

BAB V

KESIMPULAN DAN SARAN

A. Kesimpulan

Berdasarkan hasil perhitungan dari pembahasan mengenai Pengaruh Motivasi Internal dan Motivasi Eksternal Terhadap Kinerja Karyawan SYNOPSIS Coffee & Eatery Yogyakarta, maka disimpulkan sebagai berikut

1. Terdapat pengaruh secara simultan antara Motivasi Internal dan Motivasi Eksternal Terhadap Kinerja, dengan arah positif yang menunjukkan bahwa semakin tinggi motivasi internal dan motivasi eksternal yang dimiliki dan didapat oleh seorang karyawan maka akan berdampak pada meningkatnya kinerja yang diberikan oleh karyawan tersebut. Hal ini menunjukkan bahwa Motivasi Internal dan Motivasi Eksternal pada karyawan SYNOPSIS Coffee & Eatery Yogyakarta dianggap mampu menjadi tolak ukur dalam meningkatkan kinerja karyawannya.
2. Terdapat pengaruh yang signifikan antara Motivasi Eksternal Terhadap Kinerja, dengan arah positif yang menunjukkan bahwa semakin tinggi motivasi eksternal yang diperoleh oleh seorang karyawan maka akan berdampak pada meningkatnya kinerja yang diberikan oleh karyawan tersebut. Hal ini menunjukkan bahwa Motivasi Eksternal pada karyawan pada SYNOPSIS Coffee & Eatery Yogyakarta dianggap mampu menjadi tolak ukur dalam meningkatkan kinerja karyawannya.

3. Terdapat pengaruh yang signifikan antara Motivasi Internal dan Motivasi Eksternal Terhadap Kinerja Karyawan yang memiliki arah positif yang menunjukkan bahwa semakin tinggi motivasi internal dan motivasi eksternal yang dimiliki oleh seorang karyawan maka akan berdampak pada meningkatnya kinerja yang diberikan oleh karyawan tersebut. Hal ini menunjukkan bahwa Motivasi Internal dan Motivasi Eksternal pada karyawan pada SYNOPSIS Coffee & Eatery Yogyakarta dianggap mampu menjadi tolak ukur dalam meningkatkan kinerja karyawannya.

B. Saran

Berdasarkan hasil penelitian dan kesimpulan yang telah dipaparkan, pada bagian ini peneliti akan memberikan saran-saran yang bisa bermanfaat tentunya bagi semua pihak yang berkaitan dengan peneliti ini, yang berguna bagi perkembangan ilmu pengetahuan, instansi atau lembaga dan berbagai pihak yang berkaitan dengan penelitian. Adapun saran-saran yang peneliti berikan setelah meneliti permasalahan adalah sebagai berikut:

1. Hasil penelitian menunjukkan bahwa Motivasi Internal dan Motivasi Eksternal memiliki pengaruh secara simultan terhadap Kinerja karyawan. Berdasarkan hasil tersebut, diharapkan pihak SYNOPSIS Coffee & Eatery Yogyakarta terus meningkatkan indikator-indikator dari motivasi internal dan motivasi eksternal. Hal ini untuk meningkatkan kinerja karyawan agar dapat menimbulkan kinerja yang baik sehingga tujuan perusahaan dapat tercapai.

2. Hasil penelitian menunjukkan bahwa Motivasi Eksternal memiliki pengaruh secara signifikan terhadap Kinerja karyawan. Berdasarkan hasil tersebut, diharapkan pihak SYNOPSIS Coffee & Eatery Yogyakarta juga tetap mempertahankan dan meningkatkan indikator-indikator motivasi eksternal, yaitu gaji, harapan dan bonus. Serta bagi manajemen pihak SYNOPSIS diharapkan untuk memperhatikan berbagai keluhan dari setiap karyawan dalam hal pemenuhan kebutuhan karyawan melalui ketepatan waktu dalam pemberian gaji, bonus atau pun penghargaan untuk karyawan berprestasi.
3. Hasil penelitian menunjukkan bahwa Motivasi Internal dan Motivasi Eksternal memiliki pengaruh signifikan terhadap Kinerja karyawan. Berdasarkan hasil tersebut, diharapkan pihak SYNOPSIS Coffee & Eatery Yogyakarta terus meningkatkan indikator-indikator dari motivasi internal dan motivasi eksternal. Hal ini untuk meningkatkan kinerja karyawan secara signifikan.

DAFTAR PUSTAKA

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LAMPIRAN

Lampiran 1 Kuesioner Penelitian

KUESIONER

1. No. Kuesioner :
2. Nama : (Boleh tidak diisi)
3. Alamat :
4. Jenis Kelamin :

Laki-laki

Perempuan

5. Umur :

< 20 tahun

26-30 tahun

20-25 tahun

>30 tahun

6. Pendidikan terakhir :

SMA

D3

S1

S2

Lainnya (sebutkan)

7. gaji per bulan :

< Rp 1.000.000

Rp 1.000.000 - Rp 5.000.000

Rp 5.000.000 - Rp 10.000.000

Petunjuk pengisian :

1. Pilihlah salah satu jawaban dari kelima alternative jawaban yang sesuai dengan cara memberikan tanda centang (√) pada salah satu kolom jawaban yang tersedia dan berilah alasan dari jawaban yang Saudara pilih.
2. Keterangan jawaban sebagai berikut:

SS : Sangat Setuju

S : Setuju

CS : Cukup Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

A. MOTIVASI INTERNAL (X₁)

No	Motivasi Internal	SS	S	CS	TS	STS
1.	Saya bertanggung jawab dalam melaksanakan tugas.					
2.	Saya melaksanakan tugas dengan target yang jelas.					
3.	Saya memiliki tujuan yang jelas dan menantang.					
4.	Saya mendapat umpan balik atas hasil pekerjaan saya.					
5.	Saya merasa senang dalam bekerja					
6.	Saya selalu berusaha mengungguli orang lain.					
7.	Saya mengutamakan prestasi dari apa yang dikerjakannya					

B. MOTIVASI EKSTERNAL (X₂)

No	Motivasi Eksternal	SS	S	CS	TS	STS
1.	Saya selalu berusaha memenuhi kebutuhan hidup dan kebutuhan kerja.					
2.	Saya senang memperoleh pujian dari apa yang saya kerjakan..					
3.	Saya bekerja dengan ingin memperoleh insentif.					
4.	Saya bekerja dengan harapan ingin memperoleh perhatian dari teman dan atasan.					

C. KINERJA KARYAWAN (Y)

No	Kinerja Karyawan	SS	S	CS	TS	STS
1.	Saya memiliki prestasi kerja yang baik.					
2.	Saya disiplin dalam melaksanakan SOP perusahaan.					
3.	Saya memiliki kreatifitas dalam penyelesaian masalah pekerjaan.					
4.	Saya bisa bekerja sama dengan karyawan lain dengan baik.					
5.	Saya mempunyai kecakapan dalam bidang yang saya kerjakan.					
6.	Saya selalu bertanggung jawab atas apa yang saya kerjakan.					

Lampiran 2 Hasil Tabulasi Kuesioner

TABULASI KUESIONER																								
No	Jenis Kela min	U mu r	Pendidikan Terakhir	G aj i	MOTIVASI													Kinerja Karyawan						
					Motivasi Internal								Motivasi Eksternal											
					X1 .1	X1 .2	X1 .3	X1 .4	X1 .5	X1 .6	X1 .7	TOTA L X1	X2 .1	X2 .2	X2 .3	X2 .4	TOTA L X2	Y 1	Y 2	Y 3	Y 4	Y 5	Y 6	TOT AL Y
1	1	2	2	2	4	4	4	4	4	3	3	26	4	3	3	3	13	3	3	3	4	3	4	20
2	1	3	3	2	4	3	3	4	4	4	4	26	3	3	3	3	12	3	3	3	3	4	4	20
3	1	3	2	2	4	3	3	4	4	4	4	26	3	3	3	3	12	3	3	3	3	4	4	20
4	2	3	3	2	3	3	3	4	4	4	3	24	3	4	3	3	13	3	3	3	4	3	3	19
5	1	2	3	2	4	3	3	4	3	4	3	24	4	4	3	3	14	3	3	3	3	3	4	19
6	2	2	3	2	4	3	4	4	4	4	4	27	4	3	4	3	14	4	4	3	3	3	4	21
7	1	1	1	2	4	4	4	4	3	4	4	27	4	3	3	4	14	3	3	3	3	4	4	20
8	1	4	3	3	4	4	3	3	4	3	4	25	3	4	3	3	13	3	3	3	3	3	4	19
9	1	4	3	3	3	3	3	4	4	3	4	24	4	4	3	4	15	3	3	3	4	4	3	20
10	1	4	3	3	4	3	4	3	4	3	3	24	3	4	3	3	13	4	4	3	3	3	4	21
11	2	2	2	2	4	3	4	3	4	3	3	24	4	4	4	4	16	4	4	4	3	3	4	22
12	1	2	3	2	4	3	3	3	4	4	3	24	4	3	3	4	14	3	3	3	4	3	4	20
13	1	4	3	3	4	4	3	4	4	3	3	25	3	3	3	3	12	4	4	3	3	4	3	21
14	1	4	4	3	4	4	4	4	4	4	4	28	3	4	4	3	14	3	3	4	3	3	3	19
15	1	3	2	2	4	3	3	4	4	3	3	24	3	4	3	4	14	3	3	3	3	4	3	19
16	1	4	3	3	5	5	5	3	3	4	4	29	3	3	4	3	13	3	3	3	4	4	4	21
17	2	4	2	3	4	4	4	4	4	4	4	28	5	5	5	5	20	5	4	5	4	4	4	26

18	1	3	2	2	5	5	4	5	4	4	4	31	4	5	5	4	18	5	4	4	4	4	4	25
19	1	2	3	2	5	5	5	4	4	5	5	33	4	4	4	5	17	4	4	3	4	4	4	23
20	1	4	1	3	4	4	5	4	4	5	5	31	4	5	4	4	17	4	4	4	5	5	3	25

Lampiran 3 Hasil Analisis Karakteristik Responden Berdasarkan Jenis Kelamin

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Statistics

Jenis Kelamin Responden

N	Valid	20
	Missing	0
Mean		1.20
Std. Deviation		.410
Percentiles	25	1.00
	50	1.00
	75	1.00

Jenis Kelamin Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	16	80.0	80.0	80.0
Valid Perempuan	4	20.0	20.0	100.0
Total	20	100.0	100.0	

Lampiran 4 Hasil Analisis Karakteristik Responden Berdasarkan Umur

```
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Statistics

Umur Responden

N	Valid	20
	Missing	0
Mean		3.00
Std. Deviation		.973
Percentiles	25	2.00
	50	3.00
	75	4.00

Umur Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Dibawah 20 Tahun	1	5.0	5.0	5.0
20-25 Tahun	6	30.0	30.0	35.0
Valid 26-30 Tahun	5	25.0	25.0	60.0
Diatas 30 Tahun	8	40.0	40.0	100.0
Total	20	100.0	100.0	

Lampiran 5 Hasil Analisis Karakteristik Responden Berdasarkan Pendidikan Terakhir

```
FREQUENCIES VARIABLES=Pendidikan
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Frequencies

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Statistics

Pendidikan Terakhir

N	Valid	20
	Missing	0
Mean		2.55
Std. Deviation		.759
Percentiles	25	2.00
	50	3.00
	75	3.00

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	2	10.0	10.0	10.0
D3	6	30.0	30.0	40.0
Valid S1	11	55.0	55.0	95.0
S2	1	5.0	5.0	100.0
Total	20	100.0	100.0	

Lampiran 6 Hasil Analisis Karakteristik Responden Berdasarkan Gaji Perbulan

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Statistics

Gaji Perbulan

N	Valid	20
	Missing	0
Mean		2.40
Std. Deviation		.503
Percentiles	25	2.00
	50	2.00
	75	3.00

Gaji Perbulan

	Frequency	Percent	Valid Percent	Cumulative Percent
Rp.1.000.000 - Rp.5.000.000	12	60.0	60.0	60.0
Valid Rp.5.000.000 - Rp.10.000.000	8	40.0	40.0	100.0
Total	20	100.0	100.0	

Lampiran 7 Hasil Uji Validitas X1

```

CORRELATIONS
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Correlations

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Syntax		CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 Total_X1 /PRINT=TWOTAIL NOSIG /STATISTICS DESCRIPTIVES /MISSING=PAIRWISE.
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Descriptive Statistics

	Mean	Std. Deviation	N
X1.1	4.05	.510	20
X1.2	3.65	.745	20
X1.3	3.70	.733	20
X1.4	3.80	.523	20
X1.5	3.85	.366	20
X1.6	3.75	.639	20
X1.7	3.70	.657	20
Motivasi Internal	26.50	2.743	20

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5
X1.1	Pearson Correlation	1	.740**	.605**	.039	-.239
	Sig. (2-tailed)		.000	.005	.869	.310
	N	20	20	20	20	20
X1.2	Pearson Correlation	.740**	1	.665**	.216	.202
	Sig. (2-tailed)	.000		.001	.360	.392
	N	20	20	20	20	20
X1.3	Pearson Correlation	.605**	.665**	1	.027	.176
	Sig. (2-tailed)	.005	.001		.909	.457
	N	20	20	20	20	20
X1.4	Pearson Correlation	.039	.216	.027	1	.110
	Sig. (2-tailed)	.869	.360	.909		.645
	N	20	20	20	20	20
X1.5	Pearson Correlation	-.239	-.202	.176	.110	1
	Sig. (2-tailed)	.310	.392	.457	.645	
	N	20	20	20	20	20
X1.6	Pearson Correlation	.363	.359	.506*	.315	.169
	Sig. (2-tailed)	.115	.120	.023	.176	.477
	N	20	20	20	20	20
X1.7	Pearson Correlation	.361	.527*	.569**	.276	.022
	Sig. (2-tailed)	.118	.017	.009	.239	.927
	N	20	20	20	20	20
Motivasi Internal	Pearson Correlation	.695**	.811**	.786**	.403	-.026
	Sig. (2-tailed)	.001	.000	.000	.078	.913
	N	20	20	20	20	20

Correlations

		X1.6	X1.7	Motivasi Internal
X1.1	Pearson Correlation	.363	.361**	.695**
	Sig. (2-tailed)	.115	.118	.001
	N	20	20	20
X1.2	Pearson Correlation	.359**	.527	.811**
	Sig. (2-tailed)	.120	.017	.000
	N	20	20	20
X1.3	Pearson Correlation	.506**	.569**	.786
	Sig. (2-tailed)	.023	.009	.000
	N	20	20	20
X1.4	Pearson Correlation	.315	.276	.740
	Sig. (2-tailed)	.176	.239	.000
	N	20	20	20
X1.5	Pearson Correlation	.169	.022	.826
	Sig. (2-tailed)	.477	.927	.000
	N	20	20	20
X1.6	Pearson Correlation	1	.690	.736*
	Sig. (2-tailed)		.001	.000
	N	20	20	20
X1.7	Pearson Correlation	.690	1*	.818**
	Sig. (2-tailed)	.001		.000
	N	20	20	20
Motivasi Internal	Pearson Correlation	.736**	.818**	1**
	Sig. (2-tailed)	.000	.000	
	N	20	20	20

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

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

Lampiran 8 Hasil Uji Validitas X2

```

CORRELATIONS
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Descriptive Statistics

	Mean	Std. Deviation	N
X2.1	3.60	.598	20
X2.2	3.75	.716	20
X2.3	3.50	.688	20
X2.4	3.55	.686	20
Motivasi Eksternal	14.40	2.162	20

Correlations

		X2.1	X2.2	X2.3	X2.4	Motivasi Eksternal
X2.1	Pearson Correlation	1	.368	.511 [*]	.692 ^{**}	.781 ^{**}
	Sig. (2-tailed)		.110	.021	.001	.000
	N	20	20	20	20	20
X2.2	Pearson Correlation	.368	1	.587 ^{**}	.508 [*]	.782 ^{**}
	Sig. (2-tailed)	.110		.006	.022	.000
	N	20	20	20	20	20
X2.3	Pearson Correlation	.511 [*]	.587 ^{**}	1	.501 [*]	.814 ^{**}
	Sig. (2-tailed)	.021	.006		.024	.000
	N	20	20	20	20	20
X2.4	Pearson Correlation	.692 ^{**}	.508 [*]	.501 [*]	1	.837 ^{**}
	Sig. (2-tailed)	.001	.022	.024		.000
	N	20	20	20	20	20
Motivasi Eksternal	Pearson Correlation	.781 ^{**}	.782 ^{**}	.814 ^{**}	.837 ^{**}	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	20	20	20	20	20

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

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

Lampiran 9 Hasil Uji Validitas Y

```

CORRELATIONS
  /VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Total_Y
  /PRINT=TWOTAIL NOSIG
  /STATISTICS DESCRIPTIVES
  /MISSING=PAIRWISE.
    
```

Correlations

		Notes
Output Created		26-MAR-2022 15:32:43
Comments		
Input	Data	D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	20
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Total_Y /PRINT=TWOTAIL NOSIG /STATISTICS DESCRIPTIVES /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.07

Descriptive Statistics

	Mean	Std. Deviation	N
Y1	3.50	.688	20
Y2	3.40	.503	20
Y3	3.30	.571	20
Y4	3.50	.607	20
Y5	3.60	.598	20
Y6	3.70	.470	20
Kinerja Karyawan	21.00	2.152	20

Correlations

		Y1	Y2	Y3	Y4	Y5
Y1	Pearson Correlation	1	.913**	.669**	.252	.256
	Sig. (2-tailed)		.000	.001	.284	.277
	N	20	20	20	20	20
Y2	Pearson Correlation	.913**	1	.477*	.173	.210
	Sig. (2-tailed)	.000		.034	.467	.374
	N	20	20	20	20	20
Y3	Pearson Correlation	.669**	.477*	1	.304	.216
	Sig. (2-tailed)	.001	.034		.193	.361
	N	20	20	20	20	20
Y4	Pearson Correlation	.252	.173	.304	1	.435
	Sig. (2-tailed)	.284	.467	.193		.055
	N	20	20	20	20	20
Y5	Pearson Correlation	.256	.210	.216	.435	1
	Sig. (2-tailed)	.277	.374	.361	.055	
	N	20	20	20	20	20
Y6	Pearson Correlation	.163	.089	-.039	-.184	-.262
	Sig. (2-tailed)	.493	.709	.870	.436	.265
	N	20	20	20	20	20
Kinerja Karyawan	Pearson Correlation	.888**	.778**	.728**	.564**	.531*
	Sig. (2-tailed)	.000	.000	.000	.010	.016
	N	20	20	20	20	20

Correlations

		Y6	Kinerja Karyawan
Y1	Pearson Correlation	.163	.888**
	Sig. (2-tailed)	.493	.000
	N	20	20
Y2	Pearson Correlation	.089**	.778
	Sig. (2-tailed)	.709	.000
	N	20	20
Y3	Pearson Correlation	-.039**	.728*
	Sig. (2-tailed)	.870	.000
	N	20	20
Y4	Pearson Correlation	-.184	.564
	Sig. (2-tailed)	.436	.000
	N	20	20
Y5	Pearson Correlation	-.262	.531
	Sig. (2-tailed)	.265	.006
	N	20	20
Y6	Pearson Correlation	1	.816
	Sig. (2-tailed)		.001
	N	20	20
Kinerja Karyawan	Pearson Correlation	.156**	1**
	Sig. (2-tailed)	.511	
	N	20	20

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

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

Lampiran 10 Hasil Uji Reliabilitas X1

```
RELIABILITY
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE CORR
/SUMMARY=TOTAL MEANS.
```

Reliability

Notes

Output Created		26-MAR-2022 15:40:15
Comments		
	Data	D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
Input	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	20
	File	
	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
Missing Value Handling	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
		RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE CORR /SUMMARY=TOTAL MEANS.
Syntax		
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.11

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded ^a	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.764	.715	7

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.05	.510	20
X1.2	3.65	.745	20
X1.3	3.70	.733	20
X1.4	3.80	.523	20
X1.5	3.85	.366	20
X1.6	3.75	.639	20
X1.7	3.70	.657	20

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7
X1.1	1.000	.740	.605	.039	-.239	.363	.361
X1.2	.740	1.000	.665	.216	-.202	.359	.527
X1.3	.605	.665	1.000	-.027	-.176	.506	.569
X1.4	.039	.216	-.027	1.000	.110	.315	.276
X1.5	-.239	-.202	-.176	.110	1.000	-.169	.022
X1.6	.363	.359	.506	.315	-.169	1.000	.690
X1.7	.361	.527	.569	.276	.022	.690	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.786	3.650	4.050	.400	1.110	.018	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	22.45	5.839	.578	.606	.719
X1.2	22.85	4.766	.678	.712	.685
X1.3	22.80	4.905	.642	.611	.695
X1.4	22.70	6.642	.226	.288	.780
X1.5	22.65	7.713	-.158	.162	.816
X1.6	22.75	5.355	.596	.599	.709
X1.7	22.80	5.011	.709	.626	.681

Lampiran 11 Hasil Uji Reliabilitas X2

```
RELIABILITY
/VARIABLES=X2.1 X2.2 X2.3 X2.4
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE CORR
/SUMMARY=TOTAL MEANS.
```

Reliability

Notes

Output Created		26-MAR-2022 15:53:15
Comments		
	Data	D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
Input	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	20
	File	
	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
Missing Value Handling	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE CORR /SUMMARY=TOTAL MEANS.
Syntax		
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded ^a	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.815	.817	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.60	.598	20
X2.2	3.75	.716	20
X2.3	3.50	.688	20
X2.4	3.55	.686	20

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4
X2.1	1.000	.368	.511	.692
X2.2	.368	1.000	.587	.508
X2.3	.511	.587	1.000	.501
X2.4	.692	.508	.501	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.600	3.500	3.750	.250	1.071	.012	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	10.80	3.011	.629	.521	.774
X2.2	10.65	2.766	.585	.413	.794
X2.3	10.90	2.726	.648	.448	.762
X2.4	10.85	2.661	.689	.555	.742

Lampiran 12 Hasil Uji Reliabilitas Y

```
RELIABILITY
/VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE CORR
/SUMMARY=TOTAL MEANS.
```

Reliability

Notes

Output Created		26-MAR-2022 15:55:07
Comments		
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	Active Dataset	DataSet0
	Filter	<none>
Input	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	20
	File	
	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
Missing Value Handling	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
		RELIABILITY /VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE CORR /SUMMARY=TOTAL MEANS.
Syntax		
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.04

[DataSet0] D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded ^a	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.682	.660	6

Item Statistics

	Mean	Std. Deviation	N
Y1	3.50	.688	20
Y2	3.40	.503	20
Y3	3.30	.571	20
Y4	3.50	.607	20
Y5	3.60	.598	20
Y6	3.70	.470	20

Inter-Item Correlation Matrix

	Y1	Y2	Y3	Y4	Y5	Y6
Y1	1.000	.913	.669	.252	.256	.163
Y2	.913	1.000	.477	.173	.210	.089
Y3	.669	.477	1.000	.304	.216	-.039
Y4	.252	.173	.304	1.000	.435	-.184
Y5	.256	.210	.216	.435	1.000	-.262
Y6	.163	.089	-.039	-.184	-.262	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.500	3.300	3.700	.400	1.121	.020	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1	17.50	2.474	.778	.920	.787
Y2	17.60	3.200	.656	.879	.757
Y3	17.70	3.168	.559	.602	.897
Y4	17.50	3.526	.323	.249	.672
Y5	17.40	3.621	.287	.270	.683
Y6	17.30	4.537	-.063	.242	.760

Lampiran 13 Analisis Deskriptif X1

```
FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7
  /NTILES=4
  /STATISTICS=STDDEV MEAN
  /ORDER=ANALYSIS.
```

Frequencies

Notes

Output Created	26-MAR-2022 20:15:47	
Comments		
Input	Data	D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	20
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax	<pre>FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 /NTILES=4 /STATISTICS=STDDEV MEAN /ORDER=ANALYSIS.</pre>	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.11

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7
N	Valid	20	20	20	20	20	20	20
	Missing	0	0	0	0	0	0	0
Mean		4.05	3.65	3.70	3.80	3.85	3.75	3.70
Std. Deviation		.510	.745	.733	.523	.366	.639	.657
Percentiles	25	4.00	3.00	3.00	3.25	4.00	3.00	3.00
	50	4.00	3.50	4.00	4.00	4.00	4.00	4.00

75	4.00	4.00	4.00	4.00	4.00	4.00	4.00
----	------	------	------	------	------	------	------

Frequency Table

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	2	10.0	10.0	10.0
Valid Setuju	15	75.0	75.0	85.0
Valid Sangat Setuju	3	15.0	15.0	100.0
Total	20	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	10	50.0	50.0	50.0
Valid Setuju	7	35.0	35.0	85.0
Valid Sangat Setuju	3	15.0	15.0	100.0
Total	20	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	9	45.0	45.0	45.0
Valid Setuju	8	40.0	40.0	85.0
Valid Sangat Setuju	3	15.0	15.0	100.0
Total	20	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	5	25.0	25.0	25.0
Valid Setuju	14	70.0	70.0	95.0
Valid Sangat Setuju	1	5.0	5.0	100.0
Total	20	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	3	15.0	15.0	15.0
Valid Setuju	17	85.0	85.0	100.0
Total	20	100.0	100.0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	7	35.0	35.0	35.0
Valid Setuju	11	55.0	55.0	90.0
Valid Sangat Setuju	2	10.0	10.0	100.0
Total	20	100.0	100.0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	8	40.0	40.0	40.0
Valid Setuju	10	50.0	50.0	90.0
Valid Sangat Setuju	2	10.0	10.0	100.0
Total	20	100.0	100.0	

Lampiran 14 Analisis Deskriptif X2

```
FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4
  /NTILES=4
  /STATISTICS=STDDEV MEAN
  /ORDER=ANALYSIS.
```

Frequencies

Notes

Output Created	26-MAR-2022 20:36:21	
Comments		
Input	Data	D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	20
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax	FREQUENCIES	
	VARIABLES=X2.1 X2.2 X2.3 X2.4	
	/NTILES=4	
	/STATISTICS=STDDEV MEAN	
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.05

[DataSet0] D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav

Statistics

		X2.1	X2.2	X2.3	X2.4
N	Valid	20	20	20	20
	Missing	0	0	0	0
Mean		3.60	3.75	3.50	3.55
Std. Deviation		.598	.716	.688	.686
Percentiles	25	3.00	3.00	3.00	3.00
	50	4.00	4.00	3.00	3.00
	75	4.00	4.00	4.00	4.00

Frequency Table

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	9	45.0	45.0
	Setuju	10	50.0	95.0
	Sangat Setuju	1	5.0	100.0
	Total	20	100.0	100.0

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	8	40.0	40.0
	Setuju	9	45.0	85.0
	Sangat Setuju	3	15.0	100.0
	Total	20	100.0	100.0

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	12	60.0	60.0
	Setuju	6	30.0	90.0
	Sangat Setuju	2	10.0	100.0
	Total	20	100.0	100.0

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cukup Setuju	11	55.0	55.0
	Setuju	7	35.0	90.0
	Sangat Setuju	2	10.0	100.0
	Total	20	100.0	100.0

Lampiran 15 Analisis Deskriptif Y

```
FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6
  /NTILES=4
  /STATISTICS=STDDEV MEAN
  /ORDER=ANALYSIS.
```

Frequencies

Notes

Output Created	26-MAR-2022 20:47:41	
Comments		
Input	Data	D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	20
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 /NTILES=4 /STATISTICS=STDDEV MEAN /ORDER=ANALYSIS.	
	Processor Time	00:00:00.00
	Resources	
	Elapsed Time	00:00:00.03

[DataSet0] D:\KUROCUAN\JOKIAN\ON PROGRESS\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav

Statistics

		Y1	Y2	Y3	Y4	Y5	Y6
N	Valid	20	20	20	20	20	20
	Missing	0	0	0	0	0	0
Mean		3.50	3.40	3.30	3.50	3.60	3.70
Std. Deviation		.688	.503	.571	.607	.598	.470
Percentiles	25	3.00	3.00	3.00	3.00	3.00	3.00
	50	3.00	3.00	3.00	3.00	4.00	4.00

75	4.00	4.00	3.75	4.00	4.00	4.00
----	------	------	------	------	------	------

Frequency Table

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	12	60.0	60.0	60.0
Valid Setuju	6	30.0	30.0	90.0
Valid Sangat Setuju	2	10.0	10.0	100.0
Total	20	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	12	60.0	60.0	60.0
Valid Setuju	8	40.0	40.0	100.0
Total	20	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	15	75.0	75.0	75.0
Valid Setuju	4	20.0	20.0	95.0
Valid Sangat Setuju	1	5.0	5.0	100.0
Total	20	100.0	100.0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	11	55.0	55.0	55.0
Valid Setuju	8	40.0	40.0	95.0
Valid Sangat Setuju	1	5.0	5.0	100.0
Total	20	100.0	100.0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	9	45.0	45.0	45.0
Valid Setuju	10	50.0	50.0	95.0
Valid Sangat Setuju	1	5.0	5.0	100.0
Total	20	100.0	100.0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cukup Setuju	6	30.0	30.0	30.0
Valid Setuju	14	70.0	70.0	100.0
Total	20	100.0	100.0	

Lampiran 16 Hasil Uji Analisis Regresi Linear Berganda

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Total_Y
  /METHOD=ENTER Total_X1 Total_X2.
    
```

Regression

Notes

Output Created		26-MAR-2022 21:20:52
Comments		
Input	Data	D:\BAB 4 & 5 - Bima\Tabel Data SPSS\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	20
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Total_Y /METHOD=ENTER Total_X1 Total_X2.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.05
	Memory Required	2052 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Motivasi Eksternal, Motivasi Internal ^b		Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 ^a	.763	.735	1.108

a. Predictors: (Constant), Motivasi Eksternal, Motivasi Internal

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	67.127	2	33.563	27.336	.000 ^b
	Residual	20.873	17	1.228		
	Total	88.000	19			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Motivasi Eksternal, Motivasi Internal

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.152	2.502		12.059	.000
	Motivasi Internal	.823	.111	.298	7.109	.000
	Motivasi Eksternal	.670	.141	.673	4.758	.000

a. Dependent Variable: Kinerja Karyawan