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INSTRUMEN PENELITIAN

KUESIONER

A. Pendahuluan

Sebelumnya saya menyampaikan terima kasih atas kesediaan Bapak/Ibu/Saudara (i) dalam membantu mengisi data dan jawaban atas pernyataan-pernyataan berikut. Pengisian daftar pernyataan ini semata-mata hanya untuk data penelitian dalam rangka penyelesaian studi pada Jurusan Manajemen Fakultas Ekonomi dan Bisnis Universitas Hasanuddin Makassar.

B. Identitas Responden

Nama :

 Alamat :

 Jenis Kelamin *) : a. Laki-laki b. Perempuan
 Usia :

 Pendidikan Terakhir *) :

C. Petunjuk Pengisian

Berilah tanda silang (X) pada jawaban dari pernyataan-pernyataan berikut yang menurut Bapak/Ibu/Saudara (i) paling sesuai. Kategori jawaban menggunakan skala Likert dengan rentang skala 1 – 5 dengan pilihan jawaban:

- 1 = Tidak Baik
- 2 = Kurang Baik
- 3 = Cukup Baik
- 4 = Baik
- 5 = Sangat Baik

*) Lingkari yang perlu

| KOMPENSASI (X₁) | | | | | | |
|--|---|------------------------|---|-----------------------|---|---|
| Berilah tanda (X) pada pernyataan di bawah ini dengan memilih skala nilai 1 sampai dengan 5 tentang kinerja, di mana skala | | | | | | |
| 1 = Tidak Sesuai | | 2 = Kurang Sesuai | | 3 = Cukup Baik | | |
| 4 = Sesuai | | 5 = Sangat Sesuai | | | | |
| 1 | Karyawan mendapatkan gaji, bonus dan tunjangan sebagai bentuk kompensasi material atas hasil kerja yang dicapai | 1 | 2 | 3 | 4 | 5 |
| 2 | Karyawan memperoleh kesempatan berprestasi sebagai bentuk kompensasi sosial atas hasil kerja yang dicapai | 1 | 2 | 3 | 4 | 5 |
| 3 | Karyawan mendapatkan kewenangan dan tanggungjawab kerja sebagai bentuk kompensasi aktivitas yang dilaksanakan | 1 | 2 | 3 | 4 | 5 |
| PROMOSI JABATAN (X₂) | | | | | | |
| Berilah tanda (X) pada pernyataan di bawah ini dengan memilih skala nilai 1 sampai dengan 5 tentang kinerja, di mana skala | | | | | | |
| 1 = Tidak Sesuai | | 2 = Kurang Sesuai | | 3 = Cukup Baik | | |
| 4 = Sesuai | | 5 = Sangat Sesuai | | | | |
| 1 | Karyawan diberikan promosi jabatan sesuai dengan prestasi kerja | 1 | 2 | 3 | 4 | 5 |
| 2 | Karyawan diberikan promosi jabatan berdasarkan tingkat kesenioran | 1 | 2 | 3 | 4 | 5 |
| 3 | Karyawan diberikan promosi jabatan berdasarkan penguasaan bidang kerja | 1 | 2 | 3 | 4 | 5 |
| MOTIVASI KARYAWAN (Y) | | | | | | |
| Berilah tanda (X) pada pernyataan di bawah ini dengan memilih skala nilai 1 sampai dengan 5 tentang kinerja, di mana skala | | | | | | |
| 1 = Tidak Termotivasi | | 2 = Kurang Termotivasi | | 3 = Cukup Termotivasi | | |
| 4 = Termotivasi | | 5 = Sangat Termotivasi | | | | |
| 1 | Pemberian insentif yang layak memotivasi karyawan dalam bekerja | 1 | 2 | 3 | 4 | 5 |
| 2 | Terciptanya kondisi kerja yang nyaman memberikan ketenangan bagi karyawan dalam bekerja | 1 | 2 | 3 | 4 | 5 |
| 3 | Mendapatkan penghargaan atas keberhasilan yang dicapai | 1 | 2 | 3 | 4 | 5 |
| 4 | Diberikan amanah untuk senantiasa berkoordinasi dan bekerjasama | 1 | 2 | 3 | 4 | 5 |
| 5 | Menyenangi pekerjaan yang ditekuni dan terus memajukan organisasi | 1 | 2 | 3 | 4 | 5 |

Lampiran 2

DATA KUSIONER

| Resp | L/P | Umur | Pendidikan | Kompensasi (X1) | | | Total | Rata-rata | Promosi (X2) | | | Total | Rata-rata | Motivasi (Y) | | | | | Total | Rata-rata |
|------|-----|------|------------|-----------------|---|---|-------|-----------|--------------|---|---|-------|-----------|--------------|---|---|---|---|-------|-----------|
| | | | | 1 | 2 | 3 | | | 1 | 2 | 3 | | | 1 | 2 | 3 | 4 | 5 | | |
| 1 | P | 29 | S1 | 5 | 5 | 4 | 14 | 4.67 | 4 | 5 | 4 | 13 | 4.33 | 5 | 4 | 5 | 4 | 4 | 22 | 4.40 |
| 2 | P | 29 | S1 | 4 | 4 | 4 | 12 | 4.00 | 4 | 3 | 4 | 11 | 3.67 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |
| 3 | P | 29 | S1 | 3 | 4 | 4 | 11 | 3.67 | 4 | 4 | 3 | 11 | 3.67 | 4 | 4 | 3 | 4 | 4 | 19 | 3.80 |
| 4 | P | 29 | S1 | 1 | 4 | 4 | 9 | 3.00 | 4 | 4 | 3 | 11 | 3.67 | 5 | 5 | 4 | 4 | 4 | 22 | 4.40 |
| 5 | P | 38 | S1 | 3 | 4 | 4 | 11 | 3.67 | 3 | 3 | 4 | 10 | 3.33 | 4 | 4 | 3 | 4 | 4 | 19 | 3.80 |
| 6 | P | 33 | S1 | 2 | 4 | 3 | 9 | 3.00 | 3 | 5 | 4 | 12 | 4.00 | 4 | 4 | 4 | 4 | 3 | 19 | 3.80 |
| 7 | L | 30 | S1 | 4 | 5 | 4 | 13 | 4.33 | 5 | 4 | 5 | 14 | 4.67 | 4 | 4 | 5 | 4 | 5 | 22 | 4.40 |
| 8 | L | 37 | S1 | 4 | 4 | 5 | 13 | 4.33 | 4 | 5 | 4 | 13 | 4.33 | 4 | 4 | 4 | 4 | 5 | 21 | 4.20 |
| 9 | P | 32 | S1 | 2 | 4 | 5 | 11 | 3.67 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |
| 10 | P | 23 | S1 | 4 | 5 | 5 | 14 | 4.67 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |
| 11 | P | 26 | S1 | 5 | 4 | 5 | 14 | 4.67 | 5 | 4 | 5 | 14 | 4.67 | 5 | 5 | 5 | 5 | 5 | 25 | 5.00 |
| 12 | P | 33 | D3 | 4 | 4 | 4 | 12 | 4.00 | 5 | 5 | 5 | 15 | 5.00 | 5 | 5 | 4 | 4 | 4 | 22 | 4.40 |
| 13 | L | 35 | SMA | 4 | 4 | 4 | 12 | 4.00 | 3 | 3 | 3 | 9 | 3.00 | 3 | 4 | 2 | 3 | 3 | 15 | 3.00 |
| 14 | L | 29 | D3 | 5 | 5 | 5 | 15 | 5.00 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 5 | 4 | 5 | 22 | 4.40 |
| 15 | P | 49 | SMP | 4 | 4 | 5 | 13 | 4.33 | 5 | 4 | 5 | 14 | 4.67 | 3 | 4 | 5 | 3 | 5 | 20 | 4.00 |
| 16 | L | 42 | SMA | 4 | 4 | 3 | 11 | 3.67 | 4 | 4 | 3 | 11 | 3.67 | 4 | 3 | 4 | 4 | 4 | 19 | 3.80 |
| 17 | L | 41 | SMA | 4 | 4 | 5 | 13 | 4.33 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |
| 18 | L | 31 | SMA | 4 | 4 | 4 | 12 | 4.00 | 4 | 3 | 4 | 11 | 3.67 | 4 | 3 | 4 | 4 | 5 | 20 | 4.00 |
| 19 | L | 37 | SMA | 4 | 4 | 5 | 13 | 4.33 | 5 | 4 | 5 | 14 | 4.67 | 3 | 4 | 5 | 3 | 5 | 20 | 4.00 |
| 20 | L | 39 | SMA | 4 | 4 | 5 | 13 | 4.33 | 4 | 4 | 4 | 12 | 4.00 | 5 | 4 | 4 | 4 | 4 | 21 | 4.20 |
| 21 | P | 29 | SMA | 5 | 5 | 5 | 15 | 5.00 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 4 | 4 | 5 | 21 | 4.20 |
| 22 | L | 40 | SMA | 4 | 3 | 4 | 11 | 3.67 | 4 | 3 | 4 | 11 | 3.67 | 4 | 5 | 4 | 4 | 5 | 22 | 4.40 |
| 23 | P | 30 | SMA | 5 | 5 | 5 | 15 | 5.00 | 5 | 4 | 4 | 13 | 4.33 | 5 | 4 | 4 | 5 | 5 | 23 | 4.60 |
| 24 | L | 56 | SMP | 5 | 5 | 5 | 15 | 5.00 | 4 | 5 | 4 | 13 | 4.33 | 5 | 5 | 4 | 4 | 5 | 23 | 4.60 |

| | | | | | | | | | | | | | | | | | | | | |
|----|---|----|-----|---|---|---|----|------|---|---|---|----|------|---|---|---|---|---|----|------|
| 25 | L | 56 | SMA | 4 | 4 | 4 | 12 | 4.00 | 5 | 4 | 5 | 14 | 4.67 | 5 | 4 | 5 | 4 | 5 | 23 | 4.60 |
| 26 | L | 55 | SMP | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 4 | 12 | 4.00 | 3 | 4 | 4 | 4 | 4 | 19 | 3.80 |
| 27 | L | 49 | S1 | 3 | 5 | 4 | 12 | 4.00 | 4 | 4 | 4 | 12 | 4.00 | 3 | 3 | 4 | 5 | 5 | 20 | 4.00 |
| 28 | L | 49 | SMA | 3 | 4 | 4 | 11 | 3.67 | 3 | 4 | 3 | 10 | 3.33 | 4 | 4 | 3 | 4 | 3 | 18 | 3.60 |
| 29 | L | 47 | SMP | 1 | 4 | 4 | 9 | 3.00 | 3 | 4 | 5 | 12 | 4.00 | 4 | 3 | 5 | 4 | 5 | 21 | 4.20 |
| 30 | L | 46 | SMA | 5 | 5 | 5 | 15 | 5.00 | 5 | 4 | 4 | 13 | 4.33 | 4 | 4 | 4 | 4 | 5 | 21 | 4.20 |
| 31 | L | 44 | SMA | 4 | 4 | 5 | 13 | 4.33 | 4 | 4 | 4 | 12 | 4.00 | 5 | 4 | 4 | 3 | 5 | 21 | 4.20 |
| 32 | L | 41 | SMA | 4 | 5 | 4 | 13 | 4.33 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 5 | 4 | 4 | 21 | 4.20 |
| 33 | L | 46 | SMA | 1 | 4 | 4 | 9 | 3.00 | 4 | 5 | 4 | 13 | 4.33 | 5 | 4 | 3 | 5 | 4 | 21 | 4.20 |
| 34 | L | 33 | SMA | 4 | 5 | 5 | 14 | 4.67 | 4 | 5 | 5 | 14 | 4.67 | 5 | 5 | 5 | 4 | 4 | 23 | 4.60 |
| 35 | P | 32 | SMA | 2 | 3 | 4 | 9 | 3.00 | 4 | 2 | 3 | 9 | 3.00 | 4 | 4 | 3 | 3 | 4 | 18 | 3.60 |
| 36 | L | 53 | SMA | 4 | 4 | 4 | 12 | 4.00 | 5 | 5 | 5 | 15 | 5.00 | 5 | 4 | 3 | 4 | 4 | 20 | 4.00 |
| 37 | L | 50 | SMA | 1 | 4 | 4 | 9 | 3.00 | 3 | 3 | 3 | 9 | 3.00 | 4 | 4 | 4 | 4 | 5 | 21 | 4.20 |
| 38 | L | 50 | SMA | 5 | 5 | 5 | 15 | 5.00 | 5 | 4 | 4 | 13 | 4.33 | 5 | 5 | 4 | 4 | 5 | 23 | 4.60 |
| 39 | L | 50 | SMA | 4 | 5 | 4 | 13 | 4.33 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |
| 40 | L | 47 | SMA | 2 | 4 | 4 | 10 | 3.33 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |
| 41 | L | 42 | SMA | 4 | 5 | 4 | 13 | 4.33 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 3 | 4 | 4 | 19 | 3.80 |
| 42 | L | 39 | SMA | 4 | 4 | 5 | 13 | 4.33 | 5 | 3 | 5 | 13 | 4.33 | 4 | 4 | 5 | 5 | 3 | 21 | 4.20 |
| 43 | L | 43 | SMA | 5 | 4 | 5 | 14 | 4.67 | 4 | 3 | 4 | 11 | 3.67 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |
| 44 | L | 46 | S1 | 5 | 5 | 5 | 15 | 5.00 | 4 | 5 | 5 | 14 | 4.67 | 5 | 5 | 5 | 4 | 5 | 24 | 4.80 |
| 45 | L | 40 | SMA | 4 | 5 | 5 | 14 | 4.67 | 4 | 3 | 4 | 11 | 3.67 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |
| 46 | L | 34 | SMA | 5 | 3 | 5 | 13 | 4.33 | 5 | 4 | 5 | 14 | 4.67 | 4 | 5 | 4 | 5 | 5 | 23 | 4.60 |
| 47 | L | 42 | SMA | 4 | 5 | 5 | 14 | 4.67 | 4 | 5 | 4 | 13 | 4.33 | 5 | 5 | 5 | 5 | 4 | 24 | 4.80 |
| 48 | L | 28 | SMA | 5 | 4 | 5 | 14 | 4.67 | 4 | 5 | 4 | 13 | 4.33 | 5 | 4 | 5 | 5 | 3 | 22 | 4.40 |
| 49 | L | 25 | SMA | 4 | 4 | 5 | 13 | 4.33 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 5 | 4 | 5 | 22 | 4.40 |
| 50 | L | 35 | S1 | 4 | 5 | 5 | 14 | 4.67 | 4 | 4 | 4 | 12 | 4.00 | 4 | 4 | 4 | 4 | 4 | 20 | 4.00 |