

## Lampiran 4 Penelitian di PG Rejoagung Madiun

### Uji Reliability

Item Statistics

	Mean	Std. Deviation	N
Upah insentif-X1	17.4420	1.21213	116
Motivasi-X2	19.8995	1.46522	116
Kedisiplinan-X3	18.0445	1.45444	116
Produktivitas kerja-Y	22.1133	1.01343	116

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Upah insentif- X1	57.2313	5.134	.717	.755
Motivasi-X2	57.4031	4.747	.638	.908
Kedisiplinan-X3	58.2455	4.703	.659	.704
Produktivitas kerja-Y	55.9568	6.591	.689	.842

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

## Regression

**Variables Entered/Removed**

Model	Variables Entered	Variables Removed	Method
1	Kedisiplinan (X3), Motivasi (X2), Upah insentif (X1) <sup>a</sup>		. Enter

a. All requested variables entered.

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.873 <sup>a</sup>	.762	.733	.10070

a. Predictors: (Constant), Kedisiplinan (X3), Motivasi (X2), Upah insentif (X1)

b. Dependent Variable: Produktivitas kerja (Y)

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.920	3	9.640	18.755	.000 <sup>a</sup>
	Residual	57.568	112	.514		
	Total	86.488	115			

a. Predictors: (Constant), Kedisiplinan (X3), Motivasi (X2), Upah insentif (X1)

b. Dependent Variable: Produktivitas kerja (Y)

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.514	2.177		11.260	.000
	Upah insentif (X1)	.442	.068	.662	6.500	.021
	Motivasi (X2)	.395	.075	.458	5.267	.012
	Kedisiplinan (X3)	.328	.072	.445	4.556	.020

a. Dependent Variable: Produktivitas kerja (Y)