4

b. Dependent Variable: AVERAGE_Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	61.994	1	61.994	564.496	.000 ^b
	Residual	7.358	67	.110		
	Total	69.352	68			

a. Dependent Variable: AVERAGE_Y

b. Predictors: (Constant), AVERAGE_X4

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.433	.152		2.846	.006
	AVERAGE_X4	.893	.038	.945	23.759	.000

a. Dependent Variable: AVERAGE_Y