

## Lampiran 1 Sttistik Deskriptif

### Statistics

		x1.1	x1.2	x1.3	x1.4	x1.5
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0
Mean		3.6857	3.5143	3.7429	3.4571	3.3857
Std. Deviation		.49761	.58341	.47199	.55653	.54621
Minimum		2.00	2.00	2.00	2.00	2.00
Maximum		4.00	4.00	4.00	4.00	4.00

### x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.4	1.4	1.4
	Netral	20	28.6	28.6	30.0
	Setuju	49	70.0	70.0	100.0
	Total	70	100.0	100.0	

### x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.3	4.3	4.3
	Netral	28	40.0	40.0	44.3
	Setuju	39	55.7	55.7	100.0
	Total	70	100.0	100.0	

### x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.4	1.4	1.4
	Netral	16	22.9	22.9	24.3
	Setuju	53	75.7	75.7	100.0
	Total	70	100.0	100.0	

**x1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.9	2.9	2.9
	Netral	34	48.6	48.6	51.4
	Setuju	34	48.6	48.6	100.0
	Total	70	100.0	100.0	

**x1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.9	2.9	2.9
	Netral	39	55.7	55.7	58.6
	Setuju	29	41.4	41.4	100.0
	Total	70	100.0	100.0	

**Statistics**

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8
N	Valid	70	70	70	70	70	70	70	70
	Missing	0	0	0	0	0	0	0	0
Mean		3.4571	3.7429	3.3429	3.4857	3.7143	3.5000	3.7857	3.7000
Std. Deviation		.55653	.79282	.50750	.81192	.80114	.50361	.58713	.64494
Minimum		2.00	2.00	2.00	2.00	2.00	3.00	2.00	2.00
Maximum		4.00	5.00	4.00	5.00	5.00	4.00	5.00	5.00

**x2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.9	2.9	2.9
	Netral	34	48.6	48.6	51.4
	Setuju	34	48.6	48.6	100.0
	Total	70	100.0	100.0	

**x2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	7.1	7.1	7.1
	Netral	18	25.7	25.7	32.9
	Setuju	37	52.9	52.9	85.7
	Sangat Setuju	10	14.3	14.3	100.0
	Total	70	100.0	100.0	

**x2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.4	1.4	1.4
	Netral	44	62.9	62.9	64.3
	Setuju	25	35.7	35.7	100.0
	Total	70	100.0	100.0	

**x2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	11	15.7	15.7	15.7
	Netral	17	24.3	24.3	40.0
	Setuju	39	55.7	55.7	95.7
	Sangat Setuju	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

**x2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	5.7	5.7	5.7
	Netral	23	32.9	32.9	38.6
	Setuju	32	45.7	45.7	84.3
	Sangat Setuju	11	15.7	15.7	100.0
	Total	70	100.0	100.0	

**x2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	35	50.0	50.0	50.0
	Setuju	35	50.0	50.0	100.0
	Total	70	100.0	100.0	

**x2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.4	1.4	1.4
	Netral	18	25.7	25.7	27.1
	Setuju	46	65.7	65.7	92.9
	Sangat Setuju	5	7.1	7.1	100.0
	Total	70	100.0	100.0	

**x2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.9	2.9	2.9
	Netral	22	31.4	31.4	34.3
	Setuju	41	58.6	58.6	92.9
	Sangat Setuju	5	7.1	7.1	100.0
	Total	70	100.0	100.0	

**Statistics**

		y.1	y.2	y.3	y.4	y.5	y.6
N	Valid	70	70	70	70	70	70
	Missing	0	0	0	0	0	0
Mean		4.0571	3.9714	4.1571	3.8286	4.0143	4.0429
Std. Deviation		.69960	.41603	.43857	.50994	.49615	.62405
Minimum		2.00	3.00	3.00	3.00	3.00	2.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00

**y.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.9	2.9	2.9
	Netral	9	12.9	12.9	15.7
	Setuju	42	60.0	60.0	75.7
	Sangat Setuju	17	24.3	24.3	100.0
	Total	70	100.0	100.0	

**y.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	7	10.0	10.0	10.0
	Setuju	58	82.9	82.9	92.9
	Sangat Setuju	5	7.1	7.1	100.0
	Total	70	100.0	100.0	

**y.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	2.9	2.9	2.9
	Setuju	55	78.6	78.6	81.4
	Sangat Setuju	13	18.6	18.6	100.0
	Total	70	100.0	100.0	

y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	16	22.9	22.9	22.9
	Setuju	50	71.4	71.4	94.3
	Sangat Setuju	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	8	11.4	11.4	11.4
	Setuju	53	75.7	75.7	87.1
	Sangat Setuju	9	12.9	12.9	100.0
	Total	70	100.0	100.0	

y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.4	1.4	1.4
	Netral	9	12.9	12.9	14.3
	Setuju	46	65.7	65.7	80.0
	Sangat Setuju	14	20.0	20.0	100.0
	Total	70	100.0	100.0	

## Lampiran 2

### Uji Validitas (Uji Coba 30 Responden Berbeda)

### Correlations X1 (Bonus)

Correlations

		x1.1	x1.2	x1.3	x1.4	x1.5	tot_x1
x1.1	Pearson Correlation	1	.357	.214	.485**	.463*	.713**
	Sig. (2-tailed)		.053	.256	.007	.010	.000
	N	30	30	30	30	30	30
x1.2	Pearson Correlation	.357	1	.617**	.428*	.373*	.815**
	Sig. (2-tailed)	.053		.000	.018	.042	.000
	N	30	30	30	30	30	30
x1.3	Pearson Correlation	.214	.617**	1	.079	.141	.592**
	Sig. (2-tailed)	.256	.000		.679	.457	.001
	N	30	30	30	30	30	30
x1.4	Pearson Correlation	.485**	.428*	.079	1	.405*	.697**
	Sig. (2-tailed)	.007	.018	.679		.026	.000
	N	30	30	30	30	30	30
x1.5	Pearson Correlation	.463*	.373*	.141	.405*	1	.661**
	Sig. (2-tailed)	.010	.042	.457	.026		.000
	N	30	30	30	30	30	30
tot_x1	Pearson Correlation	.713**	.815**	.592**	.697**	.661**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	
	N	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).

## Correlations X2 (Promosi)

Correlations

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	tot_x2
x2.1	Pearson Correlation	1	.444*	.448*	.403*	.346	.172	.577**	.369*	.722**
	Sig. (2-tailed)		.014	.013	.027	.061	.362	.001	.045	.000
	N	30	30	30	30	30	30	30	30	30
x2.2	Pearson Correlation	.444*	1	.388*	.182	.147	.263	.481**	.479**	.608**
	Sig. (2-tailed)	.014		.034	.335	.437	.161	.007	.007	.000
	N	30	30	30	30	30	30	30	30	30
x2.3	Pearson Correlation	.448*	.388*	1	.514**	.432*	.345	.395*	.216	.677**
	Sig. (2-tailed)	.013	.034		.004	.017	.062	.031	.252	.000
	N	30	30	30	30	30	30	30	30	30
x2.4	Pearson Correlation	.403*	.182	.514**	1	.462*	.266	.101	.202	.577**
	Sig. (2-tailed)	.027	.335	.004		.010	.156	.594	.285	.001
	N	30	30	30	30	30	30	30	30	30
x2.5	Pearson Correlation	.346	.147	.432*	.462*	1	.450*	.187	.485**	.661**
	Sig. (2-tailed)	.061	.437	.017	.010		.013	.321	.007	.000
	N	30	30	30	30	30	30	30	30	30
x2.6	Pearson Correlation	.172	.263	.345	.266	.450*	1	.405*	.632**	.680**
	Sig. (2-tailed)	.362	.161	.062	.156	.013		.026	.000	.000
	N	30	30	30	30	30	30	30	30	30
x2.7	Pearson Correlation	.577**	.481**	.395*	.101	.187	.405*	1	.405*	.681**
	Sig. (2-tailed)	.001	.007	.031	.594	.321	.026		.026	.000
	N	30	30	30	30	30	30	30	30	30
x2.8	Pearson Correlation	.369*	.479**	.216	.202	.485**	.632**	.405*	1	.713**
	Sig. (2-tailed)	.045	.007	.252	.285	.007	.000	.026		.000
	N	30	30	30	30	30	30	30	30	30
tot_x2	Pearson Correlation	.722**	.608**	.677**	.577**	.661**	.680**	.681**	.713**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	
	N	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).

## Correlations Y (Kinerja)

Correlations

		y.1	y.2	y.3	y.4	y.5	y.6	tot_y
y.1	Pearson Correlation	1	.444*	.448*	.403*	.346	.172	.712**
	Sig. (2-tailed)		.014	.013	.027	.061	.362	.000
	N	30	30	30	30	30	30	30
y.2	Pearson Correlation	.444*	1	.388*	.182	.147	.263	.564**
	Sig. (2-tailed)	.014		.034	.335	.437	.161	.001
	N	30	30	30	30	30	30	30
y.3	Pearson Correlation	.448*	.388*	1	.514**	.432*	.345	.735**
	Sig. (2-tailed)	.013	.034		.004	.017	.062	.000
	N	30	30	30	30	30	30	30
y.4	Pearson Correlation	.403*	.182	.514**	1	.462*	.266	.685**
	Sig. (2-tailed)	.027	.335	.004		.010	.156	.000
	N	30	30	30	30	30	30	30
y.5	Pearson Correlation	.346	.147	.432*	.462*	1	.450*	.710**
	Sig. (2-tailed)	.061	.437	.017	.010		.013	.000
	N	30	30	30	30	30	30	30
y.6	Pearson Correlation	.172	.263	.345	.266	.450*	1	.645**
	Sig. (2-tailed)	.362	.161	.062	.156	.013		.000
	N	30	30	30	30	30	30	30
tot_y	Pearson Correlation	.712**	.564**	.735**	.685**	.710**	.645**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	
	N	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 3

#### Uji Reliabilitas (Uji Coba 30 Responden Berbeda)

### Reliability X1 Bonus

#### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.737	5

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	13.6667	2.920	.529	.680
x1.2	13.7667	2.461	.645	.628
x1.3	13.5667	3.220	.368	.737
x1.4	13.7667	2.875	.484	.697
x1.5	13.9000	3.128	.479	.700

### Reliability X2 Promosi

#### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.618	8

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	24.2667	6.892	.290	.593
x2.2	24.1333	5.706	.399	.558
x2.3	24.3667	6.930	.364	.580
x2.4	24.5000	6.534	.218	.619
x2.5	24.2333	5.909	.311	.593
x2.6	24.3333	7.057	.300	.592
x2.7	23.9667	6.654	.361	.575
x2.8	24.1000	6.507	.374	.570

## Reliability Y Kinerja

### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.748	6

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y.1	19.3000	3.666	.498	.714
y.2	19.3333	4.575	.408	.733
y.3	19.1000	4.231	.626	.688
y.4	19.5000	4.121	.528	.702
y.5	19.3333	3.954	.547	.695
y.6	19.2667	3.926	.411	.741

## Lampiran 4

### Analisis Regresi Linear Berganda

## Regression

#### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Promosi, Bonus	.	Enter

- a. All requested variables entered.  
 b. Dependent Variable: Kinerja

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.836 <sup>a</sup>	.698	.689	.19252

- a. Predictors: (Constant), Promosi, Bonus

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.751	2	2.876	77.593	.000 <sup>a</sup>
	Residual	2.483	67	.037		
	Total	8.235	69			

- a. Predictors: (Constant), Promosi, Bonus  
 b. Dependent Variable: Kinerja

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	.899	.253		3.560	.001			
	Bonus	.240	.096	.249	2.497	.015	.718	.292	.168
	Promosi	.629	.099	.635	6.371	.000	.819	.614	.427

- a. Dependent Variable: Kinerja

## Lampiran 5

### Uji Asumsi Klasik

#### 1. Uji normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		70
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	.18970454
Most Extreme Differences	Absolute	.114
	Positive	.114
	Negative	-.109
Kolmogorov-Smirnov Z		.950
Asymp. Sig. (2-tailed)		.328
a. Test distribution is Normal.		

#### 2. Autokorelai

Model Summary<sup>b</sup>

Model	Durbin-Watson
1	1.742

a. Predictors: (Constant), Promosi, Bonus

b. Dependent Variable: Kinerja

#### 3. Multikolinieritas

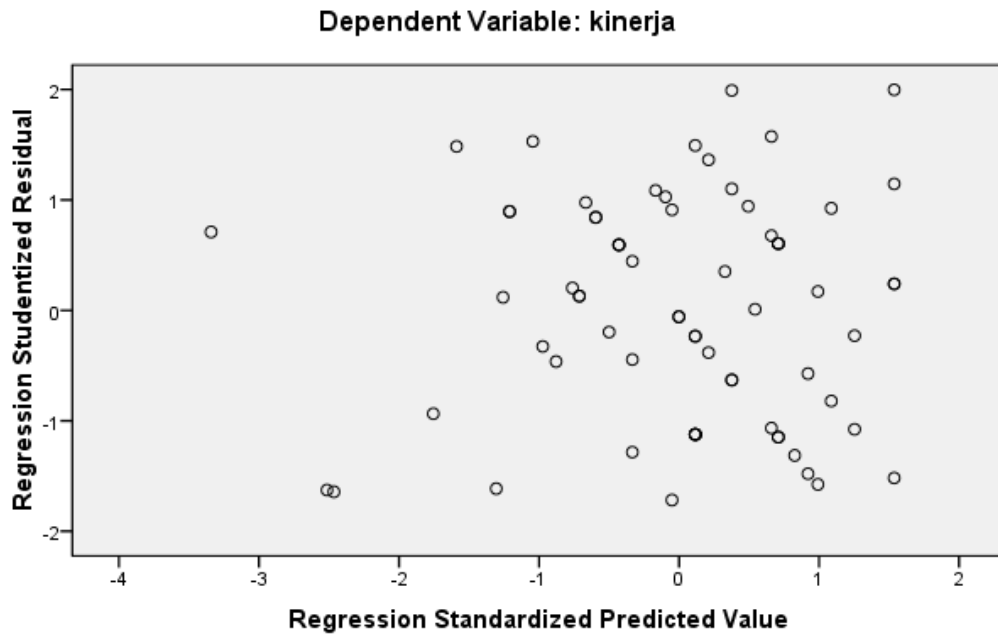
Coefficients<sup>a</sup>

Model	Collinearity Statistics	
	Tolerance	VIF
Bonus	.453	2.206
Promosi	.453	2.206

a. Dependent Variable: Kinerja

#### 4. Heteroskedastisitas

Scatterplot



**Lampiran 6**

**Jawaban responden ujicoba 30 responden**

N o.	Bonus (X1)					Tot _X1	me an_ X1	Promosi (X2)								Tot _X2	me an_ X2	Kinerja (Y)						Tot _Y	me an_ Y	
	1	2	3	4	5			1	2	3	4	5	6	7	8			1	2	3	4	5	6			
1	4	4	4	4	4	20	4,00	4	4	4	4	4	4	4	4	4	32	4,00	4	4	4	4	4	4	24	4,00
2	4	4	3	3	4	18	3,60	4	4	4	3	4	4	3	4	30	3,75	4	4	4	3	4	4	23	3,83	
3	3	3	4	3	3	16	3,20	4	4	4	4	3	4	3	3	29	3,63	4	4	4	4	3	4	23	3,83	
4	4	4	4	4	4	20	4,00	5	4	5	4	5	5	4	4	36	4,50	5	4	5	4	5	5	28	4,67	
5	4	4	4	4	4	20	4,00	3	4	4	4	4	5	4	4	32	4,00	3	4	4	4	4	5	24	4,00	
6	3	4	4	4	3	18	3,60	5	3	5	4	4	4	4	3	32	4,00	5	3	5	4	4	4	25	4,17	
7	4	3	3	4	3	17	3,40	4	4	4	3	3	4	4	3	29	3,63	4	4	4	3	3	4	22	3,67	
8	4	3	3	4	3	17	3,40	4	4	4	3	4	4	4	3	30	3,75	4	4	4	3	4	4	23	3,83	
9	3	4	4	3	3	17	3,40	3	3	4	4	4	4	3	3	28	3,50	3	3	4	4	4	4	22	3,67	
10	4	4	4	3	3	18	3,60	4	4	5	5	5	4	3	3	33	4,13	4	4	5	5	5	4	27	4,50	
11	4	3	4	3	4	18	3,60	3	4	4	3	4	5	3	4	30	3,75	3	4	4	3	4	5	23	3,83	
12	4	4	4	3	3	18	3,60	5	4	4	4	4	2	3	3	29	3,63	5	4	4	4	4	2	23	3,83	
13	3	3	2	4	4	16	3,20	5	4	4	4	4	4	4	4	33	4,13	5	4	4	4	4	4	25	4,17	
14	3	2	3	3	3	14	2,80	3	3	3	3	3	3	3	3	24	3,00	3	3	3	3	3	3	18	3,00	
15	4	4	4	4	4	20	4,00	5	4	4	4	4	5	4	4	34	4,25	5	4	4	4	4	5	26	4,33	
16	2	2	3	2	3	12	2,40	3	3	3	3	4	3	2	3	24	3,00	3	3	3	3	4	3	19	3,17	
17	3	3	4	3	3	16	3,20	3	4	4	3	3	3	3	3	26	3,25	3	4	4	3	3	3	20	3,33	
18	3	2	3	2	2	12	2,40	2	3	4	3	3	3	2	2	22	2,75	2	3	4	3	3	3	18	3,00	
19	3	4	4	3	3	17	3,40	4	4	4	4	3	3	3	3	28	3,50	4	4	4	4	3	3	22	3,67	
20	3	4	4	4	3	18	3,60	4	4	4	3	4	3	4	3	29	3,63	4	4	4	3	4	3	22	3,67	
21	4	3	4	4	3	18	3,60	4	4	4	4	4	4	4	3	31	3,88	4	4	4	4	4	4	24	4,00	
22	4	3	4	3	4	18	3,60	4	4	4	4	5	5	3	4	33	4,13	4	4	4	4	5	5	26	4,33	
23	3	3	3	3	3	15	3,00	4	4	4	4	4	4	3	3	30	3,75	4	4	4	4	4	4	24	4,00	
24	3	4	4	4	3	18	3,60	4	4	4	4	4	4	4	3	31	3,88	4	4	4	4	4	4	24	4,00	
25	4	4	4	3	3	18	3,60	4	4	4	4	4	4	3	3	30	3,75	4	4	4	4	4	4	24	4,00	
26	4	4	4	4	4	20	4,00	4	5	5	4	4	4	4	4	34	4,25	4	5	5	4	4	4	26	4,33	
27	3	3	3	3	3	15	3,00	4	4	4	4	3	4	3	3	29	3,63	4	4	4	4	3	4	23	3,83	
28	4	3	3	4	3	17	3,40	4	4	4	3	3	4	4	3	29	3,63	4	4	4	3	3	4	22	3,67	
29	4	3	3	4	3	17	3,40	4	4	4	3	4	4	4	3	30	3,75	4	4	4	3	4	4	23	3,83	
30	3	4	4	3	3	17	3,40	3	3	4	4	4	4	3	3	28	3,50	3	3	4	4	4	4	22	3,67	

## Lampiran 7

### Jawaban kuisisioner 70 responden

No	Bonus (X1)					T ot $\bar{X}_1$	mea n_X 1	Promosi (X2)								T ot $\bar{X}_2$	mean _X2	Kinerja (Y)						T ot $\bar{Y}$	mea n_Y
	1	2	3	4	5			1	2	3	4	5	6	7	8			1	2	3	4	5	6		
1	4	3	4	3	4	18	3,60	3	4	3	4	4	3	4	4	29	3,63	4	4	4	4	4	3	23	3,83
2	4	4	4	4	4	20	4,00	4	4	4	4	4	4	4	4	32	4,00	5	4	4	4	4	4	25	4,17
3	4	4	4	3	3	18	3,60	4	4	4	4	4	3	3	3	29	3,63	4	4	4	4	4	3	23	3,83
4	4	4	4	3	4	19	3,80	4	5	4	5	4	3	3	4	32	4,00	5	4	4	4	4	4	25	4,17
5	4	4	4	3	3	18	3,60	4	4	4	4	4	4	4	4	32	4,00	4	4	4	4	4	4	24	4,00
6	4	4	3	3	3	17	3,40	4	4	3	4	4	4	4	3	30	3,75	5	4	5	4	4	4	26	4,33
7	4	4	4	4	4	20	4,00	4	5	4	4	4	4	4	4	33	4,13	5	5	5	4	4	4	27	4,50
8	4	4	4	3	3	18	3,60	4	4	4	4	4	3	4	5	32	4,00	5	4	4	4	4	4	25	4,17
9	4	4	4	4	4	20	4,00	4	4	4	4	5	4	4	4	33	4,13	5	4	4	4	5	5	27	4,50
10	4	3	4	3	3	17	3,40	3	4	4	4	4	4	4	4	31	3,88	5	4	4	4	4	5	26	4,33
11	4	4	4	4	4	20	4,00	4	4	4	4	4	4	4	4	32	4,00	5	4	5	4	4	4	26	4,33
12	4	4	4	4	4	20	4,00	4	4	4	5	4	4	4	4	33	4,13	5	4	4	4	4	4	25	4,17
13	4	4	4	3	3	18	3,60	4	4	3	4	4	4	3	3	29	3,63	4	4	4	4	4	4	24	4,00
14	4	3	4	3	3	17	3,40	3	4	3	3	4	3	4	3	27	3,38	4	4	4	4	4	4	24	4,00
15	4	4	4	4	4	20	4,00	3	3	3	4	4	3	3	4	27	3,38	4	4	4	4	5	4	25	4,17
16	4	3	3	3	3	16	3,20	3	4	3	3	3	3	3	4	26	3,25	4	4	4	4	4	4	24	4,00
17	4	4	4	3	3	18	3,60	4	4	3	3	3	4	5	5	31	3,88	4	4	4	4	4	4	24	4,00
18	4	3	4	4	4	19	3,80	3	4	3	4	4	4	4	4	30	3,75	5	4	4	4	4	4	25	4,17
19	4	4	4	4	4	20	4,00	4	4	4	4	5	4	4	4	33	4,13	4	5	5	5	5	5	29	4,83
20	4	3	4	4	4	19	3,80	3	4	3	4	4	4	5	5	32	4,00	5	4	5	5	4	4	27	4,50
21	4	3	4	4	4	19	3,80	3	3	3	4	4	3	4	4	28	3,50	4	4	4	4	4	4	24	4,00
22	4	4	4	4	4	20	4,00	3	4	4	4	4	4	4	3	30	3,75	4	4	4	4	4	4	24	4,00
23	4	4	3	4	4	19	3,80	3	3	4	4	5	4	4	4	31	3,88	4	4	4	4	4	4	24	4,00
24	4	3	4	4	3	18	3,60	3	4	3	4	4	4	4	4	30	3,75	4	4	4	4	4	4	24	4,00
25	3	3	4	3	3	16	3,20	2	2	3	3	4	3	4	3	24	3,00	3	4	4	4	4	4	23	3,83
26	4	4	4	4	4	20	4,00	3	3	3	4	5	4	4	4	30	3,75	4	4	4	4	4	4	24	4,00
27	4	4	3	3	4	18	3,60	4	5	3	3	4	3	4	3	29	3,63	4	4	4	3	4	4	23	3,83
28	3	3	4	3	3	16	3,20	3	3	3	3	3	4	5	3	27	3,38	4	4	4	4	3	4	23	3,83
29	4	4	4	4	4	20	4,00	4	4	4	4	4	4	5	4	33	4,13	5	4	5	4	5	5	28	4,67
30	4	4	4	4	4	20	4,00	4	5	4	3	3	4	4	4	31	3,88	3	4	4	4	4	5	24	4,00
31	3	4	4	4	3	18	3,60	3	3	3	4	3	4	4	4	28	3,50	5	3	5	4	4	4	25	4,17
32	4	3	3	4	3	17	3,40	3	4	3	3	5	3	4	4	29	3,63	4	4	4	3	3	4	22	3,67
33	4	3	3	4	3	17	3,40	4	4	4	2	3	3	4	4	28	3,50	4	4	4	3	4	4	23	3,83
34	3	4	4	3	3	17	3,40	3	4	3	3	3	3	4	3	26	3,25	3	3	4	4	4	4	22	3,67
35	4	4	4	3	3	18	3,60	3	4	4	4	4	4	4	4	31	3,88	4	4	5	5	5	4	27	4,50
36	4	3	4	3	4	18	3,60	3	3	3	4	3	4	3	3	26	3,25	3	4	4	3	4	5	23	3,83
37	4	4	4	3	3	18	3,60	4	4	4	3	3	3	4	4	29	3,63	5	4	4	4	4	2	23	3,83
38	4	3	4	3	4	18	3,60	4	4	3	4	3	4	4	3	29	3,63	4	4	4	3	4	4	23	3,83
39	4	3	4	3	4	18	3,60	3	4	4	3	4	4	5	3	30	3,75	4	4	5	4	5	5	27	4,50
40	4	4	4	3	3	18	3,60	4	5	3	4	5	3	3	3	30	3,75	4	4	4	4	4	4	24	4,00
41	3	4	4	4	3	18	3,60	4	4	2	2	3	3	4	2	24	3,00	3	3	4	3	4	5	22	3,67
42	4	3	4	3	4	18	3,60	3	4	4	4	4	4	4	4	31	3,88	4	4	5	5	4	4	26	4,33

43	3	3	4	3	2	15	3,00	4	2	3	2	3	4	3	3	24	3,00	3	3	4	3	4	3	20	3,33
44	4	3	4	4	3	18	3,60	4	4	3	2	3	4	4	3	27	3,38	4	4	4	4	4	4	24	4,00
45	4	4	4	4	4	20	4,00	4	5	3	3	5	3	4	3	30	3,75	4	4	4	4	5	5	26	4,33
46	4	4	4	4	3	19	3,80	4	4	3	4	2	3	4	4	28	3,50	4	4	4	3	4	5	24	4,00
47	3	4	4	4	3	18	3,60	4	5	3	2	3	3	2	4	26	3,25	4	4	4	3	4	4	23	3,83
48	4	3	3	4	3	17	3,40	3	4	3	4	4	4	4	4	30	3,75	4	4	4	3	4	5	24	4,00
49	3	3	4	3	3	16	3,20	3	3	3	4	3	4	4	4	28	3,50	2	4	5	4	4	4	23	3,83
50	4	4	3	3	3	17	3,40	3	4	3	3	4	4	4	4	29	3,63	4	5	4	4	4	4	25	4,17
51	4	3	3	4	4	18	3,60	3	3	3	5	5	3	4	4	30	3,75	5	4	4	3	5	5	26	4,33
52	4	4	4	4	4	20	4,00	3	3	3	4	5	3	4	5	30	3,75	4	5	5	4	4	4	26	4,33
53	3	3	3	3	3	15	3,00	3	3	3	3	3	3	4	4	26	3,25	4	4	4	4	3	4	23	3,83
54	3	4	4	3	3	17	3,40	3	4	3	3	4	3	3	4	27	3,38	4	4	4	4	4	4	24	4,00
55	3	4	3	4	3	17	3,40	3	5	4	2	3	3	4	4	28	3,50	4	4	4	4	4	4	24	4,00
56	3	3	2	4	4	16	3,20	4	3	4	4	4	4	4	4	31	3,88	5	4	4	4	4	4	25	4,17
57	3	2	3	3	3	14	2,80	4	2	3	2	3	3	3	2	22	2,75	3	3	3	3	3	3	18	3,00
58	4	4	4	4	4	20	4,00	4	4	4	4	4	4	3	4	31	3,88	5	4	4	4	4	5	26	4,33
59	2	2	3	2	3	12	2,40	2	2	3	2	2	3	3	3	20	2,50	3	3	3	3	4	3	19	3,17
60	3	3	4	3	3	16	3,20	3	3	3	4	3	3	3	3	25	3,13	3	4	4	3	3	3	20	3,33
61	3	2	3	2	2	12	2,40	3	2	3	2	3	3	3	4	23	2,88	2	3	4	3	3	3	18	3,00
62	3	4	4	3	3	17	3,40	3	3	4	4	4	4	3	3	28	3,50	4	4	4	4	3	3	22	3,67
63	3	4	4	4	3	18	3,60	3	3	3	4	3	3	3	3	25	3,13	4	4	4	3	4	3	22	3,67
64	4	3	4	4	3	18	3,60	4	4	3	2	2	4	4	4	27	3,38	4	4	4	4	4	4	24	4,00
65	4	3	4	3	4	18	3,60	4	5	3	2	5	3	4	3	29	3,63	4	4	4	4	5	5	26	4,33
66	3	3	3	3	3	15	3,00	4	4	3	4	2	3	4	4	28	3,50	4	4	4	4	4	4	24	4,00
67	3	4	4	4	3	18	3,60	4	3	4	3	3	3	3	4	27	3,38	4	4	4	4	4	4	24	4,00
68	4	4	4	3	3	18	3,60	4	5	3	4	4	3	3	3	29	3,63	4	4	4	4	4	4	24	4,00
69	4	4	4	4	4	20	4,00	3	3	3	4	5	3	4	5	30	3,75	4	5	5	4	4	4	26	4,33
70	3	3	3	3	3	15	3,00	3	3	3	3	3	3	4	4	26	3,25	4	4	4	4	3	4	23	3,83



## Lampiran 8

### PENGARUH PEMBERIAN INSENTIF TERHADAP KINERJAKARYAWAN PADA CV. KAMPOENG ROTI

Berilah Tanda Silang ( X ) Untuk Setiap Jawaban Yang Saudara Pilih

Jawaban yang tersedia berupa skala Likert yaitu antara 1-5, yang mempunyai arti:

1 = Sangat Tidak Setuju

2 = Tidak Setuju

3 = Netral / Biasa Saja

4 = Setuju

5 = Sangat Setuju

#### A. Karakteristik Responden

##### 1. Pendidikan Anda

- |                    |                             |
|--------------------|-----------------------------|
| a. Sd              | d. S-1                      |
| b. Smp             | e. Lain-Lain, Sebutkan..... |
| c. Smu / Sederajat |                             |

##### 2. Jenis Kelamin

- Laki-Laki
- Perempuan

B. Pertanyaan

1. Bonus

No	Pertanyaan	Ss ( 5 )	S ( 4 )	N ( 3 )	Ts ( 2 )	Sts ( 1 )
1	Bonus Yang anda terima Dapat Mengurangi Beban Kebutuhan Sehari-Hari					
2	Perusahaan Sering Menentukan Target Penjualan Dalam Memberikan Bonus Kepada Karyawan					
3	Anda Menerima Bonus Berdasarkan Keputusan Yang Telah Ditetapkan Perusahaan					
4	Apakah bonus yang diberikan sudah adil antara karyawan yang satu dengan yang lainnya					
5	Bonus yang diberikan bisa meningkatkan kinerja anda dan rekan-rekan karyawan yang lain					

## 2. Promosi

No	Pertanyaan	Ss ( 5 )	S ( 4 )	N ( 3 )	Ts ( 2 )	Sts ( 1 )
1	Tingkat kejujuran yang anda miliki bisa mempengaruhi perusahaan dalam pemberian promosi jabatan					
2	Disiplin dalam bekerja sebagai syarat untuk bisa dipromosikan					
3	Kerjasama yang baik dengan rekan kerja menjadi nilai tambah anda untuk bisa naik ke level yang lebih baik					
4	Dibutuhkan loyalitas dalam mendapatkan promosi jabatan					
5	Kecakapan dalam mengatasi masalah yang ada di perusahaan merupakan nilai tambah dalam mendapatkan kepercayaan					
6	Ketika bekerja kemampuan anda dalam memimpin teman-teman anda sangat mempengaruhi penilaian perusahaan					
7	Berani bertanggung jawab atas hasil kerja yang telah dilaksanakan					
8	Mampu menerima informasi yang diberikan oleh atasan sehingga komunikasi berjalan lancar					

### 3. Kinerja

No	Pertanyaan	Ss ( 5 )	S ( 4 )	N ( 3 )	Ts ( 2 )	Sts ( 1 )
1	Kemampuan Kerja anda Diukur Dari Kualitas Kerja Yang Ditunjukkan					
2	Memaksimalkan Waktu Yang Ada Untuk Meningkatkan Kemam-puan Kualitas Kerja.					
3	Anda Melakukan Pekerjaan Sesuai Dengan Kuantitas Kerja Perusahaan					
4	Anda Bekerja Dengan Ketelitian Yang Tinggi Sehingga Menghasilkan Kinerja Yang Baik Bagi Perusahaan.					
5	Anda Mempunyai Inisiatif Yang Tinggi Untuk Ikut Memberikan Ide-Ide dalam Mengem-bangkan Perusahaan Tempatnya Bekerja					
6	Anda Bertanggung Jawab Atas Seluruh Hasil Kinerja Yang Telah Dilakukan					

Sumber : Dikaji Dengan Melihat Kerangka Konseptual Yang Terdiri Dari Variabel (X) Dan Variabel (Y) (2015)