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## Lampiran 1. Kuisisioner Penelitian

### Daftar Pertanyaan (Kuesioner)

| Bagian         | No | Pertanyaan  | Skala Likert 5 Poin |   |   |    |     |
|----------------|----|---|---------------------|---|---|----|-----|
| Data Demografi | 1  | Usia:   |                     |   |   |    |     |
|                | 2  | Jenis Kelamin:  |                     |   |   |    |     |
|                | 3  | Lama bekerja di PT. Bumitama Gunajaya Agro:   |                     |   |   |    |     |
|                | 4  | Jabatan/Pekerjaan saat ini:   |                     |   |   |    |     |
| Kepuasan Kerja | 1  | Beban pekerjaan yang diberikan kepada saya sesuai dengan kemampuan yang dimiliki.   | SS                  | S | R | TS | STS |
|                | 2  | Saya merasa nyaman dengan kondisi ruang lingkup kerja.  | SS                  | S | R | TS | STS |
|                | 3  | Saya senantiasa mengerjakan pekerjaan dengan sebaik-baiknya sehingga hasilnya dapat dipertanggungjawabkan kepada semua pihak. | SS                  | S | R | TS | STS |
|                | 4  | Saya mampu mencapai target kerja yang telah ditetapkan perusahaan.  | SS                  | S | R | TS | STS |
|                | 5  | Rekan kerja saya selalu memberi nasehat, dukungan, dan membantu saya apabila menghadapi kesulitan dalam pekerjaan.            | SS                  | S | R | TS | STS |
|                | 6  | Pimpinan memberikan dorongan dan perhatian terhadap pekerjaan yang saya lakukan.  | SS                  | S | R | TS | STS |
|                | 7  | Perusahaan memberikan premi (berupa uang) untuk meningkatkan motivasi saya dalam bekerja.                                     | SS                  | S | R | TS | STS |
|                | 8  | Premi (berupa uang) diperoleh pekerja apabila telah melampaui batas ketentuan yang ditetapkan pengusaha/perusahaan.           | SS                  | S | R | TS | STS |
|                | 9  | Penghasilan yang saya terima sudah memenuhi kebutuhan hidup saya.   | SS                  | S | R | TS | STS |
|                | 10 | Premi (berupa uang yang diberikan sudah dapat memenuhi kebutuhan hidup sehari-hari).  | SS                  | S | R | TS | STS |

## Lampiran 2. Hasil Kuisisioner

|        | Item-Total Statistics         |                                   |                                      |  |
|--------|-------------------------------|-----------------------------------|--------------------------------------|--|
|        | Scale Mean if<br>Item Deleted | Scale Variance<br>if Item Deleted | Corrected Item-<br>Total Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
| Y.2.1  | 38.90                         | 9.079                             | .324                                 | .580                                   |
| Y.2.2  | 38.94                         | 9.519                             | .188                                 | .610                                   |
| Y.2.3  | 38.97                         | 10.238                            | .024                                 | .645                                   |
| Y.2.4  | 39.07                         | 9.114                             | .261                                 | .594                                   |
| Y.2.5  | 38.97                         | 8.656                             | .436                                 | .554                                   |
| Y.2.6  | 39.00                         | 8.746                             | .345                                 | .573                                   |
| Y.2.7  | 38.93                         | 9.144                             | .312                                 | .582                                   |
| Y.2.8  | 38.88                         | 8.493                             | .459                                 | .546                                   |
| Y.2.9  | 38.87                         | 8.773                             | .402                                 | .562                                   |
| Y.2.10 | 38.85                         | 9.680                             | .141                                 | .622                                   |

### Lampiran 3. Hasil SPSS 25

#### Hasil uji reabilitas Kuisisioner

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .614                   | 10         |

#### LAMPIRAN 4. Hasil Uji Kategori

| Responden | Premi Panen (X) |               | Kinerja Karyawan (Y1) |               |
|-----------|-----------------|---------------|-----------------------|---------------|
|           | Rp              | Kategori      | Skor                  | Kategori      |
| 1         | 2.196.517       | Sangat Tinggi | 1.318                 | Sangat Tinggi |
| 2         | 1.469.707       | Sedang        | 882                   | Kecil         |
| 3         | 1.108.074       | Sedang        | 665                   | Kecil         |
| 4         | 221.098         | Sangat Kecil  | 133                   | Kecil         |
| 5         | 1.499.930       | Sedang        | 900                   | Kecil         |
| 6         | 1.076.720       | Sedang        | 646                   | Kecil         |
| 7         | 2.004.557       | Sangat Tinggi | 1.203                 | Sangat Tinggi |
| 8         | 423.305         | Sangat Kecil  | 254                   | Kecil         |
| 9         | 1.596.035       | Tinggi        | 958                   | Sedang        |
| 10        | 1.182.992       | Sedang        | 710                   | Kecil         |
| 11        | 1.397.537       | Sedang        | 839                   | Kecil         |
| 12        | 1.572.500       | Tinggi        | 943                   | Sedang        |
| 13        | 766.814         | Kecil         | 460                   | Kecil         |
| 14        | 1.233.050       | Sedang        | 740                   | Kecil         |
| 15        | 1.719.108       | Tinggi        | 1.031                 | Tinggi        |
| 16        | 1.460.815       | Sedang        | 876                   | Kecil         |
| 17        | 1.431.561       | Sedang        | 859                   | Kecil         |
| 18        | 819.547         | Kecil         | 492                   | Kecil         |
| 19        | 1.041.915       | Sedang        | 625                   | Kecil         |
| 20        | 2.330.293       | Sangat Tinggi | 1.398                 | Sangat Tinggi |
| 21        | 1.362.192       | Sedang        | 817                   | Kecil         |
| 22        | 1.016.534       | Sedang        | 610                   | Kecil         |
| 23        | 1.805.780       | Tinggi        | 1.083                 | Tinggi        |
| 24        | 1.790.226       | Tinggi        | 1.074                 | Tinggi        |
| 25        | 1.311.453       | Sedang        | 787                   | Kecil         |
| 26        | 1.688.274       | Tinggi        | 1.013                 | Tinggi        |
| 27        | 1.469.243       | Sedang        | 882                   | Kecil         |
| 28        | 1.313.171       | Sedang        | 788                   | Kecil         |
| 29        | 1.711.096       | Tinggi        | 1.027                 | Tinggi        |
| 30        | 1.053.155       | Sedang        | 632                   | Kecil         |
| 31        | 1.608.657       | Tinggi        | 965                   | Sedang        |
| 32        | 2.402.604       | Sangat Tinggi | 1.442                 | Sangat Tinggi |
| 33        | 1.577.062       | Tinggi        | 946                   | Sedang        |
| 34        | 2.719.030       | Sangat Tinggi | 1.631                 | Sangat Tinggi |
| 35        | 1.514.365       | Tinggi        | 909                   | Sedang        |

| Responden | Premi Panen (X) |              | Kinerja Karyawan (Y1) |               |
|-----------|-----------------|--------------|-----------------------|---------------|
|           | Rp              | Kategori     | Skor                  | Kategori      |
| 36        | 490.980         | Sangat Kecil | 295                   | Kecil         |
| 37        | 1.899.364       | Tinggi       | 1.140                 | Sangat Tinggi |
| 38        | 1.812.553       | Tinggi       | 1.088                 | Tinggi        |
| 39        | 1.514.207       | Tinggi       | 909                   | Sedang        |
| 40        | 1.132.708       | Sedang       | 680                   | Kecil         |
| 41        | 845.713         | Kecil        | 507                   | Kecil         |
| 42        | 1.821.808       | Tinggi       | 1.093                 | Tinggi        |
| 43        | 1.558.589       | Tinggi       | 935                   | Sedang        |
| 44        | 1.588.512       | Tinggi       | 953                   | Sedang        |
| 45        | 1.552.208       | Tinggi       | 931                   | Sedang        |
| 46        | 1.799.982       | Tinggi       | 1.080                 | Tinggi        |
| 47        | 1.641.828       | Tinggi       | 985                   | Sedang        |
| 48        | 1.726.446       | Tinggi       | 1.036                 | Tinggi        |
| 49        | 1.921.177       | Tinggi       | 1.153                 | Sangat Tinggi |
| 50        | 1.130.485       | Sedang       | 678                   | Kecil         |
| 51        | 1.840.186       | Tinggi       | 1.104                 | Sangat Tinggi |
| 52        | 1.738.934       | Tinggi       | 1.043                 | Tinggi        |
| 53        | 1.552.655       | Tinggi       | 932                   | Sedang        |
| 54        | 1.831.512       | Tinggi       | 1.099                 | Tinggi        |
| 55        | 1.632.686       | Tinggi       | 980                   | Sedang        |
| 56        | 1.538.320       | Tinggi       | 923                   | Sedang        |
| 57        | 1.779.620       | Tinggi       | 1.068                 | Tinggi        |
| 58        | 1.983.811       | Tinggi       | 1.190                 | Sangat Tinggi |
| 59        | 1.738.830       | Tinggi       | 1.043                 | Tinggi        |
| 60        | 1.620.247       | Tinggi       | 972                   | Sedang        |
| 61        | 1.294.562       | Sedang       | 777                   | Kecil         |
| 62        | 1.706.058       | Tinggi       | 1.024                 | Tinggi        |
| 63        | 828.780         | Kecil        | 497                   | Kecil         |
| 64        | 1.943.577       | Tinggi       | 1.166                 | Sangat Tinggi |
| 65        | 1.512.206       | Tinggi       | 907                   | Sedang        |
| 66        | 1.705.069       | Tinggi       | 1.023                 | Tinggi        |
| 67        | 852.740         | Kecil        | 512                   | Kecil         |
| 68        | 994.274         | Kecil        | 597                   | Kecil         |



## Variabel (Y1) Kinerja Karyawan ( Kg/Hk)

| No | NIK       | Nama Responden      | Divisi | Variabel Y1 |       |       |       |       |       |       |       |       |
|----|-----------|---------------------|--------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|
|    |           |                     |        | Jan         | Feb   | Mar   | Apr   | May   | Jun   | Jul   | Aug   | Rata" |
| 1  | 151920278 | ALBERTUS ABEL       | 1      | 652         | 970   | 1.452 | 1.102 | 1.483 | 1.363 | 1.850 | 1.671 | 1.318 |
| 2  | 151920291 | YAKOBUS GARUNG      | 1      | 547         | 665   | 526   | 1.643 | 672   | 1.026 | 853   | 1.123 | 882   |
| 3  | 151920294 | WAKHYUDIN           | 1      | 109         | 204   | 346   | 874   | 505   | 996   | 660   | 1.626 | 665   |
| 4  | 151920295 | IRWANTO SHOLEH      | 1      | 108         | 140   | 105   | 300   | 16    | 63    | 60    | 269   | 133   |
| 5  | 151920298 | EMANUEL HALE        | 1      | 824         | 1.053 | 457   | 749   | 520   | 1.163 | 811   | 1.623 | 900   |
| 6  | 151920299 | MARIJAN             | 1      | 472         | 607   | 326   | 1.411 | 313   | 538   | 555   | 945   | 646   |
| 7  | 151920302 | SUKIS WANTO         | 1      | 950         | 908   | 1.034 | 2.446 | 884   | 1.356 | 902   | 1.142 | 1.203 |
| 8  | 151920303 | SUTIYO              | 1      | 75          | 283   | 231   | 818   | 62    | 225   | 202   | 136   | 254   |
| 9  | 151920314 | DIDIK ANDOYO        | 1      | 720         | 1.298 | 1.012 | 975   | 453   | 873   | 981   | 1.350 | 958   |
| 10 | 152020190 | SIPRIANUS DARMAN    | 1      | 85          | 293   | 165   | 674   | 1.108 | 1.037 | 1.465 | 851   | 710   |
| 11 | 152021362 | MARTEN KONDO        | 1      | 773         | 930   | 469   | 1.969 | 369   | 636   | 773   | 789   | 839   |
| 12 | 152021377 | DAUD NDARA KAMBU    | 1      | 888         | 903   | 631   | 2.102 | 496   | 690   | 746   | 1.092 | 943   |
| 13 | 152021411 | ANDREAS MONE        | 1      | 58          | 134   | 217   | 488   | 447   | 912   | 731   | 694   | 460   |
| 14 | 152120161 | FERDINANDES MAGOR   | 1      | 883         | 1.162 | 767   | 658   | 328   | 679   | 611   | 831   | 740   |
| 15 | 152120633 | RIKI SAPUTRA        | 1      | 717         | 1.028 | 854   | 927   | 1.056 | 1.104 | 1.388 | 1.179 | 1.031 |
| 16 | 152120801 | RUSNAN              | 1      | 381         | 1.114 | 481   | 2.222 | 431   | 761   | 749   | 873   | 876   |
| 17 | 152120803 | RIDWAN SYAM         | 1      | 482         | 835   | 423   | 1.859 | 419   | 789   | 822   | 1.242 | 859   |
| 18 | 152120804 | FIRMAN MAULANA      | 1      | 138         | 311   | 407   | 861   | 334   | 608   | 599   | 676   | 492   |
| 19 | 152120805 | PURWANTO            | 1      | 488         | 440   | 163   | 1.193 | 382   | 843   | 683   | 811   | 625   |
| 20 | 152120834 | SARHONI             | 1      | 930         | 1.319 | 1.433 | 1.587 | 885   | 1.749 | 1.371 | 1.912 | 1.398 |
| 21 | 152121804 | ADRIANUS EROT       | 1      | 214         | 921   | 647   | 1.788 | 412   | 803   | 683   | 1.070 | 817   |
| 22 | 152221423 | ONO                 | 1      | 720         | 824   | 536   | 578   | 159   | 670   | 438   | 956   | 610   |
| 23 | 152221666 | USWALDUS DAE        | 1      | 797         | 878   | 1.546 | 1.769 | 685   | 1.160 | 587   | 1.246 | 1.083 |
| 24 | 152320465 | IRMAN               | 2      | 755         | 672   | 803   | 2.126 | 909   | 1.130 | 1.085 | 1.114 | 1.074 |
| 25 | 152021268 | RENDI               | 2      | 470         | 694   | 500   | 1.482 | 600   | 774   | 734   | 1.042 | 787   |
| 26 | 152021269 | SABARUDIN           | 2      | 1.051       | 843   | 487   | 2.063 | 735   | 979   | 1.059 | 887   | 1.013 |
| 27 | 152121258 | SAHDAN              | 2      | 179         | 903   | 722   | 2.159 | 428   | 896   | 743   | 1.022 | 882   |
| 28 | 152121744 | MINA                | 2      | 296         | 506   | 717   | 1.525 | 529   | 924   | 1.015 | 792   | 788   |
| 29 | 152220010 | DONNI SIMATUPANG    | 2      | 521         | 548   | 829   | 2.021 | 778   | 1.203 | 1.282 | 1.031 | 1.027 |
| 30 | 152220436 | YUDI HASAN.         | 2      | 473         | 289   | 527   | 1.396 | 403   | 604   | 853   | 509   | 632   |
| 31 | 152220644 | ABD RAHMAN          | 2      | 130         | 349   | 277   | 972   | 1.185 | 1.817 | 1.470 | 1.520 | 965   |
| 32 | 152221421 | BOBI                | 2      | 772         | 749   | 851   | 2.132 | 1.289 | 1.760 | 1.824 | 2.153 | 1.442 |
| 33 | 152221484 | RANDIANUS UN MANEK  | 2      | 550         | 1.314 | 879   | 739   | 507   | 1.164 | 765   | 1.651 | 946   |
| 34 | 152221757 | SARNAJA             | 2      | 342         | 692   | 909   | 1.950 | 2.145 | 2.359 | 2.842 | 1.814 | 1.631 |
| 35 | 152221760 | SAPRUDIN            | 2      | 889         | 748   | 519   | 1.861 | 603   | 857   | 1.000 | 793   | 909   |
| 36 | 152221761 | JUMHADI             | 2      | 138         | 309   | 249   | 1.253 | 27    | 117   | 90    | 174   | 295   |
| 37 | 152221955 | SUPRIYANTO          | 2      | 674         | 751   | 1.075 | 2.396 | 1.061 | 902   | 1.017 | 1.241 | 1.140 |
| 38 | 152221967 | PURNAWAN            | 2      | 1.193       | 999   | 987   | 811   | 1.137 | 1.296 | 1.562 | 716   | 1.088 |
| 39 | 152222161 | USMAN               | 2      | 625         | 519   | 778   | 1.727 | 711   | 1.123 | 1.034 | 750   | 909   |
| 40 | 152222507 | PAJO                | 2      | 416         | 479   | 339   | 1.148 | 663   | 839   | 812   | 741   | 680   |
| 41 | 152222524 | FATHURRAHMAN        | 2      | 282         | 288   | 335   | 1.194 | 208   | 385   | 401   | 967   | 507   |
| 42 | 151920369 | FRANSISKUS BAI      | 3      | 891         | 1.054 | 657   | 2.374 | 564   | 870   | 826   | 1.509 | 1.093 |
| 43 | 151920370 | MELKI SEDEK BENU    | 3      | 1.160       | 1.062 | 747   | 750   | 558   | 812   | 877   | 1.515 | 935   |
| 44 | 151920374 | ALOISIUS TONU BES   | 3      | 1.075       | 1.045 | 794   | 701   | 467   | 904   | 1.088 | 1.551 | 953   |
| 45 | 151920375 | MAKSI TUKE          | 3      | 1.050       | 923   | 585   | 635   | 900   | 1.307 | 888   | 1.162 | 931   |
| 46 | 151920376 | YOHANIS WARA        | 3      | 1.094       | 1.012 | 764   | 667   | 915   | 1.366 | 1.170 | 1.652 | 1.080 |
| 47 | 151920377 | AGRIPA TONU BES     | 3      | 1.008       | 1.131 | 792   | 735   | 803   | 1.124 | 758   | 1.530 | 985   |
| 48 | 151920381 | JUFRI LIU           | 3      | 773         | 859   | 682   | 2.098 | 660   | 1.035 | 968   | 1.212 | 1.036 |
| 49 | 151920383 | ROVINUS SERAN       | 3      | 714         | 937   | 782   | 2.328 | 867   | 1.118 | 1.091 | 1.384 | 1.153 |
| 50 | 151920384 | THOMAS MERE         | 3      | 373         | 619   | 518   | 1.617 | 343   | 470   | 481   | 1.006 | 678   |
| 51 | 151920388 | BENEDIKTUS BIKU     | 3      | 863         | 1.039 | 770   | 2.450 | 564   | 838   | 1.060 | 1.248 | 1.104 |
| 52 | 151920389 | SAMUEL NANGA        | 3      | 1.160       | 994   | 858   | 895   | 586   | 1.005 | 1.072 | 1.777 | 1.043 |
| 53 | 151920391 | USSU PENU           | 3      | 812         | 1.133 | 787   | 782   | 847   | 1.222 | 1.069 | 801   | 932   |
| 54 | 151920392 | MISKA               | 3      | 1.025       | 1.353 | 993   | 919   | 735   | 1.116 | 1.055 | 1.596 | 1.099 |
| 55 | 151920393 | FREDY RINTO         | 3      | 702         | 922   | 442   | 1.968 | 579   | 997   | 947   | 1.279 | 980   |
| 56 | 151920394 | DAMIANUS RINDA      | 3      | 984         | 756   | 572   | 2.099 | 517   | 762   | 802   | 892   | 923   |
| 57 | 151920395 | MAKSIMILIANUS TA'A  | 3      | 978         | 1.103 | 643   | 553   | 877   | 1.372 | 1.449 | 1.566 | 1.068 |
| 58 | 151920448 | KOSMAS ROY          | 3      | 1.120       | 1.552 | 1.477 | 1.484 | 541   | 906   | 896   | 1.546 | 1.190 |
| 59 | 151920461 | AGUSTINUS LAWE      | 3      | 1.009       | 1.492 | 987   | 659   | 425   | 1.073 | 985   | 1.716 | 1.043 |
| 60 | 151920464 | YOHANES NGARA BATU  | 3      | 816         | 998   | 560   | 2.269 | 311   | 749   | 737   | 1.337 | 972   |
| 61 | 151920404 | NASRUDIN            | 4      | 433         | 730   | 474   | 1.544 | 495   | 803   | 868   | 866   | 777   |
| 62 | 151920416 | ANDREAS ELVRIDUS MO | 4      | 464         | 789   | 450   | 1.826 | 638   | 1.147 | 1.179 | 1.697 | 1.024 |
| 63 | 151920418 | MUSTOFA             | 4      | 76          | 427   | 105   | 705   | 511   | 654   | 675   | 826   | 497   |
| 64 | 151920422 | BUDIMAN             | 4      | 1.023       | 1.262 | 640   | 1.590 | 1.036 | 788   | 1.590 | 1.402 | 1.166 |
| 65 | 151920423 | YUDI PRIYANTO       | 4      | 296         | 874   | 808   | 1.575 | 708   | 984   | 924   | 1.090 | 907   |
| 66 | 151920424 | JAZULI              | 4      | 995         | 983   | 870   | 923   | 786   | 1.138 | 1.074 | 1.415 | 1.023 |
| 67 | 151920427 | MULIADI.S           | 4      | 484         | 389   | 272   | 228   | 262   | 457   | 1.542 | 459   | 512   |
| 68 | 151920430 | PUTRAN              | 4      | 255         | 598   | 329   | 1.283 | 264   | 567   | 569   | 907   | 597   |



## Variabel (Y2) Kinerja Karyawan ( Kuisiner)

| No | NIK       | Nama Responden      | Divisi | Variabel Y2 |   |   |   |   |   |   |   |   |    | Jml |
|----|-----------|---------------------|--------|-------------|---|---|---|---|---|---|---|---|----|-----|
|    |           |                     |        | 1           | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |     |
| 1  | 151920278 | ALBERTUS ABEL       | 1      | 4           | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3  | 42  |
| 2  | 151920291 | YAKOBUS GARUNG      | 1      | 5           | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 5  | 43  |
| 3  | 151920294 | WAKHYUDIN           | 1      | 4           | 3 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 5  | 40  |
| 4  | 151920295 | IRWANTO SHOLEH      | 1      | 4           | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4  | 43  |
| 5  | 151920298 | EMANUEL HALE        | 1      | 5           | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3  | 45  |
| 6  | 151920299 | MARIJAN             | 1      | 3           | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3  | 41  |
| 7  | 151920302 | SUKIS WANTO         | 1      | 3           | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4  | 43  |
| 8  | 151920303 | SUTIYO              | 1      | 4           | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4  | 38  |
| 9  | 151920314 | DIDIK ANDOYO        | 1      | 4           | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3  | 42  |
| 10 | 152020190 | SIPRIANUS DARMAN    | 1      | 5           | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4  | 47  |
| 11 | 152021362 | MARTEN KONDO        | 1      | 4           | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 5  | 39  |
| 12 | 152021377 | DAUD NDARA KAMBU    | 1      | 3           | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5  | 41  |
| 13 | 152021411 | ANDREAS MONE        | 1      | 5           | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5  | 41  |
| 14 | 152120161 | FERDINANDES MAGOR   | 1      | 5           | 3 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 4  | 39  |
| 15 | 152120633 | RIKI SAPUTRA        | 1      | 5           | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3  | 41  |
| 16 | 152120801 | RUSNAN              | 1      | 5           | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4  | 42  |
| 17 | 152120803 | RIDWAN SYAM         | 1      | 4           | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5  | 42  |
| 18 | 152120804 | FIRMAN MAULANA      | 1      | 5           | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4  | 45  |
| 19 | 152120805 | PURWANTO            | 1      | 4           | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 4  | 39  |
| 20 | 152120834 | SARHONI             | 1      | 4           | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4  | 41  |
| 21 | 152121804 | ADRIANUS EROT       | 1      | 5           | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 42  |
| 22 | 152221423 | ONO                 | 1      | 4           | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4  | 42  |
| 23 | 152221666 | USWALDUS DAE        | 1      | 4           | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4  | 40  |
| 24 | 152320465 | IRMAN               | 2      | 4           | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4  | 42  |
| 25 | 152021268 | RENDI               | 2      | 4           | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4  | 42  |
| 26 | 152021269 | SABARUDIN           | 2      | 4           | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5  | 45  |
| 27 | 152121258 | SAHDAN              | 2      | 5           | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 4  | 39  |
| 28 | 152121744 | MINA                | 2      | 5           | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5  | 46  |
| 29 | 152220010 | DONNI SIMATUPANG    | 2      | 5           | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5  | 48  |
| 30 | 152220436 | YUDI HASAN.         | 2      | 5           | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5  | 48  |
| 31 | 152220644 | ABD RAHMAN          | 2      | 4           | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5  | 46  |
| 32 | 152221421 | BOBI                | 2      | 4           | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5  | 45  |
| 33 | 152221484 | RANDIANUS UN MANEK  | 2      | 3           | 5 | 3 | 5 | 3 | 3 | 5 | 3 | 5 | 5  | 40  |
| 34 | 152221757 | SARNAJA             | 2      | 5           | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 50  |
| 35 | 152221760 | SAPRUDIN            | 2      | 5           | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 50  |
| 36 | 152221761 | JUMHADI             | 2      | 5           | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 50  |
| 37 | 152221955 | SUPRIYANTO          | 2      | 5           | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5  | 48  |
| 38 | 152221967 | PURNAWAN            | 2      | 4           | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 47  |
| 39 | 152222161 | USMAN               | 2      | 5           | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5  | 46  |
| 40 | 152222507 | PAIJO               | 2      | 5           | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5  | 48  |
| 41 | 152222524 | FATHURRAHMAN        | 2      | 4           | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 47  |
| 42 | 151920369 | FRANSISKUS BAI      | 3      | 5           | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 50  |
| 43 | 151920370 | MELKI SEDEK BENU    | 3      | 5           | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 48  |
| 44 | 151920374 | ALOISIUS TONU BES   | 3      | 4           | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5  | 46  |
| 45 | 151920375 | MAKSI TUKE          | 3      | 5           | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5  | 46  |
| 46 | 151920376 | YOHANIS WARAS       | 3      | 5           | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4  | 44  |
| 47 | 151920377 | AGRIPA TONU BES     | 3      | 5           | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 3  | 44  |
| 48 | 151920381 | JUFRI LIU           | 3      | 4           | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4  | 42  |
| 49 | 151920383 | ROVINUS SERAN       | 3      | 4           | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 5  | 37  |
| 50 | 151920384 | THOMAS MERE         | 3      | 5           | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 5 | 5  | 43  |
| 51 | 151920388 | BENEDIKTUS BIKU     | 3      | 4           | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 3  | 41  |
| 52 | 151920389 | SAMUEL NANGA        | 3      | 3           | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 5  | 40  |
| 53 | 151920391 | USSU PENU           | 3      | 4           | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4  | 43  |
| 54 | 151920392 | MISKA               | 3      | 5           | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4  | 42  |
| 55 | 151920393 | FREDY RINTO         | 3      | 4           | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 5  | 41  |
| 56 | 151920394 | DAMIANUS RINDA      | 3      | 4           | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 3  | 39  |
| 57 | 151920395 | MAKSIMILIANUS TA'A  | 3      | 5           | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 5  | 40  |
| 58 | 151920448 | KOSMAS ROY          | 3      | 3           | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4  | 41  |
| 59 | 151920461 | AGUSTINUS LAWE      | 3      | 3           | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4  | 39  |
| 60 | 151920464 | YOHANES NGARA BATU  | 3      | 4           | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5  | 44  |
| 61 | 151920404 | NASRUDIN            | 4      | 5           | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 48  |
| 62 | 151920416 | ANDREAS ELVRIDUS MO | 4      | 4           | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 5  | 41  |
| 63 | 151920418 | MUSTOFA             | 4      | 5           | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5  | 46  |
| 64 | 151920422 | BUDIMAN             | 4      | 5           | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4  | 44  |
| 65 | 151920423 | YUDI PRIYANTO       | 4      | 5           | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 3  | 44  |
| 66 | 151920424 | JAZULI              | 4      | 4           | 3 | 3 | 5 | 3 | 5 | 5 | 4 | 4 | 4  | 40  |
| 67 | 151920427 | MULIADI.S           | 4      | 4           | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5  | 41  |
| 68 | 151920430 | PUTRAN              | 4      | 5           | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 5 | 5  | 43  |

## LAMPIRAN 7. Hasil Penelitian (Uji SPSS 25)

### 1. PREMI PANEN TERHADAP KINERJA KARYAWAN (Y1)

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .930 <sup>a</sup> | .865     | .863              | 2.196                      |

a. Predictors: (Constant), KINERJA

b. Dependent Variable: PREMI\_PANEN

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

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 2035.504       | 1  | 2035.504    | 422.058 | .000 <sup>b</sup> |
|       | Residual   | 318.305        | 66 | 4.823       |         |                   |
|       | Total      | 2353.809       | 67 |             |         |                   |

a. Dependent Variable: PREMI\_PANEN

b. Predictors: (Constant), KINERJA

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 9.108                       | .870       |                           | 10.464 | .000 |
|       | KINERJA    | .827                        | .040       | .930                      | 20.544 | .000 |

a. Dependent Variable: PREMI\_PANEN

## 2. PREMI PANEN TERHADAP KINERJA KARYAWAN (Y1)

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .548 <sup>a</sup> | .300     | .290              | 4.995                      |

a. Predictors: (Constant), KEPUASAN

b. Dependent Variable: PREMI\_PANEN

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

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 707.231        | 1  | 707.231     | 28.348 | .000 <sup>b</sup> |
|       | Residual   | 1646.577       | 66 | 24.948      |        |                   |
|       | Total      | 2353.809       | 67 |             |        |                   |

a. Dependent Variable: PREMI\_PANEN

b. Predictors: (Constant), KEPUASAN

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 9.231                       | 3.232      |                           | 2.857 | .006 |
|       | KEPUASAN   | .523                        | .098       | .548                      | 5.324 | .000 |

a. Dependent Variable: PREMI\_PANEN

## LAMPIRAN 8. Foto Penelitian

