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LAMPIRAN 1 : KUISIONER**PENGARUH KARAKTERISTIK INDIVIDU DAN MOTIVASI KERJA
TERHADAP KINERJA KARYAWAN YAYASAN *WORLD WIDE FUND FOR
NATURE* (WWF) INDONESIA CABANG KALIMANTAN TENGAH****I. Cara Pengisian Kuesioner**

- a. Mohon diisi daftar pertanyaan ini dengan jujur sebagai pendapat pribadi anda.
- b. Berilah tanda (\surd) pada kotak jawaban yang anda pilih sesuai pendapat anda.
- c. Silahkan tunjukkan seberapa tingkat persetujuan/ tidak setuju anda terhadap setiap pertanyaan.
- d. Semua pertanyaan ini tidak ada benar atau salah, semua tergantung pendapat anda.
- e. Jawaban yang anda berikan akan digunakan sebagai data untuk penulisan karya tulis (skripsi) dalam rangka mencapai gelar sarjana ekonomi jurusan manajemen Fakultas Ekonomi dan Bisnis Universitas Palangka Raya.
- f. Peneliti mengucapkan terima kasih atas partisipasi dan bantuan anda.

II. Identitas Responden :

1. Jenis Kelamin :
2. Umur :
3. Pendidikan :
4. Lama/Masa Kerja :

III. DAFTAR PERNYATAAN

1. KARAKTERISTIK INDIVIDU (X1)

No.	Pernyataan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
1.	Memiliki kemampuan melaksanakan pekerjaan atau tugas dengan baik.					
2.	Selalu menjunjung tinggi nilai-nilai kebersamaan					
3.	Memiliki sikap yang sesuai dengan pekerjaan yang dijalankan dan diharapkan perusahaan					
4.	Memiliki Minat dalam menyelesaikan pekerjaan					

2. MOTIVASI KERJA (X2)

No.	Pernyataan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
1.	Melaksanakan tugas dengan penuh tanggung jawab					
2.	Setiap karyawan yang memiliki prestasi kerja yang tinggi akan mendapatkan kesempatan untuk mengembangkan karir					
3.	Karyawan memiliki kesempatan untuk mengikuti Diklat untuk menunjang peluang untuk maju					
4.	Dalam mengerjakan pekerjaan setiap karyawan ingin mendapat pengakuan terhadap pekerjaannya					
5.	Melakukan pekerjaan sesuai dengan kemampuan					

3. KINERJA KARYAWAN (Y)

No.	Pernyataan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
1.	Kualitas Pekerjaan yang di kerjakan sudah sesuai standart.					
2.	Kuantitas Pekerjaan yang dikerjakan sudah sesuai target.					
3.	Efisiensi Waktu melebihi rata-rata karyawan					
4.	Mampu melebihi standart yang ditetapkan					
5.	Memiliki pengetahuan yang luas yang dapat membantu karyawan lain dalam pengambilan keputusan					
6.	Mengatur pengambilan keputusan yang strategis untuk disesuaikan dengan kelompok atau tim kerja didalam perusahaan					

1. KARAKTERISTIK INDIVIDU (X1)

N0	X1.1	X1.2	X1.3	X1.4	TOTAL	RATA-RATA
1	4	4	4	4	16	4
2	4	4	3	3	14	4
3	3	3	4	3	13	3
4	4	4	4	4	16	4
5	2	2	2	4	10	3
6	4	4	4	4	16	4
7	4	4	3	3	14	4
8	4	4	4	4	16	4
9	2	4	3	3	12	3
10	4	4	4	4	16	4
11	4	4	4	4	16	4
12	4	4	4	4	16	4
13	4	4	5	5	18	5
14	4	5	5	5	19	5
15	3	3	3	3	12	3
16	3	3	3	4	13	3
17	5	5	5	5	20	5
18	2	2	2	4	10	3
19	4	4	4	4	16	4
20	4	3	3	4	14	4
21	5	5	5	5	20	5
22	5	5	5	5	20	5
23	4	3	3	4	14	4
24	4	4	4	4	16	4
25	4	4	4	4	16	4
26	4	4	4	4	16	4
27	2	3	4	4	13	3
28	3	3	4	4	14	4
29	2	3	2	3	10	3
30	5	4	4	4	17	4
31	4	4	4	4	16	4
32	3	3	4	3	13	3
33	3	3	4	3	13	3
34	4	4	4	5	17	4
35	3	4	4	3	14	4

2. MOTIVASI KERJA (X2)

N0	X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL	RATA - RATA
1	4	3	4	4	3	18	4
2	5	4	3	3	4	19	4
3	4	4	3	3	4	18	4
4	4	4	4	4	4	20	4
5	4	3	4	4	3	18	4
6	4	4	4	4	4	20	4
7	3	3	4	4	3	17	3
8	5	4	3	3	4	19	4
9	4	3	3	3	3	16	3
10	4	4	5	5	4	22	4
11	4	4	4	4	4	20	4
12	3	3	2	2	3	13	3
13	4	4	4	4	4	20	4
14	3	3	3	3	3	15	3
15	4	3	4	4	3	18	4
16	4	4	5	5	4	22	4
17	5	5	5	5	5	25	5
18	3	4	4	4	4	19	4
19	4	4	4	4	4	20	4
20	3	3	4	4	3	17	3
21	4	4	3	3	4	18	4
22	4	3	2	2	3	14	3
23	3	3	3	3	3	15	3
24	4	4	4	4	4	20	4
25	4	4	4	4	4	20	4
26	4	4	4	4	4	20	4
27	5	5	5	5	5	25	5
28	4	5	5	5	5	24	5
29	4	5	5	5	5	24	5
30	4	4	4	4	4	20	4
31	4	3	4	4	3	18	4
32	4	4	4	4	4	20	4
33	5	4	4	4	4	21	4
34	4	4	5	5	4	22	4
35	4	3	5	5	3	20	4

3. KINERJA KARYAWAN (Y)

N0	Y1	Y2	Y3	Y4	Y5	Y6	TOTAL	RATA-RATA
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1	4	4	4	4	4	4	24	4
2	3	3	4	3	4	5	22	4
3	4	4	3	4	4	4	23	4
4	4	4	4	5	5	4	26	4
5	3	4	4	4	4	3	22	4
6	4	4	3	3	4	4	22	4
7	4	5	5	5	4	4	27	5
8	4	4	4	4	5	4	25	4
9	3	4	3	4	5	5	24	4
10	4	4	4	4	4	4	24	4
11	4	4	4	4	4	4	24	4
12	4	4	4	4	4	4	24	4
13	4	4	5	5	4	5	27	5
14	4	5	5	4	4	5	27	5
15	4	3	4	4	4	4	23	4
16	3	3	3	3	4	4	20	3
17	5	5	5	4	4	5	28	5
18	4	4	4	3	4	3	22	4
19	4	4	4	4	4	4	24	4
20	4	3	3	3	4	4	21	4
21	5	5	5	5	5	5	30	5
22	5	5	5	5	5	5	30	5
23	4	3	3	3	4	4	21	4
24	4	4	4	4	5	4	25	4
25	4	4	4	3	5	4	24	4
26	4	4	4	3	4	4	23	4
27	3	3	3	4	4	4	21	4
28	3	3	4	4	4	4	22	4
29	4	3	3	4	4	4	22	4
30	5	4	4	5	5	5	28	5
31	4	4	4	4	4	4	24	4
32	3	3	4	3	4	3	20	3
33	3	3	4	4	4	4	22	4
34	4	4	4	4	5	5	26	4
35	3	3	4	4	4	4	22	4

TABULASI DATA

NO	X1	X2	Y
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1	3	3	3
2	4	4	4
3	4	4	4
4	3	3	3
5	3	3	3
6	3	3	3
7	3	3	3
8	3	3	3
9	3	3	3
10	4	4	4
11	4	4	4
12	3	3	3
13	4	4	4
14	3	3	3
15	4	4	4
16	3	5	3
17	3	5	3
18	4	4	4
19	4	4	4
20	3	3	3
21	3	3	3
22	3	2	2
23	3	3	3
24	4	4	4
25	3	3	3
26	3	3	3
27	3	5	5
28	4	4	4
29	4	4	4
30	4	4	4
31	4	4	4
32	4	4	4
33	3	3	3
34	3	5	5
35	4	4	4

Frequencies

1. KARAKTERISTIK INDIVIDU (X1)

Statistics

		X1.1	X1.2	X1.3	X1.4	TOTAL	RATARATA
N	Valid	35	35	35	35	35	35
	Missing	0	0	0	0	0	0
Mean		3.63	3.71	3.77	3.91	15.03	3.86
Median		4.00	4.00	4.00	4.00	16.00	4.00
Sum		127	130	132	137	526	135

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	14.3	14.3	14.3
	3	7	20.0	20.0	34.3
	4	19	54.3	54.3	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	10	28.6	28.6	34.3
	4	19	54.3	54.3	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8.6	8.6	8.6
	3	7	20.0	20.0	28.6
	4	20	57.1	57.1	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	25.7	25.7	25.7
	4	20	57.1	57.1	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

TOTAL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	3	8.6	8.6	8.6
	12	2	5.7	5.7	14.3
	13	5	14.3	14.3	28.6
	14	6	17.1	17.1	45.7
	16	12	34.3	34.3	80.0
	17	2	5.7	5.7	85.7
	18	1	2.9	2.9	88.6
	19	1	2.9	2.9	91.4
	20	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

RATARATA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	28.6	28.6	28.6
	4	20	57.1	57.1	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

Frequencies

2. MOTIVASI KERJA (X2)

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL	RATARATA
N	Valid	35	35	35	35	35	35	35
	Missing	0	0	0	0	0	0	0
Mean		3.97	3.77	3.91	3.91	3.77	19.34	3.91
Median		4.00	4.00	4.00	4.00	4.00	20.00	4.00
Sum		139	132	137	137	132	677	137

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	17.1	17.1	17.1
	4	24	68.6	68.6	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	34.3	34.3	34.3
	4	19	54.3	54.3	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	7	20.0	20.0	25.7
	4	18	51.4	51.4	77.1
	5	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	7	20.0	20.0	25.7
	4	18	51.4	51.4	77.1
	5	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	34.3	34.3	34.3
	4	19	54.3	54.3	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

TOTAL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	13	1	2.9	2.9	2.9
	14	1	2.9	2.9	5.7
	15	2	5.7	5.7	11.4
	16	1	2.9	2.9	14.3
	17	2	5.7	5.7	20.0
	18	6	17.1	17.1	37.1
	19	3	8.6	8.6	45.7
	20	11	31.4	31.4	77.1
	21	1	2.9	2.9	80.0
	22	3	8.6	8.6	88.6
	24	2	5.7	5.7	94.3
	25	2	5.7	5.7	100.0
	Total	35	100.0	100.0	

RATARATA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	20.0	20.0	20.0
	4	24	68.6	68.6	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

Frequencies

3. KINERJA KARYAWAN (Y)

Statistics

		Y1	Y2	Y3	Y4	Y5	Y6	TOTAL	RATARATA
N	Valid	35	35	35	35	35	35	35	35
	Missing	0	0	0	0	0	0	0	0
Mean		3.86	3.83	3.94	3.91	4.26	4.17	23.97	4.14
Median		4.00	4.00	4.00	4.00	4.00	4.00	24.00	4.00
Sum		135	134	138	137	149	146	839	145

Frequency Table

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	25.7	25.7	25.7
	4	22	62.9	62.9	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	31.4	31.4	31.4
	4	19	54.3	54.3	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	22.9	22.9	22.9
	4	21	60.0	60.0	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	25.7	25.7	25.7
	4	20	57.1	57.1	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	26	74.3	74.3	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	8.6	8.6	8.6
	4	23	65.7	65.7	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

TOTAL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	2	5.7	5.7	5.7
	21	3	8.6	8.6	14.3
	22	8	22.9	22.9	37.1
	23	3	8.6	8.6	45.7
	24	8	22.9	22.9	68.6
	25	2	5.7	5.7	74.3
	26	2	5.7	5.7	80.0
	27	3	8.6	8.6	88.6
	28	2	5.7	5.7	94.3
	30	2	5.7	5.7	100.0
	Total	35	100.0	100.0	

RATARATA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.7	5.7	5.7
	4	26	74.3	74.3	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

Correlations

1. KARAKTERISTIK INDIVIDU (X1)

		Correlations				
		X1.1	X1.2	X1.3	X1.4	TOTAL
X1.1	Pearson Correlation	1	.772**	.665**	.554**	.890**
	Sig. (2-tailed)		.000	.000	.001	.000
	N	35	35	35	35	35
X1.2	Pearson Correlation	.772**	1	.763**	.485**	.891**
	Sig. (2-tailed)	.000		.000	.003	.000
	N	35	35	35	35	35
X1.3	Pearson Correlation	.665**	.763**	1	.570**	.882**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	35	35	35	35	35
X1.4	Pearson Correlation	.554**	.485**	.570**	1	.743**
	Sig. (2-tailed)	.001	.003	.000		.000
	N	35	35	35	35	35
TOTAL	Pearson Correlation	.890**	.891**	.882**	.743**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	35	35	35	35	35

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

Correlations

2. MOTIVASI KERJA (X2)

		Correlations					
		X2.1	X2.2	X2.3	X2.4	X2.5	TOTAL
X2.1	Pearson Correlation	1	.543**	.248	.248	.543**	.588**
	Sig. (2-tailed)		.001	.151	.151	.001	.000
	N	35	35	35	35	35	35
X2.2	Pearson Correlation	.543**	1	.519**	.519**	1.000**	.860**
	Sig. (2-tailed)	.001		.001	.001	.000	.000
	N	35	35	35	35	35	35
X2.3	Pearson Correlation	.248	.519**	1	1.000**	.519**	.859**
	Sig. (2-tailed)	.151	.001		.000	.001	.000
	N	35	35	35	35	35	35
X2.4	Pearson Correlation	.248	.519**	1.000**	1	.519**	.859**
	Sig. (2-tailed)	.151	.001	.000		.001	.000
	N	35	35	35	35	35	35
X2.5	Pearson Correlation	.543**	1.000**	.519**	.519**	1	.860**
	Sig. (2-tailed)	.001	.000	.001	.001		.000
	N	35	35	35	35	35	35
TOTAL	Pearson Correlation	.588**	.860**	.859**	.859**	.860**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35

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

Correlations

3. KINERJA KARYAWAN (Y)

		Correlations						
		Y1	Y2	Y3	Y4	Y5	Y6	TOTAL
Y1	Pearson Correlation	1	.674**	.437**	.414*	.363*	.418*	.760**
	Sig. (2-tailed)		.000	.009	.013	.032	.012	.000
	N	35	35	35	35	35	35	35
Y2	Pearson Correlation	.674**	1	.670**	.504**	.354*	.392*	.840**
	Sig. (2-tailed)	.000		.000	.002	.037	.020	.000
	N	35	35	35	35	35	35	35
Y3	Pearson Correlation	.437**	.670**	1	.547**	.157	.352*	.752**
	Sig. (2-tailed)	.009	.000		.001	.367	.038	.000
	N	35	35	35	35	35	35	35
Y4	Pearson Correlation	.414*	.504**	.547**	1	.380*	.434**	.763**
	Sig. (2-tailed)	.013	.002	.001		.024	.009	.000
	N	35	35	35	35	35	35	35
Y5	Pearson Correlation	.363*	.354*	.157	.380*	1	.404*	.562**
	Sig. (2-tailed)	.032	.037	.367	.024		.016	.000
	N	35	35	35	35	35	35	35
Y6	Pearson Correlation	.418*	.392*	.352*	.434**	.404*	1	.673**
	Sig. (2-tailed)	.012	.020	.038	.009	.016		.000
	N	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.760**	.840**	.752**	.763**	.562**	.673**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35

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

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

Reliability

1. KARAKTERISTIK INDIVIDU (X1)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.875	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	11.40	3.659	.775	.824
X1.2	11.31	4.045	.802	.812
X1.3	11.26	3.903	.775	.821
X1.4	11.11	4.869	.594	.889

Reliability
2. MOTIVASI KERJA (X2)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.866	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	15.37	6.534	.433	.890
X2.2	15.57	5.370	.778	.818
X2.3	15.43	4.782	.745	.824
X2.4	15.43	4.782	.745	.824
X2.5	15.57	5.370	.778	.818

Reliability

3. KINERJA KARYAWAN (Y)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.824	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	20.11	4.869	.634	.787
Y2	20.14	4.420	.735	.763
Y3	20.03	4.793	.611	.792
Y4	20.06	4.703	.621	.790
Y5	19.71	5.798	.429	.826
Y6	19.80	5.224	.526	.810

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Karyawan (Y)	3.5143	.65849	35
Karakteristik Individu (X1)	3.4286	.50210	35
Motivasi Kerja (X2)	3.6286	.73106	35

Correlations

		Kinerja Karyawan (Y)	Karakteristik Individu (X1)	Motivasi Kerja (X2)
Pearson Correlation	Kinerja Karyawan (Y)	1.000	.648	.775
	Karakteristik Individu (X1)	.648	1.000	.446
	Motivasi Kerja (X2)	.775	.446	1.000
Sig. (1-tailed)	Kinerja Karyawan (Y)	.	.000	.000
	Karakteristik Individu (X1)	.000	.	.004
	Motivasi Kerja (X2)	.000	.004	.
N	Kinerja Karyawan (Y)	35	35	35
	Karakteristik Individu (X1)	35	35	35
	Motivasi Kerja (X2)	35	35	35

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja (X2), Karakteristik Individu (X1) ^b	.	Enter

a. Dependent Variable: Kinerja Karyawan (Y)

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.845 ^a	.715	.697	.36255	1.447

a. Predictors: (Constant), Motivasi Kerja (X2), Karakteristik Individu (X1)

b. Dependent Variable: Kinerja Karyawan (Y)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.537	2	5.268	40.081	.000 ^b
	Residual	4.206	32	.131		
	Total	14.743	34			

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Motivasi Kerja (X2), Karakteristik Individu (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	165	.449		.367	.716		
	Karakteristik Individu (X1)	.495	.138	.377	3.576	.001	.801	1.249
	Motivasi Kerja (X2)	.546	.095	.607	5.749	.000	.801	1.249

a. Dependent Variable: Kinerja Karyawan (Y)

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Karakteristik Individu (X1)	Motivasi Kerja (X2)
1	1	2.969	1.000	.00	.00	.00
	2	.021	11.972	.22	.08	.96
	3	.010	17.164	.78	.92	.03

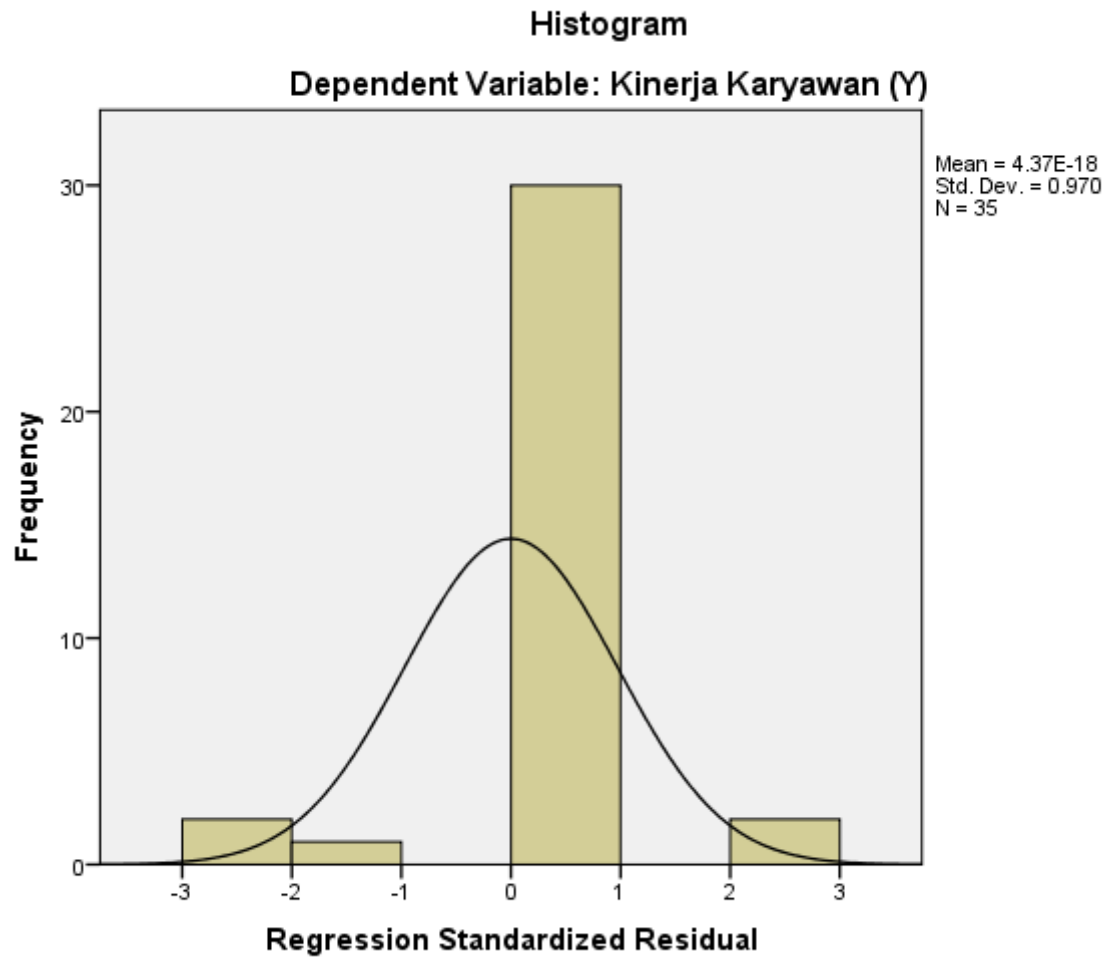
a. Dependent Variable: Kinerja Karyawan (Y)

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.4124	4.0515	3.5143	.55669	35
Std. Predicted Value	-1.979	.965	.000	1.000	35
Standard Error of Predicted Value	.088	.177	.102	.029	35
Adjusted Predicted Value	2.5000	4.3784	3.5175	.56490	35
Residual	-1.05155	.94845	.00000	.35173	35
Std. Residual	-2.900	2.616	.000	.970	35
Stud. Residual	-3.321	2.995	-.004	1.108	35
Deleted Residual	-1.37838	1.24324	-.00324	.45921	35
Stud. Deleted Residual	-4.037	3.475	-.019	1.312	35
Mahal. Distance	1.015	7.090	1.943	1.989	35
Cook's Distance	.000	1.142	.122	.336	35
Centered Leverage Value	.030	.209	.057	.058	35

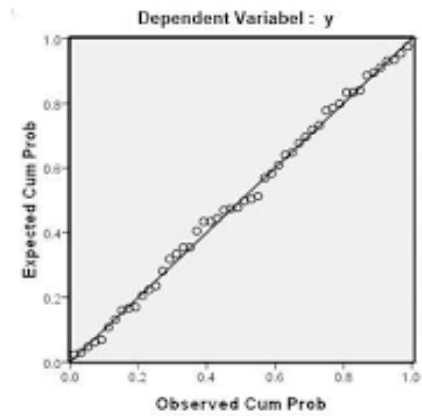
a. Dependent Variable: Kinerja Karyawan (Y)

Charts



UJI NORMALITAS

Normal P – Plot of Regression Standardized Residual



UJI HETEROSKEDASTISITAS

Scatterplot

