

!

| PI  | hysiol | ogica | l Need | is |   | s | ecurit | v Nee | ds |                 |   |    |    | Socia | Need | is |    |    | E  | steen | n Nee | ds          | Self | Actualiza | ation |
|-----|--------|-------|--------|----|---|---|--------|-------|----|-----------------|---|----|----|-------|------|----|----|----|----|-------|-------|-------------|------|-----------|-------|
| No  | 1      | 2     | 3      | X1 | 4 | 5 | 6      | 7     | 8  | X2              | 9 | 10 | 11 | 12    | 13   | 14 | 15 | Х3 | 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     |
| 3   | 5      | 4     | 3      | 12 | 4 | 4 | 3      | 5     | 4  | 20              | 5 | 4  | 4  | 4     | 5    | 4  | 5  | 31 | 5  | 4     | 4     | 13          | 4    | . 5       | 9     |
| 4   | 5      | 2     | 5      | 12 | 4 | 3 | 4      | 5     | 3  | 19              | 4 | 4  | 4  | 3     | 4    | 4  | 4  | 27 | 4  | 3     | 4     | <u>, 11</u> | 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     |
| 6   | 4      | 5     | 4      | 13 | 4 | 4 | 5      | 5_    | 5  | 23              | 5 | 5  | 4  | 5     | 4    | 4  | 4  | 31 | 5  | 5     | 3     | 13          | 4    | 5         | 9     |
| 7   | 5      | 5     | 5      | 15 | 5 | 5 | 4      | 4     | 4  | 22              | 4 | 4  | 5  | 4     | 4    | 4  | 4  | 29 | 2  | 3     | 3     | 8           | 5    | 4         | 9     |
| 8   | 4      | 3     | 3      | 10 | 5 | 5 | 5      | 5     | 5  | 25              | 5 | 3  | 4  | 5     | 3    | 5  | 5  | 30 | 5  | 3     | 3     | 11          | 5    | 5         | 10    |
| 9   | 5      | 5     | 4      | 14 | 4 | 5 | 4      | 5     | 4  | 22              | 4 | 3  | 5  | 5     | 4    | 4  | 4  | 29 | 5  | 4     | 5     | 14          | 4    | 5         | 9     |
| 410 | 5      | 4     | 4      | 13 | 4 | 5 | 4      | 4     | 4  | 21              | 5 | 4  | 5  | 4     | 4    | 5  | 5  | 32 | 4  | 5     | 5     | 14          | 4    | 5         | 9     |
| 11  | 5      | 4     | 3      | 12 | 4 | 5 | 4      | 4     | 4  | 21              | 5 | 3  | 5  | 5     | 4    | 4  | 4  | 30 | 4  | 4     | 3     | 11          | 5    | 5         | 10    |
| 12  | 5      | 5     | 5      | 15 | 5 | 3 | 3      | 3     | 3  | 17              | 4 | 5  | 5  | 4     | 5    | 4  | 5  | 32 | 4  | 4     | 5     | 13          | 5    | 5         | 10    |
| 13  | 5      | 4     | 4      | 13 | 4 | 4 | 5      | 5     | 5  | 23              | 5 | 4  | 4  | 3     | 4    | 4  | 5  | 29 | 4  | 4     | 4     | 12          | 4    | 5         | 9     |
| 14  | 5      | 4     | 5      | 14 | 5 | 5 | 5      | 5     | 5  | 25              | 4 | 4  | 3  | 3     | 5    | 3  | 5  | 27 | 4  | 4     | 5     | 13          | 4    | 4         | 8     |
| 15  | 5      | 4     | 4      | 13 | 5 | 5 | 4      | 4     | 4  | <sup>~</sup> 22 | 4 | 5  | 4  | 5     | 5    | 4  | 4  | 31 | 5  | 4     | 5 ،   | 14          | 4    | 5         | 9     |
| 16  | 4      | 5     | 3      | 12 | 4 | 4 | 4      | 4     | 4  | 20              | 4 | 4  | 3  | 3     | 4    | 4  | 5  | 27 | 4  | 5     | 2     | 11          | 5    | 4         | 9     |
| 17  | 5      | 4     | 3      | 12 | 4 | 5 | 4      | 4     | 4  | 21              | 4 | 5  | 4  | 4     | 4    | 5  | 5  | 31 | 5  | 4     | 5     | 14          | 4    | 4         | 8     |
| 18  | 4      | 4     | 4      | 12 | 3 | 4 | თ      | 4     | 3  | 17              | 5 | 5  | 5  | 4     | 2    | 4  | 4  | 29 | 5  | 5     | 4     | 14          | 4    | 4         | 8     |
| 19  | 5      | 4     | 4      | 13 | 4 | 5 | 4      | 4     | 4  | 21              | 5 | 3  | 4  | 3     | 4    | 5  | 5  | 29 | 5  | 4     | 5     | 14          | . 4  | 5         | 9     |
| 20  | 4      | 5     | 4      | 13 | 5 | 4 | 5      | 5     | 5  | 24              | 4 | 5  | 5  | 4     | 5    | 4  | 5  | 32 | 4  | 5     | 4     | 13          | 4    | 5         | 9     |
| 21  | 5      | 5     | 5      | 15 | 5 | 4 | 5      | 4     | 5  | 23              | 5 | 5  | 4  | 4     | 5    | 5  | 5  | 33 | 4  | 5     | 4     | 13          | 5    | 4         | 9     |
| 22  | 4      | 5     | 4      | 13 | 2 | 4 | 3      | 3     | 3  | 15              | 4 | 3  | 3  | 2     | 3    | 4  | 5  | 24 | 5  | 4     | 3     | 12          | 5    | 5         | 10    |
| 23  | 5      | 4     | 4      | 13 | 4 | 4 | 4      | 4     | 5  | 21              | 5 | 4  | 4  | 4     | 4    | 5  | 5  | 31 | 4  | 5     | 4     | 13          | 5    | 5         | 10    |
| 24  | 5      | _5    | 5      | 15 | 5 | 4 | 5      | 5     | 5  | 24              | 4 | 3  | 3  | 3     | 5    | 4  | 4  | 26 | 4  | 4     | 4     | 12          | 4    | 4         | 8     |
| 25  | 4      | 3     | 5      | 12 | 4 | 5 | 4      | 4     | 4  | 21              | 5 | 3  | 3  | 4     | 5    | 5  | 5  | 30 | 5  | 4     | 5     | 14          | 4    | 5         | 9     |
| 26  | 3      | 3     | 4      | 10 | 5 | 5 | 5      | 5     | 5  | 25              | 4 | 5  | 4  | 4     | 5    | 4  | 4  | 30 | 4  | 4     | 5     | 13          | 4    | 5         | 9     |
| 27  | 5      | 5     | 3      | 13 | 5 | 4 | 5      | 5     | 5  | 24              | 5 | 5  | 4  | 5     | 4    | 5  | 5  | 33 | 5  | 4     | 4     | 13          | 5    | 4         | 9     |
| 28  | 5      | 4     | 4      | 13 | 5 | 5 | 3      | 5     | 5  | 23              | 4 | 4  | 5  | 4     | 5    | 5  | 5  | 32 | 5  | 5     | 5     | 15          | 5    | 4         | 9     |
| 29  | 5      | 5     | 3      | 13 | 5 | 4 | 5      | 5     | 3  | 22              | 4 | 4  | 3  | 3     | 5    | 5  | 5  | 29 | 4  | 4     | 5     | 13          | 4    | 5         | 9     |
| 30  | 5      | 4     | 4      | 13 | 5 | 5 | 4      | 5     | 5  | 24              | 5 | 5  | 4  | 5     | 5    | 5  | 4  | 33 | 5  | 4     | 4     | 13          | 5    | 5         | 10    |
| 31  | 5      | 5     | 3      | 13 | 4 | 4 | 3      | 4     | 4  | 19              | 4 | 4  | 5  | 5     | 4    | 4  | 4  | 30 | 3  | 4     | 5     | 12          | 3    | 5         | 8     |
| 32  | 5      | 4     | 5      | 14 | 4 | 4 | 5      | 5     | 5  | 23              | 4 | 5  | 4  | 4     | 5    | 4  | 4  | 30 | 5  | 5     | 4     | 14          | 4    | 5         | 9     |
| 33  | 5      | 4     | 5      | 14 | 5 | 5 | 4      | 4     | 4  | 22              | 5 | 3  | 2  | 3     | 5    | 4  | 4  | 26 | 4  | 5     | 3     | 12          | 5    | 4         | 9     |
| 34  | 4      | 5     | 4      | 13 | 4 | 5 | 5      | 5     | 5  | 24              | 4 | 5  | 4  | 4     | 5    | 4  | 4  | 30 | 5  | 5     | 4     | 14          | 5    | 5         | 10    |
| 35  | 5      | 3     | 3      | 11 | 5 | 4 | 5      | 4     | 5  | 23              | 5 | 4  | 5  | 5     | 4    | 5  | 4  | 32 | 4  | 5     | 4     | 13          | 5    | 5         | 10    |
| 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    |

į

. . . .

| P   | hysiol | ogica | Nee | ds |   | S | ecuri | ty Ne | eds |    |   |    |    | Socia | Nee | 1s |    |    | E  | steer | n Nee | ds | Self | Actualiz | ation |
|-----|--------|-------|-----|----|---|---|-------|-------|-----|----|---|----|----|-------|-----|----|----|----|----|-------|-------|----|------|----------|-------|
| No  | 1      | 2     | 3   | X1 | 4 | 5 | 6     | 7     | 8   | X2 | 9 | 10 | 11 | 12    | 13  | 14 | 15 | Х3 | 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    |
| 41  | 4      | 5     | 5   | 14 | 5 | 5 | 5     | 5_    | 5   | 25 | 5 | 5  | 5  | 4     | 5   | 5  | 5  | 34 | 5  | 5     | 5     | 15 | 5    | 5        | 10    |
| 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     |
| 43  | 5      | 4     | 5   | 14 | 5 | 5 | 5     | 5     | 5   | 25 | 4 | 5  | 5  | 5     | 4   | 5  | 5  | 33 | 4  | 4     | 5     | 13 | 5    | 4        | 9     |
| 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    |
| 747 | 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    |
| 49  | 5      | 5     | 5   | 15 | 5 | 5 | 4     | 4     | 4   | 22 | 5 | 4  | 5  | 4     | 4   | 5  | 5  | 32 | 5  | 5     | 5     | 15 | 5    | 5        | 10    |
| 50  | 5      | 4     | 4   | 13 | 4 | 5 | 4     | 5     | 5   | 23 | 5 | 5  | 5  | 4     | 4   | 5  | 5  | 33 | 5  | 5     | 5     | 15 | 5    | 4        | 9     |

.\*

#### Tabulasi Data Jawaban Responden

| No.      |    |     |   |   |   |   | В  | ıtir-but | ir jawa | ban pe | rnyata | an prod | duktivit | as |    |    |     |    |     |          | Total |
|----------|----|-----|---|---|---|---|----|----------|---------|--------|--------|---------|----------|----|----|----|-----|----|-----|----------|-------|
| Resp     | 1  | 2   | 3 | 4 | 5 | 6 | 7  | 8        | 9       | 10     | 11     | 12      | 13       | 14 | 15 | 16 | 17  | 18 | 19  | 20       | Skor  |
| 1        | 5  | 4   | 5 | 4 | 4 | 4 | 4  | 4        | 4       | 5      | 4      | 4       | 4        | 4  | 4  | 4  | 5   | 5  | 5   | 4        | 86    |
| 2        | 4  | 4   | 5 | 4 | 5 | 4 | 4  | 4        | 5       | 5      | 4      | 5       | 4        | 4  | 4  | 5  | 4   | 5  | 4   | 4        | 87    |
| 3        | 5  | 5   | 4 | 5 | 5 | 3 | 4  | 3        | 4       | 4      | 3      | 4       | 3        | 4  | 3  | 5  | 5   | 4  | 4   | 4        | 81    |
| 4        | 4  | 4   | 4 | 5 | 3 | 4 | 3  | 4        | 5       | 5      | 4      | 5       | 4        | 4  | 4  | 5  | 4   | 5  | 4   | 3        | 83    |
| 5        | 5  | 5   | 5 | 4 | 5 | 5 | 4  | 5        | 4       | 5      | 5      | 4       | 5        | 5  | 5  | 4  | 5   | 4  | 4   | 4        | 92    |
| 6        | 4  | 4   | 4 | 5 | 5 | 4 | 4  | 5        | 5       | 5      | 5      | 4       | 5        | 4  | 5  | 4  | 5   | 4  | 5_  | 4        | 90    |
| 7        | 5  | 5   | 5 | 4 | 5 | 3 | 3  | 3        | 4       | 5      | 5      | 4       | 4        | 4  | 4  | 5  | 4   | 4  | 5   | 5        | 86    |
| .8       | 5  | 5   | 4 | 5 | 4 | 4 | 4  | 4        | 5       | 5      | 4      | 4       | 4        | 4  | 5  | 4  | 5   | 4  | 5   | 3        | 87    |
| <b>9</b> | 5_ | 5_  | 4 | 4 | 4 | 3 | _3 | 5        | 4       | 4      | 5      | 4       | 5        | 5  | 5  | 4  | 4   | 4  | 4   | 4        | 85    |
| 10       | 5  | _ 5 | 4 | 5 | 4 | 3 | 4  | 5        | 5       | 5      | 4      | 5       | 4        | 4  | 4  | 5  | 4   | 5  | 4   | 5        | 89    |
| 11       | 4  | 5   | 5 | 4 | 5 | 4 | 4  | 5        | 4       | 4      | 5      | 5       | 5        | 5  | 5  | 4  | 4   | 5  | 4   | 5        | 91    |
| 12       | 4  | 4   | 4 | 5 | 5 | 4 | 5  | 4        | 5       | 5      | 5      | 4       | 5        | 5  | 5  | 5  | 4   | 4  | ´ 5 | <u> </u> | 91    |
| 13       | 4  | 5   | 5 | 4 | 4 | 4 | 4  | 4        | 4       | 5      | 5      | 5       | 4        | 5  | 5  | 5  | 5   | 5  | 5   | 4        | 91    |
| 14       | 5  | 4   | 5 | 4 | 4 | 3 | 3  | 4        | 4       | 5      | 5      | 4       | 5        | 5  | 3  | 4  | 4   | 5  | 4   | 5        | 85    |
| 15       | 4  | 5   | 4 | 5 | 5 | 4 | 4  | 4        | 5       | 4      | 5      | 5       | 4        | 5  | 5  | 5  | 4   | 4  | 5   | 4        | 90    |
| 16       | 5  | 4   | 4 | 4 | 4 | 3 | 5  | 4        | 4       | 4      | 5      | 4       | 4        | 4  | 4  | 4  | 4   | 5  | 5   | 5        | 85    |
| 17       | 5  | 4   | 5 | 4 | 4 | 4 | 4  | 4        | 4       | 4      | 4      | 4       | 5        | 5  | 5  | 5  | 5   | 4  | 4   | 5        | 88    |
| 18       | 5  | 4   | 5 | 5 | 5 | 2 | 3  | 5        | 4       | 4      | 5      | 5       | 4        | 4  | 4  | 4  | 5   | 4  | 5   | 4        | 86    |
| 19       | 5_ | 5   | 5 | 4 | 5 | 4 | 4  | -4       | 4       | 4      | 4      | 5       | 5        | 5  | 5  | 5  | 5   | 4  | 5   | 5        | 92    |
| 20       | 5  | 5   | 5 | 4 | 5 | 5 | 4  | 3        | 4       | 5      | 5      | 4       | 5        | 5  | 5  | 4  | 5   | 4  | 4   | 5        | 91    |
| 21       | 4  | 4   | 4 | 5 | 5 | 4 | 4  | 5        | 5       | 5      | 5      | 4       | 5        | 4  | 5  | 4  | 5   | 4  | 5   | -4       | 90    |
| 22       | 5  | 5   | 5 | 4 | 5 | 3 | 2  | 3        | 4       | 5      | 5      | 4       | 4        | 4  | 4  | 5  | 4   | 4  | 5   | 5        | 85    |
| 23       | 5  | 5   | 4 | 5 | 4 | 4 | 4  | 4        | 4       | 5      | 4      | 4       | 4        | 4  | 5  | 4  | 5   | 4  | 5   | 5        | 88    |
| 24       | 5_ | 5   | 4 | 4 | 4 | 3 | 3  | 5        | 4       | 4      | 5      | 4       | 5        | 5  | 5  | 4_ | 4   | 4  | 4   | 4        | 85    |
| 25       | 5  | 5   | 4 | 5 | 4 | 3 | 4  | 3        | 4_      | 5      | 4      | 5       | 4        | 4  | 4  | 5  | 4   | 5  | 4   | 5        | 86    |
| 26       | 4  | 5   | 5 | 4 | 5 | 4 | 4  | 5        | 4       | 4      | 5      | 5       | 5        | 5  | 5  | 4  | 4   | 5  | 4   | 5        | 91    |
| 27       | 4  | 4   | 4 | 5 | 5 | 4 | 3  | 4        | 4       | 5_     | 5      | 4       | 5        | 5  | 5  | 5  | 4   | 4  | 5   | 4        | 88    |
| 28       | 4  | 5   | 5 | 4 | 4 | 5 | 4  | 5        | 5       | 5      | 5      | 5       | 4        | 5  | 5  | 5  | 5   | 5  | 5   | 4        | 94    |
| 29       | 5  | 4   | 5 | 4 | 4 | 3 | 3  | 5        | 5       | 5      | 5      | 4       | 5        | 5  | 3  | 4  | 4   | 5  | 4   | - 5      | 87    |
| 30       | 4  | 5   | 4 | 5 | 5 | 4 | 3  | 3        | 4       | 4      | 5      | 5       | 4        | 5  | 5  | 5  | 4   | 4  | 5   | 5        | 88    |
| 31       | 5  | 4   | 4 | 4 | 4 | 4 | 4  | 4        | 4       | 4      | 5      | 4       | 4        | 4  | 4  | 4  | 4 . | 5  | 5   | 5        | 85    |
| 32       | 5  | 4   | 5 | 4 | 5 | 4 | 4  | 3        | 4       | 4      | 4      | 4       | 5        | 5  | 5  | 5  | 5   | 4  | 4   | 5        | 88    |
| 33       | 5  | 4   | 5 | 5 | 5 | 4 | 3  | 3        | 4       | 4      | 5      | 5       | 4        | 4  | 4  | 4  | 5   | 4  | 5   | 4        | 86    |
| 34       | 5  | 5   | 5 | 4 | 5 | 4 | 4  | 5        | 4       | 4      | 4      | 5       | 5        | 5  | 5  | 5  | 5   | 4  | 5   | 5        | 93    |
| 35       | 5  | 4   | 5 | 5 | 4 | 5 | 4  | 4        | 5       | 4      | 5      | 4       | 5        | 4  | 5  | 4  | 5   | 4  | 5   | 5        | 91    |

|    |   | _ |   |   |   |   |   |   |   |   |   |   |   |   |   |   |     |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|---|---|---|----|
| 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 |
| 33 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4   | 5 | 5 | 4 | 89 |
| 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 |
| 44 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4   | 5 | 4 | 4 | 85 |
| 45 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4   | 5 | 4 | 5 | 92 |
| 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 |

w

---

.

## Regression

### **Descriptive Statistics**

|    |          | Std.      |     |
|----|----------|-----------|-----|
|    | Mean     | Deviation | N - |
| Y  | 88. 7400 | 3.4155    | 50  |
| X1 | 12.7000  | 1.9299    | 50  |
| X2 | 21.7200  | 2.2950    | 50  |
| Х3 | 30.1800  | 2.1917    | 50  |
| X4 | 12.9800  | 1.3169    | 50  |
| X5 | 9.1400   | .6704     | 50  |

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

| 4       |       | Acception at the second of the second | The second secon |                               |
|---------|-------|---------------------------------------|--|-------------------------------|
|         | R     | R Square                              | Adjusted<br>R Square   | Std. Error of<br>the Estimate |
| Model 1 | • / • | 51 <sup>a</sup> .564                  | .514   | 2.3809                        |

## $Model\ Summary^b$

|         |                    | Ch       | ange Statistic | S   |                  | P. 100.100.000 - 0.000.000 - 0 |
|---------|--------------------|----------|----------------|-----|------------------|--|
|         | R Square<br>Change | F Change | df1            | df2 | Sig. F<br>Change | Durbin-<br>Watson  |
| Model 1 | .564               | 11.368   | 5              | 44  | .000             | 1.906  |

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

b. Dependent Variable: Y

### ANOVA<sup>b</sup>

| 1     |   |            | Sum of<br>Squares | df | Mean Square   | r      | Sig.   |
|-------|---|------------|-------------------|----|---|--------|--|
|       |   | Regression | 322.207           | 5  | 64.441  | 11.368 | .000ª  |
| Model | 1 | Residual   | 249.413           | 44 | 5.668   | •      |  |
|       |   | Total      | 571.620           | 49 | And Michigan and Million and Individual services and a service of the delication of |        | The state of the s |

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

b. Dependent Variable: Y

## Coefficients<sup>a</sup>

| A CONTRACTOR OF THE CONTRACTOR | a radaha                         | 998 994 994 994 994 994 994 994 994 994 | Unstand<br>Coeffi | dardized<br>icients | Standardi<br>zed<br>Coefficie<br>nts                    |       | - Marie - Japan Paragon Parago |
|--|----------------------------------|---|-------------------|---------------------|---|-------|--|
|  |                                  |   | В                 | Std. Error          | Beta  | t     | Sig.   |
| all a francisco de la constanta  | ne de salada e e da laka 17.644. | (Constant)                              | 37.828            | 7.061               | Charles and annual tenteres as are a series of the con- | 5.358 | .000   |
|  |                                  | <b>X1</b>                               | .356              | .185                | .201  | 1.926 | .061   |
| 36-11  |                                  | X2                                      | .323              | .157                | .217  | 2.062 | .045   |
| Model  | ı                                | Х3                                      | .446              | .188                | .286  | 2.378 | .022   |
| :  | •                                | X4                                      | .847              | .292                | .326  | 2.901 | .006   |
| 1  |                                  | X5                                      | ·1.633            | .536                | .321  | ن.047 | .004   |

## Coefficientsa

| Control of delegation is at 1 pages 2 | er grover i fefere i idel d | a keel kayaabayaa sadaan ka ili baasii dhaasii sadaa ahaa ahaa ahaa ahaa ahaa ahaa aha | Toppostoph (chr. v. skul) (c., in reconsiderate) (caracteristic properties) | от пини веременно в се се се се при на били верхи верхи | esdeepdatekendelekendelekendelekendelekende |              |            |
|---------------------------------------|-----------------------------|--|---|---|---|--------------|------------|
|                                       |                             |  |   | Correlations  |   | Collinearity | Statistics |
|                                       |                             |  | Zero-order  | Partial   | Part  | Tolerance    | VIF        |
|                                       |                             | (Constant)   |   |   |   |              |            |
|                                       |                             | XI   | .164  | .279  | .192  | .908         | 1.102      |
|                                       |                             | <b>X2</b>  | .391  | .297  | .205  | .896         | 1.117      |
| Model                                 | 1                           | Х3   | .593  | .337  | .237  | .685         | 1.461      |
|                                       |                             | X4   | .480  | .401  | .289  | .783         | 1.277      |
|                                       |                             | X5   | .373  | .417  | .303  | .896         | 1.116      |

a.- Dependent Variable: Y

# Questionnaire

| Res | pond | ent' | s id | en | tity |
|-----|------|------|------|----|------|
|     |      |      |      |    |      |

| 1.  | Name:    |                 |                 | -                |                  |               |
|-----|----------|-----------------|-----------------|------------------|------------------|---------------|
| 2.  | Age:     | A. less th      | an 20 years     | B. 21 – 3        | 30 years         |               |
|     |          | C. 31 – 4       | 40 years        | D. above         | 40 years         |               |
| 3.  | Gende    | r: A. male      |                 | B. female        | e                |               |
| 4.  | Work     | for:            |                 |                  |                  |               |
| 5.  | Marita   | l status: A     | . Married       | B. Single        | <b>;</b>         |               |
| Th  | e statei | ment using th   | e scale 1 to 5  |                  |                  |               |
| 1 = | Strong   | gly disagree    |                 |                  |                  |               |
| 2 = | Disagr   | ree             |                 |                  |                  |               |
| 3 = | Neithe   | r agree or disa | agree           |                  |                  |               |
| 4 = | Agree    |                 |                 |                  |                  |               |
| 5 = | Strong   | ly agree        |                 | ·                |                  |               |
|     |          |                 |                 |                  |                  |               |
| Sta | temen    | t about Motiv   | ation           |                  |                  |               |
| A.  | Lower    | levei needs     |                 |                  |                  |               |
|     | □ Ph     | ysiological nee | eds             |                  |                  |               |
|     | 1.       | The salary th   | at I accept now | day is satisfied | enough           |               |
|     |          | 1               | 2               | 3                | 4                | 5             |
|     | l        |                 |                 | <u> </u>         |                  | L             |
|     | 2.       | The salary th   | at I accept nov | vday is enough   | to cover all the | e needed from |
|     |          | day to day      |                 |                  |                  |               |
|     |          | .1              | 2               | 3                | 4                | 5             |
|     | ·        |                 | <u> </u>        |                  |                  |               |
|     | 3.       | The growth      | of the incom    | ne, which is     | given by the     | company,      |
|     |          | satisfying      |                 |                  |                  |               |
|     |          | 1               | 2               | 3                | 4                | .5            |

| Sa      | fety needs               | •                |                  |                | ·               |
|---------|--------------------------|------------------|------------------|----------------|-----------------|
|         | •                        | ,                |                  | ,              |                 |
| 4.      | So far, my su            | pervisor alway:  | s treats me nice | ely            | ·••             |
|         | 1                        | 2                | 3                | 4              | 5               |
| 5.      | Work safety i            | n my company     | is really good   |                |                 |
|         | 1                        | 2                | 3                | 4              | 5               |
| 6.      | My company               | have complete    | working equip    | ment           |                 |
|         | 1                        | 2 .              | 3                | 4              | 5               |
| 7.      | The arranger             | ment of work     | ing hour that    | stated by the  | e company is    |
|         | 1                        | 2                | 3                | 4              | 5               |
|         | ocial needs              | 2                | 3                | 4              | 5               |
| ۶.<br>ا | The relations            |                  | olleague are clo |                | T = -           |
|         | 1                        | 2                | 3                | 4              | 5               |
| 10      | . The relations          | nip between the  | e supervisor and | d the employee | es are close    |
|         | 1                        | 2                | 3                | 4              | 5               |
| 11.     | . I always get t         | he working spi   | rit from my col  | league<br>4    | 5               |
| l       |                          |                  |                  |                |                 |
| 12.     | . The working atmosphere | condition in the | ne place that I  | work it's real | lly give family |
| [       | 1                        | 2                | 3                | 4              | 5               |

|        | 13  | . The working   | environment in   | the place that | I work feels re | ally exiting   |
|--------|-----|-----------------|------------------|----------------|-----------------|----------------|
|        |     | 1               | 2                | _3             | 4               | 5              |
|        |     | _               |                  |                |                 |                |
| \$     | 14  | . I always cons | ulate in doing r |                | colleague       |                |
|        |     | 1               | 2                | , 3            | 4               | 5              |
|        | 15  | . I always cons | ulate in doing r | ny job with my | supervisor      |                |
| -      |     | 1               | 2 .              | 3              | 4               | 5              |
| B. Hig |     | level needs     |                  |                |                 |                |
|        |     | teem needs      |                  | ,,             |                 |                |
|        | 16  | You are ofter   | get praise from  |                | ie or superviso |                |
|        |     | 1               | 2                | 3              | 4               | 5              |
|        | 17. | The praise, v   | vhich is giving  | to you, really | gives a lot o   | f influence to |
|        |     | 1               | 2                | 3              | 4               | 5              |
|        | 18. | You are really  | exciting in do   | ing your job   |                 |                |
|        |     | 1               | 2                | 3              | 4               | 5              |
| ۵      | 19. | Self-actualiza  | tion             | ion or recomm  | endation to yo  | ur supervisor  |
|        |     | 1               | 2                | 3              | 4               | 5              |
|        | 20. |                 | at you need to g | -              |                 | me help from   |
|        |     | 1               | 2                | 3              | 4               | . 5            |
|        |     |                 |                  |                |                 |                |

## Questionnaire

| Co  | de of emp   | loyee:       |                  |                |                |             |
|-----|-------------|--------------|------------------|----------------|----------------|-------------|
| En  | nployee's i | dentity      |                  |                |                |             |
| l.  | Name:       |              |                  |                |                |             |
| 2.  | Age         | A. less tha  | n 20 years       | B. 21 – 3      | 30 years       |             |
|     |             | C. 31 – 4    | 0 years          | D. above       | e 40 years     |             |
| 3.  | Gender:     | A. male      |                  | B. femal       | e              |             |
| 4.  | Work for:   |              |                  |                |                |             |
| 5.  | Marital st  | atus: A.     | Married          | B. Single      | 2              |             |
| Th  | e stateme   | nt using the | e scale 1 to 5   |                |                |             |
| 1 = | = Very bad  |              |                  |                |                |             |
| 2 = | = Bad       |              |                  |                |                |             |
| 3 = | = Neutral   |              |                  |                | •              |             |
| 4 = | = Good      |              |                  |                |                |             |
| 5 = | = Very goo  | d            | •                |                |                |             |
|     | Quality of  | employee     |                  |                |                |             |
|     | 1. Accur    | acy and aw   | areness in doing | g the job      |                |             |
|     |             | 1            | 2                | 3              | 4              | 5           |
|     | <u> </u>    |              |                  |                | 1              | <u> </u>    |
|     | 2. Time     | that neede   | d by employee    | e to finish th | e job with the | time alread |
|     | deterr      | nined by co  | mpany            |                |                |             |
|     |             | 1            | 2                | 3              | 4              | 5           |
|     | L           |              |                  |                | 1              | L           |
|     | 3. The w    | ork result   |                  |                |                |             |
|     |             | 1            | 2                | 3              | 4              | 5           |
|     | <u></u>     |              |                  | <u> </u>       | <u> </u>       | L           |
|     | 4. The w    | ork skills o | f employee       |                |                |             |
|     |             | 1            | 2                | 3              | 4              | 5           |
|     |             |              |                  |                | <u></u>        |             |
|     |             |              |                  |                |                |             |

|   | 5. Th  | ne result that  | achieved by e  | mployee based                     | l on the targe  | t that already |  |
|---|--|---|--|-----------------------------------|-----------------|----------------|--|
|   |  | termined by c   |  |                                   | _               | ·              |  |
|   |  | 1   | 2  | 3                                 | 4               | 5              |  |
|   |  | ne result that  | a received ov  | ver the target                    | that already of | determined by  |  |
|   |  | 1   | 2  | 3                                 | 4               | 5              |  |
|   |  | <u> </u>  |  | <u></u>                           | <u> </u>        |                |  |
|   | 7 Th   | ne result of wo   | ork in done a ne   | w tasks                           |                 |                |  |
|   |  | 1   | 2  | 3                                 | 4               | 5              |  |
|   |  | <u> </u>  |  |                                   | ,               | <u></u>        |  |
| ) | Ability  | y of employee   |  |                                   |                 | ,              |  |
|   | 8 The ability of employee to do jobs outside there ability |   |  |                                   |                 |                |  |
|   | 8 Th   | ne ability of en  | nployee to do jo   | bs outside ther                   | e ability       |                |  |
|   | 8 Th   | ne ability of en  | nployee to do jo   | bbs outside ther                  | e ability 4     | 5              |  |
|   |  | 1   |  | 3                                 | 4               | 5              |  |
|   |  | 1   | 2  | 3                                 | 4               | 5              |  |
|   | 9 Ti   | ne work result  | of employee wi   | ith the minimum                   | 4 n control     |                |  |
|   | 9 Ti   | ne work result  | of employee w  | ith the minimum                   | 4 n control     |                |  |
|   | 9 Ti   | ne work result  I  ne ability of er                         | of employee wind 2   | ith the minimum  3  initiative  3 | 4 n control     | 5              |  |
|   | 9 Ti   | ne work result  I  ne ability of er                         | of employee wing 2 mployee to give 2   | ith the minimum  3  initiative  3 | 4 n control     | 5              |  |
| 1 | 9 Ti 10 Ti   | ne work result  1  ne ability of er  1  ne discipline ti    | of employee with the second se | ith the minimum  3  initiative  3 | 4 an control 4  | 5              |  |
| ı | 9 Ti 10 Ti 11 Ti Know                                      | ne work result  1  ne ability of er  1  ne discipline ti  1 | of employee with the second se | ith the minimum  3  initiative  3 | 4 an control 4  | 5              |  |

k t 

|                                |  |   |                      | ·                  |                  |
|--------------------------------|--|---|----------------------|--------------------|------------------|
| 14. Tecl                       | nnical knowle  | edge of employe                           | ee that had rela     | tion with the w    | ork              |
|                                | 1  | 2   | 3                    | 4                  | 5                |
| L                              |  | <u> </u>                                  |                      |                    |                  |
| Relation                       | ship of emplo  | oyee                                      |                      |                    |                  |
| 15. The                        | attitude of er   | mployee to the o                          | others               |                    |                  |
|                                | 1  | 2   | 3                    | 4                  | 5                |
| -                              |  |   |                      |                    |                  |
| 16. The                        | attitude of en   | mployee to the s                          | supervisor           |                    |                  |
|                                | 1  | 2   | 3                    | 4                  | 5                |
| <u></u>                        |  |   |                      |                    |                  |
|                                |  |   |                      |                    |                  |
| 17. The                        | attitude of  | employee in                               | accept the c         | hanges and d       | eveloping        |
|                                | attitude of  | employee in                               | accept the c         | hanges and d       | eveloping        |
|                                |  | employee in                               | accept the c         | hanges and d       | eveloping 6      |
|                                | pany   |   |                      |                    |                  |
| com                            | pany   | 2   |                      |                    |                  |
| The wor                        | pany  1  rk safety of e  | 2   | 3                    |                    |                  |
| The wor                        | pany  1  rk safety of e  | 2 mployee                                 | 3                    |                    |                  |
| The wor                        | pany  1  rk safety of e  | mployee the work safety                   | 3                    | 4                  |                  |
| The world 18. The              | l<br>rk safety of eattention to t  | mployee the work safety                   | 3                    | 4                  | 5                |
| The world 18. The              | pany  l  rk safety of exattention to t  l  attitude of exattence of ex | mployee the work safety                   | 3                    | 4                  | 5                |
| The world 18. The              | pany  l  rk safety of exattention to t  l  attitude of exattence of ex | mployee the work safety                   | 3                    | 4                  | 5                |
| The world 18. The              | pany  I  rk safety of exattention to t  I  attitude of exty  | mployee the work safety 2 mployee to the  | 3 company regul      | 4 ation and polic  | 5<br>y about wor |
| The world 18. The 19. The safe | pany  I  rk safety of exattention to t  I  attitude of exty  | mployee the work safety 2 mployee to the  | 3 company regularies | 4 lation and polic | 5 y about wor    |
| The world 18. The 19. The safe | pany  I  rk safety of exattention to t  I  attitude of exty  | mployee the work safety  2 mployee to the | 3 company regularies | 4 lation and polic | 5 y about wor    |