#### PENGARUH REWARD TERHADAP KINERJA KARYAWAN PADA PT PERKEBUNAN NUSANTARA XIII UNIT KEBUN TAJATI

# THE EFFECT OF REWARD ON EMPLOYEE PERFORMANCE AT PT PERKEBUNAN NUSANTARA XIII UNIT OF KEBUN TAJATI

Renny Fauziah Rahman <sup>1</sup>, Ermi Utami <sup>2</sup>

#### **NASKAH PUBLIKASI**

Diajukan Sebagai Salah Satu Syarat Mendapatkan Gelar Sarjana Manajemen (S.M)



Disusun Oleh:

#### **RENNY FAUZIAH RAHMAN**

1811102431309

PROGRAM STUDI S1 MANAJEMEN FAKULTAS EKONOMI BISNIS DAN POLITIK

UNIVERSITAS MUHAMMADIYAH KALIMANTAN TIMUR 2022

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#### APPROVAL SHEET

#### JOURNAL OF FINAL PROJECT

# THE EFFECT OF REWERD TO EMPLOYESS PERFORMANCE AT PT PERKEBUNAN NUSANTARA XIII UNIT KEBUN TAJATI

BY:

## RENNY FAUZIAH RAHMAN 1811102431309

Samarinda, 06 Juny 2022

Has been approval by:

Advisor,

Ermi Utarni, SE.,M.E.

NIDN. 1101018802

#### LEMBAR PERSETUJUAN

#### JURNAL TUGAS AKHIR

#### PENGARUH REWERD TERHADAP KINERJA KARYAWAN PT PERBUNAN NUSANTARA XIII UNIT KEBUN TAJATI

Oleh:

## RENNY FAUZIAH RAHMAN 1811102431309

Samarinda,06 Juni 2022

Telah disetujui oleh:

Pembimbing,

Ermi Utami, SE.,M.E.

NIDN. 1101018802

#### APPROVAL SHEET

#### The Effect of Reward on Employee Performance at PT Perkebunan Nusantara XIII unit of Kebun Tajati

Written and compiled by:

Students Name : Renny Fauziah Rahman

Students ID : 1811102431309

Department : Faculty of Economics, Business and Politics

Has been attempted to defend in front of the examiner on 12<sup>th</sup> July and declared to have fulfilled the requirements to be accepted as complete in order to achieve the degree of Bachelor of Management at Universitas Muhammadiyah Kalimantan Timur.

Examiners Structure:

Examiner I:

Praja Hadi Saputra, SE M.Sc, Ak

Examiner II:

Ermi Utami, SE., MM

Acknowledge,

Dean of

Head of Management
Study Program

Faculty of Business and Political Economics

Wajdi, M.M., Ph.D)

8

ila, SE., M. Si., Ph.D)

iii

#### STATEMENT OF ORIGINALITY

The undersigned below, I:

Students Name : Renny Fauziah Rahman

Students ID : 1811102431309

Department : Bachelor of Management

#### Hereby declare that:

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  thesis, in writing, and clearly listed as reference sources by specifying the
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- 3. I make this statement truthfully, and if there are any deviations or untruths in the future, I am willing to accept academic penalty as well as other sanctions in line with the applicable laws and regulations.

Samarinda, 23 July 2022

The person who make this statement,

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Renny Fauziah Rahman

# The Effect of Reward on Employee Performance at PT Perkebunan Nusantara XIII unit of Kebun Tajati

#### **Abstract**

This study aims to determine whether there is an effect of Reward on Employee Performance at PT Perkebunan Nusantara XIII unit of Kebun Tajati. This research uses a quantitative approach. And using questionnaires for data collection methods. The population for the sample collection used in this study was employees at PT Perkebunan Nusantara XIII Unit of Kebun Tajati. One hundred eighty-two employees were respondents, and the determination of these respondents used the Random Sampling technique. The data analysis technique used is a simple linear regression analysis using assistance in SPSS to obtain results from research using validity tests, reliability, and hypothesis tests. The results of this study explain that if the reward has increased, the performance will be higher. This also shows that the reward given by the company influences the performance of employees of PT Perkebunan Nusantara XIII Unit of Kebun Tajati.

Keywords: Human Resource, Reward and Employee Performance.

#### A. INTRODUCTION

Human Resources are the most important factor in a company to achieve success. A company or organization needs people who have a mindset to grow, be smart and innovative and work in a good mood in the face of the era of globalization as it is now. Therefore, human resources largely determine the success of the company in it. Without the support of reliable human resources, the company's activities will not be resolved properly. Therefore, the company must be able to properly empower all components of its human resources to increase competitiveness.

Human Resource Management is a collection of knowledge about processing Human Resources, including planning, organizing, implementing, and controlling marketing and staffing production functions to achieve company goals (Adamy, 2016). A problem that companies face in achieving goals is the employees' poor performance. Performance is a person's result or success rate during a certain period in carrying out a task compared to various possibilities, such as work result standards, targets /goals, or criteria.

Performance is a job that the workman successfully shows with earnest efforts in fulfilling duties and obligations (Busro, 2018). In addition, performance is the result or achievement of employees in fulfilling their duties in a company. Several factors affect employee performance, one of which is an award or reward.

Rewards are a stimulant or motivation to improve the performance achieved by a person, which is generally manifested in financial forms such as providing incentives, benefits, bonuses, and commissions . The rewards structure varies in the form of bonuses, promotions, and additional responsibilities that can be reward points for him. Rewards should provide satisfaction to all parties, and employees can meet their needs, and employers get a profit. The purpose of providing rewards here is to measure how much influence Reward has on employee performance

PT. Perkebunan Nusantara XII unit of Kebun Tajati is one of the 7 parts of the work unit located in East Kalimantan from PT. Perkebunan Nusantara XII (Persero) is one of the State-Owned Enterprises (BUMN) in the oil palm plantation sector. PT. Nusantara Plantation Tajati Plantation Unit was established in 2008, with an oil palm plantation of 14,391 ha. And a Palm Oil Mill with a capacity of 60 tons of FFB /Hour.

With the distribution of the company's ability, it is indispensable to have maximum work results to meet a company's capacity. However, in this company, the performance produced by its employees has not been maximized or low in the performance of employees.

For this reason, the author's purpose in conducting this study is to find out whether there is an effect of rewards on employees in the company PT Perkebunan Nusantara XIII unit of Kebun Tajati. It is known that this company provides rewards through awards to its employees. The company gives rewards at PT Perkebunan Nusantara XIII Unit Kebun Tajati to its employees, such as social security, pension funds, THR, housing, free medical treatment, and promotion of positions. This is one of the company's efforts to achieve the success of its company, which aims to make employees work more optimally, so how much influence is the impact on employee performance in this company. Rewards themselves have an important meaning because they reflect the company's efforts to maintain and improve the welfare of its employees, which can be measured through employee performance. To measure Employee Performance in a superior company, you can see through the presence of the employee's work and the discipline of the employee's work. It is also a benchmark for a superior to measure employee performance.

This study analyzes how the reward affects Employee Performance at PT. Perkebunan Nusantara Unit Kebun Tajati by distributing questionnaires to employees and employee bosses where Variable Reward is given to employees and Employee Performance Variable is given to employee superiors which aims to measure how much influence Reward has on Employee Performance

#### **B. LITERATURE REVIEW**

#### 1. Human Resource Management

Definition of Human Resources according to Adamy (2016), namely "Science and art regulate the relationship and role of labor to effectively and efficiently help the realization of the goals of the company, employees, and society." And according to Dessler in Adamy (2016) i.e., "Human Resource Management is a policy and ways practiced and related to human empowerment or HR aspects of a management position including recruitment, selection, training, rewards, and assessments."

Meanwhile, the opinions of other researchers regarding the definition of Human Resources itself are "Human Resource Management is a collection of knowledge about how to process Human Resources including aspects of planning, organizing, implementing and controlling the functions of marketing production and staffing in achieving company goals" (Rivai dan Jauvani Dalam Adamy, 2016). Therefore, from several definitions according to the three experts above regarding Human Resources, it can be concluded that Human Resources Management is a process or activity carried out by superiors to obtain, maintain and develop labor both in terms of quality and quantity so that labor can be used effectively and efficiently to achieve the goals of a company.

#### 2. Reward

The reward is a stimulant or motivation to improve the performance achieved by a person, which is generally manifested in the form of financial (monetary incentives)

such as providing incentives, bonus allowances, and commissions (Riva'i in Busro, 2018).

A reward is a form of appreciation given to employees who can get specific mutations that are beneficial to companies or organizations in financial and nonfinancial companies to increase employee morale, motivation, and commitment and be able to influence other employees to do better so that there is a relief of positive competition between employees (Busro, 2018). Therefore, from the two definitions above, it can be concluded that a reward is a gift or award given by a company or superior to employees for the achievement of the achievement, which can be in the form of nonfinancial or nonfinancial which is the purpose of the reward itself to stimulate or moderate employees to improve their performance.

- 1) Indicators of Reward According to Kadarisman (2012), Reward indicators are as follows:
- Salary
- Incentives
- Allowances
- Interpersonal Rewards
- Promotions

#### 3. Employee Performance

According to Busro in the book theories of Human Resource Management, performance is a job that the workman successfully shows with earnest efforts in fulfilling duties and obligations (Busro, 2018). Whereas Dessler's opinion in Busro 2018) is that performance is a work performance, namely a comparison between the work results and the standards set.

According to Busro (2018), Employee performance is a result of work produced by an employee and is defined as achieving the expected goals.

Based on the various presentations, performance is a result of work achieved by employees in the form of individuals and groups in an organization following the responsibilities given by the company to its employees to achieve the results desired by the company.

- 1. Indicators of employee performance appraisal.
  - According to Dessler in Busro (2018), which states that in assessing employee performance, five factors must be used, namely:
    - a. The quality of work produced by employees is observed from (a) accuracy, (b) accuracy, (c) appearance, and (d) acceptance of output.
    - b. The quantity of work produced by employees can be seen from: (a) the volume of output and (c) the contribution to the achievement of the target;
    - c. The leadership carries out supervision in the form of (a) suggestions, (b) directions, and (c) improvements;
    - d. Employee attendance or discipline can be seen from (a) regulation, (b) level of reliability, and (b) punctuality of work.
    - e. Conservation shown by employees includes: (a) the ability to prevent damage, (b) the level of savings on consumables owned by the company/office, (c) the ability to avoid equipment damage, (d) the ability to carry out equipment maintenance.

#### Research framework

In this study, we will examine the relationship between the variables that are the focus of this study, namely reward (X1) as an independent variable and employee performance (Y) as a dependent variable.



Figure 1. Research framework

#### Previous studies and hypothesis development

Research by Koralege et al. (2020), which aims to find out The results of this study, shows a significant favorable influence of extrinsic and intrinsic rewards on employee job satisfaction. In research by Fatah et al. (2019), the study results showed that the provision of incentives significantly impacted employee performance, and the reward condition had a significant effect. Research by Sabiroh Md Sabri & Nazir (2021) aims to determine the influence of the reward system in an organization on employee performance. The variables tested in this study include salary, bonuses, awards, and health benefits. The results showed that all variables had a significant influence on employee performance. In Hanim et al. (2016), there are significant positives between the Reward system and work engagement. Career development and opportunities are related to work arrangement, and finally, Benefits associated with work engagement are significantly positive. In research by Jeni et al. (2021), The purpose of this study is to find out which aspects of the reward system work best and which parts can be improved to increase employee satisfaction, and, more specifically, which awards are the most preferred to motivate employees more effectively. Mugambi (2022) research has resulted in a significant positive relationship between employee reward and performance. It is therefore concluded that employee awards affect the performance of employees in the Kenya Police Service; thus, the Kenya Police Service should always reward employees. In research by Windari & Marpaung (2021), as many as 32 people. The results of this study show that the free variable, namely Reward (X), has a positive and significant effect on the bound variable, namely Employee Performance (Y) in PT. Sejahtera Mandiri Lubuk Pakam.

Based on the results of research in the journal above, it can be concluded that in theory that rewards affect employee performance. then the hypothesis that can be taken in this study is :

Ha: Variable rewards partial affect Employee Performance

#### C. RESEARCH METHODS

#### 1. Research location

The study was conducted in PT Perkebunan Nusantara XIII Kebun Tajati located in Desa Olong Pinang Kec.Paser Belengkong Kab.Paser – Kalimatan Timur. The author conducted research in the company because the author did an internship for one month, so the author quite understood the conditions and situations in the company.

#### 2. Types of research

Research is an activity to find scientific answers to a problem; in this study, the author uses a quantitative research method to collect data using research instruments in the form of questionnaires to determine the effect of rewards on employee performance.

#### 3. Population and sampling techniques

The population in this study was all employees of PT Perkebunan Nusantara XIII unit of Kebun Tajati, namely 334 employees. The sampling technique used by the author is Random Sampling because of the large population of employees in the company, then the respondent took using the slovin formula as follows:

$$n = \frac{N}{1 + Ne^2}$$

$$n = sample count$$

$$N = population numbers$$

$$e = percent of inattention due to mistakes$$

$$n = \frac{334}{1+334(5\%)^2}$$

$$n = \frac{334}{1+334(0,05)^2}$$

$$n = \frac{334}{1+334(0,0025)}$$

$$n = \frac{334}{1,835}$$

$$n = 182 \text{ Sample}$$

So the number of samples needed was 182

#### 4. Operational definition and measurement of variables

Operational definition:

The operational definition in this study is

- a. All Employees PT. Perkebunan Nusantara XIII Unit Kebun Tajati of which I sampled 182 people.
- b. Located in Desa Olong Pinang Kec.Paser Belengkong Kab.Paser Kalimantan Timur.
- c. The research time I used was four days starting from May 20 to May 26, 2022.

A variable is a trait, object, or activity that has a specific type determined by the researcher to be studied and drawn conclusions. This study used free and bound variables. further, explain the operational definitions and indicators in the survey as follows:

#### a. Reward (X)

The reward is the effort made by the Company PT. Nusantara Plantation XIII unit of Kebun Tajati to improve the morale and performance of customer employees.

**Indicators:** 

- 1. Salary
- 2. Incentives
- 3. Allowances
- 4. Interpersonal Rewards
- 5. Promotions

#### b. Employee Performance(Y)

Namely the results of Employee Performance in a company to achieve the goals of a company

**Indicators:** 

- 1. Quality
- 2. Quantity
- 3. Supervision
- 4. Presence/discipline
- 5. Conservation shown by employees

This study measures the effect of Reward on The Performance of employees, used so that there are no errors in explaining the variables used in the study. In this study using likert scales. The likert scale measures the attitudes and opinions of respondents or employees at PT Perkebunan Nusantara XIII Unit Kebun Tajati. In this study, it was measured using a likert scale with the following levels:

a. Strongly agree score = 5
b. Agree score = 4
c. Disagree score = 3
d. Disagree score = 2
e. Strongly disagree score = 1

#### Data types and sources

Primary is a type of data obtained directly from the source, which means that the data is not obtained through intermediaries either by interview or in written form. In particular primary data are used to answer questions posed by researchers. Primary information is beneficial for researchers in the research process. The researcher made a questionnaire (questionnaire) in which 19 questions were written. The questionnaire is given and filled out by the Company's Employees.

#### **Data collection techniques**

There are two data collection techniques used in this study, namely:

#### 1. Questioner

Questionnaires are data collection techniques by providing respondents with various questions or statements in writing. Later it will be answered or filled in by respondents to determine whether there is an effect of reward on employee performance at PT. Nusantara Plantation XIII Unit of Kebun Tajati whether it affects the work.

#### Data analysis techniques

#### 1. Validity test

The validity test aims to see how appropriate the variables used by the researcher are. A variable can be valid if it can provide results on what you want to measure validity testing criteria. A validity test is a degree of etiquette between the data that occurs and the data collected by the author (Sugiyono, 2017), the purpose of this test is to convince that the compiled questionnaire can be used

#### 2. Reliability test

Reliability tests are carried out to see the extent of consistency of the results of a study when conducted repeatedly. If the level of reliability is higher, the research is more reliable. a tool for measuring questionnaires that are indicators of variables or constructs of reliability with respect to the equivalent of the consistency and stability of data or findings (Sugiyono, 2017)

### 3. Hypothesis test

a) Simple linear regression regression

Simple Linear Regression Analysis is one of the Regression methods used as a measuring tool to measure how influential Independent and dependent variables are. By using the formula Y = a + bX

b) t-test (partial)

t-test to determine the partial effect between reward distributions on employee performance using the formula t  $_{count}$  > t  $_{table}$ 

4. Coefficient of Determination

The coefficient of determination measures how far an independent variable affects the dependent variable.

#### D. RESULTS AND DISCUSSION

#### **Analysis Results**

This study aims to determine the effect of rewards on the performance of employees. PT Perkebunan Nusantara XIII unit of Kebun Tajati, in this study, data collection was carried out in one method, namely by distributing questionnaires to employees of PT Perkebunan Nusantara XIII unit of Kebun Tajati. It is known that there are as many as 332 employees, and 182 respondents will be taken using random sampling techniques.

Table 1 List of Questionnaires

Questioner	Sum
Distributed Questionnaires	182
Questionnaires that do not return	0
Questionnaires that are suitable for use for data input purposes	182

Source: processed data spss 2022

#### Validity and Reliability Tests

#### a. Validity Test

Table 2
Reward Variable test result (X)

Item	Total Correlation / r <sub>count</sub>	Sig <0,05	R <sub>tabel</sub>	Criterion
			df = n-2	
X. 1	0.580	0,000	0,145	Valid
X. 2	0,638	0,000	0,145	Valid
X. 3	0,645	0,000	0,145	Valid
X. 4	0,663	0,000	0,145	Valid
X. 5	0,596	0,000	0,145	Valid
X. 6	0,617	0,000	0,145	Valid
X. 7	0,574	0,000	0,145	Valid
X. 8	0,591	0,000	0,145	Valid
X. 9	0,616	0,000	0,145	Valid
X.10	0,576	0,000	0,145	Valid

Source: processed data spss 2022

Based on the table 2 validity test above, it can be concluded that in the Reward variable (X), 10 question items are declared valid. This is because the r count is more than the table. Thus the question in the reward table (X) is worthy of use as a research instrument.

Table 3
Employee Performance Variable test results (Y)

	Employee Performance variable test results (1)												
Item	Total Correlation /	Sig<0,05	$R_{tabel}$	Criterion									
	$r_{\rm count}$		df = n-2										
Y. 1	0,637	0,000	0,145	Valid									
Y. 2	0,723	0,000	0,145	Valid									
Y. 3	0,759	0,000	0,145	Valid									
Y. 4	0,650	0,000	0,145	Valid									
Y. 5	0,613	0,000	0,145	Valid									
Y. 6	0,583	0,000	0,145	Valid									
Y. 7	0,599	0,000	0,145	Valid									
Y. 8	0,640	0,000	0,145	Valid									
Y. 9	0,507	0,000	0,145	Valid									

Source: processed data spss 2022

Based on the table 3 validity test results above, it can be concluded that the employee Performance variable (Y) 9 question items are declared valid. This is because  $r_{hitung}$  is bigger than  $r_{table}$ . Thus the question in the Employee Performance table (Y) is worthy of use as a research instrument.

#### b. Reliability Test

Table 4
Reliability Test Results

Variable	Cronbach Alpha	Role of Thumb	Description
Reward	0,807	0,6	Reliabel
Employee	0,813	0,6	Reliabel
Performance			

Source: processed data SPSS 2022

Based on the table above, it can be concluded that all the data above are reliable because the value of Cronbach Alpha is greater than the Role Of Thumb

#### **Hypothesis test**

#### a. Simple linear regression

Table 4
Simple Linear Regression

		_	Coefficient	S		
ľ	Model		lardized icients	Standardized Coefficients	Т	Sig.
		В	Std. Error	Beta		
1	(Constant)	1,734	,233		7,435	,000
1	Reward	,576	,057	,604	10,180	,000

Source: processed data SPSS 2022

a. Dependent Variable: Employee Performance

Based on the table above, a simple regression equation is obtained as follows:

$$Y = a + bX$$
  
 $Y = 1,734+0,576X$ 

From the equation described above, a constant of 1.734 is the value of a constant variable with a meaning of 1.734. Meanwhile, the regression of the X value of the reward of 0.576 states that adding the reward value will add 1% to the employee's performance value. So that the increase in employee performance is estimated at 57.6%, and it can be stated that variable X to variable Y is positive.

#### a. T-test

Table 5
Test Partial (T)

	Coefficients											
		Unstand	dardized	Standardized								
ľ	Model	Coeff	icients	Coefficients	T	Sig.						
		В	Std. Error	Beta	Beta							
1	(Constant)	1,734	,233		7,435	,000						
1	Reward	,576	,057	,604	10,180	,000						

Source: processed data SPSS 2022

Based on the results of the t-test in the table above, a  $t_{hitung}$  calculation of 10.180 was obtained. The value of positive  $t_{count}$  means that it has a positive effect, and it is known that if the value of  $t_{table}$  is 1,653, the  $t_{count} > t_{table}$  (10,180>1,653), then the hypothesis is accepted. Therefore, the reward is closely related to the work. Therefore, with the process carried out above, it is concluded that there is a positive influence between reward and employee performance at PT Perkebunan Nusantara XIII Unit Kebun Tajati.

#### **Determinant Coefficient (R<sup>2</sup>)**

	Model Summary											
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate								
1	,604 <sup>a</sup>	,365	,362	,22255								

a. Predictors: (Constant), reward *Source: processed data SPSS 2022* 

Based on the coefficient of determination analysis results, a calculated R-value of 0.604 was obtained, judging from the level of correlation, and the relationship of this value is sufficient. In obtaining an R Square value of 0.365, the Reward variable (X) multiplies the Employee Performance variable (Y) by 36.5% and 63.5%, which is influenced by other variables.

#### Discussion

Company PT. Perkebunan Nusantara XIII unit Kebun Tajati is one of the State-owned enterprises (BUMN) engaged in oil palm plantations. located in Olong Pinang Village, Paser Belengkong District, Paser District, Kalimantan Timur Province. "Human resources are very important for a company because the success of a company depends on its employees" (Muhid, 2015). Then one way a company can improve employee performance is by providing rewards. Rewards themselves have a broad diet not only covering the form of finances but also related to other elements such as financial no, the reward variables in this study are measured by five indicators, namely including salary, incentives, benefits, interpersonal awards, and promotions while in the Employee

Performance indicators are measured with five indicators, namely quality, quantity, supervises, presence or conservation discipline shown by the company.

And based on the research I have done on the company PT. Perkebunan Nusantara XIII Unit Kebun Tajati on variable reward in the question of salary indicator according to employees at PT Perkebunan Nusantara, the salary received by the employee is in accordance with their employment burden. In the Indicators of Insettif, social security, pension funds, and old-age benefits are one of the factors that support their performance. In the benefits indicator, the question that the company provides leave to employees is the answer that employees most agree with. In addition, the company's interpersonal reward indicator and promotions influence employee performance.

Their respective superiors perform the performance assessment of this employee in the company field of PT Perkebunan Nusantara XIII Tajati Garden Unit. The results obtained from the questionnaire can be concluded that the answer that they agree with is that in the indicator of the quality of the results of the questions on this indicator is high, such as employees very well master skills, employees are always meticulous in carrying out their duties, employees can face the risks that exist in the company environment, not only that on other indicators as well as quantity. Supervise and conservation have also shown relatively high results, but on attendance and discipline in the statement that employees always arrive on time and the target in completing the given by the superior has a lower assessment result than other crops. And in employee performance variables based on tests that have been carried out, it is known that all indicators of this reward have a positive influence on indicators of employee performance.

From the discussion above, it can be concluded that the hypothesis is accepted that receiving rewards significantly affects employee performance at PT Perkebunan Nusantara XIII Unit Kebun Tajati. Furthermore, the results of this study are in accordance with previous studies conducted by (Rima Ronia et al., 2020) and (Mugambi, 2022), which state that reward has a positive and significant effect on Employee Performance.

#### E. CONCLUSION

Human resources are the most valuable asset for a company because the effectiveness of a company depends on the quality of its employees, and based on the results of the analysis that has been carried out in research at PT Perkebunan Nusantara XIII Unit Kebun Tajati, it can be concluded that the influence of reward on employee performance has a positive impact with significant results on Employee Performance.

This shows that if there is an increase in the provision of rewards, it will indirectly improve Employee Performance and vice versa. On the other hand, if the provision of rewards is reduced, the level of performance in employees of PT Perkebunan Nusantara XIII unit Kebun Tajati will decrease. For this reason, the efforts that must be made by a company so that the performance of its employee's increases, one of which is by providing increases such as salary indicators, incentives, interpersonal awards, and promotions, especially interpersonal award indicators. Here explains that praise does not affect employee performance for some employees and on benefits indicators that have a more significant influence than indicator linear so that it can be maintained or even more it is emphasized that the performance of employees at PT Perkebunan Nusantara XIII Unit Kebun Tajati will increase.

This research has limitations because it only examines one variable in looking at factors that affect Employee Performance. Therefore, it is recommended for researchers to add variables that can affect Employee Performance, such as Career Development, work discipline, punishment, and others.

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#### Attachment

#### Appendix 1

#### Kuesioner Penelitian PT. Perkebunan Nusantara XIII (Persero)

Dengan Hormat

Bapak/Ibu yang terhormat ,tujuan dari penelitian dibawah ini semata-mata digunakan untuk data penelitian dalam rangka penyususan tugas akhir di Universitas Muhammadiyah Kalimatan Timur , Judul yang saya ambil di penelitian yaitu " pengaruh pemberian Reward terhadap Kinerja Karyawan pada PT. Perkebunan Nusantara XIII (Presero)". Untuk itu diharapkan kesediaan bapak/Ibu untuk mengisi atau menjawab kuesioner sesuai dengan keadaan yang sebenar-benarnya sesuai dengan keadaan dan menurut pengamatan bapak/ibu ,demi membantu penelitian ini.

Saya mengucapkan terima kasih sebesar-besarnya atas kerjasamaanya dan bantuan dari bapak/Ibu yang telah meluangkan waktu untuk mengisi kuesioner pada penelitian ini.

Hormat saya

Renny Fauziah Rahman Nim. 1811102431309

#### A. Petunjuk Pengisian

Pililah salah satu jawaban yang paling sesuai menurut Bapak/ibu dengan memberikan tanda centang atau ceklis pada kolom yang tersedia. Terdapat lima aternatif jawaban yang dapat Bapak/Ibu pilih, yaitu

:

a. SS : Sangat Setuju

b. S : Setuju

c. KS : Kurang Setuju d. TS : Tidak Setuju

e. STS : Sangat Tidak Setuju

#### Karakteristik Responden

Nama :
 Asal penempatan :

#### 3. Reward

No	Indicator	Pernyataan	SS	S	KS	TS	STS
1.		Gaji yang saya terima dari					
	Gaji	perusahaan sesuai dengan					
		beban perkerjaan saya					
		Perusahaan memberikan					
2		insentif berupa jaminan					
		social.					
	Insentif	Perusahaan memeberikan					
3.		karyawan insentif berupa					
		dana pensiun atau					
		santunan hari tua					
		Perusahaan memberikan					
4		tunjangan hari raya (THR)					
		keagamaan kepada					
	 <del> </del>	karyawaan					
5.		Perusahaan memberikan					
	Tunjangan	Tujnangan berupa cuti					
		yang diberikan oleh					
	  -	perusahaan					
_		Perusahaan memberikan					
6.		Tunjangan berupa					
		pengobatan gratis kepada					
	-	karyawaan					
7.		Salah satu tunjangan yang					
		diberikan oleh perusahaan					
		berupa tempat tinggal dan					
	Don ah awaa	kendaraan.					
8.	Penghargaan	Puji-pujian dari atasan					
ö.	interpersonal	mempengaruhi semangat					
	-	berkerja saya					
9.		Penghargaan yang diberikan oleh					
٦.							
	1	perusahaaan membuat					

		saya menjadi lebih giat lagi	
10.	Promosi	Promosi jabatan atau kenaikan pangkat membuat saya menajadi lebih giat dan bersemangat dalam berkerja.	

#### 4. Kinerja Karyawaan

No	Indikatror	Pernyataan	SS	S	KS	TS	STS
	Kualitas	Karyawan sangat					
		menguasai ketrampilan					
		dengan sangat baik					
		Karyawan selalu teliti					
		dalam mengerjakan tugas					
		yang diberikan atasan					
		Karyawan mampu					
		menghadapi berbagai					
		resiko kerja yang ada					
		dilingkungan perusahaan					
	Kuantitas	Karyawan mampu					
		mengerjakan sesuai target					
		yang di inginkan					
		perusahaan					
		Karyawaan mampu					
		menyelesIkan lebih cepat					
		dari yang di targetkan					
	Suvervise	Mampu menerima dan					
		memahami saran atau					
		masukan yang diberikan					
		atasan					
		Selalu mengikuti arahan-					
		arahan yang diberikan					
		oleh atasan maupun					
	** 1 1	perusahaan					
	Kehadiran	Karyawaan selalu datang					
	atau	tepat waktu dan sesuai					
	kedisiplinan	target dalam					
		menyelesaikan perjerjaan					
	17	yang diberikan atasan					
	Konservasi	Karyawaan selalu					
	yang di	mengunakan fasilitas atau					
	tunjukan	bahan habis pakai yang					
	oleh	dimiliki perusahaan sesuai					
	perusahaan	dengan kebutuhan					
		karyawan dalam					
		melaksanakan perkerjaan					
		karyawaan untuk					
		kebutuhan perusahaan.					

# Appendix 2

# Questionnaire tabulation data (average)

No Nama Responden	sponden	variabel rewa		4 5		7 8	1 0 1 10	Rata-rata		Pernyataan responden variabel			Rata - rata
1 Hisar P. Manihuruk	1	5 5	3 5		5 5		9 10	5 5,00	4	3 4 5	6 7 3 4		3,67
2 Muaslimin		5 5	5		5 5	5	3 4	5 4,70	5		5 5		
3 Suwarno		5	4		5 5		4 5	5 4,70	4		4 5		4,44
4 Alsikin	-	4	4		4 4	4	4 4	4 4,00	4	3 4 3	4 4 4	4 4	
5 Rahmani		4	4		5 4	5	4 4	5 4,30	4	4 3 3	3 4 4		3,89
6 Ahmad Firdaus		4	4		4 4	202	4 4	4 4,00		3 4 3		4 4	100000
7 Saufina Rohfiyadi	- 4		4		5 4		5 5	5 4,70	4		3 4 4		
8 Augus Hutagaol 9 Ristiawati	-	-	4		5 5		5 5	5 4,70 4 4,00	4 4	4 4 4	4 4 4		
10 Bahrudin	-	4 4	4		4 4 4 4		4 4	4 4,00	4		4 4 4		0.000000
11 Turyono			5		4 5		5 5	5 4,80	4		4 4		
12 Haeruman		4	4		4 4		4 4	4 4,00		4 4 4	4 5 5		
13 Haryanto		3 4	5	5	5 3	4	4 3	3 3,90	3	3 3 4	4 4		
14 Kiraman S	4	4 4	5	5	4 5	4	4 4	4 4,30	4	4 4 4	4 4 4	1 4 4	4,00
15 Syaripin		3 4	4	1/2	4 4	2	2 2	2 3,10	4		4 4 4		
16 Puspo Hariyanto	- 2	5	4		4 4		4 5	4 4,20	4	4 5 4	4 4		100000
17 Ahmad sirjan		5 5	5	- 17	5 5		3 4	5 4,70	5		5 5	1/2	20100
18 Parwanto 19 Nu Hanaifah Budiawati	-	5 4	5		5 5 4 4		3 3	3 4,30 4 3,70		4 4 4	4 4 4		(1977)
20 H Rahmani S.P			4		4 5		4 4	5 4,20	4			4 4	
21 Janvo			5		4 5		4 5	4 4,50	4		4 4		
22 Ahmad Jali		4	4		4 4	3	3 4	4 3,80	4		5 4		100000
23 Basrinsyah		5 4	5	_	5 4	4	4 4	4 4,30	4	4 4 4	4 4	4 4	
24 Johansyah		4	5	5	4 4	4	4 4	4 4,30	4	4 4 4	4 4 4	4 4	
25 Pujiadi		4	4	4	5 5	4	3 5	4 4,20	5	5 5 5	5 5	1 5 4	4,78
26 Taryono	-		4		4 4		5 5	5 4,30	5		4 4 !		100000
27 Dewita	- 5	5 5	5		4 4	4	5 5	5 4,70	5		4 4		4,67
28 Samsul Huda		5 5	5	-	5 5	5	5 4	4,80	5		4 4 4		
29 Halimi Sugidrti5	- 3	100	5	4.5	4 4		5 5	4 4,60 4 4,60	5		4 4 3		
30 Beeh Suryanto 31 Yery Listyanlaya			5		4 4		5 4	4 4,60 5 4,70		5 5 5	5 5 4	4 4 5	
32 Atik Hasan		5 5	5		5 5		4 4	5 4,70		5 5 4		5 5 5	
33 Suhaiyah		5	5		5 4	4	5 5	5 4,70		4 5 5	4 5		
34 Kasmiati		5 4	5	_	4 5	5	5 4	4 4,60	5		4 5		1000
35 Siti Jaunah			4		5 5	_	4 5	5 4,70	5		5 5		
36 Kahairul Fuad			4	5	4 4	4	4 4	4 4,20	4	5 4 4	4 5	1 4 4	4,22
37 Zakiah		4	4		4 4	1.7	4 4	4,00		4 4 4		4 4	0.000000
38 Ahmad yusuf		5 5	5	-	4 4		4 5	5 4,60	5			4 4	2.000
39 Warno	- 3	5 5	5		4 4		5 5	5 4,60	5		4 4 4		ACTION OF
40 Imam Maskur	- 3		4		5 5		4 4	4 4,50	5		5 5		1000000
41 Jahut Sinaga 42 Azikin		-	5		4 4		5 5 4 4	5 4,70 4 4,40	5		5 4 4		17000
43 Diyah Windarti			4		4 4		4 4	5 4,10	4		4 4		
44 Asep Hermawan		5 5	4		5 5		4 4	4 4,50	5		4 5		17/
45 Ardinsyah		5 4	5		5 4	_	4 4	4 4,30	5		4 4		1000
46 Syahrudin		3	4	4	4 4	4	4 4	4 3,90	4	4 4 4	4 4 4	4 4	100000
47 Abdul Sani	-	4	4	4	4 4	4	4 4	4 4,00	4	4 4 4	4 4 4	4 4	4,00
48 Ardiansyah		4	4		4 4	4	4 4	4 4,00	200	4 4 4	4 4	1000	100000
49 Burhan Y	- 1	-	4		4 5		4 5	5 4,20		4 4 4	4 5 :		
50 Muliono		4	4	5	5 5	4	5 5	4 4,60	5	4 4 4	4 4	5 5	4,33
51 Hairul	4	4	5	5	5 5	5	4 4	4,50	4 4	4 4 4	4 4	4 4	4,00
52 Kurdi Sumarto 53 Selamet Aryanto		5 5	4	4	4 4	4 .	4 4	4 4,10 4 4,30	4 4		4 4	4 5	4,11 3,89
54 Zaenudin	- 4	4	4	4	4 4	4	4 4	4,30	5 4		4 4	4 4	4,22
55 Ngastino	4	4	4	4	4 4		4 4	4,00	4 4	4 4 4	4 4	4 5	4,11
56 Saniigun	4	4 5	4	5	4 4 5 5	5	4 4	4,00	4 4		4 4	4 2	3,78
57 Eman 58 FX. Pettu	4		5		5 5		4 4	4,70 4 4,50	4 4		4 4 5 5	4 5	4,11 4,33
59 Ardiman	4	4	5	5	5 5	4	4 4	4,40	4 4	4 4 4	5 5	4 4	4,22
60 legirah	4	4	5	5	5 5	2	3 4	4 4,10	4 4		4 4	3 2	3,22
61 M Arif 62 Arolansyah	4	5 5	5	5	4 4	2	3 5 4 3	3,70 4 4,00	5 4 4 3		3 1	3 5 4 4	3,44 3,89
63 Kliwon	4	4	4	4	4 4		4 4	4,00	4 4	4 4 4	4 4	4 4	4,00
64 Selamet B	4		4		4 4		4 4 4	4 4,00	4 4		4 4	4 4	4,00
65 Abidin 66 Gufron	- 4	4	4		4 4		4 4	4 4,00 4 4,10	4 4		4 4	4 4	4,00 4,00
67 Jaimal	4	4	4	4	4 4	4	4 4	4,00	5 4	4 4 4	4 4	4 4	4,11
68 Arul 69 Arpansyah	4	4	4	4	4 4	4	4 4	4 4,00	4 4		4 4	4 4	4,00 4,00
70 Suherman S.P	- 4	4	4		4 4		4 4	4 4,00	4 4		4 4	4 4	4,00
71 Nurmanto	- 4	4	4	4	4 4	4	4 4	4,00	4 4	4 4 4	4 4	4 4	4,00
72 Aldi Ilham 73 Sulaiman	4		4		4 4		4 4 4	4 4,00	4 4		4 4	4 4	4,00
73 Sulaiman 74 Eko Edi	4	4	4	4	4 4	3	3 4	4 3,90 4 3,80	4 4		4 4	4 4	4,00 4,00
75 Hanif Sulaiman	4	4	4	4	4 4	4	4 4	4,00	4 4	4 4 4	4 4	4 4	4,00
76 Renda	4		4		4 4		4 4	4,00	5 4		4 4	4 4	4,11
77 Randa 78 Amin	4	4	4	-	4 4	4	4 4	4 4,00	4 4		4 4	3 4 4 4	3,67 4.00
79 Pandi	-	4	4	4	4 4	4	3 3	3,70	4 4	4 4 4	4 4	3 4	3,89
80 Haigal	4		4	5	5 5		4 4	4,40	5 5		4 4	4 4	4,33
81 Fahmi 82 Andy Rifaldy	4	_	4	4	4 4		4 4	4 4,00 4 4,00	4 4		4 4	4 4	4,00 4,00
83 Al Muminin	4		4	4	_			4,00	4 4		4 4	4 4	4,00
84 Agung	4	4	4	4	4 4	4	4 4	4,00	4 4	4 4 4	4 4	4 4	4,00
85 Rusbandi	4	4	4	4		_	4 4 4	4 3,90 4 3.90	4 4		4 4	4 4	4,00 4.00
86 Mnamar 87 ahmad wahud	- 4	4	4		4 4		3 4	3,90 4 3,90	4 4		4 4	4 4	4,00
88 Diki	4	4	4	4	4 4	4	4 4	4,00	4 4	4 4 4	4 4	4 4	4,00
89 Sudirman	4	4	4	4		4	4 4 4	4 4,00	4 4		4 4	4 4 4 4	4,00
90 Wandi 91 Nasri	- 1	4	4	4	4 4		3 4	4 4,00 4 3,80	4 4		4 4	4 4	4,00 4,00
92 Sukran	- 4	4	4	4	4 4		3 4	3,90	4 4	4 4 4	4 4	4 4	4,00
93 Aripin	4		4	4	4 4		4 4	4 4,00	4 4		4 4	4 4	4,00
94 Rahmadi 95 Teguh Sulaiman	4	4	4	_	4 4	4	4 4	4 3,90 4 4,00	4 4		4 4	3 4 4 4	3,78 4,00
96 Hairiah	4	4	4		4 4	4	3 4	3,90	4 5	4 5 4	5 4	4 4	4,33
97 Vinsenseus		5	5		4 5	100	3 4	4 4,30	4 4		4 4	4 4	4,00
98 Mubarak 99 Muhammad Ali	4	4	4	4	4 4		3 4 4 4 3	4 3,90 4 3,70	4 4		4 4 3 4	3 4	3,89 3,78
100 Fahri	-		4		4 4		4 3	3,80	4 4		4 4	4 4	4,00

101 Rosi mulyadi	4	4	4 4	4	4	4	4	4	4,00	4	4	1 4	4	4	4	4	4 4,00
102 Angky	4	4	4 4	4	4	4	4	4	4,00	- 4	4	4 4	3	4	4	4	4 3,89
103 Dandi Swandi	4	4	4 4	4	4	4	4	4 4	4,00	4	4	4 4	4	4	4	4	4 4,00
104 Taufik Hidayat	5	4	4 4	4	4	4	4 4	4 4	4,10	4	4	4 5	4	4	4	4	4 4,11
105 Rahman	4	4	4 4	4	4	4	3 4	4 4	3,90	4	4	4 4	4	4	4	4	4 4,00
106 Randika	3	4	4 4	4	4	3	3 (	4	3,70	4	4	4	4	4	4	3	4 3,89
107 Aziz	4	4	4 4	4	4	4	3 4	4 4	- 0	4	4	4 4	3	4	4	4	<b>-</b> 1
108 Mamad	4	4	4 4	4	4	3		4	3,90	5	_	4 4	3	4	4	4	4 4,00
109 Faisal	3	4	4 4	4	4	3	4	4 4	3,80	4	4	4 4	3	4	4	3	4 3,78
110 Puspita	4	4	4 4	4	4	4	4	-	4,00	4	4	4 4	4	4	4	4	4 4,00
111 Ningsih	4	4	4 4	4	4	4	4	4	4,00	4	4	4 4	4	4	4	4	4 4,00
112 Joko Purnomo	4	4	4 4	4	4	4	4	4	4,00	4	4	4 4	4	4	4	4	4 4,00
113 Aii Saputra	4	4	4 4	4	4	4	4	1	4.00	5	4	1 4	4	4	4	4	4 4.11
114 Putra dwi	4	4	4 4	4	4	4	100	3	3,90	4	01 0 0	1 4	4	4	4	4	4 4.00
115 Resdino	4	4	4 4	4	4	4	4	_	3,80	5		5 4	4	4	4	4	4 4.22
116 Heru	4	4	4 4	4	4	4	_	4	4,00	5		4 4	4	4	4	4	4 4.11
117 Megawati	4	4	4 4	4	4	4	4	-	4,00	5		4 4	4	4	4	4	4 4,11
118 wanto	4	4	4 4	5	4	4	_	4	4,10	4		4 4	4	4	4	4	4 4,00
119 Cahya Ayu	4	4	4 4	4	4	4		3	3,90	4	- 13	4 4	4	4	4	4	4 4,00
120 Sulaiman	4	4	4 4	4	4	4		4	4,00	4		4 4	4	4	4	4	4 4,00
121 Hanawati	4	4	4 4	4	4	4	-	4	4,00	-		1 3	4	4	4	4	4 3,89
122 Raman	4	4	4 4	4	4	4	-	4	4,00	4	200	4 4	4	4	4	4	4 4,00
123 sugianto	4	5	4 4	4	4	4		4	4,10	4		4 4		4	4	4	4 4,00
124 agus widodo	4	4	4 4	4	4	4		4	- 100000		_	4 4	- 4	4	4	4	-
124 agus Widodo 125 Satria Wicaksono	4	4	4 4	4	4	4	_	4	4,00	4	100	1 4	3	4	4	4	4 4,00 4 3,89
	5	4	4 4	4	4	4		4		4	_	1 4	3	4	4	_	-
126 Dwi cahyo	4	4	-	4	4	4	4 4	_	4,10	-	4 4	4 4	4	4	4	4	4,00
127 Arifin 128 Fandi	5	4	337		4		-	1	4,00	4	4	1 4	4		4		4,00
CONTRACTOR	-	4	5 5	4	4	4	4 4	1	4,30	4			4	4	4	4	4 4,00
129 Ahmad Ari	4	4	4 4	4	4	4	4 4	1	4,00	5	4 4	4 4	4	4	4	4	4 4,11
130 Riduansyah	4	4	4 4	4	4	4	4 (	-	4,00	4	27 1	4 4	4	4	4	4	4 4,00
131 Rahman Juhari	4	5	-	4	4	4		4 4	4,10	4 A	- 27	1 4	4	4	4	4	4 4,00
132 Musliadi	4	4	4 4	4	4	4		4 4	4,00	7		1	4	4	4	4	4 4,00
133 Saleh	4	4	4 4	4	4	4	4	-	3,90	4	7	, ,	3	4	4	4	4 3,89
134 Wandi	4	4	4 4	4	4	4	4	-	4,00	4	4 .	4 4	3	4	4	4	4 3,89
135 Ayu Dewi	4	4	4 4	4	4	4	-	4 4	3,90	4	4	4 4	4	4	4	4	4,00
136 Suherman S.P	4	4	4 4	4	4	4		4 4	4,00	4	-	4 4	4	4	4	4	4 4,00
137 Herman	4	4	4 4	4	4	4		4 4	4,00	4		4 3	3	3	4	4	4 3,67
138 Narlina	5	3	3 3	3	3	3		3	3,20	5		4 4	3	3	4	4	4 3,89
139 Sukma Wati	4	4	4 4	4	4	4		4 4	4,00	4		4 4	4	4	4	4	***************************************
140 Sainudin	4	4	4 4	4	4	4		4 4	4,00	5	-	4 4	4	4	4	4	4 4,11
141 selamet Riadi	5	4	5 4	4	4	4		4 4	4,20	5	9	4 4	4	4	4	4	4 4,22
142 Ajeng Herlina	4	4	4 4	4	4	4	4 4	-	4,00	4	4 4	4 4	4	4	4	4	4 4,00
143 Hartini	4	4	4 4	4	4	4		3 4	3,80	3	4	4 3	4	4	4	4	4 3,78
144 Naning	4	4	4 4	4	4	4	_	4 4	4,00	4		4 4	4	4	4	4	4,00
145 Amrullah	4	4	4 4	4	4	4	4 4	1	4,00	4	4 4	4 4	4	4	4	4	4 4,00
146 Darmansyah	4	4	4 4	4	4	4	4 4	-	4,00	4	4	4 4	4	4	4	4	4,00
147 Manto	4	4	3 4	4	4	4	4	4	3,90	4	-	3 4	4	4	4	4	4 3,89
148 Santi	4	4	4 4	4	4	4	4 4	4	4,00	4	4 .	4 5	4	4	5	5	5 4,44
149 Romanto	4	5	4 4	4	4	4		4 !	4,30	5	-	4 5	4	4	5	4	5 4,56
150 Andi	3	4	4 4	4	4	5	4	5	4,10	5	4	4 4	3	4	4	4	4 4,00

151 Fauzan 5	4 4	5 4	5 4	5 4 5	4,50	4 5	4	5 4	4 4	4 4	4,22
152 Norma Wati 4	4 4	5 4	5 5	4 4	4,40	4 4	4	4 3	5 4	4 4	4,00
153 Rahman 5	4 4	5 5	5 4	4 4	4,40	4 5	4	5 4	4 4	5 4	4,33
154 Astari 4	4 4	5 5	4 4	4 4	4,20	4 4	4	4 5	4 4	4 4	4,11
155 Andrean 5	4 5	4 4	4 4 :	5 5 4	4,40	4 4	5	4 5	4 4	5 5	4,44
156 Fatimah 4	4 4	4 4	4 4	5 5	4,20	3 3	5	4 4	4 4	5 5	4,11
157 Sanjaya 4	5 5	4 4	4 4	5 5	4,40	4 4	4	4 4	4 4	4 4	4,00
158 Supriadi 4	4 4	4 4	3 4	4 4	4,00	4 5	4	4 4	4 4	5 3	4,11
159 Asih 4	3 5	5 4	4 4	5 5	4,30	4 4	3	4 3	4 4	4 4	3,78
160 Nur Azizah 4	3 4	5 4	3 4	4 5	4,00	5 4	3	3 4	4 3	5 4	3,89
161 Hartono 3	3 4	4 4	4 3	4 5	3,80	5 4	5	4 4	5 4	4 4	4,33
162 Alung 3	3 4	3 3	3 4	3 5	3,40	3 4	4	4 3	3 4	4 4	3,67
163 Yunus 4	4 5	5 4	4 5	5 4 5	4,50	5 4	4	5 4	4 5	5 4	4,44
164 Fadirus 4	3 4	4 4	4 4	4 5	4,00	4 4	4	5 3	4 3	4 4	3,89
165 Suriansyah 4	4 4	4 4	3 4	4 4	4,00	5 4	4	4 4	4 4	4 5	4,22
166 Mahmudi 3	4 4	4 4	4 4	3 4	3,80	4 4	4	4 4	4 4	4 4	4,00
167 Maryono 4	4 4	4 4	4 4	4 4	4,00	4 4	4	4 4	4 4	4 4	4,00
168 Marliana 5	4 4	4 4	4 4	5 4 5	4,30	5 4	4	4 4	4 5	4 5	4,33
169 Siti Rukaiyah 3	4 4	4 4	4 4	4 5	4,00	4 4	4	4 4	4 4	4 4	4,00
170 Ibasrani 4	5 5	5 4	4 4	4 4	4,30	5 5	5	4 4	4 5	5 5	4,67
171 Amin Rullah 4	4 4	4 4	4 4	4 4	4,00	4 4	4	4 4	4 4	4 4	4,00
172 lilis suryati 3	4 4	4 4	3 5	4 4	3,90	5 4	4	4 4	4 4	4 5	4,22
173 Sutarmin Pakok 4	4 4	4 4	4 3 4	3 5	3,90	5 5	4	4 4	5 4	4 5	4,44
174 Hatibullah 4	4 4	4 4	4 4	4 4	4,00	4 4	4	4 4	4 4	4 4	4,00
175 Bakran 5	5 4	4 4	4 3	4 4	4,10	5 5	4	5 4	4 4	4 5	4,44
176 Salmiah 4	4 5	4 5	4 4	4 4	4,20	5 4	4	4 4	4 4	4 4	4,11
177 Irwanto wanto 4	4 4	4 4	4 4	4 4	4,00	4 4	4	4 4	4 4	4 4	4,00
178 menik Prihatin 4	4 4	5 5	4 4	4 5	4,30	5 4	5	4 4	4 4	4 5	4,33
179 Mardiatun 3	4 4	4 4	4 4	4 4	3,90	4 4	4	4 4	4 4	4 4	4,00
180 Disah 5	4 5	4 4	4 3	4 4	4,10	5 4	4	4 5	4 4	4 4	4,22
181 Ali sopian 4	4 4	4 4	4 4	4 4	4,00	4 4	4	4 4	4 4	4 4	4,00
182 arpani 4	4 4	4 4	4 4	4 4	4,00	4 4	4	4 4	4 4	4 4	4,00

# Appendix 3

Questionnaire tabulation data (amount)

Nama Responden			_	Dorny	ataan racno	onden (No Item)				jumlah		De	ernyataan re	conndan	variabal	omnlovoo	performanc	0	
Ivalia nesponden	1	2	3	4	5	6 7	8	9	10	juiman	1	2	3	4	5	6	7	8	9
1 Hisar P. Manihuruk	5	5	5	5	5	5	5 5	5	5	50	4	4	3	4	3	4	3	4	
2 Muaslimin	5	5	5	5	5	5	5 3	4	5	47	5	5	5	5	5	5	5	5	
3 Suwarno	5	5	4	5	5	5	5 4	5	5	48	4	4	5	5	4	5	4	4	
4 Alsikin	5	4	4	4	4	4	4 4	4	4	41	4	3	4	3	4	4	4	4	
5 Rahmani	5	4	4	4	5	4	5 4	4	5	44	4	4	3	3	3	4	4	5	
6 Ahmad Firdaus	5	4	4	4	4	4	4 4	4	4	41	4	3	4	3	4	4	4	4	
7 Saufina Rohfiyadi	5	5	4	5	5	4	5 5	5	5	48	4	3	4	4	3	4	4	4	
8 Augus Hutagaol	5	4	4	5	5	5	5 5	5	5	48	4	4	3	4	4	4	4	4	
9 Ristiawati	5	4	4	4	4	4	4 4	4	4	41	4	4	4	4	4	4	4	3	
0 Bahrudin	5	4	4	4	4	4	4 4	4	4	41	4	4	4	4	4	4	4	4	
11 Turyono	5	5	5	5	4		4 5		5	48	4	5	5	4		4	4	4	
12 Haeruman	5	4	4	5	4		3 4	-	4	41	4	4	4	4		5	5	4	
3 Haryanto	5	4	5	5	5		4 4		3	41	3	3	3	4			Δ	3	
4 Kiraman S	5	4	5	5	4	-	4 4	_	4	44	4	4	4	4		4	4	4	
15 Syaripin	5	4	A	4	A		2 2	_	2	33	4	4	4	4			A	4	_
6 Puspo Hariyanto	5		-	4	4	900	4 4		A	43	4	4	5	4		1		4	
17 Ahmad sirjan		5	5		5	98.6	5 3	-		47	5	· ·	5	5			5	5	
8 Parwanto	5			5	5		5 3	- 25		44	4	A		4				4	_
9 Nu Hanaifah Budiawati	5			3	3		4 3	_		40	4	4	- 4	4		4	4	4	_
0 H Rahmani S.P	5	*		- 4	4	0908	4 4		- 4	43	4	*	- 4	4		-	- 4	4	
1 Jarwo	5	4	4	5	4		4 4		3		4	4	- 4	5			4		
	5	5	5						4	46	4	4	4	4		1	4	5	
2 Ahmad Jali		4	4			1000	-	-	4	39	_	4	4	725		_	4		
3 Basrinsyah	5	4	5	4	5		4 4		4	43	4	4	4	4			4	4	
4 Johansyah	5	4	5	_	4	1000	4 4		4	43	4	4	4	4			4	4	
5 Pujiadi	5	4	4	4	5	-	4 3	_	4	43	5	5	5	5		-	4	5	
6 Taryono	5	4	4	4	4	0.005	4 5		5	44	5	5	5	4		-	5	5	
7 Dewita	5	5					4 5		5	47	5	5	5	4			5	5	
28 Samsul Huda	5	5	-	-			5 5		4	48	5	5	5	4		4	4	5	
19 Halimi Sugidrti5	5	5	5	4			5 5		4	46	5	5	5	5		4	5	5	
0 Beeh Suryanto	5	5	5	5	4		5 5		4	46	5	5	5	5			4	4	
1 Yery Listyanlaya	5	5			-		5 5		5	47	5	5	5	5		_	4	4	
2 Atik Hasan	5	5		-	-		5 4		5	47	5	5	5	4		1 - 1	5	5	
3 Suhaiyah	5	5	5				4 5		5	48	5	4	5	5			4	5	
4 Kasmiati	5	4	5				5 5		4	46	5	5	5	4			5	5	
IS Siti Jaunah	5	5	4	4	-		5 4	_	5	47	5	5	5	5			5	5	
6 Kahairul Fuad	5	4	4	5	4	77.78	4 4	4	4	42	4	5	4	4		5	4	4	
7 Zakiah	5	4	4		-		4 4		4	41	5	4	4	4			4	4	
8 Ahmad yusuf	5	5	5	5	4	4	4 4	5	5	46	5	5	5	5	5	5	4	4	
9 Warno	5	5	5	4	4	4	4 5	5	5	46	5	5	5	5	4	4	4	4	
0 Imam Maskur	5	4	4	5	5	5	5 4	4	4	45	5	5	5	5	5	5	5	4	
1 Jahut Sinaga	5	5	5	4	4	4	5 5	5	5	47	5	5	5	5		4	4	4	
2 Azikin	5	5	5	5	4	4	4 4	4	4	44	5	5	5	5	5	4	4	4	
3 Diyah Windarti	5	3	- 4	4	4	4	5 4	5	5	43	4	4	4	4	4	4	4	5	
4 Asep Hermawan	5	5	- 4	4	5	5	5 4	4	4	45	5	5	5	4	4	5	5	5	
15 Ardinsyah	5	4	5	4			4 4		4	43	5	5	5	4		4	4	4	
6 Syahrudin	5	3	4	4	4		4 4		4	40	4	4	4	4		4	4	4	
7 Abdul Sani	5	4	4	4	4		4 4	-	4	41	4	4	4	4			4	4	
18 Ardiansyah	5	4	4	4	4		4 4		4	41	4	4	4	4			4	4	
9 Burhan Y	5	4	4	5	4	7.57	2 4	_	5	43	4	4	4	4			5	4	
0 Muliono	5	4	4	_	5		4 5	_	3	46	5	4	4	4		4	4	5	

51 Hairul	5	4	5	5	5	5	5	4	4	4 46	4	4 4	4	4	4	4	4	4	
52 Kurdi Sumarto	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	5	
53 Selamet Aryanto	5	5	4	4	5	4	5	4	4	4 44	4	4 4	5.7	4	4	4	4	3	
54 Zaenudin	5	4	4	4	4	4	4	4	4	4 41	5	4 5		4	4	4	4	4	
55 Ngastino	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	4	4	4	5	
56 Saniigun	5	4	4	4	4	4	4	4	4	4 41	4	4 4	37	4	4	4	4	2	
57 Eman	5	5	5	5	5	5	5	4	4	5 48	4	4 4		4	4	4	4	5	
58 FX. Pettu	5	5	5	5	5	5	4	4	4	4 46	4	4 4	-	4	5	5	4	4	
59 Ardiman	5	4	5	5	5	5	4	4	4	4 45	4	4 4		4	5	5	4	4	
60 legirah	5	4	5	5	5	5	2	3	4	4 42	4	4 3	3	2	4	4	3	2	
61 M Arif	5	2	4	3	4	4	5	3	5	3 38	5	4 3		3	3	1	3	5	
62 Arolansyah	5	5	5	5	4	3	2	4	3	4 40	4	3 5	4	4	3	4	4	4	
63 Kliwon	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
64 Selamet B	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
65 Abidin	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
66 Gufron	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
67 Jaimal	5	4	4	4	4	4	4	4	4	4 41	5	4 4	4	4	4	4	4	4	
68 Arul	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
69 Arpansyah	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
70 Suherman S.P	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
71 Nurmanto	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
72 Aldı Ilham	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
73 Sulaiman	5	4	4	4	4	4	3	4	4	4 40	4	4 4	4	4	4	4	4	4	
74 Eko Edi	5	4	4	4	4	4	3	3	4	4 39	4	4 4	4	4	4	4	4	4	
75 Hanif Sulaiman	5	4	4	4	4	4	4	4	4	4 41	4	4 4	4	4	4	4	4	4	
76 Renda	5	4	4	4	4	4	4	4	4	4 41	5	4 4		4	4	4	4	4	
77 Randa	5	4	4	4	4	4	4	4	4	4 41	4	4 4		3	4	4	3	4	
78 Amin	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	4	4	4	4	
79 Pandi	5	4	4	4	4	4	4	3	3	3 38	4	4 4		4	4	4	3	4	
80 Haigal	5	4	4	5	5	5	5	4	4	4 45	5	5 5		4	Δ	4	4	4	
81 Fahmi	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	4	4	4	4	
82 Andy Rifaldy	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	Α.	4	4	4	
83 Al Muminin	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	4	4	4	4	
84 Agung	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	4	4	4	0	
85 Rusbandi	5	4	4	4	4	4	3	4	4	4 40	4	4 4	4	4	4	4	4	0	
86 Mnamar	5	4	4	4	4	4	4	3	4	4 40	4	4 4	4	4	4	4	4	0	
87 ahmad wahud	5	4	4	4	4	4	4	3	4	4 40	4	4 4	4	4	4	4	4	0	
88 Diki	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	4	4	4	0	
89 Sudirman	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	4	4	4	4	
90 Wandi	5	4	4	4	4	4	4	4	4	4 41	4	4 4		4	4	4	4	4	
91 Nasri	5	4	4	4	4	4	4	3	4	4 40	4	4 4		4	4	4	4	0	
92 Sukran	5	4	4	4	4	4	4	3	4	4 40	4	4 4		4	4	4	4	4	
93 Aripin	5	4	4	4	4	4	4	4	4	4 41	4	4 4	-	4	4	4	4	4	
94 Rahmadi	5	4	4	4	4	4	4	3	4	4 40	4	4 4		3	4	4	3	4	
95 Teguh Sulaiman	5	4	4	4	4	4	4	4	4	4 40	4	4 4		4	4	4	4	4	
		4	7/5		4	4	4		4		-	5 4		_	4	4		4	
96 Hairiah	5	4	5	4		4		3	- 17	4 40	4	5 4		4	5	4	4	4	
97 Vinsenseus	5	5	117	4	4	5	4	3	4	4 43	4	4 4	4	4	4	4	4	4	
98 Mubarak	5	4	4	4	4	4	4	3	4	4 40	4	4 4	4	4	4	4	3	4	
99 Muhammad Ali	5	4	4	4	4	3	3	4	3	4 38	4	4 4	157	4	3	4	3	4	
100 Fahri	5	4	4	4	4	4	3	4	3	4 39	4	4 4	4	4	4	4	4	4	

102 103	and the second second																	
103	Rosi mulyadi	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
103	Angky	5	4	4	4	4 4	4	4	4 4	10000	4 4		4	3	4	4 4	4	35
			- 7			130		000		74700				- 7	_	- 21	55.5	
	Dandi Swandi	5		4	4	4 4	4		4 4	41	4 4		4	4		4 4	4	36
104	Taufik Hidayat	5	4	4	4	4 4	4	4	4 4	41	4 4	4	5	4	4	4 4	4	37
	Rahman	5	4	4	4	4 4	4	3	4 4	40	4 4	4	4	4	4	4 4	4	36
			15.7							1000						-		
	Randika	5	4	4	4	4 4	3	35	4 4	39	4 4	- 45	4	4		4 3	4	35
107	Aziz	5	4	4	4	4 4	4	3	4 4	40	4 4	4	4	3	4	4 4	4	35
	Mamad	5	4	4	4	4 4	3		4 4		5 4		4	3	-	4 4	4	36
			75			-			2.5	-					65		777	
	Faisal	5	4	4	4	4 4	3	300	4 4	40	4 4	0.7	4	3	- S	4 3	4	34
110	Puspita	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
	Ningsih	5	4	4	4	4 4	4		4 4		4 4		4	4		4 4	4	36
			7.5			-			97	5000						30		
112	Joko Purnomo	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
113	Ali Saputra	5	4	4	4	4 4	4	4	4 4	41	5 4	4	4	4	4	4 4	4	37
114	Putra dwi	5	4	4	4	4 4	4		3 4	-	4 4		4	4	4	4 4	4	36
			-			430		1220	29.7	1486			_		-	-	-	
115	Resdino	5	4	4	4	4 4	4	4	3 3	39	5 4	5	4	4	4	4 4	4	38
116	Heru	5	4	4	4	4 4	4	4	4 4	41	5 4	4	4	4	4	4 4	4	37
	Megawati	5	-	4	4	4 4	4		4 4	41	5 4		4	4		4 4	4	37
			4		- 0	44			79.7						-			
118	wanto	5	4	4	4	5 4	4	4	4 4	42	4 4	4	4	4	4	4 4	4	36
119	Cahya Ayu	5	4	4	4	4 4	4	4	3 4	40	4 4	4	4	4	4	4 4	4	36
		_		_					79.7	- VVII					35	4 4		
	Sulaiman	5	4	4	4	100	4		4 4	41			4	4	150	0 1	4	36
121	Hanawati	5	4	4	4	4 4	4	4	4 4	41	4 4	4	3	4	4	4 4	4	35
	Raman	5	А	4	4	4 4	4		4 4	41	4 4		4	4	4	4 4	4	36
	The state of the s		-4	-		1/2	_								(A)		-	
	sugianto	5	5	4	4	4 4	4		4 4	42	4 4		4	4		4 4	4	36
124	agus widodo	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
	Satria Wicaksono	5	А	4	4	4 4	4		4 4	41	4 4		4	3		4 4	4	35
				200	100				3 37								-	
	Dwi cahyo	5	4	4	4	4 4	4		4 4	41	4 4		4	4		4 4	4	36
127	Arifin	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
	Fandi	5	4	5	5	4 4	4	4	4 4	43	4 4		4	4	4	4 4	4	36
	Ahmad Ari		75						35					_			-	
_		5	4	4	4	4 4	4		4 4	- 676	5 4		4	4		4 4	4	37
130	Riduansyah	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
131	Rahman Juhari	5	5	4	4	4 4	4	4	4 4	42	4 4	4	4	4	4	4 4	4	36
		_					_		1	1000			4			-	4	
	Musliadi	5	4	4	4	4 4	4		4 4	41				4		4 4	-	36
133	Saleh	5	4	4	4	4 4	4	4	3 4	40	4 4	4	4	3	4	4 4	4	35
134	Wandi	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	3	4	4 4	4	35
	Ayu Dewi	5	-	4	4	4 4	4		4 4	40	4 4		4	4	_	4 4	4	
			4		- 12	-			100	- 7,55						- 10	-	36
136	Suherman S.P	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
137	Herman	5	4	4	4	4 4	4	4	4 4	41	4 4	4	3	3	3	4 4	4	33
		_	- 20	-					-	-		_		_	-	-	-	
	Narlina	5	3	3	3	3 3	3		3 3		5 4		4	3	-	4 4	4	35
139	Sukma Wati	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
140	Sainudin	5	4	4	4	4 4	4	4	4 4	41	5 4	4	4	4	4	4 4	4	37
	selamet Riadi	5	-	5	4	4 4	4		4 4	42	5 5		4	4	-	4 4	4	
		_			- 10	330	_		7/2						- 17		- 66	38
142	Ajeng Herlina	5	4	4	4	4 4	4	4	4 4	41	4 4	4	4	4	4	4 4	4	36
143	Hartini	5	4	4	4	4 4	4	3	3 4	39	3 4	4	3	4	4	4 4	4	34
				- //-	- 6		_		70	7.77			_		25		- 0.7	
	Naning	5	4	4	4	4 4	4		4 4	41	4 4		4	4	-	4 4	4	36
	Amrullah									**	4 4	4	4	4	4			36
145	ATTITUTION	5	4	4	4	4 4	4	4	4 4	41	[ 29] 29	2 22			4	4 4	4	50
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146 147 148 149 150	Darmansyah Manto Santi Romanto Andi	5 5 5 5 5	4 4 4 5	4 3 4 4 4	4 4 4 4 5	4 4 4 4 4 4 4 4 4 4 5	4 4 4 5	4 4 4 5 4	4 4 4 4 4 4 5 5 4 5	41 40 41 44 43	4 4 4 4 5 5 5 5 4 4 5 5 6 6 6 6 6 6 6 6	4 3 4 4 4 4	4 4 5 5 4	4 4 4 4 3	4 4 4 4 5	4 4 4 5 5 5 5 4 4 4 4 4 4	4 4 5 5 4	36 35 40 41 36
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146 147 148 149 150 151 152 153 154	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari	5 5 5 5 5 5 5 5 5	4 4 5 4 4 4	4 4 4 4 4 4	4 4 4 4 4 5 5 5 5 5	4 4 4 4 4 4 4 4 4 5 5 5 5 5	4 4 5 4 4 4 4	4 4 4 5 4 5 4	4 4 4 4 4 5 4 4 4 4 4 4 4 4 4 4 4 4 4	41 40 41 44 43 45 45 44 43	4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 3 4 4 4 4 4 4 4	4 4 5 5 4 5 4	4 4 3 4 5	4 4 4 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 4 4 4 4	36 35 40 41 36 38 36 39 37
146 147 148 149 150 151 152 153 154 155	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean	5 5 5 5 5 5 5 5 5	4 4 5 4 4 4 4 4	4 4 4 4 4 4 5	4 4 4 4 4 5 5 5 5 5 4	4 4 4 4 4 4 4 5 5 5 5 5 5 4 4 4 4 4	4 4 4 5 5 4 4 4	4 4 4 5 4 5 4 4 5 5	4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 5 5 4 5 4	41 40 41 44 43 45 45 44 43 44	4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 3 4 4 4 4 4 4 4 5	4 4 5 5 4 5 4 4 4	4 4 4 3 3 4 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 4 4 4 4 4 5	36 35 40 41 36 38 36 39 37 40
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146 147 148 149 150 151 152 153 154 155	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean	5 5 5 5 5 5 5 5 5	4 4 5 4 4 4 4 4	4 4 4 4 4 4 5	4 4 4 4 4 5 5 5 5 5 4	4 4 4 4 4 4 4 5 5 5 5 5 5 4 4 4 4 4	4 4 4 5 5 4 4 4	4 4 5 4 5 5 5 5 4 4 4	4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 5 5 4 5 4	41 40 41 44 43 45 45 45 44 43 44 43	4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 5 5 5	4 4 5 5 4 5 4 4 4	4 4 4 3 3 4 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 4 4 4 4 4 5	36 35 40 41 36 38 36 39 37 40
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146 147 148 149 150 151 152 153 154 155 156 157 158 159 160	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 5 4 4 4 4 4 4 4 3 3	4 3 4 4 4 4 4 4 5 5 4 5 4	4 4 4 4 4 4 5 5 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 5 5 4 4 4 5 4 4 4 5 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	41 40 41 44 43 45 45 44 43 44 43 44 43 44 44 41	4 4 5 5 4 5 5 4 5 5 4 5 5 6 6 6 6 6 6 6	4 4 4 4 5 5 5 4 4 4 3 3 3 3	4 4 5 5 4 5 4 4 4 4 4 4 4 4 3	4 4 4 3 3 4 5 5 5 5 4 4 4 4 3 3 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 5 4 5 5 4 4 4 5 5 4 4 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 5 5 6 6 6 6	4 4 5 5 5 4 4 4 4 4 4 5 5 5 4 3 4 4 4 4	36 35 40 41 36 38 36 39 37 40 37 36 37 36 37 36
146 147 148 149 150 151 152 153 154 155 156 157 158 159 160	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 5 4 4 4 4 4 4 4 3 3 3	4 3 4 4 4 4 4 4 5 5 4 5 4 5	4 4 4 4 4 5 5 5 5 5 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 3	4 4 4 5 5 5 4 4 4 5 5 4 4 4 5 4 4 4 5 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	41 40 41 44 43 45 45 44 43 44 43 45 41 44 41 40	4 4 4 5 5 4 4 5 5 4 5 5 4 5 5 4 5 5 4 6 6 6 6	4 3 4 4 4 4 4 4 5 5 5 4 4 3 3 3 5 5	4 4 5 5 4 5 4 4 4 4 4 4 4 4 4	4 4 4 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 5 5 5 6 6 6 6 6 6 6 6	4 4 4 5 4 4 5 4 4 5 5 4 4 4 5 5 5 5 6 4 6 6 6 6	4 4 5 5 5 4 4 4 4 4 4 5 5 5 4 4 4 4 4 4	36 35 40 41 36 38 36 39 37 40 37 36 37 36 37 36 37 39 37 36 37 36 37 37 36 37 37 37 37 37 37 37 37 37 37 37 37 37
146 147 148 149 150 151 152 153 154 155 156 157 158 160 161	Darmansyah Manto Santi Romanto Andi  Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nurr Azizah Hartono Alung	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 5 4 4 4 4 4 4 5 3 3 3 3	4 3 4 4 4 4 4 5 5 4 5 4 4 4	4 4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 5 5 4 4 4 5 4 4 5 4 4 5 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	41 40 41 44 43 45 45 44 43 44 43 45 41 44 41 40 36	4 4 4 5 5 4 4 4 4 5 5 4 3 3 4 4	4 4 4 4 4 4 5 5 4 4 3 3 3 4	4 4 5 5 4 5 4 4 4 4 4 4 4 4 4 4	4 4 4 3 3 4 4 4 3 3 4 4 4 3 3	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 5 5 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 5 5 6 5 6	4 4 5 5 4 4 4 4 4 4 5 5 5 4 3 4 4 4 4 4	36 35 40 41 36 38 36 39 37 40 37 36 37 36 37 36 37 36 37 37 36 37 38 38 37 38 37 38 37 37 38 38 38 38 38 38 38 38 38 38 38 38 38
146 147 148 149 150 151 152 153 154 155 156 157 158 160 161	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 5 4 4 4 4 4 4 5 3 3 3 3	4 3 4 4 4 4 4 4 5 5 4 5 4 5	4 4 4 4 4 5 5 5 5 5 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 3	4 4 4 5 5 4 4 4 5 5 4 4 4 5 4 4 5 4 4 5 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	41 40 41 44 43 45 45 44 43 44 43 45 41 44 41 40	4 4 4 5 5 4 4 5 5 4 5 5 4 5 5 4 5 5 4 6 6 6 6	4 4 4 4 4 4 4 5 5 4 4 3 3 3 4	4 4 5 5 4 5 4 4 4 4 4 4 4 4 4	4 4 4 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 4 4 5 4 4 5 5 4 4 4 5 5 5 5 6 4 6 6 6 6	4 4 5 5 5 4 4 4 4 4 4 5 5 5 4 4 4 4 4 4	36 35 40 41 36 38 36 39 37 40 37 36 37 36 37 36 37 39 37 36 37 36 37 37 36 37 37 37 37 37 37 37 37 37 37 37 37 37
1466 147 148 149 150 150 150 150 150 150 150 150 150 150	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Allung Yunus	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 4 4 4 4 3 3 3 3 3	4 3 4 4 4 4 4 5 4 5 4 5 4 5 4 5	4 4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 5 5 5 5 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 5 5	4 4 4 5 5 4 5 5 4 4 4 5 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 5 5	41 40 41 44 43 45 45 44 43 44 43 45 41 44 41 40 36 46	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 3 4 4 4 4 4 5 5 5 4 4 4	4 4 5 5 4 5 4 4 4 4 4 4 4 4 5 5 5 4 5 7 7 8 7 8 8 7 8 7 8 8 7 8 8 7 8 8 7 8 8 8 8 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	4 4 3 3 4 4 4 3 3 4 4 4 4 3 3 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 4 4 5 5 4 4 4 5 5 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	36 35 40 41 36 38 36 39 37 40 37 36 37 34 35 39 33 40
1466 1477 1488 1499 1500 151 152 153 154 1555 156 157 158 159 1600 161 162 163 1644	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Alung Yunus Fadirus	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 4 4 4 4 3 3 3 3 3	4 3 4 4 4 4 4 4 5 5 4 5 4 5 4	4 4 4 4 4 4 4 4 5 5 5 5 4 4 4 4 4 4 4 4	4 4 4 4 4 5 5 5 5 5 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 5 4 4 4 4 4 4	4 4 4 5 5 4 4 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 5 5	41 40 41 44 43 45 44 43 44 43 45 41 40 36 46 41	4 4 4 4 4 4 4 5 5 4 4 5 5 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 4 5 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 7 7 8 7 8 8 7 8 7 8 8 7 8 8 7 8 8 7 8 8 7 8 8 7 8 8 8 8 8 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	4 4 3 3 4 4 3 3 4 4 3 3	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 5 5 4 4 5 5 4 4 4 5 5 4 4 4 4 4 4 4 4 5 5 4 4 4 5 5 4 4 5 5 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	36 35 40 41 36 38 36 39 37 40 37 34 35 39 33 40 35
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146 147 148 149 150 150 150 150 150 150 150 150 150 150	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Allung Yunus Fadirus Suriansyah Mahmudi Maryono Marliana Siti Rukayah Ibasrani Jamin Rullah Illis suryati Sutarani Pakok Hatbiullah Bakran	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 5 5 4 4 4 4 5 5 6 6 6 6	4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 5 5 4 4 4 4 4 5 5 4 4 4 4	4 4 4 4 4 4 5 5 5 5 5 5 4 4 5 5 5 5 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	41 40 41 43 45 45 44 43 44 41 41 40 40 41 41 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5	4 4 4 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 4 4 5 5 5 5 3 3 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	36 35 40 41 36 38 36 39 37 40 37 36 37 34 35 39 33 40 35 38 36 40 35 36 37 40 37 38 38 38 39 39 39 30 30 30 30 30 30 30 30 30 30 30 30 30
146 147 148 149 150 151 152 153 154 157 158 160 161 162 163 164 165 167 171 172 173 174	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Alung Yunus Fadirus Suriansyah Mahmudi Maryono Marilana Siti Rukaiyah Ilbasrani Jusurati Jusur	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 5 5 4 4 4 4 5 5 4 4 4 5 5 4 4 4 4 5 5 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	41 40 41 43 45 45 44 43 45 41 44 41 40 41 41 41 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4	5 5 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 4 5 5 5 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	36 35 40 41 36 38 36 39 37 36 37 34 35 38 36 39 33 40 35 38 36 40 35 36 40 37 37 36 37 37 36 37 37 37 37 37 37 37 37 37 37 37 37 37
146 147 148 149 150 151 151 152 153 154 155 156 157 158 160 161 162 165 166 167 177 171 171 171 171 171 171 171	Darmansyah Manto Santi Romanto Andi  Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Alung Yunus Fadirus Suriasyah Mahmudi Manyono Mariana Siti Rukalyah Ibasrani Amin Rullah Illis suryati Sutarmin Pakok Hatbullah Bakran Salmiah Invanto wanto	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 5 5 4 4 4 4 4 5 5 4 4 4 4 4 4 4	4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5	41 40 41 43 45 45 44 43 43 45 41 40 41 41 41 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 5 5 4 4 4 4 4 4 4 4 4	5 5 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	36 35 40 41 36 38 36 37 40 37 36 39 33 40 35 38 36 36 36 36 39 36 36 36 36 36 36 37 37 38 38 38 38 38 38 38 38 38 38 38 38 38
146 147 148 149 150 151 151 152 153 154 155 156 157 158 160 161 162 165 166 167 177 171 171 171 171 171 171 171	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Alung Yunus Fadirus Suriansyah Mahmudi Maryono Marilana Siti Rukaiyah Ilbasrani Jusurati Jusur	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 5 5 4 4 4 4 5 5 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	41 40 41 43 45 45 44 43 45 41 40 40 41 41 41 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4	5 5 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 4 5 5 5 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	36 35 40 41 36 38 36 39 37 36 37 34 35 38 36 39 33 40 35 38 36 40 35 36 40 37 37 36 37 37 36 37 37 37 37 37 37 37 37 37 37 37 37 37
146 147 148 149 150 151 152 153 154 157 158 159 160 161 162 163 164 165 177 171 175	Darmansyah Manto Santi Romanto Andi  Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Alung Yunus Fadirus Suriansyah Mahmudi Maryono Mariana Siti Rukaiyah Ibasrani Annin Rullah Illis suryati Susurani Pakok Hatibullah Bakran Salmiah Invanto wanto menik Prihatin	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 5 5 4 4 4 4 4 5 5 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 5 5 5 5 5 5 5 6 6 6 6 6	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 4 4 4 4 4 4 5 5 3 4 4 4 4 4 4 4	4 4 4 5 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 4 5 5 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 5 5 5 5 4 4 5 5 5 5 5	41 40 41 43 45 45 44 43 45 41 40 40 41 41 40 41 41 41 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 5 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 5 5 5 5 5 5 5	36 35 40 41 36 38 36 39 37 40 37 34 35 39 36 40 35 36 36 39 37 36 37 37 36 37 37 38 38 38 39 39 30 30 30 30 30 30 30 30 30 30 30 30 30
146 147 148 149 150 150 150 150 150 150 150 150 150 150	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Allung Yunus Fadirus Suriansyah Mahmudi Maryono Marliana Siti Rukayah Ibasrani Jamin Rullah Illis suryati Sutarmi Pakok Hatbullah Bakran Salmiah Irwanto wanto menik Prihatin Mardiatun	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 5 5 5 5 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 5 5 4 4 4 4 4 5 5 4 4 4 4	4 4 4 4 4 4 5 5 5 5 5 5 5 5 4 4 5 5 5 5	41 40 41 43 45 45 44 43 43 45 44 41 41 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	36 35 40 41 36 38 36 39 37 36 37 34 35 39 33 40 35 36 36 39 37 34 40 35 36 37 36 37 37 36 37 37 36 37 37 36 37 37 37 37 37 37 37 37 37 37 37 37 37
1466 147 1488 159 150 151 152 153 154 155 156 157 1588 169 170 171 172 173 174 1788 180 180 180 180 180 180 180 180 180 1	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Alung Yunus Fadirus Suriansyah Mahmudi Maryono Marilana Siti Rukaiyah Ilbasrani Jusurani Bakran Suranin Rakok Hatibullah Bakran Salmiah Invanto menik Prihatin Mardiatun Disah	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	41 40 41 43 45 45 44 43 45 41 44 41 40 41 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4	5 5 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 5 5	4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	36 35 40 41 36 38 36 39 37 40 37 34 35 39 33 40 35 36 39 36 39 37 40 37 36 37 37 36 37 37 36 37 37 37 38 38 38 39 39 39 39 39 39 30 30 30 30 30 30 30 30 30 30 30 30 30
1466 147 1488 159 150 151 152 153 154 155 156 157 1588 169 170 171 172 173 174 1788 180 180 180 180 180 180 180 180 180 1	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Allung Yunus Fadirus Suriansyah Mahmudi Maryono Marliana Siti Rukayah Ibasrani Jamin Rullah Illis suryati Sutarmi Pakok Hatbullah Bakran Salmiah Irwanto wanto menik Prihatin Mardiatun	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 5 5 5 5 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 5 5 5 5 5 5 4 4 5 5 5 5	41 40 41 43 45 45 44 43 45 41 40 46 41 41 40 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 5 4 4 4 4 4 4 4 4 4 4	4 4 5 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	36 35 40 41 36 38 36 39 37 36 37 34 35 39 33 40 35 36 36 39 37 34 40 35 36 37 36 37 37 36 37 37 36 37 37 36 37 37 37 37 37 37 37 37 37 37 37 37 37
1466 147 1488 159 150 151 152 153 154 157 158 160 161 162 165 166 167 171 177 178 178 180 181	Darmansyah Manto Santi Romanto Andi Fauzan Norma Wati Rahman Astari Andrean Fatimah Sanjaya Supriadi Asih Nur Azizah Hartono Alung Yunus Fadirus Suriansyah Mahmudi Maryono Marilana Siti Rukaiyah Ilbasrani Jusurani Bakran Suranin Rakok Hatibullah Bakran Salmiah Invanto menik Prihatin Mardiatun Disah	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 5 5 4 4 5 5 4 4 4 4 5 5 4 4 4 4 4	4 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	41 40 41 43 45 45 44 43 45 41 44 41 40 41 41 41 41 41 41 41 41 41 41 41	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4	5 5 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 5 5	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 5 5 4 4 4 4 4 4 4 4 4 4 4	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	36 35 40 41 36 38 36 39 37 40 37 34 35 39 36 36 36 39 36 40 37 36 40 36 40 37 36 40 37 38 38 38 38 38 38 38 38 38 38 38 38 38

# Appendix 4

### Variable validity test X

				WIIWOI.	Corre	lations						
	1	X.1	X.2	X.3	X.4	X.5	X.6	X.7	X.8	X.9	X.10	TOTAL_X
	Pearson Correlation	1	,386"	,415"	,281"	,191"	,289"	,169 <sup>*</sup>	,337"	,225"	,164°	,580
X.1	Sig. (2-tailed)		0	0	0	0,01	0	0,022	0	0,002	0,027	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,386"	1	,488"	,390"	,357"	,347"	,228"	,268"	,228"	,231"	,638"
X.2	Sig. (2-tailed)	0		0	0	0	0	0,002	0	0,002	0,002	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,415	,488"	1	,555**	,360	,316"	,202"	,235"	,237**	,230	,645
X.3	Sig. (2-tailed)	0	0		0	0	0	0,006	0,001	0,001	0,002	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,281**	,390	,555**	1	,530"	,496"	,173	,297**	,203"	,270	,663"
X.4	Sig. (2-tailed)	0	0	0		0	0	0,02	0	0,006	0	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,191"	,357"	,360	,530	1	,559**	,372"	0,095	,185 <sup>*</sup>	,167	,596"
X.5	Sig. (2-tailed)	0,01	0	0	0		0	0	0,203	0,013	0,024	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,289"	,347"	,316"	,496"	,559"	1	,315"	0,057	,301"	,210**	,617**
X.6	Sig. (2-tailed)	0	0	0	0	0		0	0,448	0	0,004	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,169 <sup>°</sup>	,228"	,202"	,173 <sup>°</sup>	,372"	,315"	1	,310	,347**	,250	,574"
X.7	Sig. (2-tailed)	0,022	0,002	0,006	0,02	0	0		0	0	0,001	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,337**	,268"	,235"	,297**	0,095	0,057	,310**	1	,420	,425	,591"
X.8	Sig. (2-tailed)	0	0	0,001	0	0,203	0,448	0		0	0	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,225"	,228"	,237"	,203"	,185	,301 "	,347"	,420 <sup></sup>	1	,530	,616"
X.9	Sig. (2-tailed)	0,002	0,002	0,001	0,006	0,013	0	0	0		0	0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,164	,231"	,230"	,270	,167 <sup>*</sup>	,210	,250	,425	,530"	1	,576"
X.10	Sig. (2-tailed)	0,027	0,002	0,002	0	0,024	0,004	0,001	0	0		0
	N	182	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,580	,638"	,645"	,663"	,596"	,617"	,574"	,591**	,616"	,576"	1
TOTAL_X	Sig. (2-tailed)	0	0	0	0	0	0	0	0	0	0	
	N	182	182	182	182	182	182	182	182	182	182	182

<sup>\*.</sup> Correlation is significant at the 0.05 level (2-tailed).

#### variable validity test X

				C	orrelatio	าร					
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	TOTAL_
*	Pearson Correlation	1	,548"	,453"	,322"	,236"	,230**	,179°	,308"	,280"	,638"
Y.1	Sig. (2-tailed)		0	0	0	0,001	0,002	0,016	0	0	0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,548**	1	,499"	,508"	,321"	,383"	,313"	,361"	,203"	,722"
Y.2	Sig. (2-tailed)	0		0	0	0	0	0	0	0,006	0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,453"	,499**	1	,425"	,459 <sup>**</sup>	,332"	,444"	,399"	,296"	,759"
Y.3	Sig. (2-tailed)	0	0		0	0	0	0	0	0	0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,322"	,508"	,425"	1	,400"	,378"	,245"	,266"	,211"	,651"
Y.4	Sig. (2-tailed)	0	0	0		0	0	0,001	0	0,004	0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,236"	,321"	,459"	,400**	1	,354"	,288"	,302"	,156	,614"
Y.5	Sig. (2-tailed)	0,001	0	0	0		0	0	0	0,035	0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,230**	,383"	,332"	,378"	,354"	1	,429"	,275"	0,097	,583"
Y.6	Sig. (2-tailed)	0,002	0	0	0	0		0	0	0,195	0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,179°	,313"	,444"	,245"	,288"	,429"	1	,401"	,197"	,598"
Y.7	Sig. (2-tailed)	0,016	0	0	0,001	0	0		0	0,008	0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,308"	,361"	,399"	,266"	,302"	,275"	,401"	1	,348"	,640**
Y.8	Sig. (2-tailed)	0	0	0	0	0	0	0		0	0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,280"	,203"	,296"	,211"	,156 <sup>*</sup>	0,097	,197"	,348"	1	,508"
Y.9	Sig. (2-tailed)	0	0,006	0	0,004	0,035	0,195	800,0	0		0
	N	182	182	182	182	182	182	182	182	182	182
	Pearson Correlation	,638"	,722"	,759"	,651"	,614"	,583"	,598"	,640**	,508"	1
TOTAL_Y	Sig. (2-tailed)	0	0	0	0	0	0	0	0	0	
	N	182	182	182	182	182	182	182	182	182	182

<sup>\*\*.</sup> Correlation is significant at the 0.01 level (2-tailed).

<sup>\*.</sup> Correlation is significant at the 0.05 level (2-tailed).

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Nama Mahasiswa: Renny Fauziah Rahman.

NIM : 1811102 431309.

Program Studi : SI Management International

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Judul Skripsi : The Impact Reward To Employee Performance In

Pt. Perkebunan Nucantara Unit Kebun Ryati

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by Renny Skr 2207

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