

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 ¹, Ermi Utami ²

NASKAH PUBLIKASI

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



Disusun Oleh:

RENNY FAUZIAH RAHMAN

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PROGRAM STUDI S1 MANAJEMEN FAKULTAS EKONOMI BISNIS DAN POLITIK

UNIVERSITAS MUHAMMADIYAH KALIMANTAN TIMUR

2022

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Kebun Tajati

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APPROVAL SHEET

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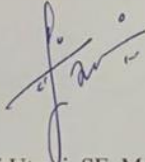
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PENGARUH REWARD TERHADAP KINERJA KARYAWAN PT
PERBUNAN NUSANTARA XIII UNIT KEBUN TAJATI

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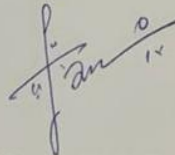
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APPROVAL SHEET

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

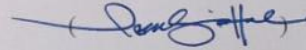
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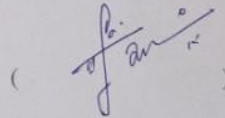
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Examiner I :
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Examiner II :
Ermi Utami, SE., MM



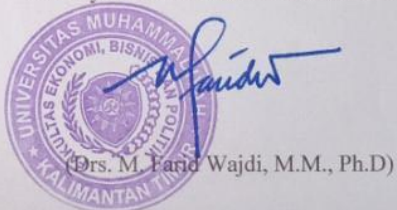
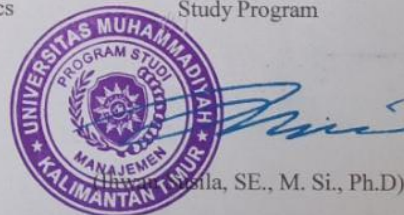
Acknowledge,

Dean of

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Faculty of Business and Political Economics

Study Program


(Drs. M. Farid Wajdi, M.M., Ph.D)
(M. Si, SE., M. Si., Ph.D)

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The undersigned below, I:

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Hereby declare that:

1. This thesis is original and truly my own work, in whole or in part, and is not the work of others on my behalf, nor is it the result of plagiarism of others' work.
2. Other people's works and opinions that are utilised as reference materials in this thesis, in writing, and clearly listed as reference sources by specifying the author's name and included in the bibliography in compliance with applicable scientific writing regulations;
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,



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.

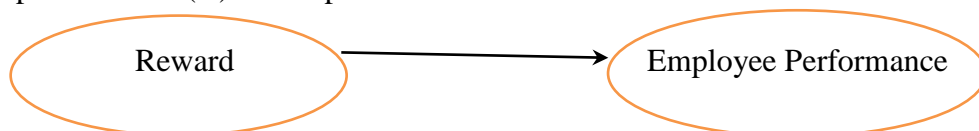


Figure 1. Research framework

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 – Kalimantan 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_{count}	Sig <0,05	R_{tabel} df= n-2	Criterion
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)

Item	Total Correlation / r_{count}	Sig<0,05	R_{tabel} df = n-2	Criterion
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 Performance	0,813	0,6	Reliabel

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

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,734	,233		7,435	,000
	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						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,734	,233		7,435	,000
	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 (R²)

**Table 6
Determinant Coefficient (R²)**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,604 ^a	,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 penyusunan tugas akhir di Universitas Muhammadiyah Kalimantan 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 kerjasamanya 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

Pilihlah salah satu jawaban yang paling sesuai menurut Bapak/ibu dengan memberikan tanda centang atau ceklis pada kolom yang tersedia. Terdapat lima alternatif 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

- 1. Nama :
- 2. Asal penempatan :

3. Reward

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

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

4. Kinerja Karyawan

No	Indikator	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					
		Karyawan mampu menyelesaikan lebih cepat dari yang di targetkan					
	Supervise	Mampu menerima dan memahami saran atau masukan yang diberikan atasan					
		Selalu mengikuti arahan-arahan yang diberikan oleh atasan maupun perusahaan					
	Kehadiran atau kedisiplinan	Karyawan selalu datang tepat waktu dan sesuai target dalam menyelesaikan pekerjaan yang diberikan atasan					
	Konservasi yang di tunjukan oleh perusahaan	Karyawan selalu menggunakan fasilitas atau bahan habis pakai yang dimiliki perusahaan sesuai dengan kebutuhan karyawan dalam melaksanakan pekerjaan karyawan untuk kebutuhan perusahaan.					

101	Rosi mulyadi	4	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00
102	Angly	4	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	3	4	4	4	4	4	3,89
103	Dandi Swandi	4	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	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	4	4,10	4	4	4	5	4	4	4	4	4	4	4,11
105	Rahman	4	4	4	4	4	4	4	4	3	4	4	4	4	3,90	4	4	4	4	4	4	4	4	4	4	4,00
106	Randika	3	4	4	4	4	4	3	3	4	4	4	4	3,70	4	4	4	4	4	4	4	3	4	4	3,89	
107	Aziz	4	4	4	4	4	4	4	3	4	4	4	4	3,90	4	4	4	4	3	4	4	4	4	4	3,89	
108	Mamad	4	4	4	4	4	4	3	4	4	4	4	4	3,90	5	4	4	4	3	4	4	4	4	4	4,00	
109	Faisal	3	4	4	4	4	4	3	4	4	4	4	4	3,80	4	4	4	4	3	4	4	3	4	4	3,78	
110	Puspita	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
111	Ningsih	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
112	Joko Purnomo	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
113	Aji Saputra	4	4	4	4	4	4	4	4	4	4	4	4	4,00	5	4	4	4	4	4	4	4	4	4	4,11	
114	Putra dvi	4	4	4	4	4	4	4	4	3	4	4	4	3,90	4	4	4	4	4	4	4	4	4	4	4,00	
115	Resdino	4	4	4	4	4	4	4	4	3	3	4	4	3,80	5	4	5	4	4	4	4	4	4	4	4,22	
116	Heru	4	4	4	4	4	4	4	4	4	4	4	4	4,00	5	4	4	4	4	4	4	4	4	4	4,11	
117	Megawati	4	4	4	4	4	4	4	4	4	4	4	4	4,00	5	4	4	4	4	4	4	4	4	4	4,11	
118	wanto	4	4	4	4	5	4	4	4	4	4	4	4	4,10	4	4	4	4	4	4	4	4	4	4	4,00	
119	Cahya Ayu	4	4	4	4	4	4	4	4	3	4	4	4	3,90	4	4	4	4	4	4	4	4	4	4	4,00	
120	Sulaiman	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
121	Hanawati	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	3	4	4	4	4	4	4	3,89	
122	Raman	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
123	sugianto	4	5	4	4	4	4	4	4	4	4	4	4	4,10	4	4	4	4	4	4	4	4	4	4	4,00	
124	agus widdodo	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
125	Satria Wicaksono	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	3	4	4	4	4	4	3,89	
126	Dwi cahyo	5	4	4	4	4	4	4	4	4	4	4	4	4,10	4	4	4	4	4	4	4	4	4	4	4,00	
127	Arfin	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
128	Fandi	5	4	5	5	4	4	4	4	4	4	4	4	4,30	4	4	4	4	4	4	4	4	4	4	4,00	
129	Ahmad Ari	4	4	4	4	4	4	4	4	4	4	4	4	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	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
131	Rahman Juhari	4	5	4	4	4	4	4	4	4	4	4	4	4,10	4	4	4	4	4	4	4	4	4	4	4,00	
132	Musliadi	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
133	Saleh	4	4	4	4	4	4	4	4	4	3	4	4	3,90	4	4	4	4	3	4	4	4	4	4	3,89	
134	Wandi	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	3	4	4	4	4	4	3,89	
135	Ayu Dewi	4	4	4	4	4	4	4	3	4	4	4	4	3,90	4	4	4	4	4	4	4	4	4	4	4,00	
136	Suherman S.P	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
137	Herman	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	3	3	3	4	4	4	4	3,67	
138	Narlina	5	3	3	3	3	3	3	3	3	3	3	3	3,20	5	4	4	4	3	3	4	4	4	4	3,89	
139	Sukma Wati	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
140	Sainudin	4	4	4	4	4	4	4	4	4	4	4	4	4,00	5	4	4	4	4	4	4	4	4	4	4,11	
141	selamet Riadi	5	4	5	4	4	4	4	4	4	4	4	4	4,20	5	5	4	4	4	4	4	4	4	4	4,22	
142	Ajeng Herlina	4	4	4	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	3	4	4	4	3,80	3	4	4	3	4	4	4	4	4	4	3,78	
144	Naning	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
145	Amrullah	4	4	4	4	4	4	4	4	4	4	4	4	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	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00	
147	Manto	4	4	3	4	4	4	4	4	4	4	4	4	3,90	4	4	3	4	4	4	4	4	4	4	3,89	
148	Santi	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	5	4	4	5	5	5	5	4,44	
149	Romanto	4	5	4	4	4	4	4	5	4	5	4	5	4,30	5	5	4	5	4	4	5	4	5	4	4,56	
150	Andi	3	4	4	4	4	4	5	4	5	4	5	4	4,10	5	4	4	4	3	4	4	4	4	4	4,00	

151	Fauzan	5	4	4	5	4	5	4	5	4	5	4	5	4,50	4	5	4	5	4	4	4	4	4	4	4,22
152	Norma Wati	4	4	4	5	4	5	5	5	4	4	4	4	4,40	4	4	4	4	3	5	4	4	4	4	4,00
153	Rahman	5	4	4	5	5	5	4	4	4	4	4	4	4,40	4	5	4	5	4	4	4	5	4	4	4,33
154	Astari	4	4	4	5	4	4	4	4	4	4	4	4	4,20	4	4	4	4	5	4	4	4	4	4	4,11
155	Andreas	5	4	5	4	4	4	4	5	5	4	4	4	4,40	4	4	5	4	5	4	4	5	5	4	4,44
156	Fatimah	4	4	4	4	4	4	4	4	5	5	4	4	4,20	3	3	5	4	4	4	4	5	5	4	4,11
157	Sanjaya	4	5	5	4	4	4	4	4	5	5	4	4	4,40	4	4	4	4	4	4	4	4	4	4	4,00
158	Supriadi	4	4	4	4	4	3	4	5	4	4	4	4	4,00	4	5	4	4	4	4	4	5	3	4	4,11
159	Asih	4	3	5	5	4	4	4	4	5	5	4	4	4,30	4	4	3	4	3	4	4	4	4	4	3,78
160	Nur Azizah	4	3	4	5	4	3	4	4	4	5	4	4	4,00	5	4	3	3	4	4	3	5	4	4	3,89
161	Hartono	3	3	4	4	4	4	3	4	4	5	4	4	3,80	5	4	5	4	4	5	4	4	4	4	4,33
162	Alung	3	3	4	3	3	3	4	3	3	3	3	3	3,40	3	4	4	4	3	3	4	4	4	4	3,67
163	Yunus	4	4	5	5	4	4	5	5	4	5	4	5	4,50	5	4	4	5	4	4	5	5	4	4	4,44
164	Fadirus	4	3	4	4	4	4	4	4	4	5	4	5	4,00	4	4	4	5	3	4	3	4	4	4	3,89
165	Suriansyah	4	4	4	4	4	3	4	5	4	4	4	4	4,00	5	4	4	4	4	4	4	4	5	4	4,22
166	Mahmudi	3	4	4	4	4	4	4	4	3	4	4	4	3,80	4	4	4	4	4	4	4	4	4	4	4,00
167	Maryono	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00
168	Marliana	5	4	4	4	4	4	4	5	4	5	4	5	4,30	5	4	4	4	4	4	5	4	5	4	4,33
169	Siti Rukaiyah	3	4	4	4	4	4	4	4	4	5	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00
170	Ibasrani	4	5	5	5	4	4	4	4	4	4	4	4	4,30	5	5	5	4	4	4	5	5	5	5	4,67
171	Amin Rullah	4	4	4	4	4	4	4	4	4	4	4	4	4,00	4	4	4	4	4	4	4	4	4	4	4,00
172	Ilis suryati	3	4	4	4	4	3	5	4	4	4	4	4	3,90	5	4	4	4	4	4	4	4	5		

Appendix 3

Questionnaire tabulation data (amount)

No	Nama Responden	Pernyataan responden (No Item)										Jumlah	Pernyataan responden variabel employee performance									Jumlah			
		1	2	3	4	5	6	7	8	9	10		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	3	4	4	4	33
2	Muaslimin	5	5	5	5	5	5	5	3	4	5	47	5	5	5	5	5	5	5	5	5	5	5	5	45
3	Suwarno	5	5	4	5	5	5	5	4	5	5	48	4	4	5	5	4	5	4	5	4	4	4	5	40
4	Alsikin	5	4	4	4	4	4	4	4	4	4	41	4	3	4	3	4	4	4	4	4	4	4	4	34
5	Rahmani	5	4	4	4	5	4	5	4	4	5	44	4	4	3	3	3	4	4	4	4	5	5	5	35
6	Ahmad Firdaus	5	4	4	4	4	4	4	4	4	4	41	4	3	4	3	4	4	4	4	4	4	4	4	34
7	Saufina Rohfiyadi	5	5	4	5	5	4	5	5	5	5	48	4	3	4	4	3	4	4	4	4	4	4	5	35
8	Augus Hutagaol	5	4	4	5	5	5	5	5	5	5	48	4	4	3	4	4	4	4	4	4	4	4	4	35
9	Ristiawati	5	4	4	4	4	4	4	4	4	4	41	4	4	4	4	4	4	4	4	4	4	3	4	35
10	Bahrudin	5	4	4	4	4	4	4	4	4	4	41	4	4	4	4	4	4	4	4	4	4	4	4	36
11	Turyono	5	5	5	5	4	5	4	5	5	5	48	4	5	5	4	4	4	4	4	4	4	4	5	39
12	Haeruman	5	4	4	5	4	4	3	4	4	4	41	4	4	4	4	4	5	5	4	4	4	4	4	38
13	Haryanto	5	4	5	5	3	4	4	3	3	41	3	3	3	4	4	4	4	4	3	5	3	5	3	33
14	Kiraman S	5	4	5	5	4	5	4	4	4	4	44	4	4	4	4	4	4	4	4	4	4	4	4	36
15	Syaripin	5	4	4	4	4	2	2	2	2	33	4	4	4	4	4	4	4	4	4	4	2	4	2	34
16	Puspo Haryanto	5	5	4	4	4	4	4	5	4	43	4	4	5	4	4	4	5	4	5	4	4	4	4	38
17	Ahmad sirjan	5	5	5	5	5	5	3	4	5	47	5	5	5	5	5	5	5	5	5	5	5	5	5	45
18	Parwanto	5	5	5	5	5	5	3	3	3	44	4	4	4	4	4	4	4	4	4	4	4	4	4	36
19	Nu Hanaifah Budiawati	5	4	4	4	4	4	3	4	4	40	4	4	4	4	4	4	4	4	4	4	4	4	4	36
20	H Rahmani S.P	5	4	4	4	4	5	4	4	4	5	43	4	4	4	4	4	4	4	4	4	4	4	4	36
21	Jarwo	5	5	5	5	4	5	4	4	5	4	46	4	4	4	5	4	4	4	4	5	4	5	4	38
22	Ahmad Jali	5	4	4	4	4	3	3	4	4	39	4	4	4	4	5	4	4	4	4	4	4	4	4	37
23	Basriyah	5	4	5	4	5	4	4	4	4	43	4	4	4	4	4	4	4	4	4	4	4	4	4	36
24	Johansyah	5	4	5	5	4	4	4	4	4	43	4	4	4	4	4	4	4	4	4	4	4	4	4	36
25	Pujadi	5	4	4	4	5	5	4	3	5	43	5	5	5	5	5	5	5	4	5	4	5	4	4	43
26	Taryono	5	4	4	4	4	4	4	5	5	5	44	5	5	5	4	4	4	5	5	5	5	5	5	42
27	Dewita	5	5	5	5	4	4	4	5	5	5	47	5	5	5	4	4	4	4	5	5	5	5	5	42
28	Samsul Huda	5	5	5	5	5	5	5	5	4	48	5	5	5	4	4	4	4	4	5	5	5	5	5	41
29	Halimi Sugidrtis	5	5	5	4	4	4	5	5	5	4	46	5	5	5	5	4	4	5	5	5	5	5	5	43
30	Beeh Suryanto	5	5	5	5	4	4	5	5	4	4	46	5	5	5	5	4	4	4	4	4	5	4	5	41
31	Yery Listyanlaya	5	5	5	4	4	4	5	5	5	5	47	5	5	5	5	5	5	5	4	4	4	4	4	42
32	Atik Hasan	5	5	5	5	5	5	4	4	5	47	5	5	5	4	4	4	5	5	5	5	5	5	5	42
33	Suhayah	5	5	5	5	5	4	5	5	5	48	5	4	5	5	4	5	4	5	4	5	4	5	4	41
34	Kasmiati	5	4	5	5	4	5	5	5	4	4	46	5	5	5	4	4	5	5	5	5	5	5	4	42
35	Siti Jaunah	5	5	4	4	5	5	5	4	5	5	47	5	5	5	5	5	5	5	5	5	5	5	5	45
36	kaharull Fuad	5	4	4	5	4	4	4	4	4	4	42	4	5	4	4	4	5	4	4	4	4	4	4	38
37	Zakiah	5	4	4	4	4	4	4	4	4	4	41	5	4	4	4	4	4	4	4	4	4	4	4	37
38	Ahmad yusuf	5	5	5	5	4	4	4	4	5	5	46	5	5	5	5	5	5	4	4	4	4	4	4	42
39	Warno	5	5	5	4	4	4	4	5	5	5	46	5	5	5	5	4	4	4	4	4	4	4	4	40
40	Imam Maskur	5	4	4	5	5	5	5	4	4	4	45	5	5	5	5	5	5	5	5	5	4	4	4	43
41	Jahut Sinaga	5	5	5	4	4	4	5	5	5	5	47	5	5	5	5	5	4	4	4	4	4	4	4	41
42	Azikin	5	5	5	5	4	4	4	4	4	44	5	5	5	5	5	4	4	4	4	4	4	4	4	41
43	Diyah Windarti	5	3	4	4	4	4	5	4	5	5	43	4	4	4	4	4	4	4	4	4	5	5	5	38
44	Asep Hermawan	5	5	4	4	5	5	5	4	4	4	45	5	5	5	4	4	5	5	5	5	5	5	5	43
45	Ardiansyah	5	4	5	4	5	4	4	4	4	4	43	5	5	5	4	4	4	4	4	4	4	4	4	39
46	Syahrudin	5	3	4	4	4	4	4	4	4	4	40	4	4	4	4	4	4	4	4	4	4	4	4	36
47	Abdul Sani	5	4	4	4	4	4	4	4	4	4	41	4	4	4	4	4	4	4	4	4	4	4	4	36
48	Ardiansyah	5	4	4	4	4	4	4	4	4	4	41	4	4	4	4	4	4	4	4	4	4	4	4	36
49	Burhan Y	5	4	4	5	4	5	2	4	5	5	43	4	4	4	4	4	5	5	4	4	4	4	4	38
50	Muliono	5	4	4	5	5	5	4	5	5	4	46	5	4	4	4	4	4	4	4	5	5	5	5	39

Appendix 4

Variable validity test X

Correlations												
		X.1	X.2	X.3	X.4	X.5	X.6	X.7	X.8	X.9	X.10	TOTAL_X
X.1	Pearson Correlation	1	,386**	,415**	,281**	,191**	,289**	,169*	,337**	,225**	,164*	,580**
	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
X.2	Pearson Correlation	,386**	1	,488**	,390**	,357**	,347**	,228**	,268**	,228**	,231**	,638**
	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
X.3	Pearson Correlation	,415**	,488**	1	,555**	,360**	,316**	,202**	,235**	,237**	,230**	,645**
	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
X.4	Pearson Correlation	,281**	,390**	,555**	1	,530**	,496**	,173*	,297**	,203**	,270**	,663**
	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
X.5	Pearson Correlation	,191**	,357**	,360**	,530**	1	,559**	,372**	0,095	,185*	,167*	,596**
	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
X.6	Pearson Correlation	,289**	,347**	,316**	,496**	,559**	1	,315**	0,057	,301**	,210**	,617**
	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
X.7	Pearson Correlation	,169*	,228**	,202**	,173*	,372**	,315**	1	,310**	,347**	,250**	,574**
	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
X.8	Pearson Correlation	,337**	,268**	,235**	,297**	0,095	0,057	,310**	1	,420**	,425**	,591**
	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
X.9	Pearson Correlation	,225**	,228**	,237**	,203**	,185*	,301**	,347**	,420**	1	,530**	,616**
	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
X.10	Pearson Correlation	,164*	,231**	,230**	,270**	,167*	,210**	,250**	,425**	,530**	1	,576**
	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
TOTAL_X	Pearson Correlation	,580**	,638**	,645**	,663**	,596**	,617**	,574**	,591**	,616**	,576**	1
	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

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

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

variable validity test X





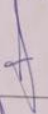



Correlations											
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	TOTAL_Y
Y.1	Pearson Correlation	1	,548**	,453**	,322**	,236**	,230**	,179*	,308**	,280**	,638**
	Sig. (2-tailed)		0	0	0	0,001	0,002	0,016	0	0	0
	N	182	182	182	182	182	182	182	182	182	182
Y.2	Pearson Correlation	,548**	1	,499**	,508**	,321**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

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

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

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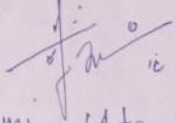
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 Bimbingan Mulai : 18 Maret 2022
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