

LAMPIRAN

LAMPIRAN

Lampiran 1. Skala uji coba Produktivitas Kerja

SKALA PRODUKTIVITAS KERJA

Nama : Jenis Kelamin :
 Umur : Pendidikan :

Petunjuk :

Bacalah pernyataan dengan seksama dan berilah tanda centang (√) pada kolom yang tersedia yang sesuai dengan kondisi anda. Terdapat tempat pilihan jawaban dengan keterangan sebagai berikut :

- SS : Sangat Setuju
- S : Setuju
- N : Netral
- TS : Tidak Setuju
- STS : Sangat Tidak Setuju

Tidak ada jawaban benar atau salah, maka jawablah semua pernyataan sesuai dengan diri anda yang sesungguhnya.

No	Pernyataan	SS	S	N	TS	STS
1	Menurut saya, semua tugas haruslah dikerjakan dengan bersungguh-sungguh					
2	Saya yakin bahwa peraturan dibuat untuk ditaati					
3	Saya yakin bahwa saya dapat meningkatkan kemampuan saya					
4	Saya yakin bahwa pekerjaan saya cocok dengan keahlian yang saya miliki					
5	Saya percaya bahwa pasti ada cara mudah untuk menyelesaikan pekerjaan					
6	Bagi saya, menerima segala masukan dan saran orang lain itu sangatlah bijak					
7	Saya yakin bahwa saya harus memperjuangkan gagasan-gagasan baru yang saya miliki					
8	Menurut saya, tugas yang diselesaikan hari ini harus lebih banyak dari hari kemarin					
9	Menurut saya, kualitas hasil pekerjaan adalah yang utama					
10	Saya yakin bahwa semua harus dipikirkan terlebih dahulu sebelum melakukan sesuatu agar tepat sasaran					
11	Saya senang dengan pekerjaan saya					
12	Saya benci jika datang terlambat					
13	Saya senang jika ada pelatihan atau seminar di tempat kerja					
14	Saya bahagia karena keterampilan yang saya miliki sesuai dengan pekerjaan saya					
15	Saya senang jika harus memecahkan suatu masalah					

No	Pernyataan	SS	S	N	TS	STS
16	Saya suka jika harus melakukan percobaan / eksperimen dan penelitian					
17	Saya senang jika berhasil menyelesaikan tugas lebih banyak daripada sebelumnya					
18	Saya senang jika dapat memuaskan pelanggan dengan memberikan barang berkualitas					
19	Saya senang jika pekerjaan saya selesai dengan tepat sebelum waktu yang ditetapkan					
20	Saya berangkat kerja dengan hati yang mantap					
21	Saya membuang sampah pada tempatnya					
22	Saya izin pada atasan saat akan meninggalkan pekerjaan					
23	Saya sering mencoba hal-hal baru					
24	Saya menyelesaikan pekerjaan saya dengan hasil yang baik					
25	Saya dapat mengatasi masalah yang muncul di pekerjaan saya					
26	Saya memikirkan alternatif solusi / tindakan yang belum pernah dilakukan oleh orang lain					
27	Saya membuat alat baru untuk meringankan pekerjaan					
28	Saya sering meminta tugas tambahan ke atasan					
29	Saya terus menyelesaikan pekerjaan sampai hasil yang didapatkan memuaskan					
30	Saya memanfaatkan teknologi yang ada untuk bekerja					
31	Saya pikir, masalah adalah rintangan yang merepotkan					
32	Menurut saya, sekali-kali melanggar peraturan tidaklah masalah					
33	Saya ragu bahwa saya memiliki bakat yang dapat di asah					
34	Menurut saya, pekerjaan yang saya lakukan kurang memuaskan					
35	Saya yakin bahwa tidak ada cara yang mudah untuk menyelesaikan suatu pekerjaan					
36	Menurut saya, lebih baik saya menyampaikan ide jika hanya dimintai pendapat					
37	Saya pikir, menyelesaikan tugas sesuai dengan hasil kemarin itu sudah cukup					
38	Menurut saya, cukup menyelesaikan pekerjaan tepat waktu daripada harus mengulang pekerjaan hingga sempurna					
39	Menurut saya, melakukan pekerjaan haruslah dengan santai					

No	Pernyataan	SS	S	N	TS	STS
40	Saya bosan dengan tugas-tugas saya setiap hari di tempat kerja					
41	Saya senang jika bisa menunda pekerjaan saya					
42	Saya benci jika ada yang memberi masukan kepada saya					
43	Saya sedih karena tidak menguasai pekerjaan saya dengan baik					
44	Saya benci jika diharuskan berpikir untuk mencari solusi dari suatu masalah					
45	Saya benci jika harus berpikir untuk menciptakan sesuatu hal baru					
46	Saya jengkel jika pekerjaan saya bertambah					
47	Saya benci jika harus menambah kualitas kerja saya daripada sebelumnya					
48	Saya senang jika dapat menghemat biaya pekerjaan					
49	Saya mengerjakan tugas yang diberikan pimpinan dengan santai					
50	Saya membolos kerja saat ada keperluan					
51	Saya menolak ikut pelatihan atau seminar					
52	Beberapa kali saya merusak alat / perlengkapan di tempat kerja saya					
53	Saya menyelesaikan tugas sesuai dengan yang dicontohkan orang lain					
54	Saya menghindari jika disuruh untuk membuat alat baru yang belum pernah ada					
55	Saya mengerjakan tugas menggunakan alat sudah ada					
56	Saya menolak jika tugas saya ditambah					
57	Saya berhenti jika tugas saya selesai sebelum waktunya					
58	Saya membuat produk / barang secara asal-asalan					
59	Kadang saya meloloskan barang yang menurut saya sedikit cacat					
60	Dalam bekerja, saya menggunakan bahan baku dengan berlebihan					

~ Terima Kasih ~

Lampiran 3. Tabel Evaluasi Nilai Uji Validitas Item Skala Produktivitas Kerja

Rumus Uji Validitas *product moment pearson*

$$r_{xy} = \frac{\sum XY - \frac{(\sum X)(\sum Y)}{n}}{\sqrt{\left[\sum X^2 - \frac{(\sum X)^2}{n}\right] \left[\sum Y^2 - \frac{(\sum Y)^2}{n}\right]}}$$

Keterangan :

- r_{xy} : Koefisien validitas
 N : Banyaknya Subjek
 X : Nilai Pembanding
 Y : Nilai dari instrument yang akan dicari validitasnya

No. Item	r_{xy}	Evaluasi	No. Item	r_{xy}	Evaluasi
1	0.576	Diterima	31	0.392	Diterima
2	0.430	Diterima	32	0.430	Diterima
3	0.521	Diterima	33	0.493	Diterima
4	0.444	Diterima	34	0.470	Diterima
5	0.619	Diterima	35	0.315	Diterima
6	0.411	Diterima	36	0.518	Diterima
7	0.602	Diterima	37	0.510	Diterima
8	0.368	Diterima	38	0.407	Diterima
9	0.531	Diterima	39	0.332	Diterima
10	0.577	Diterima	40	0.543	Diterima
11	0.462	Diterima	41	0.545	Diterima
12	0.472	Diterima	42	0.450	Diterima
13	0.583	Diterima	43	-0.050	Tidak disarankan
14	0.488	Diterima	44	0.588	Diterima
15	0.348	Diterima	45	0.535	Diterima
16	0.587	Diterima	46	0.508	Diterima
17	0.354	Diterima	47	0.574	Diterima
18	0.415	Diterima	48	0.235	Tidak disarankan
19	0.554	Diterima	49	0.285	Dipertimbangkan
20	0.621	Diterima	50	0.524	Diterima
21	0.547	Diterima	51	0.423	Diterima
22	0.494	Diterima	52	0.229	Tidak disarankan
23	0.575	Diterima	53	0.034	Tidak disarankan
24	0.629	Diterima	54	0.539	Diterima
25	0.592	Diterima	55	-0.073	Tidak disarankan
26	0.545	Diterima	56	0.491	Diterima
27	0.467	Diterima	57	0.334	Diterima
28	0.124	Tidak disarankan	58	0.628	Diterima
29	0.470	Diterima	59	0.383	Diterima
30	0.562	Diterima	60	0.478	Diterima

Lampiran 4. Tabel Perhitungan Realibilitas Skala Produktivitas Kerja

PRODUKTIVITAS KARYAWAN																						Y	Y ²
No. Subjek	No. Item																						
	(F) 2	(F) 4	(F) 11	(F) 14	(F) 16	(F) 23	(F) 24	(F) 26	(F) 27	(F) 29	(UF) 33	(UF) 36	(UF) 38	(UF) 39	(UF) 40	(UF) 41	(UF) 42	(UF) 46	(UF) 56	(UF) 59			
1	2	3	3	4	3	3	4	3	4	4	2	2	2	2	2	3	2	2	2	3			
2	2	4	4	4	3	4	4	2	3	3	4	4	1	2	3	4	4	2	2	4			
3	3	3	3	3	3	3	3	1	1	3	3	1	1	3	3	3	3	3	4	53			
4	4	3	4	4	3	3	3	3	2	2	2	3	2	2	3	3	3	3	3	58			
5	3	3	3	3	2	2	2	2	3	3	2	2	1	2	2	2	3	2	2	45			
6	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	4	4	4	78			
7	4	2	4	3	4	4	3	3	2	4	2	2	1	2	2	4	3	2	2	55			
8	3	2	1	2	4	3	3	3	2	2	3	2	2	2	0	3	3	2	3	46			
9	4	4	4	3	4	3	3	3	3	3	3	3	1	1	3	3	4	3	3	60			
10	3	3	2	2	2	2	2	2	2	2	1	1	2	2	2	2	2	2	2	41			
11	2	2	4	2	2	3	3	2	3	3	1	2	3	1	2	3	4	2	3	51			
12	4	4	4	4	4	4	4	3	4	4	4	4	3	4	4	4	4	4	4	78			
13	4	4	4	4	4	4	4	3	3	3	3	3	1	0	3	2	3	2	3	60			
14	3	2	2	2	3	2	3	2	3	2	2	2	1	1	1	4	3	2	3	47			
15	4	4	4	4	4	4	4	4	4	4	3	3	4	2	4	4	4	4	3	75			
16	4	2	4	2	4	3	3	3	3	3	4	0	2	3	4	4	4	4	4	64			
17	4	2	2	2	3	4	4	2	2	3	2	2	0	0	2	3	2	0	1	44			
18	3	4	3	3	4	3	3	3	3	3	2	1	1	1	1	3	3	3	3	53			
19	4	3	2	2	3	4	3	4	2	3	1	2	1	2	2	4	4	2	3	53			
20	2	3	4	4	3	3	2	2	2	2	4	1	2	2	2	3	4	3	4	55			
21	3	3	2	3	2	2	3	2	2	3	2	1	0	2	2	3	3	2	2	46			
22	1	2	4	3	4	4	4	4	4	4	3	1	3	1	3	4	3	3	2	58			
23	4	2	3	2	3	2	3	2	2	3	3	1	1	2	3	4	3	3	3	52			
24	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	59			
25	4	4	3	3	2	2	3	2	2	4	3	1	1	1	3	4	4	2	3	54			
26	2	3	3	3	2	2	3	2	2	2	2	3	2	2	3	3	3	2	3	50			
27	3	2	3	2	3	2	3	2	3	2	3	2	2	2	2	3	3	3	2	49			
28	4	4	3	3	3	3	3	3	3	3	1	2	2	2	3	3	3	3	3	57			
29	3	3	3	3	3	3	3	3	3	3	3	1	3	1	1	3	3	3	2	53			
30	4	4	3	4	3	2	4	3	3	4	3	3	2	2	2	3	4	0	0	56			
31	4	3	2	4	3	4	4	3	3	2	1	2	2	1	2	1	4	2	2	52			
32	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	2	4	76			
33	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	40			
34	4	3	3	3	3	3	3	2	2	3	2	1	1	3	2	3	4	2	2	52			
35	3	4	4	4	3	3	3	3	2	4	4	3	1	2	3	3	3	2	3	60			
36	3	3	3	3	3	3	3	3	2	3	3	3	1	1	3	4	4	3	4	58			
37	3	3	2	3	3	2	2	3	3	2	1	2	3	1	1	1	4	1	2	43			
38	4	4	4	4	4	4	4	4	4	4	2	2	2	1	2	2	2	3	4	63			
39	4	4	4	4	3	3	4	3	3	3	3	3	2	3	3	4	3	3	3	65			
40	4	4	3	4	3	3	3	3	3	3	2	2	2	1	2	4	3	1	2	55			
41	3	3	3	3	3	3	3	3	3	2	3	1	1	1	1	3	3	1	1	47			
42	3	3	3	3	3	3	2	3	2	3	1	2	2	3	3	3	3	3	3	53			
43	3	3	3	3	3	3	3	3	3	3	2	2	1	1	3	3	4	3	3	54			
44	4	4	1	4	3	2	3	3	4	3	3	1	3	2	1	3	3	3	2	55			
45	2	3	3	3	3	2	3	2	3	3	2	2	2	2	2	3	3	2	2	49			
46	3	2	3	2	3	4	4	4	3	4	0	2	2	4	2	3	2	2	2	45			
47	3	3	3	4	3	2	3	3	1	1	3	1	2	2	2	2	4	2	3	50			
48	3	3	3	3	3	3	3	3	2	3	2	2	3	2	3	3	3	3	3	56			
49	3	3	4	3	3	3	4	3	3	3	3	2	3	3	3	3	3	3	3	61			
50	3	3	2	2	1	1	1	1	2	2	1	2	2	3	2	2	1	2	2	37			
51	4	2	1	1	3	3	3	3	3	3	1	3	2	2	3	3	4	3	3	54			
52	3	3	3	3	3	4	3	3	3	3	1	0	0	1	2	3	3	3	3	50			
53	3	3	3	3	3	3	3	3	2	3	3	2	1	2	2	3	3	2	2	52			
54	4	3	3	3	2	2	3	4	3	4	3	4	3	2	3	4	4	3	3	63			
55	4	4	4	4	4	2	4	4	4	4	1	2	2	0	1	3	3	4	1	53			
56	4	4	4	4	3	3	3	3	3	2	3	3	2	3	3	4	4	3	3	64			
57	3	4	4	4	4	4	4	4	2	4	3	4	1	3	2	3	3	3	3	65			
58	4	2	3	3	3	2	3	2	3	3	1	2	3	2	3	3	2	1	2	50			
59	4	4	4	4	4	3	4	3	3	4	2	0	0	1	1	3	3	1	2	52			
60	4	4	3	4	4	3	3	3	3	3	3	3	3	3	2	3	3	3	3	63			
61	4	4	3	4	1	3	3	2	2	3	2	2	2	2	3	4	4	2	2	56			
62	4	4	2	3	4	3	3	3	4	3	4	4	3	3	4	3	3	3	3	66			
63	3	3	4	3	3	4	4	3	3	4	2	1	2	2	3	4	2	2	2	58			
64	2	1	2	3	3	4	4	2	2	4	3	2	2	2	3	4	4	3	3	55			
65	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	1	57			
66	4	2	2	3	3	3	4	3	3	3	3	3	2	1	3	4	4	2	2	57			
ΣX	219	205	202	207	203	197	210	187	180	198	164	137	130	129	155	207	213	167	167	192	3.669	208.421	
Σ(X ²)	47.961	42.025	40.804	42.849	41.209	38.809	44.100	34.969	32.400	39.204	26.896	18.769	16.900	16.641	24.025	42.849	45.369	27.889	27.889	36.864	688.421	11.293	

Lampiran 5. Perhitungan Realibilitas Skala Produktivitas Kerja

$$\begin{aligned} \sum X = \sum Y = \sum i &= 3669 & \sum Y^2 &= 688421 & k &= 20 \\ \sum X^2 &= 208421 & \sum i^2 &= 11293 & n &= 66 \end{aligned}$$

sehingga :

$$S_{e^2} = \frac{\left(\sum i^2 - \frac{(\sum X^2)}{k}\right) - \frac{(\sum Y^2)}{n} + \frac{(\sum i)^2}{nk}}{(n-1)(k-1)}$$

$$S_{e^2} = \frac{\left(11293 - \frac{208421}{20}\right) - \frac{688421}{66} + \frac{(3669)^2}{1320}}{(65)(19)}$$

$$S_{e^2} = \frac{(11293 - 10421.05) - 10430.6 + \frac{13461561}{1320}}{1235}$$

$$S_{e^2} = \frac{871.95 - 10430.6 + 10198.15}{1235} = \frac{639.5}{1235} = \mathbf{0.5178}$$

$$S_{S^2} = \frac{\frac{(\sum X^2)}{k} - \frac{(\sum i)^2}{nk}}{n-1}$$

$$S_{S^2} = \frac{\frac{208421}{20} - \frac{(3669)^2}{1320}}{65} = \frac{10421.05 - 10198.15}{65} = \mathbf{3.429}$$

$$r_{xx} = 1 - S_{e^2}/S_{S^2}$$

$$r_{xx} = 1 - 0.5178/3.429 = \mathbf{0.849}$$

Lampiran 6. Skala Jadi (Pasca uji coba) Produktivitas Kerja

SKALA PRODUKTIVITAS KERJA

Nama : Jenis Kelamin :
 Umur : Pendidikan :

Petunjuk :

Bacalah pernyataan dengan seksama dan berilah tanda centang (✓) pada kolom yang tersedia yang sesuai dengan kondisi anda. Terdapat tempat pilihan jawaban dengan keterangan sebagai berikut :

SS : Sangat Setuju TS : Tidak Setuju
 S : Setuju STS : Sangat Tidak Setuju
 N : Netral

Tidak ada jawaban benar atau salah, maka jawablah semua pernyataan sesuai dengan diri anda yang sesungguhnya.

1. Saya yakin bahwa peraturan dibuat untuk ditaati.

SS S N TS STS

2. Saya yakin bahwa pekerjaan saya cocok dengan keahlian yang saya miliki.

SS S N TS STS

3. Saya senang dengan pekerjaan saya.

SS S N TS STS

4. Saya bahagia karena keterampilan yang saya miliki sesuai dengan pekerjaan saya.

SS S N TS STS

5. Saya suka jika harus melakukan percobaan / eksperimen dan penelitian.

SS S N TS STS

6. Saya sering mencoba hal-hal baru.

SS S N TS STS

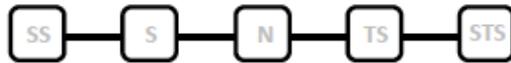
7. Saya menyelesaikan pekerjaan saya dengan hasil yang baik.

SS S N TS STS

8. Saya memikirkan alternatif solusi / tindakan yang belum pernah dilakukan oleh orang lain.

SS S N TS STS

9. Saya membuat alat baru untuk meringankan pekerjaan.



10. Saya terus menyelesaikan pekerjaan sampai hasil yang didapatkan memuaskan.



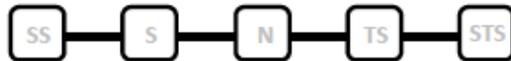
11. Saya ragu bahwa saya memiliki bakat yang dapat di asah.



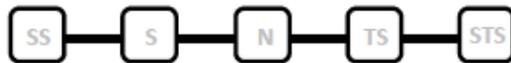
12. Menurut saya, lebih baik saya menyampaikan ide jika hanya dimintai pendapat.



13. Menurut saya, cukup menyelesaikan pekerjaan tepat waktu daripada harus mengulang pekerjaan hingga sempurna.



14. Menurut saya, melakukan pekerjaan haruslah dengan santai.



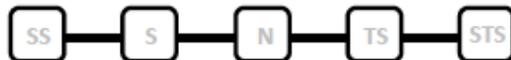
15. Saya bosan dengan tugas-tugas saya setiap hari di tempat kerja.



16. Saya senang jika bisa menunda pekerjaan saya.



17. Saya benci jika ada yang memberi masukan kepada saya.



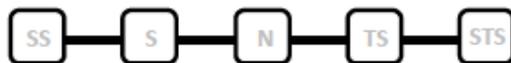
18. Saya jengkel jika pekerjaan saya bertambah.



19. Saya menolak jika tugas saya ditambah.



20. Kadang saya meloloskan barang yang menurut saya sedikit cacat.



Lampiran 7. Skala uji coba Motivasi Prestasi

SKALA MOTIVASI BERPRESTASI

Nama : Jenis Kelamin :
 Umur : Pendidikan :

Petunjuk :

Bacalah pernyataan dengan seksama dan berilah tanda centang (✓) pada kolom yang tersedia yang sesuai dengan kondisi anda. Terdapat tempat pilihan jawaban dengan keterangan sebagai berikut :

- SS : Sangat Setuju
- S : Setuju
- N : Netral
- TS : Tidak Setuju
- STS : Sangat Tidak Setuju

Tidak ada jawaban benar atau salah, maka jawablah semua pernyataan sesuai dengan diri anda yang sesungguhnya.

No	Pernyataan	SS	S	N	TS	STS
1	Saya percaya bahwa semakin sulit tugas yang saya kerjakan semakin saya berkembang lebih baik					
2	Saya yakin bahwa jika kita bersabar maka akan membuahkan hasil yang baik					
3	Menurut saya, setiap pekerjaan harus saya kerjakan sendiri					
4	Saya percaya bahwa kritik orang lain dapat membuat saya jadi lebih baik					
5	Saya yakin, ada cara baru yang lebih baik untuk menyelesaikan tugas					
6	Menurut saya hidup adalah perlombaan, sehingga saya harus lebih unggul dari orang lain					
7	Saya yakin bahwa orang lain akan patuh pada saya jika saya bertindak keras					
8	Menurut saya, menjadi menteri lebih baik dari pada menjadi warga biasa					
9	Menurut saya, orang lain harus memandang saya sebagai orang yang kaya					
10	Semua orang harus tahu kalau saya lebih baik dari orang lain					
11	Saya yakin bahwa saya dapat menyelesaikan pekerjaan sesulit apapun					
12	Menurut saya, tugas akan menjadi lebih mudah saat semua karyawan saling membantu					
13	Saya yakin, bahwa dengan menjalin silaturahmi akan membuat kehidupan saya menjadi lebih mudah					

No	Pernyataan	SS	S	N	TS	STS
14	Menurut saya, lebih baik mengalah daripada bertengkar dengan orang lain					
15	Saya yakin bahwa saya harus melakukan segala cara agar orang lain menyukai saya					
16	Saya senang jika mendapat tugas yang menurut orang lain sukar					
17	Saya merasa bersemangat untuk segera menyelesaikan tugas-tugas yang saya dapatkan					
18	Saya senang menyelesaikan apa yang telah saya mulai					
19	Saya senang jika ada yang mengingatkan ketika saya salah					
20	Saya senang jika dapat memikirkan ide baru dalam menyelesaikan tugas					
21	Saya jengkel ketika melihat pekerjaan orang lain lebih baik dari pekerjaan saya					
22	Saya senang jika dapat memaksa orang lain melakukan yang saya inginkan					
23	Saya senang jika ditunjuk untuk menjadi pemimpin suatu kelompok					
24	Saya senang jika dapat berbicara dengan orang yang penting					
25	Saya sebal jika orang lain mengabaikan hasil pekerjaan saya					
26	Saya senang jika menjumpai tantangan baru					
27	Saya bahagia ketika ada yang menawari bantuan kepada saya					
28	Saya senang saat bisa memberi hadiah ke orang lain					
29	Saya takut jika membuat orang lain marah					
30	Saya ragu-ragu jika ingin memberikan hadiah ke orang lain					
31	Saya mengajukan diri untuk mendapatkan tugas baru					
32	Meskipun lelah, saya tetap mengerjakan pekerjaan saya sampai selesai					
33	Saya menyelesaikan pekerjaan saya sebaik mungkin					
34	Saya meminta orang lain untuk memberikan kritik dan saran terhadap pekerjaan saya					
35	Saya menemukan cara baru untuk menyelesaikan pekerjaan dengan cepat					
36	Saya menyelesaikan pekerjaan lebih banyak dari teman-teman saya					
37	Saya melempar barang ketika marah					

No	Pernyataan	SS	S	N	TS	STS
38	Saya mendaftarkan diri di tempat kerja dengan posisi tertinggi					
39	Saya menolak dengan tegas jika harus meminta bantuan orang lain					
40	Saya memamerkan hasil pekerjaan saya didepan banyak orang					
41	Saya menerima pekerjaan apapun yang diberikan meskipun berbahaya					
42	Saya memberi bantuan kepada teman yang kesusahan dalam menyelesaikan pekerjaannya					
43	Saya bercakap-cakap dengan orang lain pada waktu istirahat					
44	Saya mendukung opini orang lain meskipun bertolak belakang dengan pemikiran saya					
45	Saya menunggu orang lain meminta bantuan sebelum menawarkannya					

~~~ Terima Kasih ~~~

**Lampiran 8. Tabel data induk respon Skala Motivasi Berprestasi Kebutuhan akan Prestasi**

| No. Subjek | KEBUTUHAN AKAN BERPRESTASI (N-ACH) |       |       |       |       |        |        |        |        |        |        |        |        |        |        | Y     |
|------------|------------------------------------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
|            | No. Item                           |       |       |       |       |        |        |        |        |        |        |        |        |        |        |       |
|            | (F) 1                              | (F) 2 | (F) 3 | (F) 4 | (F) 5 | (F) 16 | (F) 17 | (F) 18 | (F) 19 | (F) 20 | (F) 31 | (F) 32 | (F) 33 | (F) 34 | (F) 35 |       |
| 1          | 4                                  | 4     | 1     | 3     | 3     | 2      | 3      | 3      | 4      | 4      | 2      | 4      | 4      | 2      | 3      | 46    |
| 2          | 4                                  | 4     | 4     | 4     | 4     | 3      | 2      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 57    |
| 3          | 4                                  | 4     | 4     | 4     | 4     | 1      | 1      | 3      | 4      | 4      | 2      | 3      | 3      | 3      | 3      | 47    |
| 4          | 4                                  | 4     | 2     | 4     | 4     | 4      | 4      | 3      | 4      | 4      | 2      | 4      | 4      | 4      | 4      | 55    |
| 5          | 3                                  | 3     | 1     | 3     | 3     | 2      | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 2      | 39    |
| 6          | 4                                  | 4     | 4     | 4     | 4     | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 60    |
| 7          | 4                                  | 4     | 2     | 3     | 3     | 2      | 4      | 4      | 4      | 4      | 2      | 3      | 4      | 4      | 4      | 51    |
| 8          | 3                                  | 3     | 1     | 2     | 2     | 2      | 2      | 2      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 37    |
| 9          | 3                                  | 4     | 2     | 4     | 3     | 2      | 3      | 3      | 4      | 3      | 2      | 3      | 3      | 3      | 3      | 45    |
| 10         | 3                                  | 4     | 2     | 3     | 3     | 2      | 2      | 2      | 3      | 3      | 2      | 2      | 3      | 3      | 3      | 40    |
| 11         | 4                                  | 4     | 2     | 4     | 3     | 2      | 3      | 3      | 3      | 4      | 2      | 4      | 3      | 3      | 2      | 46    |
| 12         | 4                                  | 4     | 2     | 3     | 4     | 2      | 4      | 4      | 4      | 4      | 3      | 3      | 4      | 3      | 3      | 51    |
| 13         | 3                                  | 4     | 1     | 4     | 4     | 3      | 3      | 3      | 3      | 3      | 2      | 2      | 3      | 3      | 4      | 45    |
| 14         | 3                                  | 2     | 1     | 2     | 3     | 2      | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 2      | 37    |
| 15         | 4                                  | 4     | 0     | 2     | 2     | 2      | 4      | 4      | 4      | 4      | 2      | 4      | 4      | 4      | 4      | 48    |
| 16         | 4                                  | 4     | 1     | 4     | 4     | 4      | 1      | 2      | 4      | 4      | 2      | 3      | 4      | 4      | 3      | 48    |
| 17         | 4                                  | 4     | 2     | 4     | 2     | 2      | 3      | 3      | 3      | 2      | 2      | 4      | 4      | 4      | 4      | 47    |
| 18         | 4                                  | 4     | 2     | 2     | 3     | 3      | 3      | 4      | 3      | 4      | 3      | 3      | 3      | 3      | 3      | 47    |
| 19         | 3                                  | 3     | 1     | 4     | 3     | 3      | 3      | 3      | 4      | 4      | 3      | 3      | 3      | 4      | 4      | 48    |
| 20         | 2                                  | 3     | 3     | 3     | 2     | 1      | 3      | 3      | 3      | 3      | 3      | 3      | 4      | 3      | 2      | 41    |
| 21         | 2                                  | 4     | 1     | 3     | 3     | 2      | 3      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 2      | 40    |
| 22         | 4                                  | 4     | 1     | 4     | 4     | 3      | 4      | 4      | 4      | 4      | 2      | 3      | 4      | 4      | 3      | 52    |
| 23         | 3                                  | 4     | 2     | 3     | 2     | 1      | 2      | 2      | 4      | 3      | 2      | 3      | 3      | 3      | 3      | 40    |
| 24         | 4                                  | 3     | 1     | 3     | 3     | 3      | 3      | 4      | 4      | 4      | 3      | 3      | 3      | 3      | 3      | 47    |
| 25         | 3                                  | 3     | 1     | 3     | 3     | 2      | 3      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 2      | 40    |
| 26         | 3                                  | 2     | 1     | 3     | 4     | 2      | 3      | 4      | 3      | 4      | 2      | 3      | 4      | 2      | 3      | 43    |
| 27         | 4                                  | 4     | 1     | 2     | 2     | 2      | 2      | 3      | 4      | 2      | 2      | 2      | 3      | 3      | 2      | 38    |
| 28         | 4                                  | 4     | 3     | 3     | 3     | 2      | 3      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 45    |
| 29         | 3                                  | 3     | 2     | 2     | 3     | 3      | 3      | 3      | 3      | 3      | 3      | 3      | 4      | 3      | 3      | 44    |
| 30         | 3                                  | 4     | 2     | 3     | 3     | 1      | 2      | 3      | 3      | 4      | 2      | 2      | 4      | 3      | 3      | 42    |
| 31         | 2                                  | 4     | 2     | 3     | 3     | 1      | 2      | 3      | 4      | 2      | 1      | 2      | 3      | 3      | 1      | 36    |
| 32         | 2                                  | 2     | 3     | 3     | 3     | 2      | 3      | 3      | 4      | 4      | 2      | 4      | 4      | 4      | 4      | 47    |
| 33         | 2                                  | 2     | 2     | 2     | 2     | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 30    |
| 34         | 4                                  | 4     | 2     | 3     | 3     | 2      | 3      | 3      | 4      | 3      | 2      | 3      | 3      | 3      | 3      | 45    |
| 35         | 4                                  | 4     | 2     | 3     | 4     | 4      | 4      | 4      | 4      | 4      | 3      | 4      | 4      | 4      | 4      | 56    |
| 36         | 3                                  | 3     | 1     | 3     | 3     | 2      | 3      | 3      | 3      | 3      | 2      | 1      | 3      | 3      | 3      | 39    |
| 37         | 4                                  | 2     | 1     | 3     | 3     | 2      | 1      | 2      | 3      | 3      | 2      | 1      | 3      | 2      | 3      | 35    |
| 38         | 3                                  | 4     | 1     | 3     | 3     | 1      | 3      | 3      | 4      | 3      | 3      | 3      | 3      | 3      | 3      | 43    |
| 39         | 3                                  | 4     | 4     | 4     | 4     | 3      | 4      | 4      | 4      | 4      | 3      | 4      | 4      | 4      | 4      | 57    |
| 40         | 4                                  | 4     | 2     | 3     | 3     | 2      | 4      | 4      | 3      | 4      | 3      | 4      | 4      | 3      | 4      | 51    |
| 41         | 4                                  | 4     | 1     | 3     | 2     | 2      | 3      | 3      | 3      | 3      | 2      | 3      | 3      | 4      | 3      | 43    |
| 42         | 3                                  | 4     | 1     | 3     | 3     | 3      | 2      | 3      | 4      | 4      | 2      | 3      | 3      | 4      | 3      | 45    |
| 43         | 3                                  | 3     | 3     | 3     | 4     | 3      | 3      | 3      | 3      | 3      | 2      | 3      | 4      | 3      | 4      | 47    |
| 44         | 4                                  | 4     | 2     | 2     | 3     | 3      | 2      | 4      | 4      | 3      | 2      | 4      | 4      | 2      | 3      | 46    |
| 45         | 3                                  | 3     | 3     | 2     | 3     | 3      | 3      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 43    |
| 46         | 4                                  | 4     | 1     | 3     | 3     | 2      | 3      | 3      | 4      | 4      | 2      | 2      | 4      | 3      | 4      | 46    |
| 47         | 3                                  | 3     | 1     | 2     | 3     | 2      | 2      | 3      | 4      | 3      | 2      | 3      | 3      | 3      | 2      | 39    |
| 48         | 4                                  | 4     | 2     | 3     | 3     | 2      | 4      | 4      | 4      | 4      | 2      | 2      | 3      | 3      | 3      | 47    |
| 49         | 3                                  | 4     | 4     | 4     | 4     | 2      | 3      | 3      | 4      | 3      | 2      | 3      | 4      | 3      | 3      | 49    |
| 50         | 4                                  | 4     | 2     | 4     | 3     | 4      | 4      | 4      | 4      | 4      | 2      | 2      | 2      | 2      | 2      | 47    |
| 51         | 1                                  | 4     | 1     | 3     | 3     | 2      | 3      | 3      | 4      | 4      | 3      | 3      | 3      | 3      | 3      | 43    |
| 52         | 4                                  | 4     | 4     | 4     | 4     | 2      | 4      | 4      | 4      | 4      | 3      | 3      | 4      | 4      | 4      | 56    |
| 53         | 4                                  | 3     | 3     | 4     | 2     | 2      | 3      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 2      | 43    |
| 54         | 4                                  | 4     | 3     | 2     | 3     | 2      | 3      | 3      | 4      | 3      | 2      | 4      | 3      | 4      | 4      | 48    |
| 55         | 2                                  | 4     | 2     | 2     | 4     | 0      | 2      | 4      | 3      | 4      | 1      | 2      | 3      | 2      | 4      | 39    |
| 56         | 4                                  | 4     | 3     | 4     | 4     | 2      | 3      | 4      | 4      | 4      | 2      | 3      | 3      | 3      | 3      | 50    |
| 57         | 4                                  | 4     | 3     | 4     | 4     | 4      | 4      | 4      | 4      | 4      | 2      | 4      | 4      | 4      | 4      | 57    |
| 58         | 3                                  | 4     | 3     | 3     | 2     | 2      | 3      | 3      | 3      | 3      | 3      | 3      | 3      | 2      | 2      | 42    |
| 59         | 4                                  | 4     | 1     | 2     | 3     | 1      | 2      | 4      | 4      | 4      | 2      | 2      | 3      | 2      | 3      | 41    |
| 60         | 4                                  | 4     | 2     | 3     | 3     | 2      | 3      | 3      | 3      | 3      | 3      | 3      | 4      | 3      | 3      | 46    |
| 61         | 3                                  | 2     | 1     | 3     | 2     | 1      | 3      | 2      | 3      | 3      | 2      | 3      | 4      | 2      | 2      | 36    |
| 62         | 4                                  | 4     | 4     | 4     | 4     | 4      | 4      | 4      | 3      | 3      | 4      | 4      | 3      | 4      | 4      | 57    |
| 63         | 3                                  | 4     | 2     | 2     | 2     | 1      | 3      | 3      | 4      | 2      | 1      | 4      | 4      | 2      | 4      | 41    |
| 64         | 4                                  | 4     | 2     | 4     | 4     | 3      | 4      | 4      | 4      | 4      | 3      | 3      | 4      | 4      | 4      | 55    |
| 65         | 4                                  | 4     | 2     | 4     | 4     | 4      | 4      | 4      | 4      | 4      | 2      | 3      | 3      | 3      | 3      | 52    |
| 66         | 4                                  | 4     | 2     | 4     | 4     | 2      | 4      | 4      | 4      | 4      | 3      | 4      | 4      | 4      | 4      | 55    |
| ΣX         | 226                                | 240   | 131   | 206   | 207   | 150    | 194    | 215    | 235    | 226    | 151    | 200    | 225    | 207    | 205    | 3.018 |

**Lampiran 9. Tabel data induk respon Skala Motivasi Berprestasi Kebutuhan akan Kekuasaan**

| KEBUTUHAN AKAN KEKUASAAN (N-POW) |          |       |       |       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |       |   |
|----------------------------------|----------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|---|
| No. Subjek                       | No. Item |       |       |       |        |        |        |        |        |        |        |        |        |        |        |        |        |        |       | Y |
|                                  | (F) 6    | (F) 7 | (F) 8 | (F) 9 | (F) 10 | (F) 11 | (F) 21 | (F) 22 | (F) 23 | (F) 24 | (F) 25 | (F) 26 | (F) 36 | (F) 37 | (F) 38 | (F) 39 | (F) 40 | (F) 41 |       |   |
| 1                                | 3        | 1     | 2     | 1     | 2      | 4      | 2      | 2      | 2      | 3      | 3      | 4      | 3      | 1      | 2      | 2      | 0      | 1      | 38    |   |
| 2                                | 4        | 0     | 0     | 0     | 0      | 2      | 4      | 0      | 2      | 4      | 4      | 4      | 4      | 0      | 2      | 0      | 0      | 2      | 32    |   |
| 3                                | 1        | 1     | 1     | 0     | 0      | 4      | 1      | 1      | 3      | 3      | 1      | 4      | 1      | 1      | 2      | 1      | 1      | 0      | 26    |   |
| 4                                | 2        | 0     | 2     | 0     | 0      | 4      | 0      | 0      | 3      | 4      | 3      | 4      | 2      | 0      | 2      | 2      | 1      | 4      | 33    |   |
| 5                                | 2        | 1     | 2     | 1     | 2      | 2      | 2      | 1      | 2      | 4      | 2      | 2      | 2      | 2      | 1      | 1      | 1      | 2      | 32    |   |
| 6                                | 3        | 3     | 4     | 3     | 4      | 3      | 4      | 0      | 3      | 4      | 4      | 4      | 2      | 0      | 0      | 0      | 0      | 1      | 42    |   |
| 7                                | 2        | 2     | 2     | 1     | 2      | 2      | 2      | 1      | 3      | 2      | 3      | 4      | 2      | 1      | 2      | 1      | 2      | 1      | 35    |   |
| 8                                | 0        | 0     | 1     | 0     | 0      | 3      | 1      | 0      | 2      | 2      | 2      | 4      | 2      | 1      | 2      | 1      | 1      | 1      | 23    |   |
| 9                                | 1        | 0     | 0     | 0     | 0      | 2      | 0      | 0      | 2      | 2      | 1      | 3      | 2      | 1      | 1      | 1      | 0      | 1      | 17    |   |
| 10                               | 4        | 1     | 1     | 2     | 2      | 3      | 3      | 1      | 1      | 3      | 4      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 39    |   |
| 11                               | 2        | 1     | 1     | 0     | 1      | 2      | 1      | 1      | 1      | 3      | 4      | 3      | 3      | 2      | 1      | 1      | 1      | 1      | 29    |   |
| 12                               | 2        | 0     | 1     | 0     | 0      | 4      | 0      | 0      | 3      | 2      | 2      | 4      | 3      | 0      | 2      | 0      | 0      | 1      | 24    |   |
| 13                               | 3        | 1     | 2     | 2     | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 3      | 2      | 1      | 2      | 1      | 1      | 2      | 34    |   |
| 14                               | 2        | 1     | 0     | 0     | 2      | 2      | 2      | 0      | 1      | 2      | 2      | 2      | 1      | 1      | 1      | 0      | 0      | 2      | 21    |   |
| 15                               | 1        | 0     | 0     | 0     | 0      | 1      | 0      | 0      | 2      | 2      | 0      | 2      | 2      | 0      | 0      | 0      | 0      | 0      | 10    |   |
| 16                               | 1        | 0     | 1     | 0     | 2      | 4      | 1      | 1      | 2      | 3      | 4      | 4      | 1      | 1      | 1      | 0      | 0      | 1      | 27    |   |
| 17                               | 2        | 2     | 2     | 2     | 2      | 2      | 2      | 2      | 2      | 2      | 4      | 3      | 3      | 2      | 2      | 2      | 2      | 2      | 40    |   |
| 18                               | 0        | 0     | 0     | 0     | 0      | 4      | 1      | 0      | 3      | 3      | 3      | 3      | 1      | 0      | 2      | 1      | 1      | 1      | 23    |   |
| 19                               | 2        | 1     | 2     | 1     | 0      | 3      | 2      | 0      | 2      | 3      | 3      | 4      | 2      | 1      | 1      | 2      | 0      | 2      | 31    |   |
| 20                               | 2        | 1     | 1     | 1     | 2      | 1      | 1      | 1      | 3      | 3      | 2      | 3      | 3      | 1      | 1      | 2      | 1      | 2      | 31    |   |
| 21                               | 2        | 0     | 0     | 0     | 1      | 2      | 2      | 1      | 2      | 2      | 4      | 2      | 2      | 1      | 1      | 1      | 0      | 0      | 23    |   |
| 22                               | 3        | 1     | 1     | 1     | 0      | 0      | 3      | 1      | 2      | 3      | 3      | 3      | 2      | 1      | 2      | 0      | 0      | 2      | 28    |   |
| 23                               | 3        | 1     | 2     | 0     | 2      | 2      | 1      | 1      | 2      | 2      | 2      | 3      | 2      | 0      | 2      | 1      | 0      | 1      | 27    |   |
| 24                               | 3        | 0     | 1     | 1     | 2      | 3      | 3      | 1      | 2      | 3      | 3      | 3      | 2      | 1      | 1      | 1      | 1      | 1      | 32    |   |
| 25                               | 3        | 1     | 1     | 1     | 1      | 3      | 1      | 1      | 1      | 1      | 3      | 3      | 2      | 0      | 1      | 3      | 1      | 1      | 28    |   |
| 26                               | 2        | 1     | 1     | 0     | 1      | 2      | 1      | 1      | 2      | 2      | 1      | 2      | 2      | 0      | 2      | 1      | 1      | 2      | 24    |   |
| 27                               | 3        | 2     | 2     | 0     | 1      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 1      | 2      | 1      | 2      | 2      | 32    |   |
| 28                               | 2        | 0     | 2     | 0     | 1      | 3      | 1      | 1      | 2      | 2      | 3      | 3      | 3      | 0      | 2      | 2      | 0      | 1      | 28    |   |
| 29                               | 3        | 2     | 2     | 2     | 2      | 3      | 3      | 3      | 4      | 4      | 3      | 4      | 2      | 0      | 2      | 2      | 3      | 2      | 46    |   |
| 30                               | 4        | 2     | 3     | 2     | 2      | 3      | 2      | 1      | 2      | 3      | 3      | 2      | 2      | 1      | 2      | 1      | 1      | 0      | 36    |   |
| 31                               | 1        | 1     | 2     | 0     | 0      | 2      | 2      | 0      | 2      | 2      | 3      | 3      | 2      | 2      | 1      | 0      | 0      | 1      | 24    |   |
| 32                               | 1        | 1     | 1     | 1     | 1      | 3      | 1      | 1      | 4      | 2      | 2      | 4      | 2      | 1      | 1      | 1      | 1      | 1      | 29    |   |
| 33                               | 2        | 2     | 2     | 2     | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 36    |   |
| 34                               | 2        | 1     | 2     | 0     | 0      | 3      | 1      | 0      | 3      | 2      | 2      | 3      | 2      | 0      | 2      | 2      | 0      | 1      | 26    |   |
| 35                               | 2        | 1     | 3     | 1     | 1      | 4      | 2      | 1      | 2      | 2      | 2      | 4      | 4      | 2      | 2      | 1      | 2      | 1      | 37    |   |
| 36                               | 3        | 1     | 1     | 1     | 1      | 3      | 0      | 0      | 1      | 1      | 3      | 3      | 2      | 3      | 1      | 1      | 1      | 0      | 26    |   |
| 37                               | 3        | 1     | 1     | 1     | 1      | 1      | 1      | 1      | 2      | 1      | 1      | 1      | 2      | 1      | 1      | 2      | 0      | 1      | 23    |   |
| 38                               | 3        | 3     | 3     | 1     | 1      | 3      | 3      | 3      | 4      | 4      | 3      | 3      | 1      | 2      | 3      | 1      | 2      | 1      | 44    |   |
| 39                               | 4        | 3     | 1     | 1     | 1      | 4      | 1      | 0      | 2      | 3      | 1      | 3      | 3      | 0      | 3      | 2      | 1      | 3      | 36    |   |
| 40                               | 0        | 0     | 2     | 0     | 0      | 3      | 1      | 0      | 2      | 2      | 3      | 3      | 4      | 0      | 3      | 1      | 0      | 3      | 27    |   |
| 41                               | 2        | 1     | 2     | 0     | 1      | 2      | 1      | 0      | 2      | 3      | 3      | 3      | 2      | 0      | 2      | 1      | 0      | 1      | 26    |   |
| 42                               | 3        | 1     | 1     | 0     | 0      | 3      | 2      | 1      | 3      | 3      | 2      | 3      | 3      | 0      | 2      | 1      | 0      | 1      | 29    |   |
| 43                               | 2        | 2     | 2     | 1     | 1      | 2      | 2      | 2      | 2      | 2      | 2      | 3      | 2      | 1      | 2      | 2      | 2      | 2      | 34    |   |
| 44                               | 3        | 0     | 2     | 0     | 1      | 2      | 1      | 0      | 4      | 3      | 3      | 3      | 2      | 1      | 3      | 1      | 1      | 2      | 32    |   |
| 45                               | 1        | 1     | 2     | 2     | 1      | 3      | 2      | 1      | 2      | 2      | 2      | 3      | 2      | 1      | 2      | 2      | 1      | 2      | 32    |   |
| 46                               | 3        | 2     | 2     | 0     | 2      | 3      | 0      | 0      | 2      | 2      | 2      | 3      | 2      | 0      | 2      | 1      | 0      | 0      | 26    |   |
| 47                               | 0        | 0     | 0     | 0     | 0      | 4      | 1      | 0      | 3      | 3      | 2      | 3      | 2      | 0      | 2      | 1      | 1      | 3      | 25    |   |
| 48                               | 2        | 0     | 1     | 0     | 1      | 2      | 1      | 0      | 2      | 3      | 3      | 3      | 2      | 0      | 1      | 2      | 1      | 2      | 26    |   |
| 49                               | 2        | 1     | 2     | 1     | 1      | 3      | 1      | 1      | 2      | 3      | 2      | 3      | 2      | 1      | 1      | 1      | 1      | 1      | 29    |   |
| 50                               | 0        | 1     | 1     | 2     | 2      | 2      | 4      | 0      | 4      | 4      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 36    |   |
| 51                               | 3        | 1     | 1     | 1     | 1      | 1      | 1      | 1      | 3      | 3      | 3      | 3      | 3      | 1      | 1      | 1      | 0      | 1      | 29    |   |
| 52                               | 1        | 1     | 1     | 1     | 1      | 4      | 3      | 1      | 3      | 3      | 3      | 3      | 2      | 1      | 2      | 1      | 1      | 1      | 33    |   |
| 53                               | 2        | 1     | 2     | 2     | 2      | 3      | 2      | 1      | 2      | 2      | 1      | 3      | 2      | 1      | 2      | 1      | 1      | 1      | 31    |   |
| 54                               | 2        | 1     | 0     | 0     | 0      | 3      | 2      | 0      | 2      | 2      | 3      | 2      | 1      | 0      | 2      | 1      | 0      | 2      | 23    |   |
| 55                               | 4        | 1     | 1     | 0     | 2      | 3      | 3      | 1      | 2      | 4      | 4      | 2      | 3      | 1      | 3      | 2      | 1      | 1      | 38    |   |
| 56                               | 2        | 1     | 2     | 0     | 0      | 4      | 0      | 0      | 2      | 2      | 0      | 3      | 2      | 0      | 2      | 1      | 0      | 2      | 23    |   |
| 57                               | 1        | 1     | 1     | 1     | 2      | 4      | 1      | 0      | 3      | 3      | 4      | 4      | 2      | 0      | 2      | 1      | 0      | 2      | 32    |   |
| 58                               | 2        | 1     | 2     | 2     | 2      | 2      | 2      | 1      | 2      | 3      | 3      | 3      | 2      | 0      | 2      | 2      | 2      | 2      | 35    |   |
| 59                               | 3        | 2     | 2     | 0     | 0      | 1      | 3      | 2      | 1      | 4      | 4      | 4      | 2      | 1      | 2      | 2      | 1      | 2      | 36    |   |
| 60                               | 3        | 0     | 2     | 0     | 0      | 2      | 2      | 1      | 3      | 4      | 3      | 3      | 3      | 0      | 3      | 2      | 1      | 2      | 34    |   |
| 61                               | 3        | 1     | 2     | 1     | 1      | 2      | 0      | 2      | 2      | 2      | 3      | 3      | 2      | 0      | 2      | 2      | 0      | 0      | 28    |   |
| 62                               | 2        | 3     | 1     | 2     | 2      | 3      | 1      | 0      | 3      | 3      | 4      | 4      | 3      | 1      | 2      | 1      | 2      | 2      | 39    |   |
| 63                               | 2        | 0     | 0     | 0     | 0      | 2      | 0      | 0      | 0      | 2      | 3      | 2      | 3      | 0      | 0      | 2      | 0      | 0      | 16    |   |
| 64                               | 3        | 0     | 2     | 1     | 1      | 3      | 2      | 1      | 2      | 4      | 3      | 4      | 3      | 0      | 2      | 0      | 1      | 2      | 34    |   |
| 65                               | 1        | 1     | 1     | 1     | 1      | 2      | 1      | 1      | 2      | 2      | 3      | 3      | 2      | 1      | 2      | 1      | 0      | 2      | 27    |   |
| 66                               | 2        | 1     | 2     | 1     | 1      | 4      | 1      | 1      | 3      | 2      | 4      | 4      | 2      | 0      | 1      | 1      | 2      | 0      | 32    |   |
| ΣX                               | 142      | 65    | 95    | 48    | 70     | 174    | 103    | 53     | 151    | 175    | 172    | 202    | 145    | 48     | 114    | 81     | 53     | 93     | 1.984 |   |

**Lampiran 10. Tabel data induk respon Skala Motivasi Berprestasi  
Kebutuhan akan Afiliasi**

| KEBUTUHAN AKAN AFILIASI (N-AFF) |          |        |        |        |        |        |        |        |        |        |        |        |       |
|---------------------------------|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| No. Subjek                      | No. Item |        |        |        |        |        |        |        |        |        |        |        | Y     |
|                                 | (F) 12   | (F) 13 | (F) 14 | (F) 15 | (F) 27 | (F) 28 | (F) 29 | (F) 30 | (F) 42 | (F) 43 | (F) 44 | (F) 45 |       |
| 1                               | 4        | 4      | 2      | 2      | 4      | 4      | 3      | 2      | 2      | 2      | 2      | 2      | 33    |
| 2                               | 4        | 4      | 2      | 0      | 4      | 4      | 4      | 1      | 4      | 4      | 2      | 0      | 33    |
| 3                               | 2        | 3      | 2      | 1      | 3      | 2      | 3      | 1      | 3      | 4      | 1      | 1      | 26    |
| 4                               | 2        | 4      | 2      | 0      | 2      | 3      | 3      | 2      | 3      | 3      | 2      | 2      | 28    |
| 5                               | 3        | 4      | 3      | 2      | 3      | 3      | 3      | 1      | 2      | 3      | 2      | 1      | 30    |
| 6                               | 4        | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 1      | 45    |
| 7                               | 4        | 4      | 2      | 2      | 4      | 4      | 4      | 2      | 4      | 4      | 3      | 1      | 38    |
| 8                               | 3        | 3      | 2      | 1      | 3      | 3      | 4      | 3      | 3      | 2      | 2      | 1      | 30    |
| 9                               | 4        | 4      | 4      | 0      | 4      | 3      | 3      | 2      | 4      | 4      | 3      | 0      | 35    |
| 10                              | 4        | 4      | 4      | 2      | 2      | 4      | 3      | 3      | 3      | 3      | 2      | 2      | 36    |
| 11                              | 4        | 2      | 3      | 1      | 3      | 4      | 3      | 1      | 3      | 2      | 2      | 2      | 30    |
| 12                              | 3        | 3      | 3      | 1      | 2      | 3      | 4      | 1      | 4      | 3      | 2      | 1      | 30    |
| 13                              | 4        | 4      | 4      | 1      | 2      | 4      | 2      | 1      | 3      | 3      | 2      | 2      | 32    |
| 14                              | 4        | 2      | 3      | 0      | 4      | 4      | 3      | 2      | 3      | 2      | 1      | 1      | 29    |
| 15                              | 4        | 4      | 4      | 1      | 4      | 4      | 4      | 1      | 4      | 4      | 4      | 2      | 40    |
| 16                              | 2        | 4      | 4      | 4      | 2      | 3      | 3      | 3      | 4      | 3      | 3      | 2      | 37    |
| 17                              | 4        | 4      | 4      | 2      | 3      | 3      | 3      | 2      | 4      | 2      | 2      | 3      | 36    |
| 18                              | 4        | 3      | 3      | 0      | 3      | 3      | 3      | 2      | 2      | 3      | 2      | 1      | 29    |
| 19                              | 3        | 3      | 2      | 1      | 2      | 3      | 3      | 1      | 3      | 3      | 1      | 0      | 25    |
| 20                              | 4        | 4      | 1      | 1      | 3      | 3      | 2      | 1      | 3      | 2      | 1      | 2      | 27    |
| 21                              | 4        | 3      | 3      | 1      | 3      | 3      | 2      | 2      | 3      | 2      | 2      | 2      | 30    |
| 22                              | 3        | 3      | 2      | 1      | 4      | 3      | 4      | 1      | 4      | 4      | 4      | 4      | 37    |
| 23                              | 4        | 4      | 4      | 2      | 3      | 2      | 3      | 2      | 3      | 3      | 3      | 1      | 34    |
| 24                              | 4        | 4      | 4      | 0      | 4      | 4      | 3      | 3      | 3      | 3      | 1      | 1      | 34    |
| 25                              | 4        | 3      | 3      | 1      | 3      | 3      | 3      | 2      | 4      | 4      | 2      | 1      | 33    |
| 26                              | 3        | 3      | 3      | 1      | 2      | 2      | 3      | 2      | 3      | 2      | 2      | 1      | 27    |
| 27                              | 4        | 4      | 4      | 1      | 3      | 3      | 4      | 2      | 4      | 2      | 3      | 1      | 35    |
| 28                              | 3        | 4      | 3      | 1      | 2      | 3      | 3      | 2      | 3      | 3      | 3      | 2      | 32    |
| 29                              | 3        | 3      | 3      | 3      | 2      | 2      | 3      | 2      | 2      | 3      | 3      | 3      | 32    |
| 30                              | 4        | 4      | 2      | 2      | 3      | 4      | 4      | 2      | 2      | 3      | 2      | 2      | 34    |
| 31                              | 4        | 4      | 4      | 1      | 3      | 3      | 4      | 2      | 3      | 4      | 2      | 2      | 36    |
| 32                              | 4        | 4      | 4      | 1      | 4      | 4      | 4      | 1      | 4      | 3      | 3      | 1      | 37    |
| 33                              | 2        | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 24    |
| 34                              | 4        | 4      | 3      | 2      | 2      | 3      | 3      | 2      | 2      | 3      | 2      | 2      | 32    |
| 35                              | 3        | 4      | 3      | 1      | 4      | 3      | 2      | 2      | 3      | 2      | 2      | 1      | 30    |
| 36                              | 3        | 3      | 3      | 3      | 3      | 3      | 3      | 1      | 3      | 3      | 3      | 1      | 32    |
| 37                              | 4        | 2      | 2      | 1      | 2      | 2      | 3      | 3      | 2      | 2      | 2      | 3      | 28    |
| 38                              | 3        | 3      | 3      | 2      | 3      | 3      | 3      | 1      | 3      | 3      | 1      | 3      | 31    |
| 39                              | 4        | 4      | 2      | 1      | 3      | 4      | 4      | 1      | 4      | 4      | 3      | 1      | 35    |
| 40                              | 4        | 4      | 3      | 0      | 3      | 4      | 4      | 2      | 3      | 3      | 2      | 2      | 34    |
| 41                              | 4        | 3      | 3      | 1      | 3      | 3      | 3      | 2      | 3      | 3      | 2      | 2      | 32    |
| 42                              | 3        | 4      | 3      | 0      | 3      | 3      | 2      | 1      | 3      | 3      | 1      | 1      | 27    |
| 43                              | 3        | 4      | 3      | 3      | 3      | 3      | 3      | 1      | 3      | 3      | 2      | 2      | 33    |
| 44                              | 4        | 4      | 4      | 1      | 3      | 3      | 3      | 3      | 3      | 3      | 2      | 3      | 36    |
| 45                              | 3        | 3      | 3      | 1      | 3      | 3      | 3      | 2      | 3      | 2      | 1      | 1      | 28    |
| 46                              | 3        | 4      | 3      | 1      | 2      | 4      | 2      | 2      | 4      | 4      | 2      | 3      | 34    |
| 47                              | 2        | 3      | 0      | 0      | 4      | 4      | 4      | 2      | 2      | 4      | 3      | 2      | 30    |
| 48                              | 2        | 2      | 3      | 1      | 3      | 3      | 3      | 2      | 4      | 4      | 3      | 2      | 32    |
| 49                              | 4        | 4      | 3      | 1      | 3      | 3      | 2      | 2      | 3      | 2      | 2      | 2      | 31    |
| 50                              | 4        | 3      | 3      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 2      | 28    |
| 51                              | 4        | 4      | 3      | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 36    |
| 52                              | 4        | 4      | 4      | 1      | 2      | 3      | 3      | 3      | 3      | 3      | 3      | 1      | 34    |
| 53                              | 3        | 3      | 3      | 1      | 2      | 3      | 3      | 2      | 2      | 1      | 2      | 1      | 26    |
| 54                              | 4        | 3      | 2      | 2      | 3      | 3      | 3      | 1      | 4      | 4      | 3      | 1      | 33    |
| 55                              | 4        | 4      | 4      | 3      | 3      | 4      | 4      | 3      | 3      | 2      | 3      | 2      | 39    |
| 56                              | 4        | 4      | 4      | 0      | 3      | 4      | 4      | 0      | 4      | 2      | 2      | 1      | 32    |
| 57                              | 4        | 4      | 4      | 3      | 4      | 4      | 4      | 1      | 4      | 3      | 3      | 1      | 39    |
| 58                              | 4        | 4      | 4      | 2      | 3      | 4      | 4      | 1      | 3      | 4      | 2      | 3      | 38    |
| 59                              | 4        | 4      | 4      | 2      | 4      | 4      | 4      | 2      | 3      | 3      | 3      | 3      | 40    |
| 60                              | 4        | 4      | 4      | 1      | 3      | 3      | 3      | 2      | 4      | 3      | 3      | 1      | 35    |
| 61                              | 3        | 3      | 2      | 1      | 3      | 4      | 3      | 2      | 2      | 4      | 1      | 2      | 30    |
| 62                              | 3        | 3      | 3      | 3      | 4      | 4      | 4      | 1      | 3      | 4      | 2      | 1      | 35    |
| 63                              | 2        | 4      | 2      | 0      | 2      | 3      | 4      | 0      | 2      | 2      | 3      | 2      | 26    |
| 64                              | 4        | 4      | 3      | 2      | 4      | 4      | 3      | 2      | 4      | 4      | 2      | 1      | 37    |
| 65                              | 4        | 4      | 4      | 4      | 3      | 4      | 3      | 2      | 2      | 3      | 3      | 2      | 38    |
| 66                              | 4        | 4      | 4      | 1      | 4      | 4      | 4      | 2      | 4      | 4      | 2      | 0      | 37    |
| ΣX                              | 232      | 234    | 200    | 92     | 198    | 217    | 211    | 118    | 205    | 197    | 150    | 108    | 2.162 |

### Lampiran 11. Tabel Evaluasi Nilai Uji Validitas Item Skala Motivasi Berprestasi

Rumus Uji Validitas *product moment pearson*

$$r_{xy} = \frac{\sum XY - \frac{(\sum X)(\sum Y)}{n}}{\sqrt{\left[\sum X^2 - \frac{(\sum X)^2}{n}\right] \left[\sum Y^2 - \frac{(\sum Y)^2}{n}\right]}}$$

Keterangan :

- $r_{xy}$  : Koefisien validitas
- $N$  : Banyaknya Subjek
- $X$  : Nilai Perbandingan
- $Y$  : Nilai dari instrument yang akan dicari validitasnya

#### Skala Motivasi Berprestasi Kebutuhan akan Prestasi

| No. Item | $r_{xy}$ | Evaluasi | No. Item | $r_{xy}$ | Evaluasi |
|----------|----------|----------|----------|----------|----------|
| 1        | 0.540    | Diterima | 19       | 0.512    | Diterima |
| 2        | 0.502    | Diterima | 20       | 0.609    | Diterima |
| 3        | 0.505    | Diterima | 31       | 0.561    | Diterima |
| 4        | 0.607    | Diterima | 32       | 0.597    | Diterima |
| 5        | 0.659    | Diterima | 33       | 0.517    | Diterima |
| 16       | 0.613    | Diterima | 34       | 0.660    | Diterima |
| 17       | 0.660    | Diterima | 35       | 0.672    | Diterima |
| 18       | 0.675    | Diterima |          |          |          |

#### Skala Motivasi Berprestasi Kebutuhan akan Kekuasaan

| No. Item | $r_{xy}$ | Evaluasi         | No. Item | $r_{xy}$ | Evaluasi         |
|----------|----------|------------------|----------|----------|------------------|
| 6        | 0.421    | Diterima         | 24       | 0.519    | Diterima         |
| 7        | 0.596    | Diterima         | 25       | 0.446    | Diterima         |
| 8        | 0.608    | Diterima         | 26       | 0.291    | Dipertimbangkan  |
| 9        | 0.645    | Diterima         | 36       | 0.188    | Tidak disarankan |
| 10       | 0.553    | Diterima         | 37       | 0.274    | Dipertimbangkan  |
| 11       | 0.171    | Tidak disarankan | 38       | 0.430    | Diterima         |
| 21       | 0.634    | Diterima         | 39       | 0.286    | Dipertimbangkan  |
| 22       | 0.513    | Diterima         | 40       | 0.637    | Diterima         |
| 23       | 0.351    | Diterima         | 41       | 0.304    | Diterima         |

## Skala Motivasi Berprestasi Kebutuhan akan Afiliasi

| No. Item | $r_{XY}$ | Evaluasi | No. Item | $r_{XY}$ | Evaluasi         |
|----------|----------|----------|----------|----------|------------------|
| 12       | 0.497    | Diterima | 29       | 0.503    | Diterima         |
| 13       | 0.531    | Diterima | 30       | 0.274    | Dipertimbangkan  |
| 14       | 0.564    | Diterima | 42       | 0.506    | Diterima         |
| 15       | 0.469    | Diterima | 43       | 0.467    | Diterima         |
| 27       | 0.494    | Diterima | 44       | 0.610    | Diterima         |
| 28       | 0.547    | Diterima | 45       | 0.133    | Tidak disarankan |

**Lampiran 12. Tabel Perhitungan Realibilitas Skala Motivasi Berprestasi  
Kebutuhan akan Prestasi**

| No. Subjek              | KEBUTUHAN AKAN BERPRESTASI (N-ACH) |               |               |               |               |               |               |               |               |               | Y              | Y <sup>2</sup> |
|-------------------------|------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
|                         | No. Item                           |               |               |               |               |               |               |               |               |               |                |                |
|                         | (F)<br>4                           | (F)<br>16     | (F)<br>17     | (F)<br>18     | (F)<br>20     | (F)<br>31     | (F)<br>32     | (F)<br>33     | (F)<br>34     | (F)<br>35     |                |                |
| 1                       | 3                                  | 2             | 3             | 3             | 4             | 2             | 4             | 4             | 2             | 3             | 30             | 900            |
| 2                       | 4                                  | 3             | 2             | 4             | 4             | 4             | 4             | 4             | 4             | 4             | 37             | 1369           |
| 3                       | 4                                  | 1             | 1             | 3             | 4             | 2             | 3             | 3             | 3             | 3             | 27             | 729            |
| 4                       | 4                                  | 4             | 4             | 3             | 4             | 2             | 4             | 4             | 4             | 4             | 37             | 1369           |
| 5                       | 3                                  | 2             | 2             | 3             | 3             | 2             | 3             | 3             | 3             | 2             | 26             | 676            |
| 6                       | 4                                  | 4             | 4             | 4             | 4             | 4             | 4             | 4             | 4             | 4             | 40             | 1600           |
| 7                       | 3                                  | 2             | 4             | 4             | 4             | 2             | 3             | 4             | 4             | 4             | 34             | 1156           |
| 8                       | 2                                  | 2             | 2             | 2             | 3             | 2             | 3             | 3             | 3             | 3             | 25             | 625            |
| 9                       | 4                                  | 2             | 3             | 3             | 3             | 2             | 3             | 3             | 3             | 3             | 29             | 841            |
| 10                      | 3                                  | 2             | 2             | 2             | 3             | 2             | 2             | 3             | 3             | 3             | 25             | 625            |
| 11                      | 4                                  | 2             | 3             | 3             | 4             | 2             | 4             | 3             | 3             | 2             | 30             | 900            |
| 12                      | 3                                  | 2             | 4             | 4             | 4             | 3             | 3             | 4             | 3             | 3             | 33             | 1089           |
| 13                      | 4                                  | 3             | 3             | 3             | 3             | 2             | 2             | 3             | 3             | 4             | 30             | 900            |
| 14                      | 2                                  | 2             | 2             | 3             | 3             | 2             | 3             | 3             | 3             | 2             | 25             | 625            |
| 15                      | 2                                  | 2             | 4             | 4             | 4             | 2             | 4             | 4             | 4             | 4             | 34             | 1156           |
| 16                      | 4                                  | 4             | 1             | 2             | 4             | 2             | 3             | 4             | 4             | 3             | 31             | 961            |
| 17                      | 4                                  | 2             | 3             | 3             | 2             | 2             | 4             | 4             | 4             | 4             | 32             | 1024           |
| 18                      | 2                                  | 3             | 3             | 4             | 4             | 3             | 3             | 3             | 3             | 3             | 31             | 961            |
| 19                      | 4                                  | 3             | 3             | 3             | 4             | 3             | 3             | 3             | 4             | 4             | 34             | 1156           |
| 20                      | 3                                  | 1             | 3             | 3             | 3             | 3             | 3             | 4             | 3             | 2             | 28             | 784            |
| 21                      | 3                                  | 2             | 3             | 3             | 3             | 2             | 3             | 3             | 3             | 2             | 27             | 729            |
| 22                      | 4                                  | 3             | 4             | 4             | 4             | 2             | 3             | 4             | 4             | 3             | 35             | 1225           |
| 23                      | 3                                  | 1             | 2             | 2             | 3             | 2             | 3             | 3             | 3             | 3             | 25             | 625            |
| 24                      | 3                                  | 3             | 3             | 4             | 4             | 3             | 3             | 3             | 3             | 3             | 32             | 1024           |
| 25                      | 3                                  | 2             | 3             | 3             | 3             | 2             | 3             | 3             | 3             | 2             | 27             | 729            |
| 26                      | 3                                  | 2             | 3             | 4             | 4             | 2             | 3             | 4             | 2             | 3             | 30             | 900            |
| 27                      | 2                                  | 2             | 2             | 3             | 2             | 2             | 2             | 3             | 3             | 2             | 23             | 529            |
| 28                      | 3                                  | 2             | 3             | 3             | 3             | 2             | 3             | 3             | 3             | 3             | 28             | 784            |
| 29                      | 2                                  | 3             | 3             | 3             | 3             | 3             | 3             | 4             | 3             | 3             | 30             | 900            |
| 30                      | 3                                  | 1             | 2             | 3             | 4             | 2             | 2             | 4             | 3             | 3             | 27             | 729            |
| 31                      | 3                                  | 1             | 2             | 3             | 2             | 1             | 2             | 3             | 3             | 1             | 21             | 441            |
| 32                      | 3                                  | 2             | 3             | 3             | 4             | 2             | 4             | 4             | 4             | 4             | 33             | 1089           |
| 33                      | 2                                  | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 2             | 20             | 400            |
| 34                      | 3                                  | 2             | 3             | 3             | 3             | 2             | 3             | 3             | 3             | 3             | 28             | 784            |
| 35                      | 3                                  | 4             | 4             | 4             | 4             | 3             | 4             | 4             | 4             | 4             | 38             | 1444           |
| 36                      | 3                                  | 2             | 3             | 3             | 3             | 2             | 1             | 3             | 3             | 3             | 26             | 676            |
| 37                      | 3                                  | 2             | 1             | 2             | 3             | 2             | 1             | 3             | 2             | 3             | 22             | 484            |
| 38                      | 3                                  | 1             | 3             | 3             | 3             | 3             | 3             | 3             | 3             | 3             | 28             | 784            |
| 39                      | 4                                  | 3             | 4             | 4             | 4             | 3             | 4             | 4             | 4             | 4             | 38             | 1444           |
| 40                      | 3                                  | 2             | 4             | 4             | 4             | 3             | 4             | 4             | 3             | 4             | 35             | 1225           |
| 41                      | 3                                  | 2             | 3             | 3             | 3             | 2             | 3             | 3             | 4             | 3             | 29             | 841            |
| 42                      | 3                                  | 3             | 2             | 3             | 4             | 2             | 3             | 3             | 4             | 3             | 30             | 900            |
| 43                      | 3                                  | 3             | 3             | 3             | 3             | 2             | 3             | 4             | 3             | 4             | 31             | 961            |
| 44                      | 2                                  | 3             | 2             | 4             | 3             | 2             | 4             | 4             | 2             | 3             | 29             | 841            |
| 45                      | 2                                  | 3             | 3             | 3             | 3             | 2             | 3             | 3             | 3             | 3             | 28             | 784            |
| 46                      | 3                                  | 2             | 3             | 3             | 4             | 2             | 2             | 4             | 3             | 4             | 30             | 900            |
| 47                      | 2                                  | 2             | 2             | 3             | 3             | 2             | 3             | 3             | 3             | 2             | 25             | 625            |
| 48                      | 3                                  | 2             | 4             | 4             | 4             | 2             | 2             | 3             | 3             | 3             | 30             | 900            |
| 49                      | 4                                  | 2             | 3             | 3             | 3             | 2             | 3             | 4             | 3             | 3             | 30             | 900            |
| 50                      | 4                                  | 4             | 4             | 4             | 4             | 2             | 2             | 2             | 2             | 2             | 30             | 900            |
| 51                      | 3                                  | 2             | 3             | 3             | 4             | 3             | 3             | 3             | 3             | 3             | 30             | 900            |
| 52                      | 4                                  | 2             | 4             | 4             | 4             | 3             | 3             | 4             | 4             | 4             | 36             | 1296           |
| 53                      | 4                                  | 2             | 3             | 3             | 3             | 2             | 3             | 3             | 3             | 2             | 28             | 784            |
| 54                      | 2                                  | 2             | 3             | 3             | 3             | 2             | 4             | 3             | 4             | 4             | 30             | 900            |
| 55                      | 2                                  | 0             | 2             | 4             | 4             | 1             | 2             | 3             | 2             | 4             | 24             | 576            |
| 56                      | 4                                  | 2             | 3             | 4             | 4             | 2             | 3             | 3             | 3             | 3             | 31             | 961            |
| 57                      | 4                                  | 4             | 4             | 4             | 4             | 2             | 4             | 4             | 4             | 4             | 38             | 1444           |
| 58                      | 3                                  | 2             | 3             | 3             | 3             | 3             | 3             | 3             | 2             | 2             | 27             | 729            |
| 59                      | 2                                  | 1             | 2             | 4             | 4             | 2             | 2             | 3             | 2             | 3             | 25             | 625            |
| 60                      | 3                                  | 2             | 3             | 3             | 3             | 3             | 3             | 4             | 3             | 3             | 30             | 900            |
| 61                      | 3                                  | 1             | 3             | 2             | 3             | 2             | 3             | 4             | 2             | 2             | 25             | 625            |
| 62                      | 4                                  | 4             | 4             | 4             | 3             | 4             | 4             | 3             | 4             | 4             | 38             | 1444           |
| 63                      | 2                                  | 1             | 3             | 3             | 2             | 1             | 4             | 4             | 2             | 4             | 26             | 676            |
| 64                      | 4                                  | 3             | 4             | 4             | 4             | 3             | 3             | 4             | 4             | 4             | 37             | 1369           |
| 65                      | 4                                  | 4             | 4             | 4             | 4             | 2             | 3             | 3             | 3             | 3             | 34             | 1156           |
| 66                      | 4                                  | 2             | 4             | 4             | 4             | 3             | 4             | 4             | 4             | 4             | 37             | 1369           |
| <b>ΣX</b>               | <b>206</b>                         | <b>150</b>    | <b>194</b>    | <b>215</b>    | <b>226</b>    | <b>151</b>    | <b>200</b>    | <b>225</b>    | <b>207</b>    | <b>205</b>    | <b>1.979</b>   | <b>60.697</b>  |
| <b>Σ(X)<sup>2</sup></b> | <b>42.436</b>                      | <b>22.500</b> | <b>37.636</b> | <b>46.225</b> | <b>51.076</b> | <b>22.801</b> | <b>40.000</b> | <b>50.625</b> | <b>42.849</b> | <b>42.025</b> | <b>398.173</b> | <b>6.367</b>   |

### Lampiran 13. Perhitungan Realibilitas Skala Motivasi Berprestasi Kebutuhan akan Prestasi

Dari tabel di atas diketahui bahwa :

$$\begin{aligned} \sum X = \sum Y = \sum i &= 1979 & \sum Y^2 &= 398173 & k &= 10 \\ \sum X^2 &= 60697 & \sum i^2 &= 6367 & n &= 66 \end{aligned}$$

sehingga :

$$S_{e^2} = \frac{\left(\sum i^2 - \frac{(\sum X^2)}{k}\right) - \frac{(\sum Y^2)}{n} + \frac{(\sum i)^2}{nk}}{(n-1)(k-1)}$$

$$S_{e^2} = \frac{\left(6367 - \frac{60697}{10}\right) - \frac{398173}{66} + \frac{(1979)^2}{660}}{(65)(9)}$$

$$S_{e^2} = \frac{(6367 - 6069.7) - 6032.9 + \frac{3916441}{660}}{585}$$

$$S_{e^2} = \frac{297.3 - 6032.9 + 5934}{585} = \frac{198.37}{585} = \mathbf{0.339}$$

$$S_{S^2} = \frac{\frac{(\sum X^2)}{k} - \frac{(\sum i)^2}{nk}}{n-1}$$

$$S_{S^2} = \frac{\frac{60697}{10} - \frac{(1979)^2}{660}}{65} = \frac{6069.7 - 5934}{65} = \mathbf{2.087}$$

$$r_{xx} = 1 - S_{e^2}/S_{S^2}$$

$$r_{xx} = 1 - 0.339/2.087 = \mathbf{0.837}$$

**Lampiran 14. Tabel Perhitungan Realibilitas Skala Motivasi Berprestasi  
Kebutuhan akan Kekuasaan**

| No. Subjek              | KEBUTUHAN AKAN KEKUASAAN (N-POW) |              |              |              |               |              |               |               |              |              | Y              | Y <sup>2</sup> |
|-------------------------|----------------------------------|--------------|--------------|--------------|---------------|--------------|---------------|---------------|--------------|--------------|----------------|----------------|
|                         | No. Item                         |              |              |              |               |              |               |               |              |              |                |                |
|                         | (F)<br>6                         | (F)<br>7     | (F)<br>8     | (F)<br>9     | (F)<br>21     | (F)<br>22    | (F)<br>23     | (F)<br>24     | (F)<br>40    | (F)<br>41    |                |                |
| 1                       | 3                                | 1            | 2            | 1            | 2             | 2            | 2             | 3             | 0            | 1            | 17             | 289            |
| 2                       | 4                                | 0            | 0            | 0            | 4             | 0            | 2             | 4             | 0            | 2            | 16             | 256            |
| 3                       | 1                                | 1            | 1            | 0            | 1             | 1            | 3             | 3             | 1            | 0            | 12             | 144            |
| 4                       | 2                                | 0            | 2            | 0            | 0             | 0            | 3             | 4             | 1            | 4            | 16             | 256            |
| 5                       | 2                                | 1            | 2            | 1            | 2             | 1            | 2             | 4             | 1            | 2            | 18             | 324            |
| 6                       | 3                                | 3            | 4            | 3            | 4             | 0            | 3             | 4             | 0            | 1            | 25             | 625            |
| 7                       | 2                                | 2            | 2            | 1            | 2             | 1            | 3             | 2             | 2            | 1            | 18             | 324            |
| 8                       | 0                                | 0            | 1            | 0            | 1             | 0            | 2             | 2             | 1            | 1            | 8              | 64             |
| 9                       | 1                                | 0            | 0            | 0            | 0             | 0            | 2             | 2             | 0            | 1            | 6              | 36             |
| 10                      | 4                                | 1            | 1            | 2            | 3             | 1            | 1             | 3             | 2            | 2            | 20             | 400            |
| 11                      | 2                                | 1            | 1            | 0            | 1             | 1            | 3             | 4             | 1            | 1            | 15             | 225            |
| 12                      | 2                                | 0            | 1            | 0            | 0             | 0            | 3             | 2             | 0            | 1            | 9              | 81             |
| 13                      | 3                                | 1            | 2            | 2            | 2             | 2            | 2             | 2             | 1            | 2            | 19             | 361            |
| 14                      | 2                                | 1            | 0            | 0            | 2             | 0            | 1             | 2             | 0            | 2            | 10             | 100            |
| 15                      | 1                                | 0            | 0            | 0            | 0             | 0            | 2             | 2             | 0            | 0            | 5              | 25             |
| 16                      | 1                                | 0            | 1            | 0            | 1             | 1            | 2             | 3             | 0            | 1            | 10             | 100            |
| 17                      | 2                                | 2            | 2            | 2            | 2             | 2            | 2             | 2             | 2            | 2            | 20             | 400            |
| 18                      | 0                                | 0            | 0            | 0            | 1             | 0            | 3             | 3             | 1            | 1            | 9              | 81             |
| 19                      | 2                                | 1            | 2            | 1            | 2             | 0            | 2             | 3             | 0            | 2            | 15             | 225            |
| 20                      | 2                                | 1            | 1            | 1            | 1             | 1            | 3             | 3             | 1            | 2            | 16             | 256            |
| 21                      | 2                                | 0            | 0            | 0            | 2             | 1            | 2             | 2             | 0            | 0            | 9              | 81             |
| 22                      | 3                                | 1            | 1            | 1            | 3             | 1            | 2             | 3             | 0            | 2            | 17             | 289            |
| 23                      | 3                                | 1            | 2            | 0            | 1             | 1            | 2             | 2             | 0            | 1            | 13             | 169            |
| 24                      | 3                                | 0            | 1            | 1            | 3             | 1            | 2             | 3             | 1            | 1            | 16             | 256            |
| 25                      | 3                                | 1            | 1            | 1            | 1             | 1            | 1             | 1             | 1            | 1            | 12             | 144            |
| 26                      | 2                                | 1            | 1            | 0            | 1             | 1            | 2             | 2             | 1            | 2            | 13             | 169            |
| 27                      | 3                                | 2            | 2            | 0            | 2             | 2            | 2             | 2             | 2            | 2            | 19             | 361            |
| 28                      | 2                                | 0            | 2            | 0            | 1             | 1            | 2             | 2             | 0            | 1            | 11             | 121            |
| 29                      | 3                                | 2            | 2            | 2            | 3             | 3            | 4             | 4             | 3            | 2            | 28             | 784            |
| 30                      | 4                                | 2            | 3            | 2            | 2             | 1            | 2             | 3             | 1            | 0            | 20             | 400            |
| 31                      | 1                                | 1            | 2            | 0            | 2             | 0            | 2             | 2             | 0            | 1            | 11             | 121            |
| 32                      | 1                                | 1            | 1            | 1            | 1             | 1            | 4             | 2             | 1            | 1            | 14             | 196            |
| 33                      | 2                                | 2            | 2            | 2            | 2             | 2            | 2             | 2             | 2            | 2            | 20             | 400            |
| 34                      | 2                                | 1            | 2            | 0            | 1             | 0            | 3             | 2             | 0            | 1            | 12             | 144            |
| 35                      | 2                                | 1            | 3            | 1            | 2             | 1            | 2             | 2             | 2            | 1            | 17             | 289            |
| 36                      | 3                                | 1            | 1            | 1            | 0             | 0            | 1             | 1             | 1            | 0            | 9              | 81             |
| 37                      | 3                                | 1            | 1            | 1            | 1             | 2            | 1             | 1             | 0            | 1            | 12             | 144            |
| 38                      | 3                                | 3            | 3            | 1            | 3             | 3            | 4             | 4             | 2            | 1            | 27             | 729            |
| 39                      | 4                                | 3            | 1            | 1            | 1             | 0            | 2             | 3             | 1            | 3            | 19             | 361            |
| 40                      | 0                                | 0            | 2            | 0            | 1             | 0            | 2             | 2             | 0            | 3            | 10             | 100            |
| 41                      | 2                                | 1            | 2            | 0            | 1             | 0            | 2             | 3             | 0            | 1            | 12             | 144            |
| 42                      | 3                                | 1            | 1            | 0            | 2             | 1            | 3             | 3             | 0            | 1            | 15             | 225            |
| 43                      | 2                                | 2            | 2            | 1            | 2             | 2            | 2             | 2             | 2            | 2            | 19             | 361            |
| 44                      | 3                                | 0            | 2            | 0            | 1             | 0            | 4             | 3             | 1            | 2            | 16             | 256            |
| 45                      | 1                                | 1            | 2            | 2            | 2             | 1            | 2             | 2             | 1            | 2            | 16             | 256            |
| 46                      | 3                                | 2            | 2            | 0            | 0             | 0            | 2             | 2             | 0            | 0            | 11             | 121            |
| 47                      | 0                                | 0            | 0            | 0            | 1             | 0            | 3             | 3             | 1            | 3            | 11             | 121            |
| 48                      | 2                                | 0            | 1            | 0            | 1             | 0            | 2             | 3             | 1            | 2            | 12             | 144            |
| 49                      | 2                                | 1            | 2            | 1            | 1             | 1            | 2             | 3             | 1            | 1            | 15             | 225            |
| 50                      | 0                                | 1            | 1            | 2            | 4             | 0            | 4             | 4             | 2            | 2            | 20             | 400            |
| 51                      | 3                                | 1            | 1            | 1            | 1             | 1            | 3             | 3             | 0            | 1            | 15             | 225            |
| 52                      | 1                                | 1            | 1            | 1            | 3             | 1            | 3             | 3             | 1            | 1            | 16             | 256            |
| 53                      | 2                                | 1            | 2            | 2            | 2             | 1            | 2             | 2             | 1            | 1            | 16             | 256            |
| 54                      | 2                                | 1            | 0            | 0            | 2             | 0            | 2             | 2             | 0            | 2            | 11             | 121            |
| 55                      | 4                                | 1            | 1            | 0            | 3             | 1            | 2             | 4             | 1            | 1            | 18             | 324            |
| 56                      | 2                                | 1            | 2            | 0            | 0             | 0            | 2             | 2             | 0            | 2            | 11             | 121            |
| 57                      | 1                                | 1            | 1            | 1            | 1             | 0            | 3             | 3             | 0            | 2            | 13             | 169            |
| 58                      | 2                                | 1            | 2            | 2            | 2             | 1            | 2             | 3             | 2            | 2            | 19             | 361            |
| 59                      | 3                                | 2            | 2            | 0            | 3             | 2            | 1             | 4             | 1            | 2            | 20             | 400            |
| 60                      | 3                                | 0            | 2            | 0            | 2             | 1            | 3             | 4             | 1            | 2            | 18             | 324            |
| 61                      | 3                                | 1            | 2            | 1            | 0             | 2            | 2             | 2             | 0            | 0            | 13             | 169            |
| 62                      | 2                                | 3            | 1            | 2            | 1             | 0            | 3             | 3             | 2            | 2            | 19             | 361            |
| 63                      | 2                                | 0            | 0            | 0            | 0             | 0            | 0             | 2             | 0            | 0            | 4              | 16             |
| 64                      | 3                                | 0            | 2            | 1            | 2             | 1            | 2             | 4             | 1            | 2            | 18             | 324            |
| 65                      | 1                                | 1            | 1            | 1            | 1             | 1            | 2             | 2             | 0            | 2            | 12             | 144            |
| 66                      | 2                                | 1            | 2            | 1            | 1             | 1            | 3             | 2             | 2            | 0            | 15             | 225            |
| <b>ΣX</b>               | <b>142</b>                       | <b>65</b>    | <b>95</b>    | <b>48</b>    | <b>103</b>    | <b>53</b>    | <b>151</b>    | <b>175</b>    | <b>53</b>    | <b>93</b>    | <b>978</b>     | <b>15.960</b>  |
| <b>Σ(X)<sup>2</sup></b> | <b>20.164</b>                    | <b>4.225</b> | <b>9.025</b> | <b>2.304</b> | <b>10.609</b> | <b>2.809</b> | <b>22.801</b> | <b>30.625</b> | <b>2.809</b> | <b>8.649</b> | <b>114.020</b> | <b>2.208</b>   |

### Lampiran 15. Perhitungan Realibilitas Skala Motivasi Berprestasi Kebutuhan akan Kekuasaan

Dari tabel di atas diketahui bahwa :

$$\begin{aligned} \sum X = \sum Y = \sum i &= 978 & \sum Y^2 &= 114020 & k &= 10 \\ \sum X^2 &= 15960 & \sum i^2 &= 2208 & n &= 66 \end{aligned}$$

sehingga :

$$S_{e^2} = \frac{\left(\sum i^2 - \frac{(\sum X^2)}{k}\right) - \frac{(\sum Y^2)}{n} + \frac{(\sum i)^2}{nk}}{(n-1)(k-1)}$$

$$S_{e^2} = \frac{\left(2208 - \frac{15960}{10}\right) - \frac{(114020)}{66} + \frac{(978)^2}{660}}{(65)(9)}$$

$$S_{e^2} = \frac{(2208 - 1596) - 1727.57 + \frac{956484}{660}}{585}$$

$$S_{e^2} = \frac{612 - 1727.57 + 1449.22}{585} = \frac{333.64}{585} = \mathbf{0.57}$$

$$S_{S^2} = \frac{\frac{(\sum X^2)}{k} - \frac{(\sum i)^2}{nk}}{n-1}$$

$$S_{S^2} = \frac{\frac{15960}{10} - \frac{(978)^2}{660}}{65} = \frac{1596 - 1449.22}{65} = \mathbf{2.258}$$

$$r_{xx} = 1 - S_{e^2}/S_{S^2}$$

$$r_{xx} = 1 - 0.57/2.258 = \mathbf{0.747}$$

**Lampiran 16. Tabel Perhitungan Realibilitas Skala Motivasi Berprestasi  
Kebutuhan akan Afiliasi**

| KEBUTUHAN AKAN AFLIASI (N-AFF) |               |               |               |              |               |               |               |               |               |               |                |                |
|--------------------------------|---------------|---------------|---------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| No. Subjek                     | No. Item      |               |               |              |               |               |               |               |               |               | Y              | Y <sup>2</sup> |
|                                | (F)<br>12     | (F)<br>13     | (F)<br>14     | (F)<br>15    | (F)<br>27     | (F)<br>28     | (F)<br>29     | (F)<br>42     | (F)<br>43     | (F)<br>44     |                |                |
| 1                              | 4             | 4             | 2             | 2            | 4             | 4             | 3             | 2             | 2             | 2             | 29             | 841            |
| 2                              | 4             | 4             | 2             | 0            | 4             | 4             | 4             | 4             | 4             | 2             | 32             | 1024           |
| 3                              | 2             | 3             | 2             | 1            | 3             | 2             | 3             | 3             | 4             | 1             | 24             | 576            |
| 4                              | 2             | 4             | 2             | 0            | 2             | 3             | 3             | 3             | 3             | 2             | 24             | 576            |
| 5                              | 3             | 4             | 3             | 2            | 3             | 3             | 3             | 2             | 3             | 2             | 28             | 784            |
| 6                              | 4             | 4             | 4             | 4            | 4             | 4             | 4             | 4             | 4             | 4             | 40             | 1600           |
| 7                              | 4             | 4             | 2             | 2            | 4             | 4             | 4             | 4             | 4             | 3             | 35             | 1225           |
| 8                              | 3             | 3             | 2             | 1            | 3             | 3             | 4             | 3             | 2             | 2             | 26             | 676            |
| 9                              | 4             | 4             | 4             | 0            | 4             | 3             | 3             | 4             | 4             | 3             | 33             | 1089           |
| 10                             | 4             | 4             | 4             | 2            | 2             | 4             | 3             | 3             | 3             | 2             | 31             | 961            |
| 11                             | 4             | 2             | 3             | 1            | 3             | 4             | 3             | 3             | 2             | 2             | 27             | 729            |
| 12                             | 3             | 3             | 3             | 1            | 2             | 3             | 4             | 4             | 3             | 2             | 28             | 784            |
| 13                             | 4             | 4             | 4             | 1            | 2             | 4             | 2             | 3             | 3             | 2             | 29             | 841            |
| 14                             | 4             | 2             | 3             | 0            | 4             | 4             | 3             | 3             | 2             | 1             | 26             | 676            |
| 15                             | 4             | 4             | 4             | 1            | 4             | 4             | 4             | 4             | 4             | 4             | 37             | 1369           |
| 16                             | 2             | 4             | 4             | 4            | 2             | 3             | 3             | 4             | 3             | 3             | 32             | 1024           |
| 17                             | 4             | 4             | 4             | 2            | 3             | 3             | 3             | 4             | 2             | 2             | 31             | 961            |
| 18                             | 4             | 3             | 3             | 0            | 3             | 3             | 3             | 2             | 3             | 2             | 26             | 676            |
| 19                             | 3             | 3             | 2             | 1            | 2             | 3             | 3             | 3             | 3             | 1             | 24             | 576            |
| 20                             | 4             | 4             | 1             | 1            | 3             | 3             | 2             | 3             | 2             | 1             | 24             | 576            |
| 21                             | 4             | 3             | 3             | 1            | 3             | 3             | 2             | 3             | 2             | 2             | 26             | 676            |
| 22                             | 3             | 3             | 2             | 1            | 4             | 3             | 4             | 4             | 4             | 4             | 32             | 1024           |
| 23                             | 4             | 4             | 4             | 2            | 3             | 2             | 3             | 3             | 3             | 3             | 31             | 961            |
| 24                             | 4             | 4             | 4             | 0            | 4             | 4             | 3             | 3             | 3             | 1             | 30             | 900            |
| 25                             | 4             | 3             | 3             | 1            | 3             | 3             | 3             | 4             | 4             | 2             | 30             | 900            |
| 26                             | 3             | 3             | 3             | 1            | 2             | 2             | 3             | 3             | 2             | 2             | 24             | 576            |
| 27                             | 4             | 4             | 4             | 1            | 3             | 3             | 4             | 4             | 2             | 3             | 32             | 1024           |
| 28                             | 3             | 4             | 3             | 1            | 2             | 3             | 3             | 3             | 3             | 3             | 28             | 784            |
| 29                             | 3             | 3             | 3             | 3            | 2             | 2             | 3             | 2             | 3             | 3             | 27             | 729            |
| 30                             | 4             | 4             | 2             | 2            | 3             | 4             | 4             | 2             | 3             | 2             | 30             | 900            |
| 31                             | 4             | 4             | 4             | 1            | 3             | 3             | 4             | 3             | 4             | 2             | 32             | 1024           |
| 32                             | 4             | 4             | 4             | 1            | 4             | 4             | 4             | 4             | 3             | 3             | 35             | 1225           |
| 33                             | 2             | 2             | 2             | 2            | 2             | 2             | 2             | 2             | 2             | 2             | 20             | 400            |
| 34                             | 4             | 4             | 3             | 2            | 2             | 3             | 3             | 2             | 3             | 2             | 28             | 784            |
| 35                             | 3             | 4             | 3             | 1            | 4             | 3             | 2             | 3             | 2             | 2             | 27             | 729            |
| 36                             | 3             | 3             | 3             | 3            | 3             | 3             | 3             | 3             | 3             | 3             | 30             | 900            |
| 37                             | 4             | 2             | 2             | 1            | 2             | 2             | 3             | 2             | 2             | 2             | 22             | 484            |
| 38                             | 3             | 3             | 3             | 2            | 3             | 3             | 3             | 3             | 3             | 1             | 27             | 729            |
| 39                             | 4             | 4             | 2             | 1            | 3             | 4             | 4             | 4             | 4             | 3             | 33             | 1089           |
| 40                             | 4             | 4             | 3             | 0            | 3             | 4             | 4             | 3             | 3             | 2             | 30             | 900            |
| 41                             | 4             | 3             | 3             | 1            | 3             | 3             | 3             | 3             | 3             | 2             | 28             | 784            |
| 42                             | 3             | 4             | 3             | 0            | 3             | 3             | 2             | 3             | 3             | 1             | 25             | 625            |
| 43                             | 3             | 4             | 3             | 3            | 3             | 3             | 3             | 3             | 3             | 2             | 30             | 900            |
| 44                             | 4             | 4             | 4             | 1            | 3             | 3             | 3             | 3             | 3             | 2             | 30             | 900            |
| 45                             | 3             | 3             | 3             | 1            | 3             | 3             | 3             | 3             | 2             | 1             | 25             | 625            |
| 46                             | 3             | 4             | 3             | 1            | 2             | 4             | 2             | 4             | 4             | 2             | 29             | 841            |
| 47                             | 2             | 3             | 0             | 0            | 4             | 4             | 4             | 2             | 4             | 3             | 26             | 676            |
| 48                             | 2             | 2             | 3             | 1            | 3             | 3             | 3             | 4             | 4             | 3             | 28             | 784            |
| 49                             | 4             | 4             | 3             | 1            | 3             | 3             | 2             | 3             | 2             | 2             | 27             | 729            |
| 50                             | 4             | 3             | 3             | 2            | 2             | 2             | 2             | 2             | 2             | 2             | 24             | 576            |
| 51                             | 4             | 4             | 3             | 2            | 3             | 3             | 3             | 3             | 3             | 3             | 31             | 961            |
| 52                             | 4             | 4             | 4             | 1            | 2             | 3             | 3             | 3             | 3             | 3             | 30             | 900            |
| 53                             | 3             | 3             | 3             | 1            | 2             | 3             | 3             | 2             | 1             | 2             | 23             | 529            |
| 54                             | 4             | 3             | 2             | 2            | 3             | 3             | 3             | 4             | 4             | 3             | 31             | 961            |
| 55                             | 4             | 4             | 4             | 3            | 3             | 4             | 4             | 3             | 2             | 3             | 34             | 1156           |
| 56                             | 4             | 4             | 4             | 0            | 3             | 4             | 4             | 4             | 2             | 2             | 31             | 961            |
| 57                             | 4             | 4             | 4             | 3            | 4             | 4             | 4             | 4             | 3             | 3             | 37             | 1369           |
| 58                             | 4             | 4             | 4             | 2            | 3             | 4             | 4             | 3             | 4             | 2             | 34             | 1156           |
| 59                             | 4             | 4             | 4             | 2            | 4             | 4             | 4             | 3             | 3             | 3             | 35             | 1225           |
| 60                             | 4             | 4             | 4             | 1            | 3             | 3             | 3             | 4             | 3             | 3             | 32             | 1024           |
| 61                             | 3             | 3             | 2             | 1            | 3             | 4             | 3             | 2             | 4             | 1             | 26             | 676            |
| 62                             | 3             | 3             | 3             | 3            | 4             | 4             | 4             | 3             | 4             | 2             | 33             | 1089           |
| 63                             | 2             | 4             | 2             | 0            | 2             | 3             | 4             | 2             | 2             | 3             | 24             | 576            |
| 64                             | 4             | 4             | 3             | 2            | 4             | 4             | 3             | 4             | 4             | 2             | 34             | 1156           |
| 65                             | 4             | 4             | 4             | 4            | 3             | 4             | 3             | 2             | 3             | 3             | 34             | 1156           |
| 66                             | 4             | 4             | 4             | 1            | 4             | 4             | 4             | 4             | 4             | 2             | 35             | 1225           |
| <b>ΣX</b>                      | <b>232</b>    | <b>234</b>    | <b>200</b>    | <b>92</b>    | <b>198</b>    | <b>217</b>    | <b>211</b>    | <b>205</b>    | <b>197</b>    | <b>150</b>    | <b>1.936</b>   | <b>57.862</b>  |
| <b>Σ(X)<sup>2</sup></b>        | <b>53.824</b> | <b>54.756</b> | <b>40.000</b> | <b>8.464</b> | <b>39.204</b> | <b>47.089</b> | <b>44.521</b> | <b>42.025</b> | <b>38.809</b> | <b>22.500</b> | <b>391.192</b> | <b>6.304</b>   |

### Lampiran 17. Perhitungan Realibilitas Skala Motivasi Berprestasi Kebutuhan akan Afiliasi

Dari tabel di atas diketahui bahwa :

$$\begin{aligned} \sum X = \sum Y = \sum i &= 1936 & \sum Y^2 &= 391192 & k &= 10 \\ \sum X^2 &= 57862 & \sum i^2 &= 6304 & n &= 66 \end{aligned}$$

sehingga :

$$S_{e^2} = \frac{\left(\sum i^2 - \frac{(\sum X^2)}{k}\right) - \frac{(\sum Y^2)}{n} + \frac{(\sum i)^2}{nk}}{(n-1)(k-1)}$$

$$S_{e^2} = \frac{\left(6304 - \frac{57862}{10}\right) - \frac{391192}{66} + \frac{(1936)^2}{660}}{(65)(9)}$$

$$S_{e^2} = \frac{(6304 - 5786,2) - 5927,15 + \frac{3748096}{660}}{585}$$

$$S_{e^2} = \frac{517,8 - 5927,15 + 5678,9}{585} = \frac{269,55}{585} = \mathbf{0.4607}$$

$$S_{S^2} = \frac{\frac{(\sum X^2)}{k} - \frac{(\sum i)^2}{nk}}{n-1}$$

$$S_{S^2} = \frac{\frac{57862}{10} - \frac{(1936)^2}{660}}{65} = \frac{5786,2 - 5678,9}{65} = \mathbf{1.6507}$$

$$r_{xx} = 1 - S_{e^2}/S_{S^2}$$

$$r_{xx} = 1 - 0.4607/1.6507 = \mathbf{0.721}$$

## Lampiran 18. Skala Jadi (Pasca uji coba) Motivasi Berprestasi

### SKALA MOTIVASI PRESTASI

Nama : ..... Jenis Kelamin : .....  
 Umur : ..... Pendidikan : .....

#### **Petunjuk :**

Bacalah pernyataan dengan seksama dan berilah tanda centang ( ✓ ) pada lingkaran yang tersedia yang sesuai dengan kondisi anda. Terdapat tempat pilihan jawaban dengan keterangan sebagai berikut :

SS : Sangat Setuju  
 S : Setuju  
 N : Netral  
 TS : Tidak Setuju  
 STS : Sangat Tidak Setuju

Tidak ada jawaban benar atau salah, maka jawablah semua pernyataan sesuai dengan diri anda yang sesungguhnya.

1. Saya percaya bahwa kritik orang lain dapat membuat saya jadi lebih baik.

SS  S  N  TS  STS

2. Saya senang jika mendapat tugas yang menurut orang lain sukar.

SS  S  N  TS  STS

3. Saya merasa bersemangat untuk segera menyelesaikan tugas-tugas yang saya dapatkan.

SS  S  N  TS  STS

4. Saya senang menyelesaikan apa yang telah saya mulai.

SS  S  N  TS  STS

5. Saya senang jika dapat memikirkan ide baru dalam menyelesaikan tugas.

SS  S  N  TS  STS

6. Saya mengajukan diri untuk mendapatkan tugas baru.

SS  S  N  TS  STS

7. Meskipun lelah, saya tetap mengerjakan pekerjaan saya sampai selesai.

SS  S  N  TS  STS

8. Saya menyelesaikan pekerjaan saya sebaik mungkin.



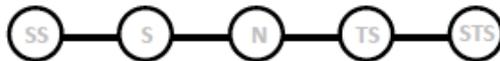
9. Saya meminta orang lain untuk memberikan kritik dan saran terhadap pekerjaan saya.



10. Saya menemukan cara baru untuk menyelesaikan pekerjaan dengan cepat.



11. Menurut saya hidup adalah perlombaan, sehingga saya harus lebih unggul dari orang lain.



12. Saya yakin bahwa orang lain akan patuh pada saya jika saya bertindak keras.



13. Menurut saya, menjadi menteri lebih baik dari pada menjadi warga biasa.



14. Menurut saya, orang lain harus memandang saya sebagai orang yang kaya.



15. Saya jengkel ketika melihat pekerjaan orang lain lebih baik dari pekerjaan saya.



16. Saya senang jika dapat memaksa orang lain melakukan yang saya inginkan.



17. Saya senang jika ditunjuk untuk menjadi pemimpin suatu kelompok.



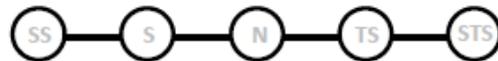
18. Saya senang jika dapat berbicara dengan orang yang penting.



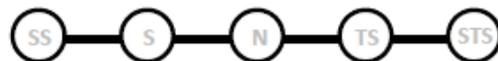
19. Saya memamerkan hasil pekerjaan saya didepan banyak orang.



20. Saya menerima pekerjaan apapun yang diberikan meskipun berbahaya.



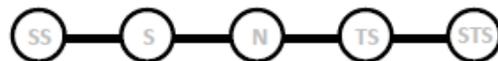
21. Menurut saya, tugas akan menjadi lebih mudah saat semua karyawan saling membantu.



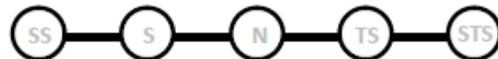
22. Saya yakin, bahwa dengan menjalin silaturahmi akan membuat kehidupan saya menjadi lebih mudah.



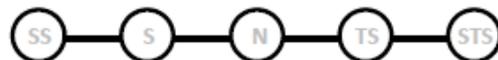
23. Menurut saya, lebih baik mengalah daripada bertengkar dengan orang lain.



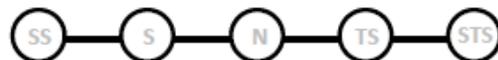
24. Saya yakin bahwa saya harus melakukan segala cara agar orang lain menyukai saya.



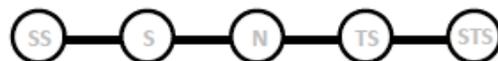
25. Saya bahagia ketika ada yang menawari bantuan kepada saya.



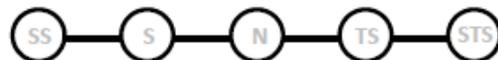
26. Saya senang saat bisa memberi hadiah ke orang lain.



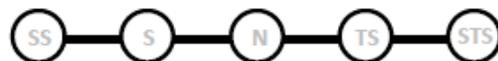
27. Saya takut jika membuat orang lain marah.



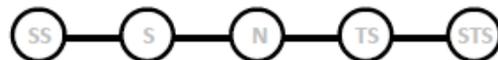
28. Saya memberi bantuan kepada teman yang kesusahan dalam menyelesaikan pekerjaannya.



29. Saya bercakap-cakap dengan orang lain pada waktu istirahat.



30. Saya mendukung opini orang lain meskipun bertolak belakang dengan pemikiran saya.



Lampiran 19. Tabel Data Induk Respon Skala Produktivitas Kerja

| No. Subjek | PRODUKTIVITAS KARYAWAN |       |       |       |       |       |       |       |       |        |         |         |         |         |         |         |         |         |         |         | Y    | Y <sup>2</sup> |       |
|------------|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|------|----------------|-------|
|            | No. Item               |       |       |       |       |       |       |       |       |        |         |         |         |         |         |         |         |         |         |         |      |                |       |
|            | (F) 1                  | (F) 2 | (F) 3 | (F) 4 | (F) 5 | (F) 6 | (F) 7 | (F) 8 | (F) 9 | (F) 10 | (UF) 11 | (UF) 12 | (UF) 13 | (UF) 14 | (UF) 15 | (UF) 16 | (UF) 17 | (UF) 18 | (UF) 19 | (UF) 20 |      |                |       |
| 1          | 4                      | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 2       | 1       | 2       | 3       | 4       | 4       | 2       | 3       | 3       | 3    | 58             | 3.364 |
| 2          | 4                      | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4      | 4       | 3       | 1       | 1       | 1       | 3       | 3       | 3       | 3       | 3       | 3    | 62             | 3844  |
| 3          | 2                      | 4     | 4     | 4     | 3     | 2     | 4     | 3     | 1     | 4      | 2       | 2       | 3       | 0       | 3       | 4       | 3       | 3       | 3       | 3       | 3    | 57             | 3249  |
| 4          | 2                      | 3     | 3     | 3     | 3     | 3     | 2     | 3     | 3     | 3      | 4       | 1       | 1       | 2       | 3       | 4       | 4       | 2       | 2       | 2       | 4    | 55             | 3025  |
| 5          | 4                      | 3     | 4     | 3     | 2     | 2     | 3     | 2     | 2     | 3      | 2       | 2       | 1       | 1       | 3       | 3       | 3       | 2       | 2       | 2       | 2    | 49             | 2401  |
| 6          | 4                      | 2     | 3     | 2     | 3     | 2     | 3     | 2     | 2     | 3      | 3       | 1       | 1       | 2       | 3       | 4       | 3       | 3       | 3       | 3       | 3    | 52             | 2704  |
| 7          | 3                      | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 3      | 1       | 1       | 3       | 2       | 2       | 3       | 3       | 1       | 1       | 4       | 50   | 2500           |       |
| 8          | 3                      | 2     | 2     | 2     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 3       | 1       | 2       | 1       | 2       | 3       | 1       | 2       | 3       | 48   | 2304           |       |
| 9          | 3                      | 3     | 2     | 3     | 2     | 3     | 3     | 2     | 3     | 2      | 2       | 2       | 1       | 2       | 2       | 4       | 3       | 2       | 2       | 2       | 48   | 2304           |       |
| 10         | 2                      | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 3      | 1       | 3       | 1       | 1       | 2       | 3       | 2       | 2       | 2       | 4       | 43   | 1849           |       |
| 11         | 4                      | 3     | 3     | 4     | 2     | 2     | 4     | 2     | 2     | 3      | 2       | 2       | 1       | 2       | 3       | 3       | 3       | 2       | 2       | 3       | 52   | 2704           |       |
| 12         | 4                      | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 1       | 1       | 4       | 3       | 3       | 4       | 1       | 2       | 3       | 56   | 3136           |       |
| 13         | 2                      | 3     | 4     | 4     | 3     | 3     | 2     | 2     | 2     | 4      | 1       | 2       | 2       | 2       | 3       | 4       | 3       | 3       | 3       | 4       | 55   | 3025           |       |
| 14         | 4                      | 3     | 3     | 3     | 4     | 2     | 3     | 4     | 3     | 4      | 2       | 1       | 3       | 2       | 3       | 4       | 4       | 2       | 4       | 4       | 62   | 3844           |       |
| 15         | 4                      | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 2     | 4      | 4       | 4       | 3       | 2       | 2       | 4       | 4       | 3       | 3       | 3       | 67   | 4489           |       |
| 16         | 2                      | 1     | 3     | 1     | 3     | 2     | 3     | 4     | 4     | 3      | 2       | 3       | 3       | 0       | 2       | 2       | 2       | 1       | 2       | 4       | 47   | 2209           |       |
| 17         | 4                      | 4     | 3     | 3     | 3     | 2     | 2     | 2     | 2     | 2      | 3       | 3       | 4       | 3       | 3       | 4       | 4       | 3       | 3       | 3       | 60   | 3600           |       |
| 18         | 3                      | 2     | 3     | 2     | 2     | 2     | 2     | 2     | 3     | 3      | 3       | 1       | 2       | 3       | 3       | 3       | 4       | 2       | 3       | 2       | 50   | 2500           |       |
| 19         | 3                      | 2     | 3     | 2     | 2     | 2     | 2     | 3     | 3     | 3      | 0       | 1       | 2       | 2       | 2       | 3       | 3       | 2       | 2       | 3       | 46   | 2116           |       |
| 20         | 1                      | 2     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4      | 4       | 3       | 1       | 3       | 1       | 3       | 4       | 3       | 3       | 2       | 58   | 3364           |       |
| 21         | 3                      | 4     | 4     | 3     | 4     | 3     | 4     | 3     | 4     | 4      | 1       | 2       | 1       | 2       | 3       | 3       | 3       | 3       | 3       | 4       | 61   | 3721           |       |
| 22         | 3                      | 3     | 3     | 3     | 3     | 2     | 3     | 3     | 3     | 3      | 3       | 2       | 1       | 2       | 3       | 3       | 3       | 3       | 3       | 4       | 56   | 3136           |       |
| 23         | 3                      | 2     | 3     | 2     | 2     | 2     | 3     | 2     | 2     | 2      | 2       | 2       | 2       | 2       | 2       | 3       | 3       | 2       | 2       | 2       | 45   | 2025           |       |
| 24         | 3                      | 3     | 4     | 3     | 3     | 2     | 3     | 2     | 3     | 3      | 3       | 1       | 2       | 3       | 3       | 4       | 3       | 1       | 3       | 55      | 3025 |                |       |
| 25         | 2                      | 3     | 3     | 3     | 3     | 3     | 2     | 2     | 3     | 2      | 2       | 2       | 2       | 2       | 2       | 3       | 2       | 2       | 2       | 3       | 48   | 2304           |       |
| 26         | 4                      | 2     | 2     | 2     | 3     | 4     | 4     | 2     | 2     | 3      | 2       | 2       | 0       | 0       | 2       | 3       | 2       | 0       | 1       | 4       | 44   | 1936           |       |
| 27         | 3                      | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 1       | 3       | 1       | 1       | 3       | 3       | 2       | 3       | 53      | 2809 |                |       |
| 28         | 4                      | 3     | 3     | 3     | 2     | 2     | 3     | 4     | 4     | 4      | 2       | 3       | 3       | 3       | 3       | 4       | 4       | 3       | 3       | 4       | 64   | 4096           |       |
| 29         | 4                      | 2     | 2     | 2     | 4     | 4     | 3     | 4     | 3     | 3      | 2       | 3       | 1       | 2       | 3       | 2       | 2       | 2       | 2       | 2       | 52   | 2704           |       |
| 30         | 4                      | 4     | 3     | 4     | 2     | 1     | 2     | 2     | 2     | 3      | 2       | 2       | 2       | 3       | 3       | 3       | 3       | 3       | 3       | 3       | 54   | 2916           |       |
| 31         | 4                      | 3     | 2     | 3     | 2     | 2     | 3     | 2     | 2     | 2      | 2       | 2       | 3       | 2       | 2       | 3       | 2       | 2       | 3       | 3       | 49   | 2401           |       |
| 32         | 2                      | 4     | 2     | 2     | 4     | 4     | 2     | 4     | 4     | 4      | 2       | 2       | 2       | 2       | 2       | 2       | 3       | 1       | 0       | 2       | 49   | 2401           |       |
| 33         | 3                      | 2     | 2     | 2     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 3       | 1       | 3       | 3       | 4       | 4       | 3       | 2       | 3       | 56   | 3136           |       |
| 34         | 3                      | 2     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 3      | 2       | 1       | 1       | 1       | 3       | 3       | 3       | 3       | 3       | 3       | 50   | 2500           |       |
| 35         | 3                      | 3     | 4     | 3     | 3     | 2     | 4     | 4     | 4     | 4      | 2       | 1       | 1       | 3       | 3       | 4       | 3       | 3       | 2       | 59      | 3481 |                |       |
| 36         | 3                      | 3     | 3     | 3     | 4     | 4     | 3     | 3     | 4     | 3      | 3       | 3       | 3       | 2       | 3       | 3       | 3       | 4       | 3       | 3       | 63   | 3969           |       |
| 37         | 4                      | 4     | 3     | 4     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 2       | 3       | 2       | 3       | 3       | 3       | 3       | 3       | 3       | 61   | 3721           |       |
| 38         | 4                      | 3     | 2     | 2     | 3     | 4     | 3     | 4     | 2     | 3      | 1       | 2       | 1       | 2       | 4       | 4       | 2       | 3       | 2       | 53      | 2809 |                |       |
| 39         | 3                      | 2     | 2     | 2     | 3     | 2     | 2     | 2     | 2     | 3      | 2       | 2       | 1       | 1       | 1       | 3       | 3       | 2       | 3       | 4       | 46   | 2116           |       |
| 40         | 3                      | 1     | 3     | 1     | 3     | 3     | 3     | 3     | 2     | 1      | 2       | 0       | 1       | 2       | 2       | 1       | 3       | 1       | 3       | 1       | 39   | 1521           |       |
| 41         | 2                      | 1     | 4     | 3     | 2     | 3     | 3     | 3     | 3     | 3      | 2       | 3       | 2       | 3       | 3       | 4       | 3       | 3       | 3       | 3       | 56   | 3136           |       |
| 42         | 4                      | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 2     | 3      | 2       | 3       | 2       | 3       | 3       | 3       | 3       | 3       | 3       | 3       | 57   | 3249           |       |
| 43         | 4                      | 2     | 3     | 4     | 3     | 2     | 4     | 3     | 4     | 4      | 0       | 2       | 4       | 2       | 2       | 4       | 4       | 4       | 4       | 4       | 62   | 3844           |       |
| 44         | 3                      | 3     | 3     | 2     | 3     | 2     | 2     | 2     | 2     | 3      | 3       | 3       | 3       | 3       | 3       | 3       | 4       | 4       | 4       | 3       | 58   | 3364           |       |
| 45         | 3                      | 2     | 3     | 2     | 2     | 4     | 3     | 3     | 4     | 2      | 3       | 1       | 2       | 1       | 3       | 4       | 3       | 1       | 2       | 50      | 2500 |                |       |
| 46         | 4                      | 2     | 2     | 1     | 1     | 2     | 4     | 2     | 4     | 4      | 4       | 3       | 1       | 2       | 2       | 3       | 1       | 0       | 2       | 45      | 2025 |                |       |
| 47         | 4                      | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4      | 3       | 3       | 4       | 2       | 4       | 4       | 4       | 4       | 4       | 3       | 75   | 5625           |       |
| 48         | 3                      | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 2       | 3       | 3       | 3       | 3       | 3       | 3       | 3       | 3       | 59   | 3481           |       |
| 49         | 4                      | 3     | 4     | 3     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 1       | 1       | 1       | 2       | 3       | 4       | 2       | 3       | 54      | 2916 |                |       |
| 50         | 3                      | 3     | 4     | 3     | 2     | 2     | 3     | 3     | 3     | 3      | 3       | 2       | 2       | 3       | 3       | 4       | 3       | 3       | 3       | 3       | 58   | 3364           |       |
| 51         | 3                      | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 3       | 1       | 1       | 3       | 3       | 3       | 3       | 3       | 3       | 56   | 3136           |       |
| 52         | 4                      | 1     | 4     | 3     | 3     | 4     | 3     | 3     | 3     | 3      | 3       | 1       | 0       | 1       | 2       | 3       | 3       | 3       | 3       | 3       | 53   | 2809           |       |
| 53         | 3                      | 2     | 3     | 2     | 3     | 3     | 3     | 3     | 3     | 3      | 2       | 3       | 1       | 3       | 2       | 3       | 3       | 2       | 2       | 3       | 52   | 2704           |       |
| 54         | 3                      | 3     | 3     | 3     | 3     | 2     | 3     | 3     | 3     | 3      | 3       | 3       | 3       | 1       | 3       | 3       | 4       | 3       | 3       | 3       | 58   | 3364           |       |
| 55         | 4                      | 4     | 4     | 3     | 4     | 3     | 3     | 3     | 3     | 3      | 3       | 3       | 1       | 1       | 3       | 3       | 4       | 3       | 3       | 2       | 60   | 3600           |       |
| 56         | 4                      | 4     | 4     | 3     | 3     | 3     | 4     | 3     | 3     | 3      | 4       | 1       | 1       | 1       | 2       | 3       | 4       | 3       | 4       | 4       | 59   | 3481           |       |
| 57         | 3                      | 3     | 3     | 2     | 2     | 3     | 3     | 3     | 3     | 3      | 2       | 1       | 1       | 2       | 3       | 3       | 3       | 2       | 2       | 3       | 49   | 2401           |       |
| 58         | 2                      | 2     | 3     | 3     | 2     | 1     | 2     | 2     | 3     | 3      | 2       | 2       | 1       | 3       | 3       | 4       | 3       | 3       | 4       | 51      | 2601 |                |       |
| 59         | 4                      | 0     | 4     | 0     | 0     | 3     | 4     | 0     | 4     | 3      | 2       | 3       | 1       | 1       | 2       | 3       | 2       | 2       | 1       | 3       | 42   | 1764           |       |
| 60         | 4                      | 2     | 4     | 2     | 3     | 3     | 3     | 3     | 3     | 2      | 3       | 3       | 2       | 4       | 3       | 4       | 3       | 2       | 3       | 4       | 60   | 3600           |       |
| 61         | 4                      | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3     | 3      | 3       | 3       | 0       | 2       | 3       | 3       | 3       | 3       | 3       | 4       | 58   | 3364           |       |
| 62         | 3                      | 4     | 4     | 4     | 3     | 3     | 3     | 3     | 2     | 4      | 4       | 3       | 1       | 2       | 3       | 3       | 3       | 2       | 3       | 3       | 60   | 3600           |       |
| 63         | 4                      | 4     | 4     | 4     | 4     | 2     | 4     | 4     | 4     | 4      | 1       | 2       | 2       | 0       | 1       | 3       | 3       | 4       | 1       | 3       | 58   | 3364           |       |
| 64         | 3                      | 2     | 3     | 3     | 3     | 2     | 4     | 2     | 2     | 3      | 3       | 3       | 3       | 2       | 0       | 3       | 4       | 2       | 2       | 3       | 52   | 2704           |       |
| 65         | 4                      | 3     | 4     | 3     | 3     | 3     | 4     | 3     | 4     | 3      | 3       | 0       | 1       | 4       | 3       | 3       | 4       | 0       | 2       | 2       | 57   | 3249           |       |
| 66         | 4                      | 3     | 4     | 3     | 3     | 2     | 4     | 3     | 2     | 3      | 1       | 3       | 0       | 1       | 3       | 3       | 4       | 4       | 4       | 4       | 58   | 3364           |       |
| 67         | 3                      | 3     | 3     | 3     | 2     | 2     | 3     | 2     | 2     | 3      | 2       | 2       | 1       | 1       | 1       | 3       | 3       | 3       | 3       | 3       | 48   | 2304           |       |
| 68         | 4                      | 3     | 3     | 2     | 2     | 3     | 2     | 2     | 2     | 3      | 3       | 1       | 3       | 3       | 3       | 3       | 3       | 3       | 3       | 3       | 54   | 2916           |       |
| 69         | 2                      | 4     | 4     | 4     | 3     | 4     | 4     | 2     | 3     | 3      | 4       | 4       | 1       | 2       | 3       | 4       | 4       | 2       | 2       | 4       | 63   | 3969           |       |
| 70         | 2                      | 3     | 3     | 4     | 3     | 3     | 4     | 3     | 4     | 4      | 2       | 2       | 2       | 2       | 2       | 3       | 2       | 2       | 2       | 3       | 55   | 3025           |       |
| 71         | 4                      | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3      | 3       | 3       | 1       | 0       | 3       | 2       | 3       | 2       | 3       | 3       | 60   | 3600           |       |
| 72         | 4                      | 2     | 3     | 3     | 2     | 3     | 3     | 3     | 3     | 2      | 3       | 2       | 1       | 2       | 3       | 3       | 4       | 3       | 3       | 3       | 55   | 3025           |       |
| 73         | 4                      | 3     | 3     | 3     | 4     | 3     | 3     | 3     | 4     | 3      | 1       | 1       | 1       | 2       | 2       | 3       | 2       | 2       | 2       | 2       | 51   | 2601           |       |
| 74         | 4                      | 4     | 4     | 4     | 1     | 1     | 4     | 3     | 1     | 3      | 1       | 3       | 2       | 0       | 2       | 4       | 3       | 2       | 2       | 4       | 52   | 2704           |       |
| 75         | 4                      | 3     | 3     | 3     | 2     | 2     | 3     | 3     | 3     | 3      | 1       | 3       | 1       | 3       | 3       | 3       | 3       | 3       | 2       | 54      | 2916 |                |       |
| 76         | 4                      | 2     | 4     | 4     | 2     | 2     | 4     | 3     | 3     | 4      | 4       | 3       | 2       | 2       | 2       | 3       | 4       | 3       | 3       | 3       | 61   | 3721           |       |
| 77         | 3                      | 2     | 2     | 2     | 4     | 4     | 2     | 3     | 3     | 3      | 2       | 2       | 2       | 2       | 2       | 2       | 3       | 2       | 3       | 1       | 49   | 2401           |       |
| 78         | 4                      | 3     | 4     | 3     | 3     | 3     | 4     | 3     | 3     | 4      | 3       | 3       | 1       | 2       | 3       | 4       | 4       | 3       | 3       | 4       | 64   | 4096           |       |
| 79         | 3                      | 1     | 2     | 2     | 1     | 2     | 3     | 3     | 3     | 3      | 3       | 3       | 1       | 3       | 2       | 3       | 3       | 2       | 1       | 2       | 46   | 2116           |       |
| 80         | 3                      | 3     | 3     | 3     | 4     | 3     | 3     | 3     | 3     | 3      | 2       | 1       | 1       | 3       | 3       | 3       | 2       | 2       | 3       | 54      | 2916 |                |       |
| 81         | 4                      | 3     | 4     | 3     | 4     | 4     | 3     | 3     | 4     | 4      | 3       | 1       | 4       | 1       | 4       | 4       | 4       | 4       | 4       | 4       | 6    |                |       |

### Lampiran 20. Perhitungan Realibilitas Skala Produktivitas Kerja

$$\sum X = \sum Y = \sum i = 4575 \quad \sum Y^2 = 1071811 \quad k = 20$$

$$\sum X^2 = 252549 \quad \sum i^2 = 13817 \quad n = 84$$

sehingga :

$$S_{e^2} = \frac{\left(\sum i^2 - \frac{(\sum X^2)}{k}\right) - \frac{(\sum Y^2)}{n} + \frac{(\sum i)^2}{nk}}{(n-1)(k-1)}$$

$$S_{e^2} = \frac{\left(13817 - \frac{252549}{20}\right) - \frac{1071811}{84} + \frac{(4575)^2}{1680}}{(83)(19)}$$

$$S_{e^2} = \frac{(13817 - 12627,45) - 12759,65 + \frac{20930625}{1680}}{1577}$$

$$S_{e^2} = \frac{1189,55 - 12759,65 + 12458,71}{1577} = \frac{888,61}{1577} = \mathbf{0,5635}$$

$$S_{S^2} = \frac{\frac{(\sum X^2)}{k} - \frac{(\sum i)^2}{nk}}{n-1}$$

$$S_{S^2} = \frac{\frac{252549}{20} - \frac{(4575)^2}{1680}}{83} = \frac{12627,45 - 12458,71}{83} = \mathbf{2,0331}$$

$$r_{xx} = 1 - S_{e^2}/S_{S^2}$$

$$r_{xx} = 1 - 0,5635/2,0331 = \mathbf{0,722}$$

Lampiran 21. Tabel Data Induk Respon Skala Motivasi Berprestasi  
Kebutuhan akan Prestasi

| No. Subjek        | KEBUTUHAN AKAN BERPRESTASI (N-ACH) |        |        |        |        |        |        |        |        |        | Y         | Y <sup>2</sup>      |
|-------------------|------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------|---------------------|
|                   | No. Item                           |        |        |        |        |        |        |        |        |        |           |                     |
|                   | (F) 1                              | (F) 2  | (F) 3  | (F) 4  | (F) 5  | (F) 6  | (F) 7  | (F) 8  | (F) 9  | (F) 10 |           |                     |
| 1                 | 3                                  | 2      | 4      | 4      | 4      | 3      | 3      | 3      | 2      | 3      | 31        | 961                 |
| 2                 | 3                                  | 3      | 4      | 4      | 4      | 3      | 3      | 4      | 3      | 4      | 35        | 1225                |
| 3                 | 4                                  | 2      | 3      | 4      | 4      | 2      | 4      | 4      | 2      | 3      | 32        | 1024                |
| 4                 | 4                                  | 2      | 3      | 3      | 3      | 2      | 1      | 3      | 3      | 3      | 27        | 729                 |
| 5                 | 3                                  | 2      | 2      | 3      | 2      | 2      | 4      | 4      | 3      | 2      | 27        | 729                 |
| 6                 | 3                                  | 1      | 2      | 2      | 3      | 2      | 3      | 3      | 3      | 3      | 25        | 625                 |
| 7                 | 3                                  | 1      | 3      | 4      | 3      | 1      | 2      | 3      | 3      | 2      | 25        | 625                 |
| 8                 | 3                                  | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 28        | 784                 |
| 9                 | 4                                  | 2      | 4      | 3      | 3      | 2      | 3      | 3      | 4      | 3      | 31        | 961                 |
| 10                | 3                                  | 2      | 3      | 3      | 4      | 3      | 3      | 4      | 2      | 2      | 29        | 841                 |
| 11                | 3                                  | 2      | 3      | 3      | 3      | 2      | 4      | 4      | 2      | 2      | 28        | 784                 |
| 12                | 3                                  | 1      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 27        | 729                 |
| 13                | 3                                  | 1      | 3      | 3      | 3      | 3      | 3      | 4      | 3      | 2      | 28        | 784                 |
| 14                | 3                                  | 2      | 3      | 3      | 4      | 3      | 3      | 4      | 4      | 3      | 32        | 1024                |
| 15                | 4                                  | 3      | 3      | 4      | 4      | 2      | 2      | 4      | 4      | 3      | 33        | 1089                |
| 16                | 3                                  | 1      | 2      | 3      | 4      | 2      | 1      | 4      | 3      | 4      | 27        | 729                 |
| 17                | 2                                  | 2      | 3      | 3      | 3      | 2      | 2      | 2      | 3      | 3      | 25        | 625                 |
| 18                | 4                                  | 1      | 2      | 3      | 2      | 1      | 1      | 3      | 3      | 3      | 23        | 529                 |
| 19                | 4                                  | 3      | 3      | 3      | 3      | 2      | 3      | 4      | 3      | 3      | 31        | 961                 |
| 20                | 4                                  | 3      | 4      | 4      | 4      | 2      | 3      | 4      | 4      | 3      | 35        | 1225                |
| 21                | 4                                  | 3      | 4      | 4      | 4      | 2      | 3      | 3      | 3      | 3      | 33        | 1089                |
| 22                | 3                                  | 3      | 4      | 3      | 3      | 3      | 3      | 3      | 4      | 3      | 32        | 1024                |
| 23                | 3                                  | 2      | 3      | 3      | 2      | 2      | 3      | 3      | 2      | 2      | 25        | 625                 |
| 24                | 3                                  | 2      | 3      | 3      | 4      | 2      | 3      | 4      | 3      | 3      | 30        | 900                 |
| 25                | 3                                  | 3      | 2      | 3      | 3      | 2      | 2      | 3      | 2      | 3      | 26        | 676                 |
| 26                | 4                                  | 2      | 3      | 3      | 2      | 2      | 4      | 4      | 4      | 4      | 32        | 1024                |
| 27                | 2                                  | 3      | 3      | 3      | 3      | 3      | 3      | 4      | 3      | 3      | 30        | 900                 |
| 28                | 4                                  | 2      | 3      | 3      | 4      | 2      | 2      | 4      | 4      | 4      | 32        | 1024                |
| 29                | 3                                  | 4      | 3      | 4      | 4      | 1      | 3      | 4      | 2      | 4      | 32        | 1024                |
| 30                | 3                                  | 2      | 3      | 4      | 3      | 2      | 2      | 3      | 4      | 2      | 28        | 784                 |
| 31                | 3                                  | 2      | 3      | 2      | 2      | 2      | 2      | 3      | 2      | 3      | 24        | 576                 |
| 32                | 4                                  | 3      | 3      | 3      | 3      | 2      | 3      | 4      | 3      | 3      | 31        | 961                 |
| 33                | 3                                  | 2      | 3      | 3      | 2      | 2      | 2      | 3      | 2      | 2      | 24        | 576                 |
| 34                | 4                                  | 2      | 3      | 3      | 3      | 3      | 3      | 4      | 3      | 3      | 31        | 961                 |
| 35                | 2                                  | 3      | 4      | 3      | 4      | 4      | 4      | 4      | 3      | 4      | 35        | 1225                |
| 36                | 3                                  | 4      | 3      | 4      | 4      | 2      | 2      | 4      | 3      | 3      | 32        | 1024                |
| 37                | 3                                  | 2      | 4      | 3      | 3      | 3      | 4      | 3      | 3      | 3      | 31        | 961                 |
| 38                | 4                                  | 3      | 3      | 3      | 4      | 3      | 3      | 3      | 4      | 4      | 34        | 1156                |
| 39                | 1                                  | 1      | 2      | 3      | 2      | 3      | 3      | 3      | 3      | 2      | 23        | 529                 |
| 40                | 3                                  | 3      | 2      | 3      | 2      | 1      | 4      | 4      | 2      | 3      | 27        | 729                 |
| 41                | 4                                  | 3      | 3      | 3      | 4      | 2      | 2      | 4      | 3      | 2      | 30        | 900                 |
| 42                | 4                                  | 4      | 3      | 4      | 4      | 3      | 3      | 4      | 3      | 4      | 36        | 1296                |
| 43                | 4                                  | 2      | 3      | 4      | 4      | 3      | 2      | 3      | 4      | 4      | 33        | 1089                |
| 44                | 4                                  | 2      | 3      | 3      | 3      | 2      | 4      | 3      | 2      | 2      | 28        | 784                 |
| 45                | 4                                  | 2      | 2      | 3      | 4      | 2      | 1      | 4      | 3      | 4      | 29        | 841                 |
| 46                | 3                                  | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 1      | 3      | 26        | 676                 |
| 47                | 2                                  | 2      | 4      | 4      | 4      | 2      | 4      | 4      | 4      | 4      | 34        | 1156                |
| 48                | 3                                  | 3      | 3      | 4      | 4      | 3      | 3      | 3      | 3      | 3      | 32        | 1024                |
| 49                | 3                                  | 3      | 3      | 3      | 3      | 2      | 3      | 4      | 3      | 3      | 30        | 900                 |
| 50                | 2                                  | 3      | 3      | 3      | 3      | 2      | 3      | 3      | 2      | 2      | 26        | 676                 |
| 51                | 4                                  | 3      | 3      | 3      | 3      | 3      | 3      | 3      | 3      | 3      | 31        | 961                 |
| 52                | 3                                  | 1      | 3      | 3      | 3      | 2      | 3      | 4      | 3      | 3      | 28        | 784                 |
| 53                | 2                                  | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 27        | 729                 |
| 54                | 3                                  | 2      | 3      | 3      | 4      | 1      | 3      | 3      | 1      | 3      | 26        | 676                 |
| 55                | 4                                  | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 29        | 841                 |
| 56                | 4                                  | 4      | 4      | 4      | 3      | 3      | 3      | 4      | 2      | 3      | 34        | 1156                |
| 57                | 3                                  | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 4      | 29        | 841                 |
| 58                | 4                                  | 3      | 2      | 2      | 3      | 2      | 4      | 3      | 2      | 3      | 28        | 784                 |
| 59                | 4                                  | 2      | 4      | 3      | 3      | 2      | 2      | 3      | 3      | 3      | 29        | 841                 |
| 60                | 4                                  | 3      | 3      | 3      | 4      | 2      | 1      | 4      | 3      | 3      | 30        | 900                 |
| 61                | 4                                  | 3      | 4      | 4      | 4      | 2      | 3      | 4      | 3      | 4      | 35        | 1225                |
| 62                | 3                                  | 4      | 4      | 4      | 4      | 3      | 4      | 4      | 4      | 4      | 38        | 1444                |
| 63                | 2                                  | 0      | 2      | 4      | 4      | 1      | 2      | 3      | 2      | 4      | 24        | 576                 |
| 64                | 2                                  | 2      | 4      | 3      | 3      | 1      | 3      | 4      | 3      | 2      | 27        | 729                 |
| 65                | 3                                  | 1      | 3      | 4      | 3      | 1      | 3      | 4      | 3      | 4      | 29        | 841                 |
| 66                | 3                                  | 2      | 4      | 4      | 3      | 2      | 4      | 4      | 2      | 2      | 30        | 900                 |
| 67                | 4                                  | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 40        | 1600                |
| 68                | 3                                  | 1      | 3      | 3      | 3      | 2      | 3      | 4      | 4      | 3      | 29        | 841                 |
| 69                | 4                                  | 3      | 2      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 37        | 1369                |
| 70                | 3                                  | 2      | 3      | 3      | 4      | 2      | 4      | 4      | 2      | 3      | 30        | 900                 |
| 71                | 4                                  | 3      | 3      | 3      | 3      | 2      | 2      | 3      | 3      | 4      | 30        | 900                 |
| 72                | 4                                  | 3      | 3      | 4      | 4      | 3      | 3      | 3      | 3      | 3      | 33        | 1089                |
| 73                | 4                                  | 2      | 2      | 3      | 3      | 2      | 3      | 3      | 2      | 3      | 27        | 729                 |
| 74                | 1                                  | 1      | 4      | 3      | 3      | 1      | 1      | 4      | 0      | 2      | 20        | 400                 |
| 75                | 3                                  | 2      | 3      | 3      | 3      | 2      | 3      | 3      | 3      | 3      | 28        | 784                 |
| 76                | 4                                  | 2      | 3      | 3      | 2      | 1      | 3      | 4      | 3      | 2      | 27        | 729                 |
| 77                | 3                                  | 3      | 2      | 2      | 4      | 2      | 2      | 3      | 3      | 3      | 27        | 729                 |
| 78                | 4                                  | 2      | 3      | 4      | 4      | 2      | 4      | 4      | 4      | 4      | 35        | 1225                |
| 79                | 3                                  | 1      | 1      | 3      | 2      | 1      | 3      | 3      | 3      | 3      | 23        | 529                 |
| 80                | 4                                  | 2      | 3      | 3      | 4      | 2      | 3      | 3      | 1      | 3      | 28        | 784                 |
| 81                | 3                                  | 2      | 3      | 3      | 4      | 2      | 4      | 4      | 3      | 3      | 31        | 961                 |
| 82                | 4                                  | 2      | 2      | 3      | 3      | 2      | 1      | 4      | 2      | 2      | 25        | 625                 |
| 83                | 4                                  | 3      | 3      | 4      | 4      | 3      | 3      | 4      | 4      | 3      | 35        | 1225                |
| 84                | 2                                  | 2      | 2      | 3      | 2      | 2      | 2      | 3      | 3      | 2      | 23        | 529                 |
| ΣX                | 274                                | 191    | 252    | 273    | 276    | 182    | 239    | 295    | 241    | 254    | 2.477     | ← ΣY                |
| Σ(X) <sup>2</sup> | 75.076                             | 36.481 | 63.504 | 74.529 | 76.176 | 33.124 | 57.121 | 87.025 | 58.081 | 64.516 | 6.135.529 | ← Σ(Y) <sup>2</sup> |
| ΣX <sup>2</sup>   | 940                                | 493    | 792    | 911    | 946    | 434    | 739    | 1.059  | 747    | 806    | 7.867     | ← Σ12               |
| ΣXY               | 8.188                              | 5.809  | 7.537  | 8.148  | 8.278  | 5.503  | 7.167  | 8.774  | 7.251  | 7.614  | 74.269    | ← ΣY <sup>2</sup>   |
| rx                | 0,455                              | 0,659  | 0,504  | 0,573  | 0,636  | 0,617  | 0,444  | 0,447  | 0,553  | 0,575  |           |                     |

**Lampiran 22. Perhitungan Realibilitas Skala Motivasi Berprestasi  
Kebutuhan akan Prestasi**

$$\begin{aligned} \sum X = \sum Y = \sum i &= 2477 & \sum Y^2 &= 625633 & k &= 10 \\ \sum X^2 &= 74269 & \sum i^2 &= 7867 & n &= 84 \end{aligned}$$

sehingga :

$$S_{e^2} = \frac{\left(\sum i^2 - \frac{(\sum X^2)}{k}\right) - \frac{(\sum Y^2)}{n} + \frac{(\sum i)^2}{nk}}{(n-1)(k-1)}$$

$$S_{e^2} = \frac{\left(7867 - \frac{74269}{10}\right) - \frac{625633}{84} + \frac{(2477)^2}{840}}{(83)(9)}$$

$$S_{e^2} = \frac{(7867 - 7426,9) - 7448,01 + \frac{6135529}{840}}{747}$$

$$S_{e^2} = \frac{440,1 - 7448,01 + 7304,2}{747} = \frac{296,29}{747} = \mathbf{0,3966}$$

$$S_{S^2} = \frac{\frac{(\sum X^2)}{k} - \frac{(\sum i)^2}{nk}}{n-1}$$

$$S_{S^2} = \frac{\frac{74269}{10} - \frac{(2477)^2}{840}}{83} = \frac{7426,9 - 7304,2}{83} = \mathbf{1,4783}$$

$$r_{xx} = 1 - S_{e^2}/S_{S^2}$$

$$r_{xx} = 1 - 0,3966/1,4783 = \mathbf{0,7317}$$

**Lampiran 23. Tabel Data Induk Respon Skala Motivasi Berprestasi  
Kebutuhan akan Kekuasaan**

| KEBUTUHAN AKAN KEKUASAAN (N-POW) |               |              |               |              |               |              |               |               |              |               |                  |                           |
|----------------------------------|---------------|--------------|---------------|--------------|---------------|--------------|---------------|---------------|--------------|---------------|------------------|---------------------------|
| No. Subjek                       | No. Item      |              |               |              |               |              |               |               |              |               | Y                | Y <sup>2</sup>            |
|                                  | (F) 11        | (F) 12       | (F) 13        | (F) 14       | (F) 15        | (F) 16       | (F) 17        | (F) 18        | (F) 19       | (F) 20        |                  |                           |
| 1                                | 1             | 1            | 1             | 0            | 0             | 0            | 2             | 2             | 0            | 1             | 8                | 64                        |
| 2                                | 1             | 1            | 1             | 1            | 1             | 1            | 3             | 3             | 1            | 2             | 15               | 225                       |
| 3                                | 1             | 1            | 1             | 0            | 0             | 1            | 2             | 2             | 1            | 3             | 12               | 144                       |
| 4                                | 2             | 0            | 1             | 0            | 2             | 0            | 1             | 2             | 2            | 3             | 13               | 169                       |
| 5                                | 2             | 0            | 2             | 2            | 2             | 1            | 2             | 2             | 1            | 2             | 16               | 256                       |
| 6                                | 3             | 1            | 2             | 0            | 1             | 1            | 2             | 2             | 0            | 1             | 13               | 169                       |
| 7                                | 2             | 1            | 1             | 0            | 1             | 1            | 2             | 1             | 2            | 3             | 14               | 196                       |
| 8                                | 2             | 1            | 1             | 1            | 1             | 1            | 2             | 3             | 2            | 1             | 15               | 225                       |
| 9                                | 2             | 1            | 2             | 1            | 0             | 0            | 2             | 2             | 1            | 2             | 13               | 169                       |
| 10                               | 2             | 1            | 1             | 0            | 2             | 1            | 3             | 2             | 1            | 1             | 14               | 196                       |
| 11                               | 2             | 1            | 2             | 1            | 1             | 1            | 2             | 3             | 0            | 2             | 15               | 225                       |
| 12                               | 1             | 0            | 2             | 0            | 2             | 0            | 3             | 3             | 1            | 0             | 12               | 144                       |
| 13                               | 2             | 1            | 1             | 1            | 1             | 1            | 3             | 3             | 1            | 2             | 16               | 256                       |
| 14                               | 2             | 1            | 1             | 0            | 2             | 0            | 2             | 3             | 0            | 2             | 13               | 169                       |
| 15                               | 4             | 0            | 2             | 2            | 2             | 0            | 2             | 4             | 2            | 2             | 20               | 400                       |
| 16                               | 1             | 0            | 0             | 0            | 0             | 0            | 2             | 0             | 0            | 1             | 4                | 16                        |
| 17                               | 4             | 0            | 2             | 1            | 1             | 0            | 2             | 2             | 2            | 3             | 17               | 289                       |
| 18                               | 2             | 0            | 1             | 0            | 1             | 0            | 2             | 3             | 0            | 2             | 11               | 121                       |
| 19                               | 1             | 0            | 2             | 0            | 2             | 0            | 2             | 2             | 1            | 0             | 10               | 100                       |
| 20                               | 3             | 1            | 1             | 1            | 3             | 1            | 2             | 3             | 0            | 2             | 17               | 289                       |
| 21                               | 3             | 3            | 2             | 0            | 1             | 0            | 2             | 2             | 1            | 3             | 17               | 289                       |
| 22                               | 2             | 0            | 2             | 0            | 0             | 0            | 2             | 2             | 1            | 1             | 10               | 100                       |
| 23                               | 2             | 1            | 1             | 0            | 1             | 1            | 2             | 2             | 0            | 2             | 12               | 144                       |
| 24                               | 1             | 1            | 1             | 0            | 0             | 1            | 2             | 2             | 0            | 2             | 10               | 100                       |
| 25                               | 0             | 1            | 1             | 0            | 0             | 0            | 0             | 3             | 2            | 2             | 9                | 81                        |
| 26                               | 2             | 2            | 2             | 2            | 2             | 2            | 2             | 2             | 2            | 2             | 20               | 400                       |
| 27                               | 3             | 2            | 2             | 2            | 3             | 3            | 4             | 4             | 3            | 2             | 28               | 784                       |
| 28                               | 3             | 0            | 2             | 0            | 1             | 0            | 2             | 2             | 0            | 1             | 11               | 121                       |
| 29                               | 0             | 1            | 1             | 2            | 1             | 1            | 1             | 0             | 1            | 1             | 9                | 81                        |
| 30                               | 2             | 1            | 1             | 0            | 1             | 0            | 2             | 2             | 1            | 1             | 11               | 121                       |
| 31                               | 2             | 1            | 1             | 1            | 0             | 0            | 2             | 2             | 2            | 2             | 13               | 169                       |
| 32                               | 1             | 1            | 2             | 2            | 4             | 4            | 3             | 3             | 1            | 3             | 24               | 576                       |
| 33                               | 1             | 0            | 0             | 0            | 1             | 0            | 1             | 1             | 0            | 0             | 4                | 16                        |
| 34                               | 1             | 0            | 1             | 0            | 0             | 0            | 2             | 1             | 1            | 2             | 8                | 64                        |
| 35                               | 4             | 0            | 1             | 0            | 1             | 0            | 2             | 3             | 0            | 3             | 14               | 196                       |
| 36                               | 1             | 0            | 0             | 0            | 0             | 0            | 1             | 2             | 0            | 0             | 4                | 16                        |
| 37                               | 2             | 1            | 1             | 0            | 1             | 0            | 2             | 3             | 3            | 3             | 16               | 256                       |
| 38                               | 2             | 1            | 2             | 1            | 2             | 0            | 2             | 3             | 0            | 2             | 15               | 225                       |
| 39                               | 2             | 3            | 0             | 0            | 2             | 1            | 1             | 1             | 1            | 1             | 12               | 144                       |
| 40                               | 3             | 1            | 0             | 0            | 3             | 1            | 1             | 2             | 3            | 2             | 16               | 256                       |
| 41                               | 2             | 1            | 1             | 1            | 1             | 0            | 2             | 4             | 1            | 2             | 15               | 225                       |
| 42                               | 3             | 2            | 2             | 1            | 1             | 1            | 2             | 3             | 1            | 1             | 17               | 289                       |
| 43                               | 3             | 1            | 0             | 0            | 0             | 0            | 2             | 2             | 2            | 2             | 12               | 144                       |
| 44                               | 1             | 0            | 1             | 0            | 1             | 0            | 2             | 2             | 1            | 2             | 10               | 100                       |
| 45                               | 1             | 0            | 0             | 0            | 1             | 0            | 2             | 1             | 0            | 1             | 6                | 36                        |
| 46                               | 4             | 3            | 2             | 1            | 2             | 1            | 1             | 3             | 1            | 1             | 19               | 361                       |
| 47                               | 1             | 0            | 0             | 0            | 0             | 0            | 2             | 2             | 0            | 0             | 5                | 25                        |
| 48                               | 3             | 0            | 1             | 1            | 3             | 1            | 2             | 3             | 1            | 1             | 16               | 256                       |
| 49                               | 0             | 0            | 0             | 0            | 0             | 1            | 2             | 2             | 1            | 1             | 7                | 49                        |
| 50                               | 2             | 1            | 2             | 0            | 1             | 0            | 2             | 3             | 2            | 1             | 14               | 196                       |
| 51                               | 1             | 1            | 1             | 1            | 1             | 1            | 1             | 1             | 1            | 3             | 12               | 144                       |
| 52                               | 1             | 1            | 2             | 1            | 0             | 1            | 2             | 2             | 1            | 1             | 12               | 144                       |
| 53                               | 2             | 2            | 2             | 1            | 2             | 1            | 1             | 2             | 1            | 2             | 16               | 256                       |
| 54                               | 1             | 0            | 0             | 0            | 0             | 0            | 1             | 1             | 0            | 0             | 3                | 9                         |
| 55                               | 1             | 0            | 0             | 0            | 0             | 0            | 2             | 2             | 0            | 1             | 6                | 36                        |
| 56                               | 4             | 4            | 2             | 2            | 3             | 0            | 3             | 3             | 2            | 2             | 25               | 625                       |
| 57                               | 3             | 2            | 2             | 1            | 2             | 1            | 2             | 3             | 2            | 1             | 19               | 361                       |
| 58                               | 1             | 0            | 1             | 0            | 0             | 0            | 2             | 2             | 1            | 2             | 9                | 81                        |
| 59                               | 3             | 2            | 2             | 2            | 2             | 2            | 2             | 3             | 2            | 2             | 22               | 484                       |
| 60                               | 2             | 0            | 0             | 0            | 2             | 0            | 2             | 3             | 0            | 0             | 9                | 81                        |
| 61                               | 2             | 0            | 1             | 0            | 0             | 0            | 2             | 3             | 1            | 1             | 10               | 100                       |
| 62                               | 2             | 1            | 3             | 1            | 2             | 1            | 2             | 2             | 2            | 1             | 17               | 289                       |
| 63                               | 4             | 1            | 1             | 0            | 3             | 1            | 2             | 4             | 1            | 1             | 18               | 324                       |
| 64                               | 3             | 0            | 0             | 0            | 2             | 0            | 1             | 2             | 1            | 0             | 9                | 81                        |
| 65                               | 1             | 0            | 2             | 0            | 2             | 0            | 2             | 2             | 1            | 0             | 10               | 100                       |
| 66                               | 2             | 1            | 1             | 0            | 1             | 1            | 2             | 2             | 2            | 1             | 13               | 169                       |
| 67                               | 2             | 1            | 1             | 1            | 1             | 1            | 1             | 1             | 1            | 3             | 13               | 169                       |
| 68                               | 1             | 1            | 3             | 1            | 1             | 0            | 2             | 3             | 1            | 3             | 16               | 256                       |
| 69                               | 4             | 0            | 0             | 0            | 4             | 0            | 2             | 4             | 0            | 2             | 16               | 256                       |
| 70                               | 3             | 1            | 2             | 1            | 2             | 2            | 2             | 3             | 4            | 1             | 21               | 441                       |
| 71                               | 3             | 1            | 2             | 2            | 2             | 2            | 2             | 2             | 1            | 2             | 19               | 361                       |
| 72                               | 4             | 1            | 2             | 0            | 1             | 1            | 2             | 2             | 1            | 0             | 14               | 196                       |
| 73                               | 3             | 3            | 2             | 0            | 2             | 0            | 2             | 4             | 2            | 2             | 20               | 400                       |
| 74                               | 4             | 0            | 0             | 1            | 0             | 0            | 2             | 2             | 0            | 0             | 9                | 81                        |
| 75                               | 1             | 1            | 1             | 1            | 1             | 1            | 1             | 3             | 2            | 3             | 15               | 225                       |
| 76                               | 4             | 1            | 1             | 0            | 1             | 0            | 1             | 3             | 2            | 2             | 15               | 225                       |
| 77                               | 2             | 1            | 1             | 2            | 2             | 2            | 1             | 2             | 2            | 2             | 17               | 289                       |
| 78                               | 1             | 0            | 0             | 0            | 0             | 0            | 1             | 3             | 0            | 3             | 8                | 64                        |
| 79                               | 1             | 1            | 1             | 1            | 1             | 1            | 2             | 2             | 1            | 1             | 12               | 144                       |
| 80                               | 2             | 1            | 0             | 0            | 1             | 1            | 2             | 2             | 1            | 1             | 11               | 121                       |
| 81                               | 3             | 2            | 2             | 0            | 1             | 0            | 2             | 3             | 2            | 3             | 18               | 324                       |
| 82                               | 2             | 0            | 2             | 2            | 1             | 1            | 2             | 2             | 1            | 1             | 14               | 196                       |
| 83                               | 3             | 0            | 2             | 1            | 4             | 2            | 3             | 3             | 2            | 3             | 23               | 529                       |
| 84                               | 3             | 2            | 2             | 0            | 2             | 2            | 2             | 2             | 2            | 2             | 19               | 361                       |
| <b>ΣX</b>                        | <b>176</b>    | <b>72</b>    | <b>103</b>    | <b>47</b>    | <b>108</b>    | <b>53</b>    | <b>159</b>    | <b>197</b>    | <b>93</b>    | <b>134</b>    | <b>1.142</b>     | <b>← ΣY</b>               |
| <b>Σ(X)<sup>2</sup></b>          | <b>30.976</b> | <b>5.184</b> | <b>10.609</b> | <b>2.209</b> | <b>11.664</b> | <b>2.809</b> | <b>25.281</b> | <b>38.809</b> | <b>8.649</b> | <b>17.956</b> | <b>1.304.164</b> | <b>← Σ(Y)<sup>2</sup></b> |
| <b>ΣX<sup>2</sup></b>            | <b>462</b>    | <b>124</b>   | <b>179</b>    | <b>69</b>    | <b>226</b>    | <b>85</b>    | <b>331</b>    | <b>521</b>    | <b>167</b>   | <b>286</b>    | <b>2.450</b>     | <b>← Σ12</b>              |
| <b>ΣXY</b>                       | <b>2.650</b>  | <b>1.188</b> | <b>1.610</b>  | <b>816</b>   | <b>1.761</b>  | <b>913</b>   | <b>2.266</b>  | <b>2.879</b>  | <b>1.482</b> | <b>1.999</b>  | <b>17.564</b>    | <b>← ΣY<sup>2</sup></b>   |
| <b>rx<sub>y</sub></b>            | <b>0,590</b>  | <b>0,587</b> | <b>0,640</b>  | <b>0,600</b> | <b>0,695</b>  | <b>0,594</b> | <b>0,422</b>  | <b>0,579</b>  | <b>0,602</b> | <b>0,462</b>  |                  |                           |

**Lampiran 24. Perhitungan Realibilitas Skala Motivasi Berprestasi  
Kebutuhan akan Kekuasaan**

$$\begin{aligned} \Sigma X = \Sigma Y = \Sigma i &= 1142 & \Sigma Y^2 &= 154146 & k &= 10 \\ \Sigma X^2 &= 17564 & \Sigma i^2 &= 2450 & n &= 84 \end{aligned}$$

sehingga :

$$S_{e^2} = \frac{\left(\Sigma i^2 - \frac{(\Sigma X^2)}{k}\right) - \frac{(\Sigma Y^2)}{n} + \frac{(\Sigma i)^2}{nk}}{(n-1)(k-1)}$$

$$S_{e^2} = \frac{\left(2450 - \frac{17564}{10}\right) - \frac{(154146)}{84} + \frac{(1142)^2}{840}}{(83)(9)}$$

$$S_{e^2} = \frac{(2450 - 1756,4) - 1835,07 + \frac{1304164}{840}}{747}$$

$$S_{e^2} = \frac{693,6 - 1835,07 + 1552,58}{747} = \frac{411,11}{747} = \mathbf{0,5503}$$

$$S_{S^2} = \frac{\frac{(\Sigma X^2)}{k} - \frac{(\Sigma i)^2}{nk}}{n-1}$$

$$S_{S^2} = \frac{\frac{17564}{10} - \frac{(1142)^2}{840}}{83} = \frac{1756,4 - 1552,58}{83} = \mathbf{2,4557}$$

$$r_{xx} = 1 - S_{e^2}/S_{S^2}$$

$$r_{xx} = 1 - 0,5503/2,4557 = \mathbf{0,7759}$$

**Lampiran 25. Tabel Data Induk Respon Skala Motivasi Berprestasi  
Kebutuhan akan Afiliasi**

| No. Subjek              | KEBUTUHAN AKAN AFILIASI (N-AFF) |               |               |               |               |               |               |               |               |               | Y                | Y <sup>2</sup>            |
|-------------------------|---------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------|---------------------------|
|                         | No. Item                        |               |               |               |               |               |               |               |               |               |                  |                           |
|                         | (F)<br>21                       | (F)<br>22     | (F)<br>23     | (F)<br>24     | (F)<br>25     | (F)<br>26     | (F)<br>27     | (F)<br>28     | (F)<br>29     | (F)<br>30     |                  |                           |
| 1                       | 3                               | 3             | 3             | 1             | 2             | 3             | 3             | 3             | 2             | 2             | 25               | 625                       |
| 2                       | 4                               | 4             | 3             | 1             | 3             | 4             | 3             | 4             | 3             | 1             | 30               | 900                       |
| 3                       | 4                               | 4             | 4             | 2             | 1             | 3             | 3             | 3             | 4             | 3             | 31               | 961                       |
| 4                       | 4                               | 4             | 0             | 4             | 2             | 3             | 4             | 3             | 3             | 2             | 29               | 841                       |
| 5                       | 3                               | 3             | 4             | 3             | 2             | 2             | 3             | 3             | 2             | 2             | 27               | 729                       |
| 6                       | 4                               | 4             | 4             | 2             | 3             | 2             | 3             | 3             | 3             | 3             | 31               | 961                       |
| 7                       | 3                               | 4             | 4             | 2             | 2             | 2             | 2             | 3             | 3             | 3             | 28               | 784                       |
| 8                       | 3                               | 3             | 2             | 1             | 3             | 3             | 2             | 3             | 3             | 3             | 26               | 676                       |
| 9                       | 3                               | 3             | 3             | 2             | 2             | 2             | 3             | 2             | 2             | 2             | 24               | 576                       |
| 10                      | 4                               | 4             | 3             | 1             | 2             | 2             | 3             | 2             | 2             | 1             | 24               | 576                       |
| 11                      | 4                               | 3             | 4             | 0             | 3             | 3             | 2             | 3             | 3             | 1             | 26               | 676                       |
| 12                      | 4                               | 3             | 4             | 2             | 3             | 3             | 4             | 3             | 3             | 2             | 31               | 961                       |
| 13                      | 4                               | 4             | 1             | 1             | 3             | 3             | 2             | 3             | 2             | 1             | 24               | 576                       |
| 14                      | 3                               | 4             | 4             | 1             | 2             | 3             | 4             | 4             | 2             | 3             | 30               | 900                       |
| 15                      | 3                               | 4             | 4             | 1             | 4             | 4             | 4             | 4             | 4             | 4             | 36               | 1296                      |
| 16                      | 4                               | 4             | 4             | 2             | 2             | 2             | 3             | 3             | 2             | 2             | 28               | 784                       |
| 17                      | 4                               | 4             | 4             | 0             | 4             | 3             | 4             | 2             | 4             | 4             | 33               | 1089                      |
| 18                      | 4                               | 4             | 4             | 1             | 3             | 3             | 2             | 3             | 4             | 2             | 30               | 900                       |
| 19                      | 4                               | 4             | 4             | 0             | 4             | 4             | 3             | 3             | 2             | 3             | 31               | 961                       |
| 20                      | 3                               | 3             | 2             | 1             | 4             | 3             | 4             | 4             | 4             | 4             | 32               | 1024                      |
| 21                      | 4                               | 4             | 4             | 4             | 3             | 3             | 3             | 4             | 3             | 2             | 34               | 1156                      |
| 22                      | 4                               | 4             | 4             | 1             | 2             | 3             | 3             | 4             | 3             | 3             | 31               | 961                       |
| 23                      | 3                               | 3             | 4             | 1             | 3             | 3             | 3             | 3             | 3             | 2             | 28               | 784                       |
| 24                      | 4                               | 4             | 4             | 1             | 3             | 3             | 3             | 3             | 3             | 3             | 31               | 961                       |
| 25                      | 2                               | 2             | 3             | 1             | 2             | 2             | 2             | 2             | 2             | 2             | 20               | 400                       |
| 26                      | 4                               | 4             | 4             | 2             | 3             | 3             | 3             | 4             | 2             | 2             | 31               | 961                       |
| 27                      | 3                               | 3             | 3             | 3             | 2             | 2             | 3             | 2             | 3             | 3             | 27               | 729                       |
| 28                      | 4                               | 4             | 4             | 1             | 2             | 4             | 3             | 3             | 3             | 3             | 31               | 961                       |
| 29                      | 3                               | 3             | 3             | 1             | 1             | 3             | 2             | 3             | 2             | 3             | 24               | 576                       |
| 30                      | 4                               | 4             | 4             | 2             | 2             | 3             | 4             | 4             | 3             | 2             | 32               | 1024                      |
| 31                      | 2                               | 2             | 3             | 2             | 2             | 2             | 2             | 3             | 3             | 2             | 23               | 529                       |
| 32                      | 4                               | 3             | 2             | 3             | 4             | 4             | 4             | 3             | 0             | 1             | 28               | 784                       |
| 33                      | 4                               | 4             | 4             | 1             | 3             | 3             | 4             | 3             | 3             | 3             | 32               | 1024                      |
| 34                      | 4                               | 4             | 4             | 3             | 3             | 3             | 2             | 3             | 3             | 3             | 32               | 1024                      |
| 35                      | 4                               | 4             | 4             | 3             | 3             | 3             | 4             | 4             | 3             | 2             | 34               | 1156                      |
| 36                      | 3                               | 4             | 4             | 0             | 3             | 3             | 3             | 4             | 3             | 3             | 30               | 900                       |
| 37                      | 4                               | 4             | 4             | 3             | 4             | 3             | 4             | 4             | 4             | 3             | 37               | 1369                      |
| 38                      | 3                               | 3             | 2             | 1             | 2             | 3             | 3             | 3             | 3             | 1             | 24               | 576                       |
| 39                      | 3                               | 2             | 3             | 0             | 3             | 3             | 2             | 2             | 1             | 1             | 20               | 400                       |
| 40                      | 4                               | 3             | 4             | 3             | 4             | 3             | 3             | 3             | 3             | 2             | 32               | 1024                      |
| 41                      | 3                               | 2             | 4             | 2             | 3             | 4             | 3             | 3             | 2             | 3             | 29               | 841                       |
| 42                      | 3                               | 3             | 4             | 2             | 4             | 4             | 4             | 4             | 3             | 4             | 35               | 1225                      |
| 43                      | 4                               | 4             | 4             | 2             | 3             | 4             | 4             | 4             | 3             | 2             | 34               | 1156                      |
| 44                      | 3                               | 3             | 2             | 1             | 3             | 3             | 2             | 2             | 2             | 2             | 23               | 529                       |
| 45                      | 4                               | 4             | 3             | 1             | 2             | 4             | 3             | 3             | 3             | 2             | 29               | 841                       |
| 46                      | 4                               | 3             | 4             | 1             | 3             | 2             | 0             | 3             | 3             | 3             | 26               | 676                       |
| 47                      | 4                               | 4             | 4             | 1             | 4             | 4             | 4             | 4             | 4             | 4             | 37               | 1369                      |
| 48                      | 4                               | 4             | 4             | 0             | 4             | 4             | 3             | 3             | 3             | 1             | 30               | 900                       |
| 49                      | 4                               | 4             | 4             | 2             | 3             | 3             | 4             | 3             | 4             | 4             | 35               | 1225                      |
| 50                      | 3                               | 4             | 3             | 2             | 3             | 3             | 3             | 3             | 3             | 3             | 30               | 900                       |
| 51                      | 3                               | 3             | 3             | 1             | 3             | 3             | 3             | 3             | 3             | 3             | 28               | 784                       |
| 52                      | 3                               | 4             | 3             | 1             | 3             | 3             | 2             | 3             | 4             | 3             | 29               | 841                       |
| 53                      | 4                               | 4             | 3             | 0             | 3             | 3             | 2             | 3             | 3             | 2             | 27               | 729                       |
| 54                      | 3                               | 4             | 4             | 1             | 2             | 3             | 3             | 3             | 3             | 3             | 29               | 841                       |
| 55                      | 4                               | 4             | 4             | 0             | 4             | 3             | 3             | 4             | 4             | 3             | 33               | 1089                      |
| 56                      | 4                               | 4             | 4             | 3             | 4             | 4             | 3             | 4             | 3             | 2             | 35               | 1225                      |
| 57                      | 3                               | 3             | 3             | 2             | 3             | 3             | 3             | 3             | 3             | 3             | 29               | 841                       |
| 58                      | 4                               | 4             | 4             | 1             | 2             | 2             | 3             | 2             | 2             | 2             | 26               | 676                       |
| 59                      | 3                               | 3             | 3             | 2             | 2             | 3             | 3             | 3             | 2             | 2             | 26               | 676                       |
| 60                      | 4                               | 4             | 3             | 2             | 3             | 3             | 2             | 3             | 3             | 1             | 28               | 784                       |
| 61                      | 4                               | 4             | 3             | 2             | 3             | 4             | 4             | 4             | 4             | 3             | 35               | 1225                      |
| 62                      | 3                               | 4             | 3             | 1             | 4             | 3             | 2             | 3             | 2             | 2             | 27               | 729                       |
| 63                      | 4                               | 4             | 4             | 3             | 3             | 4             | 4             | 3             | 2             | 3             | 34               | 1156                      |
| 64                      | 4                               | 4             | 4             | 1             | 3             | 3             | 3             | 3             | 2             | 2             | 29               | 841                       |
| 65                      | 1                               | 4             | 4             | 0             | 4             | 4             | 3             | 3             | 2             | 2             | 27               | 729                       |
| 66                      | 4                               | 4             | 3             | 2             | 2             | 2             | 3             | 4             | 2             | 2             | 28               | 784                       |
| 67                      | 3                               | 3             | 3             | 2             | 3             | 2             | 1             | 2             | 3             | 2             | 24               | 576                       |
| 68                      | 4                               | 3             | 3             | 1             | 2             | 3             | 3             | 3             | 3             | 3             | 28               | 784                       |
| 69                      | 4                               | 4             | 2             | 0             | 4             | 4             | 4             | 4             | 4             | 2             | 32               | 1024                      |
| 70                      | 4                               | 4             | 2             | 2             | 4             | 4             | 3             | 2             | 2             | 2             | 29               | 841                       |
| 71                      | 4                               | 4             | 4             | 1             | 2             | 4             | 2             | 3             | 3             | 2             | 29               | 841                       |
| 72                      | 4                               | 4             | 2             | 1             | 4             | 4             | 3             | 4             | 4             | 3             | 33               | 1089                      |
| 73                      | 4                               | 4             | 4             | 3             | 4             | 4             | 3             | 4             | 3             | 3             | 36               | 1296                      |
| 74                      | 4                               | 4             | 4             | 0             | 3             | 4             | 4             | 4             | 3             | 3             | 33               | 1089                      |
| 75                      | 3                               | 3             | 3             | 1             | 2             | 3             | 4             | 3             | 3             | 3             | 28               | 784                       |
| 76                      | 2                               | 4             | 4             | 2             | 4             | 3             | 4             | 3             | 2             | 3             | 31               | 961                       |
| 77                      | 3                               | 4             | 3             | 1             | 3             | 3             | 3             | 3             | 4             | 2             | 29               | 841                       |
| 78                      | 4                               | 4             | 4             | 3             | 3             | 3             | 2             | 3             | 4             | 4             | 34               | 1156                      |
| 79                      | 3                               | 3             | 3             | 1             | 3             | 3             | 2             | 3             | 3             | 1             | 25               | 625                       |
| 80                      | 4                               | 4             | 3             | 1             | 3             | 3             | 2             | 3             | 3             | 2             | 28               | 784                       |
| 81                      | 4                               | 4             | 4             | 1             | 3             | 3             | 4             | 4             | 3             | 2             | 32               | 1024                      |
| 82                      | 4                               | 4             | 3             | 1             | 3             | 4             | 4             | 4             | 3             | 1             | 31               | 961                       |
| 83                      | 4                               | 3             | 4             | 2             | 3             | 2             | 3             | 2             | 1             | 1             | 25               | 625                       |
| 84                      | 4                               | 4             | 4             | 1             | 3             | 3             | 4             | 4             | 2             | 3             | 32               | 1024                      |
| <b>ΣX</b>               | <b>299</b>                      | <b>304</b>    | <b>286</b>    | <b>124</b>    | <b>244</b>    | <b>260</b>    | <b>252</b>    | <b>266</b>    | <b>237</b>    | <b>202</b>    | <b>2.474</b>     | <b>← ΣY</b>               |
| <b>Σ(X)<sup>2</sup></b> | <b>89.401</b>                   | <b>92.416</b> | <b>81.796</b> | <b>15.376</b> | <b>59.536</b> | <b>67.600</b> | <b>63.504</b> | <b>70.756</b> | <b>56.169</b> | <b>40.804</b> | <b>6.120.676</b> | <b>← Σ(Y)<sup>2</sup></b> |
| <b>ΣX<sup>2</sup></b>   | <b>1.097</b>                    | <b>1.128</b>  | <b>1.028</b>  | <b>260</b>    | <b>758</b>    | <b>840</b>    | <b>812</b>    | <b>876</b>    | <b>721</b>    | <b>544</b>    | <b>8.064</b>     | <b>← ΣI<sup>2</sup></b>   |
| <b>ΣXY</b>              | <b>8.895</b>                    | <b>9.061</b>  | <b>8.528</b>  | <b>3.730</b>  | <b>7.300</b>  | <b>7.765</b>  | <b>7.576</b>  | <b>7.970</b>  | <b>7.115</b>  | <b>6.092</b>  | <b>74.032</b>    | <b>← ΣY<sup>2</sup></b>   |
| <b>rx<sub>xy</sub></b>  | <b>0,454</b>                    | <b>0,597</b>  | <b>0,416</b>  | <b>0,260</b>  | <b>0,474</b>  | <b>0,530</b>  | <b>0,602</b>  | <b>0,684</b>  | <b>0,546</b>  | <b>0,547</b>  |                  |                           |

**Lampiran 26. Perhitungan Realibilitas Skala Motivasi Berprestasi  
Kebutuhan akan Afiliasi**

$$\begin{aligned} \sum X = \sum Y = \sum i &= 2474 & \sum Y^2 &= 637358 & k &= 10 \\ \sum X^2 &= 74032 & \sum i^2 &= 8064 & n &= 84 \end{aligned}$$

sehingga :

$$S_{e^2} = \frac{\left(\sum i^2 - \frac{(\sum X^2)}{k}\right) - \frac{(\sum Y^2)}{n} + \frac{(\sum i)^2}{nk}}{(n-1)(k-1)}$$

$$S_{e^2} = \frac{\left(8064 - \frac{74032}{10}\right) - \frac{637358}{84} + \frac{(2474)^2}{840}}{(83)(9)}$$

$$S_{e^2} = \frac{(8064 - 7403,2) - 7587,59 + \frac{6120676}{840}}{747}$$

$$S_{e^2} = \frac{660,8 - 7587,59 + 7286,52}{747} = \frac{359,73}{747} = \mathbf{0,4816}$$

$$S_{S^2} = \frac{\frac{(\sum X^2)}{k} - \frac{(\sum i)^2}{nk}}{n-1}$$

$$S_{S^2} = \frac{\frac{74032}{10} - \frac{(2474)^2}{840}}{83} = \frac{7403,2 - 7286,52}{83} = \mathbf{1,4058}$$

$$r_{xx} = 1 - S_{e^2}/S_{S^2}$$

$$r_{xx} = 1 - 0,4816/1,4058 = \mathbf{0,6574}$$

### Lampiran 27. Perhitungan Norma Skor Standar Skala Produktivitas Kerja dan Skala Motivasi Berprestasi

Ketentuan norma skor standar :

$M + 1,5 s < X$  = Sangat Tinggi

$M + 0,5 s < X \leq M + 1,5 s$  = Tinggi

$M - 0,5 s < X \leq M + 0,5 s$  = Sedang

$M - 1,5 s < X \leq M - 0,5 s$  = Rendah

$< X \leq M - 1,5 s$  = Sangat Rendah

Diketahui :

| Variabel                        | Item         | Xt | Xr | Mean<br>[(Xt+Xr) / 2] | SD<br>[Mean / 6] |        |
|---------------------------------|--------------|----|----|-----------------------|------------------|--------|
| <b>Produktivitas Kerja (X)</b>  | 20           | 80 | 0  | 40                    | 6.6667           |        |
| <b>Motivasi Berprestasi (Y)</b> | <b>N-Ach</b> | 10 | 40 | 0                     | 20               | 3,3333 |
|                                 | <b>N-Pow</b> | 10 | 40 | 0                     | 20               | 3,3333 |
|                                 | <b>N-Aff</b> | 10 | 40 | 0                     | 20               | 3,3333 |

$Y \rightarrow M = 40$

$X \rightarrow M = 20$

$s = 6,6667$

$s = 3,3333$

Maka diperoleh hasil sebagai berikut :

#### Norma Skor Standar Skala Produktivitas Kerja

| Nilai                  | Kategori      |
|------------------------|---------------|
| $50,00 < X$            | Tinggi Sekali |
| $43,33 < X \leq 50,00$ | Tinggi        |
| $36,37 < X \leq 43,33$ | Sedang        |
| $30,00 < X \leq 36,37$ | Rendah        |
| $X \leq 30,00$         | Rendah Sekali |

#### Norma Skor Standar Skala Motivasi Berprestasi

| Nilai                  | Kategori      |
|------------------------|---------------|
| $25,00 < X$            | Tinggi Sekali |
| $21,67 < X \leq 25,00$ | Tinggi        |
| $18,33 < X \leq 21,67$ | Sedang        |
| $15,00 < X \leq 18,33$ | Rendah        |
| $X \leq 15,00$         | Rendah Sekali |

## Lampiran 28. Hasil Perhitungan Uji Normalitas

### Descriptives

|                                  |                                  |             | Statistic | Std. Error |
|----------------------------------|----------------------------------|-------------|-----------|------------|
| Produktivitas Kerja              | Mean                             |             | 54.46     | .696       |
|                                  | 95% Confidence Interval for Mean | Lower Bound | 53.08     |            |
|                                  |                                  | Upper Bound | 55.85     |            |
|                                  | 5% Trimmed Mean                  |             | 54.37     |            |
|                                  | Median                           |             | 54.50     |            |
|                                  | Variance                         |             | 40.661    |            |
|                                  | Std. Deviation                   |             | 6.377     |            |
|                                  | Minimum                          |             | 39        |            |
|                                  | Maximum                          |             | 75        |            |
|                                  | Range                            |             | 36        |            |
|                                  | Interquartile Range              |             | 10        |            |
|                                  | Skewness                         |             | .256      | .263       |
|                                  | Kurtosis                         |             | .471      | .520       |
|                                  | Kebutuhan akan Prestasi          | Mean        |           | 29.49      |
| 95% Confidence Interval for Mean |                                  | Lower Bound | 28.65     |            |
|                                  |                                  | Upper Bound | 30.32     |            |
| 5% Trimmed Mean                  |                                  |             | 29.44     |            |
| Median                           |                                  |             | 29.00     |            |
| Variance                         |                                  |             | 14.783    |            |
| Std. Deviation                   |                                  |             | 3.845     |            |
| Minimum                          |                                  |             | 20        |            |
| Maximum                          |                                  |             | 40        |            |
| Range                            |                                  |             | 20        |            |
| Interquartile Range              |                                  |             | 5         |            |
| Skewness                         |                                  |             | .182      | .263       |
| Kurtosis                         |                                  |             | -.080     | .520       |
| Kebutuhan akan Kekuasaan         |                                  | Mean        |           | 13.60      |
|                                  | 95% Confidence Interval for Mean | Lower Bound | 12.52     |            |
|                                  |                                  | Upper Bound | 14.67     |            |
|                                  | 5% Trimmed Mean                  |             | 13.51     |            |
|                                  | Median                           |             | 13.50     |            |
|                                  | Variance                         |             | 24.557    |            |
|                                  | Std. Deviation                   |             | 4.956     |            |
|                                  | Minimum                          |             | 3         |            |
|                                  | Maximum                          |             | 28        |            |
|                                  | Range                            |             | 25        |            |
|                                  | Interquartile Range              |             | 7         |            |
|                                  | Skewness                         |             | .229      | .263       |
|                                  | Kurtosis                         |             | .254      | .520       |
|                                  | Kebutuhan akan Afiliasi          | Mean        |           | 29.45      |
| 95% Confidence Interval for Mean |                                  | Lower Bound | 28.64     |            |
|                                  |                                  | Upper Bound | 30.27     |            |
| 5% Trimmed Mean                  |                                  |             | 29.50     |            |
| Median                           |                                  |             | 29.00     |            |
| Variance                         |                                  |             | 14.058    |            |
| Std. Deviation                   |                                  |             | 3.749     |            |
| Minimum                          |                                  |             | 20        |            |
| Maximum                          |                                  |             | 37        |            |
| Range                            |                                  |             | 17        |            |
| Interquartile Range              |                                  |             | 5         |            |
| Skewness                         |                                  |             | -.199     | .263       |
| Kurtosis                         |                                  |             | -.230     | .520       |

### Tests of Normality

|                          | Kolmogorov-Smirnov <sup>a</sup> |    |                   | Shapiro-Wilk |    |      |
|--------------------------|---------------------------------|----|-------------------|--------------|----|------|
|                          | Statistic                       | df | Sig.              | Statistic    | df | Sig. |
| Produktivitas Kerja      | .056                            | 84 | .200 <sup>*</sup> | .989         | 84 | .720 |
| Kebutuhan akan Prestasi  | .079                            | 84 | .200 <sup>*</sup> | .989         | 84 | .723 |
| Kebutuhan akan Kekuasaan | .067                            | 84 | .200 <sup>*</sup> | .988         | 84 | .623 |
| Kebutuhan akan Afiliasi  | .077                            | 84 | .200 <sup>*</sup> | .984         | 84 | .380 |

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

a. Lilliefors Significance Correction

## Lampiran 29. Hasil Perhitungan Uji Linearitas

Uji Linearitas antara Motivasi Berprestasi Kebutuhan akan Prestasi dan

Produktivitas Kerja :

### Report

Produktivitas Kerja

| Kebutuhan akan Prestasi | Mean  | N  | Std. Deviation |
|-------------------------|-------|----|----------------|
| 20                      | 52.00 | 1  | .              |
| 23                      | 47.75 | 4  | 2.062          |
| 24                      | 54.33 | 3  | 4.726          |
| 25                      | 51.20 | 5  | 5.541          |
| 26                      | 52.25 | 4  | 6.752          |
| 27                      | 51.10 | 10 | 5.877          |
| 28                      | 53.22 | 9  | 2.774          |
| 29                      | 50.71 | 7  | 6.775          |
| 30                      | 56.38 | 8  | 2.669          |
| 31                      | 54.63 | 8  | 7.855          |
| 32                      | 57.13 | 8  | 6.643          |
| 33                      | 61.25 | 4  | 4.924          |
| 34                      | 62.33 | 3  | 11.372         |
| 35                      | 59.00 | 6  | 3.795          |
| 36                      | 57.00 | 1  | .              |
| 37                      | 63.00 | 1  | .              |
| 38                      | 60.00 | 1  | .              |
| 40                      | 48.00 | 1  | .              |
| Total                   | 54.46 | 84 | 6.377          |

### ANOVA Table

|                                                  |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|--------------------------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Produktivitas Kerja *<br>Kebutuhan akan Prestasi | Between Groups | (Combined)               | 1216.000       | 17 | 71.529      | 2.187  | .013 |
|                                                  |                | Linearity                | 648.417        | 1  | 648.417     | 19.823 | .000 |
|                                                  |                | Deviation from Linearity | 567.583        | 16 | 35.474      | 1.084  | .387 |
|                                                  | Within Groups  |                          | 2158.892       | 66 | 32.710      |        |      |
|                                                  | Total          |                          | 3374.893       | 83 |             |        |      |

### Measures of Association

|                                                  | R    | R Squared | Eta  | Eta Squared |
|--------------------------------------------------|------|-----------|------|-------------|
| Produktivitas Kerja *<br>Kebutuhan akan Prestasi | .438 | .192      | .600 | .360        |

Uji Linearitas antara Motivasi Berprestasi Kebutuhan akan Kekuasaan dan  
Produktivitas Kerja :

### Report

Produktivitas Kerja

| Kebutuhan akan Kekuasaan | Mean  | N  | Std. Deviation |
|--------------------------|-------|----|----------------|
| 3                        | 58.00 | 1  | .              |
| 4                        | 55.33 | 3  | 8.021          |
| 5                        | 75.00 | 1  | .              |
| 6                        | 55.00 | 2  | 7.071          |
| 7                        | 54.00 | 1  | .              |
| 8                        | 57.33 | 3  | 7.024          |
| 9                        | 52.50 | 6  | 3.987          |
| 10                       | 55.00 | 6  | 4.561          |
| 11                       | 55.50 | 4  | 5.972          |
| 12                       | 52.63 | 8  | 6.278          |
| 13                       | 53.14 | 7  | 5.429          |
| 14                       | 52.33 | 6  | 6.121          |
| 15                       | 55.14 | 7  | 4.981          |
| 16                       | 54.00 | 8  | 7.653          |
| 17                       | 57.50 | 6  | 4.416          |
| 18                       | 63.50 | 2  | 7.778          |
| 19                       | 50.75 | 4  | 6.449          |
| 20                       | 54.00 | 3  | 11.790         |
| 21                       | 55.00 | 1  | .              |
| 22                       | 42.00 | 1  | .              |
| 23                       | 53.00 | 1  | .              |
| 24                       | 49.00 | 1  | .              |
| 25                       | 59.00 | 1  | .              |
| 28                       | 53.00 | 1  | .              |
| Total                    | 54.46 | 84 | 6.377          |

ANOVA Table

|                                                   |                |                          | Sum of Squares | df     | Mean Square | F     | Sig. |
|---------------------------------------------------|----------------|--------------------------|----------------|--------|-------------|-------|------|
| Produktivitas Kerja *<br>Kebutuhan akan Kekuasaan | Between Groups | (Combined)               | 1047.387       | 23     | 45.539      | 1.174 | .303 |
|                                                   |                | Linearity                | 52.530         | 1      | 52.530      | 1.354 | .249 |
|                                                   |                | Deviation from Linearity | 994.857        | 22     | 45.221      | 1.166 | .311 |
|                                                   | Within Groups  | 2327.506                 | 60             | 38.792 |             |       |      |
| Total                                             |                |                          | 3374.893       | 83     |             |       |      |

## Measures of Association

|                                                   | R     | R Squared | Eta  | Eta Squared |
|---------------------------------------------------|-------|-----------|------|-------------|
| Produktivitas Kerja *<br>Kebutuhan akan Kekuasaan | -.125 | .016      | .557 | .310        |

Uji Linearitas antara Motivasi Berprestasi Kebutuhan akan Afiliasi dan Produktivitas Kerja :

## Report

Produktivitas Kerja

| Kebutuhan akan Afiliasi | Mean  | N  | Std. Deviation |
|-------------------------|-------|----|----------------|
| 20                      | 47.00 | 2  | 1.414          |
| 23                      | 53.50 | 2  | 6.364          |
| 24                      | 49.83 | 6  | 4.355          |
| 25                      | 52.33 | 3  | 6.028          |
| 26                      | 47.60 | 5  | 4.159          |
| 27                      | 54.20 | 5  | 4.324          |
| 28                      | 52.70 | 10 | 4.832          |
| 29                      | 53.70 | 10 | 3.773          |
| 30                      | 59.00 | 6  | 4.817          |
| 31                      | 54.00 | 10 | 6.325          |
| 32                      | 54.75 | 8  | 9.161          |
| 33                      | 56.75 | 4  | 3.948          |
| 34                      | 60.80 | 5  | 2.387          |
| 35                      | 57.00 | 4  | 2.160          |
| 36                      | 59.00 | 2  | 11.314         |
| 37                      | 68.00 | 2  | 9.899          |
| Total                   | 54.46 | 84 | 6.377          |

**ANOVA Table**

|                                                  |                |                          | Sum of Squares | df     | Mean Square | F      | Sig. |
|--------------------------------------------------|----------------|--------------------------|----------------|--------|-------------|--------|------|
| Produktivitas Kerja *<br>Kebutuhan akan Afiliasi | Between Groups | (Combined)               | 1309.643       | 15     | 87.310      | 2.875  | .002 |
|                                                  |                | Linearity                | 847.393        | 1      | 847.393     | 27.901 | .000 |
|                                                  |                | Deviation from Linearity | 462.250        | 14     | 33.018      | 1.087  | .385 |
|                                                  | Within Groups  | 2065.250                 | 68             | 30.371 |             |        |      |
| Total                                            |                |                          | 3374.893       | 83     |             |        |      |

**Measures of Association**

|                                                  | R    | R Squared | Eta  | Eta Squared |
|--------------------------------------------------|------|-----------|------|-------------|
| Produktivitas Kerja *<br>Kebutuhan akan Afiliasi | .501 | .251      | .623 | .388        |

### Lampiran 30. Hasil Perhitungan Uji Multikolinearitas

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .633 <sup>a</sup> | .401     | .379              | 5.026                      |

a. Predictors: (Constant), Kebutuhan akan Afiliasi, Kebutuhan akan Kekuasaan, Kebutuhan akan Prestasi

b. Dependent Variable: Produktivitas Kerja

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1353.992       | 3  | 451.331     | 17.867 | .000 <sup>b</sup> |
|       | Residual   | 2020.901       | 80 | 25.261      |        |                   |
|       | Total      | 3374.893       | 83 |             |        |                   |

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Kebutuhan akan Afiliasi, Kebutuhan akan Kekuasaan, Kebutuhan akan Prestasi

#### Coefficients<sup>a</sup>

| Model |                          | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|-------|--------------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|       |                          | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1     | (Constant)               | 17.995                      | 5.621      |                           | 3.201  | .002 |                         |       |
|       | Kebutuhan akan Prestasi  | .623                        | .148       | .376                      | 4.206  | .000 | .937                    | 1.067 |
|       | Kebutuhan akan Kekuasaan | -.238                       | .112       | -.185                     | -2.118 | .037 | .980                    | 1.021 |
|       | Kebutuhan akan Afiliasi  | .724                        | .150       | .426                      | 4.813  | .000 | .956                    | 1.046 |

a. Dependent Variable: Produktivitas Kerja

### Lampiran 31. Hasil Perhitungan Uji Heteroskedastisitas

#### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .168 <sup>a</sup> | .028     | -.008             | 3.13608                    |

a. Predictors: (Constant), Kebutuhan akan Afiliasi, Kebutuhan akan Kekuasaan, Kebutuhan akan Prestasi

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F    | Sig.              |
|-------|------------|----------------|----|-------------|------|-------------------|
| 1     | Regression | 22.840         | 3  | 7.613       | .774 | .512 <sup>b</sup> |
|       | Residual   | 786.801        | 80 | 9.835       |      |                   |
|       | Total      | 809.641        | 83 |             |      |                   |

a. Dependent Variable: Abs\_RES

b. Predictors: (Constant), Kebutuhan akan Afiliasi, Kebutuhan akan Kekuasaan, Kebutuhan akan Prestasi

#### Coefficients<sup>a</sup>

| Model |                          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|--------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                          | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)               | -1.393                      | 3.507      |                           | -.397 | .692 |                         |       |
|       | Kebutuhan akan Prestasi  | .092                        | .092       | .113                      | .994  | .323 | .937                    | 1.067 |
|       | Kebutuhan akan Kekuasaan | -.004                       | .070       | -.007                     | -.064 | .949 | .980                    | 1.021 |
|       | Kebutuhan akan Afiliasi  | .086                        | .094       | .103                      | .918  | .361 | .956                    | 1.046 |

a. Dependent Variable: Abs\_RES

### Lampiran 32. Hasil Perhitungan Uji Hipotesis (Analisis Regresi Linear Berganda)

#### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .633 <sup>a</sup> | .401     | .379              | 5.026                      |

a. Predictors: (Constant), Kebutuhan akan Afiliasi, Kebutuhan akan Kekuasaan, Kebutuhan akan Prestasi

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1353.992       | 3  | 451.331     | 17.867 | .000 <sup>b</sup> |
|       | Residual   | 2020.901       | 80 | 25.261      |        |                   |
|       | Total      | 3374.893       | 83 |             |        |                   |

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Kebutuhan akan Afiliasi, Kebutuhan akan Kekuasaan, Kebutuhan akan Prestasi

#### Coefficients<sup>a</sup>

| Model |                          | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                          | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)               | 17.995                      | 5.621      |                           | 3.201  | .002 |
|       | Kebutuhan akan Prestasi  | .623                        | .148       | .376                      | 4.206  | .000 |
|       | Kebutuhan akan Kekuasaan | -.238                       | .112       | -.185                     | -2.118 | .037 |
|       | Kebutuhan akan Afiliasi  | .724                        | .150       | .426                      | 4.813  | .000 |

a. Dependent Variable: Produktivitas Kerja

| Variabel                        | Koefisien Regresi | t <sub>hitung</sub> | Sig.  |
|---------------------------------|-------------------|---------------------|-------|
| Konstanta                       | 17,995            |                     |       |
| <b>Kebutuhan akan Prestasi</b>  | 0,623             | 4,206               | 0,000 |
| <b>Kebutuhan akan Kekuasaan</b> | -0,238            | -2,118              | 0,037 |
| <b>Kebutuhan akan Afiliasi</b>  | 0,724             | 4,813               | 0,000 |

$F_{hitung} = 17,867$   
 $R \text{ Square} = 0,401$

N-Ach = T hitung > T tabel

= 4,206 > 1,99 (df 80, taraf signifikan 5%)

= Maka kebutuhan akan prestasi (N-Ach) memiliki **hubungan positif yang sangat signifikan** dengan produktivitas kerja.

N-Pow = T hitung < T tabel

= -2,118 < 1,99 (df 80, taraf signifikan 5%)

= Maka kebutuhan akan kekuasaan (N-Pow) memiliki **hubungan negatif yang signifikan** dengan produktivitas kerja.

N-Aff = T hitung > T tabel

= 4,813 > 1,99 (df 80, taraf signifikan 5%)

= Maka kebutuhan akan afiliasi (N-Aff) memiliki **hubungan positif yang sangat signifikan** dengan produktivitas kerja.

Motivasi Berprestasi = F hitung > F tabel

= 17,867 > 2,72 (taraf signifikan 5%)

= Maka motivasi berprestasi kebutuhan akan prestasi, kebutuhan akan kekuasaan, dan kebutuhan akan afiliasi secara bersama-sama **memiliki pengaruh yang sangat signifikan** terhadap produktivitas kerja, dengan sumbangan relatif sebesar 40,1%.

Hasil perhitungan sumbangan efektif dan sumbangan relatif dari tiap variabel adalah sebagai berikut :

|                          |                     | <b>Correlations</b> |                         |                          |                         |
|--------------------------|---------------------|---------------------|-------------------------|--------------------------|-------------------------|
|                          |                     | Produktivitas Kerja | Kebutuhan akan Prestasi | Kebutuhan akan Kekuasaan | Kebutuhan akan Afiliasi |
| Produktivitas Kerja      | Pearson Correlation | 1                   | .438**                  | -.125                    | .501**                  |
|                          | Sig. (2-tailed)     |                     | .000                    | .258                     | .000                    |
|                          | N                   | 84                  | 84                      | 84                       | 84                      |
| Kebutuhan akan Prestasi  | Pearson Correlation | .438**              | 1                       | .142                     | .208                    |
|                          | Sig. (2-tailed)     | .000                |                         | .198                     | .057                    |
|                          | N                   | 84                  | 84                      | 84                       | 84                      |
| Kebutuhan akan Kekuasaan | Pearson Correlation | -.125               | .142                    | 1                        | .016                    |
|                          | Sig. (2-tailed)     | .258                | .198                    |                          | .882                    |
|                          | N                   | 84                  | 84                      | 84                       | 84                      |
| Kebutuhan akan Afiliasi  | Pearson Correlation | .501**              | .208                    | .016                     | 1                       |
|                          | Sig. (2-tailed)     | .000                | .057                    | .882                     |                         |
|                          | N                   | 84                  | 84                      | 84                       | 84                      |

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

| Variabel                                | Koefisien Regresi (beta) | Koefisien Korelasi (r) | R <sub>square</sub> |
|-----------------------------------------|--------------------------|------------------------|---------------------|
| <b>Kebutuhan akan Prestasi (N-Ach)</b>  | 0,376                    | 0,438                  | 0,401               |
| <b>Kebutuhan akan Kekuasaan (N-Pow)</b> | -0,185                   | -0,125                 |                     |
| <b>Kebutuhan akan Afiliasi (N-Aff)</b>  | 0,426                    | 0,501                  |                     |

$$SE(X)\% = \text{BETA}x \times \text{Koefisien korelasi} \times 100\%$$

$$SE (N-Ach) = 0,376 \times 0,438 \times 100\% = 16,47\%$$

$$SE (N-Pow) = -0,185 \times -0,125 \times 100\% = 2,31\%$$

$$SE (N-Aff) = 0,426 \times 0,501 \times 100\% = 21,34\%$$

Sehingga untuk hasil perhitungan sumbangan relatif seperti berikut :

$$SR(X)\% = \frac{SE(X)\%}{R_{square}}$$

$$SR(N-Ach) = \frac{16,47\%}{0,401} = 41,1\%$$

$$SR(N-Pow) = \frac{2,31\%}{0,401} = 5,7\%$$

$$SR(N-Aff) = \frac{21,34\%}{0,401} = 53,2\%$$