



UNIVERSITAS INDONESIA

KUESIONER PENELITIAN

**HUBUNGAN MOTIVASI KERJA DAN KINERJA
PEKERJA BAGIAN SDM DAN UMUM
RS PUSAT PERTAMINA TAHUN 2009**

**OLEH
RESSADHITA NOVARI
NPM. 0706218135**

**PROGRAM SARJANA KESEHATAN MASYARAKAT
PEMINATAN MANAJEMEN RUMAH SAKIT
FAKULTAS KESEHATAN MASYARKAT
UNIVERSITAS INDONESIA
DEPOK 2009**

Petunjuk Pengisian Kuesioner

Bacalah petunjuk pengisian dengan baik sebelum anda menjawab pertanyaan.

1. Jawablah pertanyaan dengan benar dan jujur sesuai dengan yang anda rasakan.
2. Jawaban pertanyaan tersebut dijamin kerahasiaannya, dan tidak akan mempengaruhi kinerja serta karir anda.
3. Dalam kuesioner ini tidak ada jawaban yang salah ataupun benar.
4. Pertimbangkan setiap item, kemudian berilah tanda (x) pada salah satu kolom yang Bapak/Ibu anggap dapat menilai keadaan yang sebenarnya sampai dengan pada saat ini.
5. Penilaian dengan menggunakan skala lima angka yaitu: alternatif pilihan 1 sampai dengan 4 jawaban pertanyaan dengan ketentuan sebagai berikut :
Nilai 4 :Untuk jawaban sangat setuju artinya responden sangat setuju dengan pertanyaan karena sangat sesuai dengan keadaan yang dirasakan oleh responden. = SS
Nilai 3 :Untuk jawaban setuju artinya pertanyaan dianggap sesuai dengan keadaan yang dirasakan oleh responden . = S
Nilai 2:Untuk jawaban tidak setuju artinya responden tidak setuju dengan pertanyaan karena tidak sesuai dengan apa yang dirasakan. = TS
Nilai 1: Untuk jawaban sangat tidak setuju artinya pertanyaan sangat tidak sesuai dengan keadaan yang dirasakan oleh responden . = STS
6. Apabila anda menemui kesulitan dalam memahami pertanyaan-pertanyaan tersebut, anda dapat bertanya dan meminta penjelasan kepada peneliti.
7. Periksa kembali jawaban anda, diharapkan seluruh pertanyaan dapat terjawab dengan baik dan benar.
8. Terimakasih atas kerjasama dan kesediaan anda mengisi kuesioner ini.

Hormat saya,

Ressadhita Novari
Peneliti

A. IDENTITAS RESPONDEN

Mohon Bapak/Ibu memberi tanda (x) pada jawaban berikut ini :

1. Jenis kelamin :

- a. Laki-laki
- b. Perempuan

2. Usia Saudara/I :

- a. < 20 tahun
- b. 20 – 30 tahun
- c. 30 – 40 tahun
- d. 40 – 50 tahun
- e. > 50 tahun

3. Pendidikan :

- a. SLTA atau setingkat
- b. Sarjana Muda (D3) / Diploma II /setingkat
- c. Sarjana (S1)/ Diploma IV
- d. Pasca Sarjana/Specialis 1
- e. Lainnya (sebutkan)...

4. Masa kerja anda sebagai Pekerja di bagian ini :

- a. 0 – 5 tahun
- b. 5 – 10 tahun
- c. 10 – 15 tahun
- d. > 15 tahun

B. KUESIONER MOTIVASI KERJA

Nama :

Bagian :

| No | Pertanyaan | SS | S | TS | STS |
|----|---|----|---|----|-----|
| | Dorongan untuk dapat mencapai keberhasilan dalam pekerjaan | | | | |
| 1 | Saya suka melakukan pekerjaan yang menantang. | | | | |
| 2 | Saya berkeinginan melakukan inovasi dalam pekerjaan saya. | | | | |
| 3 | Saya belajar ilmu diluar bidang pekerjaan, untuk | | | | |

| | | | | | |
|-----------|---|-----------|----------|-----------|------------|
| | menunjang keberhasilan pekerjaan. | | | | |
| 4 | Saya memiliki keinginan untuk berkompetisi dengan rekan kerja. | | | | |
| No | Pertanyaan | SS | S | TS | STS |
| | Dorongan untuk mendapat pengakuan atas pekerjaan | | | | |
| 5 | RS mengakui setiap keberhasilan melalui bentuk penghargaan yang terukur. | | | | |
| 6 | Saya mendapatkan pengakuan atas prestasi kerja dari teman kerja dalam bentuk non materi. | | | | |
| | Bertanggung jawab dalam tugas | | | | |
| 7 | Dalam penyelesaian tugas pokok , saya menyelesaikan laporannya dengan baik. | | | | |
| 8 | Saya memberikan kritik kepada atasan secara konstruktif untuk penyelesaian tugas dengan baik. | | | | |
| 9 | Saya selalu menyelesaikan tugas tepat waktu. | | | | |
| | Berani mengambil resiko kerja | | | | |
| 10 | Dalam kondisi cuaca bagaimanapun, saya berusaha untuk berangkat ke RS. | | | | |
| 11 | Bila atasan keberatan membiayai suatu kegiatan yang saya anggap penting untuk kemajuan kerja saya, maka saya rela untuk membiayai kegiatan tersebut dengan biaya sendiri. | | | | |
| | Dorongan untuk mendapat insentif | | | | |
| 12 | Organisasi memberikan imbalan dalam bentuk insentif kepada pekerja. | | | | |
| 13 | Insentif yang saya terima jumlahnya tidak sesuai dengan beban kerja saya. | | | | |
| 14 | RS memberikan imbalan kepada semua pekerja tanpa memperdulikan prestasi kerja. | | | | |

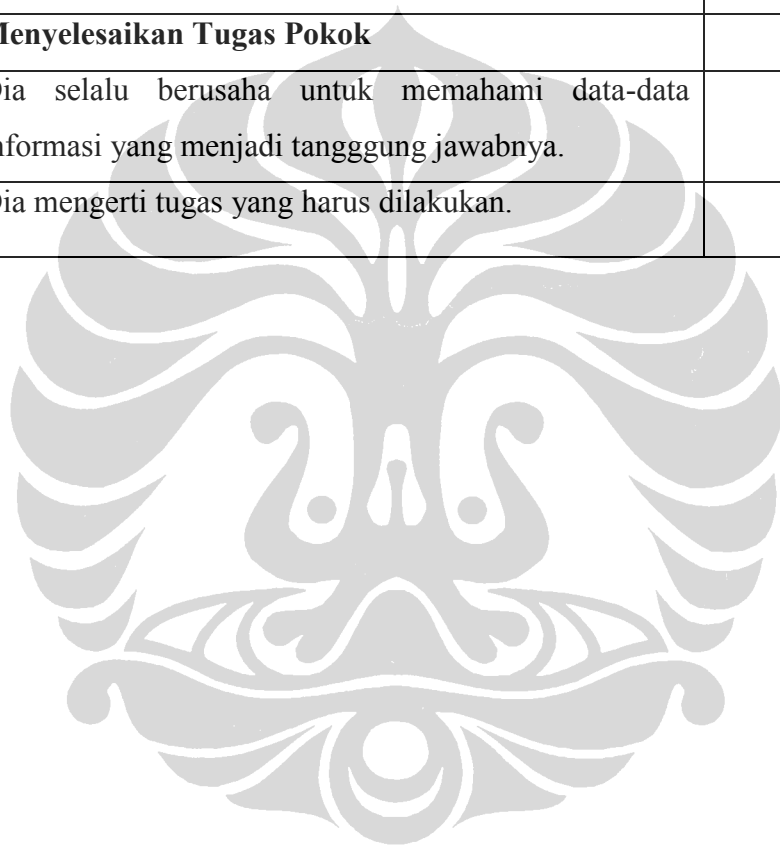
KUESIONER KINERJA

Nama :

Bagian :

| No | Pertanyaan | SS | S | TS | STS |
|----|---|----|---|----|-----|
| | Penguasaan Tugas | | | | |
| 1 | Dia berusaha melakukan sesuatu dengan lebih baik dari pada yang dilakukan oleh rekan kerjanya. | | | | |
| 2 | Dia terampil dalam melaksanakan tugas . | | | | |
| | Kerja Sama | | | | |
| 3 | Dia senang berdiskusi dengan teman di unit kerjanya. | | | | |
| 4 | Dia memberi inisiatif untuk teman sekerjanya. | | | | |
| 5 | Bila teman kerjanya mengalami kesulitan, maka dia siap memberi bantuannya. | | | | |
| 6 | Dia butuh bekerja sama dengan bagian lain dalam menyelesaikan tugas. | | | | |
| 7 | Waktu yang dibutuhkannya lebih lama untuk menyelesaikan tugas apabila dia bekerja sama dengan orang lain. | | | | |
| 8 | Dia merasa tidak mampu melaksanakan tugas apabila tidak bekerja sama dengan orang lain. | | | | |
| 9 | Dia merasa keberatan apabila harus bekerja sama dengan bagian lain. | | | | |
| | Tanggap Dalam Bekerja | | | | |
| 10 | Dia tidak segan untuk bertanya apabila dalam melakukan pekerjaan ada hal yang tidak dimengerti. | | | | |
| 11 | Dia bersemangat bila mendapat tugas yang baru. | | | | |

| | | | | | |
|-----------|--|-----------|----------|-----------|------------|
| 12 | Dia sering mengeluh bila mendapat komplain dari bagian lain. | | | | |
| No | Pertanyaan | SS | S | TS | STS |
| | Keandalan Dalam Bekerja | | | | |
| 13 | Dia mempunyai pengetahuan atas ruang lingkup tugas-tugas jabatannya dengan jabatan-jabatan lain di dalam lingkup organisasi. | | | | |
| | Menyelesaikan Tugas Pokok | | | | |
| 14 | Dia selalu berusaha untuk memahami data-data informasi yang menjadi tanggung jawabnya. | | | | |
| 15 | Dia mengerti tugas yang harus dilakukan. | | | | |



Lampiran 3 : Hasil Uji Validitas dan Uji Reabilitas Instrumen Penelitian

Motivasi1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| Setuju | 10 | 50.0 | 50.0 | 60.0 |
| Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| Total | 20 | 100.0 | 100.0 | |

Motivasi2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid Sangat tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| Tidak setuju | 1 | 5.0 | 5.0 | 15.0 |
| Setuju | 8 | 40.0 | 40.0 | 55.0 |
| Sangat setuju | 9 | 45.0 | 45.0 | 100.0 |
| Total | 20 | 100.0 | 100.0 | |

Motivasi3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| Setuju | 10 | 50.0 | 50.0 | 55.0 |
| Sangat setuju | 9 | 45.0 | 45.0 | 100.0 |
| Total | 20 | 100.0 | 100.0 | |

Motivasi4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| Setuju | 10 | 50.0 | 50.0 | 60.0 |
| Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| Total | 20 | 100.0 | 100.0 | |

Motivasi5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 15 | 75.0 | 75.0 | 85.0 |
| | Sangat setuju | 3 | 15.0 | 15.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Setuju | 15 | 75.0 | 75.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 3 | 15.0 | 15.0 | 15.0 |
| | Setuju | 10 | 50.0 | 50.0 | 65.0 |
| | Sangat setuju | 7 | 35.0 | 35.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 11 | 55.0 | 55.0 | 65.0 |
| | Sangat setuju | 7 | 35.0 | 35.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 11 | 55.0 | 55.0 | 65.0 |
| | Sangat setuju | 7 | 35.0 | 35.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 10 | 50.0 | 50.0 | 55.0 |
| | Sangat setuju | 9 | 45.0 | 45.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Tidak setuju | 1 | 5.0 | 5.0 | 15.0 |
| | Setuju | 8 | 40.0 | 40.0 | 55.0 |
| | Sangat setuju | 9 | 45.0 | 45.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Tidak setuju | 1 | 5.0 | 5.0 | 15.0 |
| | Setuju | 9 | 45.0 | 45.0 | 60.0 |
| | Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 10 | 50.0 | 50.0 | 60.0 |
| | Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 10 | 50.0 | 50.0 | 60.0 |
| | Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 3 | 15.0 | 15.0 | 15.0 |
| | Setuju | 9 | 45.0 | 45.0 | 60.0 |
| | Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 3 | 15.0 | 15.0 | 15.0 |
| | Setuju | 9 | 45.0 | 45.0 | 60.0 |
| | Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi17

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 4 | 20.0 | 20.0 | 20.0 |
| | Setuju | 9 | 45.0 | 45.0 | 65.0 |
| | Sangat setuju | 7 | 35.0 | 35.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi18

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 10 | 50.0 | 50.0 | 60.0 |
| | Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi19

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 10 | 50.0 | 50.0 | 55.0 |
| | Sangat setuju | 9 | 45.0 | 45.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Motivasi20

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 3 | 15.0 | 15.0 | 15.0 |
| | Setuju | 8 | 40.0 | 40.0 | 55.0 |
| | Sangat setuju | 9 | 45.0 | 45.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 14 | 70.0 | 70.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 14 | 70.0 | 70.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Setuju | 16 | 80.0 | 80.0 | 80.0 |
| | Sangat setuju | 4 | 20.0 | 20.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Setuju | 16 | 80.0 | 80.0 | 80.0 |
| | Sangat setuju | 4 | 20.0 | 20.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 14 | 70.0 | 70.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 13 | 65.0 | 65.0 | 70.0 |
| | Sangat setuju | 6 | 30.0 | 30.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 14 | 70.0 | 70.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 12 | 60.0 | 60.0 | 65.0 |
| | Sangat setuju | 7 | 35.0 | 35.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 13 | 65.0 | 65.0 | 70.0 |
| | Sangat setuju | 6 | 30.0 | 30.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 14 | 70.0 | 70.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Tidak setuju | 10 | 50.0 | 50.0 | 55.0 |
| | Setuju | 9 | 45.0 | 45.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 14 | 70.0 | 70.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 11 | 55.0 | 55.0 | 60.0 |
| | Sangat setuju | 8 | 40.0 | 40.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 16 | 80.0 | 80.0 | 90.0 |
| | Sangat setuju | 2 | 10.0 | 10.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 11 | 55.0 | 55.0 | 65.0 |
| | Sangat setuju | 7 | 35.0 | 35.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 14 | 70.0 | 70.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja17

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 18 | 90.0 | 90.0 | 90.0 |
| | Setuju | 1 | 5.0 | 5.0 | 95.0 |
| | Sangat setuju | 1 | 5.0 | 5.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja18

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 12 | 60.0 | 60.0 | 70.0 |
| | Sangat setuju | 6 | 30.0 | 30.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja19

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 7 | 35.0 | 35.0 | 35.0 |
| | Setuju | 13 | 65.0 | 65.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja20

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 4 | 20.0 | 20.0 | 20.0 |
| | Setuju | 16 | 80.0 | 80.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja21

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 10.0 | 10.0 | 10.0 |
| | Setuju | 13 | 65.0 | 65.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja22

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 4 | 20.0 | 20.0 | 20.0 |
| | Setuju | 11 | 55.0 | 55.0 | 75.0 |
| | Sangat setuju | 5 | 25.0 | 25.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja23

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Setuju | 10 | 50.0 | 50.0 | 55.0 |
| | Sangat setuju | 9 | 45.0 | 45.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja24

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Tidak setuju | 1 | 5.0 | 5.0 | 10.0 |
| | Setuju | 11 | 55.0 | 55.0 | 65.0 |
| | Sangat setuju | 7 | 35.0 | 35.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

Kinerja25

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 1 | 5.0 | 5.0 | 5.0 |
| | Tidak setuju | 2 | 10.0 | 10.0 | 15.0 |
| | Setuju | 10 | 50.0 | 50.0 | 65.0 |
| | Sangat setuju | 7 | 35.0 | 35.0 | 100.0 |
| | Total | 20 | 100.0 | 100.0 | |

RELIABILITY

```

/VARIABLES=M1 M2 M3 M4 M5 M6 M7 M8 M9 M10 M11 M12 M13 M14 M15 M16
M17 M18
M19 M20 K1 K2 K3 K4 K5 K6 K7 K8 K9 K10 K11 K12 K13 K14 K15 K16 K17
K18 K19
K20 K21 K22 K23 K24 K25
/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL .
    
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 20 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 20 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .923 | 45 |

Item Statistics

| | Mean | Std. Deviation | N |
|------------|------|----------------|----|
| Motivasi1 | 3.30 | .657 | 20 |
| Motivasi2 | 3.20 | .951 | 20 |
| Motivasi3 | 3.40 | .598 | 20 |
| Motivasi4 | 3.30 | .657 | 20 |
| Motivasi5 | 3.05 | .510 | 20 |
| Motivasi6 | 3.25 | .444 | 20 |
| Motivasi7 | 3.20 | .696 | 20 |
| Motivasi8 | 3.25 | .639 | 20 |
| Motivasi9 | 3.25 | .639 | 20 |
| Motivasi10 | 3.40 | .598 | 20 |
| Motivasi11 | 3.20 | .951 | 20 |
| Motivasi12 | 3.15 | .933 | 20 |
| Motivasi13 | 3.30 | .657 | 20 |
| Motivasi13 | 3.30 | .657 | 20 |
| Motivasi14 | 3.25 | .716 | 20 |
| Motivasi15 | 3.25 | .716 | 20 |
| Motivasi16 | 3.15 | .745 | 20 |
| Motivasi17 | 3.30 | .657 | 20 |
| Motivasi18 | 3.40 | .598 | 20 |
| Motivasi19 | 3.15 | 1.040 | 20 |
| Kinerja1 | 3.20 | .523 | 20 |
| Kinerja2 | 3.20 | .523 | 20 |
| Kinerja3 | 3.20 | .410 | 20 |
| Kinerja4 | 3.20 | .410 | 20 |
| Kinerja5 | 3.20 | .523 | 20 |
| Kinerja6 | 3.20 | .696 | 20 |
| Kinerja7 | 3.20 | .523 | 20 |
| Kinerja8 | 3.25 | .716 | 20 |
| Kinerja9 | 3.25 | .550 | 20 |
| Kinerja10 | 3.20 | .523 | 20 |
| Kinerja11 | 2.40 | .598 | 20 |
| Kinerja12 | 3.20 | .523 | 20 |
| Kinerja13 | 3.35 | .587 | 20 |
| Kinerja14 | 3.00 | .459 | 20 |
| Kinerja15 | 3.25 | .639 | 20 |
| Kinerja16 | 3.20 | .523 | 20 |
| Kinerja17 | 2.15 | .489 | 20 |
| Kinerja18 | 3.20 | .616 | 20 |
| Kinerja19 | 2.65 | .489 | 20 |
| Kinerja20 | 2.80 | .410 | 20 |
| Kinerja21 | 3.15 | .587 | 20 |
| Kinerja22 | 3.05 | .686 | 20 |
| Kinerja23 | 3.40 | .598 | 20 |
| Kinerja24 | 3.20 | .768 | 20 |
| Kinerja25 | 3.15 | .813 | 20 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Motivasi1 | 139.00 | 179.474 | .646 | .919 |
| Motivasi2 | 139.10 | 175.779 | .578 | .920 |
| Motivasi3 | 138.90 | 179.779 | .694 | .919 |
| Motivasi4 | 139.00 | 179.474 | .646 | .919 |
| Motivasi5 | 139.25 | 191.039 | -.002 | .925 |
| Motivasi6 | 139.05 | 191.208 | -.011 | .924 |
| Motivasi7 | 139.10 | 177.568 | .713 | .919 |
| Motivasi8 | 139.05 | 181.945 | .518 | .921 |
| Motivasi9 | 139.05 | 179.945 | .637 | .919 |
| Motivasi10 | 138.90 | 179.779 | .694 | .919 |
| Motivasi11 | 139.10 | 172.726 | .705 | .918 |
| Motivasi12 | 139.15 | 189.082 | .051 | .927 |
| Motivasi13 | 139.00 | 182.421 | .475 | .921 |
| Motivasi14 | 139.00 | 180.632 | .578 | .920 |
| Motivasi15 | 139.05 | 178.366 | .648 | .919 |
| Motivasi16 | 139.05 | 188.576 | .111 | .925 |
| Motivasi17 | 139.15 | 189.713 | .049 | .926 |
| Motivasi18 | 139.00 | 179.474 | .646 | .919 |
| Motivasi19 | 138.90 | 179.779 | .694 | .919 |
| Motivasi20 | 139.15 | 177.082 | .474 | .922 |
| Kinerja1 | 139.10 | 191.463 | -.032 | .925 |
| Kinerja2 | 139.10 | 180.411 | .754 | .919 |
| Kinerja3 | 139.10 | 190.832 | .024 | .924 |
| Kinerja4 | 139.10 | 190.832 | .024 | .924 |
| Kinerja5 | 139.10 | 180.411 | .754 | .919 |
| Kinerja6 | 139.10 | 178.937 | .637 | .919 |
| Kinerja7 | 139.10 | 180.411 | .754 | .919 |
| Kinerja8 | 139.05 | 178.471 | .642 | .919 |
| Kinerja9 | 139.05 | 179.945 | .747 | .919 |
| Kinerja10 | 139.10 | 190.937 | .004 | .925 |
| Kinerja11 | 139.90 | 182.726 | .506 | .921 |
| Kinerja12 | 139.10 | 180.411 | .754 | .919 |
| Kinerja13 | 138.95 | 179.839 | .704 | .919 |
| Kinerja14 | 139.30 | 191.484 | -.033 | .925 |
| Kinerja15 | 139.05 | 181.524 | .543 | .920 |
| Kinerja16 | 139.10 | 180.411 | .754 | .919 |
| Kinerja17 | 140.15 | 189.187 | .137 | .924 |
| Kinerja18 | 139.10 | 178.516 | .753 | .918 |
| Kinerja19 | 139.65 | 191.608 | -.042 | .925 |
| Kinerja20 | 139.50 | 189.632 | .130 | .923 |
| Kinerja21 | 139.15 | 180.976 | .630 | .920 |
| Kinerja22 | 139.25 | 179.461 | .617 | .920 |
| Kinerja23 | 138.90 | 190.621 | .018 | .925 |
| Kinerja24 | 139.10 | 179.253 | .556 | .920 |
| Kinerja25 | 139.15 | 191.292 | -.030 | .927 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 142.30 | 191.274 | 13.830 | 45 |

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 20 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 20 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .950 | 30 |

Item Statistics

| | Mean | Std. Deviation | N |
|------------|------|----------------|----|
| Motivasi1 | 3.30 | .657 | 20 |
| Motivasi2 | 3.20 | .951 | 20 |
| Motivasi3 | 3.40 | .598 | 20 |
| Motivasi4 | 3.30 | .657 | 20 |
| Motivasi7 | 3.20 | .696 | 20 |
| Motivasi8 | 3.25 | .639 | 20 |
| Motivasi9 | 3.25 | .639 | 20 |
| Motivasi10 | 3.40 | .598 | 20 |
| Motivasi11 | 3.20 | .951 | 20 |
| Motivasi13 | 3.30 | .657 | 20 |
| Motivasi14 | 3.30 | .657 | 20 |
| Motivasi17 | 3.15 | .745 | 20 |
| Motivasi18 | 3.30 | .657 | 20 |
| Motivasi19 | 3.40 | .598 | 20 |
| Motivasi20 | 3.15 | 1.040 | 20 |
| Kinerja2 | 3.20 | .523 | 20 |
| Kinerja5 | 3.20 | .523 | 20 |
| Kinerja6 | 3.20 | .696 | 20 |
| Kinerja7 | 3.20 | .523 | 20 |
| Kinerja8 | 3.25 | .716 | 20 |
| Kinerja9 | 3.25 | .550 | 20 |
| Kinerja11 | 2.40 | .598 | 20 |
| Kinerja12 | 3.20 | .523 | 20 |
| Kinerja13 | 3.35 | .587 | 20 |
| Kinerja15 | 3.25 | .639 | 20 |
| Kinerja16 | 3.20 | .523 | 20 |
| Kinerja18 | 3.20 | .616 | 20 |
| Kinerja21 | 3.15 | .587 | 20 |
| Kinerja22 | 3.05 | .686 | 20 |
| Kinerja24 | 3.20 | .768 | 20 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Motivasi1 | 93.10 | 155.147 | .684 | .948 |
| Motivasi2 | 93.20 | 152.905 | .551 | .950 |
| Motivasi3 | 93.00 | 155.474 | .734 | .948 |
| Motivasi4 | 93.10 | 155.147 | .684 | .948 |
| Motivasi7 | 93.20 | 153.011 | .772 | .947 |
| Motivasi8 | 93.15 | 157.292 | .567 | .949 |
| Motivasi9 | 93.15 | 155.397 | .689 | .948 |
| Motivasi10 | 93.00 | 155.474 | .734 | .948 |
| Motivasi11 | 93.20 | 148.905 | .731 | .948 |
| Motivasi13 | 93.10 | 157.884 | .513 | .950 |
| Motivasi14 | 93.10 | 156.411 | .605 | .949 |
| Motivasi17 | 93.25 | 165.882 | .018 | .955 |
| Motivasi18 | 93.10 | 155.147 | .684 | .948 |
| Motivasi19 | 93.00 | 155.474 | .734 | .948 |
| Motivasi20 | 93.25 | 153.145 | .488 | .951 |
| Kinerja2 | 93.20 | 157.011 | .724 | .948 |
| Kinerja5 | 93.20 | 157.011 | .724 | .948 |
| Kinerja6 | 93.20 | 155.432 | .626 | .949 |
| Kinerja7 | 93.20 | 157.011 | .724 | .948 |
| Kinerja8 | 93.15 | 155.292 | .615 | .949 |
| Kinerja9 | 93.15 | 156.766 | .705 | .948 |
| Kinerja11 | 94.00 | 158.421 | .531 | .950 |
| Kinerja12 | 93.20 | 157.011 | .724 | .948 |
| Kinerja13 | 93.05 | 156.366 | .686 | .948 |
| Kinerja15 | 93.15 | 158.239 | .506 | .950 |
| Kinerja16 | 93.20 | 157.011 | .724 | .948 |
| Kinerja18 | 93.20 | 155.642 | .700 | .948 |
| Kinerja21 | 93.25 | 157.355 | .616 | .949 |
| Kinerja22 | 93.35 | 156.029 | .599 | .949 |
| Kinerja24 | 93.20 | 156.063 | .528 | .950 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 96.40 | 166.779 | 12.914 | 30 |

Reliability

Scale: ALL VARIABLES

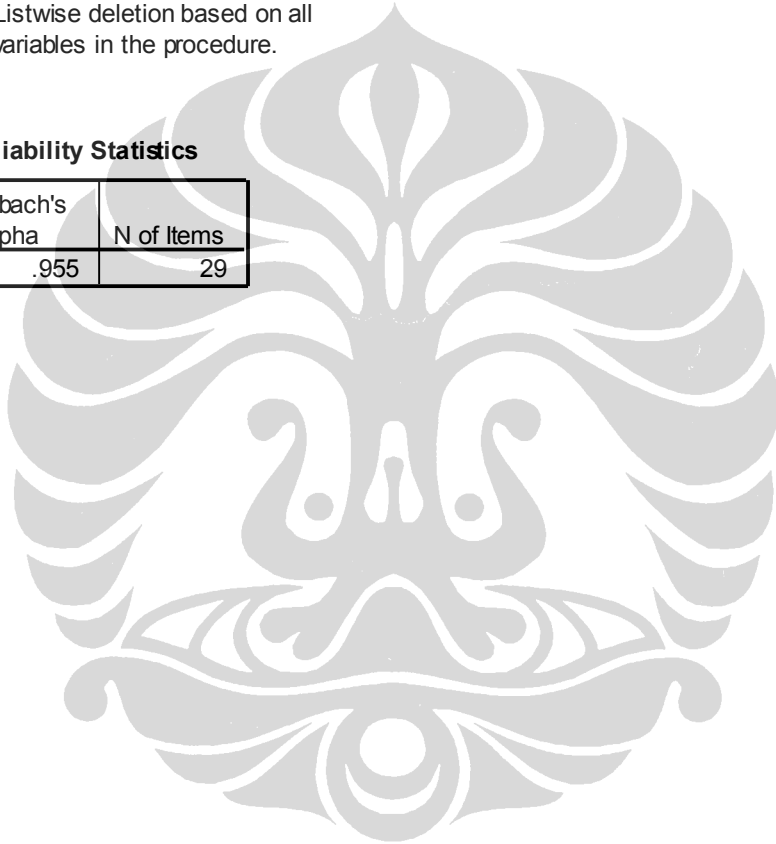
Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 20 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 20 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .955 | 29 |



Item Statistics

| | Mean | Std. Deviation | N |
|------------|------|----------------|----|
| Motivasi1 | 3.30 | .657 | 20 |
| Motivasi2 | 3.20 | .951 | 20 |
| Motivasi3 | 3.40 | .598 | 20 |
| Motivasi4 | 3.30 | .657 | 20 |
| Motivasi7 | 3.20 | .696 | 20 |
| Motivasi8 | 3.25 | .639 | 20 |
| Motivasi9 | 3.25 | .639 | 20 |
| Motivasi10 | 3.40 | .598 | 20 |
| Motivasi11 | 3.20 | .951 | 20 |
| Motivasi13 | 3.30 | .657 | 20 |
| Motivasi14 | 3.30 | .657 | 20 |
| Motivasi18 | 3.30 | .657 | 20 |
| Motivasi19 | 3.40 | .598 | 20 |
| Motivasi20 | 3.15 | 1.040 | 20 |
| Kinerja2 | 3.20 | .523 | 20 |
| Kinerja5 | 3.20 | .523 | 20 |
| Kinerja6 | 3.20 | .696 | 20 |
| Kinerja7 | 3.20 | .523 | 20 |
| Kinerja8 | 3.25 | .716 | 20 |
| Kinerja9 | 3.25 | .550 | 20 |
| Kinerja11 | 2.40 | .598 | 20 |
| Kinerja12 | 3.20 | .523 | 20 |
| Kinerja13 | 3.35 | .587 | 20 |
| Kinerja15 | 3.25 | .639 | 20 |
| Kinerja16 | 3.20 | .523 | 20 |
| Kinerja18 | 3.20 | .616 | 20 |
| Kinerja21 | 3.15 | .587 | 20 |
| Kinerja22 | 3.05 | .686 | 20 |
| Kinerja24 | 3.20 | .768 | 20 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Motivasi1 | 89.95 | 154.261 | .686 | .953 |
| Motivasi2 | 90.05 | 152.366 | .537 | .955 |
| Motivasi3 | 89.85 | 154.661 | .730 | .952 |
| Motivasi4 | 89.95 | 154.261 | .686 | .953 |
| Motivasi7 | 90.05 | 152.050 | .778 | .952 |
| Motivasi8 | 90.00 | 156.316 | .573 | .954 |
| Motivasi9 | 90.00 | 154.526 | .689 | .953 |
| Motivasi10 | 89.85 | 154.661 | .730 | .952 |
| Motivasi11 | 90.05 | 148.050 | .731 | .952 |
| Motivasi13 | 89.95 | 157.103 | .507 | .954 |
| Motivasi14 | 89.95 | 155.734 | .593 | .953 |
| Motivasi18 | 89.95 | 154.261 | .686 | .953 |
| Motivasi19 | 89.85 | 154.661 | .730 | .952 |
| Motivasi20 | 90.10 | 151.989 | .500 | .956 |
| Kinerja2 | 90.05 | 156.155 | .723 | .953 |
| Kinerja5 | 90.05 | 156.155 | .723 | .953 |
| Kinerja6 | 90.05 | 154.366 | .638 | .953 |
| Kinerja7 | 90.05 | 156.155 | .723 | .953 |
| Kinerja8 | 90.00 | 154.316 | .621 | .953 |
| Kinerja9 | 90.00 | 155.895 | .705 | .953 |
| Kinerja11 | 90.85 | 157.503 | .534 | .954 |
| Kinerja12 | 90.05 | 156.155 | .723 | .953 |
| Kinerja13 | 89.90 | 155.463 | .688 | .953 |
| Kinerja15 | 90.00 | 157.263 | .513 | .954 |
| Kinerja16 | 90.05 | 156.155 | .723 | .953 |
| Kinerja18 | 90.05 | 154.787 | .700 | .953 |
| Kinerja21 | 90.10 | 156.516 | .614 | .953 |
| Kinerja22 | 90.20 | 155.221 | .596 | .953 |
| Kinerja24 | 90.05 | 154.787 | .550 | .954 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 93.25 | 165.882 | 12.880 | 29 |

Lampiran 4 : Hasil Pengolahan Data Penelitian Dengan SPSS

Frequencies

Frequency Table

Karakteristik Individu

Jenis kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 35 | 89.7 | 89.7 | 89.7 |
| | Perempuan | 4 | 10.3 | 10.3 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Usia

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 20-30 tahun | 2 | 5.1 | 5.1 | 5.1 |
| | 30-40 tahun | 23 | 59.0 | 59.0 | 64.1 |
| | 40-50 tahun | 10 | 25.6 | 25.6 | 89.7 |
| | >50 tahun | 4 | 10.3 | 10.3 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Pendidikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------------------------|-----------|---------|---------------|--------------------|
| Valid | SLTA atau sederajat | 15 | 38.5 | 38.5 | 38.5 |
| | Sarjana muda (D3)/D2/setingkat | 6 | 15.4 | 15.4 | 53.8 |
| | Sarjana (S1)/DIV | 17 | 43.6 | 43.6 | 97.4 |
| | Pasca Sarjana/Specialis | 1 | 2.6 | 2.6 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Masa kerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Valid 0 - 5 tahun | 7 | 17.9 | 17.9 | 17.9 |
| 5 - 10 tahun | 7 | 17.9 | 17.9 | 35.9 |
| 10 - 15 tahun | 14 | 35.9 | 35.9 | 71.8 |
| > 15 tahun | 11 | 28.2 | 28.2 | 100.0 |
| Total | 39 | 100.0 | 100.0 | |

Motivasi Kerja

Dorongan untuk dapat mencapai keberhasilan dalam bekerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|-----------|---------|---------------|--------------------|
| Valid Rendah | 31 | 79.5 | 79.5 | 79.5 |
| Tinggi | 8 | 20.5 | 20.5 | 100.0 |
| Total | 39 | 100.0 | 100.0 | |

Dorongan untuk mendapat pengakuan atas pekerjaan

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|-----------|---------|---------------|--------------------|
| Valid Rendah | 13 | 33.3 | 33.3 | 33.3 |
| Tinggi | 26 | 66.7 | 66.7 | 100.0 |
| Total | 39 | 100.0 | 100.0 | |

Bertanggung jawab dalam tugas

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|-----------|---------|---------------|--------------------|
| Valid Rendah | 24 | 61.5 | 61.5 | 61.5 |
| Tinggi | 15 | 38.5 | 38.5 | 100.0 |
| Total | 39 | 100.0 | 100.0 | |

Berani mengambil resiko kerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------|-----------|---------|---------------|--------------------|
| Valid Rendah | 22 | 56.4 | 56.4 | 56.4 |
| Tinggi | 17 | 43.6 | 43.6 | 100.0 |
| Total | 39 | 100.0 | 100.0 | |

Dorongan untuk mendapat insentif

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 21 | 53.8 | 53.8 | 53.8 |
| | Tinggi | 18 | 46.2 | 46.2 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

MOTIVASI KERJA

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 31 | 79.5 | 79.5 | 79.5 |
| | Tinggi | 8 | 20.5 | 20.5 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Kinerja

Penguasaan tugas

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 24 | 61.5 | 61.5 | 61.5 |
| | Tinggi | 15 | 38.5 | 38.5 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Kerja sama

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 12 | 30.8 | 30.8 | 30.8 |
| | Tinggi | 27 | 69.2 | 69.2 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Tanggap dalam bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 30 | 76.9 | 76.9 | 76.9 |
| | Tinggi | 9 | 23.1 | 23.1 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Keandalan dalam bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 38 | 97.4 | 97.4 | 97.4 |
| | Tinggi | 1 | 2.6 | 2.6 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Menyelesaikan tugas pokok

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 31 | 79.5 | 79.5 | 79.5 |
| | Tinggi | 8 | 20.5 | 20.5 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

KINERJA

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Rendah | 32 | 82.1 | 82.1 | 82.1 |
| | Tinggi | 7 | 17.9 | 17.9 | 100.0 |
| | Total | 39 | 100.0 | 100.0 | |

Hubungan Motivasi Kerja Dengan Kinerja

Crosstabs

Case Processing Summary

| | Cases | | | | | |
|-------------------------------|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| MOTIVASI KERJAa * KINERJAa | 39 | 100.0% | 0 | .0% | 39 | 100.0% |

MOTIVASI KERJA* KINERJA Crosstabulation

| | | | KINERJA | | Total |
|--------------------|--------|-------------------------------------|-------------|------------|--------------|
| | | | Rendah | Tinggi | |
| MOTIVASI KERJAa | Rendah | Count % within MOTIVASI KERJA | 28 90.3% | 3 9.7% | 31 100.0% |
| | Tinggi | Count % within MOTIVASI KERJA | 4 50.0% | 4 50.0% | 8 100.0% |
| Total | | Count % within MOTIVASI KERJA | 32 82.1% | 7 17.9% | 39 100.0% |

Chi-Square Tests

| | Value | df | Asymp. Sig. (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|------------------------------------|--------------------|----|--------------------------|-------------------------|-------------------------|
| Pearson Chi-Square | 7.020 ^b | 1 | .008 | | |
| Continuity Correction ^a | 4.549 | 1 | .033 | | |
| Likelihood Ratio | 5.906 | 1 | .015 | | |
| Fisher's Exact Test | | | | .022 | .022 |
| Linear-by-Linear Association | 6.840 | 1 | .009 | | |
| N of Valid Cases | 39 | | | | |

a. Computed only for a 2x2 table

b. 0 cells (.0%) have expected count less than 5. The minimum expected count is 1.44.

Risk Estimate

| | Value | 95% Confidence Interval | |
|--|-------|-------------------------|--------|
| | | Lower | Upper |
| Odds Ratio for MOTIVASI KERJAa (Rendah / Tinggi) | 9.333 | 1.501 | 58.016 |
| For cohort KINERJA = Rendah | 1.806 | .895 | 3.647 |
| For cohort KINERJA= Tinggi | .194 | .054 | .696 |
| N of Valid Cases | 39 | | |

