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LAMPIRAN

Lampiran 1
KUESIONER PENELITIAN

Judul Penelitian : Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan (Studi Kasus Pada Zamzam Tirta Waterpark Bogor)

Nama Peneliti : Sri Lestari (Program Studi S-1 Manajemen Fakultas Ekonomi dan Bisnis Universitas Binaniaga Indonesia).

Responden yang terhormat,

Pertama-tama saya ucapkan terimakasih atas kesediaan Bapak/Ibu untuk mengisi kuesioner ini. Saya sangat mengharapkan Bapak/Ibu menjawab semua pernyataan dalam kuesioner dengan jujur. Tidak ada jawaban benar atau salah, karena apapun jawaban Bapak/Ibu, semua itu akan digunakan untuk penelitian yang berjudul Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan (Studi Kasus Pada Zamzam Tirta Waterpark Bogor). Semua data responden dan jawaban yang diisikan dalam kuesioner ini :

- Dijamin kerahasiaannya,
- Tidak ada kaitannya dengan karier Bapak/Ibu,
- Semata-mata hanya untuk kepentingan ilmu pengetahuan.

Atas kesediaan Bapak/Ibu untuk meluangkan waktunya guna mengisi kuesioner ini, saya mengucapkan terima kasih.

IDENTITAS
RESPONDEN

1. Jenis Kelamin :
2. Jabatan :
3. Usia : < 20 tahun 21-30 tahun 31-40 tahun 41-50
4. Pendidikan : SMA/K Diploma Sarjana Magister

PETUNJUK PENGISIAN

1. Jawablah masing-masing pertanyaan di bawah ini dengan memberi tanda (√) pada kolom yang telah tersedia, sesuai dengan penilaian Bapak/Ibu.

2. Keterangan jawaban sebagai berikut :

- SS = apabila Anda merasa Sangat Setuju
- S = apabila Anda merasa Setuju
- N = apabila Anda merasa Ragu-
- TS = ragu/Netral apabila Anda merasa
- STS = Tidak Setuju

_____ apabila Anda merasa Sangat Tidak Setuju

1. Variabel Reward

No	Pernyataan	SS	S	N	TS	STS
Indikator Reward						
Pencapaian (PC)						
1.	Saya membuat target waktu penyelesaian pekerjaan dan kegiatan.					
2.	Saya bangga ketika menyelesaikan tugas yang menantang.					
Pengembangan Karir (PK)						
3.	Saya diberikan kesempatan berkembang (promosi) apabila berprestasi.					
4.	Kesempatan untuk mengembangkan karir terbuka bagi semua karyawan.					
Gaji (GJ)						
5.	Gaji saya sesuai dengan beban pekerjaan dan waktu lama saya bekerja.					
6.	Saya merasa puas dengan gaji yang saya terima.					
Tunjangan (TJ)						
7.	Perusahaan memberikan tunjangan sesuai dengan keadaan dan beban					

8.	Tunjangan yang diberikan sesuai dengan tanggung jawab yang saya emban.					
Intensif/bonus (IB)						
9.	Insentif yang diberikan mendorong saya untuk disiplin bekerja.					
10.	Perusahaan memberikan berupa bonus kepada karyawan berprestasi.					
Kenikmatan / Natura (KN)						
11.	Dukungan dan pujian dari atasan serta rekan kerja membuat saya senang dan merasa dihargai.					
12.	Rekan kerja menghormati saya sebagai karyawan perusahaan.					

2. Variabel Punishment

No	Pernyataan	SS	S	N	TS	STS
Indikator Punishment						
Peraturan (PT)						
1.	Saya diperintah untuk mematuhi aturan dan tata tertib perusahaan.					
2.	Hukuman yang diberikan berlandaskan					
Larangan (LR)						
3.	Saya tahu dan mengerti mengenai hal apa saja yang dilarang oleh perusahaan.					
4.	Saya merasa malu saat melanggar larangan perusahaan.					
Disiplin (DP)						
5.	Saya selalu disiplin saat bekerja.					
6.	Dengan disiplin dapat kesalahan saya saat bekerja.					
Tata Tertib (TT)						
7.	Saya harus datang tepat waktu.					
8.	Mematuhi tata tertib dan peraturan dapat meningkatkan disiplin saya.					

Teguran (TG)					
9.	Atasan memberikan teguran dahulu karena kesalahan sebelum terkena hukuman. Teguran dan peringatan yang diberikan kepada saya dapat merubah saya menjadi lebih baik dari				
10.					
Sanksi (SK)					
11.	Perusahaan memberikan pemotongan gaji/tunjangan karyawan yang melakukan pelanggaran disiplin kerja. Saya bersedia diputuskan hubungan kerja apabila saya melakukan kesalahan				
12.					

3. Variabel Kinerja Karyawan

No	Pernyataan	SS	S	N	TS	STS
Indikator Kinerja Karyawan						
Mutu Kerja (MK)						
1.	Saya dapat meminimalisir kesalahan saat bekerja. Saya dapat menyelesaikan dengan baik dan teliti tugas yang di berikan.					
2.						
Ketepatan Waktu (KW)						
3.	Saya selalu tepat waktu dalam mengerjakan tugas. Saya selalu menaati jam masuk kerja.					
4.						
Inisiatif (IS)						
5.	Saya selalu berinisiatif mengerjakan sesuai kemampuan sebelum pimpinan. Saat saya melakukan kesalahan saya akan memperbaikinya.					
6.						
Kemampuan (KP)						
7.	Pekerjaan yang diberikan sesuai dengan kemampuan saya. Pelatihan yang diberikan meningkatkan kemampuan saya.					
8.						

Komunikasi (KM)					
9.	Komunikasi antara saya dan partner saya terjalin baik.				
10.	Pendapat saya mudah dipahami oleh rekan kerja saya.				

Lampiran 2
HASIL TABULASI

1. Variabel Kinerja Karyawan (Y)

No.	Butir Pernyataan Kinerja Karyawan (Y)										Total_Y
	KIN1	KIN2	KIN3	KIN4	KIN5	KIN6	KIN7	KIN8	KIN9	KIN10	
1	4	4	4	4	4	4	4	4	4	4	40
2	5	3	3	5	3	5	5	4	4	4	41
3	3	5	4	3	4	3	5	5	5	4	41
4	3	5	5	4	4	4	4	3	4	5	41
5	4	4	4	3	2	3	4	3	3	3	33
6	4	3	4	3	4	4	4	3	4	4	37
7	3	3	4	3	5	3	5	3	3	5	37
8	4	3	3	3	4	3	4	3	3	3	33
9	3	5	3	3	4	3	3	3	4	3	34
10	3	3	3	3	4	4	4	3	4	2	33
11	4	3	3	3	3	4	2	3	3	4	32
12	4	3	4	5	5	3	3	4	3	3	37
13	3	3	3	3	4	3	3	3	3	4	32
14	4	3	4	4	5	5	4	3	4	3	39
15	4	4	3	3	3	4	3	3	5	3	35
16	4	3	5	3	4	4	4	3	4	4	38
17	5	3	4	3	3	4	4	3	5	3	37
18	4	4	4	3	3	4	4	3	4	4	37
19	3	4	4	3	4	4	2	3	4	4	35
20	3	4	4	4	4	4	3	3	4	4	37
21	4	4	4	4	4	4	5	4	4	4	41
22	3	4	4	3	3	3	3	2	4	4	33
23	4	4	4	4	3	4	5	4	4	4	40
24	4	3	3	4	4	3	4	4	3	3	35
25	4	4	4	4	4	4	5	5	4	4	42
26	3	3	3	3	4	3	4	3	3	3	32
27	5	5	5	4	5	4	4	3	5	5	45
28	5	4	4	3	5	3	5	5	4	4	42
29	4	3	5	3	3	4	4	3	3	4	36
30	4	4	3	3	4	4	3	5	4	5	39
31	4	3	4	3	4	3	3	3	4	3	34
32	4	4	4	3	3	4	4	3	5	4	38

33	5	3	4	5	4	4	5	4	4	4	42
34	4	3	3	4	3	3	2	4	4	4	34
35	4	4	5	3	3	4	4	4	4	4	39
36	4	5	4	3	5	4	4	4	5	5	43
37	5	3	3	4	4	3	4	3	3	4	36
38	5	4	4	3	4	4	3	4	3	3	37
39	5	3	3	4	4	5	4	3	5	5	41
40	5	4	4	4	5	4	4	5	4	4	43
41	3	4	5	5	3	3	5	3	4	4	39
42	5	3	4	3	2	3	4	3	4	5	36
43	4	5	5	3	5	3	4	4	5	4	42
44	4	3	4	4	4	5	2	5	5	4	40
45	5	4	4	5	4	3	4	4	4	3	40
46	4	4	4	4	4	3	3	4	3	2	35
47	4	2	4	4	4	3	3	2	3	4	33
48	4	4	3	3	3	4	5	3	3	3	35
49	4	3	4	3	2	2	3	4	4	3	32
50	4	3	4	4	3	3	4	3	3	4	35
51	5	3	4	4	5	4	3	5	4	4	41
52	5	3	5	3	4	4	4	4	4	4	40
53	5	4	4	5	5	4	4	3	4	4	42
54	4	4	4	5	4	4	5	3	5	4	42

2. Variabel Reward (X₁)

No.	Butir Pernyataan Reward												Total_Y
	RW1	RW2	RW3	RW4	RW5	RW6	RW7	RW8	RW9	RW10	RW11	RW12	
1	4	4	4	4	4	4	4	4	4	5	5	5	51
2	4	5	4	5	3	5	5	4	4	4	4	5	52
3	5	3	5	4	5	4	3	3	3	5	4	3	47
4	3	4	4	4	5	4	4	4	3	5	3	5	48
5	4	4	5	4	4	3	3	3	3	4	4	4	45
6	3	3	2	3	4	4	3	3	3	4	4	4	40
7	3	4	4	4	4	5	4	4	4	4	5	3	48
8	3	4	4	5	4	3	5	5	4	3	4	4	48
9	3	4	3	3	5	2	3	2	5	4	3	3	40
10	4	3	4	3	4	3	3	3	3	3	4	5	42
11	3	3	4	3	2	2	3	3	3	3	4	3	36
12	4	3	4	3	3	4	4	3	4	3	4	3	42
13	3	4	3	2	4	2	4	3	5	4	3	4	41
14	4	3	4	3	4	5	4	3	5	3	5	4	47

15	4	5	3	4	4	5	4	4	4	5	4	3	49
16	4	4	4	4	4	4	4	2	4	3	5	3	45
17	5	5	4	4	5	3	4	4	5	3	4	4	50
18	4	3	5	4	3	5	4	4	4	4	3	3	46
19	4	4	3	5	5	4	3	4	3	4	3	4	46
20	4	5	4	3	4	4	3	3	4	4	3	4	45
21	4	4	4	3	4	4	3	4	4	3	5	5	47
22	4	5	4	3	5	4	4	3	4	4	4	4	48
23	4	3	3	4	3	4	1	3	2	3	3	4	37
24	4	4	3	4	4	3	4	4	4	4	5	4	47
25	4	4	3	3	4	5	4	3	4	4	3	1	42
26	4	5	4	3	4	4	4	5	4	4	5	5	51
27	4	4	5	3	4	4	3	4	5	4	3	3	46
28	3	4	2	4	3	4	5	3	2	3	3	4	40
29	4	4	4	3	5	4	4	3	4	3	5	3	46
30	4	4	4	5	4	4	4	4	4	4	3	5	49
31	4	4	4	3	4	4	3	5	3	4	3	5	46
32	5	3	5	4	4	3	5	3	5	4	3	3	47
33	4	4	3	4	5	3	5	4	4	5	4	3	48
34	5	4	5	4	3	3	3	4	3	3	4	3	44
35	4	5	4	3	4	4	4	5	3	4	4	3	47
36	4	4	4	5	3	5	3	4	5	3	4	3	47
37	2	4	3	3	2	4	4	2	3	3	4	3	37
38	4	3	4	3	4	3	4	3	5	4	4	5	46
39	4	3	5	3	5	2	4	2	5	4	4	3	44
40	4	4	3	4	4	4	4	4	4	4	5	4	48
41	4	5	4	5	3	3	5	4	3	4	5	3	48
42	4	4	5	4	4	4	4	5	4	4	5	3	50
43	4	4	5	4	4	5	4	4	5	4	5	4	52
44	3	4	4	5	3	4	5	4	5	4	5	4	50
45	4	4	5	4	4	3	4	4	5	4	5	4	50
46	2	3	3	3	2	3	3	4	4	4	5	4	40
47	2	4	2	3	2	2	2	4	3	4	4	4	36
48	2	3	4	4	2	2	4	3	4	3	4	4	39
49	3	4	4	4	4	4	5	5	4	3	4	3	47
50	2	3	4	4	2	1	4	4	3	4	4	2	37
51	3	4	3	4	3	3	4	4	5	4	4	3	44
52	4	4	4	4	3	3	5	4	4	5	3	5	48
53	3	3	3	3	3	3	4	4	5	4	5	4	44
54	4	4	5	4	4	3	3	4	5	4	5	4	49

3. Variabel Punishment (X_2)

No.	Butir Pernyataan Punishment (X_2)												Total_Y
	PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	
1	4	4	4	4	4	4	4	4	4	4	4	4	48
2	5	3	3	3	5	4	3	4	5	5	5	5	50
3	4	5	5	5	4	5	5	4	4	4	4	4	53
4	4	3	3	3	4	4	3	4	4	4	4	3	43
5	4	3	3	3	4	3	3	4	4	4	4	4	43
6	4	3	3	3	4	3	3	4	4	4	4	3	42
7	5	5	5	5	5	3	5	5	5	5	5	5	58
8	3	4	4	4	3	3	4	4	3	3	3	3	41
9	4	3	3	3	4	2	3	3	4	4	4	1	38
10	3	3	3	3	3	3	3	3	3	3	3	2	35
11	3	3	3	3	3	3	3	3	3	3	3	3	36
12	4	5	5	5	4	5	5	3	4	4	4	3	51
13	3	3	3	3	3	5	3	4	3	3	3	5	41
14	4	5	5	5	4	3	5	4	4	4	4	5	52
15	4	5	5	5	4	4	2	5	4	4	4	3	49
16	3	4	4	4	3	5	4	3	3	3	3	4	43
17	5	5	5	5	5	5	5	3	5	5	5	5	58
18	4	3	3	3	4	4	3	3	4	4	4	5	44
19	3	3	3	3	3	3	4	4	3	3	3	4	39
20	5	4	4	4	5	5	4	4	5	5	5	3	53
21	4	5	5	5	4	4	3	4	4	4	4	5	51
22	4	4	4	4	4	4	4	4	4	4	4	4	48
23	4	4	4	4	4	3	4	5	4	4	4	4	48
24	4	3	3	3	4	3	4	3	3	4	4	3	41
25	4	4	3	3	4	3	5	3	3	4	4	2	42
26	4	5	4	4	4	3	4	5	3	4	4	2	46
27	3	3	5	5	3	4	5	4	4	3	3	4	46
28	4	4	4	4	4	5	4	5	5	4	4	3	50
29	4	5	4	3	4	3	5	3	3	4	4	4	46
30	5	3	5	4	5	5	4	4	5	5	5	2	52
31	4	5	4	3	4	3	5	4	4	3	3	2	44
32	4	3	4	5	4	5	4	4	4	3	3	4	47
33	5	5	4	5	4	4	5	4	4	5	3	4	52
34	4	3	4	3	4	3	4	4	3	3	3	4	42
35	4	4	4	3	4	4	3	4	4	3	3	4	44
36	5	5	3	4	4	4	4	4	4	3	4	2	46
37	5	4	4	4	3	5	4	4	4	4	3	2	46
38	4	3	5	4	4	3	4	4	3	3	3	2	42

39	5	3	3	3	5	4	3	5	3	5	5	1	45
40	4	4	3	4	4	5	5	5	4	3	4	4	49
41	3	5	4	3	4	4	3	5	5	3	5	3	47
42	4	4	5	4	4	3	4	5	4	5	4	4	50
43	3	3	5	5	3	4	3	4	4	4	3	3	44
44	3	3	5	4	3	4	5	3	2	4	4	3	43
45	3	3	4	3	5	4	5	4	4	5	4	4	48
46	4	4	4	2	4	4	2	4	5	4	4	1	42
47	4	4	4	4	4	4	4	4	3	3	4	2	44
48	3	3	4	3	5	4	3	4	4	3	3	2	41
49	4	5	3	5	4	3	5	3	4	3	4	3	46
50	3	3	3	3	4	4	5	5	4	4	5	1	44
51	4	4	4	4	3	5	4	4	4	5	3	3	47
52	5	4	4	5	5	3	5	5	4	3	3	3	49
53	4	5	4	4	4	4	4	4	3	4	4	3	47
54	4	4	4	5	3	4	4	4	4	4	3	4	47

Lampiran 3
HASIL TABULASI UJI VALIDITAS DAN UJI RELIABILITAS

1. Variabel Kinerja Karyawan (Y)

No.	Butir Pernyataan Kinerja Karyawan (Y)										Total_Y
	KIN1	KIN2	KIN3	KIN4	KIN5	KIN6	KIN7	KIN8	KIN9	KIN10	
1	4	4	4	4	4	4	4	4	4	4	40
2	5	3	3	5	3	5	5	4	4	4	41
3	3	5	4	3	4	3	5	5	5	4	41
4	3	5	5	4	4	4	4	3	4	5	41
5	4	4	4	3	2	3	4	3	3	3	33
6	4	3	4	3	4	4	4	3	4	4	37
7	3	3	4	3	5	3	5	3	3	5	37
8	4	3	3	3	4	3	4	3	3	3	33
9	3	5	3	3	4	3	3	3	4	3	34
10	3	3	3	3	4	4	4	3	4	2	33
11	4	3	3	3	3	4	2	3	3	4	32
12	4	3	4	5	5	3	3	4	3	3	37
13	3	3	3	3	4	3	3	3	3	4	32
14	4	3	4	4	5	5	4	3	4	3	39
15	4	4	3	3	3	4	3	3	5	3	35
16	4	3	5	3	4	4	4	3	4	4	38
17	5	3	4	3	3	4	4	3	5	3	37
18	4	4	4	3	3	4	4	3	4	4	37
19	3	4	4	3	4	4	2	3	4	4	35
20	3	4	4	4	4	4	3	3	4	4	37
21	4	4	4	4	4	4	5	4	4	4	41
22	3	4	4	3	3	3	3	2	4	4	33
23	4	4	4	4	3	4	5	4	4	4	40
24	4	3	3	4	4	3	4	4	3	3	35
25	4	4	4	4	4	4	5	5	4	4	42
26	3	3	3	3	4	3	4	3	3	3	32
27	5	5	5	4	5	4	4	3	5	5	45
28	5	4	4	3	5	3	5	5	4	4	42
29	4	3	5	3	3	4	4	3	3	4	36
30	4	4	3	3	4	4	3	5	4	5	39
31	4	3	4	3	4	3	3	3	4	3	34
32	4	4	4	3	3	4	4	3	5	4	38

33	5	3	4	5	4	4	5	4	4	4	42
34	4	3	3	4	3	3	2	4	4	4	34
35	4	4	5	3	3	4	4	4	4	4	39
36	4	5	4	3	5	4	4	4	5	5	43
37	5	3	3	4	4	3	4	3	3	4	36
38	5	4	4	3	4	4	3	4	3	3	37
39	5	3	3	4	4	5	4	3	5	5	41
40	5	4	4	4	5	4	4	5	4	4	43
41	3	4	5	5	3	3	5	3	4	4	39
42	5	3	4	3	2	3	4	3	4	5	36
43	4	5	5	3	5	3	4	4	5	4	42
44	4	3	4	4	4	5	2	5	5	4	40
45	5	4	4	5	4	3	4	4	4	3	40
46	4	4	4	4	4	3	3	4	3	2	35
47	4	2	4	4	4	3	3	2	3	4	33
48	4	4	3	3	3	4	5	3	3	3	35
49	4	3	4	3	2	2	3	4	4	3	32
50	4	3	4	4	3	3	4	3	3	4	35
51	5	3	4	4	5	4	3	5	4	4	41
52	5	3	5	3	4	4	4	4	4	4	40
53	5	4	4	5	5	4	4	3	4	4	42
54	4	4	4	5	4	4	5	3	5	4	42
Total	219	195	210	194	206	197	206	190	211	205	

2. Variabel Reward (X₁)

No.	Butir Pernyataan Reward												Total_Y
	RW1	RW2	RW3	RW4	RW5	RW6	RW7	RW8	RW9	RW10	RW11	RW12	
1	4	4	4	4	4	4	4	4	4	5	5	5	51
2	4	5	4	5	3	5	5	4	4	4	4	5	52
3	5	3	5	4	5	4	3	3	3	5	4	3	47
4	3	4	4	4	5	4	4	4	3	5	3	5	48
5	4	4	5	4	4	3	3	3	3	4	4	4	45
6	3	3	2	3	4	4	3	3	3	4	4	4	40
7	3	4	4	4	4	5	4	4	4	4	5	3	48
8	3	4	4	5	4	3	5	5	4	3	4	4	48
9	3	4	3	3	5	2	3	2	5	4	3	3	40
10	4	3	4	3	4	3	3	3	3	3	4	5	42
11	3	3	4	3	2	2	3	3	3	3	4	3	36
12	4	3	4	3	3	4	4	3	4	3	4	3	42
13	3	4	3	2	4	2	4	3	5	4	3	4	41

14	4	3	4	3	4	5	4	3	5	3	5	4	47
15	4	5	3	4	4	5	4	4	4	5	4	3	49
16	4	4	4	4	4	4	4	2	4	3	5	3	45
17	5	5	4	4	5	3	4	4	5	3	4	4	50
18	4	3	5	4	3	5	4	4	4	4	3	3	46
19	4	4	3	5	5	4	3	4	3	4	3	4	46
20	4	5	4	3	4	4	3	3	4	4	3	4	45
21	4	4	4	3	4	4	3	4	4	3	5	5	47
22	4	5	4	3	5	4	4	3	4	4	4	4	48
23	4	3	3	4	3	4	1	3	2	3	3	4	37
24	4	4	3	4	4	3	4	4	4	4	5	4	47
25	4	4	3	3	4	5	4	3	4	4	3	1	42
26	4	5	4	3	4	4	4	5	4	4	5	5	51
27	4	4	5	3	4	4	3	4	5	4	3	3	46
28	3	4	2	4	3	4	5	3	2	3	3	4	40
29	4	4	4	3	5	4	4	3	4	3	5	3	46
30	4	4	4	5	4	4	4	4	4	4	3	5	49
31	4	4	4	3	4	4	3	5	3	4	3	5	46
32	5	3	5	4	4	3	5	3	5	4	3	3	47
33	4	4	3	4	5	3	5	4	4	5	4	3	48
34	5	4	5	4	3	3	3	4	3	3	4	3	44
35	4	5	4	3	4	4	4	5	3	4	4	3	47
36	4	4	4	5	3	5	3	4	5	3	4	3	47
37	2	4	3	3	2	4	4	2	3	3	4	3	37
38	4	3	4	3	4	3	4	3	5	4	4	5	46
39	4	3	5	3	5	2	4	2	5	4	4	3	44
40	4	4	3	4	4	4	4	4	4	4	5	4	48
41	4	5	4	5	3	3	5	4	3	4	5	3	48
42	4	4	5	4	4	4	4	5	4	4	5	3	50
43	4	4	5	4	4	5	4	4	5	4	5	4	52
44	3	4	4	5	3	4	5	4	5	4	5	4	50
45	4	4	5	4	4	3	4	4	5	4	5	4	50
46	2	3	3	3	2	3	3	4	4	4	5	4	40
47	2	4	2	3	2	2	2	4	3	4	4	4	36
48	2	3	4	4	2	2	4	3	4	3	4	4	39
49	3	4	4	4	4	4	5	5	4	3	4	3	47
50	2	3	4	4	2	1	4	4	3	4	4	2	37
51	3	4	3	4	3	3	4	4	5	4	4	3	44
52	4	4	4	4	3	3	5	4	4	5	3	5	48
53	3	3	3	3	3	3	4	4	5	4	5	4	44
54	4	4	5	4	4	3	3	4	5	4	5	4	49
Total	198	209	208	200	201	193	205	197	213	206	219	200	

3. Variabel Punishment (X_2)

No.	Butir Pernyataan Punishment (X_2)												Total_Y
	PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	
1	4	4	4	4	4	4	4	4	4	4	4	4	48
2	5	3	3	3	5	4	3	4	5	5	5	5	50
3	4	5	5	5	4	5	5	4	4	4	4	4	53
4	4	3	3	3	4	4	3	4	4	4	4	3	43
5	4	3	3	3	4	3	3	4	4	4	4	4	43
6	4	3	3	3	4	3	3	4	4	4	4	3	42
7	5	5	5	5	5	3	5	5	5	5	5	5	58
8	3	4	4	4	3	3	4	4	3	3	3	3	41
9	4	3	3	3	4	2	3	3	4	4	4	1	38
10	3	3	3	3	3	3	3	3	3	3	3	2	35
11	3	3	3	3	3	3	3	3	3	3	3	3	36
12	4	5	5	5	4	5	5	3	4	4	4	3	51
13	3	3	3	3	3	5	3	4	3	3	3	5	41
14	4	5	5	5	4	3	5	4	4	4	4	5	52
15	4	5	5	5	4	4	2	5	4	4	4	3	49
16	3	4	4	4	3	5	4	3	3	3	3	4	43
17	5	5	5	5	5	5	5	3	5	5	5	5	58
18	4	3	3	3	4	4	3	3	4	4	4	5	44
19	3	3	3	3	3	3	4	4	3	3	3	4	39
20	5	4	4	4	5	5	4	4	5	5	5	3	53
21	4	5	5	5	4	4	3	4	4	4	4	5	51
22	4	4	4	4	4	4	4	4	4	4	4	4	48
23	4	4	4	4	4	3	4	5	4	4	4	4	48
24	4	3	3	3	4	3	4	3	3	4	4	3	41
25	4	4	3	3	4	3	5	3	3	4	4	2	42
26	4	5	4	4	4	3	4	5	3	4	4	2	46
27	3	3	5	5	3	4	5	4	4	3	3	4	46
28	4	4	4	4	4	5	4	5	5	4	4	3	50
29	4	5	4	3	4	3	5	3	3	4	4	4	46
30	5	3	5	4	5	5	4	4	5	5	5	2	52
31	4	5	4	3	4	3	5	4	4	3	3	2	44
32	4	3	4	5	4	5	4	4	4	3	3	4	47
33	5	5	4	5	4	4	5	4	4	5	3	4	52
34	4	3	4	3	4	3	4	4	3	3	3	4	42
35	4	4	4	3	4	4	3	4	4	3	3	4	44
36	5	5	3	4	4	4	4	4	4	3	4	2	46
37	5	4	4	4	3	5	4	4	4	4	3	2	46
38	4	3	5	4	4	3	4	4	3	3	3	2	42

39	5	3	3	3	5	4	3	5	3	5	5	1	45
40	4	4	3	4	4	5	5	5	4	3	4	4	49
41	3	5	4	3	4	4	3	5	5	3	5	3	47
42	4	4	5	4	4	3	4	5	4	5	4	4	50
43	3	3	5	5	3	4	3	4	4	4	3	3	44
44	3	3	5	4	3	4	5	3	2	4	4	3	43
45	3	3	4	3	5	4	5	4	4	5	4	4	48
46	4	4	4	2	4	4	2	4	5	4	4	1	42
47	4	4	4	4	4	4	4	4	3	3	4	2	44
48	3	3	4	3	5	4	3	4	4	3	3	2	41
49	4	5	3	5	4	3	5	3	4	3	4	3	46
50	3	3	3	3	4	4	5	5	4	4	5	1	44
51	4	4	4	4	3	5	4	4	4	5	3	3	47
52	5	4	4	5	5	3	5	5	4	3	3	3	49
53	4	5	4	4	4	4	4	4	3	4	4	3	47
54	4	4	4	5	3	4	4	4	4	4	3	4	47
Total	213	209	212	207	213	207	213	215	207	207	205	175	

LAMPIRAN 4
HASIL UJI VALIDITAS

1. Variabel Kinerja Karyawan

Correlations												
		KIN1	KIN2	KIN3	KIN4	KIN5	KIN6	KIN7	KIN8	KIN9	KIN10	KIN
KIN1	Pearson Correlation	1	-.146	.141	.298	-.070	.366 [*]	.314	.309	.240	.043	.480 ^{**}
	Sig. (2-tailed)		.441	.459	.109	.715	.047	.091	.097	.201	.822	.007
	N	30	30	30	30	30	30	30	30	30	30	30
KIN2	Pearson Correlation	-.146	1	.292	.026	.022	-.081	.038	.209	.549 ^{**}	.377 [*]	.455 [*]
	Sig. (2-tailed)	.441		.117	.892	.910	.669	.844	.268	.002	.040	.011
	N	30	30	30	30	30	30	30	30	30	30	30
KIN3	Pearson Correlation	.141	.292	1	.133	.139	.192	.253	-.094	.240	.471 ^{**}	.538 ^{**}
	Sig. (2-tailed)	.459	.117		.485	.464	.310	.177	.622	.201	.009	.002
	N	30	30	30	30	30	30	30	30	30	30	30
KIN4	Pearson Correlation	.298	.026	.133	1	.234	.360	.239	.311	.014	.078	.516 ^{**}
	Sig. (2-tailed)	.109	.892	.485		.214	.050	.203	.095	.941	.681	.004
	N	30	30	30	30	30	30	30	30	30	30	30
KIN5	Pearson Correlation	-.070	.022	.139	.234	1	-.116	.125	.249	.012	.180	.373 [*]
	Sig. (2-tailed)	.715	.910	.464	.214		.541	.510	.185	.950	.342	.042
	N	30	30	30	30	30	30	30	30	30	30	30
KIN6	Pearson Correlation	.366 [*]	-.081	.192	.360	-.116	1	.054	-.007	.402 [*]	.151	.411 [*]
	Sig. (2-tailed)	.047	.669	.310	.050	.541		.778	.969	.028	.426	.024
	N	30	30	30	30	30	30	30	30	30	30	30
KIN7	Pearson Correlation	.314	.038	.253	.239	.125	.054	1	.452 [*]	.144	.114	.582 ^{**}
	Sig. (2-tailed)	.091	.844	.177	.203	.510	.778		.012	.447	.549	.001
	N	30	30	30	30	30	30	30	30	30	30	30
KIN8	Pearson Correlation	.309	.209	-.094	.311	.249	-.007	.452 [*]	1	.149	.186	.581 ^{**}

	Sig. (2-tailed)	.097	.268	.622	.095	.185	.969	.012		.432	.326	.001
	N	30	30	30	30	30	30	30	30	30	30	30
KIN9	Pearson Correlation	.240	.549*	.240	.014	.012	.402*	.144	.149	1	.134	.550**
	Sig. (2-tailed)	.201	.002	.201	.941	.950	.028	.447	.432		.480	.002
	N	30	30	30	30	30	30	30	30	30	30	30
KIN10	Pearson Correlation	.043	.377 [†]	.471**	.078	.180	.151	.114	.186	.134	1	.546**
	Sig. (2-tailed)	.822	.040	.009	.681	.342	.426	.549	.326	.480		.002
	N	30	30	30	30	30	30	30	30	30	30	30
KIN	Pearson Correlation	.480**	.455 [†]	.538**	.516**	.373 [†]	.411 [†]	.582**	.581**	.550**	.546**	1
	Sig. (2-tailed)	.007	.011	.002	.004	.042	.024	.001	.001	.002	.002	
	N	30	30	30	30	30	30	30	30	30	30	30
*. Correlation is significant at the 0.05 level (2-tailed).												
**. Correlation is significant at the 0.01 level (2-tailed).												

2. Variabel Reward

Correlations														
		RW1	RW2	RW3	RW4	RW5	RW6	RW7	RW8	RW9	RW10	RW11	RW12	RW
RW1	Pearson Correlation	1	.145	.453 [†]	.147	.253	.286	-.156	.069	.140	.055	.187	-.014	.428 [†]
	Sig. (2-tailed)		.445	.012	.437	.178	.125	.410	.719	.461	.772	.322	.943	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW2	Pearson Correlation	.145	1	-.030	.148	.336	.095	.394 [†]	.337	.347	.260	.050	.194	.589**
	Sig. (2-tailed)	.445		.875	.436	.070	.617	.031	.069	.060	.166	.794	.304	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW3	Pearson Correlation	.453 [†]	-.030	1	.084	.060	.093	-.019	.199	.255	.090	.183	.029	.428 [†]

	Sig. (2-tailed)	.012	.875		.661	.753	.623	.923	.291	.175	.637	.333	.879	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW4	Pearson Correlation	.147	.148	.084	1	.000	.266	.243	.440 [*]	-.291	.162	-.062	.234	.438 [*]
	Sig. (2-tailed)	.437	.436	.661		1.000	.155	.195	.015	.119	.394	.746	.213	.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW5	Pearson Correlation	.253	.336	.060	.000	1	-.053	.000	.000	.288	.342	.058	.050	.405 [*]
	Sig. (2-tailed)	.178	.070	.753	1.000		.780	1.000	1.000	.122	.064	.762	.792	.026
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW6	Pearson Correlation	.286	.095	.093	.266	-.053	1	.213	.234	-.049	.223	.123	-.128	.429 [*]
	Sig. (2-tailed)	.125	.617	.623	.155	.780		.258	.213	.797	.237	.518	.500	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW7	Pearson Correlation	-.156	.394 [*]	-.019	.243	.000	.213	1	.334	.320	.042	.214	.046	.507 ^{**}
	Sig. (2-tailed)	.410	.031	.923	.195	1.000	.258		.072	.084	.825	.256	.807	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW8	Pearson Correlation	.069	.337	.199	.440 [*]	.000	.234	.334	1	.106	.227	.141	.398 [*]	.651 ^{**}
	Sig. (2-tailed)	.719	.069	.291	.015	1.000	.213	.072		.579	.227	.457	.029	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW9	Pearson Correlation	.140	.347	.255	-.291	.288	-.049	.320	.106	1	.038	.181	-.148	.397 [*]
	Sig. (2-tailed)	.461	.060	.175	.119	.122	.797	.084	.579		.843	.338	.434	.030
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW10	Pearson Correlation	.055	.260	.090	.162	.342	.223	.042	.227	.038	1	-.171	.033	.401 [*]

	Sig. (2-tailed)	.772	.166	.637	.394	.064	.237	.825	.227	.843		.367	.863	.028
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW11	Pearson Correlation	.187	.050	.183	-.062	.058	.123	.214	.141	.181	-.171	1	.158	.397*
	Sig. (2-tailed)	.322	.794	.333	.746	.762	.518	.256	.457	.338	.367		.405	.030
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW12	Pearson Correlation	-.014	.194	.029	.234	.050	-.128	.046	.398*	-.148	.033	.158	1	.373*
	Sig. (2-tailed)	.943	.304	.879	.213	.792	.500	.807	.029	.434	.863	.405		.043
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
RW	Pearson Correlation	.428*	.589**	.428*	.438*	.405*	.429*	.507**	.651**	.397*	.401*	.397*	.373*	1
	Sig. (2-tailed)	.018	.001	.018	.016	.026	.018	.004	.000	.030	.028	.030	.043	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
*. Correlation is significant at the 0.05 level (2-tailed).														
**. Correlation is significant at the 0.01 level (2-tailed).														

3. Variabel Punishment

Correlations														
		PS1	PS2	PS3	PS4	PS5	PS6	PS7	PS8	PS9	PS10	PS11	PS12	PS
PS1	Pearson Correlation	1	.297	.306	.237	1.000**	.212	.171	.206	.792**	1.000**	1.000**	.104	.745**
	Sig. (2-tailed)		.112	.100	.207	.000	.260	.366	.276	.000	.000	.000	.584	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS2	Pearson Correlation	.297	1	.740**	.737**	.297	.182	.488**	.248	.135	.297	.297	.227	.665**
	Sig. (2-tailed)	.112		.000	.000	.112	.337	.006	.185	.476	.112	.112	.227	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS3	Pearson Correlation	.306	.740**	1	.954**	.306	.423 [†]	.503**	.321	.425 [†]	.306	.306	.248	.785**
	Sig. (2-tailed)	.100	.000		.000	.100	.020	.005	.084	.019	.100	.100	.187	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS4	Pearson Correlation	.237	.737**	.954**	1	.237	.407 [†]	.449 [†]	.365 [†]	.415 [†]	.237	.237	.293	.757**
	Sig. (2-tailed)	.207	.000	.000		.207	.026	.013	.047	.023	.207	.207	.116	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS5	Pearson Correlation	1.000**	.297	.306	.237	1	.212	.171	.206	.792**	1.000**	1.000**	.104	.745**
	Sig. (2-tailed)	.000	.112	.100	.207		.260	.366	.276	.000	.000	.000	.584	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS6	Pearson Correlation	.212	.182	.423 [†]	.407 [†]	.212	1	.137	.046	.424 [†]	.212	.212	.277	.513**
	Sig. (2-tailed)	.260	.337	.020	.026	.260		.471	.810	.019	.260	.260	.138	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS7	Pearson Correlation	.171	.488**	.503**	.449 [†]	.171	.137	1	-.096	.080	.171	.171	.155	.470**
	Sig. (2-tailed)	.366	.006	.005	.013	.366	.471		.615	.672	.366	.366	.414	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS8	Pearson Correlation	.206	.248	.321	.365 [†]	.206	.046	-.096	1	.360	.206	.206	.127	.398 [†]
	Sig. (2-tailed)	.276	.185	.084	.047	.276	.810	.615		.050	.276	.276	.505	.029

	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS9	Pearson Correlation	.792**	.135	.425*	.415*	.792**	.424*	.080	.360	1	.792**	.792**	.225	.760**
	Sig. (2-tailed)	.000	.476	.019	.023	.000	.019	.672	.050		.000	.000	.232	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS10	Pearson Correlation	1.000**	.297	.306	.237	1.000**	.212	.171	.206	.792**	1	1.000**	.104	.745**
	Sig. (2-tailed)	.000	.112	.100	.207	.000	.260	.366	.276	.000		.000	.584	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS11	Pearson Correlation	1.000**	.297	.306	.237	1.000**	.212	.171	.206	.792**	1.000**	1	.104	.745**
	Sig. (2-tailed)	.000	.112	.100	.207	.000	.260	.366	.276	.000	.000		.584	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS12	Pearson Correlation	.104	.227	.248	.293	.104	.277	.155	.127	.225	.104	.104	1	.445*
	Sig. (2-tailed)	.584	.227	.187	.116	.584	.138	.414	.505	.232	.584	.584		.014
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PS	Pearson Correlation	.745**	.665**	.785**	.757**	.745**	.513**	.470**	.398*	.760**	.745**	.745**	.445*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.004	.009	.029	.000	.000	.000	.014	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

LAMPIRAN 5 HASIL UJI RELIABILITAS

1. Variabel Kinerja Karyawan

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.672	10

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KIN1	33.33	10.782	.316	.651
KIN2	33.47	10.809	.275	.659
KIN3	33.33	10.506	.384	.639
KIN4	33.70	10.700	.369	.642
KIN5	33.30	11.183	.173	.680
KIN6	33.43	11.220	.257	.661
KIN7	33.27	9.789	.385	.638
KIN8	33.70	10.010	.407	.632
KIN9	33.30	10.493	.403	.636
KIN10	33.37	10.309	.377	.639

2. Variabel Reward

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.637	12

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
RW1	41.57	15.357	.310	.615
RW2	41.43	14.116	.463	.586
RW3	41.60	14.869	.257	.621
RW4	41.73	14.823	.270	.619
RW5	41.37	15.068	.239	.624
RW6	41.53	14.671	.233	.627
RW7	41.70	14.286	.341	.605
RW8	41.90	13.610	.530	.572
RW9	41.57	15.013	.214	.630
RW10	41.60	15.214	.250	.622
RW11	41.47	15.016	.215	.629
RW12	41.57	15.013	.158	.645

3. Variabel Punishment

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0
a. Listwise deletion based on all variables in the procedure.			

Reliability Statistics	
Cronbach's Alpha	N of Items
.859	12

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PS1	42.30	30.286	.692	.840
PS2	42.37	29.482	.572	.845
PS3	42.33	28.368	.720	.834
PS4	42.40	28.731	.687	.837
PS5	42.30	30.286	.692	.840
PS6	42.47	30.878	.389	.859
PS7	42.37	31.482	.346	.861
PS8	42.40	32.731	.293	.862
PS9	42.37	29.482	.700	.837
PS10	42.30	30.286	.692	.840
PS11	42.30	30.286	.692	.840
PS12	42.67	30.920	.279	.874

LAMPIRAN 6

HASIL OUTPUT SPSS

Correlations				
		Reward	Punishment	Kinerja Karyawan
Reward	Pearson Correlation	1	.425**	.310*
	Sig. (2-tailed)		.001	.023
	N	54	54	54
Punishment	Pearson Correlation	.425**	1	.412**
	Sig. (2-tailed)	.001		.002
	N	54	54	54
Kinerja Karyawan	Pearson Correlation	.310*	.412**	1
	Sig. (2-tailed)	.023	.002	
	N	54	54	54
**. Correlation is significant at the 0.01 level (2-tailed).				
*. Correlation is significant at the 0.05 level (2-tailed).				

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Punishment, Reward ^b	.	Enter
a. Dependent Variable: Kinerja Karyawan			
b. All requested variables entered.			

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.438 ^a	.192	.160	3.225
a. Predictors: (Constant), Punishment, Reward				
b. Dependent Variable: Kinerja Karyawan				

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	125.823	2	62.912	6.048	.004 ^b
	Residual	530.492	51	10.402		
	Total	656.315	53			
a. Dependent Variable: Kinerja Karyawan						
b. Predictors: (Constant), Punishment, Reward						

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.919	5.355		3.719	.000
	Reward	.136	.115	.165	1.184	.242
	Punishment	.251	.102	.342	2.458	.017
a. Dependent Variable: Kinerja Karyawan						

Residuals Statistics ^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	33.87	41.30	37.65	1.541	54
Residual	-6.422	7.259	.000	3.164	54
Std. Predicted Value	-2.454	2.370	.000	1.000	54
Std. Residual	-1.991	2.251	.000	.981	54
a. Dependent Variable: Kinerja Karyawan					

LAMPIRAN 7

DISTRIBUSI NILAI rtabel SIGNIFIKANSI 5% dan 1%

N	The Level of Significance		N	The Level of Significance	
	5%	1%		5%	1%
3	0.997	0.999	38	0.320	0.413
4	0.950	0.990	39	0.316	0.408
5	0.878	0.959	40	0.312	0.403
6	0.811	0.917	41	0.308	0.398
7	0.754	0.874	42	0.304	0.393
8	0.707	0.834	43	0.301	0.389
9	0.666	0.798	44	0.297	0.384
10	0.632	0.765	45	0.294	0.380
11	0.602	0.735	46	0.291	0.376
12	0.576	0.708	47	0.288	0.372
13	0.553	0.684	48	0.284	0.368
14	0.532	0.661	49	0.281	0.364
15	0.514	0.641	50	0.279	0.361
16	0.497	0.623	55	0.266	0.345
17	0.482	0.606	60	0.254	0.330
18	0.468	0.590	65	0.244	0.317
19	0.456	0.575	70	0.235	0.306
20	0.444	0.561	75	0.227	0.296
21	0.433	0.549	80	0.220	0.286
22	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
24	0.404	0.515	95	0.202	0.263
25	0.396	0.505	100	0.195	0.256
26	0.388	0.496	125	0.176	0.230
27	0.381	0.487	150	0.159	0.210
28	0.374	0.478	175	0.148	0.194
29	0.367	0.470	200	0.138	0.181
30	0.361	0.463	300	0.113	0.148
31	0.355	0.456	400	0.098	0.128
32	0.349	0.449	500	0.088	0.115
33	0.344	0.442	600	0.080	0.105
34	0.339	0.436	700	0.074	0.097
35	0.334	0.430	800	0.070	0.091
36	0.329	0.424	900	0.065	0.086
37	0.325	0.418	1000	0.062	0.081

		0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
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Tabel Persentase Distribusi t (df = 81 – 120)

df	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
		0.50	0.20	0.10	0.050	0.02	0.010	0.002
81		0.67753	1.29200	1.66388	1.98960	2.37377	2.63790	3.19307
82		0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83		0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84		0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85		0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86		0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87		0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88		0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89		0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90		0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91		0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92		0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93		0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94		0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95		0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96		0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97		0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98		0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99		0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100		0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101		0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289
102		0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103		0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125
104		0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105		0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106		0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107		0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108		0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109		0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110		0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598
111		0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528
112		0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460
113		0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392
114		0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
115		0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
116		0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
117		0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
118		0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
119		0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
120		0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954

LAMPIRAN 9

TABEL F

	1	2	3	4	5	6	7	8	9	10	12	15	20	24	30	40	60	120	∞
1	161	200	216	225	230	234	237	239	241	242	244	246	248	249	250	251	252	253	254
2	18,5	19,0	19,2	19,2	19,3	19,3	19,4	19,4	19,4	19,4	19,4	19,4	19,4	19,5	19,5	19,5	19,5	19,5	19,5
3	10,1	9,55	9,28	9,12	9,01	8,94	8,89	8,85	8,81	8,79	8,74	8,70	8,66	8,64	8,62	8,59	8,57	8,55	8,53
4	7,71	6,94	6,59	6,39	6,26	6,16	6,09	6,04	6,00	5,96	5,91	5,86	5,80	5,77	5,75	5,72	5,69	5,66	5,63
5	6,61	5,79	5,41	5,19	5,05	4,95	4,88	4,82	4,77	4,74	4,68	4,62	4,56	4,53	4,50	4,46	4,43	4,40	4,37
6	5,99	5,14	4,76	4,53	4,39	4,28	4,21	4,15	4,10	4,06	4,00	3,94	3,87	3,84	3,81	3,77	3,74	3,70	3,67
7	5,59	4,74	4,35	4,12	3,97	3,87	3,79	3,73	3,68	3,64	3,57	3,51	3,44	3,41	3,38	3,34	3,30	3,27	3,23
8	5,32	4,46	4,07	3,84	4,69	3,58	3,50	3,44	3,39	3,35	3,28	3,22	3,15	3,12	3,08	3,04	3,01	2,97	2,93
9	5,12	4,26	3,86	3,63	3,48	3,37	3,29	3,23	3,18	3,14	3,07	3,01	2,94	2,90	2,86	2,83	2,79	2,75	2,71
10	4,96	4,10	3,71	3,48	3,33	3,22	3,14	3,07	3,02	2,98	2,91	2,85	2,77	2,74	2,70	2,66	2,62	2,58	2,54
11	4,84	3,98	3,59	3,36	3,20	3,09	3,01	2,95	2,90	2,85	2,79	2,72	2,65	2,61	2,57	2,53	2,49	2,45	2,40
12	4,75	3,89	3,49	3,26	3,11	3,00	2,91	2,85	2,80	2,75	2,69	2,62	2,54	2,51	2,47	2,43	2,38	2,34	2,30
13	4,67	3,81	3,41	3,13	3,03	2,92	2,83	2,77	2,71	2,67	2,60	2,53	2,46	2,42	2,38	2,34	2,30	2,25	2,21
14	4,60	3,74	3,34	3,11	2,96	2,85	2,76	2,70	2,65	2,60	2,53	2,46	2,39	2,35	2,31	2,27	2,22	2,18	2,13
15	4,54	3,68	3,29	3,06	2,90	2,79	2,71	2,64	2,59	2,54	2,48	2,40	2,33	2,29	2,25	2,20	2,16	2,11	2,07
16	4,49	3,63	3,24	3,01	2,85	2,74	2,66	2,59	2,54	2,49	2,42	2,35	2,28	2,24	2,19	2,15	2,11	2,06	2,01
17	4,45	3,59	3,20	2,96	2,81	2,70	2,61	2,55	2,49	2,45	2,38	2,31	2,23	2,19	2,15	2,10	2,06	2,01	1,96
18	4,41	3,55	3,16	2,93	2,77	2,66	2,58	2,51	2,46	2,41	2,34	2,27	2,19	2,15	2,11	2,06	2,02	1,97	1,92
19	4,38	3,52	3,13	2,90	2,74	2,63	2,54	2,48	2,42	2,38	2,31	2,23	2,16	2,11	2,07	2,03	1,98	1,93	1,88
20	4,35	3,49	3,10	2,87	2,71	2,60	2,51	2,45	2,39	2,35	2,28	2,20	2,12	2,08	2,04	1,99	1,95	1,90	1,84
21	4,32	3,47	3,07	2,84	2,68	2,57	2,49	2,42	2,37	2,32	2,25	2,18	2,10	2,05	2,01	1,96	1,92	1,87	1,81
22	4,30	3,44	3,05	2,82	2,66	2,55	2,46	2,40	2,34	2,30	2,23	2,15	2,07	2,03	1,98	1,94	1,89	1,84	1,78
23	4,28	3,42	3,03	2,80	2,64	2,53	2,44	2,37	2,32	2,27	2,20	2,13	2,05	2,01	1,96	1,91	1,86	1,81	1,76
24	4,26	3,40	3,01	2,78	2,62	2,51	2,42	2,36	2,30	2,25	2,18	2,11	2,03	1,98	1,94	1,89	1,84	1,79	1,73
25	4,24	3,39	2,99	2,76	2,60	2,49	2,40	2,34	2,28	2,24	2,16	2,09	2,01	1,96	1,92	1,87	1,82	1,77	1,71
30	4,17	3,32	2,92	2,69	2,53	2,42	2,33	2,27	2,21	2,16	2,09	2,01	1,93	1,89	1,84	1,79	1,74	1,68	1,62
40	4,08	3,23	2,84	2,61	2,45	2,34	2,25	2,18	2,12	2,08	2,00	1,92	1,84	1,79	1,74	1,69	1,64	1,58	1,51
50	4,08	3,18	2,79	2,56	2,40	2,29	2,20	2,13	2,07	2,02	1,95	1,87	1,78	1,74	1,69	1,63	1,56	1,50	1,41
60	4,00	3,15	2,76	2,53	2,37	2,25	2,17	2,10	2,04	1,99	1,92	1,84	1,75	1,70	1,65	1,59	1,53	1,47	1,39
100	3,94	3,09	2,70	2,46	2,30	2,19	2,10	2,03	1,97	1,92	1,85	1,80	1,68	1,63	1,57	1,51	1,46	1,40	1,28