

LAMPIRAN 1: KUESIONER PENELITIAN

:

**KUESIONER ANALISA PENGEMBANGAN KARIR, *SELF EFFICACY*
DAN *WORK ITSELF* DALAM MENINGKATKAN KINERJA SDM PADA
KARYAWAN PT. WIKATAMA SIGARET INDONESIA**

Kepada Yth.

Bapak/Ibu/Saudara Responden

di tempat

Assalamualaikum wr. Wb

Sehubungan dengan penulisan skripsi mahasiswa Fakultas Ekonomi Universitas Islam Sultan Agung Semarang (UNISSULA) yang berjudul “Analisa Pengembangan Karir, *Self Efficacy* Dan *Work Itself* dalam Meningkatkan Kinerja SDM Pada PT. Wikatama Sigaret Indonesia”. Saya mohon dengan hormat kepada Bapak/Ibu/Saudara untuk mengisi kuesioner yang terdiri dari beberapa pertanyaan. Kuesioner di bawah ini merupakan salah satu metode pengumpulan data primer yang sangat berguna untuk bahan penyusunan skripsi.

Mengingat penelitian ini semata-mata dimaksudkan untuk kepentingan akademik, maka saya sangat mengharapkan jawaban yang sesuai dengan pendapat anda. Berdasarkan dengan kode etik penelitian, saya menjamin kerahasiaan identitas responden dan hasil kuesioner tersebut.

Atas kerjasamanya dan bantuan Bapak/Ibu/Saudara, saya mengucapkan terimakasih yang sebesar-besarnya.

Wassalamualaikum. wr. wb.

Hormat Saya

Ardi Agung Gumelar

KUESIONER PENELITIAN

A. IDENTITAS RESPONDEN

1. Usia :

(pilih salah satu jawaban, berikan tanda X)

2. Jenis kelamin : 1. Pria 2. Wanita

3. Pendidikan terakhir : 1. <SLTA 4. S1

2. SLTA 5. S2

3. D3 6. S3

4. Masa kerja (tahun) :

5. Status : 1. Menikah 2. Belum Menikah

6. Bidang pekerjaan : 1. Marketing 3. Administrasi

2. Produksi

B. PETUNJUK PENGISIAN

1. Mohon memberi tanda silang (X) pada jawaban yang Bapak/Ibu anggap paling sesuai dan mohon mengisi bagian yang membutuhkan jawaban tertulis.
2. Setelah mengisi kuesioner ini mohon Bapak/Ibu dapat memberikan kembali kepada yang menyerahkan kuesioner ini pertama kali.
3. Keterangan Alternatif Jawaban dan Skor :
 - a. STS = Sangat Tidak Setuju (1)
 - b. TS = Tidak Setuju (2)
 - c. N = Netral (3)
 - d. S = Setuju (4)
 - e. SS = Sangat Setuju (5)

A. Kinerja SDM

No	Pertanyaan	jawaban				
		STS	TS	N	S	SS
1	Saya menghasilkan kualitas kerja yang baik dibandingkan dengan rekan lainnya.					
2	Saya memenuhi target kerja yang telah ditetapkan oleh perusahaan.					
3	Saya dapat menyelesaikan semua pekerjaan yang menjadi tanggung jawab saya					
4	Saya sering membantu rekan kerja dalam menyelesaikan pekerjaan sehingga dapat mencapai tujuan yang diinginkan					
5	Saya selalu memberikan yang terbaik tanpa harus diperintah oleh atasan					

B. Pengembangan Karir

No	Pertanyaan	jawaban				
		STS	TS	N	S	SS
1	Saya merasa perusahaan adil dalam karir					
2	Saya merasa perusahaan menghargai potensi karyawan					
3	Pemimpin selalu membuka akses kepada karyawan untuk mengembangkan karir					
4	Perusahaan memberikan saya kesempatan serta peluang untuk tumbuh melalui program pelatihan/kursus					
5	Saya merasa puas terhadap jenjang karir perusahaan saya bekerja					

C. Self Efficacy

No	Pertanyaan	jawaban				
		STS	TS	N	S	SS
1	Saya merasa mampu menyelesaikan pekerjaan pada tingkat kesulitan yang tinggi					
2	Saya selalu yakin terhadap pekerjaan yang saya kerjakan					
3	Pada situasi apapun saya yakin dapat menyelesaikan pekerjaan dengan maksimal					

D. Work Itself

No	Pertanyaan	jawaban				
		STS	TS	N	S	SS
1	Saya merasa pekerjaan yang dilakukan bernilai penting bagi perusahaan dalam mencapai tujuan perusahaan					
2	Saya merasa memiliki tanggung jawab atas pekerjaan saya					
3	Saya merasa pekerjaan yang saya hasilkan sudah maksimal dan sesuai dengan kemampuan saya					

**Terima Kasih Atas Partisipasi Bapak/Ibu, semoga Allah membalas budi baik
Bapak/Ibu,
Amin Ya Rabbal alamin**

LAMPIRAN 2: HASIL ANALISIS DATA

DESKRIPTIF RESPONDEN**USIA**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-25	7	13.5	13.5	13.5
26-30	15	28.8	28.8	42.3
31-35	8	15.4	15.4	57.7
36-40	7	13.5	13.5	71.2
41-45	7	13.5	13.5	84.6
46-50	5	9.6	9.6	94.2
>50	3	5.8	5.8	100.0
Total	52	100.0	100.0	

JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid PRIA	21	40.4	40.4	40.4
WANITA	31	59.6	59.6	100.0
Total	52	100.0	100.0	

PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <SLTA	8	15.4	15.4	15.4
SLTA	41	78.8	78.8	94.2
D3	1	1.9	1.9	96.2
S1	2	3.8	3.8	100.0
Total	52	100.0	100.0	

MASA KERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1-3	5	9.6	9.6	9.6
4-6	4	7.7	7.7	17.3
6-9	6	11.5	11.5	28.8
>9	37	71.2	71.2	100.0
Total	52	100.0	100.0	

STATUS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid MENIKAH	46	88.5	88.5	88.5
BELUM MENIKAH	6	11.5	11.5	100.0
Total	52	100.0	100.0	

BIDANG PEKERJAAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid PRODUKSI	52	100.0	100.0	100.0

DESKRIPTIF VARIABEL

PENGEMBANGAN KARIR (XI)

PERLAKUAN YANG ADIL DALAM BERKARIR

x11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.7	7.7	7.7
3	24	46.2	46.2	53.8
Valid 4	22	42.3	42.3	96.2
5	2	3.8	3.8	100.0
Total	52	100.0	100.0	

KEPERDULIAN PARA ATASAN LANGSUNG

x12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.7	7.7	7.7
3	21	40.4	40.4	48.1
Valid 4	25	48.1	48.1	96.2
5	2	3.8	3.8	100.0
Total	52	100.0	100.0	

INFORMASI TENTANG BERBAGAI PELUANG PROMOSI

x13

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	11.5	11.5	11.5
3	27	51.9	51.9	63.5
Valid 4	14	26.9	26.9	90.4
5	5	9.6	9.6	100.0
Total	52	100.0	100.0	

ADANYA MINAT UNTUK DIPROMOSIKAN

x14

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	17.3	17.3	17.3
3	17	32.7	32.7	50.0
Valid 4	19	36.5	36.5	86.5
5	7	13.5	13.5	100.0
Total	52	100.0	100.0	

TINGKAT KEPUASAN**x1.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	13	25.0	25.0	25.0
3	14	26.9	26.9	51.9
Valid 4	22	42.3	42.3	94.2
5	3	5.8	5.8	100.0
Total	52	100.0	100.0	

SELF EFFICACY (X2)**TINGKAT (LEVEL)****x21**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.8	3.8	3.8
2	7	13.5	13.5	17.3
Valid 3	18	34.6	34.6	51.9
4	21	40.4	40.4	92.3
5	4	7.7	7.7	100.0
Total	52	100.0	100.0	

KEKUATAN (STRENGTH)**x22**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	11	21.2	21.2	23.1
Valid 4	31	59.6	59.6	82.7
5	9	17.3	17.3	100.0
Total	52	100.0	100.0	

GENERALISASI (GENERALITY)**x23**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13.5	13.5	13.5
3	15	28.8	28.8	42.3
Valid 4	21	40.4	40.4	82.7
5	9	17.3	17.3	100.0
Total	52	100.0	100.0	

**WORK ITSELF (Y1)
PERASAAN**

y11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.7	7.7	7.7
3	9	17.3	17.3	25.0
Valid 4	30	57.7	57.7	82.7
5	9	17.3	17.3	100.0
Total	52	100.0	100.0	

TANGGUNG JAWAB

y12

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	7.7	7.7	7.7
Valid 4	37	71.2	71.2	78.8
5	11	21.2	21.2	100.0
Total	52	100.0	100.0	

PENGETAHUAN HASIL KERJA

y13

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	4	7.7	7.7	11.5
Valid 4	34	65.4	65.4	76.9
5	12	23.1	23.1	100.0
Total	52	100.0	100.0	

KINERJA SDM (Y2)

KUALITAS PEKERJAAN

y21

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.7	7.7	7.7
3	23	44.2	44.2	51.9
Valid 4	20	38.5	38.5	90.4
5	5	9.6	9.6	100.0
Total	52	100.0	100.0	

KUANTITAS PEKERJAAN**y22**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	7	13.5	13.5	17.3
Valid 4	36	69.2	69.2	86.5
5	7	13.5	13.5	100.0
Total	52	100.0	100.0	

TANGGUNG JAWAB**y23**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	7	13.5	13.5	15.4
Valid 4	35	67.3	67.3	82.7
5	9	17.3	17.3	100.0
Total	52	100.0	100.0	

KEMAMPUAN BEKERJASAMA**y24**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	14	26.9	26.9	28.8
Valid 4	29	55.8	55.8	84.6
5	8	15.4	15.4	100.0
Total	52	100.0	100.0	

INISIATIF**y25**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	3.8	3.8	3.8
Valid 4	36	69.2	69.2	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

UJI VALIDITAS
PENGEMBANGAN KARIR (XI)

		Correlations					
		x11	x12	x13	x14	x1.5	x1
x11	Pearson Correlation	1	.420 ^{**}	.360 ^{**}	.236	.328	.656 ^{**}
	Sig. (2-tailed)		.002	.009	.093	.018	.000
	N	52	52	52	52	52	52
x12	Pearson Correlation	.420 ^{**}	1	.322 ^{**}	.103	.514 ^{**}	.662 ^{**}
	Sig. (2-tailed)	.002		.020	.466	.000	.000
	N	52	52	52	52	52	52
x13	Pearson Correlation	.360 ^{**}	.322 ^{**}	1	.429 ^{**}	.364 ^{**}	.736 ^{**}
	Sig. (2-tailed)	.009	.020		.002	.008	.000
	N	52	52	52	52	52	52
x14	Pearson Correlation	.236	.103	.429 ^{**}	1	.184	.615 ^{**}
	Sig. (2-tailed)	.093	.466	.002		.190	.000
	N	52	52	52	52	52	52
x1.5	Pearson Correlation	.328	.514 ^{**}	.364 ^{**}	.184	1	.717 ^{**}
	Sig. (2-tailed)	.018	.000	.008	.190		.000
	N	52	52	52	52	52	52
x1	Pearson Correlation	.656 ^{**}	.662 ^{**}	.736 ^{**}	.615 ^{**}	.717 ^{**}	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52

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

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

SELF EFFICACY (X2)

		Correlations			
		x21	x22	x23	x2
x21	Pearson Correlation	1	.224	.620 ^{**}	.824 ^{**}
	Sig. (2-tailed)		.110	.000	.000
	N	52	52	52	52
x22	Pearson Correlation	.224	1	.415 ^{**}	.629 ^{**}
	Sig. (2-tailed)	.110		.002	.000
	N	52	52	52	52
x23	Pearson Correlation	.620 ^{**}	.415 ^{**}	1	.886 ^{**}
	Sig. (2-tailed)	.000	.002		.000
	N	52	52	52	52
x2	Pearson Correlation	.824 ^{**}	.629 ^{**}	.886 ^{**}	1
	Sig. (2-tailed)	.000	.000	.000	
	N	52	52	52	52

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

WORK ITSELF (Y1)

		Correlations			
		y11	y12	y13	y1
y11	Pearson Correlation	1	.283	.058	.718
	Sig. (2-tailed)		.042	.683	.000
	N	52	52	52	52
y12	Pearson Correlation	.283*	1	.299*	.694**
	Sig. (2-tailed)	.042		.031	.000
	N	52	52	52	52
y13	Pearson Correlation	.058	.299*	1	.642**
	Sig. (2-tailed)	.683	.031		.000
	N	52	52	52	52
y1	Pearson Correlation	.718**	.694**	.642**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	52	52	52	52

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

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

KINERJA SDM (Y2)

		Correlations					
		y21	y22	y23	y24	y25	y2
y21	Pearson Correlation	1	.463	.402*	.180	.198	.763*
	Sig. (2-tailed)		.001	.003	.201	.160	.000
	N	52	52	52	52	52	52
y22	Pearson Correlation	.463**	1	.432**	-.027	.114	.647**
	Sig. (2-tailed)	.001		.001	.852	.423	.000
	N	52	52	52	52	52	52
y23	Pearson Correlation	.402**	.432**	1	.135	.184	.689**
	Sig. (2-tailed)	.003	.001		.341	.191	.000
	N	52	52	52	52	52	52
y24	Pearson Correlation	.180	-.027	.135	1	.212	.496**
	Sig. (2-tailed)	.201	.852	.341		.130	.000
	N	52	52	52	52	52	52
y25	Pearson Correlation	.198	.114	.184	.212	1	.490**
	Sig. (2-tailed)	.160	.423	.191	.130		.000
	N	52	52	52	52	52	52
y2	Pearson Correlation	.763**	.647**	.689**	.496**	.490**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52

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

UJI RELIABILITAS

PENGEMBANGAN KARIR (X1)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.767	.827	6

SELF EFFICACY (X2)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.821	.857	4

WORK ITSELF (Y1)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.757	.765	4

KINERJA SDM (Y2)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.744	.770	6

**UJI ASUMSI KLASIK
UJI NORMALITAS**

PERSAMAAN 1

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		52
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.84623170
Most Extreme Differences	Absolute	.110
	Positive	.107
	Negative	-.110
Kolmogorov-Smirnov Z		.793
Asymp. Sig. (2-tailed)		.556

a. Test distribution is Normal.

b. Calculated from data.

PERSAMAAN 2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		52
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.42127384
Most Extreme Differences	Absolute	.150
	Positive	.091
	Negative	-.150
Kolmogorov-Smirnov Z		1.079
Asymp. Sig. (2-tailed)		.195

a. Test distribution is Normal.

b. Calculated from data.

UJI MULTIKOLINEARITAS

PERSAMAAN 1

UJI MULTIKOLINEARITAS DATA PERSAMAAN 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^b	.	Enter

a. Dependent Variable: y1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.789 ^a	.623	.607	.863

a. Predictors: (Constant), x2, x1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	60.305	2	30.153	40.455	.000 ^b
	Residual	36.522	49	.745		
	Total	96.827	51			

a. Dependent Variable: y1

b. Predictors: (Constant), x2, x1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error				Beta	Tolerance
1	(Constant)	4.833	.842		5.742	.000		
	x1	.175	.048	.349	3.619	.001	.826	1.210
	x2	.391	.065	.577	5.978	.000	.826	1.210

a. Dependent Variable: y1

Coefficient Correlations^a

Model		x2	x1
1	Correlations	x2	1.000
		x1	-.417
	Covariances	x2	.004
		x1	-.001

a. Dependent Variable: y1

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	x1	x2
1	1	2.969	1.000	.00	.00	.00
	2	.018	12.718	.16	.21	.99
	3	.013	15.355	.84	.78	.00

a. Dependent Variable: y1

PERSAMAAN 2

UJI MULTIKOLINEARITAS DATA PERSAMAAN 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	y1, x1, x2 ^b	.	Enter

a. Dependent Variable: y2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.719 ^a	.516	.486	1.465

a. Predictors: (Constant), y1, x1, x2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	109.979	3	36.660	17.081	.000 ^b
	Residual	103.021	48	2.146		
	Total	213.000	51			

a. Dependent Variable: y2

b. Predictors: (Constant), y1, x1, x2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.911	1.847		3.741	.000		
	x1	.212	.092	.286	2.297	.026	.652	1.534
	x2	.074	.146	.074	.510	.613	.478	2.093
	y1	.678	.242	.457	2.797	.007	.377	2.651

a. Dependent Variable: y2

Coefficient Correlations^a

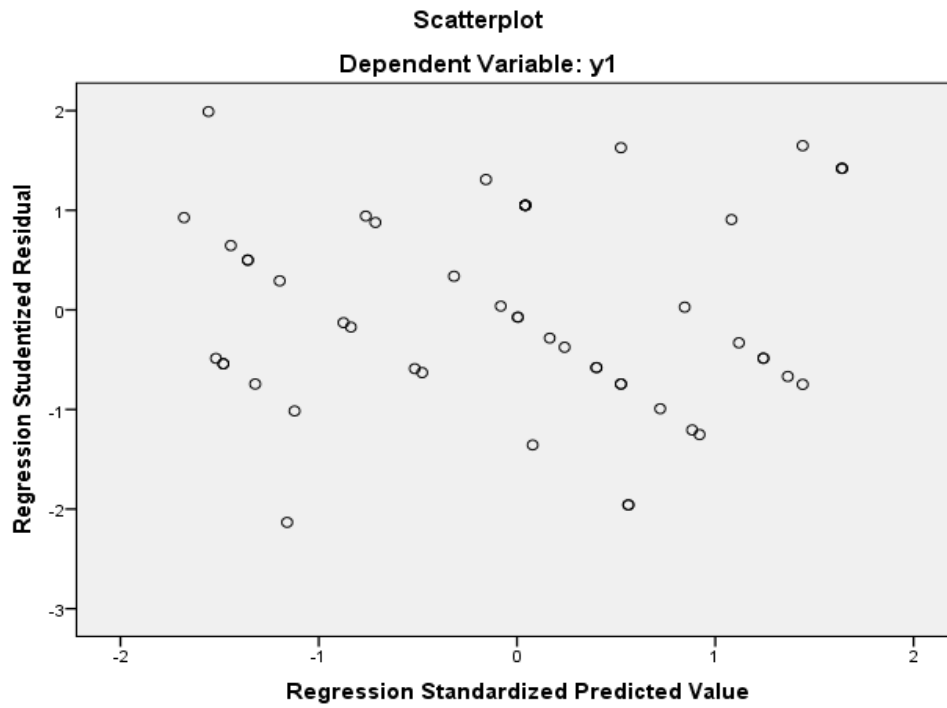
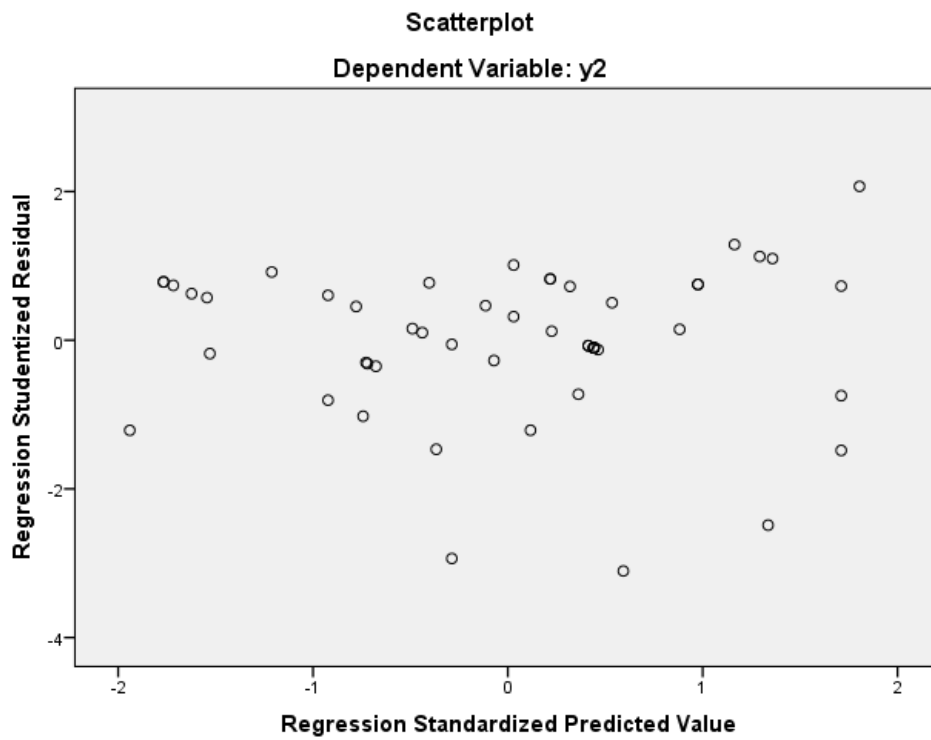
Model		y1	x1	x2	
1	Correlations	y1	1.000	-.459	-.649
		x1	-.459	1.000	.017
		x2	-.649	.017	1.000
	Covariances	y1	.059	-.010	-.023
		x1	-.010	.009	.000
		x2	-.023	.000	.021

a. Dependent Variable: y2

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	x1	x2	y1
1	1	3.965	1.000	.00	.00	.00	.00
	2	.018	14.691	.10	.18	.56	.00
	3	.013	17.645	.44	.66	.01	.00
	4	.004	33.527	.46	.16	.43	1.00

a. Dependent Variable: y2

UJI HETEROSKEDASTISITAS**PERSAMAAN 1****PERSAMAAN 2**

UJI REGRESI

PERSAMAAN 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^b	.	Enter

a. Dependent Variable: y1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.789 ^a	.623	.607	.863

a. Predictors: (Constant), x2, x1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	60.305	2	30.153	40.455	.000 ^b
	Residual	36.522	49	.745		
	Total	96.827	51			

a. Dependent Variable: y1

b. Predictors: (Constant), x2, x1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.833	.842		5.742	.000
	x1	.175	.048	.349	3.619	.001
	x2	.391	.065	.577	5.978	.000

a. Dependent Variable: y1

PERSAMAAN 2**Variables Entered/Removed^a**

Model	Variables Entered	Variables Removed	Method
1	y1, x1, x2 ^b	.	Enter

a. Dependent Variable: y2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.719 ^a	.516	.486	1.465

a. Predictors: (Constant), y1, x1, x2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	109.979	3	36.660	17.081	.000 ^b
	Residual	103.021	48	2.146		
	Total	213.000	51			

a. Dependent Variable: y2

b. Predictors: (Constant), y1, x1, x2

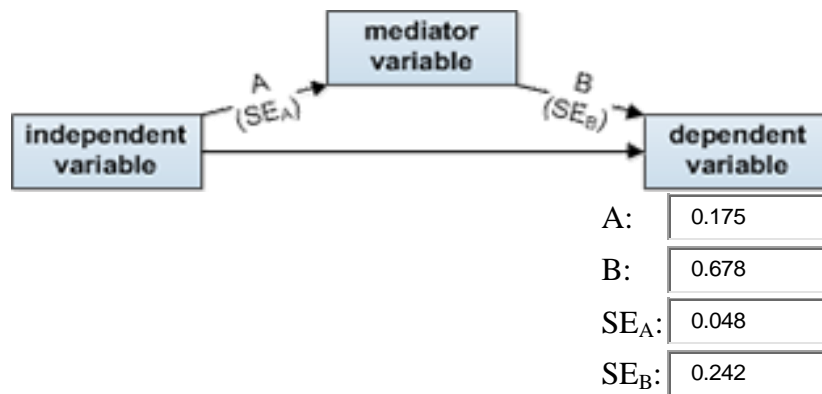
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.911	1.847		3.741	.000
	x1	.212	.092	.286	2.297	.026
	x2	.074	.146	.074	.510	.613
	y1	.678	.242	.457	2.797	.007

a. Dependent Variable: y2

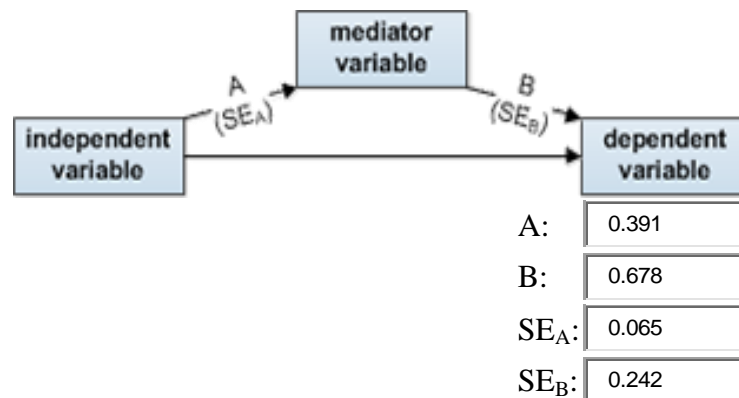
SOBEL TEST

1. Hubungan antara Variabel Pengembangan Karir dan Kinerja SDM melalui *Work Itself*



Sobel test statistic: 2.22149164
 One-tailed probability: 0.01315884
 Two-tailed probability: 0.02631768

2. Hubungan antara Variabel *Self Efficacy* dan Kinerja SDM melalui *Work Itself*.



Sobel test statistic: 2.53970405
 One-tailed probability: 0.00554732
 Two-tailed probability: 0.01109463