

DAFTAR PUSTAKA

- Adha, R. N., Qomariah, N., & Hafidzi, A. H. (2019). Pengaruh motivasi kerja, lingkungan kerja, budaya kerja terhadap kinerja karyawan dinas sosial kabupaten Jember. *Jurnal Penelitian IPTEKS*, 4(1), 47–62.
- Ainanur, A., & Tirtayasa, S. (2018). Pengaruh budaya organisasi, kompetensi dan motivasi terhadap kinerja karyawan. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 1(1), 1–14.
- Astutik, Y. (2020, October 27). Allianz Life Indonesia Raih CNBC Indonesia Award. Retrieved November 24, 2022, from www.cnbcindonesia.com website: <https://www.cnbcindonesia.com/news/20201027194654-4-197574/allianz-life-indonesia-raih-cnbc-indonesia-award>
- Aswardi, A., Lubis, Y., & Lubis, S. (2019). Analisis Peranan Sumber Daya Manusia Dalam Pencapaian Kinerja Perusahaan pada PT. Perusahaan Perdagangan Indonesia (Persero) Regional Medan. *AGRISAINS: Jurnal Ilmiah Magister Agribisnis*, 1(1), 31–37.
- Dessler, G. (2015). *Manajemen Sumber Daya Manusia* (14th ed.). Jakarta: Salemba Empat.
- Edison, E., Komariyah, I., & Anwar, Y. (2018). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gunawan, A., Sucipto, I., & Suryadi, S. (2020). Pengaruh Motivasi Kerja dan Kompensasi terhadap Kinerja Pada Kantor Desa Pasirsari Kecamatan Cikarang Selatan Kabupaten Bekasi. *Ikrath-Ekonomika*, 3(1), 1–12.
- Hasibuan, M. S. P. (2020). *Manajemen Sumber Daya Manusia* (Revisi). Jakarta: Bumi Aksara.
- Khatulistiwa, T. P. (2021). *Pengaruh Budaya Organisasi dan Motivasi Kerja Terhadap Kinerja Karyawan PT Yale Setya Sentosa*.

- Khoirunnisaa, J. (2021, October 26). Allianz Life Dapat Penghargaan The Most Outstanding Life Insurance. Retrieved November 24, 2022, from [www.finance.detik.com website: https://finance.detik.com/moneter/d-5783920/allianz-life-dapat-penghargaan-the-most-outstanding-life-insurance](https://finance.detik.com/moneter/d-5783920/allianz-life-dapat-penghargaan-the-most-outstanding-life-insurance)
- Kusuma, L. P., & Sutanto, J. E. (2018). Peranan Kerjasama Tim Dan Semangat Kerja Terhadap Kinerja Karyawan Zolid Agung Perkasa. *Jurnal Performa: Jurnal Manajemen Dan Start-up Bisnis*, 3(4), 417–424.
- L. Daft, R. (2017). *New Era of Management* (9th ed.). Jakarta: Salemba Empat.
- Larasati, L. D., Adriansyah, M. A., & Rahmah, D. D. N. (2021). Pengaruh Motivasi Kerja dan Pengembangan Karir Terhadap Kinerja Karyawan. *Psikoborneo: Jurnal Ilmiah Psikologi*, 9(4), 783–798.
- Mangkunegara, A.A Anwar Prabu,. (2020). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya.
- Mangkunegara, A.A Anwar Prabu. (2020). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya.
- Marifah, S. (2021, August 18). Sambut 25 Tahun, Allianz Life Indonesia Raih Penghargaan di Berbagai Bidang. Retrieved November 25, 2022, from [www.infobrand.id website: https://infobrand.id/sambut-25-tahun-allianz-life-indonesia-raih-penghargaan-di-berbagai-bidang.phtml](https://infobrand.id/sambut-25-tahun-allianz-life-indonesia-raih-penghargaan-di-berbagai-bidang.phtml)
- Ma'ruf, & Chair, U. (2020). *Pengaruh Motivasi Kerja terhadap Kinerja Karyawan Pada PT. Nirha Jaya Tehnik Makassar. 2 No. 1.*
- Mondy, R. W. (2015). *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat.
- Nurhadijah. (2017). Studi Tentang Budaya Kerja Pegawai Sekolah Menengah Kejuruan Negeri 1 Penajam Paser Utara.
- Razak, M. R. R., & Darsa, R. (2019). *Pengaruh Motivasi dan Budaya Kerja Terhadap Kinerja Pegawai Di Kantor Sekertariat Daerah Kabupaten Enrekang.*
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior*. Jakarta: Salemba Empat.

- Silaen, N. R., Setyagustina, K., Ningsih, L. K., Sari, A. P., Bakti, R., Satriawan, D. G., ... KR, M. Y. A. R. A. (2021). *Manajemen Sumber Daya Manusia (Manusia, Data dan Analisis)*. Penerbit Widina.
- Sugiyono. (2022). *Metode Penelitian Kuantitatif*. Bandung: Alfabeta.
- Susilawati, Razak, M., & Hidayat, M. (2023). *Pengaruh Motivasi Kerja, Budaya Kerja, dan Pengembangan SDM Terhadap Kinerja Pegawai Pada Badan Kesatuan Bangsa dan Politik Kota Parepare. Vol. 2 No. 1.*
- Utomo, S. B. (2020). Pengaruh Budaya Kerja Dan Pelatihan Terhadap Kinerja Pegawai Pada Pt. Blue Bird Pool Jakarta Timur. *Jurnal Semarak*, 3(2), 53–65.
- Warman, E. (2021). Pengaruh Budaya kerja dan Disiplin Kerja Terhadap Kinerja pegawai Pada Kantor badan Perencanaan Pembangunan Daerah Pasaman Barat. *Jurnal Pundi*, 4(3).

LAMPIRAN

- **Lampiran Biodata**

BIODATA**IDENTITAS DIRI**

Nama : Siti Nur Annisa
Tempat, Tanggal Lahir : Makassar, 03 Oktober 2001
Jenis Kelamin : Perempuan
Alamat : Jl. Bajiminasa 2 No. 66
No. Hp : 082228222785
Email : stnrannisaaa@gmail.com

RIWAYAT PENDIDIKAN

- TK Aisyah Makassar : 2006 - 2007
- SD Negeri Mangkura 1 Makassar : 2007 - 2013
- SMP Negeri 6 Makassar : 2013 - 2016
- SMA Negeri 2 Makassar : 2016 - 2019
- Universitas Hasanuddin : 2019 – sekarang

RIWAYAT ORGANISASI

- Paskibra SMA Negeri 2 Makassar
- Ikatan Mahasiswa Manajemen FEB UNHAS (IMMAJ FEB UH)
- Ekowowits FC
- Himpunan Pengusaha Muda Indonesia PT UNHAS (HIPMI PT UNHAS)

Demikian biodata ini dibuat dengan sebenarnya,

Makassar, 15 Mei 2023

Siti Nur Annisa

- Lampiran 4 Data SPSS
 - Budaya Kerja (X¹)

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	7.0	7.0	7.0
	N	2	4.7	4.7	11.6
	S	31	72.1	72.1	83.7
	SS	7	16.3	16.3	100.0
	Total	43	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.3	2.3	2.3
	N	5	11.6	11.6	14.0
	S	24	55.8	55.8	69.8
	SS	13	30.2	30.2	100.0
	Total	43	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.3	2.3	2.3
	TS	1	2.3	2.3	4.7
	N	4	9.3	9.3	14.0
	S	33	76.7	76.7	90.7
	SS	4	9.3	9.3	100.0
	Total	43	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	4.7	4.7	4.7
	S	26	60.5	60.5	65.1
	SS	15	34.9	34.9	100.0
	Total	43	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	33	76.7	76.7	76.7
	SS	10	23.3	23.3	100.0
	Total	43	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	11.6	11.6	11.6
	S	31	72.1	72.1	83.7
	SS	7	16.3	16.3	100.0
	Total	43	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	7.0	7.0	7.0
	S	23	53.5	53.5	60.5
	SS	17	39.5	39.5	100.0
	Total	43	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	9.3	9.3	9.3
	S	20	46.5	46.5	55.8
	SS	19	44.2	44.2	100.0
	Total	43	100.0	100.0	

○ **Motivasi Kerja (X^2)**

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	4.7	4.7	4.7
	S	15	34.9	34.9	39.5
	SS	26	60.5	60.5	100.0
	Total	43	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	4.7	4.7	4.7
	S	15	34.9	34.9	39.5
	SS	26	60.5	60.5	100.0
	Total	43	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	9.3	9.3	9.3
	S	30	69.8	69.8	79.1
	SS	9	20.9	20.9	100.0
	Total	43	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	2.3	2.3	2.3
	S	28	65.1	65.1	67.4
	SS	14	32.6	32.6	100.0
	Total	43	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.3	2.3	2.3
	N	1	2.3	2.3	4.7
	S	26	60.5	60.5	65.1
	SS	15	34.9	34.9	100.0
	Total	43	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	2.3	2.3	2.3
	S	21	48.8	48.8	51.2
	SS	21	48.8	48.8	100.0
	Total	43	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	7.0	7.0	7.0
	S	27	62.8	62.8	69.8
	SS	13	30.2	30.2	100.0
	Total	43	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.3	2.3	2.3
	N	2	4.7	4.7	7.0
	S	29	67.4	67.4	74.4
	SS	11	25.6	25.6	100.0
	Total	43	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	9.3	9.3	9.3
	S	28	65.1	65.1	74.4

	SS	11	25.6	25.6	100.0
	Total	43	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	7.0	7.0	7.0
	S	16	37.2	37.2	44.2
	SS	24	55.8	55.8	100.0
	Total	43	100.0	100.0	

○ **Kinerja (Y)**

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	22	51.2	51.2	51.2
	SS	21	48.8	48.8	100.0
	Total	43	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	32	74.4	74.4	74.4
	SS	11	25.6	25.6	100.0
	Total	43	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	2.3	2.3	2.3
	S	30	69.8	69.8	72.1
	SS	12	27.9	27.9	100.0
	Total	43	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.3	2.3	2.3
	N	2	4.7	4.7	7.0
	S	34	79.1	79.1	86.0
	SS	6	14.0	14.0	100.0
	Total	43	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	19	44.2	44.2	44.2
	SS	24	55.8	55.8	100.0
	Total	43	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	23	53.5	53.5	53.5
	SS	20	46.5	46.5	100.0
	Total	43	100.0	100.0	

Y7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.3	2.3	2.3
	N	3	7.0	7.0	9.3
	S	26	60.5	60.5	69.8
	SS	13	30.2	30.2	100.0
	Total	43	100.0	100.0	

Y8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.3	2.3	2.3
	N	3	7.0	7.0	9.3
	S	32	74.4	74.4	83.7
	SS	7	16.3	16.3	100.0
	Total	43	100.0	100.0	

- Uji Validitas
 - Uji Validitas Budaya Kerja (X¹)

		Correlations								
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TOTAL_X1
X1.1	Pearson Correlation	1	.439**	.354*	.149	.117	-.040	-.115	-.024	.511**
	Sig. (2-tailed)		.003	.020	.341	.456	.801	.463	.878	.000
	N	43	43	43	43	43	43	43	43	43
X1.2	Pearson Correlation	.439**	1	.413**	.349*	-.011	.043	.117	.104	.609**
	Sig. (2-tailed)	.003		.006	.022	.942	.783	.453	.506	.000
	N	43	43	43	43	43	43	43	43	43
X1.3	Pearson Correlation	.354*	.413**	1	.399**	.093	.400**	.373*	.302*	.745**
	Sig. (2-tailed)	.020	.006		.008	.554	.008	.014	.049	.000
	N	43	43	43	43	43	43	43	43	43
X1.4	Pearson Correlation	.149	.349*	.399**	1	.197	.192	.406**	.293	.621**
	Sig. (2-tailed)	.341	.022	.008		.205	.217	.007	.057	.000
	N	43	43	43	43	43	43	43	43	43
X1.5	Pearson Correlation	.117	-.011	.093	.197	1	.370*	.252	.129	.376*
	Sig. (2-tailed)	.456	.942	.554	.205		.015	.103	.408	.013
	N	43	43	43	43	43	43	43	43	43
X1.6	Pearson Correlation	-.040	.043	.400**	.192	.370*	1	.394**	.227	.485**
	Sig. (2-tailed)	.801	.783	.008	.217	.015		.009	.143	.001
	N	43	43	43	43	43	43	43	43	43
X1.7	Pearson Correlation	-.115	.117	.373*	.406**	.252	.394**	1	.852**	.647**
	Sig. (2-tailed)	.463	.453	.014	.007	.103	.009		.000	.000
	N	43	43	43	43	43	43	43	43	43
X1.8	Pearson Correlation	-.024	.104	.302*	.293	.129	.227	.852**	1	.590**
	Sig. (2-tailed)	.878	.506	.049	.057	.408	.143	.000		.000
	N	43	43	43	43	43	43	43	43	43
TOTAL_	Pearson Correlation	.511**	.609**	.745**	.621**	.376*	.485**	.647**	.590**	1
X1	Sig. (2-tailed)	.000	.000	.000	.000	.013	.001	.000	.000	
	N	43	43	43	43	43	43	43	43	43

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

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

o Uji Validitas Motivasi Kerja (X²)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL_X2
X2.1	Pearson Correlation	1	.521**	.387*	.294	.597**	.355*	.313*	.466**	.428**	.529**	.666**
	Sig. (2-tailed)		.000	.010	.055	.000	.019	.041	.002	.004	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.2	Pearson Correlation	.521**	1	.387*	.452**	.597**	.502**	.383*	.466**	.499**	.529**	.723**
	Sig. (2-tailed)	.000		.010	.002	.000	.001	.011	.002	.001	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.3	Pearson Correlation	.387*	.387*	1	.553**	.459**	.452**	.525**	.726**	.548**	.593**	.755**
	Sig. (2-tailed)	.010	.010		.000	.002	.002	.000	.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.4	Pearson Correlation	.294	.452**	.553**	1	.322*	.333*	.567**	.595**	.394**	.489**	.664**
	Sig. (2-tailed)	.055	.002	.000		.035	.029	.000	.000	.009	.001	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.5	Pearson Correlation	.597**	.597**	.459**	.322*	1	.579**	.478**	.557**	.530**	.667**	.790**
	Sig. (2-tailed)	.000	.000	.002	.035		.000	.001	.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.6	Pearson Correlation	.355*	.502**	.452**	.333*	.579**	1	.254	.475**	.282	.565**	.647**
	Sig. (2-tailed)	.019	.001	.002	.029	.000		.100	.001	.067	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.7	Pearson Correlation	.313*	.383*	.525**	.567**	.478**	.254	1	.636**	.681**	.536**	.723**
	Sig. (2-tailed)	.041	.011	.000	.000	.001	.100		.000	.000	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.8	Pearson Correlation	.466**	.466**	.726**	.595**	.557**	.475**	.636**	1	.665**	.649**	.842**
	Sig. (2-tailed)	.002	.002	.000	.000	.000	.001	.000		.000	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.9	Pearson Correlation	.428**	.499**	.548**	.394**	.530**	.282	.681**	.665**	1	.563**	.756**
	Sig. (2-tailed)	.004	.001	.000	.009	.000	.067	.000	.000		.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43
X2.10	Pearson Correlation	.529**	.529**	.593**	.489**	.667**	.565**	.536**	.649**	.563**	1	.832**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000		.000
	N	43	43	43	43	43	43	43	43	43	43	43
TOTAL_X2	Pearson Correlation	.666**	.723**	.755**	.664**	.790**	.647**	.723**	.842**	.756**	.832**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43	43	43	43	43	43

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

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

o Uji Validitas Kinerja (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	TOTAL_Y
Y1	Pearson Correlation	1	.387*	.347*	.356*	.495**	.395**	.290	.247	.642**
	Sig. (2-tailed)		.010	.023	.019	.001	.009	.059	.110	.000
	N	43	43	43	43	43	43	43	43	43
Y2	Pearson Correlation	.387*	1	-.089	.049	.307*	.308*	.240	.139	.413**
	Sig. (2-tailed)	.010		.570	.753	.045	.044	.121	.372	.006
	N	43	43	43	43	43	43	43	43	43
Y3	Pearson Correlation	.347*	-.089	1	.317*	.564**	.564**	.361*	.293	.626**
	Sig. (2-tailed)	.023	.570		.038	.000	.000	.017	.056	.000
	N	43	43	43	43	43	43	43	43	43
Y4	Pearson Correlation	.356*	.049	.317*	1	.346*	.361*	.177	.459**	.574**
	Sig. (2-tailed)	.019	.753	.038		.023	.018	.256	.002	.000
	N	43	43	43	43	43	43	43	43	43
Y5	Pearson Correlation	.495**	.307*	.564**	.346*	1	.830**	.466**	.320*	.799**
	Sig. (2-tailed)	.001	.045	.000	.023		.000	.002	.037	.000
	N	43	43	43	43	43	43	43	43	43
Y6	Pearson Correlation	.395**	.308*	.564**	.361*	.830**	1	.517**	.416**	.815**
	Sig. (2-tailed)	.009	.044	.000	.018	.000		.000	.006	.000
	N	43	43	43	43	43	43	43	43	43
Y7	Pearson Correlation	.290	.240	.361*	.177	.466**	.517**	1	.725**	.742**
	Sig. (2-tailed)	.059	.121	.017	.256	.002	.000		.000	.000
	N	43	43	43	43	43	43	43	43	43
Y8	Pearson Correlation	.247	.139	.293	.459**	.320*	.416**	.725**	1	.707**
	Sig. (2-tailed)	.110	.372	.056	.002	.037	.006	.000		.000
	N	43	43	43	43	43	43	43	43	43
TOT	Pearson Correlation	.642**	.413**	.626**	.574**	.799**	.815**	.742**	.707**	1
AL_Y	Sig. (2-tailed)	.000	.006	.000	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43	43	43	43

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

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

- Uji Reliabilitas
 - Budaya Kerja (X¹)

Reliability Statistics

Cronbach's Alpha	N of Items
.699	8

- Motivasi Kerja (X²)

Reliability Statistics

Cronbach's Alpha	N of Items
.909	10

- Kinerja (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.822	8

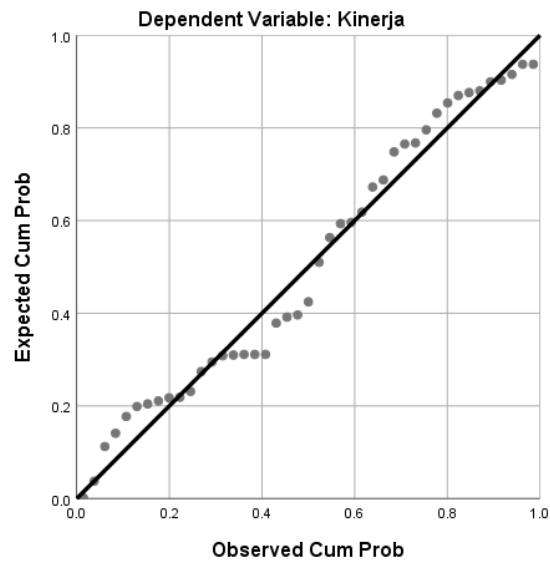
- Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		43
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.05119677
Most Extreme Differences	Absolute	.112
	Positive	.112
	Negative	-.079
Test Statistic		.112
Asymp. Sig. (2-tailed)		.200 ^{c,d}

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

Normal P-P Plot of Regression Standardized Residual



- Uji Multikolinearitas

		Coefficients ^a						Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF	
		B	Std. Error	Beta					
1	(Constant)	11.224	4.009		2.799	.008			
	Budaya Kerja	.299	.115	.318	2.587	.013	.869	1.150	
	Motivasi Kerja	.307	.074	.508	4.137	.000	.869	1.150	

a. Dependent Variable: Kinerja

- Uji Heteroskdastisitas

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.936	2.125		2.323	.025
	Budaya Kerja	-.092	.061	-.247	-1.503	.141
	Motivasi Kerja	-.004	.039	-.019	-.115	.909

a. Dependent Variable: Kinerja

- **Regression**

- **Koefisien determinasi (R²)**

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.690 ^a	.476	.450	2.10185

a. Predictors: (Constant), Motivasi Kerja, Budaya Kerja

- **Hasil Uji Regresi Linear Berganda**

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	160.359	2	80.179	18.149	.000 ^b
	Residual	176.711	40	4.418		
	Total	337.070	42			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Motivasi Kerja, Budaya Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.224	4.009		2.799	.008
	Budaya Kerja	.299	.115	.318	2.587	.013
	Motivasi Kerja	.307	.074	.508	4.137	.000

a. Dependent Variable: Kinerja

- Foto bersama beberapa Agen PT. Allianz Life Indonesia Cabang Kota Makassar



- Surat keterangan telah meneliti



PT Asuransi Allianz Life Indonesia

SURAT KETERANGAN

Yang bertanda tangan dibawah ini,

Nama : SUARDI MAPPA,SE,AIAM,AFA.
Jabatan : PIC ALLIANZ LIFE MAKASSAR

Menerangkan Bahwa,

Nama : SITI NUR ANNISA
No. Pokok : A021191155
Departemen : Manajemen
Tempat tgl lahir : Makassar,03-10-2001
Program Studi : Strata Satu (S1)
Alamat : Jl. Bajiminasa II Dalam No.66 Makassar

Adalah benar nama tersebut diatas telah melaksanakan penelitian di perusahaan kami PT. Asuransi Allianz Life Indonesia kantor cabang Makassar dengan judul penelitian "**Pengaruh Budaya Kerja dan Motivasi Kerja Terhadap Kinerja Agen Pada PT. Allianz Life Indonesia Cabang Kota Makassar**".

Demikianlah surat keterangan ini dibuat dengan sebenarnya untuk dipergunakan sebagaimana mestinya.


Makassar, 15 Mei 2023
SUARDI MAPPA,SE,AIAM,AFA
PIC Makassar