

Lampiran I
DAFTAR KUISIONER
PENGARUH PEMBERIAN MOTIVASI DAN KOMPENSASI TERHADAP
PENINGKATAN PRESTASI KERJA KARYAWAN
PT.PEKEBUNAN NUSANTARA III
MEDAN

Kepada : Yth. Bapak / Ibu karyawan Pt.Perkebunan Nusantara III

Dengan hormat,

Saya Putri Dhevida Sari mahasiswa semester akhir pada Jurusan Manajemen Fakultas Ekonomi Universitas Medan Area .Saat ini sedang mengumpulkan data dalam rangka tugas akhir.Daftar pertanyaan yang diajukan berikut bertujuan untuk mengumpulkan informasi serta mendapatkan gambaran dan data tentang Pengaruh pemberian motivasi dan kompensasi terhadap peningkatan prestasi kerja karyawan.

Saya memohon kesediaan saudara (i) untuk mengisi kuesioner ini berdasarkan pengalaman anda dalam motivasi dan kompensasi. Jawaban yang anda berikan tidak akan dinilai benar salahnya, melainkan sebagai informasi yang sangat bermanfaat serta menentukan hasil penelitian yang saya lakukan.

Atas kesedian dan waktu Bapak/Ibu saya ucapkan banyak terima kasih.

Medan, November 2015

Putri Dhevida Sari

Petunjuk Pengisian :

1. Daftar pertanyaan di bawah ini hanya semata-mata untuk data penelitian dalam rangka penyelesaian studi.
2. Jawablah pertanyaan di bawah ini sesuai dengan pendapat bapak/ibu/saudara(i).
3. Berikan tanda centang () pada pertanyaan di bawah ini yang menurut pendapat bapak/ibu/saudara(i) paling sesuai.

1. Jawaban Sangat Setuju diberi bobot 5
2. Jawaban Setuju diberi bobot 4
3. Jawaban Kurang Setuju diberi bobot 3
4. Jawaban Tidak Setuju diberi bobot 2
5. Jawaban Sangat Tidak Setuju diberi bobot 1

Karakteristik Responden :

Nama :

Jenis Kelamin : Pria Wanita

Umur : Tahun

Pendidikan akhir : SMA D3 S1 S2

Daftar Pertanyaan :

MOTIVASI (X1)

| No | Pertanyaan | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1 | kebutuhan fisiologis diberikan perusahaan dalam bentuk makan,minum,perumahan dan sebagainya oleh perusahaan atas pretasi kerja karyawan. | | | | | |
| 2 | Kebutuhan rasa aman diberikan perusahaan dalam bentuk jaminan kecelakaan kerja dan jaminan hari tua oleh perusahaan. | | | | | |
| 3 | Kebutuhan sosial dapat memberikan kenyamanan bekerja dan kekompakan sesama rekan kerja. | | | | | |
| 4 | Kebutuhan penghargaan dapat memberikan semangat pada karyawan yang berprestasi | | | | | |
| 5 | Kebutuhan aktualisasi diri untuk menunjukan kemampuan,keahlian dan potensi yang dimiliki karyawan. | | | | | |

KOMPENSASI (X2)

| No | Pertanyaan | SS | S | RG | TS | STS |
|----|---|----|---|----|----|-----|
| 1 | Gaji yang diberikan perusahaan sesuai dengan prestasi kerja karyawan. | | | | | |
| 2 | Upah yang diterima sesuai dengan yang diharapkan karyawan. | | | | | |
| 3 | Insentif yang saya terima,sangat sesuai dengan prestasi kerja yang telah saya capai . | | | | | |
| 4 | Tunjangan hari raya dan kesehatan cukup sesuai seperti yang saya harapkan. | | | | | |

PRESTASI KERJA KARYAWAN (Y)

| No | Pertanyaan | SS | S | RG | TS | STS |
|----|--|----|---|----|----|-----|
| 1 | Kualitas kerja di ukur melalui ketepatan,ketelitian,keberhasilan hasil kerja karyawan . | | | | | |
| 2 | Kuantitas yang baik diberikan karyawan membuat pekerjaan cepat selesai seperti yang diharapkan oleh perusahaan | | | | | |
| 3 | tugas yang diberikan perusahaan telah di laksanakan dengan sebaik-baiknya oleh karyawan | | | | | |
| 4 | Tanggung jawab yang di berikan oleh perusahaan harus dijalankan dengan sebaik-baiknya. | | | | | |

LAMPIRAN 2
DATA RESPONDEN

| Motivasi (X ₁) | | | | Kompensasi (X ₁) | | | | Peningkatan prestasi kerja (Y) | | | | |
|-------------------------------|---|---|---|---------------------------------|---|---|---|-----------------------------------|---|---|---|---|
| 5 | 5 | 5 | 2 | 3 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 |
| 2 | 3 | 4 | 5 | 3 | 4 | 5 | 2 | 3 | 3 | 4 | 4 | 4 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 3 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 5 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 4 | 5 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 4 |
| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 |
| 3 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 |
| 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 |
| 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 4 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 4 |
| 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 3 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 |
| 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 |
| 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 5 |
| 2 | 2 | 2 | 5 | 5 | 4 | 4 | 2 | 2 | 3 | 3 | 5 | 4 |
| 3 | 3 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 5 | 2 | 2 | 2 | 2 | 5 | 5 | 5 | 2 | 3 | 3 | 3 | 4 |
| 5 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 |
| 5 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 |

**LAMPIRAN 3
UJI STATISTIK**

Frequency Table Motivasi

q1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2,00 | 3 | 6,0 | 6,0 | 6,0 |
| 3,00 | 10 | 20,0 | 20,0 | 26,0 |
| Valid 4,00 | 20 | 40,0 | 40,0 | 66,0 |
| 5,00 | 17 | 34,0 | 34,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

q2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2,00 | 3 | 6,0 | 6,0 | 6,0 |
| 3,00 | 9 | 18,0 | 18,0 | 24,0 |
| Valid 4,00 | 11 | 22,0 | 22,0 | 46,0 |
| 5,00 | 27 | 54,0 | 54,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

q3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2,00 | 2 | 4,0 | 4,0 | 4,0 |
| 3,00 | 13 | 26,0 | 26,0 | 30,0 |
| Valid 4,00 | 24 | 48,0 | 48,0 | 78,0 |
| 5,00 | 11 | 22,0 | 22,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

q4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2,00 | 2 | 4,0 | 4,0 | 4,0 |
| 3,00 | 14 | 28,0 | 28,0 | 32,0 |
| Valid 4,00 | 22 | 44,0 | 44,0 | 76,0 |
| 5,00 | 12 | 24,0 | 24,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

q5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| 2,00 | 1 | 2,0 | 2,0 | 2,0 |
| 3,00 | 10 | 20,0 | 20,0 | 22,0 |
| Valid 4,00 | 21 | 42,0 | 42,0 | 64,0 |
| 5,00 | 18 | 36,0 | 36,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

Frequency Table Kompensasi

q6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 2,00 | 1 | 2,0 | 2,0 | 2,0 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 3,00 | 7 | 14,0 | 14,0 | 16,0 |
| | 4,00 | 20 | 40,0 | 40,0 | 56,0 |
| | 5,00 | 22 | 44,0 | 44,0 | 100,0 |
| | Total | 50 | 100,0 | 100,0 | |

q7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | 3,00 | 13 | 26,0 | 26,0 |
| | 4,00 | 15 | 30,0 | 56,0 |
| | 5,00 | 22 | 44,0 | 100,0 |
| | Total | 50 | 100,0 | 100,0 |

q8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 6,0 | 6,0 |
| | 3,00 | 10 | 20,0 | 26,0 |
| | 4,00 | 20 | 40,0 | 66,0 |
| | 5,00 | 17 | 34,0 | 100,0 |
| | Total | 50 | 100,0 | 100,0 |

q9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 6,0 | 6,0 |
| | 3,00 | 9 | 18,0 | 24,0 |
| | 4,00 | 11 | 22,0 | 46,0 |
| | 5,00 | 27 | 54,0 | 100,0 |
| | Total | 50 | 100,0 | 100,0 |

Frequency Table Prestasi Kerja

q10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 2,00 | 3 | 6,0 | 6,0 | 6,0 |
| 3,00 | 8 | 16,0 | 16,0 | 22,0 |
| 4,00 | 27 | 54,0 | 54,0 | 76,0 |
| 5,00 | 12 | 24,0 | 24,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

q11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 7 | 14,0 | 14,0 | 14,0 |
| 4,00 | 25 | 50,0 | 50,0 | 64,0 |
| 5,00 | 18 | 36,0 | 36,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

q12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 6 | 12,0 | 12,0 | 12,0 |
| 4,00 | 30 | 60,0 | 60,0 | 72,0 |
| 5,00 | 14 | 28,0 | 28,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

q13

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 2 | 4,0 | 4,0 | 4,0 |
| 4,00 | 30 | 60,0 | 60,0 | 64,0 |
| 5,00 | 18 | 36,0 | 36,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

Motivasiiii

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,629 | 5 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| VAR00001 | 16,6667 | 1,952 | ,484 | ,533 |
| VAR00002 | 17,0667 | 1,495 | ,314 | ,491 |
| VAR00003 | 16,6667 | 1,667 | ,766 | ,396 |
| VAR00004 | 16,7333 | 1,924 | ,597 | ,495 |
| VAR00005 | 16,6000 | 1,686 | ,676 | ,429 |

Kompensasi**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,682 | 4 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| VAR00006 | 12,4667 | 3,267 | ,571 | ,547 |

| | | | | |
|--------------|---------|-------|------|------|
| VAR0000 7 | 12,3333 | 4,095 | ,305 | ,778 |
| VAR0000 8 | 12,8000 | 2,743 | ,592 | ,521 |
| VAR0000 9 | 12,0000 | 3,714 | ,579 | ,569 |

Prestasi kerja

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,744 | 4 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| VAR0001 0 | 12,4667 | 3,552 | ,387 | ,760 |
| VAR0001 1 | 12,9333 | 2,210 | ,602 | ,659 |
| VAR0001 2 | 13,0000 | 2,714 | ,662 | ,621 |
| VAR0001 3 | 12,6000 | 2,686 | ,556 | ,676 |

Model Summary^b

| Model | R | R Square | Adjusted R | Std. Error of | Change Statistics | Durbin-Watson |
|-------|---|----------|------------|---------------|-------------------|---------------|
|-------|---|----------|------------|---------------|-------------------|---------------|

| | | | Square | the | R | F | df1 | df | Sig. F | |
|---|-------------------|------|--------|----------|--------|--------|-----|----|--------|-------|
| | | | | Estimate | Square | Change | | 2 | Change | |
| | | | | | Change | | | | e | |
| 1 | ,779 _a | ,607 | ,690 | 1,31663 | ,607 | 36,269 | 2 | 47 | ,000 | 1,830 |

a. Predictors: (Constant), kompensasi, motivasi

b. Dependent Variable: prestasikerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 125,745 | 2 | 62,872 | 36,269 | ,000 ^b |
| | Residual | 81,475 | 47 | 1,734 | | |
| | Total | 207,220 | 49 | | | |

a. Dependent Variable: prestasikerja

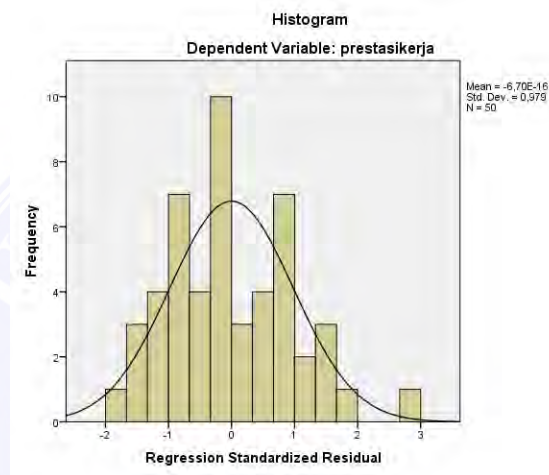
b. Predictors: (Constant), kompensasi, motivasi

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|--------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| (Constant) | 4,278 | 1,472 | | 2,905 | ,000 | | | | | |
| 1 motivasi | ,473 | ,097 | ,622 | 4,873 | ,000 | ,765 | ,579 | ,446 | ,513 | 1,949 |
| 1 kompensasi | ,171 | ,106 | ,205 | 3,604 | ,000 | ,639 | ,228 | ,147 | ,513 | 1,949 |

a. Dependent Variable: prestasikerja

Charts



Normal P-P Plot of Regression Standardized Residual

