

LAMPIRAN 1 KUESIONER PENELITIAN

Lampiran1. DaftarPertanyaan

I. Profil Responden

- a. Jenis Kelamin :
 b. Jabatan :
 c. Pendidikan Terakhir :
 d. Usia :

II. Daftar Pertanyaan

Petunjuk : Berikan penilaian dengan menggunakan tanda ceklis(✓) pada jawaban Bapak/ Ibu/ Saudara selama menjalani pekerjaan sehari-hari dengan kriteria sebagai berikut :

Keterangan

Nilai

STS	: Sangat Tidak Setuju	:	1
TS	: Tidak Setuju	:	2
KS	: Kurang Setuju	:	3
S	: Setuju	:	4
SS	: Sangat setuju	:	5

A. Kinerja Sumber Daya Manusia

NO	Pernyataan	Score				
		STS	TS	KS	S	SS
1	Menurut saya <i>kuantitas</i> kerja sangat menunjang keberhasilan kinerja seseorang					
	Kuantitas kerja tersebut seperti apa ? mohon jelaskan...					
	Saya memiliki <i>kualitas</i> dalam bekerja					

2						
	Kualitas tersebut seperti apa ? mohon jelaskan...					
3	Ketika bekerja saya dapat menyelesaikan tugas dengan tepat waktu .					
	Ketepatan waktu tersebut seperti apa ?mohon dijelaskan					
4	Dalam bekerja saya memiliki saya merasa memiliki kemampuan kerjasama dalam organisasi.					
	Kemampuan kerjasama tersebut seperti apa? Mohon dijelaskan...					

B ETOS KERJA

NO	Pernyataan	Score				
		STS	TS	KS	S	SS
1	Ketika bekerja saya selalu semangat dalam menjalankan tugas.					
	Semangat tersebut seperti apa ,? Mohon dijelaskan...					
2	Dalam bekerja saya selalu jujur ketika menjalankan tugas.					
	Kejujuran tersebut seperti apa,?mohon dijelaskan...					
3	Adanya target kerja membuat saya selalu bekerja keras dalam menyelesaikannya.					
	Loyalitas tersebut seperti apa? Mohon dijelaskan...					
	Ketika bekerja saya sudah adil dan dapat bersikap					

4	dermawan terhadap relasi kerja					
	Adil dan dermawan tersebut seperti apa ? mohon dijelaskan...					

C.MOTIVASI INTRINSIK

NO	Pernyataan	Score				
		STS	TS	KS	S	SS
1	<i>Saya merasa memiliki Kepuasan dalam bekerja</i>					
	Kepuasan bekerja tersebut seperti apa? Mohon dijelaskan...					
2	Kemajuan karir menurut saya sebuah target karyawan untuk menunjang keberhasilan kinerjanya.					
	Kemajuan karir tersebut seperti apa? Mohon dijelaskan...					
3	Menurut saya tanggung jawab merupakan hal penting dalam bekerja.					
	Tanggung jawab tersebut seperti apa? Mohon dijelaskan...					
4	Menurut saya Motivasi beribadah dapat menjadikan karyawan untuk bekerja dengan baik.					
	Sikap percaya diri tersebut yang seperti apa? Mohon dijelaskan...					

D.KOMITMEN ORGANISASI

NO	Pernyataan	Score				
		STS	TS	KS	S	SS
1	Menurut saya faktor personal berpengaruh dalam bekerja.					
	Faktor personal tersebut seperti apa? Mohon dijelaskan...					
2	Menurut saya keterlibatan kerja yang aktif membuat organisasi maju.					
	Keterlibatan kerja tersebut seperti apa? Mohon dijelaskan...					
3	Menurut saya Karakteristik pekerjaan sangat menentukan tipe seseorang dalam bekerja.					
	Karakteristik pekerjaan tersebut seperti apa? Mohon dijelaskan...					
4	Kenyamanan dalam bekerja membuat saya loyal ketika bekerja					
	Pencapaian tersebut seperti apa? Mohon dijelaskan...					

**LAMPIRAN 2 TABULASI DATA
RESPONDEN**

etos kerja				TOTAL	motivasi intrinsik				TOTAL
1	2	3	4		1	2	3	4	
4	4	4	4	16	5	3	4	5	17
4	4	4	4	16	5	3	4	5	17
3	4	3	4	14	4	5	3	4	16
4	4	5	4	17	4	5	4	5	18
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4	4	4	5	17	4	3	4	4	15
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5	4	4	4	17	4	3	4	4	15
4	4	3	4	15	5	5	4	4	18
4	4	3	3	14	5	5	5	5	20
4	4	4	4	16	3	4	4	4	15
4	5	4	4	17	3	4	3	3	13
5	4	4	5	18	4	4	5	4	17
5	5	5	5	20	5	4	5	5	19
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4	4	4	5	17	4	5	4	4	17
4	3	4	4	15	3	3	3	3	12

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4	4	4	4	16	4	3	5	4	16
5	4	4	4	17	3	3	4	5	15
3	4	4	3	14	1	4	5	3	13

komitmen organisasi				TOTAL	kinerja SDM				TOTAL
1	2	3	4		1	2	3	4	
4	5	4	5	18	4	4	5	5	18
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3	4	4	5	16	4	4	3	4	15
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**LAMPIRAN 3 HASIL ANALISIS
DATA**

Analisis Deskriptif

Frequencies

Statistics

		X1.1	X1.2	X1.3	X1.4	etos kerja
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0
Mean		4.0700	4.1800	3.9300	4.1600	16.3400
Std. Deviation		.60728	.70180	.70000	.66241	1.97059

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	15	15.0	15.0	15.0
	4.00	63	63.0	63.0	78.0
	5.00	22	22.0	22.0	100.0
Total		100	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	17	17.0	17.0	17.0
	4.00	48	48.0	48.0	65.0
	5.00	35	35.0	35.0	100.0
Total		100	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	22	22.0	22.0	24.0
	4.00	57	57.0	57.0	81.0
	5.00	19	19.0	19.0	100.0
	Total	100	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	15	15.0	15.0	15.0
	4.00	54	54.0	54.0	69.0
	5.00	31	31.0	31.0	100.0
	Total	100	100.0	100.0	

Statistics

		X2.1	X2.2	X2.3	X2.4	motivasi intrinsik
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0
Mean		3.8900	3.9200	4.0100	4.0500	15.8700
Std. Deviation		.87496	.81253	.77192	.85723	2.36837

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	4	4.0	4.0	5.0
	3.00	26	26.0	26.0	31.0
	4.00	43	43.0	43.0	74.0
	5.00	26	26.0	26.0	100.0

Total	100	100.0	100.0
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X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.0	3.0	3.0
	3.00	28	28.0	28.0	31.0
	4.00	43	43.0	43.0	74.0
	5.00	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	23	23.0	23.0	25.0
	4.00	47	47.0	47.0	72.0
	5.00	28	28.0	28.0	100.0
	Total	100	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	3	3.0	3.0	4.0
	3.00	19	19.0	19.0	23.0
	4.00	44	44.0	44.0	67.0
	5.00	33	33.0	33.0	100.0
	Total	100	100.0	100.0	

Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	komitmen organisasi
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0
Mean		3.9600	3.9900	4.1500	4.0900	16.1900
Std. Deviation		.86363	.95869	.78335	.82993	2.34712

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	5.0	5.0	5.0
	3.00	24	24.0	24.0	29.0
	4.00	41	41.0	41.0	70.0
	5.00	30	30.0	30.0	100.0
	Total	100	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	7.0	7.0	7.0
	3.00	25	25.0	25.0	32.0
	4.00	30	30.0	30.0	62.0
	5.00	38	38.0	38.0	100.0
	Total	100	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	18	18.0	18.0	20.0
	4.00	43	43.0	43.0	63.0
	5.00	37	37.0	37.0	100.0
	Total	100	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	24	24.0	24.0	26.0
	4.00	37	37.0	37.0	63.0
	5.00	37	37.0	37.0	100.0
	Total	100	100.0	100.0	

Statistics

		Y2.1	Y2.2	Y2.3	Y2.4	Kinerja sdm
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0
Mean		4.2700	4.0000	4.0200	4.1000	16.3900
Std. Deviation		.63333	.85280	.76515	.88192	2.22881

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	10.0	10.0	10.0
	4.00	53	53.0	53.0	63.0
	5.00	37	37.0	37.0	100.0
	Total	100	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.0	4.0	4.0
	3.00	24	24.0	24.0	28.0
	4.00	40	40.0	40.0	68.0
	5.00	32	32.0	32.0	100.0
	Total	100	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	25	25.0	25.0	26.0
	4.00	45	45.0	45.0	71.0
	5.00	29	29.0	29.0	100.0
	Total	100	100.0	100.0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	6.0	6.0	6.0
	3.00	16	16.0	16.0	22.0
	4.00	40	40.0	40.0	62.0
	5.00	38	38.0	38.0	100.0
	Total	100	100.0	100.0	

CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations

UJI Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	etos kerja
X1.1	Pearson Correlation	1	.255 [*]	.368 ^{**}	.399 ^{**}	.664 ^{**}
	Sig. (2-tailed)		.011	.000	.000	.000
	N	100	100	100	100	100
X1.2	Pearson Correlation	.255 [*]	1	.540 ^{**}	.350 ^{**}	.744 ^{**}
	Sig. (2-tailed)	.011		.000	.000	.000
	N	100	100	100	100	100
X1.3	Pearson Correlation	.368 ^{**}	.540 ^{**}	1	.417 ^{**}	.801 ^{**}
	Sig. (2-tailed)	.000	.000		.000	.000
	N	100	100	100	100	100
X1.4	Pearson Correlation	.399 ^{**}	.350 ^{**}	.417 ^{**}	1	.732 ^{**}
	Sig. (2-tailed)	.000	.000	.000		.000
	N	100	100	100	100	100
etos kerja	Pearson Correlation	.664 ^{**}	.744 ^{**}	.801 ^{**}	.732 ^{**}	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	motivasi intrinsik
X2.1	Pearson Correlation	1	.300**	.376**	.371**	.729**
	Sig. (2-tailed)		.002	.000	.000	.000
	N	100	100	100	100	100
X2.2	Pearson Correlation	.300**	1	.356**	.296**	.677**
	Sig. (2-tailed)	.002		.000	.003	.000
	N	100	100	100	100	100
X2.3	Pearson Correlation	.376**	.356**	1	.381**	.725**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	100	100	100	100	100
X2.4	Pearson Correlation	.371**	.296**	.381**	1	.725**
	Sig. (2-tailed)	.000	.003	.000		.000
	N	100	100	100	100	100
motivasi intrinsik	Pearson Correlation	.729**	.677**	.725**	.725**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	komitmen organisasi
Y1.1	Pearson Correlation	1	.292**	.263**	.273**	.672**
	Sig. (2-tailed)		.003	.008	.006	.000
	N	100	100	100	100	100
Y1.2	Pearson Correlation	.292**	1	.365**	.255*	.728**
	Sig. (2-tailed)	.003		.000	.010	.000
	N	100	100	100	100	100
Y1.3	Pearson Correlation	.263**	.365**	1	.274**	.677**
	Sig. (2-tailed)	.008	.000		.006	.000
	N	100	100	100	100	100
Y1.4	Pearson Correlation	.273**	.255*	.274**	1	.650**
	Sig. (2-tailed)	.006	.010	.006		.000
	N	100	100	100	100	100
komitmen organisasi	Pearson Correlation	.672**	.728**	.677**	.650**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

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

		Correlations				
		Y2.1	Y2.2	Y2.3	Y2.4	Kinerja sdm
Y2.1	Pearson Correlation	1	.262**	.281**	.222*	.569**
	Sig. (2-tailed)		.009	.005	.026	.000
	N	100	100	100	100	100
Y2.2	Pearson Correlation	.262**	1	.480**	.389**	.776**
	Sig. (2-tailed)	.009		.000	.000	.000
	N	100	100	100	100	100
Y2.3	Pearson Correlation	.281**	.480**	1	.341**	.742**
	Sig. (2-tailed)	.005	.000		.001	.000
	N	100	100	100	100	100
Y2.4	Pearson Correlation	.222*	.389**	.341**	1	.725**
	Sig. (2-tailed)	.026	.000	.001		.000
	N	100	100	100	100	100
Kinerja sdm	Pearson Correlation	.569**	.776**	.742**	.725**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

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

UJI Reliabilitas

X1

Reliability Statistics

Cronbach's Alpha	N of Items
.793	5

X2

Reliability Statistics

Cronbach's Alpha	N of Items
.678	4

Y1

Reliability Statistics

Cronbach's Alpha	N of Items
.769	5

Y2

Reliability Statistics

Cronbach's Alpha	N of Items
.665	4

Regression

Persamaan Regresi 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	motivasi intrinsik, etos kerja ^b		. Enter

a. Dependent Variable: komitmen organisasi

b. All requested variables entered.

Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.676 ^a	.457	.445	1.74780

a. Predictors: (Constant), motivasi intrinsik, etos kerja

b. Dependent Variable: komitmen organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	249.073	2	124.536	40.767	.000 ^b
	Residual	296.317	97	3.055		
	Total	545.390	99			

a. Dependent Variable: komitmen organisasi

b. Predictors: (Constant), motivasi intrinsik, etos kerja

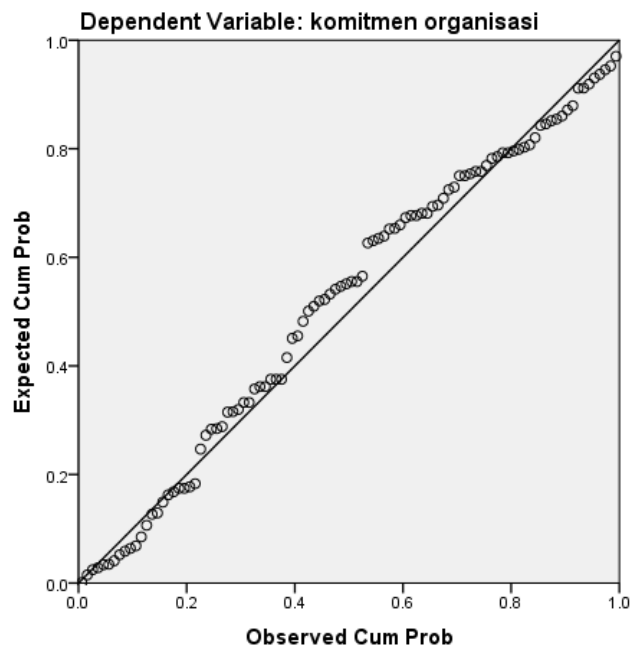
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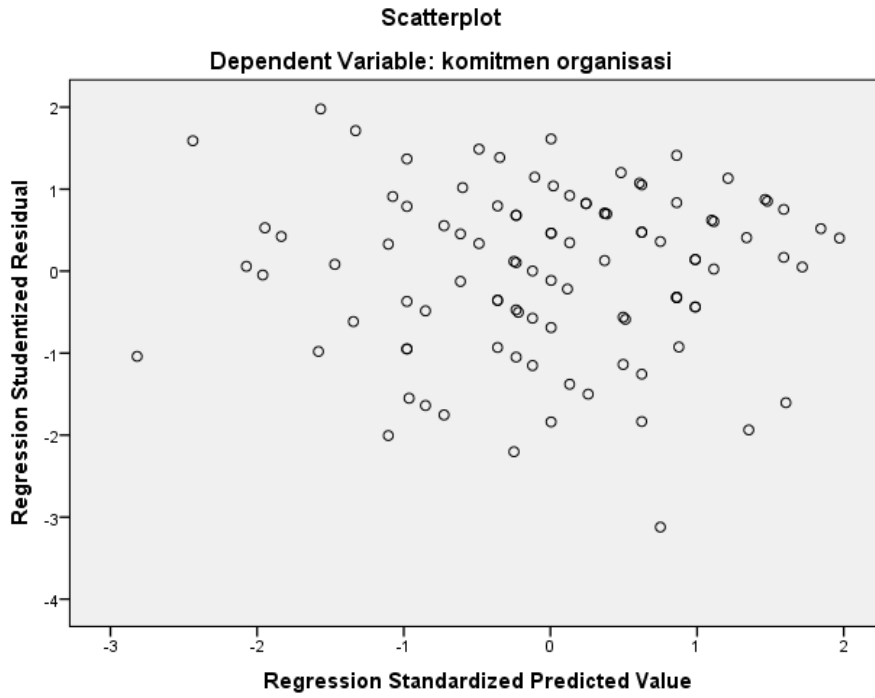
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.722	1.583		2.352	.021
	etos kerja	.201	.099	.169	2.021	.046
	motivasi intrinsik	.579	.083	.584	6.998	.000

a. Dependent Variable: komitmen organisasi

Normal P-P Plot of Regression Standardized Residual





multikolinieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	etos kerja	.804	1.243
	motivasi intrinsic	.804	1.243

a. Dependent Variable: komitmen organisasi

UJI Heteroskedastisitas (Gletzer)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.293	.900		1.437	.154
	etos kerja	.091	.057	.178	1.602	.112
	motivasi intrinsik	-.086	.047	-.204	-1.836	.069

a. Dependent Variable: Residual1

Regression

Persamaan 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	komitmen organisasi, etos kerja , motivasi intrinsik ^b		. Enter

a. Dependent Variable: Kinerja sdm

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.703 ^a	.494	.478	1.61049

a. Predictors: (Constant), komitmen organisasi, etos kerja , motivasi intrinsik

b. Dependent Variable: Kinerja sdm

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
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1	Regression	242.798	3	80.933	31.204	.000 ^b
	Residual	248.992	96	2.594		
	Total	491.790	99			

a. Dependent Variable: Kinerja sdm

b. Predictors: (Constant), komitmen organisasi, etos kerja , motivasi intrinsic

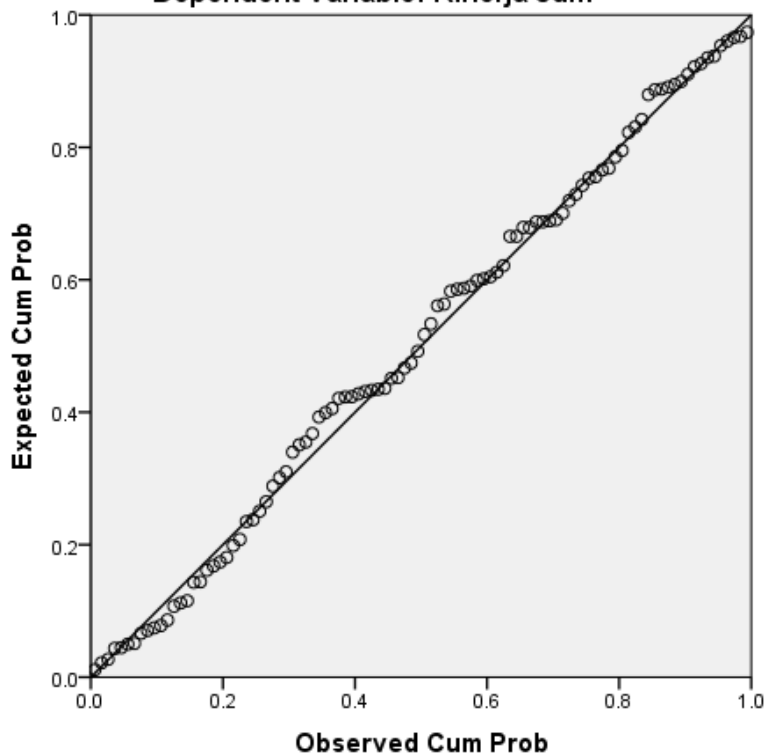
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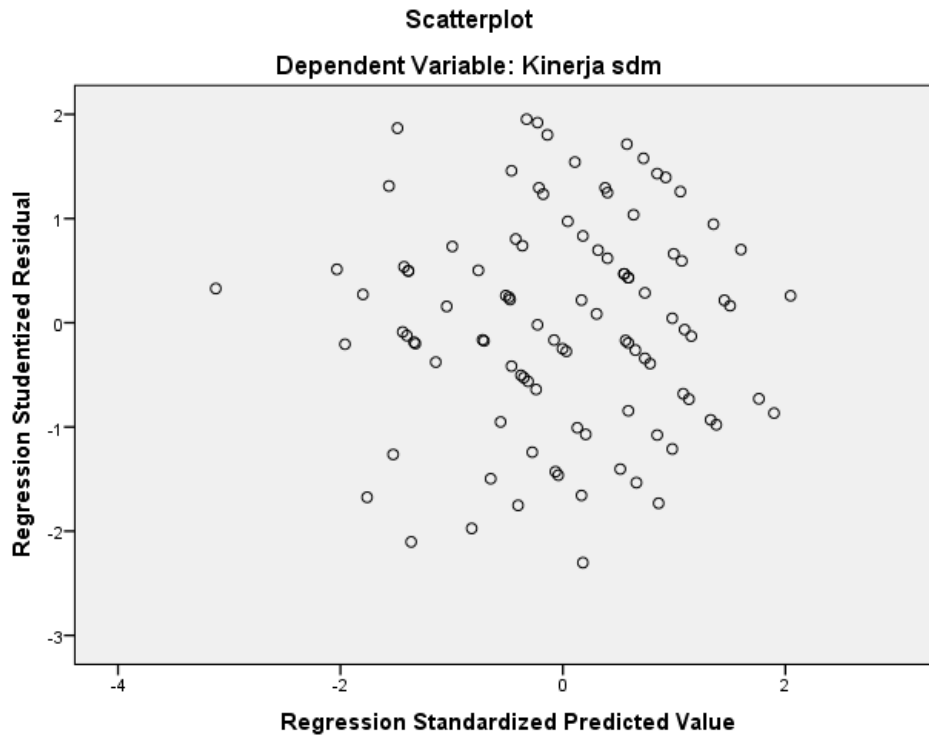
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.943	1.499		1.963	.053
	etos kerja	.233	.093	.206	2.493	.014
	motivasi intrinsik	.213	.093	.226	2.280	.025
	komitmen organisasi	.386	.094	.407	4.131	.000

a. Dependent Variable: Kinerja sdm

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja sdm





Multikolinieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	etos kerja	.772	1.296
	motivasi intrinsik	.534	1.871
	komitmen organisasi	.543	1.841

a. Dependent Variable: Kinerja sdm

NPar Tests

Uji normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.58589657
Most Extreme Differences	Absolute	.051
	Positive	.038
	Negative	-.051
Test Statistic		.051
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Uji Heteroskedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.611	.855		.714	.477
	etos kerja	.105	.053	.223	1.960	.053
	motivasi intrinsik	-.054	.053	-.139	-1.018	.311
	komitmen organisasi	-.011	.053	-.028	-.203	.840

- a. Dependent Variable: Residual2