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LAMPIRAN 1 : Petunjuk Kuesioner

KUESIONER

1. Mohon diisi sesuai dengan kondisi sebenarnya, perlu diketahui bahwa jawaban dari kuesioner tidak ada jawaban yang salah. Oleh karena itu usahakan tidak ada jawaban yang dikosongkan. Bila tidak bisa menjawab di kira-kira oleh petugas.
2. Pilih jawaban dengan memberi tanda (✓) pada salah satu jawaban yang paling sesuai menurut anda. Adapun kriteria penilaian jawaban responden adalah sebagai berikut:

SS : Sangat setuju

S : Setuju

N : Netral

TS : Tidak setuju

STS : Sangat tidak setuju

Saya ucapkan terimakasih kepada rekan-rekan semua yang telah bersedia meluangkan waktunya untuk mengisi kuesioner ini.

Hormat Saya

(Poster Sonny Manurung)

Lampiran 2 : Form Kuesioner

IDENTITAS RESPONDEN

| | |
|-------------|----------------|
| Nama | |
| Umur | |
| Lama Kerja | |
| Jumlah Anak | 0 / 1 / 2 / 3/ |

MOTIVASI KERJA

| No | Pertanyaan | SS | S | N | TS | STS |
|----------------------------------|--|----|---|---|----|-----|
| Penghasilan yang diterima | | | | | | |
| 1 | Insentif yang Anda terima mampu mendorong Anda untuk meningkatkan hasil kerja | | | | | |
| 2 | Anda akan bekerja lebih giat lagi untuk mendapatkan tambahan insentif sehingga segala kebutuhan anda terpenuhi | | | | | |
| Kelayakan Insentif | | | | | | |
| 3 | Saya merasa bahwa insentif yang saya terima sudah sesuai harapan saya. | | | | | |
| 4 | Insentif yang diterima dirasakan adil dibanding usaha / kerja keras yang telah saya lakukan. | | | | | |
| Keadilan Insentif | | | | | | |
| 5 | Saya memperoleh insentif di tempat saya bekerja sesuai dengan peraturan. | | | | | |
| 6 | Pemberian Insentif yang diterapkan manajemen perusahaan sudah cukup adil | | | | | |
| Ketentuan Insentif | | | | | | |
| 7 | Pemberian Insentif dengan memperhitungkan jumlah absensi kehadiran sudah sesuai dengan ketentuan. | | | | | |
| 8 | Pemberian Insentif diberikan setelah mendapatkan target kerja/basis tugas, sudah sesuai dengan ketentuan | | | | | |
| Kepuasan Kerja | | | | | | |
| 9 | Anda merasa puas dengan hasil dan pekerjaan saudara selama ini. | | | | | |
| 10 | Anda merasakan suasana kerja di perusahaan ini menyenangkan dan nyaman | | | | | |
| Kuantitas Kerja | | | | | | |
| 11 | Basis atau target pekerjaan yang ditetapkan kepada saudara sudah sesuai dengan kemampuan saudara. | | | | | |
| 12 | Insentif yang diberikan sesuai dengan desain pekerjaan anda | | | | | |

Lampiran 3 : Rekapitulasi Hasil Kuisisioner

| No | Pernyataan | | | | | | | | | | | | Total |
|----|------------|----|----|----|----|----|----|----|----|-----|-----|-----|-------|
| | M1 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 | M10 | M11 | M12 | |
| 1 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 40 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 40 |
| 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 6 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 7 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 50 |
| 8 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 50 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 10 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 11 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 12 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 14 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 42 |
| 15 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 40 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 56 |
| 17 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 20 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 21 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 50 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 40 |
| 23 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| 24 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 56 |
| 25 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 46 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| 28 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| 29 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 52 |
| 30 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |

Lampiran 4 : Hasil Uji Validitas

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .959 | .961 | 12 |

Inter-Item Correlation Matrix

| | M 1 | M 2 | M 3 | M 4 | M 5 | M 6 | M 7 | M 8 | M 9 | M 10 | M 11 | M 12 |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| M 1 | 1.000 | .614 | .890 | .771 | .644 | .709 | .709 | .841 | .750 | .607 | .597 | .590 |
| M 2 | .614 | 1.000 | .618 | .771 | .572 | .649 | .649 | .758 | .455 | .511 | .503 | .590 |
| M 3 | .890 | .618 | 1.000 | .775 | .639 | .795 | .795 | .805 | .683 | .603 | .499 | .564 |
| M 4 | .771 | .771 | .775 | 1.000 | .778 | .686 | .836 | .791 | .738 | .692 | .691 | .770 |
| M 5 | .644 | .572 | .639 | .778 | 1.000 | .660 | .825 | .783 | .630 | .655 | .644 | .722 |
| M 6 | .709 | .649 | .795 | .686 | .660 | 1.000 | .771 | .715 | .473 | .564 | .266 | .338 |
| M 7 | .709 | .649 | .795 | .836 | .825 | .771 | 1.000 | .715 | .644 | .713 | .557 | .624 |
| M 8 | .841 | .758 | .805 | .791 | .783 | .715 | .715 | 1.000 | .709 | .597 | .581 | .669 |
| M 9 | .750 | .455 | .683 | .738 | .630 | .473 | .644 | .709 | 1.000 | .599 | .842 | .813 |
| M10 | .607 | .511 | .603 | .692 | .655 | .564 | .713 | .597 | .599 | 1.000 | .707 | .661 |
| M11 | .597 | .503 | .499 | .691 | .644 | .266 | .557 | .581 | .842 | .707 | 1.000 | .945 |
| M12 | .590 | .590 | .564 | .770 | .722 | .338 | .624 | .669 | .813 | .661 | .945 | 1.000 |

Item-Total Statistics

| Item | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| M 1 | 44.9333 | 40.823 | .847 | . | .954 |
| M 2 | 44.9333 | 41.789 | .725 | . | .957 |
| M 3 | 44.8000 | 39.821 | .847 | . | .953 |
| M 4 | 45.0667 | 38.892 | .911 | . | .951 |
| M 5 | 44.9333 | 40.478 | .822 | . | .954 |
| M 6 | 44.9667 | 39.757 | .730 | . | .958 |
| M 7 | 44.9667 | 38.447 | .864 | . | .953 |
| M 8 | 44.8667 | 41.223 | .875 | . | .953 |
| M 9 | 44.7333 | 41.030 | .780 | . | .955 |
| M10 | 44.6000 | 43.007 | .743 | . | .957 |
| M11 | 44.5667 | 43.082 | .714 | . | .957 |
| M12 | 44.5333 | 42.602 | .771 | . | .956 |

Lampiran 5 : Hasil Uji Reliabilitas

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 | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .959 | .961 | 12 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| M 1 | 44.9333 | 40.823 | .847 | . | .954 |
| M 2 | 44.9333 | 41.789 | .725 | . | .957 |
| M 3 | 44.8000 | 39.821 | .847 | . | .953 |
| M 4 | 45.0667 | 38.892 | .911 | . | .951 |
| M 5 | 44.9333 | 40.478 | .822 | . | .954 |
| M 6 | 44.9667 | 39.757 | .730 | . | .958 |
| M 7 | 44.9667 | 38.447 | .864 | . | .953 |
| M 8 | 44.8667 | 41.223 | .875 | . | .953 |
| M 9 | 44.7333 | 41.030 | .780 | . | .955 |
| M10 | 44.6000 | 43.007 | .743 | . | .957 |
| M11 | 44.5667 | 43.082 | .714 | . | .957 |
| M12 | 44.5333 | 42.602 | .771 | . | .956 |

Lampiran 6 : Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 30 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .43370158 |
| Most Extreme Differences | Absolute | .096 |
| | Positive | .096 |
| | Negative | -.079 |
| Test Statistic | | .096 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Lampiran 7 : Koefisien Determinasi

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .829 ^a | .687 | .622 | .47674 |

a. Predictors: (Constant), Jumlah Anak, Insentif Kehadiran, Masa kerja, Umur, Motivasi

Lampiran 8: Hasil Uji Parsial (Uji T)

Coefficients

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 20.098 | .878 | | 22.878 | .000 |
| Insentif Kehadiran | 1.867E-6 | .000 | .402 | 2.656 | .014 |
| Motivasi | .058 | .017 | .523 | 3.462 | .002 |
| Masa kerja | -.050 | .056 | -.127 | -.892 | .381 |
| Umur | .004 | .020 | .031 | .217 | .830 |
| Jumlah Anak | .008 | .094 | .011 | .087 | .931 |

a. Dependent Variable: Kehadiran

Lampiran 9 : Hasil Uji Simultan (Uji F)

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 11.976 | 5 | 2.395 | 10.538 | .000 ^b |
| Residual | 5.455 | 24 | .227 | | |
| Total | 17.430 | 29 | | | |

a. Dependent Variable: Kehadiran

b. Predictors: (Constant), Jumlah Anak, Insentif Kehadiran, Masa kerja, Umur, Motivasi

Lampiran 10 : Hasil Uji Regressi Liniar Berganda

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 11.976 | 5 | 2.395 | 10.538 | .000 ^b |
| Residual | 5.455 | 24 | .227 | | |
| Total | 17.430 | 29 | | | |

a. Dependent Variable: Kehadiran

b. Predictors: (Constant), Jumlah Anak, Insentif Kehadiran, Masa kerja, Umur, Motivasi

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 20.098 | .878 | | 22.878 | .000 |
| Insentif Kehadiran | 1.867E-6 | .000 | .402 | 2.656 | .014 |
| Motivasi | .058 | .017 | .523 | 3.462 | .002 |
| Masa kerja | -.050 | .056 | -.127 | -.892 | .381 |
| Umur | .004 | .020 | .031 | .217 | .830 |
| Jumlah Anak | .008 | .094 | .011 | .087 | .931 |

a. Dependent Variable: Kehadiran

Lampiran 11 : Uji Multikolinaritas

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|--------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Insentif Kehadiran | .569 | 1.757 |
| | Motivasi | .571 | 1.752 |
| | Masa kerja | .646 | 1.547 |
| | Umur | .628 | 1.591 |
| | Jumlah Anak | .888 | 1.126 |

a. Dependent Variable: Kehadiran

Lampiran 12 : Uji Heteroskedastisitas

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|------|-------------------|
| 1 Regression | .267 | 5 | .053 | .665 | .654 ^b |
| Residual | 1.925 | 24 | .080 | | |
| Total | 2.192 | 29 | | | |

a. Dependent Variable: Abs_Res

b. Predictors: (Constant), Jumlah Anak, Insentif Kehadiran, Masa kerja, Umur, Motivasi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .661 | .522 | | 1.266 | .218 |
| | Insentif Kehadiran | -3.893E-8 | .000 | -.024 | -.093 | .926 |
| | Motivasi | -.012 | .010 | -.304 | -1.199 | .242 |
| | Masa kerja | -.022 | .033 | -.158 | -.666 | .512 |
| | Umur | .009 | .012 | .188 | .780 | .443 |
| | Jumlah Anak | .012 | .056 | .042 | .206 | .839 |

a. Dependent Variable: Abs_Res

Lampiran 13 : Hasil Uji Pired Simples Test

Paired Samples Statistics

| | Mean | N | Std. Deviation | Std. Error Mean |
|-------------|---------|----|----------------|-----------------|
| Pair 1 2022 | 23.6423 | 30 | .86598 | .15811 |
| 2023 | 24.1783 | 30 | .81061 | .14800 |

Paired Samples Correlations

| | N | Correlation | Sig. |
|--------------------|----|-------------|------|
| Pair 1 2022 & 2023 | 30 | .177 | .349 |

Paired Samples Test

| | Paired Differences | | | | | t | df | Sig. (2-tailed) |
|--------------------|--------------------|----------------|-----------------|---|---------|--------|----|-----------------|
| | Mean | Std. Deviation | Std. Error Mean | 95% Confidence Interval of the Difference | | | | |
| | | | | Lower | Upper | | | |
| Pair 1 2022 - 2023 | -.53600 | 1.07631 | .19651 | -.93790 | -.13410 | -2.728 | 29 | .011 |

Lampiran 14 : Struktur Organisasi PT.CAK

