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KUESIONER PENELITIAN

PENGARUH KOMITMEN ORGANISASI, *REWARD* DAN *PUNISHMENT* TERHADAP KINERJA KARYAWAN PADA CV. SRITI BERDIKARI CARGO EXPRESS DI SIDOARJO

Kepada yth

Bapak/ibu Responden

Di

Tempat

Dengan hormat,

Dalam rangka memenuhi tugas Skripsi saya pada Universitas Bhayangkara Surabaya Fakultas Ekonomi Bisnis jurusan Manajemen, maka dengan segala kerendahan hati saya sangat menghargai tanggapan bapak/ibu terhadap beberapa pertanyaan yang tersedia dalam kuesioner ini mengenai **“Pengaruh Komitmen Organisasi, *Reward* dan *Punishment* Terhadap Kinerja Karyawan Pada CV. Sriti Berdikari Cargo Express di Sidoarjo”.** Pengumpulan data ini semata-mata hanya akan digunakan untuk maksud penyusunan skripsi dan akan dijamin kerahasiaannya.

Kesediaan dan kerja sama bapak/ibu berikan dalam bentuk informasi yang benar dan lengkap akan sangat mendukung keberhasilan penelitian ini. Selain itu jawaban yang bapak/ibu berikan juga merupakan masukan yang sangat berharga bagi saya.

Akhir kata saya mengucapkan terima kasih yang sebesar-besarnya atas bantuan dan kesediaan bapak/ibu yang telah meluangkan waktu dalam pengisian kuesioner ini.

Hormat saya

Lisa Oktaviana

**KUESIONER PENELITIAN**

1. **IDENTITAS RESPONDEN**

Mohon isi dan memberikan tanda ceklis (√)

1. Nama Responden :
2. Posisi/Jabatan :
3. Tempat/Tanggal lahir :
4. Jenis Kelamin : Laki – laki Perempuan
5. Pendidikan Terakhir : SD/MI SMP/MTS

SMA/SMK D1/D2/D3

S1

1. Lama Bekerja : Kurang dari 1 tahun

1 – 5 tahun

6 – 10 tahun

11 – 15 tahun

Lebih dari 15 tahun

1. Usia Anda Saat Ini : <25 tahun 25 – 35 tahun

36 – 45 tahun 46 – 55 tahun

Lebih dari 55 tahun

1. **PETUNJUK PENGISIAN**
2. Mohon memberi tanda ceklis (√) pada jawaban yang bapak/ibu anggap paling sesuai dan mohon mengisi bagian yang membutuhkan jawaban tertulis.
3. Setiap jawaban memiliki bobot nilai yang terdiri dari



1. Terimakasih atas kesediaan bapak/ibu telah mengisi kuesioner ini
2. **DAFTAR PERTANYAAN KUESIONER**
3. Komitmen Organisasi (X1)



1. *Reward* (X2)



1. *Punishment* (X3)



1. Kinerja (Y)



**TABEL r**





**TABEL DISTRIBUSI F**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Tabel Distribusi F untukProbabilita = 0,05** | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | |
| **Df untuk penyebut**  **(N2)** | **Df untuk penyebut (N2)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

**TABEL t**

**t Tabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

**UJI VALIDITAS REABILITAS**

| **Correlations** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | x1.1 | x.1.2 | x.1.3 | Total\_X1 |
| x1.1 | Pearson Correlation | 1 | .725\*\* | .222 | .863\*\* |
| Sig. (2-tailed) |  | .000 | .215 | .000 |
| N | 33 | 33 | 33 | 33 |
| x.1.2 | Pearson Correlation | .725\*\* | 1 | .219 | .848\*\* |
| Sig. (2-tailed) | .000 |  | .220 | .000 |
| N | 33 | 33 | 33 | 33 |
| x.1.3 | Pearson Correlation | .222 | .219 | 1 | .595\*\* |
| Sig. (2-tailed) | .215 | .220 |  | .000 |
| N | 33 | 33 | 33 | 33 |
| Total\_X1 | Pearson Correlation | .863\*\* | .848\*\* | .595\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 33 | 33 | 33 | 33 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

| **Correlations** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | x2.1 | x2.2 | x2.3 | x2.4 | Total\_X2 |
| x2.1 | Pearson Correlation | 1 | .723\*\* | .696\*\* | .762\*\* | .876\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| x2.2 | Pearson Correlation | .723\*\* | 1 | .927\*\* | .741\*\* | .937\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| x2.3 | Pearson Correlation | .696\*\* | .927\*\* | 1 | .710\*\* | .921\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| x2.4 | Pearson Correlation | .762\*\* | .741\*\* | .710\*\* | 1 | .888\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| Total\_X2 | Pearson Correlation | .876\*\* | .937\*\* | .921\*\* | .888\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 33 | 33 | 33 | 33 | 33 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

| **Correlations** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | x3\_1 | x3\_2 | X3\_3 | X3\_4 | Total\_X3 |
| x3\_1 | Pearson Correlation | 1 | .650\*\* | .565\*\* | .694\*\* | .748\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| x3\_2 | Pearson Correlation | .650\*\* | 1 | .636\*\* | .579\*\* | .730\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| X3\_3 | Pearson Correlation | .565\*\* | .636\*\* | 1 | .607\*\* | .718\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| X3\_4 | Pearson Correlation | .694\*\* | .579\*\* | .607\*\* | 1 | .761\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| Total\_X3 | Pearson Correlation | .748\*\* | .730\*\* | .718\*\* | .761\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 33 | 33 | 33 | 33 | 33 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

| **Correlations** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | y1 | y2 | y3 | y4 | Total\_y |
| y1 | Pearson Correlation | 1 | .645\*\* | .553\*\* | .944\*\* | .901\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| y2 | Pearson Correlation | .645\*\* | 1 | .868\*\* | .583\*\* | .870\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| y3 | Pearson Correlation | .553\*\* | .868\*\* | 1 | .617\*\* | .851\*\* |
| Sig. (2-tailed) | .001 | .000 |  | .000 | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| y4 | Pearson Correlation | .944\*\* | .583\*\* | .617\*\* | 1 | .901\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 |
| N | 33 | 33 | 33 | 33 | 33 |
| Total\_y | Pearson Correlation | .901\*\* | .870\*\* | .851\*\* | .901\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 33 | 33 | 33 | 33 | 33 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

**UJI RELIABIITAS**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .665 | 3 |

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .927 | 4 |

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .866 | 4 |

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .903 | 4 |

**REGRESI BERGANDA**

| **Model Summary** | | | | |
| --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .921a | .849 | .833 | .177 |
| a. Predictors: (Constant), Punishment, Komitmen Organisasi, Reward | | | | |

| **ANOVAb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 5.106 | 3 | 1.702 | 54.272 | .000a |
| Residual | .909 | 29 | .031 |  |  |
| Total | 6.015 | 32 |  |  |  |
| a. Predictors: (Constant), Punishment, Komitmen Organisasi, Reward | | | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | | | |

| **Coefficientsa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.025 | .322 |  | 3.180 | .003 |
| Komitmen Organisasi | .402 | .119 | .385 | 3.391 | .002 |
| Reward | .190 | .078 | .314 | 2.436 | .021 |
| Punishment | .217 | .081 | .316 | 2.688 | .012 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

**YAYASAN BRATA BHAKTI**

**UNIVERSITAS BHAYANGKARA SURABAYA**

**FAKULTAS EKONOMI BISNIS**

**BERITA ACARA**

Nama : Lisa Oktaviana

NIM/Program Studi : 14021181/Manajemen SDM

Acara : Ujian Skripsi TA

Hari : Kamis

Tanggal : 19 Juli 2018

Jam :

Pembimbing : 1. Dra.Ec.Hj.Cholifah.M.M

2. Enny Istanti, S.E., M.M

Revisi dari : 1. Dr. Haryono, M.Si Paraf

2. Dra.Ec.Hj.Cholifah.M.M Paraf

3. Juliani Pudjowati, S.E,.M.Si Paraf

Mengetahui,

Pembimbing I Ketua Program Studi

Dra.Ec.Hj.Cholifah.M.M Dra.Ec.Hj.Cholifah.M.M

NIDN. 0718045701 NIDN. 0718045701

Pembimbing II

Enny Istanti, S.E., M.M

NIDN. 0717097603

**LAMPIRAN BERITA ACARA REVISI**

Nama : Lisa Oktaviana

NPM/Jurusan : Manajemen Sumber Daya Manusia

Acara : Ujian Skripsi

Tgl 19 Bulan Juli Tahun 2018



Surabaya,

Pengesahan,

Juliani Pudjowati, S.E,.M.Si

NIDN. 0730087102

**KARTU BIMBINGAN SKRIPSI**

Nama : Lisa Oktaviana

N.I.M : 14021181

Program Studi : Manajemen

Spesialisasi : Manajemen Sumber Daya Manusia

Mulai Memprogram :

Judul Skripsi : Pengaruh Komitmen Organisasi, *Reward* dan *Punishment* Terhadap Kinerja Karyawan Pada CV. Sriti Berdikari Cargo Express di Sidoarjo

Pembimbing Utama : Dra.Ec.Hj.Cholifah.M.M

Pembimbing Pendamping : Enny Istanti, S.E., M.M



Surabaya,

Mengetahui

Ketua Program Studi Manajemen

Dra.Ec.Hj.Cholifah.M.M

NIDN. 0718045701