

LAMPIRAN PENELITIAN

Lampiran 1 Kuesioner Penelitian**KUESIONER PENELITIAN****PENGARUH PENILAIAN KINERJA DAN MOTIVASI KERJA
TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT. ASTRA
HONDA MOTOR CABANG MASAMBA**

Bersama ini, mohon kesediaan bapak/ibu/sdr untuk mengisi kuesioner ini. Kuesioner ini merupakan kuesioner yang penulis susun dalam rangka pelaksanaan penelitian. Jawaban yang bapak/ibu/sdr berikan tidak akan mempengaruhi kedudukan maupun jabatan, mengingat kerahasiaan identitas responden akan kami jaga.

A. Identitas Responden

Umur :

Lama bekerja :

Jenis kelamin :

Pendidikan terakhir :

Petunjuk pengisian

Beri tanda (✓) pada kolom jawaban yang tersedia sesuai dengan jawaban yang tersedia sesuai dengan jawaban bapak/ibu/sdr.

Keterangan skor penelitian:

Sangat Setuju (SS)

Setuju (S)

Ragu-Ragu (R)

Tidak Setuju (TS)

Sangat Tidak Setuju (STS)

B. Penilaian Kinerja (X1)

| No | Pernyataan | SS | S | R | TS | STS |
|----|--|----|---|---|----|-----|
| 1. | Karyawan memiliki loyalitas yang tinggi pada perusahaan. | | | | | |
| 2. | Dengan suasana kerja dan lingkungan kerja yang kondusif akan meningkatkan semangat kerja karyawan pada perusahaan. | | | | | |
| 3. | Dengan adanya semangat kerja yang tinggi maka karyawan dapat menjalankan tugas dengan baik. | | | | | |
| 4. | Karyawan dapat bekerja dalam tim dengan baik. | | | | | |
| 5. | Karyawan selalu berusaha mencapai target kerja yang ditetapkan oleh perusahaan. | | | | | |
| 6. | Karyawan mampu bekerja mencapai/melebihi target. | | | | | |

C. Motivasi Kerja (X2)

| No | Pernyataan | SS | S | R | TS | STS |
|----|---|----|---|---|----|-----|
| 1. | Karyawan bertanggung jawab penuh atas pekerjaannya. | | | | | |
| 2. | Karyawan selalu berusaha untuk menyelesaikan tugas dengan penuh rasa tanggung jawab untuk mencapai hasil yang maksimal. | | | | | |
| 3. | Karyawan berusaha bekerja keras untuk mencapai prestasi terbaik dalam bekerja. | | | | | |
| 4. | Untuk mencapai prestasi kerja yang tinggi, karyawan bersedia mengerjakan tugas tambahan. | | | | | |
| 5. | Dalam mencapai tujuan karyawan mempergunakan seluruh kemampuan yang dimiliki. | | | | | |
| 6. | Karyawan bersedia ditempatkan dikantor lain dengan tujuan perkembangan perusahaan. | | | | | |

D. Produktivitas Kerja

| No | Pernyataan | SS | S | R | TS | STS |
|----|---|----|---|---|----|-----|
| 1. | Kuantitas pekerjaan yang karyawan lakukan sesuai dengan harapan/keinginan atasan. | | | | | |
| 2. | Karyawan mampu bekerja dengan kuantitas yang melebihi dari target perusahaan. | | | | | |
| 3. | Karyawan merasa bahwa pekerjaannya selama ini sesuai dengan kualitas yang ditentukan oleh perusahaan. | | | | | |
| 4. | Karyawan selalu bekerja sesuai dengan standar mutu yang telah ditetapkan perusahaan. | | | | | |
| 5. | Karyawan selalu berusaha menyelesaikan pekerjaan sebelum batas waktu yang ditentukan oleh perusahaan. | | | | | |
| 6. | Karyawan datang ke kantor dengan tepat waktu. | | | | | |

Lampiran 2 Tabulasi Data Responden

Tabulasi Data Responden

Hasil Perhitungan Kuesioner Penilaian Kinerja (X1)

| No responde n | Penilaian Kinerja (X1) | | | | | | Total |
|---------------------|------------------------|------|------|------|------|------|-------|
| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 5 | 4 | 5 | 4 | 3 | 2 | 5 | 23 |
| 6 | 4 | 5 | 4 | 5 | 2 | 5 | 25 |
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 11 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 12 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 14 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 27 |
| 16 | 5 | 5 | 5 | 4 | 3 | 5 | 27 |
| 17 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 18 | 5 | 5 | 5 | 3 | 5 | 5 | 28 |
| 19 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 20 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 25 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 26 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| 27 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 28 | 4 | 3 | 4 | 5 | 5 | 3 | 24 |
| 29 | 3 | 4 | 3 | 3 | 3 | 4 | 21 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 29 |
| 31 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 33 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 34 | 5 | 4 | 3 | 4 | 4 | 4 | 24 |
| 35 | 5 | 4 | 3 | 4 | 5 | 4 | 25 |
| 36 | 5 | 5 | 5 | 3 | 5 | 5 | 28 |
| 37 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 38 | 2 | 3 | 4 | 3 | 5 | 3 | 20 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 40 | 4 | 5 | 4 | 3 | 4 | 5 | 25 |

Hasil Perhitungan Kuesioner Motivasi Kerja (X2)

| No responde n | Motivasi Kerja (X2) | | | | | | Total |
|---------------------|---------------------|------|------|------|------|------|-------|
| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 3 | 5 | 4 | 4 | 24 |
| 5 | 4 | 5 | 4 | 3 | 2 | 5 | 23 |
| 6 | 4 | 5 | 4 | 3 | 2 | 5 | 23 |
| 7 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 12 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 14 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 27 |
| 16 | 5 | 5 | 5 | 3 | 3 | 5 | 26 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 19 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 20 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 26 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 28 | 4 | 3 | 4 | 5 | 5 | 3 | 24 |
| 29 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 31 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 32 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 34 | 5 | 4 | 3 | 3 | 4 | 4 | 23 |
| 35 | 5 | 4 | 3 | 4 | 5 | 4 | 25 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 38 | 2 | 3 | 4 | 5 | 5 | 3 | 22 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 40 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |

Hasil Perhitungan Kuesioner Produktivitas Kerja (Y)

| No responde n | Y | | | | | | Total |
|---------------------|----|----|----|----|----|----|-------|
| | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 2 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 5 | 4 | 5 | 4 | 5 | 2 | 5 | 25 |
| 6 | 4 | 5 | 4 | 5 | 2 | 5 | 25 |
| 7 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 12 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 14 | 5 | 4 | 5 | 4 | 5 | 4 | 27 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 27 |
| 16 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 19 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 20 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 25 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 26 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 28 | 4 | 3 | 4 | 3 | 5 | 3 | 22 |
| 29 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 31 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 34 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 35 | 3 | 4 | 3 | 4 | 5 | 4 | 23 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 38 | 4 | 3 | 4 | 3 | 5 | 3 | 22 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 40 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |

Lampiran 3 Uji Validitas

Variabel Penilaian Kinerja (X1)

| | | Correlations | | | | | | |
|----------|---------------------|--------------|---------|--------|--------|--------|---------|----------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | TOTAL_X1 |
| X1.1 | Pearson Correlation | 1 | .531** | .417** | .273 | .337* | .531** | .793** |
| | Sig. (2-tailed) | | .000 | .007 | .088 | .034 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X1.2 | Pearson Correlation | .531** | 1 | .403** | .081 | .003 | 1.000** | .736** |
| | Sig. (2-tailed) | .000 | | .010 | .617 | .987 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X1.3 | Pearson Correlation | .417** | .403** | 1 | .167 | .370* | .403** | .714** |
| | Sig. (2-tailed) | .007 | .010 | | .303 | .019 | .010 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X1.4 | Pearson Correlation | .273 | .081 | .167 | 1 | .047 | .081 | .417** |
| | Sig. (2-tailed) | .088 | .617 | .303 | | .776 | .617 | .007 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X1.5 | Pearson Correlation | .337* | .003 | .370* | .047 | 1 | .003 | .506** |
| | Sig. (2-tailed) | .034 | .987 | .019 | .776 | | .987 | .001 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X1.6 | Pearson Correlation | .531** | 1.000** | .403** | .081 | .003 | 1 | .736** |
| | Sig. (2-tailed) | .000 | .000 | .010 | .617 | .987 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TOTAL_X1 | Pearson Correlation | .793** | .736** | .714** | .417** | .506** | .736** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .007 | .001 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

Variabel Motivasi Kerja (X2)

| | | Correlations | | | | | | |
|--------|---------------------|--------------|---------|--------|--------|--------|---------|----------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | TOTAL_X2 |
| X2.1 | Pearson Correlation | 1 | .531** | .417** | .096 | .337* | .531** | .693** |
| | Sig. (2-tailed) | | .000 | .007 | .555 | .034 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.2 | Pearson Correlation | .531** | 1 | .403** | .166 | .003 | 1.000** | .702** |
| | Sig. (2-tailed) | .000 | | .010 | .307 | .987 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.3 | Pearson Correlation | .417** | .403** | 1 | .416** | .370* | .403** | .726** |
| | Sig. (2-tailed) | .007 | .010 | | .008 | .019 | .010 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.4 | Pearson Correlation | .096 | .166 | .416** | 1 | .755** | .166 | .664** |
| | Sig. (2-tailed) | .555 | .307 | .008 | | .000 | .307 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.5 | Pearson Correlation | .337* | .003 | .370* | .755** | 1 | .003 | .648** |
| | Sig. (2-tailed) | .034 | .987 | .019 | .000 | | .987 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.6 | Pearson Correlation | .531** | 1.000** | .403** | .166 | .003 | 1 | .702** |
| | Sig. (2-tailed) | .000 | .000 | .010 | .307 | .987 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TOTAL_ | Pearson Correlation | .693** | .702** | .726** | .664** | .648** | .702** | 1 |
| X2 | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

Variabel Produktivitas Kerja (Y)

| | | Correlations | | | | | | |
|--------|---------------------|--------------|---------|---------|---------|--------|---------|---------|
| | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | TOTAL_Y |
| Y1 | Pearson Correlation | 1 | .403** | 1.000** | .403** | .370* | .403** | .811** |
| | Sig. (2-tailed) | | .010 | .000 | .010 | .019 | .010 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y2 | Pearson Correlation | .403** | 1 | .403** | 1.000** | .003 | 1.000** | .810** |
| | Sig. (2-tailed) | .010 | | .010 | .000 | .987 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y3 | Pearson Correlation | 1.000** | .403** | 1 | .403** | .370* | .403** | .811** |
| | Sig. (2-tailed) | .000 | .010 | | .010 | .019 | .010 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y4 | Pearson Correlation | .403** | 1.000** | .403** | 1 | .003 | 1.000** | .810** |
| | Sig. (2-tailed) | .010 | .000 | .010 | | .987 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y5 | Pearson Correlation | .370* | .003 | .370* | .003 | 1 | .003 | .445** |
| | Sig. (2-tailed) | .019 | .987 | .019 | .987 | | .987 | .004 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y6 | Pearson Correlation | .403** | 1.000** | .403** | 1.000** | .003 | 1 | .810** |
| | Sig. (2-tailed) | .010 | .000 | .010 | .000 | .987 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TOTAL_ | Pearson Correlation | .811** | .810** | .811** | .810** | .445** | .810** | 1 |
| Y | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .004 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

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

Lampiran 4 Uji Reliabilitas

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .715 | 6 |

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .773 | 6 |

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .828 | 6 |

Lampiran 5 Uji Regresi Linear Berganda

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|------------------------------------|-------------------|--------|
| 1 | TOTAL_X2, TOTAL_X1 ^b | . | Enter |

a. Dependent Variable: TOTAL_Y

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .954 ^a | .909 | .905 | .88499 |

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

ANOVA^a

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 290.996 | 2 | 145.498 | 185.771 | .000 ^b |
| | Residual | 28.979 | 37 | .783 | | |
| | Total | 319.975 | 39 | | | |

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -.661 | 1.458 | | -.453 | .653 |
| | TOTAL_X1 | .318 | .166 | .282 | 1.918 | .063 |
| | TOTAL_X2 | .712 | .153 | .683 | 4.647 | .000 |

a. Dependent Variable: TOTAL_Y

