

LAMPIRAN 1 KUESIONER PENELITIAN

KUESIONER

A. IDENTITAS RESPONDEN

- Gender :
- Umur :
- Masa Kerja :
- Pendidikan :

B. DAFTAR PERTANYAAN

1. *Kinerja SDM*

No	Scale	score						
		STS	1	2	3	4	5	SS
1	Pekerjaan yang saya lakukan memiliki kualitas pekerjaan yang sesuai dengan keinginan yang diterapkan oleh perusahaan							
	Kualitas pekerjaan yang seperti apa? Mohon dijelaskan....							
2	Saya selalu memenuhi kuantitas pekerjaan sesuai yang diberikan oleh organisasi							
	Kuantitas pekerjaan yang seperti apa? Mohon Dijelaskan....							
3	Saya selalu tepat waktu dalam menyelesaikan pekerjaan yang diberikan oleh perusahaan							
	Ketepatan waktu yang seperti apakah? Mohon dijelaskan.....							
4	Saya mengetahui tingkat efektivitas pekerjaan yang saya kerjakan dalam perusahaan ini							
	Efektivitas pekerjaan yang seperti apa? Mohon dijelaskan							

	Saya memiliki tingkat kemandirian dalam menyelesaikan setiap pekerjaan yang diberikan oleh perusahaan
5	Kemandirian yang seperti apa? Mohon dijelaskan

2. *Altruism*

No	Scale	score						
		STS	1	2	3	4	5	SS
1	saya memiliki rasa simpati kepada rekan kerja dalam bekerja							
	simpati kepada rekan kerja yang seperti apa wujudnya? Mohon dijelaskan....							
2	saya melakukan kebaikan dalam pekerjaan dengan membantu orang lain setulus hati							
	seberapa seringkah? Mohon Dijelaskan...							
3	saya memiliki tingkat perhatian terhadap lingkungan kerja yang sedang saya hadapi karena hal tersebut penting bagi saya dan individu lainnya.							
	Perhatian terhadap lingkungan kerja yang dirasakan yaitu seperti apa? Mohon dijelaskan							

3. *Quality of Life*

No	Scale	score						
		STS	1	2	3	4	5	SS
1	saya merasa sehat dalam lingkungan pekerjaan							
	Sehat seperti apakah? Mohon dijelaskan....							
2	saya menjalin hubungan harmonis di kantor dengan pegawai yang lain							
	Hubungan harmonis di kantor yang seperti apa? Mohon Dijelaskan...							
3	Saya memiliki loyalitas dalam pekerjaan yang saya lakukan							
	Loyalitas dalam pekerjaan yang seperti apakah? Mohon dijelaskan.....							
4	aspek finansial yang saya hadapi saat ini terbilang sudah cukup							
	aspek finansial yang terpenuhi itu seperti apa? Mohon dijelaskan							
5	saya memiliki keluarga yang selalu mendukung saya dalam bekerja							
	keluarga yang harmonis itu seperti apa? Mohon dijelaskan							

6	saya merasa hidup saya saat ini penuh dengan kedamaian dalam bekerja								
	kedamaian yang seperti apa? Mohon dijelaskan								

4. Pengeluaran Zakat Mal

No	Scale	score						
		STS	1	2	3	4	5	SS
1	frekuensi pengeluaran zakat mal yang saya lakukan rutin setiap periode, hal ini selalu saya lakukan dan tidak pernah putus							
	frekuensi pengeluaran zakat itu seperti apa? Mohon dijelaskan....							
2	Pada saat saya mengeluarkan zakat, dapat berupa rasa lega							
	Rasa lega, yang seperti apa? Mohon Dijelaskan...							
3	Saya mengeluarkan zakat secara ikhlas tanpa paksaan							
4	Saya menghitung dulu nilai zakat (nisab) sebelum saya keluarkan							

LAMPIRAN 2 TABULASI RESPONDEN

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QUALITY OF WORK LIFE						
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4	4	5	3	5	21
4	3	4	4	5	20
4	5	5	5	4	23

Lampiran 3 : Frequency Table

X1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	1.8	1.8	1.8
	S	120	53.8	53.8	55.6
	SS	99	44.4	44.4	100.0
	Total	223	100.0	100.0	

X1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	9	4.0	4.0	4.0
	S	115	51.6	51.6	55.6
	SS	99	44.4	44.4	100.0
	Total	223	100.0	100.0	

X1_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	10	4.5	4.5	4.5
	S	125	56.1	56.1	60.5
	SS	88	39.5	39.5	100.0
	Total	223	100.0	100.0	

X1_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	4	1.8	1.8	1.8
	S	117	52.5	52.5	54.3
	SS	102	45.7	45.7	100.0
	Total	223	100.0	100.0	

M1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	2.2	2.2	2.2
	S	102	45.7	45.7	48.0
	SS	116	52.0	52.0	100.0
	Total	223	100.0	100.0	

M1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	6	2.7	2.7	2.7
	S	107	48.0	48.0	50.7
	SS	110	49.3	49.3	100.0
	Total	223	100.0	100.0	

M1_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	2.2	2.2	2.2
	S	106	47.5	47.5	49.8
	SS	112	50.2	50.2	100.0
	Total	223	100.0	100.0	

M2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	3.1	3.1	3.1
	S	107	48.0	48.0	51.1
	SS	109	48.9	48.9	100.0
	Total	223	100.0	100.0	

M2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	2.2	2.2	2.2
	S	111	49.8	49.8	52.0
	SS	107	48.0	48.0	100.0
	Total	223	100.0	100.0	

M2_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	6	2.7	2.7	2.7
	S	120	53.8	53.8	56.5
	SS	97	43.5	43.5	100.0
	Total	223	100.0	100.0	

M2_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	6	2.7	2.7	2.7
	S	111	49.8	49.8	52.5
	SS	106	47.5	47.5	100.0
	Total	223	100.0	100.0	

Y_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	6	2.7	2.7	2.7
	S	116	52.0	52.0	54.7
	SS	101	45.3	45.3	100.0
	Total	223	100.0	100.0	

Y_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	3.1	3.1	3.1
	S	96	43.0	43.0	46.2
	SS	120	53.8	53.8	100.0
	Total	223	100.0	100.0	

Y_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	2.2	2.2	2.2
	S	102	45.7	45.7	48.0
	SS	116	52.0	52.0	100.0
	Total	223	100.0	100.0	

Y_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	1.3	1.3	1.3
	S	110	49.3	49.3	50.7
	SS	110	49.3	49.3	100.0
	Total	223	100.0	100.0	

Y_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	2.2	2.2	2.2
	S	110	49.3	49.3	51.6
	SS	108	48.4	48.4	100.0
	Total	223	100.0	100.0	

Lampiran 4 : Hasil Uji Instrumen

Uji Validitas

1. Pengeluaran Zakat Mal

Correlations

		Pengeluaran Zakat Mal	X1_1	X1_2	X1_3	X1_4
Pengeluaran Zakat Mal	Pearson Correlation	1	.794**	.924**	.790**	.740**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	30	30	30	30	30
X1_1	Pearson Correlation	.794**	1	.743**	.441*	.391*
	Sig. (2-tailed)	.000		.000	.015	.032
	N	30	30	30	30	30
X1_2	Pearson Correlation	.924**	.743**	1	.691**	.569**
	Sig. (2-tailed)	.000	.000		.000	.001
	N	30	30	30	30	30
X1_3	Pearson Correlation	.790**	.441*	.691**	1	.441*
	Sig. (2-tailed)	.000	.015	.000		.015
	N	30	30	30	30	30
X1_4	Pearson Correlation	.740**	.391*	.569**	.441*	1
	Sig. (2-tailed)	.000	.032	.001	.015	
	N	30	30	30	30	30

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

* . Correlation is significant at the 0.05 level (2-tailed).

1. Altruism

Correlations

		Altruism	M1_1	M1_2	M1_3
Altruism	Pearson Correlation	1	.887**	.795**	.881**
	Sig. (2-tailed)		.000	.000	.000
	N	30	30	30	30
M1_1	Pearson Correlation	.887**	1	.529**	.743**
	Sig. (2-tailed)	.000		.003	.000
	N	30	30	30	30
M1_2	Pearson Correlation	.795**	.529**	1	.514**
	Sig. (2-tailed)	.000	.003		.004
	N	30	30	30	30
M1_3	Pearson Correlation	.881**	.743**	.514**	1
	Sig. (2-tailed)	.000	.000	.004	
	N	30	30	30	30

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

1. Quality of Work Life

Correlations

		Quality of Life	M2_1	M2_2	M2_3	M2_4	M2_5	M2_6
Quality of Life	Pearson Correlation	1	.758**	.806**	.772**	.740**	.821**	.831**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
M2_1	Pearson Correlation	.758**	1	.407*	.448*	.732**	.565**	.477**
	Sig. (2-tailed)	.000		.026	.013	.000	.001	.008
	N	30	30	30	30	30	30	30
M2_2	Pearson Correlation	.806**	.407*	1	.567**	.488**	.643**	.674**
	Sig. (2-tailed)	.000	.026		.001	.006	.000	.000
	N	30	30	30	30	30	30	30
M2_3	Pearson Correlation	.772**	.448*	.567**	1	.448*	.503**	.657**
	Sig. (2-tailed)	.000	.013	.001		.013	.005	.000
	N	30	30	30	30	30	30	30
M2_4	Pearson Correlation	.740**	.732**	.488**	.448*	1	.477**	.395*
	Sig. (2-tailed)	.000	.000	.006	.013		.008	.031
	N	30	30	30	30	30	30	30
M2_5	Pearson Correlation	.821**	.565**	.643**	.503**	.477**	1	.699**
	Sig. (2-tailed)	.000	.001	.000	.005	.008		.000
	N	30	30	30	30	30	30	30
M2_6	Pearson Correlation	.831**	.477**	.674**	.657**	.395*	.699**	1
	Sig. (2-tailed)	.000	.008	.000	.000	.031	.000	
	N	30	30	30	30	30	30	30

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

* . Correlation is significant at the 0.05 level (2-tailed).

1.Kinerja SDM

Correlations

		Task Performance	Y_1	Y_2	Y_3	Y_4	Y_5
Task Performance	Pearson Correlation	1	.787**	.773**	.725**	.654**	.710**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30
Y_1	Pearson Correlation	.787**	1	.606**	.438*	.438*	.378*
	Sig. (2-tailed)	.000		.000	.016	.016	.039
	N	30	30	30	30	30	30
Y_2	Pearson Correlation	.773**	.606**	1	.302	.564**	.348
	Sig. (2-tailed)	.000	.000		.104	.001	.059
	N	30	30	30	30	30	30
Y_3	Pearson Correlation	.725**	.438*	.302	1	.215	.697**
	Sig. (2-tailed)	.000	.016	.104		.254	.000
	N	30	30	30	30	30	30
Y_4	Pearson Correlation	.654**	.438*	.564**	.215	1	.174
	Sig. (2-tailed)	.000	.016	.001	.254		.357
	N	30	30	30	30	30	30
Y_5	Pearson Correlation	.710**	.378*	.348	.697**	.174	1
	Sig. (2-tailed)	.000	.039	.059	.000	.357	
	N	30	30	30	30	30	30

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

* . Correlation is significant at the 0.05 level (2-tailed).

Uji Reliabilitas

1. Pengeluaran Zakat Mal

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.828	4

2. Altruism

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.816	3

3. Quality of Work Life

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.878	6

3. Kinerja SDM

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.781	5

Lampiran 5 : Hasil Uji Asumsi Klasik

Uji Multikolinearitas

Coefficients^a

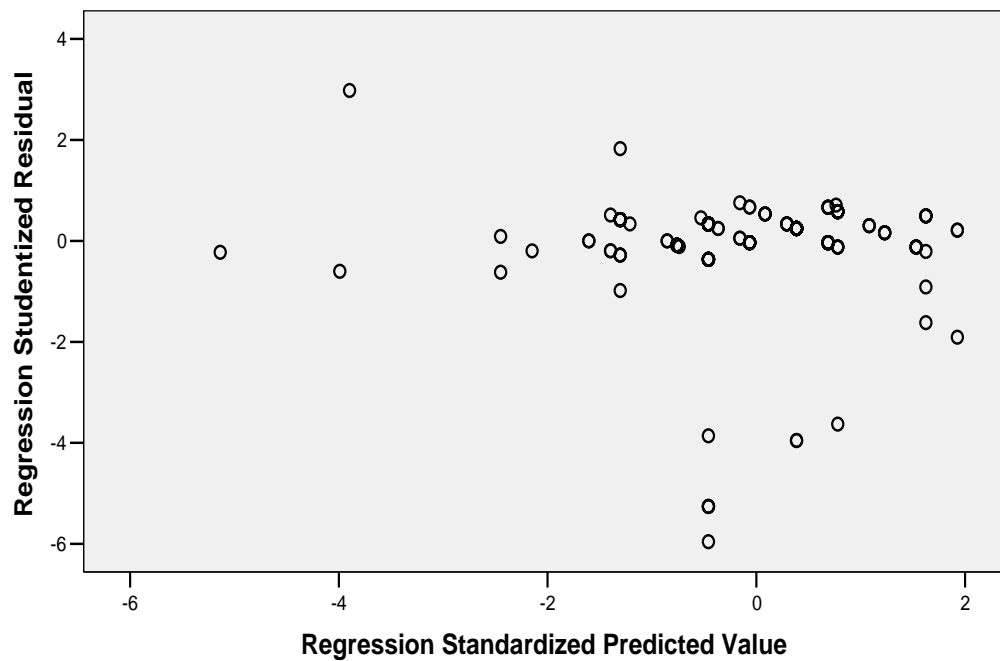
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.279	.689		3.307	.001		
	Pengeluaran Zakat Mal	.278	.099	.237	2.812	.005	.106	9.443
	Altruism	.554	.110	.380	5.023	.000	.132	7.590
	Quality of Work Life	.290	.075	.321	3.852	.000	.109	9.205

a. Dependent Variable: Kinerja Sumber Daya Manusia

Uji Heteroskedastisitas

Scatterplot

Dependent Variable: Kinerja Sumber Daya Manusia



Uji F

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	374.063	3	124.688	368.783	.000 ^a
	Residual	74.045	219	.338		
	Total	448.108	222			

a. Predictors: (Constant), Quality of Work Life, Altruism, Pengeluaran Zakat Mal

b. Dependent Variable: Kinerja Sumber Daya Manusia

Uji t Regresi I

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.457	.381		1.200	.231
	Pengeluaran Zakat Mal	.737	.022	.917	34.161	.000

a. Dependent Variable: Altruism

Regresi II

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.414	.558		9.710	.000
	Pengeluaran Zakat Mal	1.207	.032	.932	38.240	.000

a. Dependent Variable: Quality of Work Life

Regresi III

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.279	.689		3.307	.001
	Pengeluaran Zakat Mal	.278	.099	.237	2.812	.005
	Altruism	.554	.110	.380	5.023	.000
	Quality of Work Life	.290	.075	.321	3.852	.000

a. Dependent Variable: Kinerja Sumber Daya Manusia

Uji R Kuadrat / Koefisien Determinasi

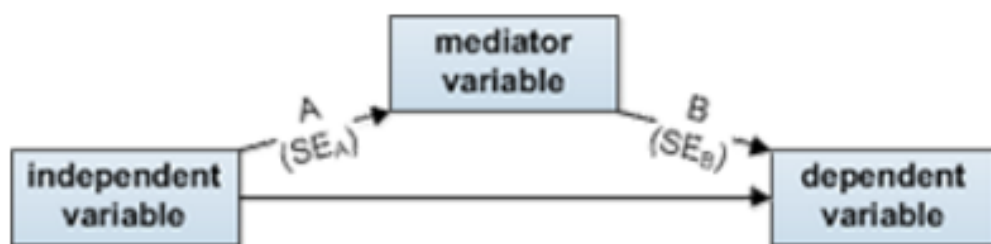
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.914 ^a	.835	.832	.58147

a. Predictors: (Constant), Quality of Work Life, Altruism, Pengeluaran Zakat Mal

Lampiran 5 : Sobel Test

Moderasi Altruism



A: ?

B: ?

SE_A: ?

SE_B: ?

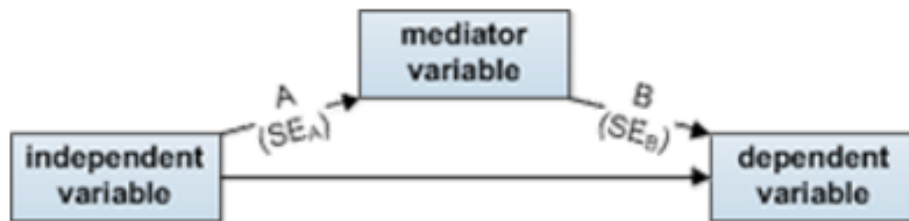
Calculate!

Sobel test statistic: 3.44274173

One-tailed probability: 0.00028792

Two-tailed probability: 0.00057585

Moderasi Quality of Work Life



A: ?

B: ?

SE_A: ?

SE_B: ?

Calculate!

Sobel test statistic: 4.23452171

One-tailed probability: 0.00001145

Two-tailed probability: 0.00002290