

LAMPIRAN-LAMPIRAN

A. Kuisisioner Penelitian

QUESTIONER PENELITIAN

**PENGARUH GAJI DAN BONUS TERHADAP MOTIVASI KERJA KARYAWAN PT
ASTRA INTERNASIONAL Tbk-TSO (AUTO 2000) REGIONAL PART
BANJARMASIN DITINJAU DARI PERPSEKTIF SYARIAH**

1. Petunjuk pengisian :

- a. Isilah masing-masing pernyataan yang sesuai dengan masing-masing bagian.
- b. Setiap pernyataan dibutuhkan satu jawaban kecuali ada keterangan lain.
- c. Setelah pengisian kuesioner Bapak/Ibu/Saudara/i dimohon dikembalikan kepada peneliti.

2. Data Responden

Nama : (Nama boleh tidak diisi)

Umur :

Jenis Kelamin : () Laki-laki, () perempuan

Jabatan :

Pendidikan :

Berilah tanda (v) pada kotak jawaban yang sesuai dengan keadaan yang sebenarnya

Pernyataan untuk variabel gaji yang sesuai prinsip syari'ah (X1) SS : Sangat Setuju S : Setuju N : Netral

TS : Tidak Setuju STS : Sangat Tidak Setuju

| NO ITEM | INDIKATOR | PERNYATAAN | SS | S | N | TS | STS |
|---------|---------------------|---|----|---|---|----|-----|
| | | | | | | | |
| P1 | Memenuhi Azas Adil | Gaji yang anda dapatkan sudah sesuai dengan beban kerja, tanggung jawab, serta jabatan/ kedudukan anda dalam kantor | | | | | |
| P2 | | Gaji yang anda dapatkan sudah sesuai dengan pendidikan dan keahlian yang andamiliki | | | | | |
| P3 | Memenuhi Azas layak | Gaji yang anda dapatkan sudah mencukupi dan layak untuk kebutuhan pokok sehari-hari, bagi diri anda sendiri beserta seluruh anggota keluarga tanggungan anda. | | | | | |

Pernyataan untuk variabel bonus yang sesuai prinsip syari'ah (X2) SS : Sangat Setuju S : Setuju N :

Netral TS : Tidak Setuju STS : Sangat Tidak Setuju

| NO ITEM | INDIKATOR | PERNYATAAN | SS | S | N | TS | STS |
|---------|--------------------|--|----|---|---|----|-----|
| | | | | | | | |
| P4 | Memenuhi Azas Adil | Bonus/insentif yang anda dapatkan sudah sesuai dengan beban kerja, tanggung jawab, dan jabatan/ kedudukan anda dalam kantor. | | | | | |
| P5 | | Bonus/insentif yang disediakan sudah sesuai dengan beban atau target yang ditentukan | | | | | |

| | | | | | | | |
|----|---------------------|---|--|--|--|--|--|
| P6 | Memenuhi Azas layak | Setelah mendapatkan bonus/insentif hidup anda lebih layak dan sejahtera jika dibandingkan dengan tanpa bonus. | | | | | |
|----|---------------------|---|--|--|--|--|--|

Pernyataan untuk variabel motivasi pegawai dengan etos kerja islam (Y) SI: Selalu Sr: Sering K: Kadang-kadang JS: Jarang Sekali TP: Tidak Pernah

| NO ITEM | INDIKATOR | PERNYATAAN | SI | Sr | K | JS | TP |
|---------|--|---|----|----|---|----|----|
| | | | | | | | |
| P7 | Aqidah (Penjabaran nilai aqidah dalam dunia kerja) | Dalam bekerja saya mempunyai pendirian teguh, tidak mudah terpengaruh | | | | | |
| P8 | | Dalam bekerja konsentrasi kerja saya tidak didasarkan pada ego, melainkan pada kewajiban dan rasa tanggung jawab. | | | | | |
| P9 | | Motivasi kerja saya adalah motivasi yang tergerak karena keluarga, diri saya, serta niat dan hasrat ibadah untuk memperoleh kehidupan surgawi diakhirat kelak | | | | | |
| P10 | Ilmu (mengetahui hal-hal yang baik dan harus dilakukan saat bekerja) | Dalam kerja saya berusaha untuk melakukan yang terbaik untuk mencapai Efektifitas dan efisiensi dalam kerja | | | | | |

| | | | | | | | |
|-----|--|--|--|--|--|--|--|
| P11 | | Saya bekerja menggunakan metode yang baik dan benar berdasarkan ilmu pengetahuan, skill, atau keahlian yang saya miliki. | | | | | |
| P12 | | Saya bekerja dengan disiplin, mengawali dan mengakhiri kerja dengan tepat waktu | | | | | |
| P13 | Amal (meneladani sifat-sifat ilahi dan diterapkan dalam dunia kerja) | Dalam pekerjaan sehari-hari saya menghormati (tidak mengurangi) hak-hak masyarakat dan sesama pegawai. | | | | | |
| P14 | | Saya berusaha bersikap tolong menolong dan memberi solusi atas permasalahan yang ditemui dalam pekerjaan, baik kepada sesama pegawai, atasan, maupun masyarakat. | | | | | |

B. Data Kuisisioner

| NO | G1 | G2 | G3 | B1 | B2 | B3 | Y1 | Y2 | Y3 |
|----|----|----|----|----|----|----|----|----|----|
| 1 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 |
| 2 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 5 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 5 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 5 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 7 | 4 | 4 | 2 | 4 | 4 | 2 | 5 | 5 | 5 |
| 8 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 |
| 9 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 5 | 5 |
| 10 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 |
| 11 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 12 | 3 | 3 | 3 | 2 | 3 | 3 | 5 | 5 | 4 |
| 13 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 |
| 14 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 |
| 16 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 |
| 17 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 3 |
| 18 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 |
| 19 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 20 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 22 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 4 |
| 23 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 24 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 25 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 26 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |

| | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 |
| 28 | 3 | 3 | 2 | 3 | 2 | 2 | 4 | 5 | 5 |
| 29 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 5 |
| 30 | 4 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 32 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 35 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 39 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 |
| 40 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 42 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 43 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 47 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 | 5 |
| 48 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 50 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 51 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 53 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 54 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |

C. Analisis Deskriptif Pertanyaan

1. Variabel Gaji

| Statistics | | | | |
|------------|---------|----|----|----|
| | | G1 | G2 | G3 |
| N | Valid | 54 | 54 | 54 |
| | Missing | 0 | 0 | 0 |

| G1 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.9 | 1.9 | 1.9 |
| | 2.00 | 1 | 1.9 | 1.9 | 3.7 |
| | 3.00 | 9 | 16.7 | 16.7 | 20.4 |
| | 4.00 | 34 | 63.0 | 63.0 | 83.3 |
| | 5.00 | 9 | 16.7 | 16.7 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| G2 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.9 | 1.9 | 1.9 |
| | 2.00 | 1 | 1.9 | 1.9 | 3.7 |
| | 3.00 | 12 | 22.2 | 22.2 | 25.9 |
| | 4.00 | 32 | 59.3 | 59.3 | 85.2 |
| | 5.00 | 8 | 14.8 | 14.8 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| G3 | | | | | |
|-------|------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.9 | 1.9 | 1.9 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 2.00 | 5 | 9.3 | 9.3 | 11.1 |
| | 3.00 | 10 | 18.5 | 18.5 | 29.6 |
| | 4.00 | 29 | 53.7 | 53.7 | 83.3 |
| | 5.00 | 9 | 16.7 | 16.7 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| Descriptive Statistics | | | | |
|-------------------------------|----|--------|--------|----------------|
| | N | Sum | Mean | Std. Deviation |
| G1 | 54 | 211.00 | 3.9074 | 0.75906 |
| G2 | 54 | 207.00 | 3.8333 | 0.77093 |
| G3 | 54 | 202.00 | 3.7407 | 0.91497 |
| Valid N (listwise) | 54 | | | |

2. Variabel Bonus

| Statistics | | | | |
|-------------------|---------|----|----|----|
| | | B1 | B2 | B3 |
| N | Valid | 54 | 54 | 54 |
| | Missing | 0 | 0 | 0 |

| B1 | | | | | |
|-----------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.9 | 1.9 | 1.9 |
| | 2.00 | 3 | 5.6 | 5.6 | 7.4 |
| | 3.00 | 6 | 11.1 | 11.1 | 18.5 |
| | 4.00 | 34 | 63.0 | 63.0 | 81.5 |
| | 5.00 | 10 | 18.5 | 18.5 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| B2 | | | | | |
|-----------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.9 | 1.9 | 1.9 |
| | 2.00 | 3 | 5.6 | 5.6 | 7.4 |
| | 3.00 | 12 | 22.2 | 22.2 | 29.6 |
| | 4.00 | 29 | 53.7 | 53.7 | 83.3 |
| | 5.00 | 9 | 16.7 | 16.7 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| B3 | | | | | |
|-----------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.9 | 1.9 | 1.9 |
| | 2.00 | 3 | 5.6 | 5.6 | 7.4 |
| | 3.00 | 12 | 22.2 | 22.2 | 29.6 |
| | 4.00 | 27 | 50.0 | 50.0 | 79.6 |
| | 5.00 | 11 | 20.4 | 20.4 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| Descriptive Statistics | | | | |
|-------------------------------|----|--------|--------|----------------|
| | N | Sum | Mean | Std. Deviation |
| B1 | 54 | 211.00 | 3.9074 | 0.83029 |
| B2 | 54 | 204.00 | 3.7778 | 0.86147 |
| B3 | 54 | 206.00 | 3.8148 | 0.89177 |
| Valid N (listwise) | 54 | | | |

3. Variabel Motivasi

| Statistics | | | | |
|-------------------|---------|----|----|----|
| | | M1 | M2 | M3 |
| N | Valid | 54 | 54 | 54 |
| | Missing | 0 | 0 | 0 |

| M1 | | | | | |
|-----------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 2 | 3.7 | 3.7 | 3.7 |
| | 4.00 | 12 | 22.2 | 22.2 | 25.9 |
| | 5.00 | 40 | 74.1 | 74.1 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| M2 | | | | | |
|-----------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.9 | 1.9 | 1.9 |
| | 4.00 | 13 | 24.1 | 24.1 | 25.9 |
| | 5.00 | 40 | 74.1 | 74.1 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| M3 | | | | | |
|-----------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1.00 | 1 | 1.9 | 1.9 | 1.9 |
| | 3.00 | 1 | 1.9 | 1.9 | 3.7 |
| | 4.00 | 12 | 22.2 | 22.2 | 25.9 |
| | 5.00 | 40 | 74.1 | 74.1 | 100.0 |
| | Total | 54 | 100.0 | 100.0 | |

| Descriptive Statistics | | | | |
|-------------------------------|----|--------|--------|----------------|
| | N | Sum | Mean | Std. Deviation |
| M1 | 54 | 250.00 | 4.6296 | 0.83092 |
| M2 | 54 | 253.00 | 4.6852 | 0.66798 |
| M3 | 54 | 252.00 | 4.6667 | 0.70040 |
| Valid N (listwise) | 54 | | | |

D. Uji Validitas

1. Variabel Gaji

| Correlations | | | | | |
|--------------|---------------------|--------|--------|--------|--------|
| | | G1 | G2 | G3 | X1 |
| G1 | Pearson Correlation | 1 | .844** | .753** | .937** |
| | Sig. (2-tailed) | | 0.000 | 0.000 | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| G2 | Pearson Correlation | .844** | 1 | .687** | .911** |
| | Sig. (2-tailed) | 0.000 | | 0.000 | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| G3 | Pearson Correlation | .753** | .687** | 1 | .901** |
| | Sig. (2-tailed) | 0.000 | 0.000 | | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| X1 | Pearson Correlation | .937** | .911** | .901** | 1 |
| | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | |
| | N | 54 | 54 | 54 | 54 |

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

2. Variabel Bonus

| Correlations | | | | | |
|--------------|---------------------|--------|--------|--------|--------|
| | | B1 | B2 | B3 | X2 |
| B1 | Pearson Correlation | 1 | .762** | .664** | .909** |
| | Sig. (2-tailed) | | 0.000 | 0.000 | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| B2 | Pearson Correlation | .762** | 1 | .609** | .890** |

| | | | | | |
|--|---------------------|--------|--------|--------|--------|
| | Sig. (2-tailed) | 0.000 | | 0.000 | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| B3 | Pearson Correlation | .664** | .609** | 1 | .860** |
| | Sig. (2-tailed) | 0.000 | 0.000 | | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| X2 | Pearson Correlation | .909** | .890** | .860** | 1 |
| | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | |
| | N | 54 | 54 | 54 | 54 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

3. Variabel Motivasi

| Correlations | | | | | |
|--------------|---------------------|--------|--------|--------|--------|
| | | M1 | M2 | M3 | Y |
| M1 | Pearson Correlation | 1 | .534** | .465** | .814** |
| | Sig. (2-tailed) | | 0.000 | 0.000 | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| M2 | Pearson Correlation | .534** | 1 | .739** | .877** |
| | Sig. (2-tailed) | 0.000 | | 0.000 | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| M3 | Pearson Correlation | .465** | .739** | 1 | .851** |
| | Sig. (2-tailed) | 0.000 | 0.000 | | 0.000 |
| | N | 54 | 54 | 54 | 54 |
| Y | Pearson Correlation | .814** | .877** | .851** | 1 |
| | Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | |
| | N | 54 | 54 | 54 | 54 |

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

E. Uji Reabilitas

1. Variabel Gaji

| Case Processing Summary | | | |
|-------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | 0.0 |
| | Total | 52 | 100.0 |

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

| Reliability Statistics | | |
|------------------------|--|------------|
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| 0.899 | 0.905 | 3 |

2. Variabel Bonus

| Case Processing Summary | | | |
|-------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | 0.0 |
| | Total | 52 | 100.0 |

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

| Reliability Statistics | | |
|------------------------|--|------------|
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| 0.864 | 0.865 | 3 |

3. Variabel Motivasi

| Case Processing Summary | | | |
|-------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | 0.0 |
| | Total | 52 | 100.0 |

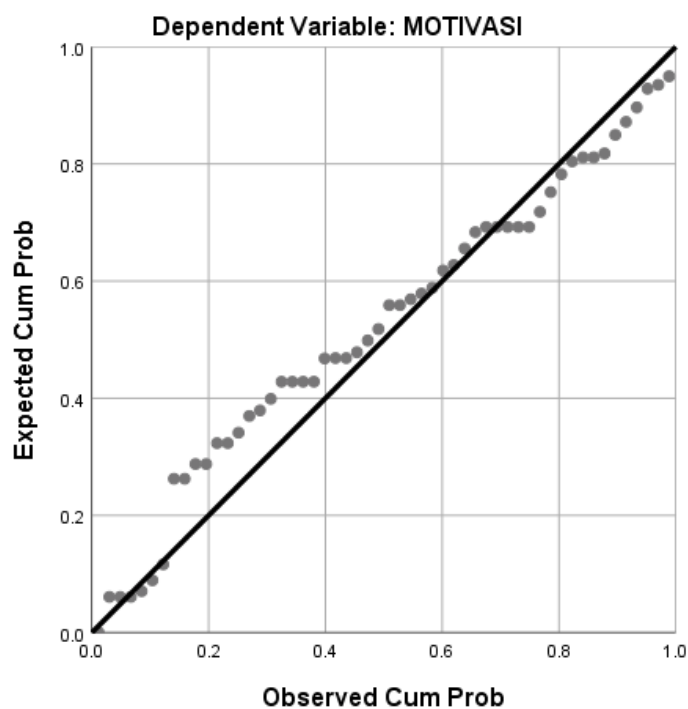
a. Listwise deletion based on all variables in the procedure.

| Reliability Statistics | | |
|------------------------|--|------------|
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| 0.791 | 0.803 | 3 |

F. Uji Normalitas

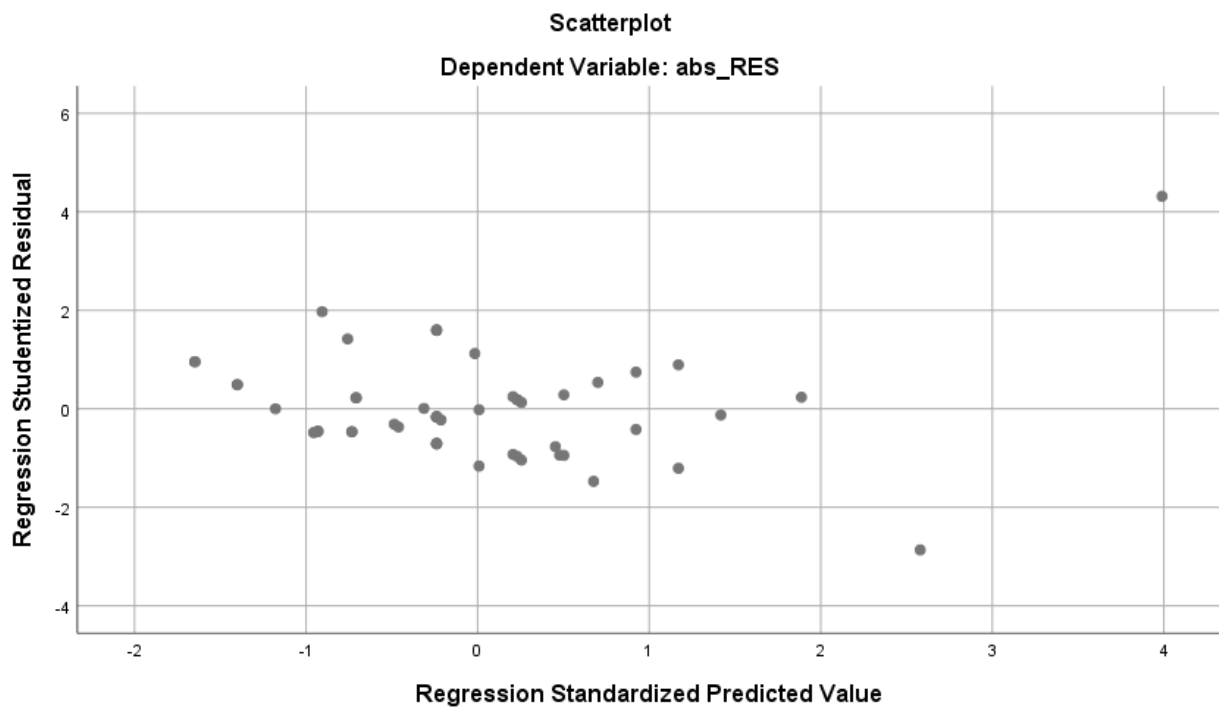
Grafik Normal Probability Plot

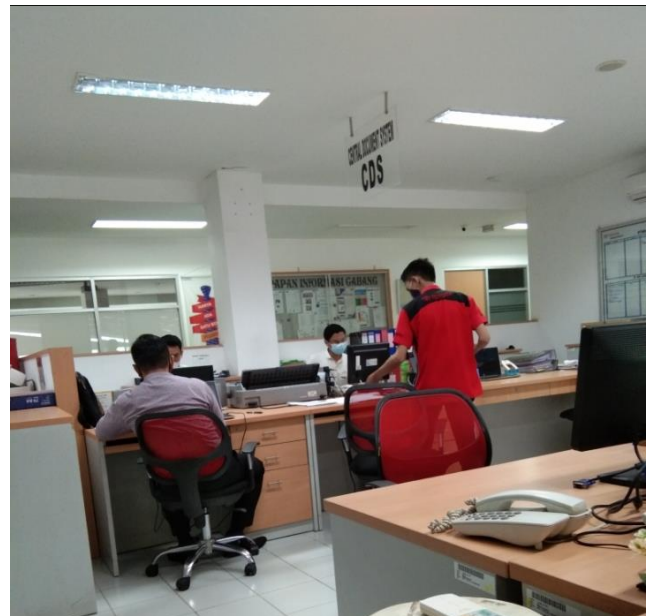
Normal P-P Plot of Regression Standardized Residual



G. Uji Heteroskedisitas

Grafik Scatterplot





RIWAYAT HIDUP

1. Nama Lengkap : Khairuddin
2. Tempat dan Tanggal Lahir : Bajayau Lama, 28 Juli 1998
3. Agama : Islam
4. Alamat : Jl. Martapura Lama RT 13 RW 12 Komplek
Madya Jaya, Sungai Lulut
5. Kebangsaan : Indonesia
6. Pendidikan : a. SDN 3 Belimbing Raya
b. MTsN Pandawan
c. SMKN 1 Barabai

7. Orang Tua

a. Ayah

Nama : Haris

Pekerjaan : Wiraswasta

Alamat : Jl. Martapura Lama RT 13 RW 12 Komplek Madya
Jaya, Sungai Lulut

b. Ibu

Nama : Rahimah

Pekerjaan : Ibu Rumah Tangga

Alamat : Jl. Martapura Lama RT 13 RW 12 Komplek Madya
Jaya, Sungai Lulut

8.Jumlah Saudara : Anak Tunggal

Banjarmasin, 20 Oktober 2020



KHAIRUDDIN