

APPENDICES

No	Physiological Needs					Security Needs					Social Needs							Esteem Needs				Self Actualization			
	1	2	3	X1	4	5	6	7	8	X2	9	10	11	12	13	14	15	X3	16	17	18	X4	19	20	X5
1	4	5	5	14	4	3	3	4	5	19	5	4	4	5	4	4	5	31	4	3	4	11	5	5	10
2	4	4	5	13	4	5	4	5	5	23	5	3	5	3	4	5	4	29	5	4	3	12	5	4	9
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4	5	2	5	12	4	3	4	5	3	19	4	4	4	3	4	4	4	27	4	3	4	11	5	4	9
5	5	5	5	15	2	5	3	4	4	18	5	4	4	4	4	4	3	28	4	3	5	12	4	5	9
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36	3	3	4	10	4	5	4	4	4	21	5	5	4	5	5	5	5	34	5	5	4	14	5	5	10

Physiological Needs					Security Needs					Social Needs							Esteem Needs				Self Actualization				
No	1	2	3	X1	4	5	6	7	8	X2	9	10	11	12	13	14	15	X3	16	17	18	X4	19	20	X5
37	5	4	3	12	4	5	4	4	4	21	5	4	3	3	5	5	5	30	5	5	3	13	4	4	8
38	5	5	5	15	4	4	5	4	5	22	4	4	4	5	4	5	5	31	5	4	5	14	5	4	9
39	5	4	3	12	4	5	4	5	4	22	5	4	3	4	4	4	4	28	5	4	3	12	4	5	9
40	5	4	4	13	4	5	4	5	4	22	5	5	4	4	4	5	4	31	5	5	4	14	5	5	10
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42	5	4	4	13	4	5	4	4	4	21	4	5	4	4	5	5	5	32	4	4	5	13	4	5	9
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44	3	2	3	8	4	5	4	4	4	21	5	3	3	3	4	5	5	28	5	4	5	14	4	4	8
45	5	4	5	14	5	5	5	5	5	25	5	4	4	5	4	5	4	31	5	4	5	14	4	5	9
46	2	2	2	6	4	5	5	4	4	22	4	4	3	4	4	5	4	28	5	4	5	14	5	5	10
47	4	5	5	14	4	4	2	4	4	18	5	5	5	4	5	4	4	32	4	4	4	12	4	4	8
48	2	3	2	7	3	4	5	4	4	20	4	4	5	4	3	4	5	29	5	4	4	13	5	5	10
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36	5	5	4	5	5	4	5	5	5	5	4	5	4	4	4	5	5	4	5	5	93
37	5	5	5	5	4	3	3	5	5	5	4	5	4	4	4	5	5	5	4	4	89
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39	4	5	5	5	4	3	4	4	4	4	4	5	4	5	4	5	4	4	4	5	86
40	5	5	5	5	5	4	4	4	5	4	4	5	4	5	4	5	5	4	5	5	92
41	5	5	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	98
42	5	4	5	4	5	4	4	5	5	5	4	5	4	4	4	4	4	5	4	5	89
43	5	5	5	4	5	5	5	4	5	5	5	5	5	5	5	4	4	5	5	4	95
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46	4	5	5	4	4	3	4	4	5	4	4	5	5	4	4	5	4	5	5	5	88
47	5	4	5	5	5	5	4	5	4	4	4	4	4	4	4	4	4	4	4	4	86
48	5	5	5	4	4	5	4	3	4	5	3	4	5	4	4	5	4	4	5	5	87
49	5	5	5	5	4	5	4	4	5	5	5	5	4	4	4	5	5	5	5	5	94
50	5	4	4	5	5	5	4	4	5	5	4	5	4	5	5	5	5	5	5	4	93

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	88.7400	3.4155	50
X1	12.7000	1.9299	50
X2	21.7200	2.2950	50
X3	30.1800	2.1917	50
X4	12.9800	1.3169	50
X5	9.1400	.6704	50

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.751 ^a	.564	.514	2.3809

Model Summary^b

Model	Change Statistics					Durbin-Watson
	R Square Change	F Change	df1	df2	Sig. F Change	
1	.564	11.368	5	44	.000	1.906

a. Predictors: (Constant), X5, X4, X1, X2, X3

b. Dependent Variable: Y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	322.207	5	64.441	11.368	.000 ^a
	Residual	249.413	44	5.668		
	Total	571.620	49			

a. Predictors: (Constant), X5, X4, X1, X2, X3

b. Dependent Variable: Y

Coéfficients^a

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
		B	Std. Error	Beta			
Model	1	(Constant)	<i>37.828</i>	<i>7.061</i>		<i>5.358</i>	<i>.000</i>
		X1	<i>.356</i>	<i>.185</i>	<i>.201</i>	<i>1.926</i>	<i>.061</i>
		X2	<i>.323</i>	<i>.157</i>	<i>.217</i>	<i>2.062</i>	<i>.045</i>
		X3	<i>.446</i>	<i>.188</i>	<i>.286</i>	<i>2.378</i>	<i>.022</i>
		X4	<i>.847</i>	<i>.292</i>	<i>.326</i>	<i>2.901</i>	<i>.006</i>
		X5	<i>-1.633</i>	<i>.536</i>	<i>-.321</i>	<i>-3.047</i>	<i>.004</i>

Coefficients^a

			Correlations			Collinearity Statistics	
			Zero-order	Partial	Part	Tolerance	VIF
Model	1	(Constant)					
		X1	<i>.164</i>	<i>.279</i>	<i>.192</i>	<i>.908</i>	<i>1.102</i>
		X2	<i>.391</i>	<i>.297</i>	<i>.205</i>	<i>.896</i>	<i>1.117</i>
		X3	<i>.593</i>	<i>.337</i>	<i>.237</i>	<i>.685</i>	<i>1.461</i>
		X4	<i>.480</i>	<i>.401</i>	<i>.289</i>	<i>.783</i>	<i>1.277</i>
		X5	<i>.373</i>	<i>.417</i>	<i>.303</i>	<i>.896</i>	<i>1.116</i>

a.- Dependent Variable: Y

Questionnaire

Respondent's identity

1. Name:
2. Age: A. less than 20 years B. 21 – 30 years
 C. 31 – 40 years D. above 40 years
3. Gender: A. male B. female
4. Work for:
5. Marital status: A. Married B. Single

The statement using the scale 1 to 5

- 1 = Strongly disagree
2 = Disagree
3 = Neither agree or disagree
4 = Agree
5 = Strongly agree

Statement about Motivation

A. Lower level needs

- Physiological needs

1. The salary that I accept nowday is satisfied enough

1	2	3	4	5
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2. The salary that I accept nowday is enough to cover all the needed from day to day

1	2	3	4	5
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3. The growth of the income, which is given by the company, is satisfying

1	2	3	4	5
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□ Safety needs

4. So far, my supervisor always treats me nicely

1	2	3	4	5
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5. Work safety in my company is really good

1	2	3	4	5
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6. My company have complete working equipment

1	2	3	4	5
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7. The arrangement of working hour that stated by the company is already right

1	2	3	4	5
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8. I think working disciplines that have to be obeyed is really hard

1	2	3	4	5
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□ Social needs

9. The relationships with my colleague are close

1	2	3	4	5
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10. The relationship between the supervisor and the employees are close

1	2	3	4	5
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11. I always get the working spirit from my colleague

1	2	3	4	5
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12. The working condition in the place that I work it's really give family atmosphere

1	2	3	4	5
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13. The working environment in the place that I work feels really exiting

1	2	3	4	5
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14. I always consultate in doing my job with my colleague

1	2	3	4	5
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15. I always consultate in doing my job with my supervisor

1	2	3	4	5
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B. Higher level needs

Esteem needs

16. You are often get praise from your colleague or supervisor

1	2	3	4	5
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17. The praise, which is giving to you, really gives a lot of influence to your job performance

1	2	3	4	5
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18. You are really exciting in doing your job

1	2	3	4	5
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Self-actualization

19. You are often giving suggestion or recommendation to your supervisor

1	2	3	4	5
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20. You think that you need to get additional education or some help from others to increase your skill and your ability

1	2	3	4	5
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Questionnaire

Code of employee:

Employee's identity

1. Name:
2. Age: A. less than 20 years B. 21 – 30 years
 C. 31 – 40 years D. above 40 years
3. Gender: A. male B. female
4. Work for:
5. Marital status: A. Married B. Single

The statement using the scale 1 to 5

1 = Very bad

2 = Bad

3 = Neutral

4 = Good

5 = Very good

Quality of employee

1. Accuracy and awareness in doing the job

1	2	3	4	5
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2. Time that needed by employee to finish the job with the time already determined by company

1	2	3	4	5
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3. The work result

1	2	3	4	5
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4. The work skills of employee

1	2	3	4	5
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□ Quantity of employee

5. The result that achieved by employee based on the target that already determined by company

1	2	3	4	5
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6. The result that a received over the target that already determined by company

1	2	3	4	5
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7.. The result of work in done a new tasks

1	2	3	4	5
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□ Ability of employee

8 The ability of employee to do jobs outside there ability

1	2	3	4	5
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9 The work result of employee with the minimum control

1	2	3	4	5
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10 The ability of employee to give initiative

1	2	3	4	5
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11 The discipline time of employee

1	2	3	4	5
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□ Knowledge of employee

12. The knowledge of employee to understand work procedure

1	2	3	4	5
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13. Comprehension in using tool and company's equipment

1	2	3	4	5
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14. Technical knowledge of employee that had relation with the work

1	2	3	4	5
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□ Relationship of employee

15. The attitude of employee to the others

1	2	3	4	5
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16. The attitude of employee to the supervisor

1	2	3	4	5
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17. The attitude of employee in accept the changes and developing of company

1	2	3	4	5
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□ The work safety of employee

18. The attention to the work safety

1	2	3	4	5
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19. The attitude of employee to the company regulation and policy about work safety

1	2	3	4	5
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20. The attention of employee to the dangerous condition and the other safety

1	2	3	4	5
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