

LAMPIRAN I

Kepada

Yth : Para Karyawan / Responden

PT Surya Madistrindo

Nama saya adalah **Eko Purnomo** mahasiswa Universitas Dharma Persada. Saya saat ini sedang mengadakan Penelitian Akhir dengan judul **“Pengaruh Motivasi Dan Pelatihan Terhadap Kinerja Karyawan Pt Surya Madistrindo Divisi Sales Ao Bekasi”**

Dalam kesempatan ini perkenalkan saya memohon kesediaan Bapak/Ibu untuk mengisi kuesioner terlampir. Mohon semua pertanyaan dijawab sesuai dengan keadaan yang sebenarnya. Seluruh data yang diperoleh dari kuesioner ini dijamin kerahasiaannya dan hanya digunakan untuk kepentingan akademik.

Besar harapan saya atas partisipasi Bapak/ibu terhadap pengisian kuesioner ini, Karena merupakan kontribusi yang berharga baik bagi peneliti maupun bagi ilmu pengetahuan. Terimakasih atas perhatian Bapak/Ibu.

Bekasi, 25 Mei 2015

Hormat saya,

Eko purnomo

IDENTITAS RESPONDEN

Nama :

Jenis kelamin : 1. Laki – laki 2. Perempuan

Usia saat ini : 1. 17-20 tahun 2. > 20 – 30 Tahun
3. > 30 – 40 Tahun 4. > 41 – 50 Tahun

Tingkat pendidikan terakhir : 1. SD 2. SMP
3. SMA 4. Diploma(D1-D3)
5. S1 6. S2/S3

Masa kerja di perusahaan ini : 1. <1 tahun 2. 1-2 tahun
3. 2,1 – 3 tahun 4. > 3 tahun

Petunjuk pengisian kuesioner :

Mohon dijawab dengan membubuhkan tanda (√) disetiap kolom pilihan yang dianggap paling sesuai dengan pendapat bapak/ibu.

Skala pengisian : SS = Sangat setuju (4) TS = Tidak Setuju (2)

S = Setuju (3)

STS = Sangat Tidak Setuju (1)

No	Pertanyaan Motivasi (X1)	Skor			
		Sangat Setuju	Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Keinginan mempertahankan hidup memotivasi karyawan bekerja dengan baik				
2	Keinginan untuk memiliki harta benda memotivasi karyawan bekerja dengan baik				
3	Karyawan termotivasi bekerja untuk memperoleh penghargaan				
4	Karyawan termotivasi bekerja untuk memperoleh pengakuan				
5	Keinginan untuk berkuasa mendorong karyawan bekerja lebih baik				
6	Lingkungan kerja yang baik memotivasi karyawan bekerja dengan baik				
7	Kompensasi yang memadai mendorong karyawan bekerja lebih baik				
8	Karyawan perlu pengarahan dan bimbingan untuk melaksanakan pekerjaan dengan baik				
9	Perusahaan memberikan jaminan pekerjaan agar karyawan bekerja dengan baik				
10	Status dan tanggung jawab memberikan peluang karyawan untuk mendapatkan jabatan yang lebih baik				
11	Peraturan kerja harus dipatuhi agar karyawan dapat bekerja dengan baik				

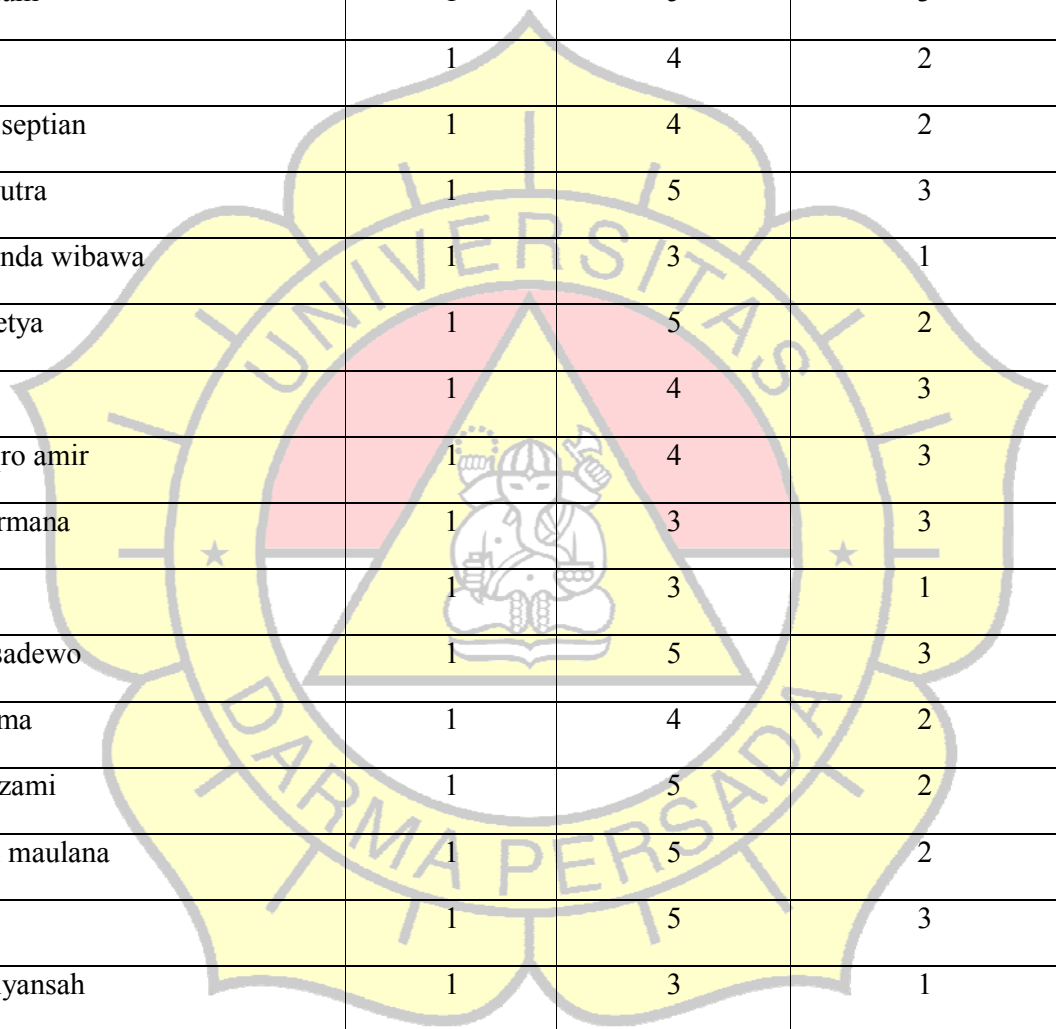
No	Pertanyaan Pelatihan (X2)	Skor			
		Sangat Setuju	Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Pelatihan diperlukan untuk mencapai tujuan perusahaan				
2	Pelatihan diadakan terkait dengan penyusunan rencana aksi (<i>action plan</i>) dan sasaran				
3	Sasaran pelatihan terinci dan terukur				
4	Instruktur memiliki kualifikasi sesuai dengan bidangnya, profesional dan berkompetensi				
5	Materi pelatihan sesuai dengan tujuan perusahaan				
6	Pelatih mempunyai pengalaman, penguatan materi terhadap berbagai metode pelatihan				
7	Metode pelatihan menjamin berlangsungnya pelatihan				
8	Metode pelatihan sesuai dengan jenis pelatihan				
9	Peserta pelatihan diseleksi berdasarkan persyaratan tertentu				
10	Peserta pelatihan diseleksi berdasarkan kualifikasi dan sesuai dengan bidangnya				
No	Pertanyaan Kinerja (Y)	Skor			
		Sangat Baik	Baik	Tidak Baik	Sangat Tidak Baik
1	Tingkat kemampuan karyawan dalam menghasilkan volume pekerjaan				
2	Tingkat kemampuan karyawan dalam menghasilkan pekerjaan dalam kurun waktu tertentu				

3	Tingkat kemampuan karyawan dalam hal presisi				
4	Tingkat kemampuan karyawan dalam hal ketelitian				
5	Tingkat kemampuan karyawan dalam kerapihan				
6	Tingkat kemampuan karyawan dalam hal menyelesaikan tugas secara mandiri				
7	Tingkat kemampuan karyawan dalam hal kemandirian yang digambarkan dengan kedalaman komitmen				
8	Tingkat inisiatif karyawan berkenaan dengan fleksibilitas berfikir				
9	Tingkat inisiatif karyawan berkenaan dengan kesediaan untuk menerima tanggung jawab				
10	Tingkat kemampuan karyawan dalam beradaptasi dengan lingkungan				
11	Tingkat kemampuan karyawan dalam bereaksi terhadap perubahan kebutuhan dan kondisi-kondisi tertentu				
12	Tingkat kemampuan karyawan dalam bekerja sama				

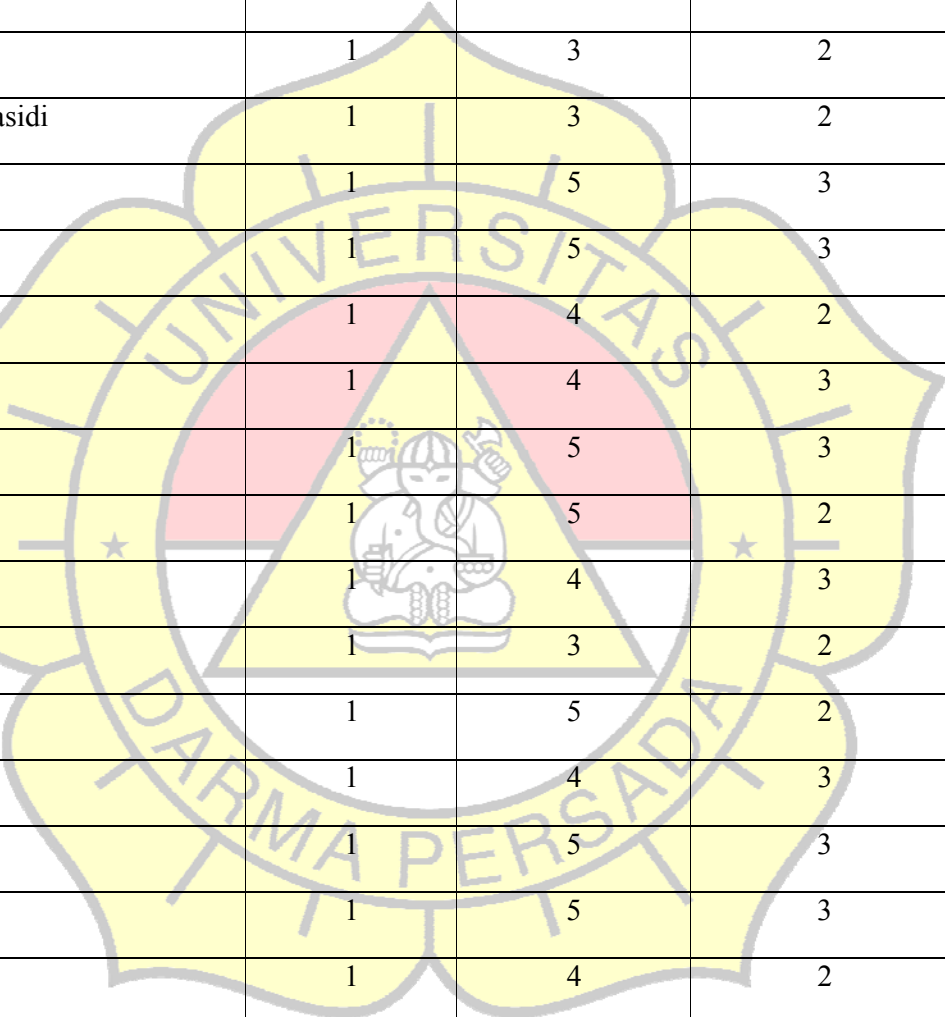
-----Terima Kasih Atas Partisipasi Anda -----

**LAMPIRAN II Data
Profil Responden**

Profil Responden					
No Responden	Nama Responden	Jenis Kelamin	Pendidikan	Usia	Masa kerja
1	fauzan amin	1	4	2	4
2	m.ridwan	1	5	3	4
3	ferry	1	5	2	3
4	hendri l	1	3	1	1
5	eko julius	1	4	2	4
6	angga raditya	1	5	3	3
7	m.soleh	1	3	1	2
8	ilham nuruddin	1	4	3	4
9	agung pribadi	1	4	3	4
10	fakhrudin	1	5	2	1
11	baskoro sigit	1	3	1	2
12	ali ridho	1	3	1	2
13	rizki ferindra	1	4	2	2
14	suwandi	1	3	2	4



15	banitia farish islami	1	4	3	4
16	khaerul ulum	1	5	3	4
17	falah arif	1	4	2	3
18	putra dwi septian	1	4	2	3
19	agung saputra	1	5	3	4
20	khusna ganda wibawa	1	3	1	2
21	irfan prasetya	1	5	2	3
22	agustiar	1	4	3	2
23	hussein iqro amir	1	4	3	3
24	firman permana	1	3	3	4
25	m.fadli	1	3	1	1
26	aji akbar sadewo	1	5	3	3
27	hadi kusuma	1	4	2	2
28	davir zamzami	1	5	2	4
29	firdaus ali maulana	1	5	2	3
30	heri m.a	1	5	3	4
31	erwin apriyansah	1	3	1	2



32	daniel fernandes	1	4	3	4
33	ageng imam	1	4	2	3
34	chairul anam	1	3	2	2
35	budiman rustam rasidi	1	3	2	3
36	dadan saputra	1	5	3	4
37	amin lubis	1	5	3	3
38	basri basyariah	1	4	2	3
39	azharudin anwar	1	4	3	3
40	A.khusairi	1	5	3	4
41	kiki safaat	1	5	2	4
42	aryanto isrofi	1	4	3	3
43	deni humaedi	1	3	2	4
44	ananda dwi cahyo	1	5	2	3
45	aris sugiyanto	1	4	3	4
46	fajar ryadi	1	5	3	2
47	imam taufik	1	5	3	3
48	ade noval	1	4	2	4

49	dinar trihastomo	1	4	3	3
50	wahyudi	1	3	2	4
51	zulkifli sukur	1	3	3	4
52	ahmad hasbi k	1	4	3	3
53	kiki hasanudin	1	5	2	2
54	bahrin ilman	1	5	2	3
55	faza rukmana	1	4	3	3
56	wahid syaefudin zuhri	1	4	2	3

LAMPIRAN III
Tabulasi Motivasi

Motivasi kerja (X1)													
NO.	Variabel Pertanyaan											NILAI	
	1	2	3	4	5	6	7	8	9	10	11		
1	3	3	3	4	3	3	3	4	3	3	3	35	0.6
2	3	3	3	3	3	3	3	3	4	3	3	34	0.6
3	3	3	3	4	3	4	4	4	3	4	4	39	0.7
4	4	3	4	4	4	4	3	4	4	4	4	42	0.8
5	3	3	3	3	3	3	4	4	3	3	3	35	0.6
6	4	4	4	3	4	4	3	4	4	4	3	41	0.7
7	4	4	4	4	3	4	4	4	4	4	4	43	0.8
8	3	4	3	4	4	4	4	3	4	4	4	41	0.7
9	4	3	4	4	3	3	4	3	3	4	4	39	0.7
10	4	3	3	3	4	4	3	3	4	3	4	38	0.7
11	3	3	3	3	3	4	3	3	3	3	3	34	0.6
12	3	4	3	3	4	3	3	4	3	4	3	37	0.7
13	3	3	3	3	3	3	3	3	3	3	3	33	0.6
14	3	3	4	3	3	4	3	3	4	3	3	36	0.6
15	3	3	3	3	3	3	3	3	3	4	3	34	0.6
16	3	4	3	4	4	3	4	4	4	4	4	41	0.7
17	4	4	4	4	4	3	4	3	4	4	4	42	0.8
18	3	3	3	3	4	4	4	3	3	3	3	36	0.6

19	3	4	3	3	3	3	4	4	3	3	3	36	0.6
20	4	4	4	4	4	3	3	4	4	4	4	42	0.8
21	3	3	3	4	4	4	4	4	3	3	3	38	0.7
22	4	4	3	3	3	3	4	4	4	3	4	39	0.7
23	3	3	3	3	3	4	3	3	4	3	3	35	0.6
24	3	3	3	3	4	4	3	4	3	4	3	37	0.7
25	3	3	4	3	4	3	3	3	3	3	3	35	0.6
26	3	4	3	4	3	3	3	3	3	4	3	36	0.6
27	4	3	4	3	3	3	3	3	4	3	3	36	0.6
28	4	4	4	4	4	4	3	3	3	4	3	40	0.7
29	4	3	4	3	3	3	4	3	3	3	3	36	0.6
30	3	3	3	3	4	3	4	4	4	3	4	38	0.7
31	3	3	3	3	3	4	3	4	4	3	3	36	0.6
32	3	3	3	3	3	3	3	3	3	3	3	33	0.6
33	4	3	3	3	4	3	4	3	4	4	3	38	0.7
34	3	3	3	3	3	3	3	4	3	4	4	36	0.6
35	3	3	4	4	4	4	4	4	4	4	4	42	0.8
36	2	2	2	2	2	2	2	3	3	3	3	26	0.5
37	4	4	4	4	4	3	3	4	4	4	4	42	0.8
38	4	3	3	3	3	3	3	3	3	3	3	34	0.6
39	4	4	4	4	4	4	4	3	4	3	3	41	0.7
40	4	3	4	4	4	4	4	4	4	4	4	43	0.8
41	3	2	2	3	3	3	2	3	3	3	3	30	0.5
42	4	3	4	3	4	4	3	4	4	4	4	41	0.7

43	4	4	3	4	4	4	4	4	4	4	3	42	0.8
44	4	4	3	4	3	3	4	4	4	3	3	39	0.7
45	4	3	4	4	3	4	4	4	4	4	4	42	0.8
46	4	3	3	3	3	3	4	3	4	3	3	36	0.6
47	3	2	2	3	2	2	2	2	2	3	2	25	0.4
48	2	2	3	3	3	2	3	3	3	2	3	29	0.5
49	4	3	3	4	4	4	4	4	4	4	4	42	0.8
50	4	4	4	4	3	4	4	4	4	4	4	43	0.8
51	4	3	4	4	4	4	4	4	4	4	4	43	0.8
52	4	4	4	4	4	3	4	4	4	3	4	42	0.8
53	3	3	3	4	3	4	4	4	3	3	3	37	0.7
54	3	3	3	3	3	4	3	3	3	3	3	34	0.6
55	4	4	4	4	4	4	4	4	4	3	3	42	0.8
56	3	4	4	3	4	3	4	4	3	4	4	40	0.7
JUMLAH	192	183	187	192	192	191	193	197	197	193	189	2106	
AVERAGE	3.4	3.3	3.3	3.4	3.4	3.4	3.4	3.5	3.5	3.4	3.4		
VALIDITAS	0.69	0.70	0.73	0.72	0.70	0.60	0.68	0.64	0.69	0.64	0.70		

LAMPIRAN IV
Tabulasi Pelatihan

PELATIHAN (X2)												
NO.	Variabel Pertanyaan										NILAI	
	1	2	3	4	5	6	7	8	9	10		
1	4	3	4	4	4	4	4	4	3	4	38	0.7
2	3	3	3	4	4	4	4	3	3	3	34	0.6
3	4	4	4	4	4	4	3	4	3	4	38	0.7
4	3	3	3	3	4	4	3	3	3	3	32	0.6
5	3	4	4	4	4	3	4	3	4	4	37	0.7
6	4	3	4	4	4	4	4	3	4	4	38	0.7
7	3	3	3	3	3	3	3	3	4	3	31	0.6
8	3	4	3	3	3	4	3	4	4	3	34	0.6
9	4	4	3	4	3	3	3	3	3	4	34	0.6
10	4	3	4	4	4	3	4	4	4	4	38	0.7
11	4	3	4	4	4	3	3	3	3	4	35	0.6
12	3	4	4	3	4	4	4	4	4	3	37	0.7
13	4	3	3	4	3	4	3	4	4	4	36	0.6
14	3	3	3	3	4	3	3	3	3	4	32	0.6
15	4	3	3	4	3	4	3	3	4	3	34	0.6
16	3	3	4	3	4	3	3	3	3	3	32	0.6
17	4	3	3	3	3	4	4	3	3	3	33	0.6
18	4	3	3	4	3	3	3	3	4	3	33	0.6

19	3	3	3	3	3	4	3	3	4	4	33	0.6
20	4	3	4	3	4	4	4	3	3	4	36	0.6
21	3	3	3	3	4	3	4	4	3	4	34	0.6
22	4	4	4	3	4	3	4	3	3	3	35	0.6
23	4	4	3	4	3	3	3	4	3	4	35	0.6
24	4	3	3	4	3	3	3	4	3	3	33	0.6
25	4	4	3	4	3	3	4	3	3	3	34	0.6
26	3	3	4	3	3	3	3	3	3	3	31	0.6
27	4	3	3	3	4	3	3	3	3	3	32	0.6
28	3	3	3	4	3	4	3	3	4	3	33	0.6
29	3	4	4	4	3	3	3	4	4	3	35	0.6
30	4	3	4	4	4	3	3	3	3	3	34	0.6
31	3	3	3	4	3	3	4	3	3	4	33	0.6
32	3	2	3	3	3	3	3	3	3	3	29	0.5
33	3	3	3	4	3	4	4	3	3	4	34	0.6
34	4	3	4	4	3	3	4	4	3	4	36	0.6
35	3	3	3	4	4	3	3	3	3	3	32	0.6
36	3	2	2	2	2	2	2	2	2	3	22	0.4
37	3	4	3	4	3	3	4	3	4	3	34	0.6
38	3	3	3	3	3	3	3	3	3	3	30	0.5
39	3	3	3	3	3	3	3	3	3	4	31	0.6
40	4	4	4	4	3	4	4	4	4	4	39	0.7
41	3	3	3	2	3	3	3	3	3	2	28	0.5
42	3	3	4	3	4	4	3	3	4	3	34	0.6

43	4	4	4	4	4	4	4	4	3	3	38	0.7
44	4	3	3	4	4	4	4	3	4	3	36	0.6
45	4	3	4	4	3	4	4	4	4	4	38	0.7
46	3	3	3	4	3	3	4	3	3	4	33	0.6
47	2	2	3	2	2	2	2	2	2	2	21	0.4
48	3	3	3	3	3	3	3	3	3	2	29	0.5
49	4	3	4	3	3	3	3	3	4	4	34	0.6
50	4	4	4	4	4	4	3	3	3	3	36	0.6
51	4	3	4	4	4	4	4	4	4	4	39	0.7
52	4	3	4	3	4	3	3	3	3	3	33	0.6
53	4	4	3	3	3	4	4	4	3	4	36	0.6
54	3	3	4	3	4	3	4	4	3	4	35	0.6
55	4	4	3	3	4	4	4	4	4	3	37	0.7
56	4	4	4	4	3	4	4	3	4	4	38	0.7
JUMLAH	196	181	191	195	191	190	191	184	187	190	1896	
AVERAGE	3.5	3.2	3.4	3.5	3.4	3.4	3.4	3.3	3.3	3.4		
VALIDITAS	0.64	0.62	0.61	0.68	0.55	0.67	0.71	0.69	0.58	0.58		

LAMPIRAN V
Tabulasi Kinerja

KINERJA KARYAWAN (Y)														
NO.	Variabel Pertanyaan												NILAI	
	1	2	3	4	5	6	7	8	9	10	11	12		
1	4	4	4	4	4	4	4	3	4	4	4	4	47	0.8
2	4	3	4	3	4	3	3	3	4	4	4	4	43	0.8
3	3	4	4	4	4	4	4	3	3	4	3	4	44	0.8
4	4	4	4	4	4	4	4	4	4	4	4	4	48	0.9
5	4	3	4	4	4	4	4	4	4	4	3	4	46	0.8
6	3	4	4	3	4	3	4	3	4	3	3	3	41	0.7
7	3	4	4	3	3	3	4	4	3	3	3	3	40	0.7
8	4	3	3	4	4	4	3	4	4	3	4	4	44	0.8
9	4	3	4	3	3	3	3	3	4	4	4	3	41	0.7
10	3	4	4	4	4	4	4	4	4	4	4	4	47	0.8
11	4	3	4	4	3	4	3	3	4	4	4	4	44	0.8
12	4	4	4	4	4	4	3	4	4	4	4	4	47	0.8
13	4	4	4	3	3	3	4	4	3	3	4	4	43	0.8
14	4	3	3	3	3	3	4	3	3	3	3	4	39	0.7
15	4	3	4	4	3	4	3	3	4	4	4	4	44	0.8
16	4	4	4	4	4	4	4	3	4	4	4	4	47	0.8
17	4	4	4	3	3	3	4	4	3	3	4	4	43	0.8
18	4	3	4	3	3	4	3	3	4	3	4	4	42	0.8

19	4	4	4	3	3	3	4	4	4	3	3	3		42	0.8
20	4	4	4	4	3	4	3	3	3	3	4	4		43	0.8
21	4	4	4	3	3	4	3	3	4	3	4	4		43	0.8
22	4	4	4	3	3	3	3	4	4	4	4	4		44	0.8
23	3	3	4	4	3	3	3	4	4	3	3	3		40	0.7
24	4	4	4	3	3	3	4	4	3	3	3	4		42	0.8
25	4	4	3	3	3	3	4	3	3	3	3	4		40	0.7
26	4	4	4	3	3	3	3	3	3	3	4	4		41	0.7
27	3	4	3	3	3	3	3	3	4	4	4	4		41	0.7
28	4	3	4	3	3	3	3	3	4	3	3	4		40	0.7
29	3	3	3	3	3	3	3	3	4	4	4	4		40	0.7
30	3	4	4	4	3	3	4	4	3	3	3	3		41	0.7
31	4	4	4	4	4	4	3	3	4	3	3	4		44	0.8
32	3	3	3	3	3	3	3	3	3	3	3	3		36	0.6
33	4	4	4	4	4	3	3	3	3	3	3	3		41	0.7
34	4	3	4	3	3	3	3	3	4	4	4	4		42	0.8
35	4	4	4	4	4	4	4	4	4	4	4	4		48	0.9
36	2	2	2	3	3	3	2	3	3	3	3	2		31	0.6
37	4	4	4	4	4	4	4	4	4	4	4	4		48	0.9
38	3	3	3	3	3	4	3	3	3	3	3	3		37	0.7
39	4	4	4	4	4	3	4	3	3	4	3	4		44	0.8
40	3	4	4	3	4	3	4	4	4	4	4	4		45	0.8
41	3	3	3	2	3	3	3	3	3	3	3	3		35	0.6
42	4	4	4	4	4	4	4	4	4	4	4	3		47	0.8

43	4	4	3	3	3	4	4	4	4	4	4	4	45	0.8
44	4	4	4	3	3	3	4	4	3	3	3	4	42	0.8
45	3	4	3	3	4	4	4	4	4	3	3	3	42	0.8
46	4	4	4	3	3	3	4	4	3	3	3	4	42	0.8
47	3	3	3	3	3	3	3	3	3	3	2	3	35	0.6
48	3	3	3	3	3	3	3	3	3	3	3	3	36	0.6
49	4	4	4	3	3	4	4	4	4	3	4	4	45	0.8
50	3	4	3	3	3	3	4	4	4	4	4	4	43	0.8
51	4	3	4	4	4	4	4	4	4	4	4	3	46	0.8
52	4	4	4	4	4	4	4	4	4	4	4	4	48	0.9
53	4	4	4	4	3	4	4	4	4	3	4	3	45	0.8
54	4	4	4	4	4	4	3	4	3	3	3	4	44	0.8
55	4	4	4	4	4	4	4	4	4	4	3	4	47	0.8
56	4	4	3	4	4	4	4	4	4	4	4	4	47	0.8
JUMLAH	206	204	208	192	191	195	198	197	203	194	198	206	2392	
AVERAGE	3.7	3.6	3.7	3.4	3.4	3.5	3.5	3.5	3.6	3.5	3.5	3.7		
VALIDITAS	0.62	0.59	0.61	0.65	0.62	0.64	0.56	0.51	0.59	0.61	0.59	0.60		

LAMPIRAN VI Output SPSS

1. Analisis Kualitatif Motivasi

Statistics

		p1	p2	p3	p4	p5	p6	p7
N	Valid	56	56	56	56	56	56	56
	Missing	0	0	0	0	0	0	0
Mean		3.43	3.27	3.34	3.43	3.43	3.41	3.45
Median		3.00	3.00	3.00	3.00	3.00	3.00	3.50
Mode		3	3	3	3	3	3	4
Sum		192	183	187	192	192	191	193

Statistics

		p8	p9	p10	p11
N	Valid	56	56	56	56
	Missing	0	0	0	0
Mean		3.52	3.52	3.45	3.38
Median		4.00	4.00	3.00	3.00
Mode		4	4	3	3
Sum		197	197	193	189

Frequency Table

p1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.6	3.6	3.6
3	28	50.0	50.0	53.6
4	26	46.4	46.4	100.0
Total	56	100.0	100.0	

p2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	7.1	7.1	7.1
3	33	58.9	58.9	66.1
4	19	33.9	33.9	100.0
Total	56	100.0	100.0	

p3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	5.4	5.4	5.4
3	31	55.4	55.4	60.7
4	22	39.3	39.3	100.0
Total	56	100.0	100.0	

p4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	30	53.6	53.6	55.4
4	25	44.6	44.6	100.0
Total	56	100.0	100.0	

p5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.6	3.6	3.6
Valid 3	28	50.0	50.0	53.6
4	26	46.4	46.4	100.0
Total	56	100.0	100.0	

p6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.4	5.4	5.4
Valid 3	27	48.2	48.2	53.6
4	26	46.4	46.4	100.0
Total	56	100.0	100.0	

p7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.4	5.4	5.4
Valid 3	25	44.6	44.6	50.0
4	28	50.0	50.0	100.0
Total	56	100.0	100.0	

p8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
Valid 3	25	44.6	44.6	46.4
4	30	53.6	53.6	100.0
Total	56	100.0	100.0	

p9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
Valid 3	25	44.6	44.6	46.4
4	30	53.6	53.6	100.0
Total	56	100.0	100.0	

p10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
Valid 3	29	51.8	51.8	53.6
4	26	46.4	46.4	100.0
Total	56	100.0	100.0	

p11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
Valid 3	33	58.9	58.9	60.7
4	22	39.3	39.3	100.0
Total	56	100.0	100.0	

2. Analisis Kualitatif Pelatihan

Statistics

		p1	p2	p3	p4	p5	p6	p7
N	Valid	56	56	56	56	56	56	56
	Missing	0	0	0	0	0	0	0
Mean		3.50	3.23	3.41	3.48	3.41	3.39	3.41
Median		4.00	3.00	3.00	4.00	3.00	3.00	3.00
Mode		4	3	3	4	3	3	3
Sum		196	181	191	195	191	190	191

Statistics

		p8	p9	p10
N	Valid	56	56	56
	Missing	0	0	0
Mean		3.29	3.34	3.39
Median		3.00	3.00	3.00
Mode		3	3	3
Sum		184	187	190

Frequency Table

p1				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.8	1.8
	3	26	46.4	48.2
	4	29	51.8	100.0
	Total	56	100.0	100.0

p2				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.4	5.4
	3	37	66.1	71.4
	4	16	28.6	100.0
	Total	56	100.0	100.0

p3				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.8	1.8
	3	31	55.4	57.1
	4	24	42.9	100.0
	Total	56	100.0	100.0

p4				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.4	5.4
	3	23	41.1	46.4
	4	30	53.6	100.0
	Total	56	100.0	100.0

p5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.6	3.6	3.6
Valid 3	29	51.8	51.8	55.4
4	25	44.6	44.6	100.0
Total	56	100.0	100.0	

p6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.6	3.6	3.6
Valid 3	30	53.6	53.6	57.1
4	24	42.9	42.9	100.0
Total	56	100.0	100.0	

p7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.6	3.6	3.6
Valid 3	29	51.8	51.8	55.4
4	25	44.6	44.6	100.0
Total	56	100.0	100.0	

p8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.6	3.6	3.6
Valid 3	36	64.3	64.3	67.9
4	18	32.1	32.1	100.0
Total	56	100.0	100.0	

p9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.6	3.6	3.6
Valid 3	33	58.9	58.9	62.5
4	21	37.5	37.5	100.0
Total	56	100.0	100.0	

p10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.4	5.4	5.4
Valid 3	28	50.0	50.0	55.4
4	25	44.6	44.6	100.0
Total	56	100.0	100.0	

3. Analisis Kualitatif Kinerja

Statistics

		p1	p2	p3	p4	p5	p6	p7
N	Valid	56	56	56	56	56	56	56
	Missing	0	0	0	0	0	0	0
Mean		3.68	3.64	3.71	3.43	3.41	3.48	3.54
Median		4.00	4.00	4.00	3.00	3.00	3.00	4.00
Mode		4	4	4	3	3	3	4
Sum		206	204	208	192	191	195	198

Statistics

		p8	p9	p10	p11	p12
N	Valid	56	56	56	56	56
	Missing	0	0	0	0	0
Mean		3.52	3.63	3.46	3.54	3.68
Median		4.00	4.00	3.00	4.00	4.00
Mode		4	4	3	4	4
Sum		197	203	194	198	206

Frequency Table

p1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1.8	1.8	1.8
	3	16	28.6	30.4
	4	39	69.6	100.0
	Total	56	100.0	

p2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1.8	1.8	1.8
	3	18	32.1	33.9
	4	37	66.1	100.0
	Total	56	100.0	

p3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1.8	1.8	1.8
	3	14	25.0	26.8
	4	41	73.2	100.0
	Total	56	100.0	

p4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1.8	1.8	1.8
	3	30	53.6	55.4
	4	25	44.6	100.0
	Total	56	100.0	

p5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	33	58.9	58.9
	4	23	41.1	100.0
	Total	56	100.0	

p6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	29	51.8	51.8	51.8
4	27	48.2	48.2	100.0
Total	56	100.0	100.0	

p7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	24	42.9	42.9	44.6
4	31	55.4	55.4	100.0
Total	56	100.0	100.0	

p8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	27	48.2	48.2	48.2
4	29	51.8	51.8	100.0
Total	56	100.0	100.0	

p9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	21	37.5	37.5	37.5
4	35	62.5	62.5	100.0
Total	56	100.0	100.0	

p10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	30	53.6	53.6	53.6
4	26	46.4	46.4	100.0
Total	56	100.0	100.0	

p11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	24	42.9	42.9	44.6
4	31	55.4	55.4	100.0
Total	56	100.0	100.0	

p12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	16	28.6	28.6	30.4
4	39	69.6	69.6	100.0
Total	56	100.0	100.0	

4. Uji Reliabilitas

Reliability Motivasi

Reliability Statistics

Cronbach's Alpha	N of Items
.884	11

Reliability Pelatihan**Reliability Statistics**

Cronbach's Alpha	N of Items
.834	10

Reliability Kinerja**Reliability Statistics**

Cronbach's Alpha	N of Items
.839	12

2. Uji Parsial Motivasi Terhadap Kinerja Karyawan**Variabels Entered/Removed^a**

Variabels Entered	Variabels Removed	Method
Motivasi ^b		Enter

a. Dependent Variabel: Kinerja

b. All requested variabels entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.679 ^a	.461	.451	2.73063

a. Predictors: (Constant), Motivasi

b. Dependent Variabel: Kinerja

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	344.786	1	344.786	46.241	.000 ^b
1 Residual	402.643	54	7.456		
Total	747.429	55			

a. Predictors: (Constant), Motivasi

b. Dependent Variabel: Kinerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	20.309	3.315		6.126	.000		
1 Motivasi	.596	.088	.679	6.800	.000	1.000	1.000

a. Dependent Variabel: Kinerja

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Motivasi
1	1	1.994	1.000	.00	.00
	2	.006	18.115	1.00	1.00

a. Dependent Variabel: Kinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	35.2032	45.9272	42.7143	2.50376	56
Residual	-5.92724	5.83900	.00000	2.70569	56
Std. Predicted Value	-3.000	1.283	.000	1.000	56
Std. Residual	-2.171	2.138	.000	.991	56

a. Dependent Variabel: Kinerja

3. Uji Parsial Pelatihan Terhadap Kinerja Karyawan**Variabels Entered/Removed^a**

Model	Variabels Entered	Variabels Removed	Method
1	Pelatihan ^b		Enter

a. Dependent Variabel: Kinerja

b. All requested variabels entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.681 ^a	.463	.453	2.72546

a. Predictors: (Constant), Pelatihan

b. Dependent Variabel: Kinerja

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	346.310	1	346.310	46.621	.000 ^b
1 Residual	401.119	54	7.428		
Total	747.429	55			

a. Predictors: (Constant), Pelatihan

b. Dependent Variabel: Kinerja

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	18.673	3.540		5.275	.000		
1 Pelatihan	.710	.104	.681	6.828	.000	1.000	1.000

b. Dependent Variable: Kinerja

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Pelatihan
1	1	1.995	1.000	.00	.00
	2	.005	19.386	1.00	1.00

a. Dependent Variable: Kinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	33.5849	46.3661	42.7143	2.50929	56
Residual	-4.65599	6.60441	.00000	2.70057	56
Std. Predicted Value	-3.638	1.455	.000	1.000	56
Std. Residual	-1.708	2.423	.000	.991	56

c. Dependent Variable: Y

4. Uji Simultan Motivasi dan Pelatihan Terhadap Kinerja Karyawan

Variabels Entered/Removed^a

Model	Variabels Entered	Variabels Removed	Method
1	Motivasi, Pelatihan ^b		Enter

a. Dependent Variable: Kinerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.758 ^a	.575	.559	2.44840	1.918

a. Predictors: (Constant), Motivasi, Pelatihan

b. Dependent Variable: Kinerja

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	429.711	2	214.855	35.841	.000 ^b
1 Residual	317.718	53	5.995		
Total	747.429	55			

a. Dependent Variabel: Kinerja

b. Predictors: (Constant), Motivasi, Pelatihan

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	13.832	3.435		4.027	.000		
1 Motivasi	.369	.099	.421	3.730	.000	.630	1.587
Pelatihan	.443	.118	.425	3.764	.000	.630	1.587

a. Dependent Variabel: Kinerja

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Motivasi	Pelatihan
1	1	2.989	1.000	.00	.00	.00
	2	.006	21.933	.91	.40	.05
	3	.004	26.216	.08	.60	.95

a. Dependent Variabel: Kinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	32.3642	46.9835	42.7143	2.79516	56
Residual	-4.80219	4.48673	.00000	2.40347	56
Std. Predicted Value	-3.703	1.527	.000	1.000	56
Std. Residual	-1.961	1.833	.000	.982	56

a. Dependent Variabel: Kinerja

LAMPIRAN VII
DATA PENJUALAN PT Surya Madistrindo

DATA PENJUALAN			
TAHUN	2012	2013	2014
KUARTAL 1	3,456,791	2,498,768	2,394,294
KUARTAL 2	2,897,898	3,132,911	3,545,579
KUARTAL 3	3,922,496	3,663,836	3,124,567
JUMLAH	10,277,185	9,295,515	9,064,440



Tabel Uji F

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80																				

Lampiran IX

Tabel Uji T

dk	0,25	0,10	0,05	0,025	0,01	0,005
	a untuk Uji Dua Pihak (<i>two tail tes</i>)					
	0,50	0,20	0,10	0,05	0,02	0,01
1	1,000	3,078	6,314	12,706	31,821	63,657
2	0,816	1,886	2,920	4,303	6,965	9,925
3	0,765	1,638	2,353	3,182	4,541	5,841
4	0,741	1,533	2,132	2,776	3,747	4,604
5	0,727	1,476	2,015	2,571	3,365	4,032
6	0,718	1,440	1,943	2,447	3,143	3,707
7	0,711	1,415	1,895	2,365	2,998	3,499
8	0,706	1,397	1,860	2,306	2,896	3,355
9	0,703	1,383	1,833	2,262	2,821	3,250
10	0,700	1,372	1,812	2,228	2,764	3,169
11	0,697	1,363	1,796	2,201	2,718	3,106
12	0,695	1,356	1,782	2,179	2,681	3,055
13	0,692	1,350	1,771	2,160	2,650	3,012
14	0,691	1,345	1,761	2,145	2,624	2,977
15	0,690	1,341	1,753	2,131	2,602	2,947
16	0,689	1,337	1,746	2,120	2,583	2,921
17	0,688	1,333	1,740	2,110	2,567	2,898
18	0,688	1,330	1,734	2,101	2,552	2,878
19	0,687	1,328	1,729	2,093	2,539	2,861
20	0,687	1,325	1,725	2,086	2,528	2,845
21	0,686	1,323	1,721	2,080	2,518	2,831
22	0,686	1,321	1,717	2,074	2,508	2,819
23	0,685	1,319	1,714	2,069	2,500	2,807
24	0,685	1,318	1,711	2,064	2,492	2,797
25	0,684	1,316	1,708	2,060	2,485	2,787
26	0,684	1,315	1,706	2,056	2,479	2,779
27	0,684	1,314	1,703	2,052	2,473	2,771
28	0,683	1,313	1,701	2,048	2,467	2,763
29	0,683	1,311	1,699	2,045	2,462	2,756
30	0,683	1,310	1,697	2,042	2,457	2,750
40	0,681	1,303	1,684	2,021	2,423	2,704
60	0,679	1,296	1,671	2,000	2,390	2,660
120	0,677	1,289	1,658	1,980	2,358	2,617
∞	0,674	1,282	1,645	1,960	2,326	2,576

DAFTAR RIWAYAT HIDUP

Nama Lengkap : Eko Purnomo

Tempat dan Tanggal Lahir : Ciamis, 28 Oktober 1990

Alamat Rumah : Jalan Garuda 4 no 78 Rt 001/002 Kav. Tunas Jaya

Kel. Harapan Mulya Kec. Medan Satria Bekasi

17143

STATUS PENDIDIKAN

- Tamat SDN : 1995 - 2001
- Tamat SMP : 2002 - 2005
- Tamat SMA : 2006 - 2008
- Tamat Diploma III : 2009 - 2011
- Tamat Kuliah Fakultas Ekonomi Jurusan
Manajemen Sumber Daya Manusia
Universitas Darma Persada : 2012 - 2015