**Lampiran 1**

**Data Absensi dan Pengeluaran Tenaga Kerja**

| Tahun | Jumlah Karyawan (orang) | Sakit (hari/tahun) | Cuti (hari/tahun) | Keperluan lainnya (hari/tahun) | Jumlah Absensi (hari/tahun) |
|---|---|---|---|---|---|
| 1997 | 87 | 76 | 132 | 29 | 237 |
| 1998 | 92 | 71 | 146 | 26 | 243 |
| 1999 | 98 | 72 | 130 | 34 | 236 |
| 2000 | 102 | 81 | 137 | 29 | 247 |
| 2001 | 101 | 69 | 148 | 31 | 248 |
| 2002 | 97 | 67 | 129 | 38 | 234 |
| 2003 | 112 | 74 | 138 | 49 | 261 |
| 2004 | 106 | 67 | 132 | 45 | 244 |
| 2005 | 104 | 71 | 138 | 33 | 242 |
| 2006 | 101 | 62 | 116 | 34 | 212 |

**Lampiran 3**
**Data Hasil Penelitian**

| Tahun | Absensi | Pengeluaran | Produktivitas Kerja |
|---|---|---|---|
| 1997 | 237 | 7 | 120,49 |
| 1998 | 243 | 4 | 123,43 |
| 1999 | 236 | 6 | 116,03 |
| 2000 | 247 | 3 | 132,62 |
| 2001 | 248 | 7 | 118,56 |
| 2002 | 234 | 4 | 122,38 |
| 2003 | 261 | 8 | 78,44 |
| 2004 | 244 | 6 | 114,19 |
| 2005 | 242 | 4 | 127,80 |

**Lampiran 2**

**Data Produktivitas Kerja**

| Tahun | Output (unit/tahun) | Jumlah Karyawan (orang) | Jam Kerja Per Hari (jam/hari) | Jumlah Hari Kerja (hari/tahun) | Jam Kerja Per Tahun (jam) | Produktivitas Kerja (unit/jam) |
|---|---|---|---|---|---|---|
| 1997 | 28.102.800 | 87 | 8,30 | 323 | 233.238 | 120,490 |
| 1998 | 30.820.250 | 92 | 8,30 | 327 | 249.697 | 123,430 |
| 1999 | 30.578.800 | 98 | 8,30 | 324 | 263.542 | 116,030 |
| 2000 | 36.602.000 | 102 | 8,30 | 326 | 275.992 | 132,620 |
| 2001 | 32.102.500 | 101 | 8,30 | 323 | 270.771 | 118,560 |
| 2002 | 32.218.800 | 97 | 8,30 | 327 | 263.268 | 122,380 |
| 2003 | 28.069.950 | 112 | 9,45 | 338 | 357.853 | 78,440 |
| 2004 | 35.731.400 | 106 | 9,00 | 328 | 312.912 | 114,190 |
| 2005 | 35.742.800 | 104 | 8,30 | 324 | 279.677 | 127,800 |
| 2006 | 42.822.550 | 101 | 8,30 | 323 | 270.771 | 158,150 |

**Distribusi Frekuensi Data Absensi**

| INTERVAL | f | x | $x^2$ | fx | $fx^2$ |
|---|---|---|---|---|---|
| 212,0 - 224,15 | 1 | 218,08 | 47556,71 | 218,08 | 47556,71 |
| 224,3 - 236,4 | 2 | 230,33 | 53049,61 | 460,65 | 106099,21 |
| 236,5 - 248,65 | 6 | 242,58 | 58842,63 | 1455,45 | 353055,78 |
| 248,8 - 261,0 | 1 | 254,88 | 64961,27 | 254,88 | 64961,27 |
| JUMLAH | 10 | 945,85 | 224410,21 | 2389,05 | 571672,97 |

| | | | | |
|---|---|---|---|---|
| Banyak kelas (k) | = | 4,300 | = | 4 |
| Panjang kelas(i) | = | 12,250 | = | 12,25 |
| Mean | = | 238,905 | | |
| Median | = | 240,533 | | |
| Modus | = | 241,894 | | |
| SD | = | 10,0939 | | |
| SK | = | -0,484 | | |

| INTERVAL | Fo | Frekuensi Relatif |
|---|---|---|
| 212,0 - 224,2 | 1 | 10,0 % |
| 224,3 - 236,4 | 2 | 20,0 % |
| 236,5 - 248,7 | 6 | 60,0 % |
| 248,8 - 261,0 | 1 | 10,0 % |
| JUMLAH | 10 | 100,0 % |

**Distribusi Frekuensi Data Pengeluaran**

| INTERVAL | f | x | $x^2$ | fx | $fx^2$ |
|---|---|---|---|---|---|
| 3,0 - 3,9 | 1 | 3,45 | 11,90 | 3,45 | 11,90 |
| 4,0 - 4,9 | 4 | 4,45 | 19,80 | 17,80 | 79,21 |
| 5,0 - 6,0 | 2 | 5,50 | 30,25 | 11,00 | 60,50 |
| 6,1 - 8,0 | 3 | 7,05 | 49,70 | 21,15 | 149,11 |
| JUMLAH | 10 | 20,45 | 111,66 | 53,40 | 300,72 |

| | | | | |
|---|---|---|---|---|
| Banyak kelas (k) | = | 4,300 | = | 4 |
| Panjang kelas(i) | = | 1,250 | = | 1,25 |
| Mean | = | 5,340 | | |
| Median | = | 5,450 | | |
| Modus | = | 6,283 | | |
| SD | = | 1,3150 | | |
| SK | = | -0,251 | | |

| INTERVAL | Fo | Frekuensi Relatif |
|---|---|---|
| 3,0 - 3,9 | 1 | 10,0 % |
| 4,0 - 4,9 | 4 | 40,0 % |
| 5,0 - 6,0 | 2 | 20,0 % |
| 6,1 - 8,0 | 3 | 30,0 % |
| JUMLAH | 10 | 100,0 % |

**Distribusi Frekuensi Data Produktivitas Kerja**

| INTERVAL | f | x | $x^2$ | fx | $fx^2$ |
|---|---|---|---|---|---|
| 78,4 - 98,2 | 1 | 88,34 | 7803,96 | 88,34 | 7803,96 |
| 98,3 - 118,1 | 2 | 108,24 | 11715,90 | 216,48 | 23431,80 |
| 118,2 - 138,0 | 6 | 128,14 | 16419,86 | 768,84 | 98519,16 |
| 138,1 - 158,0 | 1 | 148,07 | 21924,72 | 148,07 | 21924,72 |
| JUMLAH | 10 | 472,79 | 57864,44 | 1221,73 | 151679,63 |

| | | | | |
|---|---|---|---|---|
| Banyak kelas (k) | = | 4,300 | = | 4 |
| Panjang kelas(i) | = | 19,928 | = | 19,9 |
| Mean | = | 122,173 | | |
| Median | = | 124,783 | | |
| Modus | = | 126,994 | | |
| SD | = | 16,3884 | | |
| SK | = | -0,478 | | |

| INTERVAL | Fo | Frekuensi Relatif |
|---|---|---|
| 78,4 - 98,2 | 1 | 10,0 % |
| 98,3 - 118,1 | 2 | 20,0 % |
| 118,2 - 138,0 | 6 | 60,0 % |
| 138,1 - 158,0 | 1 | 10,0 % |
| JUMLAH | 10 | 100,0 % |

**Manual Perhitungan Distribusi Frekuensi Data Insentif**

Banyak kelas (k) $= 1 + k \,.\, \log (N)$

$= 1 + 3{,}3 \times \log (10)$

$= 4{,}30$ dibulatkan 4

Panjang kelas (i) $= \dfrac{\text{Nilai Tertinggi} - \text{Nilai Terendah}}{\text{Banyak kelas}}$

$= \dfrac{261 - 212}{4}$

$= 12{,}25$

Mean $= \bar{x} = \dfrac{\sum f.x}{\sum f}$

$= \dfrac{2389{,}05}{10}$

$= 238{,}905$

Median $= TBK_{md} + i \left( \dfrac{1/2\ N - F}{fmd} \right)$

$= 236{,}45 + 12{,}25 \left( \dfrac{5 - 3}{6} \right)$

$= 240{,}533$

Modus $= TBK_{mo} + i \left( \dfrac{d1}{d1 + d2} \right)$

$= 236{,}45 + 12{,}25 \left( \dfrac{4}{4 + 5} \right)$

$= 241{,}894$

SD $= \sqrt{\frac{? fx^2 \; ? \; \frac{(? fx)^2}{n}}{n ? 1}}$

$= \sqrt{\frac{571672{,}97 \; ? \; \frac{(2389{,}05)^2}{10}}{10 ? 1}}$

$= 10{,}094$

SK $= \frac{3(\overline{X} - Md)}{SD}$

$= \frac{3(238{,}905 - 240{,}533)}{10{,}094}$

$= -0{,}484$

# Lampiran 4
# Uji Normalitas Data Absensi Kerja

## Explore

**Descriptives**

| | | | Statistic | Std. Error |
|---|---|---|---|---|
| Absensi | Mean | | 240,1000 | 4,0012 |
| | 95% Confidence Interval for Mean | Lower Bound | 231,0485 | |
| | | Upper Bound | 249,1515 | |
| | 5% Trimmed Mean | | 240,5000 | |
| | Median | | 242,5000 | |
| | Variance | | 160,100 | |
| | Std. Deviation | | 12,6531 | |
| | Minimum | | 212,00 | |
| | Maximum | | 261,00 | |
| | Range | | 49,00 | |
| | Interquartile Range | | 13,2500 | |
| | Skewness | | -,868 | ,687 |
| | Kurtosis | | 2,672 | 1,334 |

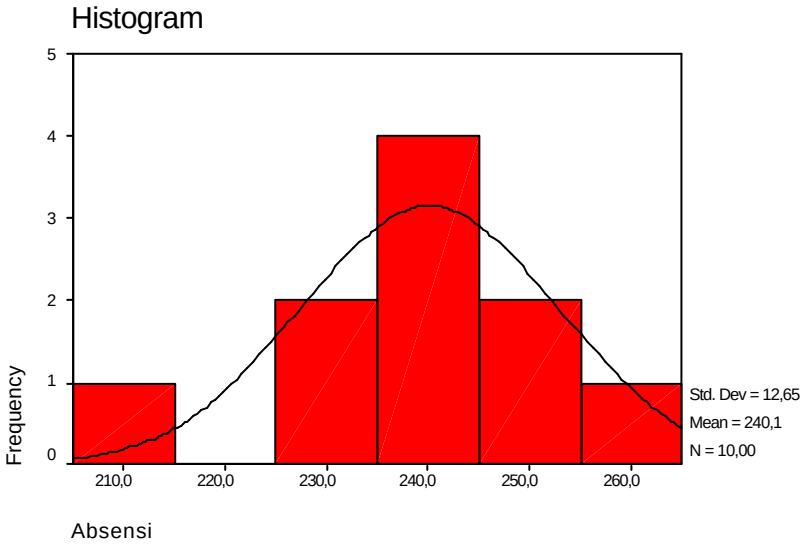
**Tests of Normality**

| | Kolmogorov-Smirnov[a] | | | Shapiro-Wilk | | |
|---|---|---|---|---|---|---|
| | Statistic | df | Sig. | Statistic | df | Sig. |
| Absensi | ,215 | 10 | ,200* | ,909 | 10 | ,332 |

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

## Absensi



# Lampiran 5
# Uji Normalitas Data Pengeluaran Tenaga Kerja

## Explore

**Descriptives**

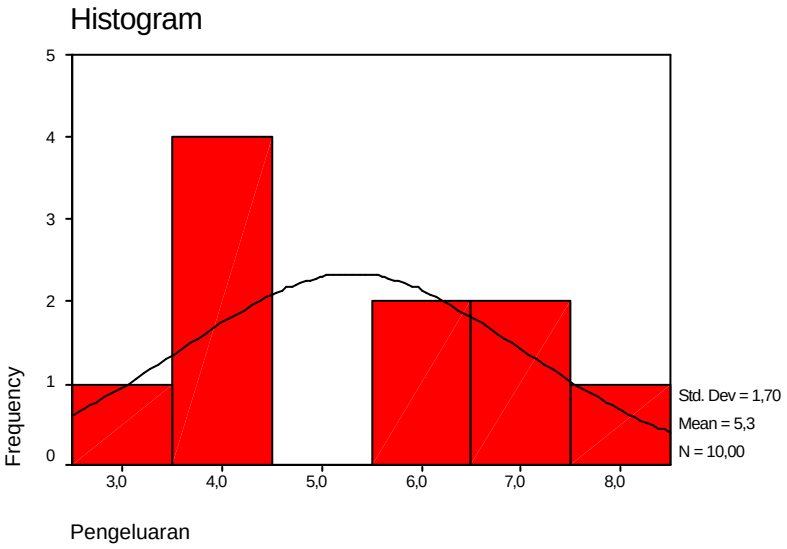
| | | | Statistic | Std. Error |
|---|---|---|---|---|
| Pengeluaran | Mean | | 5,3000 | ,5385 |
| | 95% Confidence Interval for Mean | Lower Bound | 4,0818 | |
| | | Upper Bound | 6,5182 | |
| | 5% Trimmed Mean | | 5,2778 | |
| | Median | | 5,0000 | |
| | Variance | | 2,900 | |
| | Std. Deviation | | 1,7029 | |
| | Minimum | | 3,00 | |
| | Maximum | | 8,00 | |
| | Range | | 5,00 | |
| | Interquartile Range | | 3,0000 | |
| | Skewness | | ,260 | ,687 |
| | Kurtosis | | -1,491 | 1,334 |

**Tests of Normality**

| | Kolmogorov-Smirnov[a] | | | Shapiro-Wilk | | |
|---|---|---|---|---|---|---|
| | Statistic | df | Sig. | Statistic | df | Sig. |
| Pengeluaran | ,177 | 10 | ,128 | ,895 | 10 | ,249 |

a. Lilliefors Significance Correction

## Pengeluaran



# Lampiran 6
# Uji Normalitas Data Produktivitas Kerja

## Explore

**Descriptives**

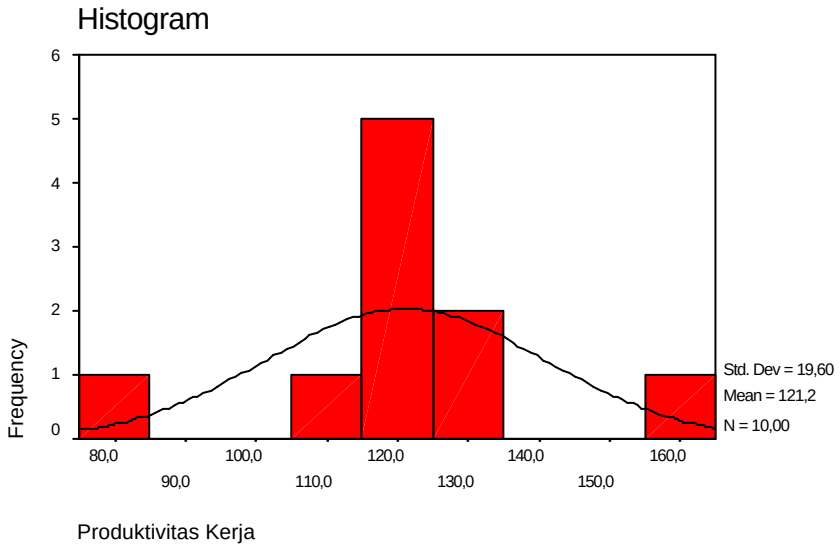
| | | | Statistic | Std. Error |
|---|---|---|---|---|
| Produktivitas Kerja | Mean | | 121,2090 | 6,1980 |
| | 95% Confidence Interval for Mean | Lower Bound | 107,1881 | |
| | | Upper Bound | 135,2299 | |
| | 5% Trimmed Mean | | 121,5328 | |
| | Median | | 121,4350 | |
| | Variance | | 384,156 | |
| | Std. Deviation | | 19,5999 | |
| | Minimum | | 78,44 | |
| | Maximum | | 158,15 | |
| | Range | | 79,71 | |
| | Interquartile Range | | 13,4350 | |
| | Skewness | | -,490 | ,687 |
| | Kurtosis | | 3,396 | 1,334 |

**Tests of Normality**

| | Kolmogorov-Smirnov[a] | | | Shapiro-Wilk | | |
|---|---|---|---|---|---|---|
| | Statistic | df | Sig. | Statistic | df | Sig. |
| Produktivitas Kerja | ,250 | 10 | ,070 | ,868 | 10 | ,098 |

a. Lilliefors Significance Correction

## Produktivitas Kerja



# Lampiran 7
# Uji Linieritas Hubungan Absensi Kerja dengan Produktivitas Kerja

## Oneway

**Descriptives**

Produktivitas Kerja

| | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum |
|---|---|---|---|---|---|---|---|---|
| | | | | | Lower Bound | Upper Bound | | |
| 212,00 | 1 | 158,1500 | , | , | , | , | 158,15 | 158,15 |
| 234,00 | 2 | 119,2050 | 4,4901 | 3,1750 | 78,8628 | 159,5472 | 116,03 | 122,38 |
| 237,00 | 1 | 120,4900 | , | , | , | , | 120,49 | 120,49 |
| 242,00 | 1 | 127,8000 | , | , | , | , | 127,80 | 127,80 |
| 243,00 | 2 | 118,8100 | 6,5337 | 4,6200 | 60,1073 | 177,5127 | 114,19 | 123,43 |
| 247,00 | 1 | 132,6200 | , | , | , | , | 132,62 | 132,62 |
| 248,00 | 1 | 118,5600 | , | , | , | , | 118,56 | 118,56 |
| 261,00 | 1 | 78,4400 | , | , | , | , | 78,44 | 78,44 |
| Total | 10 | 121,2090 | 19,5999 | 6,1980 | 107,1881 | 135,2299 | 78,44 | 158,15 |

**ANOVA**

Produktivitas Kerja

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| Between Groups | (Combined) | | 3394,554 | 7 | 484,936 | 15,432 | ,062 |
| | Linear Term | Weighted | 2372,220 | 1 | 2372,220 | 75,488 | ,013 |
| | | Deviation | 1022,334 | 6 | 170,389 | 5,422 | ,164 |
| Within Groups | | | 62,850 | 2 | 31,425 | | |
| Total | | | 3457,404 | 9 | | | |

## Lampiran 8
## Uji Linieritas Hubungan Pengeluaran Tenaga Kerja dengan Produktivitas Kerja

# Oneway

**Descriptives**

Produktivitas Kerja

| | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum |
|---|---|---|---|---|---|---|---|---|
| | | | | | Lower Bound | Upper Bound | | |
| 3,00 | 1 | 132,6200 | , | , | , | , | 132,62 | 132,62 |
| 4,00 | 4 | 132,9400 | 16,9698 | 8,4849 | 105,9373 | 159,9427 | 122,38 | 158,15 |
| 6,00 | 2 | 115,1100 | 1,3011 | ,9200 | 103,4203 | 126,7997 | 114,19 | 116,03 |
| 7,00 | 2 | 119,5250 | 1,3647 | ,9650 | 107,2635 | 131,7865 | 118,56 | 120,49 |
| 8,00 | 1 | 78,4400 | , | , | , | , | 78,44 | 78,44 |
| Total | 10 | 121,2090 | 19,5999 | 6,1980 | 107,1881 | 135,2299 | 78,44 | 158,15 |

**ANOVA**

Produktivitas Kerja

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| Between Groups | (Combined) | | 2589,931 | 4 | 647,483 | 3,732 | ,091 |
| | Linear Term | Weighted | 1803,960 | 1 | 1803,960 | 10,398 | ,023 |
| | | Deviation | 785,971 | 3 | 261,990 | 1,510 | ,320 |
| Within Groups | | | 867,473 | 5 | 173,495 | | |
| Total | | | 3457,404 | 9 | | | |

# Lampiran 9
# Uji Hipotesis

## Regression

**Descriptive Statistics**

| | Mean | Std. Deviation | N |
|---|---|---|---|
| Produktivitas Kerja | 121,2090 | 19,5999 | 10 |
| Absensi | 240,1000 | 12,6531 | 10 |
| Pengeluaran | 5,3000 | 1,7029 | 10 |

**Correlations**

| | | Produktivitas Kerja | Absensi | Pengeluaran |
|---|---|---|---|---|
| Pearson Correlation | Produktivitas Kerja | 1,000 | -,828 | -,722 |
| | Absensi | -,828 | 1,000 | ,637 |
| | Pengeluaran | -,722 | ,637 | 1,000 |
| Sig. (1-tailed) | Produktivitas Kerja | , | ,002 | ,009 |
| | Absensi | ,002 | , | ,038 |
| | Pengeluaran | ,009 | ,038 | , |
| N | Produktivitas Kerja | 10 | 10 | 10 |
| | Absensi | 10 | 10 | 10 |
| | Pengeluaran | 10 | 10 | 10 |

**Variables Entered/Removed[b]**

| Model | Variables Entered | Variables Removed | Method |
|---|---|---|---|
| 1 | Pengeluaran, Absensi[a] | , | Enter |

a. All requested variables entered.

b. Dependent Variable: Produktivitas Kerja

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | ,920[a] | ,847 | ,803 | 8,6996 |

a. Predictors: (Constant), Pengeluaran, Absensi

**ANOVA[b]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 2927,622 | 2 | 1463,811 | 19,341 | ,001[a] |
| | Residual | 529,781 | 7 | 75,683 | | |
| | Total | 3457,404 | 9 | | | |

a. Predictors: (Constant), Pengeluaran, Absensi

b. Dependent Variable: Produktivitas Kerja

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 384,085 | 57,566 | | 6,672 | ,000 |
| | Absensi | -,982 | ,255 | -,634 | -3,853 | ,006 |
| | Pengeluaran | -5,128 | 1,893 | -,446 | -2,709 | ,030 |

a. Dependent Variable: Produktivitas Kerja

**Lampiran 10**
**Perhitungan Sumbangan Relatif (SR%) dan Sumbangan Efektif (SE%)**

Diketahui:

| | | |
|---|---|---|
| N | = | 10 |
| Jml $X_1$ | = | 2404 |
| Jml $X_2$ | = | 53 |
| Jml Y | = | 1212,09 |
| Jml $X_1^2$ | = | 579348 |
| Jml $X_2^2$ | = | 307 |
| Jml $Y^2$ | = | 150373,621 |
| Jml $X_1.Y$ | = | 289520,24 |
| Jml $X_2.Y$ | = | 6207,09 |
| Jml $X_1.X_2$ | = | 12828 |

Dijadikan Skor Deviasi :

| | | |
|---|---|---|
| $x_1^2$ | = | 1426,400 |
| $x_2^2$ | = | 26,100 |
| $y^2$ | = | 3457,404 |
| $x_1.y$ | = | -1866,196 |
| $x_2.y$ | = | -216,987 |
| $x_1.x_2$ | = | 86,800 |

Mean (rata-rata) :

| | | |
|---|---|---|
| $X_1$ | = | 240,400 |
| $X_2$ | = | 5,300 |
| Y | = | 121,209 |

Hasil perhitungan SPSS memperoleh data sebagai berikut:

| | | |
|---|---|---|
| a | = | 384,085 |
| b1 | = | -0,982 |
| b2 | = | -5,128 |
| JK reg | = | 2927,622 |
| JK res | = | 529,781 |
| JK total | = | 3457,404 |
| $R^2$ | = | 0,847 |

* Sumbangan Relatif :

| | | | | |
|---|---|---|---|---|
| $SR\%X_1$ | = b1.x1y/JKreg = | | 63,5 | % |
| $SR\%X_2$ | = b2.x2y/JKreg = | | 36,5 | % |
| | | Jumlah = | 100,0 | % |

* Sumbangan Efektif :

| | | | | |
|---|---|---|---|---|
| $SE\%X_1$ | = SR% X1 x $R^2$ | = | 53,5 | % |
| $SE\%X_2$ | = SR% X2 x $R^2$ | = | 31,2 | % |
| | | Jumlah = | 84,7 | % |