

# LAMPIRAN

## Lampiran 1. Kuesioner Penelitian

### KUESIONER PENELITIAN

#### PENGARUH BONUS DAN PROMOSI JABATAN GERHADAP KINERJA KARYAWAN PADA PT. SJAM CABANG. MASAMBA

#### PROGRAM STUDI MANAJEMEN FAKULTAS EKONOMI DAN BISNIS UNIVERSITAS MUHAMMADIYAH PALOPO

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### KUESIONER PENELITIAN

Hal : Permohonan Pengisian Kuesioner

Kepada Yth,  
Bapak/Ibu/Saudara/i  
Di Tempat

Dengan Hormat,

Saya adalah mahasiswa Universitas Muhammadiyah Palopo (UM Palopo) program strata satu (S1), Fakultas Ekonomi dan Bisnis (FEBI) Jurusan Manajemen yang sedang menyusun skripsi sebagai salah satu syarat untuk memperoleh gelar Sarjana Manajemen (SM), dengan ini saya :

**Nama : Samsu Alam**

**NIM : 201620238**

Mengharapkan kesediaan dan partisipasi Bapak/Ibu/Saudara/i untuk mengisi kusioner terlampir. Adapun judul penelitian saya adalah “Pengaruh Bonus dan Promosi Jabatan Pada PT. SJAM Cabang. Masamba”.

Informasi yang saya peroleh melalui kuesioner ini hanya akan digunakan untuk kepentingan penelitian (riset) dan tidak untuk kepentingan di luar riset termasuk penelitian kinerja Bapak/Ibu/Saudara/i, sehingga akan saya jaga kerahasiaannya sesuai dengan etika penelitian.

Demikianlah permohonan saya, atas kesediaannya Bapak/Ibu/Saudara/i dalam meluangkan waktu untuk mengisi kuesioner saya ucapkan terima kasih.

Hormat saya,

**Samsu Alam**

## **KUESIONER PENELITIAN**

### **A. IDENTITAS RESPONDEN**

1. Nama :
2. Jenis Kelamin :
3. Usia :
4. Pendidikan Terakhir :
5. Jabatan :
6. Lamanya Bekerja :

### **B. PETUNJUK PENGISIAN**

1. Pernyataan yang ada, mohon dibaca dan dipahami dengan sebaik-baiknya serta dibandingkan dengan praktek kerja atau keadaan kerja Bapak/ Ibu/ saudara yang sebenarnya.
2. Setiap pernyataan diikuti oleh lima (5) pilihan jawaban, Bapak/ Ibu/ Saudara cukup memilih salah satu dari lima (5) jawaban yang tersedia.
3. Berilah tanda centang (✓) pada kolom jawaban Bapak/Ibu/Saudara anggap paling sesuai, pendapat anda dinyatakan dalam skala 1 s/d 5 dengan ketentuan sebagai berikut:

Skala 5 = Sangat Setuju (SS)

Skala 4 = Setuju (S)

Skala 3 = Ragu-Ragu (RR)

Skala 2 = Tidak Setuju (TS)

Skala 1 = Sangat Tidak Setuju (STS)

### C. PERTANYAAN

#### KUESIONER

##### 1. Variabel Bonus (X<sup>1</sup>)

|  | Pernyataan                                                                                         |  |  |  |  |  |
|--|----------------------------------------------------------------------------------------------------|--|--|--|--|--|
|  | Indikator prestasi karyawan                                                                        |  |  |  |  |  |
|  | Saya merasa, saya berhak mendapatkan bonus karena prestasi saya dalam perusahaan.                  |  |  |  |  |  |
|  | Saya merasa, perusahaan harus memberikan bonus kepada karyawan berdasarkan prestasi dalam bekerja. |  |  |  |  |  |
|  | Saya merasa, perusahaan harus memperhatikan karyawan yang berprestasi dalam                        |  |  |  |  |  |

|                            |                                                                                                                              |  |  |  |  |  |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|                            | perusahaan dan memberikan fasilitas dan bonus sesuai dengan prestasinya.                                                     |  |  |  |  |  |
| Indikator upah diluar gaji |                                                                                                                              |  |  |  |  |  |
|                            | Saya merasa, perusahaan tempat saya bekerja telah memberikan bonus secara adil kepada karyawan.                              |  |  |  |  |  |
|                            | Saya merasa, bonus yang diberikan perusahaan tempat saya bekerja selama ini dapat meningkatkan semangat kerja dalam bekerja. |  |  |  |  |  |
|                            | Saya merasa, bahwa bonus yang diberikan perusahaan kepada saya sesuai dengan apa yang saya kerjakan.                         |  |  |  |  |  |

## 2. Variabel Promosi Jabatan ( $X^2$ )

|  | <b>Pernyataan</b>                                                                                    |  |  |  |  |  |
|--|------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|  | Indikator disiplin kerja                                                                             |  |  |  |  |  |
|  | Saya merasa selalu tepat waktu/ <i>ontime</i> ketika jam kerja dimulai.                              |  |  |  |  |  |
|  | Saya dapat menyelesaikan tugas sesuai dengan waktu yang diberikan.                                   |  |  |  |  |  |
|  | Saya merasa saya dapat mengerjakan tugas yang dibebankan kepada saya sesuai dengan atuan perusahaan. |  |  |  |  |  |
|  | Indikator bekerja sama dalam team                                                                    |  |  |  |  |  |
|  | Saya dapat terlibat aktif dalam bekerja                                                              |  |  |  |  |  |

|                                       |                                                                                                     |  |  |  |  |  |
|---------------------------------------|-----------------------------------------------------------------------------------------------------|--|--|--|--|--|
|                                       | kelompok.                                                                                           |  |  |  |  |  |
|                                       | Saya merasa, orang-orang ditempat saya bekerja melakukan kerjasama dan bekerja sebagai sebuah team. |  |  |  |  |  |
|                                       | Saya bersedia membantu orang lain dalam suatu kelompok yang mengalami kesulitan.                    |  |  |  |  |  |
| Indikator kecakapan mengerjakan tugas |                                                                                                     |  |  |  |  |  |
|                                       | Saya sanggup menyelesaikan pekerjaan diluar kemampuan saya.                                         |  |  |  |  |  |
|                                       | Saya dapat mengerjakan pekerjaan dibawah tekanan.                                                   |  |  |  |  |  |
|                                       | Saya dapat menyelesaikan perjaan yang diberikan kepada saya sesuai dengan                           |  |  |  |  |  |

|                     |                                                          |  |  |  |  |  |
|---------------------|----------------------------------------------------------|--|--|--|--|--|
|                     | waktu yang ditentukan.                                   |  |  |  |  |  |
| Indikator loyalitas |                                                          |  |  |  |  |  |
|                     | Pemimpin perlu memberikan penghargaan terhadap karyawan. |  |  |  |  |  |
|                     | Penghargaan terhadap karyawan dapat berupa bonus.        |  |  |  |  |  |
|                     | Penghargaan dapat meningkatkan prestasi kerja.           |  |  |  |  |  |

### 3. Variabel Kinerja Karyawan (Y)

|                    |                                               |  |  |  |  |  |
|--------------------|-----------------------------------------------|--|--|--|--|--|
|                    | <b>Pernyataan</b>                             |  |  |  |  |  |
| Indikator kualitas |                                               |  |  |  |  |  |
|                    | Saya merasa, kualitas kerja yang saya lakukan |  |  |  |  |  |

|                           |                                                                                              |  |  |  |  |  |
|---------------------------|----------------------------------------------------------------------------------------------|--|--|--|--|--|
|                           | sesuai dengan cara kerja yang ditetapkan perusahaan.                                         |  |  |  |  |  |
|                           | Saya merasa, saya mengerjakan pekerjaan tepat waktu.                                         |  |  |  |  |  |
|                           | Saya merasa, kualitas pelayanan yang saya lakukan sesuai dengan aturan perusahaan.           |  |  |  |  |  |
| Indikator kuantitas kerja |                                                                                              |  |  |  |  |  |
|                           | Saya merasa, kuantitas pekerjaan yang saya lakukan sesuai dengan target yang dibeikan.       |  |  |  |  |  |
|                           | Saya merasa, saya dapat memberikan pelayanan kepada konsumen lebih cepat.                    |  |  |  |  |  |
|                           | Saya cenderung menyelesaikan pekerjaan sebanyak-banyaknya daripada terjadi penumpukan kerja. |  |  |  |  |  |

|                           |                                                                                                         |  |  |  |  |  |
|---------------------------|---------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| Indikator ketepatan waktu |                                                                                                         |  |  |  |  |  |
|                           | Saya mampu hadir tepat waktu sesuai dengan aturan perusahaan.                                           |  |  |  |  |  |
|                           | Saya mampu menggunakan waktu dengan efisien dalam melaksanakan tugas dari perusahaan.                   |  |  |  |  |  |
|                           | Saya mampu menjual unit kendaraan sesuai target yang ditentukan perusahaan.                             |  |  |  |  |  |
| Indikator kemandirian     |                                                                                                         |  |  |  |  |  |
|                           | Saya mampu secara mandiri dan bertanggung jawab dalam menjalankan pekerjaan yang dibebankan perusahaan. |  |  |  |  |  |
|                           | Saya selalu mencari masalah yang harus saya selesaikan                                                  |  |  |  |  |  |

|  |                                                                                                                    |  |  |  |  |  |
|--|--------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
|  | sebelum<br>mengerjakanya.                                                                                          |  |  |  |  |  |
|  | Saya selalu<br>menyelasaikan tugas<br>yang diberikan<br>perusahaan tanpa<br>meminta bantuan<br>kepada rekan kerja. |  |  |  |  |  |

## Lampiran 2 : Surat Izin Penelitian



**PEMERINTAH KABUPATEN LUWU UTARA**  
**DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU**  
**(DPMPTSP)**

Jalan Simpursiang Kantor Gabungan Dinas No.27 Telp/Fax 0473-21536 Kode Pos 92961 Masamba

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**SURAT KETERANGAN PENELITIAN**  
 Nomor : 16074/00775/SKP/DPMPTSP/VIII/2020

Membaca : Permohonan Surat Keterangan Penelitian an. Samsu Alam beserta lampirannya.  
 Menimbang : Rekomendasi Badan Kesatuan Bangsa dan Politik Kabupaten Luwu Utara Nomor 070/167/VIII/Bakesbangpol/2020 Tanggal 13 Agustus 2020  
 Mengingat

1. Undang-Undang Nomor 39 Tahun 2008 tentang Kementerian Negara;
2. Undang-Undang Nomor 23 Tahun 2014 tentang Pemerintahan Daerah;
3. Peraturan Pemerintah Nomor 12 Tahun 2007 tentang Pembinaan dan Pengawasan Penyelenggaraan Pemerintah Daerah;
4. Peraturan Presiden Nomor 97 Tahun 2014 tentang Penyelenggaraan Pelayanan Terpadu Satu Pintu;
5. Peraturan Menteri Dalam Negeri Republik Indonesia Nomor 3 tahun 2018 tentang Penerbitan Surat Keterangan Penelitian;
6. Peraturan Bupati Nomor 17 Tahun 2020 tentang Perubahan Kedua atas Peraturan Bupati Luwu Utara Nomor 11 Tahun 2018 tentang Pelimpahan Kewenangan Perizinan, Non Perizinan dan Penanaman Modal Kepada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu.

**MEMUTUSKAN**

Menetapkan : Memberikan Surat Keterangan Penelitian Kepada :

Nama : Samsu Alam  
 Nomor : 081241112325  
 Telepon :  
 Alamat : Dst. Marobo, Kelurahan Marobo Kecamatan Sabbang, Kab. Luwu Utara Provinsi Sulawesi Selatan  
 Sekolah / : Universitas Muhammadiyah Palopo  
 Instansi :  
 Judul : Pengaruh Bonus Dan Promosi Jabatan Terhadap Kinerja Karyawan Pada PT. Slam Cabang Masamba  
 Penelitian :  
 Lokasi : PT. Slam Cabang Masamba, Kelurahan Baliase Kecamatan Masamba, Kab. Luwu Utara Provinsi Sulawesi Selatan  
 Penelitian :

Dengan ketentuan sebagai berikut

1. Surat Keterangan Penelitian ini mulai berlaku pada tanggal 24 Agustus s/d 24 Oktober 2020.
2. Mematuhi semua peraturan Perundang-Undangan yang berlaku.
3. Surat Keterangan Penelitian ini dicabut kembali dan dinyatakan tidak berlaku apabila pemegang surat ini tidak mematuhi ketentuan peraturan perundang-undangan yang berlaku.

Surat Keterangan Penelitian ini diberikan kepada yang bersangkutan untuk dipergunakan sebagaimana mestinya dan batal dengan sendirinya jika bertentangan dengan tujuan dan/atau ketentuan berlaku.

Diterbitkan di : Masamba  
 Pada Tanggal : 13 Agustus 2020

  
 \* AHMAD ANI, ST  
 NIP. : 196604151998031007

Retribusi : Rp. 0,00  
 No. Seri : 16074  
 Disampaikan kepada :

1. Lembar Pertama yang bersangkutan;
2. Lembar Kedua Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu;

**DPMPTSP**  
 www.dpmpstps.luwuutara.go.id

**Lampiran 3 : Uji Validitas**

| Variabel              | No. resi | R hitung | R tabel | Keterangan     |
|-----------------------|----------|----------|---------|----------------|
| Valid Bonus (X1)      | X1.1     | 0,837    | 0,294   | Valid          |
|                       | X1.2     | 0,795    | 0,294   | Valid          |
|                       | X1.3     | 0,808    | 0,294   | Valid          |
|                       | X1.4     | 0,803    | 0,294   | Valid          |
|                       | X1.5     | 0,910    | 0,294   | Valid          |
|                       | X1.6     | 0,892    | 0,294   | Valid          |
| Prromosi Jabatan (X2) | X2.1     | 0,613    | 0,294   | Valid<br>Valid |
|                       | X2.2     | 0,431    | 0,294   | Valid          |
|                       | X2.3     | 0,549    | 0,294   | Valid          |
|                       | X2.4     | 0,537    | 0,294   | Valid          |
|                       | X2.5     | 0,594    | 0,294   | Valid          |
|                       | X2.6     | 0,598    | 0,294   | Valid          |
|                       | X2.7     | 0,723    | 0,294   | Valid          |
|                       | X2.8     | 0,605    | 0,294   | Valid          |
|                       | X2.9     | 0,598    | 0,294   | Valid          |
|                       | X2.10    | 0,682    | 0,294   | Valid          |

|                      |       |       |       |       |
|----------------------|-------|-------|-------|-------|
|                      | X2.11 | 0,319 | 0,294 | Valid |
|                      | X2.12 | 0,525 | 0,294 | Valid |
| Kinerja Karyawan (Y) | Y1    | 0,536 | 0,294 | Valid |
|                      | Y2    | 0,636 | 0,294 | Valid |
|                      | Y3    | 0,638 | 0,294 | Valid |
|                      | Y4    | 0,582 | 0,294 | Valid |
|                      | Y5    | 0,580 | 0,294 | Valid |
|                      | Y6    | 0,608 | 0,294 | Valid |
|                      | Y7    | 0,700 | 0,294 | Valid |
|                      | Y8    | 0,414 | 0,294 | Valid |
|                      | Y9    | 0,613 | 0,294 | Valid |
|                      | Y10   | 0,495 | 0,294 | Valid |
|                      | Y11   | 0,349 | 0,294 | Valid |
|                      | Y12   | 0,640 | 0,294 | Valid |

### Lampiran 4 :Uji Validitas Menggunakan Aplikasi SPSS

#### X<sub>1</sub> (Bonus)

|       |                     | Correlations |        |        |        |        |        |        |
|-------|---------------------|--------------|--------|--------|--------|--------|--------|--------|
|       |                     | X1.1         | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | Bonus  |
| X1.1  | Pearson Correlation | 1            | .593** | .575** | .810** | .707** | .552** | .837** |
|       | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .000   | .000   |
|       | N                   | 45           | 45     | 45     | 45     | 45     | 45     | 45     |
| X1.2  | Pearson Correlation | .593**       | 1      | .456** | .569** | .676** | .769** | .795** |
|       | Sig. (2-tailed)     | .000         |        | .002   | .000   | .000   | .000   | .000   |
|       | N                   | 45           | 45     | 45     | 45     | 45     | 45     | 45     |
| X1.3  | Pearson Correlation | .575**       | .456** | 1      | .487** | .734** | .763** | .808** |
|       | Sig. (2-tailed)     | .000         | .002   |        | .001   | .000   | .000   | .000   |
|       | N                   | 45           | 45     | 45     | 45     | 45     | 45     | 45     |
| X1.4  | Pearson Correlation | .810**       | .569** | .487** | 1      | .668** | .551** | .803** |
|       | Sig. (2-tailed)     | .000         | .000   | .001   |        | .000   | .000   | .000   |
|       | N                   | 45           | 45     | 45     | 45     | 45     | 45     | 45     |
| X1.5  | Pearson Correlation | .707**       | .676** | .734** | .668** | 1      | .829** | .910** |
|       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |        | .000   | .000   |
|       | N                   | 45           | 45     | 45     | 45     | 45     | 45     | 45     |
| X1.6  | Pearson Correlation | .552**       | .769** | .763** | .551** | .829** | 1      | .892** |
|       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   |        | .000   |
|       | N                   | 45           | 45     | 45     | 45     | 45     | 45     | 45     |
| Bonus | Pearson Correlation | .837**       | .795** | .808** | .803** | .910** | .892** | 1      |
|       | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   |        |
|       | N                   | 45           | 45     | 45     | 45     | 45     | 45     | 45     |

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



|          |                     |       |       |       |       |       |       |       |       |       |        |       |        |        |
|----------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|--------|--------|
|          | Sig. (2-tailed)     | .112  | .761  | .207  | .110  | .029  | .002  | .002  |       | .046  | .000   | .434  | .275   | .000   |
|          | N                   | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    | 45     | 45     |
| X2.9     | Pearson Correlation | .319* | .208  | .145  | .179  | .325* | .381* | .606* | .298* | 1     | .248   | .181  | .161   | .598** |
|          | Sig. (2-tailed)     | .033  | .170  | .343  | .239  | .029  | .010  | .000  | .046  |       | .100   | .234  | .291   | .000   |
|          | N                   | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    | 45     | 45     |
| X2.10    | Pearson Correlation | .421* | .216  | .278  | .254  | .423* | .467* | .445* | .503* | .248  | 1      | .060  | .190   | .682** |
|          | Sig. (2-tailed)     | .004  | .155  | .065  | .093  | .004  | .001  | .002  | .000  | .100  |        | .696  | .211   | .000   |
|          | N                   | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    | 45     | 45     |
| X2.11    | Pearson Correlation | -.075 | .048  | .119  | .103  | -.062 | .170  | .212  | .120  | .181  | .060   | 1     | .301*  | .319*  |
|          | Sig. (2-tailed)     | .625  | .756  | .437  | .501  | .687  | .265  | .162  | .434  | .234  | .696   |       | .044   | .033   |
|          | N                   | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    | 45     | 45     |
| X2.12    | Pearson Correlation | .175  | .525* | .196  | .522* | .084  | .182  | .178  | .166  | .161  | .190   | .301* | 1      | .523** |
|          | Sig. (2-tailed)     | .250  | .000  | .197  | .000  | .583  | .232  | .241  | .275  | .291  | .211   | .044  |        | .000   |
|          | N                   | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    | 45     | 45     |
| Prromosi | Pearson Correlation | .613* | .431* | .549* | .537* | .594* | .598* | .723* | .605* | .598* | .682** | .319* | .523** | 1      |
| Jabatan  | Sig. (2-tailed)     | .000  | .003  | .000  | .000  | .000  | .000  | .000  | .000  | .000  | .000   | .033  | .000   |        |
|          | N                   | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     | 45    | 45     | 45     |

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

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

## Y (Kinerja Karyawan)

## Correlations

|    |                     | Y1    | Y2    | Y3     | Y4    | Y5    | Y6    | Y7    | Y8    | Y9    | Y10   | Y11   | Y12   | KinerjaKaryawan |
|----|---------------------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----------------|
| Y1 | Pearson Correlation | 1     | .227  | .273   | .383* | .199  | .284  | .211  | -.023 | .354* | .405* | .272  | .190  | .536**          |
|    | Sig. (2-tailed)     |       | .134  | .070   | .009  | .191  | .059  | .165  | .882  | .017  | .006  | .071  | .211  | .000            |
|    | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45              |
| Y2 | Pearson Correlation | .227  | 1     | .354*  | .263  | .465* | .320* | .468* | .268  | .308* | .161  | .320* | .202  | .636**          |
|    | Sig. (2-tailed)     | .134  |       | .017   | .081  | .001  | .032  | .001  | .075  | .040  | .291  | .032  | .183  | .000            |
|    | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45              |
| Y3 | Pearson Correlation | .273  | .354* | 1      | .256  | .336* | .323* | .480* | .118  | .164  | .399* | .059  | .522* | .638**          |
|    | Sig. (2-tailed)     | .070  | .017  |        | .089  | .024  | .031  | .001  | .440  | .283  | .007  | .700  | .000  | .000            |
|    | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45              |
| Y4 | Pearson Correlation | .383* | .263  | .256   | 1     | .248  | .632* | .306* | .035  | .212  | .254  | .000  | .358* | .582**          |
|    | Sig. (2-tailed)     | .009  | .081  | .089   |       | .100  | .000  | .041  | .821  | .163  | .092  | 1.000 | .016  | .000            |
|    | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45              |
| Y5 | Pearson Correlation | .199  | .465* | .336*  | .248  | 1     | .284  | .444* | .332* | .264  | .128  | .174  | .195  | .580**          |
|    | Sig. (2-tailed)     | .191  | .001  | .024   | .100  |       | .058  | .002  | .026  | .080  | .402  | .252  | .199  | .000            |
|    | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45              |
| Y6 | Pearson Correlation | .284  | .320* | .323*  | .632* | .284  | 1     | .416* | -.032 | .014  | .167  | .174  | .395* | .608**          |
|    | Sig. (2-tailed)     | .059  | .032  | .031   | .000  | .058  |       | .005  | .834  | .929  | .271  | .253  | .007  | .000            |
|    | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45              |
| Y7 | Pearson Correlation | .211  | .468* | .480** | .306* | .444* | .416* | 1     | .356* | .390* | .083  | .208  | .332* | .700**          |
|    | Sig. (2-tailed)     | .165  | .001  | .001   | .041  | .002  | .005  |       | .016  | .008  | .586  | .170  | .026  | .000            |
|    | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45              |
| Y8 | Pearson Correlation | -.023 | .268  | .118   | .035  | .332* | -.032 | .356* | 1     | .418* | .254  | -.083 | .194  | .414**          |
|    | Sig. (2-tailed)     | .882  | .075  | .440   | .821  | .026  | .834  | .016  |       | .004  | .092  | .586  | .201  | .005            |

|          |                     |       |       |        |       |       |       |       |       |       |       |       |       |        |
|----------|---------------------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|          | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |
| Y9       | Pearson Correlation | .354* | .308* | .164   | .212  | .264  | .014  | .390* | .418* | 1     | .288  | .431* | .388* | .613** |
|          | Sig. (2-tailed)     | .017  | .040  | .283   | .163  | .080  | .929  | .008  | .004  |       | .055  | .003  | .008  | .000   |
|          | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |
| Y10      | Pearson Correlation | .405* | .161  | .399** | .254  | .128  | .167  | .083  | .254  | .288  | 1     | -.191 | .464* | .495** |
|          | Sig. (2-tailed)     | .006  | .291  | .007   | .092  | .402  | .271  | .586  | .092  | .055  |       | .210  | .001  | .001   |
|          | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |
| Y11      | Pearson Correlation | .272  | .320* | .059   | .000  | .174  | .174  | .208  | -.083 | .431* | -.191 | 1     | .000  | .349*  |
|          | Sig. (2-tailed)     | .071  | .032  | .700   | 1.000 | .252  | .253  | .170  | .586  | .003  | .210  |       | 1.000 | .019   |
|          | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |
| Y12      | Pearson Correlation | .190  | .202  | .522** | .358* | .195  | .395* | .332* | .194  | .388* | .464* | .000  | 1     | .640** |
|          | Sig. (2-tailed)     | .211  | .183  | .000   | .016  | .199  | .007  | .026  | .201  | .008  | .001  | 1.000 |       | .000   |
|          | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |
| Kinerja  | Pearson Correlation | .536* | .636* | .638** | .582* | .580* | .608* | .700* | .414* | .613* | .495* | .349* | .640* | 1      |
| Karyawan | Sig. (2-tailed)     | .000  | .000  | .000   | .000  | .000  | .000  | .000  | .005  | .000  | .001  | .019  | .000  |        |
|          | N                   | 45    | 45    | 45     | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45    | 45     |

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

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

### Lampiran 5 : Uji Reliabilitas

#### X<sub>1</sub> (Bonus)

##### Reliability Statistics

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .911       | 6          |

#### X<sub>2</sub> (Promosi Jabatan)

##### Reliability Statistics

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .807       | 12         |

#### Y (Kinerja Karyawan)

##### Reliability Statistics

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| .805       | 12         |

### Lampiran6 : Regresi Linear Berganda

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

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

| Model |                 | Unstandardized Coefficients |            | Standardized         | t      | Sig. |
|-------|-----------------|-----------------------------|------------|----------------------|--------|------|
|       |                 | B                           | Std. Error | Coefficients<br>Beta |        |      |
| 1     | (Constant)      | 41.168                      | 7.766      |                      | 5.301  | .000 |
|       | Bonus           | -.670                       | .205       | -.373                | -3.263 | .002 |
|       | Promosi Jabatan | .458                        | .104       | .501                 | 4.389  | .000 |

a. Dependent Variable: Kinerja Karyawan

### Lampiran7 : Uji T

|       |                | Coefficients <sup>a</sup>   |            |                           |        |      |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
|       |                | Unstandardized Coefficients |            | Standardized Coefficients |        |      |
| Model |                | B                           | Std. Error | Beta                      | t      | Sig. |
| 1     | (Constant)     | 41.168                      | 7.766      |                           | 5.301  | .000 |
|       | Bonus          | -.670                       | .205       | -.373                     | -3.263 | .002 |
|       | PromosiJabatan | .458                        | .104       | .501                      | 4.389  | .000 |

a. Dependent Variable: KinerjaKaryawan

### Lampiran8 : Uji F

|       |            | ANOVA <sup>a</sup> |    |             |        |                   |
|-------|------------|--------------------|----|-------------|--------|-------------------|
| Model |            | Sum of Squares     | df | Mean Square | F      | Sig.              |
| 1     | Regression | 932.412            | 2  | 466.206     | 21.274 | .000 <sup>b</sup> |
|       | Residual   | 920.388            | 42 | 21.914      |        |                   |
|       | Total      | 1852.800           | 44 |             |        |                   |

a. Dependent Variable: KinerjaKaryawan

b. Predictors: (Constant), PromosiJabatan, Bonus

### Lampiran9 : Uji R<sup>2</sup>

|       |                   | Model Summary <sup>b</sup> |                   |                            |
|-------|-------------------|----------------------------|-------------------|----------------------------|
| Model | R                 | R Square                   | Adjusted R Square | Std. Error of the Estimate |
| 1     | .709 <sup>a</sup> | .503                       | .480              | 4.68124                    |

a. Predictors: (Constant), PromosiJabatan, Bonus

b. Dependent Variable: KinerjaKaryawan

### Lampiran 10: Data Mentah Jawaban Responden

#### X<sub>1</sub> (Bonus)

| item | x1.1 | x1.2 | x.13 | x1.4 | x1.5 | x.16 | total x1 |
|------|------|------|------|------|------|------|----------|
| 1    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 2    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 3    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 4    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 5    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 6    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 7    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 8    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 9    | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 10   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 11   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 12   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 13   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 14   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 15   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 16   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 17   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 18   | 5    | 5    | 5    | 5    | 5    | 5    | 30       |
| 19   | 4    | 4    | 3    | 4    | 3    | 3    | 21       |
| 20   | 4    | 4    | 3    | 3    | 4    | 3    | 21       |
| 21   | 5    | 4    | 3    | 5    | 4    | 3    | 24       |
| 22   | 5    | 5    | 3    | 4    | 4    | 3    | 24       |
| 23   | 3    | 3    | 3    | 4    | 4    | 3    | 20       |
| 24   | 4    | 4    | 4    | 4    | 4    | 3    | 23       |
| 25   | 4    | 4    | 4    | 5    | 4    | 3    | 24       |
| 26   | 4    | 4    | 4    | 5    | 4    | 3    | 24       |
| 27   | 4    | 4    | 4    | 4    | 4    | 3    | 23       |
| 28   | 4    | 4    | 4    | 5    | 4    | 3    | 24       |
| 29   | 4    | 4    | 4    | 4    | 4    | 3    | 23       |
| 30   | 4    | 4    | 4    | 4    | 3    | 3    | 22       |
| 31   | 4    | 4    | 4    | 4    | 4    | 3    | 23       |
| 32   | 4    | 4    | 4    | 4    | 4    | 3    | 23       |
| 33   | 4    | 4    | 4    | 4    | 4    | 3    | 23       |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 34 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 35 | 4 | 4 | 4 | 4 | 5 | 3 | 24 |
| 36 | 3 | 5 | 3 | 4 | 4 | 4 | 23 |
| 37 | 3 | 5 | 3 | 4 | 4 | 4 | 23 |
| 38 | 3 | 5 | 3 | 4 | 4 | 4 | 23 |
| 39 | 3 | 4 | 4 | 3 | 4 | 4 | 22 |
| 40 | 3 | 3 | 5 | 3 | 4 | 4 | 22 |
| 41 | 3 | 5 | 5 | 3 | 4 | 4 | 24 |
| 42 | 3 | 4 | 4 | 3 | 4 | 4 | 22 |
| 43 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 44 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 45 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |

### X<sub>2</sub> (Promosi Jabatan)

| x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.9 | x2.10 | x2.11 | x2.12 | total_x2 |
|------|------|------|------|------|------|------|------|------|-------|-------|-------|----------|
| 4    | 4    | 4    | 3    | 3    | 1    | 1    | 2    | 3    | 1     | 3     | 2     | 31       |
| 2    | 1    | 5    | 2    | 3    | 4    | 3    | 3    | 1    | 2     | 3     | 2     | 31       |
| 4    | 2    | 3    | 4    | 2    | 3    | 2    | 3    | 2    | 1     | 2     | 3     | 31       |
| 2    | 4    | 2    | 4    | 2    | 3    | 1    | 3    | 1    | 4     | 2     | 4     | 32       |
| 2    | 2    | 2    | 4    | 1    | 3    | 2    | 3    | 2    | 2     | 5     | 2     | 30       |
| 4    | 3    | 4    | 3    | 4    | 3    | 4    | 3    | 4    | 4     | 2     | 1     | 39       |
| 2    | 2    | 2    | 3    | 4    | 3    | 4    | 2    | 5    | 2     | 2     | 2     | 33       |
| 1    | 2    | 2    | 3    | 1    | 3    | 3    | 1    | 4    | 2     | 5     | 4     | 31       |
| 4    | 4    | 3    | 4    | 3    | 1    | 1    | 2    | 2    | 2     | 2     | 4     | 32       |
| 4    | 4    | 4    | 4    | 2    | 1    | 1    | 1    | 2    | 3     | 2     | 3     | 31       |
| 4    | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 3    | 2     | 2     | 5     | 42       |
| 4    | 4    | 5    | 4    | 5    | 4    | 4    | 3    | 4    | 4     | 5     | 5     | 51       |
| 3    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 5     | 2     | 5     | 46       |
| 3    | 4    | 4    | 4    | 2    | 2    | 2    | 3    | 4    | 4     | 5     | 5     | 42       |
| 3    | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 3    | 4     | 5     | 4     | 45       |
| 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 5     | 4     | 47       |
| 4    | 4    | 2    | 5    | 3    | 3    | 4    | 4    | 3    | 5     | 5     | 4     | 46       |
| 4    | 4    | 4    | 5    | 5    | 3    | 4    | 4    | 4    | 4     | 4     | 4     | 49       |
| 4    | 4    | 4    | 5    | 3    | 4    | 4    | 4    | 5    | 3     | 3     | 4     | 47       |
| 4    | 4    | 4    | 5    | 5    | 5    | 4    | 4    | 5    | 4     | 3     | 4     | 51       |
| 4    | 3    | 5    | 5    | 4    | 5    | 4    | 4    | 4    | 5     | 3     | 4     | 50       |

|   |   |   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 5 | 3 | 2 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 49 |
| 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| 4 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 50 |
| 3 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 46 |
| 3 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 44 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 43 |
| 3 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 43 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 45 |
| 2 | 2 | 3 | 1 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 2 | 31 |
| 1 | 2 | 3 | 2 | 4 | 2 | 3 | 5 | 2 | 4 | 2 | 2 | 32 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 43 |
| 1 | 4 | 1 | 4 | 1 | 4 | 1 | 3 | 4 | 1 | 3 | 4 | 31 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 1 | 41 |
| 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 47 |
| 4 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 44 |
| 4 | 3 | 2 | 1 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 42 |
| 4 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 5 | 3 | 3 | 42 |
| 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 41 |
| 3 | 3 | 1 | 4 | 3 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 35 |
| 3 | 3 | 5 | 2 | 3 | 4 | 5 | 3 | 5 | 4 | 3 | 3 | 43 |
| 3 | 3 | 1 | 5 | 3 | 4 | 2 | 2 | 2 | 5 | 2 | 3 | 35 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 43 |
| 2 | 3 | 1 | 3 | 3 | 2 | 3 | 2 | 4 | 2 | 3 | 2 | 30 |
| 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 3 | 3 | 49 |

### Y (Kinerja Karyawan)

| y.1 | y.2 | y.3 | y.4 | y.5 | y.6 | y.7 | y.8 | y.9 | y.10 | y.11 | y.12 | total_Y |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|---------|
| 1   | 4   | 2   | 2   | 3   | 3   | 2   | 4   | 3   | 2    | 3    | 3    | 32      |
| 4   | 2   | 2   | 3   | 3   | 2   | 1   | 2   | 3   | 4    | 3    | 1    | 30      |
| 2   | 3   | 3   | 2   | 3   | 1   | 4   | 2   | 4   | 2    | 4    | 1    | 31      |
| 2   | 1   | 2   | 3   | 3   | 1   | 2   | 4   | 4   | 1    | 3    | 4    | 30      |
| 4   | 4   | 1   | 3   | 4   | 1   | 2   | 3   | 3   | 3    | 2    | 1    | 31      |
| 2   | 3   | 3   | 1   | 4   | 2   | 2   | 3   | 2   | 4    | 3    | 3    | 32      |
| 2   | 2   | 4   | 3   | 4   | 3   | 4   | 4   | 1   | 3    | 1    | 1    | 32      |
| 4   | 1   | 2   | 3   | 2   | 2   | 2   | 4   | 3   | 4    | 1    | 2    | 30      |
| 3   | 3   | 4   | 1   | 4   | 1   | 2   | 2   | 3   | 3    | 2    | 3    | 31      |

|   |   |   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 3 | 3 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 39 |
| 4 | 3 | 2 | 3 | 2 | 2 | 2 | 4 | 5 | 5 | 3 | 4 | 39 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 48 |
| 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 50 |
| 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 4 | 47 |
| 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 48 |
| 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 5 | 3 | 4 | 4 | 49 |
| 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 47 |
| 4 | 4 | 5 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 45 |
| 4 | 4 | 5 | 3 | 5 | 3 | 3 | 5 | 4 | 5 | 3 | 4 | 48 |
| 4 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 51 |
| 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 3 | 4 | 48 |
| 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 44 |
| 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 46 |
| 4 | 4 | 3 | 3 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 48 |
| 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 43 |
| 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 42 |
| 4 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 45 |
| 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 43 |
| 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 45 |
| 3 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 48 |
| 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 47 |
| 5 | 4 | 4 | 5 | 5 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 46 |
| 4 | 4 | 4 | 5 | 4 | 5 | 3 | 2 | 3 | 3 | 4 | 3 | 44 |
| 3 | 3 | 4 | 3 | 3 | 5 | 3 | 2 | 3 | 3 | 4 | 3 | 39 |
| 4 | 3 | 4 | 3 | 3 | 5 | 3 | 2 | 3 | 4 | 4 | 5 | 43 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 43 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 5 | 43 |
| 4 | 3 | 4 | 4 | 3 | 5 | 4 | 2 | 3 | 4 | 2 | 4 | 42 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 47 |
| 3 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 4 | 2 | 4 | 44 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 2 | 5 | 46 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 45 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 50 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 5 | 48 |

### **RIWAYAT HIDUP**

Silviana lahir di desa Marobo, kecamatan Sabbang, kabupaten luwu utara, provinsi sulawesi selatan, pada tanggal 10 Februari 1997. Penulis lahir dari pasangan Raba dan Rudina dan merupakan anak bungsu dari enam bersaudara.