

Lampiran 2. Data Demografis

2.1 Data Demografis Usia

Usia Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	22-28	15	11.1	11.1	11.1
	29-35	32	23.7	23.7	34.8
	36-42	31	23.0	23.0	57.8
	43-50	25	18.5	18.5	76.3
	51-57	32	23.7	23.7	100.0
	Total	135	100.0	100.0	

2.2 Data Demografis Jenis Kelamin

Jenis Kelamin Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	59	43.7	43.7	43.7
	Perempuan	76	56.3	56.3	100.0
	Total	135	100.0	100.0	

Lampiran 3. Data Deskriptif Variabel

3.1 Perilaku Kerja Kontraproduktif

Statistics

Perilaku KerjaKontraproduktif

N	Valid	135
	Missing	0
Mean		-4.0410
Median		-3.9700
Mode		-4.82
Std. Deviation		1.11382
Variance		1.241
Skewness		.055
Std. Error of Skewness		.209
Kurtosis		2.271
Std. Error of Kurtosis		.414
Range		7.38
Minimum		-7.29
Maximum		.09
Sum		-545.53

3.2 Sistem Penghargaan Kerja

Sistem Penghargaan Kerja

N	Valid	135
	Missing	0
Mean		1.0461
Median		.9800
Mode		.22
Std. Deviation		.71022
Variance		.504
Skewness		.418
Std. Error of Skewness		.209
Kurtosis		.656
Std. Error of Kurtosis		.414
Range		4.37
Minimum		-.97
Maximum		3.40
Sum		141.22

Lampiran 4. Frekuensi Per-dimensi Variabel Sistem Penghargaan Kerja

Sistem Penghargaan Kerja Ekstrinsik dan Sistem Penghargaan Kerja Intrinsik

Statistics

		Sistem Penghargaan Ekstrinsik	Sistem Penghargaan Intrinsik
N	Valid	135	135
	Missing	0	0
Mean		.9138	1.4436
Std. Deviation		1.04488	.99643
Minimum		-4.11	-.98
Maximum		5.00	6.78

Kategorisasi Skor Sistem Penghargaan Kerja Ekstrinsik

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RENDAH	76	56.3	56.3	56.3
	TINGGI	59	43.7	43.7	100.0
Total		135	100.0	100.0	

Kategorisasi Skor Sistem Penghargaan Kerja Intrinsik

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RENDAH	75	55.6	55.6	55.6
	TINGGI	60	44.4	44.4	100.0
Total		135	100.0	100.0	

Lampiran 5. Uji Normalitas

5.1 Perilaku Kerja Kontraproduktif

One-Sample Kolmogorov-Smirnov Test

		Perilaku Kerja Kontraproduktif
N		135
Normal Parameters ^a	Mean	-4.0410
	Std. Deviation	1.11382
Most Extreme Differences	Absolute	.109
	Positive	.081
	Negative	-.109
Kolmogorov-Smirnov Z		1.264
Asymp. Sig. (2-tailed)		.082
a. Test distribution is Normal.		

5.2 Sistem Penghargaan Kerja

One-Sample Kolmogorov-Smirnov Test

		Sistem Penghargaan Kerja
N		135
Normal Parameters ^a	Mean	1.0461
	Std. Deviation	.71022
Most Extreme Differences	Absolute	.077
	Positive	.077
	Negative	-.064
Kolmogorov-Smirnov Z		.894
Asymp. Sig. (2-tailed)		.401
a. Test distribution is Normal.		

Lampiran 6. Uji Linearitas

Model Summary and Parameter Estimates

Dependent Variable: Perilaku Kerja Kontraproduktif

Equation	Model Summary					Parameter Estimates	
	R Square	F	df1	df2	Sig.	Constant	b1
Linear	.102	15.078	1	133	.000	-3.517	-.500

The independent variable is Sistem Penghargaan Kerja.

Lampiran 7 Uji Hipotesis

7. 1 Uji Korelasi

Correlations

		Perilaku Kerja Kontraproduktif	Sistem Penghargaan Ekstrinsik	Sistem Penghargaan Intrinsik
Pearson Correlation	Perilaku Kerja Kontraproduktif	1.000	-.223	-.317
	Sistem Penghargaan Ekstrinsik	-.223	1.000	.409
	Sistem Penghargaan Intrinsik	-.317	.409	1.000
Sig. (1-tailed)	Perilaku Kerja Kontraproduktif	.	.005	.000
	Sistem Penghargaan Ekstrinsik	.005	.	.000
	Sistem Penghargaan Intrinsik	.000	.000	.
N	Perilaku Kerja Kontraproduktif	135	135	135
	Sistem Penghargaan Ekstrinsik	135	135	135
	Sistem Penghargaan Intrinsik	135	135	135

7.2 Uji Model Summary

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.333 ^a	.111	.097	1.05823

a. Predictors: (Constant), Sistem Penghargaan Intrinsik, Sistem Penghargaan Ekstrinsik

7.3 Uji Signifikansi Keseluruhan

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.419	2	9.209	8.224	.000 ^a
	Residual	147.820	132	1.120		
	Total	166.239	134			

a. Predictors: (Constant), Sistem Penghargaan Intrinsik, Sistem Penghargaan Ekstrinsik

b. Dependent Variable: Perilaku Kerja Kontraproduktif

7.4 Uji Regresi Parsial

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.495	.163		-21.413	.000
	Sistem Penghargaan Ekstrinsik	-.119	.096	-.112	-1.244	.216
	Sistem Penghargaan Instrinsik	-.303	.101	-.271	-3.014	.003

a. Dependent Variable: Perilaku Kerja Kontraproduktif

Lampiran 8. Uji Reliabilitas

8.1 Perilaku Kerja Kontraproduktif

SUMMARY OF 31 MEASURED (NON-EXTREME) Person

	TOTAL SCORE	COUNT	MEASURE	MODEL ERROR	INFIT		OUTFIT	
					MNSQ	ZSTD	MNSQ	ZSTD
MEAN	42.2	36.0	-5.24	.62	.95	.0	.85	.0
S.D.	8.5	.0	1.28	.19	.48	1.1	1.36	.9
MAX.	78.0	36.0	-1.08	1.05	2.32	3.3	7.79	3.1
MIN.	37.0	36.0	-7.00	.25	.27	-2.0	.11	-1.1
REAL RMSE	.68	TRUE SD	1.08	SEPARATION	1.59	Person	RELIABILITY	.72
MODEL RMSE	.65	TRUE SD	1.10	SEPARATION	1.71	Person	RELIABILITY	.74
S.E. OF Person MEAN = .23								

MINIMUM EXTREME SCORE: 9 Person

SUMMARY OF 40 MEASURED (EXTREME AND NON-EXTREME) Person

	TOTAL SCORE	COUNT	MEASURE	MODEL ERROR	INFIT		OUTFIT	
					MNSQ	ZSTD	MNSQ	ZSTD
MEAN	40.8	36.0	-5.92	.89				
S.D.	7.9	.0	1.70	.54				
MAX.	78.0	36.0	-1.08	1.85				
MIN.	36.0	36.0	-8.28	.25	.27	-2.0	.11	-1.1
REAL RMSE	1.06	TRUE SD	1.32	SEPARATION	1.25	Person	RELIABILITY	.61
MODEL RMSE	1.05	TRUE SD	1.34	SEPARATION	1.28	Person	RELIABILITY	.62
S.E. OF Person MEAN = .27								

Person RAW SCORE-TO-MEASURE CORRELATION = .83
 CRONBACH ALPHA (KR-20) Person RAW SCORE "TEST" RELIABILITY = .93

SUMMARY OF 31 MEASURED (NON-EXTREME) Item

	TOTAL SCORE	COUNT	MEASURE	MODEL ERROR	INFIT		OUTFIT	
					MNSQ	ZSTD	MNSQ	ZSTD
MEAN	46.2	40.0	.00	.67	1.09	.3	.85	-.2
S.D.	6.9	.0	1.47	.26	.50	.9	1.41	.9
MAX.	66.0	40.0	1.87	1.10	2.02	2.0	8.03	2.6
MIN.	41.0	40.0	-3.12	.28	.42	-1.5	.05	-1.7
REAL RMSE	.80	TRUE SD	1.22	SEPARATION	1.52	Item	RELIABILITY	.70
MODEL RMSE	.72	TRUE SD	1.28	SEPARATION	1.77	Item	RELIABILITY	.76
S.E. OF Item MEAN = .27								

MAXIMUM EXTREME SCORE: 5 Item
 UMEAN=.0000 USCALE=1.0000

8.2 Sistem Penghargaan Kerja

TABLE 3.1 D:\HITUNGAN\UJI COBA\SISTEM PENGHARGAA ZOU347WS.TXT Jun 30 20:53 2016
 INPUT: 40 Person 19 Item REPORTED: 40 Person 19 Item 8 CATS WINSTEPS 3.73

SUMMARY OF 39 MEASURED (NON-EXTREME) Person									
	TOTAL SCORE	COUNT	MEASURE	MODEL ERROR	INFIT		OUTFIT		
					MNSQ	ZSTD	MNSQ	ZSTD	
MEAN	109.9	19.0	1.99	.34	1.11	-.1	1.08	-.2	
S.D.	8.6	.0	1.10	.06	.92	2.2	.81	2.2	
MAX.	127.0	19.0	4.47	.49	3.57	4.7	3.15	4.3	
MIN.	94.0	19.0	.50	.24	.15	-3.0	.16	-3.3	
REAL RMSE	.41	TRUE SD	1.02	SEPARATION	2.46	Person	RELIABILITY	.86	
MODEL RMSE	.35	TRUE SD	1.04	SEPARATION	3.00	Person	RELIABILITY	.90	
S.E. OF Person MEAN = .18									
MAXIMUM EXTREME SCORE: 1 Person									
SUMMARY OF 40 MEASURED (EXTREME AND NON-EXTREME) Person									
	TOTAL SCORE	COUNT	MEASURE	MODEL ERROR	INFIT		OUTFIT		
					MNSQ	ZSTD	MNSQ	ZSTD	
MEAN	110.5	19.0	2.14	.38					
S.D.	9.3	.0	1.42	.24					
MAX.	133.0	19.0	7.86	1.84					
MIN.	94.0	19.0	.50	.24	.15	-3.0	.16	-3.3	
REAL RMSE	.50	TRUE SD	1.33	SEPARATION	2.64	Person	RELIABILITY	.87	
MODEL RMSE	.45	TRUE SD	1.35	SEPARATION	2.99	Person	RELIABILITY	.90	
S.E. OF Person MEAN = .23									
Person RAW SCORE-TO-MEASURE CORRELATION = .95									
CRONBACH ALPHA (KR-20) Person RAW SCORE "TEST" RELIABILITY = .88									
SUMMARY OF 19 MEASURED (NON-EXTREME) Item									
	TOTAL SCORE	COUNT	MEASURE	MODEL ERROR	INFIT		OUTFIT		
					MNSQ	ZSTD	MNSQ	ZSTD	
MEAN	232.7	40.0	.00	.24	.98	-.1	1.08	.2	
S.D.	13.4	.0	.68	.03	.33	1.1	.44	1.5	
MAX.	250.0	40.0	1.45	.27	1.94	2.5	2.38	3.8	
MIN.	197.0	40.0	-1.04	.15	.35	-2.8	.39	-2.9	
REAL RMSE	.25	TRUE SD	.63	SEPARATION	2.53	Item	RELIABILITY	.87	
MODEL RMSE	.24	TRUE SD	.64	SEPARATION	2.67	Item	RELIABILITY	.88	
S.E. OF Item MEAN = .16									

Lampiran 9. Item Gugur Rasch

9.1 Perilaku Kerja Kontraproduktif

TABLE 10.1 D:\HITUNGAN\UJI COBA\CWB\UJI COBA CWB ZOU755WS.TXT Jun 30 14:13 2016
 INPUT: 40 Person 36 Item REPORTED: 40 Person 36 Item 5 CATS WINSTEPS 3.73

Person: REAL SEP.: 1.25 REL.: .61 ... Item: REAL SEP.: 1.40 REL.: .66

Item STATISTICS: MISFIT ORDER

ENTRY NUMBER	TOTAL SCORE	TOTAL COUNT	MEASURE	MODEL S.E.	INFIT		OUTFIT		PT-MEASURE		EXACT OBS%	MATCH EXP%	Item
					MNSQ	ZSTD	MNSQ	ZSTD	CORR.	EXP.			
30	42	40	.98	.82	1.72	1.1	8.03	2.6	A .10	.41	90.3	94.7	9A
17	42	40	.98	.82	2.02	1.3	.31	-.2	B .38	.41	93.5	94.7	3w
19	42	40	.98	.82	2.02	1.3	.31	-.2	C .38	.41	93.5	94.7	4w
23	42	40	.98	.82	2.02	1.3	.31	-.2	D .38	.41	93.5	94.7	9T
9	45	40	-.32	.55	1.80	1.5	1.88	1.2	E .39	.52	87.1	88.8	3S
15	61	40	-2.69	.30	1.59	2.0	1.20	.8	F .69	.70	71.0	58.8	6T
12	51	40	-1.55	.39	1.46	1.3	1.50	1.2	G .42	.62	61.3	76.5	2A
11	62	40	-2.78	.30	1.46	1.6	1.26	1.0	H .54	.71	41.9	57.7	1A
20	48	40	-1.04	.44	1.11	.4	1.45	.9	I .58	.58	87.1	82.0	3A
2	44	40	.01	.60	1.24	.6	1.41	.7	J .39	.49	87.1	91.0	1T
28	41	40	1.87	1.10	1.40	.7	.69	.2	K .21	.32	96.8	96.9	7A
3	63	40	-2.87	.29	1.35	1.3	1.23	.9	L .61	.71	41.9	56.8	2T
4	42	40	.98	.82	1.19	.5	.46	.0	M .40	.41	90.3	94.7	3T
6	42	40	.98	.82	1.18	.5	.16	-.5	N .46	.41	96.8	94.7	1W
18	45	40	-.32	.55	1.17	.5	.30	-1.1	O .60	.52	93.5	88.8	3P
10	48	40	-1.04	.44	1.11	.4	1.03	.2	P .54	.58	71.0	82.0	4T
14	44	40	.01	.60	1.06	.3	.76	.0	O .49	.49	87.1	91.0	5T
8	47	40	-.83	.47	.95	.0	.59	-.6	n .60	.56	83.9	84.1	2S
24	46	40	-.59	.50	.85	-.2	.91	-.1	m .56	.54	83.9	86.4	10T
16	43	40	.42	.69	.91	.1	.19	-.8	l .55	.46	96.8	92.8	7T
22	43	40	.42	.69	.91	.1	.19	-.8	k .55	.46	96.8	92.8	8T
36	46	40	-.59	.50	.73	-.5	.25	-1.4	j .65	.54	90.3	86.4	14A
1	45	40	-.32	.55	.68	-.5	.49	-.6	i .62	.52	90.3	88.8	1S
13	66	40	-3.12	.28	.64	-1.5	.60	-1.7	h .81	.73	61.3	52.0	2P
21	45	40	-.32	.55	.60	-.8	.20	-1.4	g .65	.52	90.3	88.8	4A
5	41	40	1.87	1.10	.45	-.4	.05	-.9	f .46	.32	96.8	96.9	1P
29	41	40	1.87	1.10	.45	-.4	.05	-.9	e .46	.32	96.8	96.9	8A
31	41	40	1.87	1.10	.45	-.4	.05	-.9	d .46	.32	96.8	96.9	10A
33	41	40	1.87	1.10	.45	-.4	.05	-.9	c .46	.32	96.8	96.9	11A
34	41	40	1.87	1.10	.45	-.4	.05	-.9	b .46	.32	96.8	96.9	12A
7	43	40	.42	.69	.42	-1.0	.19	-.8	a .62	.46	96.8	92.8	2w
MEAN	45.4	40.0	.45	.84	1.09	.3	.85	-.2			85.7	86.7	
S.D.	6.8	.0	1.76	.48	.50	.9	1.41	.9			15.1	12.8	

TABLE 10.3 D:\HITUNGAN\UJI COBA\CWB\UJI COBA CWB ZOU755WS.TXT Jun 30 14:13 2016
 INPUT: 40 Person 36 Item REPORTED: 40 Person 36 Item 5 CATS WINSTEPS 3.73

9.2 Sistem Penghargaan Kerja

TABLE 10.1 D:\HITUNGAN\UJI COBA\SISTEM PENGHARGA ZOU347WS.TXTA Jun 30 20:53 2016
 INPUT: 40 Person 19 Item REPORTED: 40 Person 19 Item 8 CATS WINSTEPS 3.73

Person: REAL SEP.: 2.64 REL.: .87 ... Item: REAL SEP.: 2.53 REL.: .87

Item STATISTICS: MISFIT ORDER

ENTRY NUMBER	TOTAL SCORE	TOTAL COUNT	MEASURE	MODEL S.E.	INFIT MNSQ	INFIT ZSTD	OUTFIT MNSQ	OUTFIT ZSTD	PT-MEASURE CORR.	PT-MEASURE EXP.	EXACT OBS%	MATCH EXP%	Item
3	224	40	.55	.22	1.94	2.5	2.38	3.8	A .38	.57	59.0	54.6	E3
8	197	40	1.45	.15	1.02	.2	1.76	2.4	B .50	.59	46.2	39.9	I3
19	211	40	1.06	.18	1.38	1.2	1.50	1.7	C .59	.58	59.0	48.8	I14
11	219	40	.77	.20	1.34	1.1	1.27	1.0	D .63	.57	59.0	52.8	I6
2	245	40	-.68	.26	1.21	.9	1.29	1.2	E .40	.51	51.3	60.2	E2
17	231	40	-.19	.23	1.19	.7	1.22	.9	F .54	.56	59.0	55.0	I12
16	245	40	-.68	.26	.86	-.5	1.15	.7	G .29	.51	66.7	60.2	I11
18	246	40	-.75	.27	1.07	.4	1.06	.3	H .54	.51	48.7	60.4	I13
5	237	40	-.16	.25	.97	.0	1.01	.1	I .58	.54	48.7	57.1	E5
7	234	40	.02	.24	.91	-.2	.99	.1	J .46	.55	43.6	55.4	I2
13	226	40	.45	.22	.97	.0	.84	-.5	i .67	.57	66.7	54.7	I8
6	246	40	-.75	.27	.96	-.1	.91	-.3	h .52	.51	64.1	60.4	I1
4	227	40	.40	.22	.76	-.8	.86	-.5	g .62	.57	66.7	54.6	E4
10	230	40	.24	.23	.77	-.8	.85	-.5	f .62	.56	48.7	54.4	I5
9	241	40	-.41	.26	.84	-.6	.80	-.8	e .65	.53	66.7	58.8	I4
1	250	40	-1.04	.27	.83	-.7	.84	-.6	d .46	.48	64.1	60.9	E1
15	244	40	-.61	.26	.73	-1.1	.72	-1.2	c .62	.52	66.7	60.0	I10
14	242	40	-.48	.26	.59	-1.8	.59	-1.9	b .66	.52	66.7	59.5	I9
12	226	40	.45	.22	.35	-2.8	.39	-2.9	a .72	.57	71.8	54.7	I7
MEAN	232.7	40.0	.00	.24	.98	-.1	1.08	.2			59.1	55.9	
S.D.	13.4	.0	.68	.03	.33	1.1	.44	1.5			8.4	5.0	

TABLE 10.3 D:\HITUNGAN\UJI COBA\SISTEM PENGHARGA ZOU347WS.TXTA Jun 30 20:53 2016
 INPUT: 40 Person 19 Item REPORTED: 40 Person 19 Item 8 CATS WINSTEPS 3.73

Lampiran 10. Dimensionality

19.1 Perilaku Kerja Kontraproduktif

TABLE 23.0 D:\HITUNGAN\UJI COBA\CWB\UJI COBA CWB ZOU755WS.TXT Jun 30 14:13 2016
 INPUT: 40 Person 36 Item REPORTED: 40 Person 36 Item 5 CATS WINSTEPS 3.73

Table of STANDARDIZED RESIDUAL variance (in Eigenvalue units)

		-- Empirical --		Modeled
Total raw variance in observations	=	61.9	100.0%	100.0%
Raw variance explained by measures	=	30.9	49.9%	56.8%
Raw variance explained by persons	=	11.2	18.2%	20.7%
Raw variance explained by items	=	19.6	31.7%	36.1%
Raw unexplained variance (total)	=	31.0	50.1%	43.2%
Unexplnd variance in 1st contrast	=	9.4	15.2%	30.3%
Unexplnd variance in 2nd contrast	=	5.2	8.4%	16.7%
Unexplnd variance in 3rd contrast	=	3.2	5.2%	10.3%
Unexplnd variance in 4th contrast	=	2.9	4.6%	9.2%
Unexplnd variance in 5th contrast	=	1.8	3.0%	5.9%

STANDARDIZED RESIDUAL VARIANCE SCREE PLOT

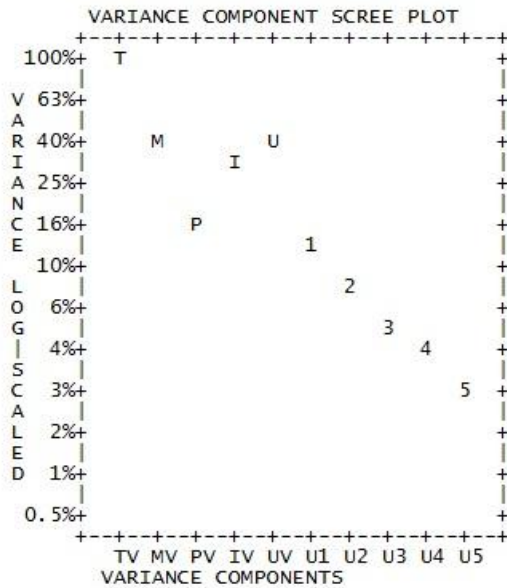


TABLE 23.2 D:\HITUNGAN\UJI COBA\CWB\UJI COBA CWB ZOU755WS.TXT Jun 30 14:13 2016
 INPUT: 40 Person 36 Item REPORTED: 40 Person 36 Item 5 CATS WINSTEPS 3.73

19.2 Sistem Penghargaan Kerja

TABLE 23.0 D:\HITUNGAN\UJI COBA\SISTEM PENGHARGA ZOU347WS.TXTA Jun 30 20:53 2016
 INPUT: 40 Person 19 Item REPORTED: 40 Person 19 Item 8 CATS WINSTEPS 3.73

Table of STANDARDIZED RESIDUAL variance (in Eigenvalue units)

		-- Empirical --		Modeled
Total raw variance in observations	=	31.5	100.0%	100.0%
Raw variance explained by measures	=	12.5	39.7%	40.7%
Raw variance explained by persons	=	5.1	16.0%	16.5%
Raw variance explained by items	=	7.4	23.6%	24.2%
Raw unexplained variance (total)	=	19.0	60.3%	59.3%
Unexplnd variance in 1st contrast	=	3.5	11.1%	18.4%
Unexplnd variance in 2nd contrast	=	3.3	10.4%	17.3%
Unexplnd variance in 3rd contrast	=	2.4	7.5%	12.4%
Unexplnd variance in 4th contrast	=	1.8	5.8%	9.6%
Unexplnd variance in 5th contrast	=	1.3	4.2%	7.0%

STANDARDIZED RESIDUAL VARIANCE SCREE PLOT

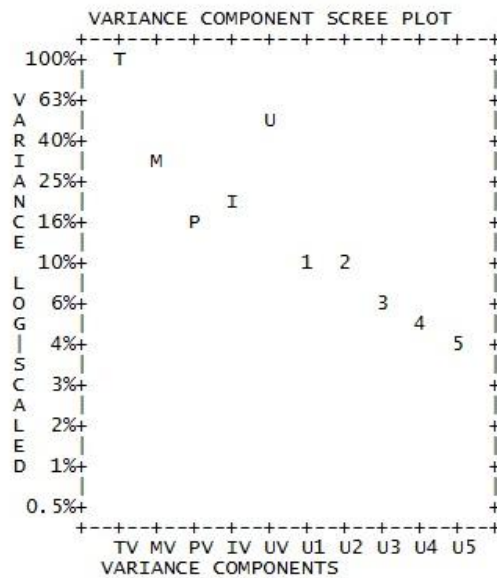


TABLE 23.2 D:\HITUNGAN\UJI COBA\SISTEM PENGHARGA ZOU347WS.TXTA Jun 30 20:53 2016
 INPUT: 40 Person 19 Item REPORTED: 40 Person 19 Item 8 CATS WINSTEPS 3.73