

LAMPIRAN 1 : KUESIONER

A. Kinerja Pemasaran

Menurut Pendapat Bapak / Ibu / Saudara selama bekerja terdapat hal-hal sebagai berikut :		Skore				
1	Selama ini terdapat <i>pertumbuhan market share</i> dibandingkan dengan periode sebelumnya	1 STS	2	3	4	5 SS
2	Selama ini terdapat <i>pertumbuhan penjualan</i> dibandingkan dengan periode sebelumnya	1 STS	2	3	4	5 SS
3	Selama ini terdapat <i>pertumbuhan profitabilitas</i> dibandingkan dengan periode sebelumnya	1 STS	2	3	4	5 SS

B. Kreativitas Program

Menurut Pendapat Bapak / Ibu / Saudara selama bekerja terdapat hal-hal sebagai berikut :		Skore				
1	Dalam tim kerja selalu muncul <i>ide baru</i>	1 STS	2	3	4	5 SS
2	Dalam tim kerja selalu ada <i>metode baru dalam memecahkan masalah</i>	1 STS	2	3	4	5 SS
3	Dalam tim kerja terdapat <i>tantangan baru</i> untuk perkembangan perusahaan	1 STS	2	3	4	5 SS
4	Dalam tim kerja selalu menjaga <i>continuitas inovasi</i> untuk memudahkan proses pekerjaan	1 STS	2	3	4	5 SS

C. Kinerja Tim Kerja

Menurut Pendapat Bapak / Ibu / Saudara selama bekerja terdapat hal-hal sebagai berikut :		Skore				
1	Tim kerja saya saling terbuka dalam memberikan informasi pada departemen terkait untuk tujuan pencapaian target pekerjaan	1 STS	2	3	4	5 SS
2	Untuk memelihara kebersamaan tim kerja saya saling memahami satu sama lain	1 STS	2	3	4	5 SS
3	Tim kerja saya saling percaya satu sama lain	1 STS	2	3	4	5 SS

D. Kinerja Individu

Menurut Pendapat Bapak / Ibu / Saudara selama bekerja terdapat hal-hal sebagai berikut :		Skore				
1	Dalam menyelesaikan pekerjaan saya tidak tergantung pada orang lain (jika teman kerja tidak hadir)	1 STS	2	3	4	5 SS
2	Dalam proses pencapaian target imlementasi pekerjaan saya memiliki kreatifitas	1 STS	2	3	4	5 SS
3	Saya selalu dapat menyelesaikan permasalahan yang muncul dalam pekerjaan utama	1 STS	2	3	4	5 SS

Lampiran 2 : Deskripsi Statistik

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Performark1	90	3	5	4.32	.537
Performark2	90	3	5	4.18	.510
Performark3	90	3	5	4.18	.464
Valid N (listwise)	90				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Performteam1	90	2	5	4.38	.663
Performteam2	90	3	5	4.37	.529
Performteam3	90	3	5	4.19	.616
Valid N (listwise)	90				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
PerformInd1	90	3	5	4.58	.519
PerformInd2	90	3	5	4.57	.520
PerformInd3	90	3	5	4.42	.560
Valid N (listwise)	90				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Createv1	90	2	5	4.30	.626
Createv2	90	2	5	3.88	.700
Createv3	90	3	5	4.11	.661
Createv4	90	3	5	4.18	.510
Valid N (listwise)	90				

Lampiran 3 : Uji Validitas dan Reliabilitas

Reliability

Case Processing Summary

		N	%
Cases	Valid	90	100.0
	Excluded ^a	0	.0
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.720	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PerformInd1	8.99	.843	.756	.612
PerformInd2	9.00	.809	.700	.658
PerformInd3	9.14	.844	.869	.721

Reliability

Case Processing Summary

		N	%
Cases	Valid	90	100.0
	Excluded ^a	0	.0
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.780	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Performteam1	8.56	.946	.815	.706
Performteam2	8.57	.990	.797	.744
Performteam3	8.74	.956	.879	.775

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	90	100.0
	Excluded ^a	0	.0
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.890	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Createv1	12.17	.781	.895	.800
Createv2	12.59	.793	.735	.774
Createv3	12.36	.690	.854	.750
Createv4	12.29	.713	.793	.745

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	90	100.0
	Excluded ^a	0	.0
	Total	90	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.816	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Performark1	8.36	.614	.812	.751
Performark2	8.50	.680	.867	.719
Performark3	8.50	.635	.726	.772

Lampiran 4 : Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Createvity ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Performance

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.543 ^a	.295	.287	.990

a. Predictors: (Constant), Createvity

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36.094	1	36.094	36.802	.000 ^a
	Residual	86.306	88	.981		
	Total	122.400	89			

a. Predictors: (Constant), Createvity

b. Dependent Variable: Performance

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.074	1.353		3.751	.000		
	PerformIndiv	.430	.098	.275	2.825	.006	.788	1.269
	Performteam	.472	.107	.420	4.309	.000	.788	1.269

a. Dependent Variable: Createvity

Lampiran 5 : Multiple Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Performteam, PerformIndiv ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Creativity

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.602 ^a	.363	.348	1.276	2.047

a. Predictors: (Constant), Performteam, PerformIndiv

b. Dependent Variable: Creativity

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	80.713	2	40.356	24.780	.000 ^a
	Residual	141.687	87	1.629		
	Total	222.400	89			

a. Predictors: (Constant), Performteam, PerformIndiv

b. Dependent Variable: Creativity

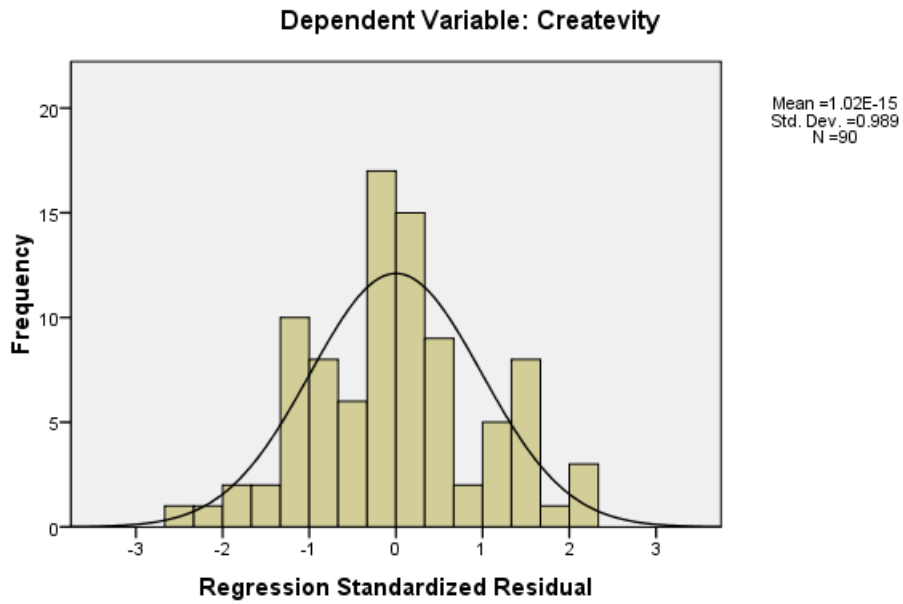
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.731	1.390		4.841	.000
	PerformIndiv	.281	.100	.275	2.825	.006
	Performteam	.481	.112	.420	4.309	.000

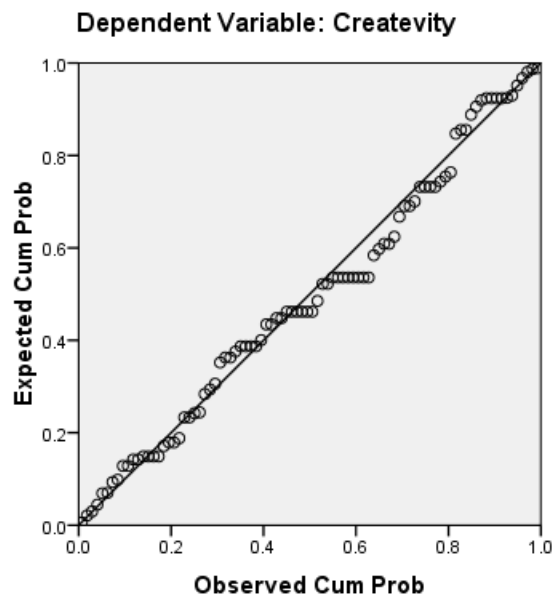
a. Dependent Variable: Creativity

Charts

Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Creativity

