



UNIVERSITAS MUHAMMADIYAH PONOROGO
FAKULTAS EKONOMI

Kampus : Jl. Budi Utomo No. 10 Telp. (0352) 481124 Fax. (0352) 461796
PONOROGO - 63471

BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : **INDARWATI**
2. NIM : 13413153
3. Jurusan : Manajemen
4. Bidang : MSDM
5. Alamat : Ds. Jenangan Kec. Sampung Ponorogo
6. Judul Skripsi : Perbedan Motivasi Berprestasi dan Promosi Jabatan Antara Karyawan Tetap dan Karyawan Kontrak Swalayan Surya di Ponorogo
7. Masa Pembimbingan : September 2016 s/d Agustus 2017
8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
17/11 - 2016	Usulan Judul	<i>eh</i>
1/12 - 2016	Acc Judul	<i>eh</i>
15/1 - 2017	Revisi Proposal	<i>eh</i>
24/1 - 2017	Acc Proposal + Angket	<i>eh</i>
1/2 - 2017	Revisi proposal	<i>IMP</i>
24/2 - 2017	Acc proposal	<i>IMP</i>
28/2 - 2017	Revisi Bab I, II & III	<i>eh</i>
7/3 - 2017	Acc Bab I, II, III	<i>eh</i>
8/3 - 2017	ACC Bab I - III	<i>IMP</i>
29/3 - 2017	Bab IV - V	<i>eh</i>
19/4 - 2017	ACC Bab IV - V	<i>eh</i>
6/5 - 2017	Revisi Bab IV - V	<i>IMP</i>

10. Tanggal Selesai Penulisan Skripsi : _____
11. Keterangan Bimbingan Telah selesai : _____
12. Telah Di Evaluasi/Di Uji Dengan Nilai : _____ (angka)
_____ (huruf)

Pembimbing,

Dra. UMI FARIDA, MM
NIK. 19610110 199112 13

Ponorogo, 11 November 2016
Dekan,

TITI RAPINI, SE, MM
NIP. 19630505 199003 2 003



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P O N O R O G O – 63471

BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : **INDARWATI**
2. NIM : 13413153
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8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
19/5-2017	Revisi Bab IV - V	
28/5-2017	" " V	
30/5-2017	Acc Bab IV + V	

10. Tanggal Selesai Penulisan Skripsi : _____
11. Keterangan Bimbingan Telah selesai : _____
12. Telah Di Evaluasi/Di Uji Dengan Nilai : _____ (angka)
_____ (huruf)

Pembimbing,

Dra. UMI FARIDA, MM
NIK. 19610110 199112 13

Ponorogo, 11 November 2016
Dekan,

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NIP. 19630505 199003 2 003

Lampiran 1

KUESIONER PENELITIAN

SWALAYAN SURYA KECAMATAN PONOROGO

Kepada Yth

Bapak/ibu/saudara/i

Karyawan/karyawati Swalayan Surya Kecamatan Ponorogo

Dengan Hormat,

Sehubungan dengan penyusunan tugas akhir, tanpa bermaksud menambah beban pekerjaan Bapak/Ibu/Saudara/i, saya mohon untuk kesediaannya Bapak/Ibu/Saudara/i meluangkan waktu untuk mengisi kuesioner ini, saya berharap jawaban yang diberikan dapat membantu, baik bagi penyusunan skripsi ini. Atas kerjasamanya yang diberikan, saya ucapkan terima kasih.

Hormat Saya,

Indarwati

Identitas Responden

Nama :.....

Jenis Kelamin :.....

Umur :.....

Masa kerja :.....

Status kerja :.....

Pendidikan :.....

Alamat Kantor:.....

Kuesioner :

1. Isilah kolom disebelah kanan dengan tanda () yang paling sesuai menurut anda.
2. Tidak ada jawaban salah atau benar
3. Pilihan yang tersedia sebagai berikut :

STS	Sangat Tidak Setuju
TS	Tidak Setuju
N	Netral
S	Setuju
SS	Sangat Setuju

VARIABEL MOTIVASI BERPRESTASI

NO	PERNYATAAN	STS	TS	N	S	SS
		1	2	3	4	5
1	Dengan berorientasi pada tujuan dapat memberikan motivasi kerja kepada saya.					
2	Tantangan dalam pekerjaan dapat merangsang saya bekerja lebih giat.					
3	Saya akan bersedia diberi tanggung jawab dalam suatu pekerjaan.					
4	Saya berani mengambil resiko dalam pekerjaan karena dapat meningkatkan kompetensi saya.					
5	Saya seorang yang kreatif dan inovatif dalam menyelesaikan pekerjaan.					
6	Saya mampu menjadi teladan bagi orang lain.					
7	Saya orang yang selalu ingin didengar pendapat saya.					
8	Prestasi yang baik membuat saya merasa dapat memberi pengaruh yang baik bagi sesama karyawan					
9	Pekerjaan saya terselesaikan dengan baik karena berkat kerjasama Team yang solid.					
10	Saya menyukai demokratis pada team kerja.					

VARIABEL PROMOSI JABATAN

NO	PERTANYAAN	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya tidak pernah mengabaikan amanat yang diberikan kepada saya, tidak membebaskan kewajiban saya kepada orang lain, tidak memanipulasi informasi dan selalu jujur dalam menyampaikan kondisi dilapangan kerja sesuai keadaan yang sebenarnya kepada atasan.					
2	Saya selalu disiplin dan hadir tepat waktu, menjaga kerapian diri serta selalu menyelesaikan tugas dengan baik dan tepat waktu.					
3	Saya adalah karyawan yang mampu menggunakan dan menjaga aset perusahaan dengan baik dan lebih cakap dalam menggunakan aset perusahaan lebih baik dari karyawan lain					
4	Saya menyukai kerjasama Team, mampu menyelesaikan tugas bersama dan sebagai seorang yang mudah dimintai bantuan oleh rekan kerja					
5	Saya adalah orang yang berprestasi dan sering ditunjuk oleh atasan karena saya dapat menyelesaikan tugas dengan baik dan tepat waktu.					
6	Saya memiliki rencana untuk tetap bekerja di perusahaan tempat saya bekerja dan akan selalu menjaga loyalitas saya kepada perusahaan.					
7	Saya rasa mampu menjadi seorang pemimpin dan dpt memotivasi karyawan lain agar bekerja lebih produktif seperti yang saya lakukan.					

8	Saya tidak memiliki kesulitan dalam menerima informasi baik dari atasan maupun dari sesama rekan kerja, saya merasa sebagai orang yang memiliki komunikasi yang mudah dimengerti oleh orang lain.					
9	Saya memiliki ijazah dan sertifikat lain yang menggambarkan tingkat pendidikan yang kompetensi yang telah saya tempuh.					

TERIMA KASIH

KARYAWAN KONTRAK

No	MOTIVASI BERPRESTASI (X1)										PROMOSI JABATAN (X2)										
	x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.10	x1	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2
1	4	4	3	4	3	3	3	4	4	4	36	3	4	4	3	3	3	5	3	4	32
2	4	4	4	4	4	4	3	4	4	3	38	4	4	4	4	2	3	4	4	3	32
3	3	3	4	3	4	3	4	3	3	3	33	4	4	4	4	4	4	4	4	4	36
4	4	4	4	4	3	4	3	4	4	5	39	4	4	4	4	3	4	4	3	4	34
5	3	3	4	3	3	3	3	4	4	3	33	3	4	3	4	3	4	3	4	4	32
6	3	3	3	3	4	4	4	3	4	4	35	3	3	4	3	4	3	3	3	4	30
7	3	3	3	3	3	3	3	3	3	3	30	4	3	3	3	3	4	3	3	4	30
8	3	3	4	4	4	3	3	4	4	4	36	3	3	3	4	3	3	3	4	4	30
9	4	3	4	4	4	4	4	3	3	4	37	4	3	4	4	4	3	3	4	4	33
10	4	4	4	4	4	4	4	4	4	4	40	4	3	3	4	3	4	4	4	4	33
11	3	3	4	4	3	4	4	4	3	3	35	3	3	3	4	3	3	4	4	4	31
12	4	4	4	4	3	4	3	4	2	3	35	3	4	4	3	3	4	4	4	4	33
13	4	4	4	4	4	3	3	3	4	4	37	4	4	4	3	4	4	4	4	4	35
14	3	4	3	4	4	3	2	3	3	3	32	3	4	4	3	4	4	4	4	4	34
15	3	4	4	4	4	3	3	4	4	4	37	4	4	5	4	4	3	5	4	4	37
16	3	3	4	4	4	3	5	4	3	3	36	4	4	3	4	4	4	4	3	4	34
17	3	4	4	4	4	4	4	4	3	4	38	4	3	3	4	4	4	4	4	4	34
18	3	3	4	4	4	4	4	4	4	3	37	3	4	4	4	3	3	4	4	4	33
19	4	3	4	3	4	3	4	4	3	4	36	4	4	4	4	3	3	3	3	4	32
20	4	4	4	4	4	4	4	4	4	3	39	3	3	3	3	4	4	4	4	3	31
21	3	4	4	5	4	3	4	4	5	5	41	3	3	3	3	3	4	4	3	3	29
22	4	3	3	3	2	3	3	4	4	3	32	3	4	3	4	3	3	4	4	4	32
23	4	4	3	3	3	4	3	3	4	3	34	4	4	3	4	4	3	3	4	4	33
24	3	3	4	5	4	3	4	4	5	3	38	3	4	3	3	4	4	4	4	4	33
25	4	3	4	4	4	4	5	4	4	3	39	5	4	5	4	5	5	5	5	5	43
26	4	3	4	4	4	4	3	4	4	4	38	4	4	4	4	4	3	4	2	4	33
27	4	4	4	4	4	4	5	4	4	5	42	4	4	4	3	4	4	4	4	3	34
28	4	5	5	4	4	3	4	3	3	4	39	4	4	3	3	3	3	4	3	4	31

29	4	4	4	4	4	4	4	5	5	4	42	3	4	4	5	3	3	4	5	5	36
30	4	4	3	3	4	4	4	4	4	3	37	4	3	4	4	4	5	4	5	4	37
31	5	5	5	4	4	4	4	4	4	4	43	4	4	4	4	3	4	4	4	3	34
32	3	3	4	4	3	3	4	3	3	4	34	4	4	3	4	3	3	3	3	4	31
33	3	3	4	4	3	3	3	3	3	3	32	3	3	4	3	4	4	5	3	3	32
34	4	4	4	4	4	4	4	3	4	4	39	4	3	3	4	4	4	5	4	4	35
35	4	3	3	4	4	3	3	4	3	3	34	4	4	3	3	4	3	4	4	4	33
36	4	3	4	3	4	4	4	4	3	3	36	4	4	4	4	4	5	4	4	4	37
37	4	3	4	4	4	4	3	3	4	4	37	4	5	5	5	4	4	5	5	5	42
38	4	4	4	3	3	4	3	3	4	4	36	5	5	3	4	4	5	5	3	4	38
39	3	4	4	4	3	4	4	4	4	4	38	4	4	4	3	4	4	3	3	4	33
40	4	4	4	5	4	4	4	5	4	3	41	4	3	4	4	4	4	4	4	4	35

Lampiran 3

UJI VALIDITAS DAN RELIABILITAS MOTIVASI BERPRESTASI (X1)

Karyawan Tetap

CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10 TotalX1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TotalX1
X1.1 Pearson Correlation	1	.316 [*]	.369 [*]	.125	.657 ^{**}	.388 [*]	.364 [*]	.503 ^{**}	.489 ^{**}	.505 ^{**}	.724 ^{**}
Sig. (2-tailed)		.047	.019	.443	.000	.013	.021	.001	.001	.001	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.2 Pearson Correlation	.316 [*]	1	.532 ^{**}	.387 [*]	.280	.488 ^{**}	.214	.419 ^{**}	.235	.446 ^{**}	.651 ^{**}
Sig. (2-tailed)	.047		.000	.014	.080	.001	.184	.007	.144	.004	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.3 Pearson Correlation	.369 [*]	.532 ^{**}	1	.579 ^{**}	.212	.224	.116	.329 [*]	.264	.164	.566 ^{**}
Sig. (2-tailed)	.019	.000		.000	.189	.166	.478	.038	.100	.310	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.4 Pearson Correlation	.125	.387 [*]	.579 ^{**}	1	.197	.421 ^{**}	.381 [*]	.309	.361 [*]	.265	.593 ^{**}
Sig. (2-tailed)	.443	.014	.000		.223	.007	.015	.053	.022	.099	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.5 Pearson Correlation	.657 ^{**}	.280	.212	.197	1	.477 ^{**}	.428 ^{**}	.360 [*]	.398 [*]	.446 ^{**}	.682 ^{**}
Sig. (2-tailed)	.000	.080	.189	.223		.002	.006	.023	.011	.004	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.6 Pearson Correlation	.388 [*]	.488 ^{**}	.224	.421 ^{**}	.477 ^{**}	1	.652 ^{**}	.457 ^{**}	.323 [*]	.367 [*]	.715 ^{**}
Sig. (2-tailed)	.013	.001	.166	.007	.002		.000	.003	.042	.020	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.7 Pearson Correlation	.364 [*]	.214	.116	.381 [*]	.428 ^{**}	.652 ^{**}	1	.348 [*]	.388 [*]	.219	.611 ^{**}
Sig. (2-tailed)	.021	.184	.478	.015	.006	.000		.028	.013	.174	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.8 Pearson Correlation	.503 ^{**}	.419 ^{**}	.329 [*]	.309	.360 [*]	.457 ^{**}	.348 [*]	1	.403 ^{**}	.496 ^{**}	.689 ^{**}
Sig. (2-tailed)	.001	.007	.038	.053	.023	.003	.028		.010	.001	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.9 Pearson Correlation	.489 ^{**}	.235	.264	.361 [*]	.398 [*]	.323 [*]	.388 [*]	.403 ^{**}	1	.644 ^{**}	.690 ^{**}
Sig. (2-tailed)	.001	.144	.100	.022	.011	.042	.013	.010		.000	.000

N		40	40	40	40	40	40	40	40	40	40	40
X1.10	Pearson Correlation	.505**	.446**	.164	.265	.446**	.367*	.219	.496**	.644**	1	.702**
	Sig. (2-tailed)	.001	.004	.310	.099	.004	.020	.174	.001	.000		.000
N		40	40	40	40	40	40	40	40	40	40	40
TotalX1	Pearson Correlation	.724**	.651**	.566**	.593**	.682**	.715**	.611**	.689**	.690**	.702**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N		40	40	40	40	40	40	40	40	40	40	40

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

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

RELIABILITY

```

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE

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/SUMMARY=TOTAL.

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Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.857	10

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.3500	.80224	40
X1.2	3.6750	.76418	40
X1.3	3.6000	.74421	40
X1.4	3.5250	.67889	40
X1.5	3.4250	.78078	40
X1.6	3.1000	.70892	40
X1.7	3.2750	.71567	40
X1.8	3.7000	.64847	40
X1.9	3.5000	.78446	40
X1.10	3.6250	.83781	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	31.4250	19.430	.631	.838
X1.2	31.1000	20.195	.547	.845
X1.3	31.1750	20.917	.450	.853
X1.4	31.2500	21.013	.492	.850
X1.5	31.3500	19.874	.582	.842
X1.6	31.6750	20.020	.633	.838
X1.7	31.5000	20.718	.508	.848
X1.8	31.0750	20.533	.610	.841
X1.9	31.2750	19.794	.591	.841
X1.10	31.1500	19.413	.599	.841

Karyawan Kontrak

CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10 TotalX1
/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TotalX1
X1.1 Pearson Correlation	1	.449**	.172	-.054	.102	.439**	.027	.161	.110	.150	.469**
Sig. (2-tailed)		.004	.289	.741	.533	.005	.870	.322	.500	.355	.002
N	40	40	40	40	40	40	40	40	40	40	40
X1.2 Pearson Correlation	.449**	1	.308	.238	.121	.239	-.024	.103	.193	.355*	.563**
Sig. (2-tailed)	.004		.053	.140	.457	.137	.882	.526	.233	.025	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.3 Pearson Correlation	.172	.308	1	.382*	.308	.154	.378*	.129	.016	.302	.578**
Sig. (2-tailed)	.289	.053		.015	.053	.344	.016	.426	.920	.058	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.4 Pearson Correlation	-.054	.238	.382*	1	.331*	.002	.166	.343*	.281	.236	.551**
Sig. (2-tailed)	.741	.140	.015		.037	.989	.306	.030	.079	.142	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.5 Pearson Correlation	.102	.121	.308	.331*	1	.144	.375*	.125	.158	.139	.522**
Sig. (2-tailed)	.533	.457	.053	.037		.376	.017	.441	.330	.393	.001
N	40	40	40	40	40	40	40	40	40	40	40
X1.6 Pearson Correlation	.439**	.239	.154	.002	.144	1	.278	.215	.150	.097	.498**
Sig. (2-tailed)	.005	.137	.344	.989	.376		.082	.183	.355	.551	.001
N	40	40	40	40	40	40	40	40	40	40	40
X1.7 Pearson Correlation	.027	-.024	.378*	.166	.375*	.278	1	.269	.089	.121	.520**
Sig. (2-tailed)	.870	.882	.016	.306	.017	.082		.094	.586	.455	.001
N	40	40	40	40	40	40	40	40	40	40	40
X1.8 Pearson Correlation	.161	.103	.129	.343*	.125	.215	.269	1	.335*	-.029	.502**
Sig. (2-tailed)	.322	.526	.426	.030	.441	.183	.094		.034	.858	.001
N	40	40	40	40	40	40	40	40	40	40	40
X1.9 Pearson Correlation	.110	.193	.016	.281	.158	.150	.089	.335*	1	.325*	.531**
Sig. (2-tailed)	.500	.233	.920	.079	.330	.355	.586	.034		.041	.000
N	40	40	40	40	40	40	40	40	40	40	40
X1.10 Pearson Correlation	.150	.355*	.302	.236	.139	.097	.121	-.029	.325*	1	.532**

Sig. (2-tailed)	.355	.025	.058	.142	.393	.551	.455	.858	.041		.000
N	40	40	40	40	40	40	40	40	40	40	40
TotalX1 Pearson Correlation	.469**	.563**	.578**	.551**	.522**	.498**	.520**	.502**	.531**	.532**	1
Sig. (2-tailed)	.002	.000	.000	.000	.001	.001	.001	.001	.000	.000	
N	40	40	40	40	40	40	40	40	40	40	40

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

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

RELIABILITY

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE

/SUMMARY=TOTAL.

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items
.706	10

X2.1	Pearson Correlation	1	.603**	.643**	.484**	.000	.161	.124	.161	-.032	.659**
	Sig. (2-tailed)		.000	.000	.002	1.000	.320	.448	.322	.844	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.603**	1	.581**	.571**	.062	.076	.009	.090	.157	.645**
	Sig. (2-tailed)	.000		.000	.000	.705	.642	.958	.580	.335	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.643**	.581**	1	.544**	.031	-.002	-.017	-.084	.091	.580**
	Sig. (2-tailed)	.000	.000		.000	.848	.989	.915	.605	.578	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.484**	.571**	.544**	1	.168	.378*	.240	.307	.313*	.777**
	Sig. (2-tailed)	.002	.000	.000		.300	.016	.136	.054	.049	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.5	Pearson Correlation	.000	.062	.031	.168	1	.317*	.343*	.476**	.383*	.466**
	Sig. (2-tailed)	1.000	.705	.848	.300		.046	.030	.002	.015	.002
	N	40	40	40	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.161	.076	-.002	.378*	.317*	1	.518**	.474**	.239	.590**
	Sig. (2-tailed)	.320	.642	.989	.016	.046		.001	.002	.138	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.7	Pearson Correlation	.124	.009	-.017	.240	.343*	.518**	1	.443**	.266	.532**
	Sig. (2-tailed)	.448	.958	.915	.136	.030	.001		.004	.097	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.8	Pearson Correlation	.161	.090	-.084	.307	.476**	.474**	.443**	1	.409**	.582**
	Sig. (2-tailed)	.322	.580	.605	.054	.002	.002	.004		.009	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.9	Pearson Correlation	-.032	.157	.091	.313*	.383*	.239	.266	.409**	1	.377*
	Sig. (2-tailed)	.844	.335	.578	.049	.015	.138	.097	.009		.017
	N	40	40	40	40	40	40	40	40	40	40
TotalX2	Pearson Correlation	.659**	.645**	.580**	.777**	.466**	.590**	.532**	.582**	.377*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.002	.000	.000	.000	.017	
	N	40	40	40	40	40	40	40	40	40	40

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

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

RELIABILITY

```

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE

```

/SUMMARY=TOTAL.

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.761	9

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.6250	.58562	40
X2.2	3.5750	.84391	40
X2.3	3.3500	.83359	40
X2.4	3.8000	.72324	40
X2.5	3.6000	.59052	40
X2.6	3.5750	.71208	40
X2.7	3.6000	.70892	40
X2.8	3.7250	.78406	40
X2.9	3.5000	.67937	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	28.7250	12.204	.487	.734
X2.2	28.7750	11.256	.454	.737
X2.3	29.0000	11.744	.368	.752
X2.4	28.5500	10.818	.673	.701
X2.5	28.7500	12.654	.366	.749
X2.6	28.7750	11.871	.441	.738
X2.7	28.7500	12.141	.384	.747
X2.8	28.6250	11.522	.452	.737
X2.9	28.8500	12.285	.377	.748

Karyawan Kontrak

CORRELATIONS

```
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 TotalX2
/PRINT=TWOTAIL NOSIG
```

```
/MISSING=PAIRWISE.
```

Correlations

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	TotalX2
X2.1	Pearson Correlation	1	.304	.205	.274	.375*	.379*	.171	.000	.201	.574**
	Sig. (2-tailed)		.057	.205	.087	.017	.016	.292	1.000	.213	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.304	1	.309	.222	.025	.050	.250	.017	.310	.479**
	Sig. (2-tailed)	.057		.053	.169	.877	.760	.120	.916	.052	.002
	N	40	40	40	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.205	.309	1	.205	.281	.114	.342*	.277	.256	.609**
	Sig. (2-tailed)	.205	.053		.205	.079	.482	.031	.084	.110	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.274	.222	.205	1	-.084	-.042	.100	.407**	.489**	.497**
	Sig. (2-tailed)	.087	.169	.205		.606	.797	.540	.009	.001	.001
	N	40	40	40	40	40	40	40	40	40	40
X2.5	Pearson Correlation	.375*	.025	.281	-.084	1	.459**	.280	.177	.248	.565**
	Sig. (2-tailed)	.017	.877	.079	.606		.003	.080	.274	.123	.000

	N	40	40	40	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.379*	.050	.114	-.042	.459**	1	.334*	.236	.008	.540**
	Sig. (2-tailed)	.016	.760	.482	.797	.003		.035	.142	.959	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.7	Pearson Correlation	.171	.250	.342*	.100	.280	.334*	1	.210	.072	.579**
	Sig. (2-tailed)	.292	.120	.031	.540	.080	.035		.194	.659	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.8	Pearson Correlation	.000	.017	.277	.407**	.177	.236	.210	1	.343*	.557**
	Sig. (2-tailed)	1.000	.916	.084	.009	.274	.142	.194		.030	.000
	N	40	40	40	40	40	40	40	40	40	40
X2.9	Pearson Correlation	.201	.310	.256	.489**	.248	.008	.072	.343*	1	.552**
	Sig. (2-tailed)	.213	.052	.110	.001	.123	.959	.659	.030		.000
	N	40	40	40	40	40	40	40	40	40	40
TotalX2	Pearson Correlation	.574**	.479**	.609**	.497**	.565**	.540**	.579**	.557**	.552**	1
	Sig. (2-tailed)	.000	.002	.000	.001	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40

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

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

RELIABILITY

```

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE

```

```

/SUMMARY=TOTAL.

```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items

Reliability Statistics

Cronbach's Alpha	N of Items
.710	9

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.7000	.56387	40
X2.2	3.7250	.55412	40
X2.3	3.6500	.62224	40
X2.4	3.7000	.56387	40
X2.5	3.5750	.59431	40
X2.6	3.7000	.64847	40
X2.7	3.9500	.63851	40
X2.8	3.7500	.66986	40
X2.9	3.9250	.47434	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	29.9750	7.051	.423	.678
X2.2	29.9500	7.382	.314	.697
X2.3	30.0250	6.794	.448	.672
X2.4	29.9750	7.307	.331	.694
X2.5	30.1000	7.015	.402	.681
X2.6	29.9750	6.999	.354	.691
X2.7	29.7250	6.871	.405	.681
X2.8	29.9250	6.892	.368	.689
X2.9	29.7500	7.321	.425	.681

ANALISIS INDEPENDENT T-TEST

```
T-TEST GROUPS=VAR00001(1 2)
/MISSING=ANALYSIS
/VARIABLES=VAR00002 VAR00003

/CRITERIA=CI(.9500).
```

T-Test

Group Statistics

VAR00001		N	Mean	Std. Deviation	Std. Error Mean
Motivasi Berprestasi	Karyawan Kontrak	40	36.78	3.000	.474
	Karyawan Tetap	40	34.78	4.954	.783
Promosi Jabatan	Karyawan Kontrak	40	33.68	2.939	.465
	Karyawan Tetap	40	28.85	3.505	.554

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Motivasi Berprestasi	Equal variances assumed	3.163	.079	2.184	78	.032	2.000	.916	.177	3.823
	Equal variances not assumed			2.184	64.215	.033	2.000	.916	.171	3.829
Promosi Jabatan	Equal variances assumed	1.290	.259	6.672	78	.000	4.825	.723	3.385	6.265
	Equal variances not assumed			6.672	75.696	.000	4.825	.723	3.385	6.265

Lampiran 4

NILAI-NILAI r PRODUCT MOMENT

N	Taraf Signif		N	Taraf Signif		N	Taraf Signif	
	5%	1%		5%	1%		5%	1%
3	0.997	0.999	27	0.381	0.487	55	0.266	0.345
4	0.950	0.990	28	0.374	0.478	60	0.254	0.330
5	0.878	0.959	29	0.367	0.470	65	0.244	0.317
6	0.811	0.917	30	0.361	0.463	70	0.235	0.306
7	0.754	0.874	31	0.355	0.456	75	0.227	0.296
8	0.707	0.834	32	0.349	0.449	80	0.220	0.286
9	0.666	0.798	33	0.344	0.442	85	0.213	0.278
10	0.632	0.765	34	0.339	0.436	90	0.207	0.270
11	0.602	0.735	35	0.334	0.430	95	0.202	0.263
12	0.576	0.708	36	0.329	0.424	100	0.195	0.256
13	0.553	0.684	37	0.325	0.418	125	0.176	0.230
14	0.532	0.661	38	0.320	0.413	150	0.159	0.210
15	0.514	0.641	39	0.316	0.408	175	0.148	0.194
16	0.497	0.623	40	0.312	0.403	200	0.138	0.181
17	0.482	0.606	41	0.308	0.398	300	0.113	0.148
18	0.468	0.590	42	0.304	0.393	400	0.098	0.128
19	0.456	0.575	43	0.301	0.389	500	0.088	0.115
20	0.444	0.561	44	0.297	0.384	600	0.080	0.105
21	0.433	0.549	45	0.294	0.380	700	0.074	0.097
22	0.423	0.537	46	0.291	0.376	800	0.070	0.091
23	0.413	0.526	47	0.288	0.372	900	0.065	0.086
24	0.404	0.515	48	0.284	0.368	1000	0.062	0.081
25	0.396	0.505	49	0.281	0.364			
26	0.388	0.496	50	0.279	0.361			