

## LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

#### PETUNJUK PENGISIAN KUESIONER

1. Bacalah pertanyaan dengan baik dan teliti.
2. Pilih salah satu jawaban yang menurut Bapak/ Ibu/ Saudara/I dianggap paling sesuai dengan kondisi yang sesungguhnya dengan cara memberi tanda silang (X) dari setiap pertanyaan.

3. Keterangan

Sangat Sesuai (SS)

Sesuai (S)

Cukup Sesuai (CS)

Tidak Sesuai (TS)

Sangat Tidak Sesuai (STS)

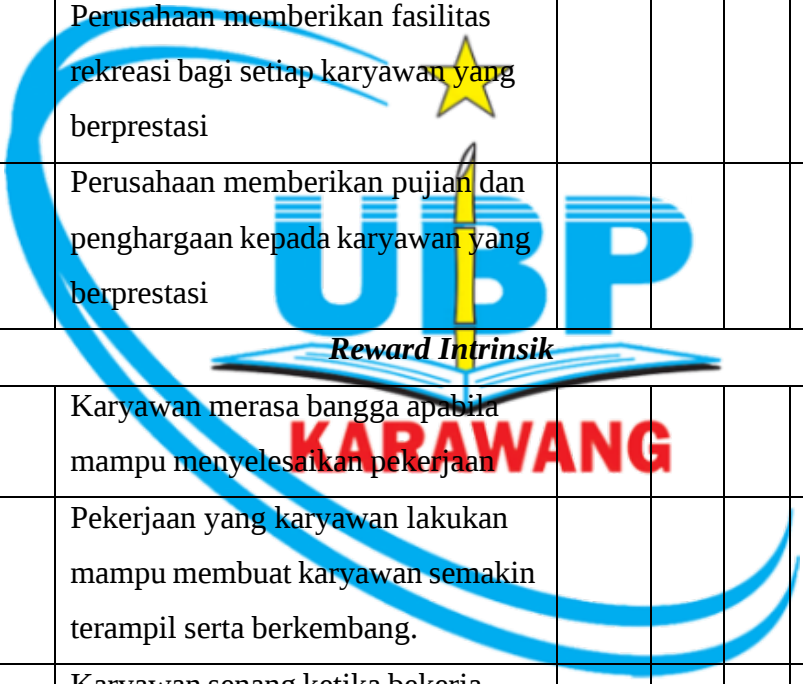
4. Peneliti berharap agar Bapak/ Ibu/ Saudara/I mengisi jawaban pada semua pertanyaan.

1. Nama :
2. Umur :
3. Jenis Kelamin :
4. Pendidikan Terakhir :
5. Masa Kerja :

Berikut adalah pertanyaan penelitian :

#### **REWARD (X<sub>1</sub>)**

| No                | Pertanyaan                                            | Pilihan Jawaban |   |   |    |     |
|-------------------|-------------------------------------------------------|-----------------|---|---|----|-----|
|                   |                                                       | SS              | S | N | TS | STS |
| Reward Ekstrinsik |                                                       |                 |   |   |    |     |
| 1                 | Karyawan mendapatkan insentif dari penjualan internal |                 |   |   |    |     |

|                                                                                     |                                                                                                             |  |  |  |  |  |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 2                                                                                   | Gaji yang diberikan oleh perusahaan sesuai dengan kinerja yang dilakukan oleh karyawan                      |  |  |  |  |  |
| 3                                                                                   | Perusahaan memberikan tunjangan yang mencukupi kebutuhan karyawan                                           |  |  |  |  |  |
| 4                                                                                   | Karyawan menjadi semakin bersemangat jika diakui sebagai karyawan terbaik oleh perusahaan                   |  |  |  |  |  |
| 5                                                                                   | Perusahaan memberikan fasilitas rekreasi bagi setiap karyawan yang berprestasi                              |  |  |  |  |  |
| 6                                                                                   | Perusahaan memberikan pujian dan penghargaan kepada karyawan yang berprestasi                               |  |  |  |  |  |
|  |                                                                                                             |  |  |  |  |  |
| 7                                                                                   | Karyawan merasa bangga apabila mampu menyelesaikan pekerjaan                                                |  |  |  |  |  |
| 8                                                                                   | Pekerjaan yang karyawan lakukan mampu membuat karyawan semakin terampil serta berkembang.                   |  |  |  |  |  |
| 9                                                                                   | Karyawan senang ketika bekerja bebas dalam melakukan dan mengambil keputusan tanpa pengawasan terlalu kuat. |  |  |  |  |  |
| 10                                                                                  | Setiap karyawan memiliki peluang untuk mengembangkan karir di perusahaan.                                   |  |  |  |  |  |

**PUNISHMENT (X<sub>2</sub>)**

| No                   | Pertanyaan                                                                                                       | Pilihan Jawaban |   |   |    |     |
|----------------------|------------------------------------------------------------------------------------------------------------------|-----------------|---|---|----|-----|
|                      |                                                                                                                  | SS              | S | N | TS | STS |
| Punishment Preventif |                                                                                                                  |                 |   |   |    |     |
| 1                    | Karyawan mengetahui dengan jelas apa saja punishment yang ada pada perusahaan                                    |                 |   |   |    |     |
| 2                    | Karyawan tau dan mengerti tentang hal – hal apa saja yang dilarang dalam perusahaan.                             |                 |   |   |    |     |
| 3                    | Mematuhi peraturan dan tata tertib dapat meningkatkan kedisiplinan dalam bekerja                                 |                 |   |   |    |     |
| 4                    | Karyawan diperintah untuk mematuhi peraturan dan tata tertib dalam perusahaan                                    |                 |   |   |    |     |
| 5                    | Pemberian sanksi berupa pemotongan gaji atau tunjangan dapat memotivasi agar karyawan tidak melakukan kesalahan. |                 |   |   |    |     |
| Punishment Represif  |                                                                                                                  |                 |   |   |    |     |
| 6                    | Semua karyawan menerima informasi tentang sanksi-sanksi yang berlaku pada perusahaan.                            |                 |   |   |    |     |
| 7                    | Atasan memberikan teguran kepada karyawan yang melakukan kesalahan sebelum memberikan hukuman.                   |                 |   |   |    |     |

|    |                                                                                                                                         |  |  |  |  |  |
|----|-----------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 8  | Perusahaan memberikan surat peringatan kepada karyawan yang melakukan pelanggaran disiplin kerja.                                       |  |  |  |  |  |
| 9  | Perusahaan memberikan skorsing (Pembebasan tugas) kepada karyawan yang menerima surat peringatan sebanyak 3 (tiga) kali berturut-turut. |  |  |  |  |  |
| 10 | Pemberian <i>punishment</i> yang adil akan berdampak baik bagi karyawan. ★                                                              |  |  |  |  |  |

### KINERJA KARYAWAN (Y)

| No        | Pertanyaan                                                                                    | Pilihan Jawaban |   |   |    |     |
|-----------|-----------------------------------------------------------------------------------------------|-----------------|---|---|----|-----|
|           |                                                                                               | SS              | S | N | TS | STS |
| Kuantitas |                                                                                               |                 |   |   |    |     |
| 1         | Karyawan menyelesaikan tugas sesuai dengan target yang telah ditentukan oleh perusahaan.      |                 |   |   |    |     |
| 2         | Kuantitas atau jumlah kerja yang karyawan lakukan dalam satu periode melebihi pekerjaan lain. |                 |   |   |    |     |
| Kualitas  |                                                                                               |                 |   |   |    |     |
| 3         | Karyawan selalu menyelesaikan tugas sesuai dengan standar yang telah ditetapkan perusahaan.   |                 |   |   |    |     |

|                        |                                                                                                        |  |  |  |  |  |
|------------------------|--------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 4                      | Karyawan mengerjakan suatu pekerjaan dengan rapi, cermat serta teliti.                                 |  |  |  |  |  |
| <b>Ketepatan Waktu</b> |                                                                                                        |  |  |  |  |  |
| 5                      | Karyawan selalu hadir tepat waktu sesuai yang telah ditetapkan perusahaan.                             |  |  |  |  |  |
| 6                      | Karyawan dapat menyelesaikan pekerjaan dengan cepat dan tepat sesuai dengan hasil yang diharapkan.     |  |  |  |  |  |
| <b>Efektivitas</b>     |                                                                                                        |  |  |  |  |  |
| 7                      | Karyawan bersedia melakukan pekerjaan tanpa harus diperintah atau diminta terlebih dahulu oleh atasan. |  |  |  |  |  |
| 8                      | Karyawan bekerja sesuai dengan standar perusahaan dengan mutu hasil yang efektif.                      |  |  |  |  |  |
| <b>Kemandirian</b>     |                                                                                                        |  |  |  |  |  |
| 9                      | Karyawan mampu menyelesaikan tugas yang diberikan oleh perusahaan secara konsisten.                    |  |  |  |  |  |
| 10                     | Karyawan mampu bekerja sama dengan baik dalam melakukan pekerjaan.                                     |  |  |  |  |  |

## Lampiran 2 Tabulasi Kuesioner

| No | Reward (X1) |      |      |      |      |      |      |      |      |       | Total X1 |
|----|-------------|------|------|------|------|------|------|------|------|-------|----------|
|    | X1.1        | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |          |
| 1  | 5           | 5    | 3    | 4    | 4    | 4    | 4    | 4    | 3    | 4     | 40       |
| 2  | 4           | 5    | 4    | 4    | 5    | 5    | 5    | 5    | 4    | 5     | 46       |
| 3  | 4           | 5    | 5    | 5    | 4    | 3    | 4    | 4    | 5    | 4     | 43       |
| 4  | 3           | 1    | 1    | 3    | 3    | 2    | 2    | 5    | 3    | 3     | 26       |
| 5  | 5           | 4    | 4    | 4    | 5    | 3    | 5    | 5    | 5    | 5     | 45       |
| 6  | 3           | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 4    | 3     | 35       |
| 7  | 5           | 4    | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 5     | 47       |
| 8  | 5           | 5    | 5    | 5    | 4    | 4    | 5    | 4    | 4    | 4     | 45       |
| 9  | 5           | 5    | 3    | 5    | 5    | 4    | 5    | 5    | 4    | 4     | 45       |
| 10 | 5           | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 3    | 5     | 47       |
| 11 | 5           | 5    | 5    | 5    | 4    | 4    | 5    | 3    | 5    | 5     | 46       |
| 12 | 5           | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 13 | 5           | 3    | 3    | 5    | 3    | 5    | 5    | 5    | 3    | 2     | 39       |
| 14 | 5           | 5    | 4    | 4    | 4    | 4    | 3    | 4    | 5    | 4     | 42       |
| 15 | 5           | 5    | 3    | 5    | 5    | 4    | 3    | 2    | 4    | 2     | 38       |
| 16 | 4           | 5    | 4    | 5    | 4    | 5    | 5    | 5    | 4    | 5     | 46       |
| 17 | 5           | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5     | 49       |
| 18 | 5           | 4    | 5    | 4    | 5    | 5    | 4    | 4    | 3    | 5     | 44       |
| 19 | 2           | 1    | 1    | 1    | 2    | 3    | 2    | 3    | 1    | 3     | 19       |
| 20 | 3           | 3    | 2    | 2    | 3    | 4    | 2    | 3    | 3    | 3     | 28       |
| 21 | 4           | 5    | 4    | 5    | 5    | 3    | 5    | 4    | 5    | 3     | 43       |
| 22 | 3           | 4    | 4    | 5    | 5    | 5    | 5    | 5    | 4    | 5     | 45       |
| 23 | 5           | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 24 | 1           | 3    | 4    | 1    | 4    | 2    | 2    | 2    | 1    | 1     | 21       |
| 25 | 5           | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 2    | 4     | 36       |
| 26 | 5           | 3    | 4    | 2    | 4    | 5    | 3    | 3    | 3    | 3     | 35       |
| 27 | 5           | 4    | 2    | 4    | 3    | 4    | 5    | 5    | 5    | 5     | 42       |
| 28 | 1           | 2    | 3    | 2    | 1    | 2    | 2    | 2    | 3    | 1     | 19       |
| 29 | 4           | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 39       |
| 30 | 3           | 4    | 4    | 4    | 5    | 4    | 5    | 5    | 3    | 5     | 42       |
| 31 | 4           | 4    | 4    | 5    | 4    | 3    | 4    | 4    | 3    | 4     | 39       |
| 32 | 5           | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 3    | 5     | 46       |
| 33 | 5           | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 34 | 5           | 5    | 5    | 3    | 4    | 4    | 5    | 5    | 5    | 5     | 46       |
| 35 | 3           | 4    | 3    | 5    | 5    | 5    | 5    | 5    | 1    | 5     | 41       |
| 36 | 5           | 4    | 4    | 5    | 5    | 3    | 5    | 5    | 4    | 4     | 44       |
| 37 | 3           | 5    | 5    | 3    | 5    | 5    | 3    | 5    | 5    | 5     | 44       |
| 38 | 4           | 3    | 3    | 4    | 5    | 3    | 4    | 4    | 3    | 4     | 37       |
| 39 | 5           | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5     | 49       |
| 40 | 5           | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 2    | 5     | 47       |
| 41 | 4           | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 3     | 35       |
| 42 | 4           | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 3     | 35       |
| 43 | 5           | 4    | 3    | 4    | 5    | 4    | 5    | 5    | 4    | 4     | 43       |
| 44 | 5           | 4    | 5    | 4    | 3    | 5    | 4    | 5    | 3    | 5     | 43       |
| 45 | 5           | 2    | 4    | 5    | 4    | 5    | 5    | 3    | 4    | 5     | 42       |
| 46 | 5           | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 4     | 47       |
| 47 | 5           | 4    | 3    | 4    | 4    | 4    | 5    | 5    | 4    | 5     | 43       |
| 48 | 5           | 4    | 2    | 5    | 5    | 4    | 5    | 5    | 2    | 4     | 41       |
| 49 | 5           | 4    | 3    | 4    | 5    | 4    | 5    | 5    | 4    | 4     | 43       |
| 50 | 4           | 3    | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 3     | 35       |

| No | Punishment (X2) |      |      |      |      |      |      |      |      |       | Total X2 |
|----|-----------------|------|------|------|------|------|------|------|------|-------|----------|
|    | X2.1            | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 |          |
| 1  | 3               | 4    | 4    | 4    | 4    | 3    | 4    | 5    | 5    | 5     | 41       |
| 2  | 4               | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 5    | 3     | 45       |
| 3  | 5               | 5    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 5     | 42       |
| 4  | 4               | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 5     | 47       |
| 5  | 4               | 5    | 5    | 5    | 5    | 4    | 4    | 4    | 3    | 4     | 43       |
| 6  | 3               | 3    | 4    | 3    | 4    | 3    | 3    | 3    | 3    | 3     | 32       |
| 7  | 4               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 49       |
| 8  | 5               | 5    | 4    | 4    | 4    | 5    | 4    | 4    | 3    | 5     | 43       |
| 9  | 5               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 5     | 49       |
| 10 | 4               | 5    | 5    | 5    | 5    | 4    | 4    | 4    | 5    | 5     | 46       |
| 11 | 5               | 5    | 5    | 5    | 3    | 4    | 5    | 5    | 5    | 5     | 47       |
| 12 | 4               | 4    | 5    | 5    | 5    | 3    | 5    | 5    | 4    | 4     | 44       |
| 13 | 5               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 3    | 5     | 48       |
| 14 | 4               | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 15 | 4               | 4    | 4    | 4    | 2    | 2    | 4    | 4    | 4    | 4     | 36       |
| 16 | 5               | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 4    | 4     | 46       |
| 17 | 4               | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 4    | 5     | 46       |
| 18 | 5               | 5    | 5    | 5    | 4    | 4    | 4    | 4    | 3    | 4     | 43       |
| 19 | 1               | 2    | 2    | 1    | 3    | 3    | 2    | 1    | 3    | 2     | 20       |
| 20 | 4               | 4    | 5    | 5    | 3    | 4    | 1    | 1    | 2    | 1     | 30       |
| 21 | 4               | 5    | 5    | 5    | 4    | 3    | 5    | 5    | 3    | 3     | 42       |
| 22 | 5               | 5    | 5    | 4    | 5    | 4    | 5    | 4    | 4    | 4     | 45       |
| 23 | 5               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 24 | 1               | 1    | 3    | 2    | 2    | 2    | 2    | 2    | 2    | 1     | 18       |
| 25 | 5               | 5    | 5    | 5    | 3    | 5    | 5    | 5    | 5    | 5     | 48       |
| 26 | 3               | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 30       |
| 27 | 4               | 4    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 4     | 46       |
| 28 | 2               | 2    | 2    | 1    | 2    | 2    | 2    | 2    | 2    | 2     | 19       |
| 29 | 5               | 5    | 5    | 5    | 4    | 5    | 4    | 5    | 5    | 4     | 47       |
| 30 | 5               | 5    | 5    | 5    | 5    | 4    | 4    | 5    | 5    | 5     | 48       |
| 31 | 5               | 4    | 5    | 4    | 4    | 4    | 5    | 5    | 5    | 4     | 45       |
| 32 | 4               | 4    | 5    | 4    | 4    | 3    | 3    | 3    | 3    | 3     | 36       |
| 33 | 5               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 34 | 4               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 3     | 47       |
| 35 | 5               | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5     | 49       |
| 36 | 4               | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 4    | 4     | 45       |
| 37 | 5               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 3    | 3     | 46       |
| 38 | 4               | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 4    | 5     | 43       |
| 39 | 5               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 40 | 5               | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 3    | 5     | 47       |
| 41 | 3               | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 3     | 34       |
| 42 | 3               | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 3     | 34       |
| 43 | 4               | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5     | 47       |
| 44 | 3               | 4    | 5    | 4    | 5    | 4    | 4    | 4    | 4    | 4     | 41       |
| 45 | 5               | 4    | 5    | 5    | 3    | 5    | 4    | 5    | 5    | 5     | 46       |
| 46 | 5               | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 47 | 4               | 4    | 5    | 4    | 5    | 4    | 5    | 5    | 4    | 4     | 44       |
| 48 | 5               | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 4     | 47       |
| 49 | 4               | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5     | 47       |
| 50 | 3               | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 3     | 34       |

| No | Kinerja (Y) |     |     |     |     |     |     |     |     |      | Total Y |
|----|-------------|-----|-----|-----|-----|-----|-----|-----|-----|------|---------|
|    | Y.1         | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |         |
| 1  | 3           | 4   | 2   | 3   | 3   | 4   | 4   | 3   | 3   | 3    | 32      |
| 2  | 4           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4    | 39      |
| 3  | 5           | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 42      |
| 4  | 4           | 5   | 3   | 5   | 4   | 5   | 5   | 4   | 3   | 4    | 42      |
| 5  | 4           | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5    | 48      |
| 6  | 3           | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 30      |
| 7  | 4           | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5    | 40      |
| 8  | 4           | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 5    | 40      |
| 9  | 5           | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49      |
| 10 | 3           | 2   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 44      |
| 11 | 5           | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 48      |
| 12 | 5           | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50      |
| 13 | 5           | 4   | 3   | 3   | 3   | 3   | 2   | 4   | 2   | 4    | 33      |
| 14 | 4           | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 39      |
| 15 | 5           | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5    | 40      |
| 16 | 4           | 1   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 5    | 39      |
| 17 | 4           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 18 | 4           | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 5    | 44      |
| 19 | 2           | 3   | 2   | 2   | 1   | 1   | 1   | 1   | 1   | 1    | 15      |
| 20 | 3           | 3   | 2   | 4   | 4   | 5   | 2   | 3   | 2   | 2    | 30      |
| 21 | 3           | 3   | 3   | 3   | 3   | 4   | 3   | 5   | 3   | 5    | 35      |
| 22 | 4           | 2   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 46      |
| 23 | 5           | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50      |
| 24 | 2           | 2   | 1   | 1   | 1   | 1   | 3   | 1   | 1   | 1    | 14      |
| 25 | 4           | 4   | 3   | 3   | 3   | 3   | 2   | 4   | 4   | 3    | 33      |
| 26 | 3           | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 3    | 30      |
| 27 | 5           | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5    | 44      |
| 28 | 2           | 3   | 3   | 2   | 2   | 2   | 2   | 2   | 2   | 2    | 22      |
| 29 | 4           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 30 | 5           | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 48      |
| 31 | 5           | 5   | 3   | 3   | 3   | 4   | 3   | 4   | 4   | 5    | 39      |
| 32 | 4           | 4   | 4   | 4   | 4   | 4   | 3   | 5   | 4   | 5    | 41      |
| 33 | 5           | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49      |
| 34 | 5           | 3   | 5   | 5   | 5   | 4   | 4   | 5   | 5   | 5    | 46      |
| 35 | 4           | 1   | 5   | 5   | 5   | 5   | 2   | 5   | 5   | 2    | 39      |
| 36 | 4           | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5    | 47      |
| 37 | 3           | 1   | 5   | 5   | 5   | 5   | 5   | 5   | 3   | 3    | 40      |
| 38 | 4           | 3   | 3   | 4   | 5   | 4   | 4   | 4   | 4   | 4    | 39      |
| 39 | 4           | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4    | 41      |
| 40 | 5           | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49      |
| 41 | 3           | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 38      |
| 42 | 3           | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 38      |
| 43 | 4           | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5    | 44      |
| 44 | 3           | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4    | 36      |
| 45 | 4           | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4    | 47      |
| 46 | 4           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40      |
| 47 | 4           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5    | 42      |
| 48 | 5           | 4   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 5    | 46      |
| 49 | 4           | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5    | 44      |
| 50 | 3           | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 38      |

### Lampiran 3 Hasil Olah Data Penelitian

#### Hasil Uji Validitas Data Variabel

| Correlations              |          |          |          |          |          |          |          |          |          |           |        |
|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|--------|
|                           | X1.<br>1 | X1.<br>2 | X1.<br>3 | X1.<br>4 | X1.<br>5 | X1.<br>6 | X1.<br>7 | X1.<br>8 | X1.<br>9 | X1.<br>10 | Reward |
| X1. 1 Pearson Correlation | 1        | .532**   | .338*    | .658**   | .463**   | .493**   | .652**   | .411**   | .427**   | .532**    | .754** |
| Sig. (2-tailed)           |          | .000     | .016     | .000     | .001     | .000     | .000     | .003     | .002     | .000      | .000   |
| N                         | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50        | 50     |
| X1. 2 Pearson Correlation | .532**   | 1        | .685**   | .601**   | .589**   | .487**   | .584**   | .428**   | .467**   | .525**    | .808** |
| Sig. (2-tailed)           | .000     |          | .000     | .000     | .000     | .000     | .000     | .002     | .001     | .000      | .000   |
| N                         | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50        | 50     |
| X1. 3 Pearson Correlation | .338*    | .685**   | 1        | .411**   | .407**   | .468**   | .434**   | .242     | .405**   | .473**    | .671** |
| Sig. (2-tailed)           | .016     | .000     |          | .003     | .003     | .001     | .002     | .090     | .004     | .001      | .000   |
| N                         | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50        | 50     |
| X1. 4 Pearson Correlation | .658**   | .601**   | .411**   | 1        | .575**   | .439**   | .793**   | .476**   | .382**   | .528**    | .802** |
| Sig. (2-tailed)           | .000     | .000     | .003     |          | .000     | .001     | .000     | .000     | .006     | .000      | .000   |
| N                         | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50        | 50     |
| X1. 5 Pearson Correlation | .463**   | .589**   | .407**   | .575**   | 1        | .381**   | .583**   | .455**   | .280*    | .506**    | .705** |
| Sig. (2-tailed)           | .001     | .000     | .003     | .000     |          | .006     | .000     | .001     | .049     | .000      | .000   |
| N                         | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50       | 50        | 50     |

|        |                     |        |        |        |        |        |        |        |        |        |        |        |
|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X1.6   | Pearson Correlation | .493** | .487** | .468** | .439** | .381** | 1      | .500** | .471** | .135   | .633** | .674** |
|        | Sig. (2-tailed)     | .000   | .000   | .001   | .001   | .006   |        | .000   | .001   | .352   | .000   | .000   |
|        | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| X1.7   | Pearson Correlation | .652** | .584** | .434** | .793** | .583** | .500** | 1      | .650** | .378** | .676** | .851** |
|        | Sig. (2-tailed)     | .000   | .000   | .002   | .000   | .000   | .000   |        | .000   | .007   | .000   | .000   |
|        | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| X1.8   | Pearson Correlation | .411** | .428** | .242   | .476** | .455** | .471** | .650** | 1      | .279*  | .685** | .688** |
|        | Sig. (2-tailed)     | .003   | .002   | .090   | .000   | .001   | .001   | .000   |        | .049   | .000   | .000   |
|        | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| X1.9   | Pearson Correlation | .427** | .467** | .405** | .382** | .280*  | .135   | .378** | .279*  | 1      | .334*  | .571** |
|        | Sig. (2-tailed)     | .002   | .001   | .004   | .006   | .049   | .352   | .007   | .049   |        | .018   | .000   |
|        | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| X1.10  | Pearson Correlation | .532** | .525** | .473** | .528** | .506** | .633** | .676** | .685** | .334*  | 1      | .802** |
|        | Sig. (2-tailed)     | .000   | .000   | .001   | .000   | .000   | .000   | .000   | .000   | .018   |        | .000   |
|        | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Reward | Pearson Correlation | .754** | .808** | .671** | .802** | .705** | .674** | .851** | .688** | .571** | .802** | 1      |
|        | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|        | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |

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

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

## Correlations

|                                                        | X2.<br>1                  | X2.<br>2                  | X2.<br>3                  | X2.<br>4                  | X2.<br>5             | X2.<br>6             | X2.<br>7             | X2.<br>8             | X2.<br>9             | X2.<br>10            | Punish<br>ment       |
|--------------------------------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| X2.1 Pearson<br>Correlation<br>Sig.<br>(2-tailed)<br>N | 1<br>.862**<br>.000<br>50 | .862**<br>.000<br>50      | .764**<br>.000<br>50      | .786**<br>.000<br>50      | .521**<br>.000<br>50 | .687**<br>.000<br>50 | .648**<br>.000<br>50 | .683**<br>.000<br>50 | .500**<br>.000<br>50 | .669**<br>.000<br>50 | .871**<br>.000<br>50 |
| X2.2 Pearson<br>Correlation<br>Sig.<br>(2-tailed)<br>N | .862**<br>.000<br>50      | 1<br>.811**<br>.000<br>50 | .838**<br>.000<br>50      | .838**<br>.000<br>50      | .721**<br>.000<br>50 | .721**<br>.000<br>50 | .699**<br>.000<br>50 | .687**<br>.000<br>50 | .553**<br>.000<br>50 | .707**<br>.000<br>50 | .906**<br>.000<br>50 |
| X2.3 Pearson<br>Correlation<br>Sig.<br>(2-tailed)<br>N | .764**<br>.000<br>50      | .811**<br>.000<br>50      | 1<br>.921**<br>.000<br>50 | .921**<br>.000<br>50      | .694**<br>.000<br>50 | .657**<br>.000<br>50 | .665**<br>.000<br>50 | .685**<br>.000<br>50 | .522**<br>.000<br>50 | .542**<br>.000<br>50 | .855**<br>.000<br>50 |
| X2.4 Pearson<br>Correlation<br>Sig.<br>(2-tailed)<br>N | .786**<br>.000<br>50      | .838**<br>.000<br>50      | .921**<br>.000<br>50      | 1<br>.613**<br>.000<br>50 | .613**<br>.000<br>50 | .646**<br>.000<br>50 | .678**<br>.000<br>50 | .707**<br>.000<br>50 | .507**<br>.000<br>50 | .583**<br>.000<br>50 | .871**<br>.000<br>50 |

|      |                                       |        |        |        |        |        |        |        |        |        |        |        |      |    |
|------|---------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------|----|
| X2.5 | Pearson Correlation Sig. (2-tailed) N | .521** | .721** | .694** | .613** | 1      | .626** | .645** | .578** | .460** | .538** | .704** | .000 | 50 |
| X2.6 | Pearson Correlation Sig. (2-tailed) N | .687** | .721** | .657** | .646** | .626** | 1      | .506** | .563** | .555** | .527** | .767** | .000 | 50 |
| X2.7 | Pearson Correlation Sig. (2-tailed) N | .648** | .699** | .665** | .678** | .645** | .506** | 1      | .889** | .595** | .714** | .844** | .000 | 50 |
| X2.8 | Pearson Correlation Sig. (2-tailed) N | .683** | .687** | .685** | .707** | .578** | .563** | .889** | 1      | .683** | .759** | .885** | .000 | 50 |
| X2.9 | Pearson Correlation Sig. (2-tailed) N | .500** | .553** | .522** | .507** | .460** | .555** | .595** | .683** | 1      | .676** | .740** | .000 | 50 |

|            |                     |        |        |        |        |        |        |        |        |        |        |        |
|------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|            | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| X2.10      | Pearson Correlation | .669** | .707** | .542** | .583** | .538** | .527** | .714** | .759** | .676** | 1      | .828** |
|            | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
|            | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Punishment | Pearson Correlation | .871** | .906** | .855** | .871** | .704** | .767** | .844** | .885** | .740** | .828** | 1      |
|            | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|            | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |

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

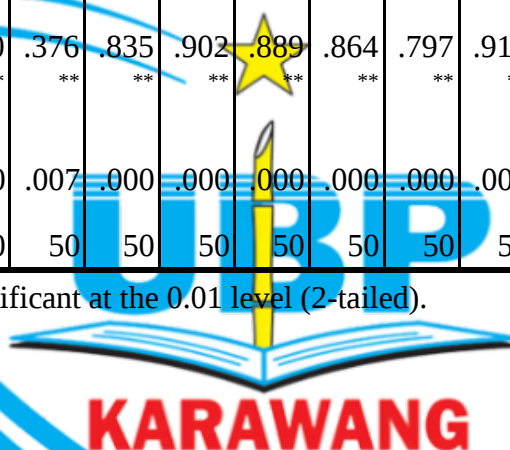
### Correlations

|                        | Y1     | Y2     | Y3     | Y4     | Y5     | Y6     | Y7     | Y8     | Y9     | Y10    | Kinerja |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Y1 Pearson Correlation | 1      | .492** | .567** | .589** | .614** | .559** | .455** | .653** | .626** | .699** | .770**  |
| Sig. (2-tailed)        |        | .000   | .000   | .000   | .000   | .000   | .001   | .000   | .000   | .000   | .000    |
| N                      | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50      |
| Y2 Pearson Correlation | .492** | 1      | .110   | .155   | .049   | .177   | .232   | .179   | .227   | .373** | .376**  |

|    |                     |        |      |        |        |        |        |        |        |        |        |        |
|----|---------------------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|    | Sig. (2-tailed)     | .000   |      | .447   | .284   | .738   | .219   | .106   | .213   | .113   | .008   | .007   |
|    | N                   | 50     | 50   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Y3 | Pearson Correlation | .567** | .110 | 1      | .807** | .785** | .682** | .607** | .795** | .782** | .634** | .835** |
|    | Sig. (2-tailed)     | .000   | .447 |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|    | N                   | 50     | 50   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Y4 | Pearson Correlation | .589** | .155 | .807** | 1      | .918** | .884** | .728** | .830** | .777** | .625** | .902** |
|    | Sig. (2-tailed)     | .000   | .284 | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|    | N                   | 50     | 50   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Y5 | Pearson Correlation | .614** | .049 | .785** | .918** | 1      | .894** | .695** | .851** | .779** | .631** | .889** |
|    | Sig. (2-tailed)     | .000   | .738 | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   |
|    | N                   | 50     | 50   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Y6 | Pearson Correlation | .559** | .177 | .682** | .884** | .894** | 1      | .660** | .835** | .710** | .609** | .864** |
|    | Sig. (2-tailed)     | .000   | .219 | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   |
|    | N                   | 50     | 50   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Y7 | Pearson Correlation | .455** | .232 | .607** | .728** | .695** | .660** | 1      | .650** | .679** | .694** | .797** |
|    | Sig. (2-tailed)     | .001   | .106 | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   |
|    | N                   | 50     | 50   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |
| Y8 | Pearson Correlation | .653** | .179 | .795** | .830** | .851** | .835** | .650** | 1      | .821** | .775** | .913** |
|    | Sig. (2-tailed)     | .000   | .213 | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   |
|    | N                   | 50     | 50   | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     | 50     |

|             |                                                    |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |                          |
|-------------|----------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Y9          | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | .626<br>**<br>.000<br>50 | .227<br><br>.113<br>50   | .782<br>**<br>.000<br>50 | .777<br>**<br>.000<br>50 | .779<br>**<br>.000<br>50 | .710<br>**<br>.000<br>50 | .679<br>**<br>.000<br>50 | .821<br>**<br>.000<br>50 | 1<br><br>.000<br>50      | .752<br>**<br>.000<br>50 | .887*<br>*<br>.000<br>50 |
| Y10         | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | .699<br>**<br>.000<br>50 | .373<br>**<br>.008<br>50 | .634<br>**<br>.000<br>50 | .625<br>**<br>.000<br>50 | .631<br>**<br>.000<br>50 | .609<br>**<br>.000<br>50 | .694<br>**<br>.000<br>50 | .775<br>**<br>.000<br>50 | .752<br>**<br>.000<br>50 | 1<br><br>.000<br>50      | .846*<br>*<br>.000<br>50 |
| Kine<br>rja | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | .770<br>**<br>.000<br>50 | .376<br>**<br>.007<br>50 | .835<br>**<br>.000<br>50 | .902<br>**<br>.000<br>50 | .889<br>**<br>.000<br>50 | .864<br>**<br>.000<br>50 | .797<br>**<br>.000<br>50 | .913<br>**<br>.000<br>50 | .887<br>**<br>.000<br>50 | .846<br>**<br>.000<br>50 | 1<br><br>.000<br>50      |

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



**Hasil Uji Reabilitas*****Reward (X1)*****Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .903             | 10         |

***Punishment (X2)*****Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .949             | 10         |

**Kinerja (Y)****Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .939             | 10         |



### Hasil Determinasi

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .847 <sup>a</sup> | .718     | .706              | 4.301                      |

a. Predictors: (Constant), Punishment, Reward

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | Df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 2209.268       | 2  | 1104.634    | 59.723 | .000 <sup>b</sup> |
|       | Residual   | 869.312        | 47 | 18.496      |        |                   |
|       | Total      | 3078.580       | 49 |             |        |                   |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Punishment, Reward

**Coefficients<sup>a</sup>**

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 1.767                       | 3.533      |                           | .500  | .619 |
|       | Reward     | .469                        | .137       | .444                      | 3.415 | .001 |
|       | Punishment | .447                        | .130       | .448                      | 3.450 | .001 |

a. Dependent Variable: Kinerja

## Lampiran 4 Kartu Bimbingan

KOREKSI  
BIMBINGAN SKRIPSI

Nama : Laila Frasilta Suganda Putri Konsentrasi : Manajemen (SDM)  
 NIM : 104116261201189  
 Prog. Studi : S-1 Manajemen

| Tanggal    | Koreksi                                   | Paraf Pembimbing                                                                     | Paraf Mahasiswa                                                                       |
|------------|-------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| 16/12/2022 | Fenomena dan Bab 1                        |    |    |
| 10/01/2023 | Bab 1, 2, 3 disetujui Penduan TA          |    |    |
| 23/05/2023 | Bab 1, 2, 3 dan Bab 2 & 3                 |    |    |
| 14/06/2023 | Bab 2 dan Bab 3                           |    |    |
| 15/06/2023 | Bab 2 dan Bab 3 disetujui Penduan         |   |   |
| 10/06/2023 | Bab 2 dan Bab 3, Proposal, Daftar Pustaka |  |  |
| 20/06/2023 | Bab 1 - 5, ditambahkan data Juli dan data |  |  |
| 24/06/2023 | Bab 1 - 5 disetujui & bukti template      |  |  |
| 6/07/2023  | Daftar Pustaka, dan disetujui.            |  |  |
| 8/07/2023  | ACC Proposal                              |  |  |
| 21/08/2023 | Bab 1 & 5                                 |  |  |
| 16/09/2023 | Abstract, Soran                           |  |  |
| 28/09/2023 | ACC                                       |  |  |
|            |                                           |                                                                                      |                                                                                       |
|            |                                           |                                                                                      |                                                                                       |
|            |                                           |                                                                                      |                                                                                       |
|            |                                           |                                                                                      |                                                                                       |

## Lampiran 5 Surat Keterangan Lulus Pengecekan Turnitin



**UNIVERSITAS BUANA PERJUANGAN KARAWANG**  
**TERAKREDITASI BAN-PT dan LAM-PTKes**  
**UPT PERPUSTAKAAN**

Jl. H.S Ronggowaluyo Telukjambe Timur Karawang 41361 Tel./Fax. (0267) 8403140  
 Site: <http://ubpkarawang.ac.id> Email: [info@ubpkarawang.ac.id](mailto:info@ubpkarawang.ac.id)

### SURAT KETERANGAN LULUS PENGECEKAN TURNITIN

**Nomor: 1013/UT/PK/2023**

Perpustakaan UB Karawang dengan ini, menerangkan bahwa mahasiswa dengan data diri sebagai berikut:

**Nama : Lala Frasilia Suganda Putri**

**NIM : 19416261201189**

**Prodi : Manajemen**

**Fakultas : Ekonomi dan Bisnis**

Telah melaksanakan pengecekan tugas akhir/skripsi/artikel yang berjudul

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 PADA GRAMEDIA WORLD KARAWANG**

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| <b>26%</b>              |

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Karawang, 26 September 2023

Kepala Perpustakaan,



Aji Tuhagana, S.Ag., SE., MM.  
 PERPUSTAKAAN  
 NIP. 416200019

## Lampiran 6 Daftar Riwayat Hidup

### DAFTAR RIWAYAT HIDUP



Nama lengkap Lala Frasilia Suganda Putri lahir di Karawang, pada tanggal 25 Februari 2001 dari Ayah Asir Suganda dan Ibu Lusiana Saputra, Saya anak pertama dari tiga bersaudara.

Sekolah Dasar diselesaikan tahun 2012 di SDN PALUMBONSARI III, Sekolah Menengah Pertama diselesaikan tahun 2015 di SMPN 2 Karawang Timur, dan selanjutnya menyelesaikan Sekolah Menengah Kejuruan tahun 2018 di SMKN Pertanian Karawang. Pada tahun 2019, memasuki Program Studi Manajemen Fakultas Ekonomi dan Bisnis, Universitas Buana Perjuangan Karawang.



