



LAMPIRAN

Lampiran 1. Kuesioner Penelitian

**PENGARUH *HUMAN RELATION* DAN LINGKUNGAN KERJA
TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN KERJA
SEBAGAI VARIABEL *INTERVENING*
(Studi Kasus di RSI Sultan Agung Semarang)**



**INDRA SEPTI PRATAMA
NIM :30401511767**

**UNIVERSITAS ISLAM SULTAN AGUNG
FAKULTAS EKONOMI PROGRAM STUDI MANAJEMEN
SEMARANG
2019**

Semarang, Desember 2019

**Hal : Permohonan Pengisian Kuesioner
Kepada Yth.
Bapak/Ibu/Saudara/Responden
Di Tempat**

Dengan hormat,

Sehubungan dengan penyelesaian tugas akhir sebagai mahasiswa Program Strata Satu (S1) Universitas Islam Sultan Agung Semarang, saya :

Nama : Indra Septi P
NIM : 30401511767
Program studi : S1 Manajemen

Bermaksud melakukan penelitian ilmiah untuk penyusunan pra skripsi dengan judul

“PENGARUH *HUMAN RELATION* DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN KERJA SEBAGAI VARIABEL *INTERVENING* (Studi Kasus di RSI Sultan Agung Semarang).

Dimohon untuk membaca setiap pertanyaan secara hati-hati dan menjawab dengan lengkap semua pertanyaan, karena apabila terdapat salah satu pertanyaan yang tidak dijawab maka kuesioner dianggap tidak berlaku.

- ❖ Tidak ada jawaban yang salah atau benar dalam pilihan ini, yang penting memilih jawaban yang sesuai dengan pendapat bapak/ibi/saudara/i.
Atas kesediaan bapak/ibu/saudara/i meluangkan waktu untuk mengisi dan menjawab semua pertanyaan dalam kuesioner ini saya ucapkan terima kasih.

Mengetahui,
Dosen Pembimbing

Hormat saya
Peneliti

Dr. Hj. Siti Sumiati, SE, M.Si

Indra Septi Pratama

1. DATA IDENTITAS RESPONDEN

Isilah data dibawah ini dan berikan tanda (\checkmark) pada kotak yang sesuai dengan jawaban Bapak/Ibu.

Nama :

Usia : 20 - 30 tahun
 30 - 40 tahun
 > 40 tahun

Lama Waktu Kerja : : 1-5 tahun
 > 5 tahun

Latar Belakang Pendidikan : Diploma
 S1

Posisi : Perawat

Berikan tanda (√) pada salah satu kolom yang sesuai dengan jawaban Bapak/Ibu.

[STS] = Sangat Tidak Setuju

[TS] = Tidak Setuju

[N] = Netral

[S] = Setuju

[SS] = Sangat Setuju

1. Kinerja Karyawan

No	Pernyataan	STS	TS	N	S	SS
1.	Saya selalu memperhatikan kualitas pekerjaan saya					
2.	Dalam mengerjakan sesuatu, saya selalu tepat waktu.					
3.	Saya mampu bekerja sama dengan baik					
4.	Saya selalu menanggapi kritik dengan baik					
5.	Saya selalu berinisiatif memulai pekerjaan tanpa instruksi pimpinan					
Bagaimana pendapat Anda tentang kualitas Kinerja karyawan saat ini? Jawab dan Jelaskan :						

2. Kepuasan kerja

No	Pernyataan	STS	TS	N	S	SS
1.	Pekerjaan saya memberikan banyak pelajaran yang berharga untuk saya.					
2.	Pimpinan saya selalu mengarahkan dengan baik					
3.	Saya merasa gaji yang diterima dirasa sudah cukup					
4.	Saya merasaperusahaansudahmemberikankesempatanpromosi yang luaskepadakaryawan.					
5.	Pekerjaansayamemberikankedekatan yang hangat Bersama-samarekansekerja.					
Mengapa anda merasa puas bekerja di RSI Sultan Agung? Jawab dan Jelaskan :						

3. Lingkungan kerja

No	Pernyataan	STS	TS	N	S	SS
1.	Warna cerah pada ruangan saya membuat saya merasa semangat					
2.	Pencahayaan ruangan sudah cukup terang					
3.	Suhu di dalam ruangan cukup baik dalam menunjang pekerjaan saya.					
4.	Tidak ada suara bising didalam ruangan saat saya bekerja					
5.	Keamanan di tempat kerja sudah mampu membuat saya bekerja dengan nyaman.					
Menurut anda, Apakah lingkungan kerja sudah memenuhi standar? Jawab dan Jelaskan :						

4. Human relation

No	Pernyataan	STS	TS	N	S	SS
1.	Saya merasa diperhatikan ditempat kerja oleh perusahaan					
2.	Saya diterima oleh rekan kerja dan pimpinan					
3.	Ditempat kerja saya, karyawan merasa saling terkait satu dengan yang lain					
4.	Dilingkungan kerja saya, komunikasi sangat terbuka					
5.	Atasan melibatkan saya dalam pemecahan masalah pekerjaan.					
Human realltion seperti apa yang dilaksanakan diperusahaan? Jawab dan jelaskan :						



x1.1	x1.2	x1.3	x1.4	x1.5	x1	x2.1	x2.2	x2.3	x2.4	x2.5	x2
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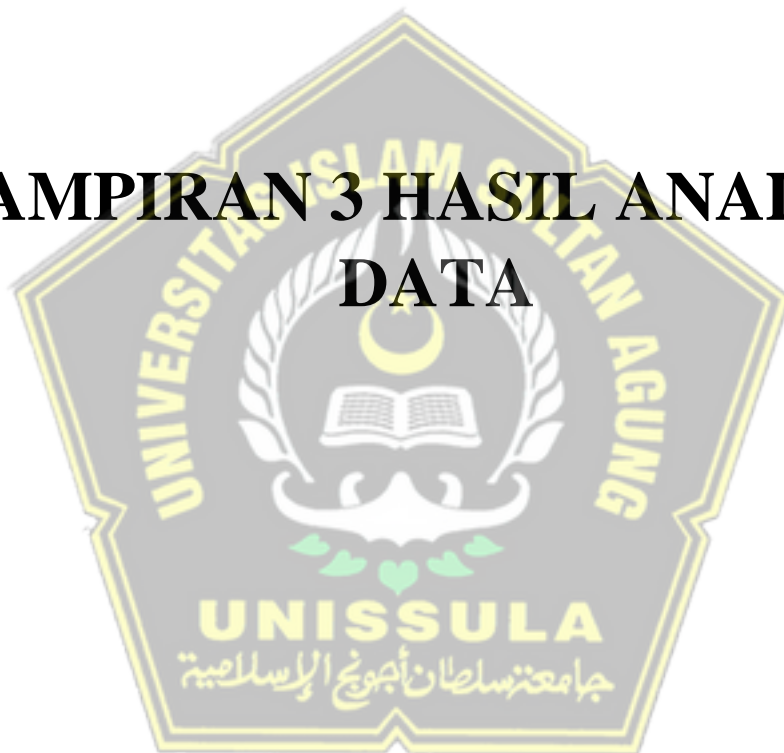
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LAMPIRAN 3 HASIL ANALISIS DATA



ANALISIS DESKRIPTIF

Statistics

		x1.1	x1.2	x1.3	x1.4	x1.5	Human Relation
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		3.9400	3.9700	4.0200	3.9600	3.8400	19.7300
Std. Deviation		.70811	.70288	.73828	.75103	.73471	2.79558

x1.1

		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	56	56.0	56.0	80.0
	5.00	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	23	23.0	23.0	24.0
	4.00	54	54.0	54.0	78.0
	5.00	22	22.0	22.0	100.0
	Total	100	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	23	23.0	23.0	24.0
	4.00	49	49.0	49.0	73.0
	5.00	27	27.0	27.0	100.0
	Total	100	100.0	100.0	

x1.4

		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	50	50.0	50.0	76.0
	5.00	24	24.0	24.0	100.0
Total		100	100.0	100.0	

x1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.0	3.0	3.0
	3.00	27	27.0	27.0	30.0
	4.00	53	53.0	53.0	83.0
	5.00	17	17.0	17.0	100.0
Total		100	100.0	100.0	

Statistics

		x2.1	x2.2	x2.3	x2.4	x2.5	Lingkungan kerja
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		3.8600	3.8700	3.8900	3.9400	4.0800	19.6400
Std. Deviation		.73882	.83672	.73711	.76303	.70611	2.96621

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.0	3.0	3.0
	3.00	26	26.0	26.0	29.0
	4.00	53	53.0	53.0	82.0
	5.00	18	18.0	18.0	100.0
Total		100	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.0	4.0	4.0
	3.00	30	30.0	30.0	34.0
	4.00	41	41.0	41.0	75.0
	5.00	25	25.0	25.0	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	27	27.0	27.0	29.0
	4.00	51	51.0	51.0	80.0
	5.00	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.0	3.0	3.0
	3.00	23	23.0	23.0	26.0
	4.00	51	51.0	51.0	77.0
	5.00	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	18	18.0	18.0	19.0
	4.00	53	53.0	53.0	72.0
	5.00	28	28.0	28.0	100.0
	Total	100	100.0	100.0	

Statistics

		y1.1	y1.2	y1.3	y1.4	y1.5	Kepuasan kerja
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		3.8800	3.9500	3.9300	3.8600	3.9200	19.5400
Std. Deviation		.64008	.68718	.70000	.73882	.66180	2.60698

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	24	24.0	24.0	25.0
	4.00	61	61.0	61.0	86.0
	5.00	14	14.0	14.0	100.0
	Total	100	100.0	100.0	

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	23	23.0	23.0	24.0
	4.00	56	56.0	56.0	80.0
	5.00	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	28	28.0	28.0	28.0
	4.00	51	51.0	51.0	79.0
	5.00	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	32	32.0	32.0	33.0
	4.00	47	47.0	47.0	80.0
	5.00	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	26	26.0	26.0	26.0
	4.00	56	56.0	56.0	82.0
	5.00	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

Statistics

		y2.1	y2.2	y2.3	y2.4	y2.5	Kinerja Karyawan
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		3.9200	4.0600	3.8900	4.0500	4.0100	19.9300
Std. Deviation		.64636	.73608	.68009	.74366	.59450	2.57123

y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	25	25.0	25.0	25.0
	4.00	58	58.0	58.0	83.0
	5.00	17	17.0	17.0	100.0
	Total	100	100.0	100.0	

y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	24	24.0	24.0	24.0
	4.00	46	46.0	46.0	70.0
	5.00	30	30.0	30.0	100.0
	Total	100	100.0	100.0	

y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	29	29.0	29.0	29.0
	4.00	53	53.0	53.0	82.0
	5.00	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	22	22.0	22.0	23.0
	4.00	48	48.0	48.0	71.0
	5.00	29	29.0	29.0	100.0
	Total	100	100.0	100.0	

y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	17	17.0	17.0	17.0
	4.00	65	65.0	65.0	82.0
	5.00	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

HASIL UJI VALIDITAS

		Correlations					Human Relation
		x1.1	x1.2	x1.3	x1.4	x1.5	
x1.1	Pearson Correlation	1	.524**	.427**	.584**	.350**	.747**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100
x1.2	Pearson Correlation	.524**	1	.546**	.667**	.382**	.808**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100
x1.3	Pearson Correlation	.427**	.546**	1	.603**	.434**	.786**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100
x1.4	Pearson Correlation	.584**	.667**	.603**	1	.373**	.842**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100
x1.5	Pearson Correlation	.350**	.382**	.434**	.373**	1	.662**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100
Human Relation	Pearson Correlation	.747**	.808**	.786**	.842**	.662**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

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

Correlations

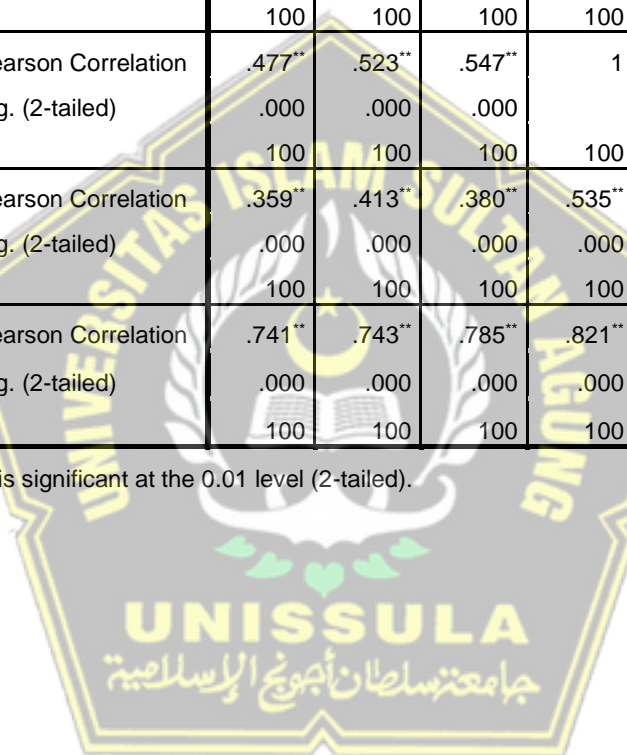
		x2.1	x2.2	x2.3	x2.4	x2.5	Lingkungan kerja
x2.1	Pearson Correlation	1	.624**	.584**	.881**	.293**	.866**
	Sig. (2-tailed)		.000	.000	.000	.003	.000
	N	100	100	100	100	100	100
x2.2	Pearson Correlation	.624**	1	.533**	.605**	.411**	.823**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100
x2.3	Pearson Correlation	.584**	.533**	1	.527**	.328**	.758**
	Sig. (2-tailed)	.000	.000		.000	.001	.000
	N	100	100	100	100	100	100
x2.4	Pearson Correlation	.881**	.605**	.527**	1	.346**	.861**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100
x2.5	Pearson Correlation	.293**	.411**	.328**	.346**	1	.597**
	Sig. (2-tailed)	.003	.000	.001	.000		.000
	N	100	100	100	100	100	100
Lingkungan kerja	Pearson Correlation	.866**	.823**	.758**	.861**	.597**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

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

Correlations

		y1.1	y1.2	y1.3	y1.4	y1.5	Kepuasan kerja
y1.1	Pearson Correlation	1	.423**	.590**	.477**	.359**	.741**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100
y1.2	Pearson Correlation	.423**	1	.455**	.523**	.413**	.743**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100
y1.3	Pearson Correlation	.590**	.455**	1	.547**	.380**	.785**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100
y1.4	Pearson Correlation	.477**	.523**	.547**	1	.535**	.821**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100
y1.5	Pearson Correlation	.359**	.413**	.380**	.535**	1	.704**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100
Kepuasan kerja	Pearson Correlation	.741**	.743**	.785**	.821**	.704**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

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



Correlations

		y2.1	y2.2	y2.3	y2.4	y2.5	Kinerja Karyawan
y2.1	Pearson Correlation	1	.583**	.531**	.660**	.291**	.817**
	Sig. (2-tailed)		.000	.000	.000	.003	.000
	N	100	100	100	100	100	100
y2.2	Pearson Correlation	.583**	1	.457**	.603**	.299**	.797**
	Sig. (2-tailed)	.000		.000	.000	.003	.000
	N	100	100	100	100	100	100
y2.3	Pearson Correlation	.531**	.457**	1	.610**	.203*	.752**
	Sig. (2-tailed)	.000	.000		.000	.043	.000
	N	100	100	100	100	100	100
y2.4	Pearson Correlation	.660**	.603**	.610**	1	.273**	.852**
	Sig. (2-tailed)	.000	.000	.000		.006	.000
	N	100	100	100	100	100	100
y2.5	Pearson Correlation	.291**	.299**	.203*	.273**	1	.522**
	Sig. (2-tailed)	.003	.003	.043	.006		.000
	N	100	100	100	100	100	100
Kinerja Karyawan	Pearson Correlation	.817**	.797**	.752**	.852**	.522**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	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).

HASIL UJI RELIABILITAS

X1

Reliability Statistics

Cronbach's Alpha	N of Items
.827	5

X2

Reliability Statistics

Cronbach's Alpha	N of Items
.842	5

Y1

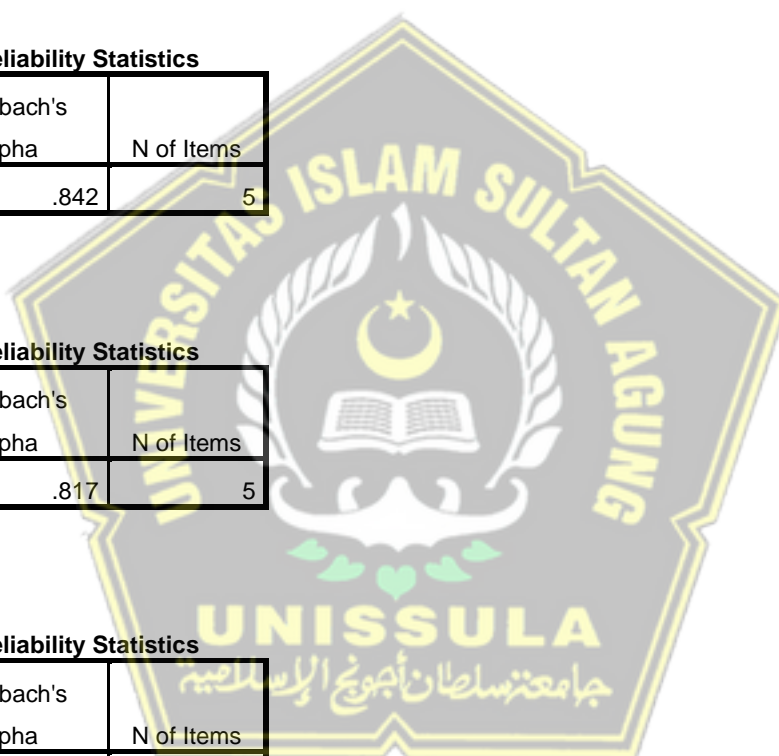
Reliability Statistics

Cronbach's Alpha	N of Items
.817	5

Y2

Reliability Statistics

Cronbach's Alpha	N of Items
.810	5



HASIL UJI REGRESI LINIER BERGANDA

Output Regresi

Regression

Persamaan 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Lingkungan kerja , Human Relation ^b		Enter

a. Dependent Variable: Kepuasan kerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.675 ^a	.456	.445	1.94254

a. Predictors: (Constant), Lingkungan kerja , Human Relation

b. Dependent Variable: Kepuasan kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	306.815	2	153.407	40.654	.000 ^b
	Residual	366.025	97	3.773		
	Total	672.840	99			

a. Dependent Variable: Kepuasan kerja

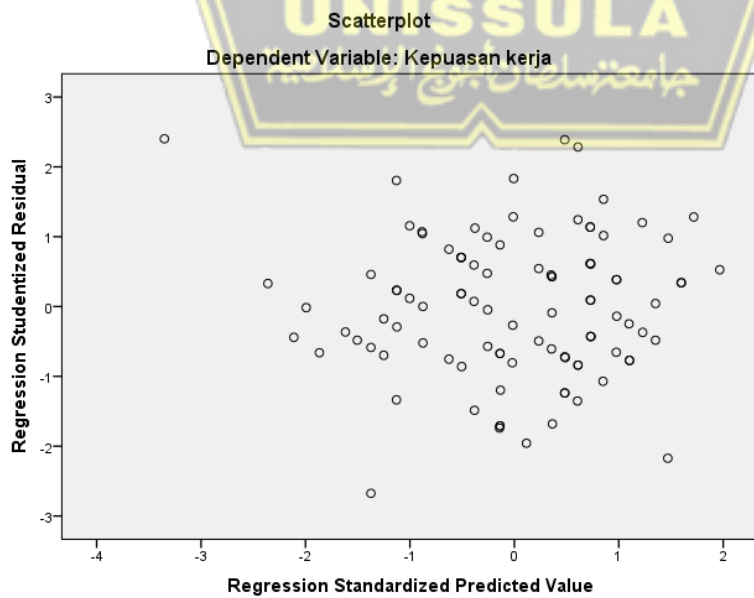
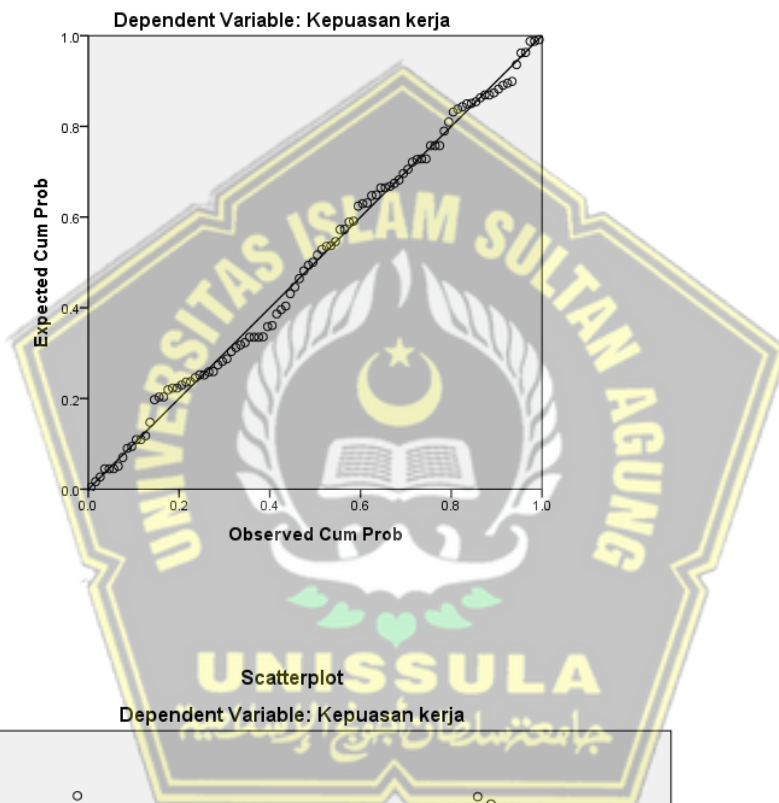
b. Predictors: (Constant), Lingkungan kerja , Human Relation

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.668	1.441		4.627	.000
	Human Relation	.438	.108	.470	4.065	.000
	Lingkungan kerja	.215	.102	.245	2.119	.037

a. Dependent Variable: Kepuasan kerja

Normal P-P Plot of Regression Standardized Residual



Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Human Relation	.420	2.382
	Lingkungan kerja	.420	2.382

a. Dependent Variable: Kepuasan kerja

Uji gletser**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.608	.845		1.903	.060
	Human Relation	-.005	.063	-.012	-.077	.938
	Lingkungan kerja	.002	.060	.005	.033	.974

a. Dependent Variable: Absres1

NPar Tests**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.92281699
Most Extreme Differences	Absolute	.056
	Positive	.056
	Negative	-.055
Test Statistic		.056
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.

Persamaan 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan kerja , Lingkungan kerja , Human Relation ^b		Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.783 ^a	.613	.601	1.62336

a. Predictors: (Constant), Kepuasan kerja , Lingkungan kerja , Human Relation

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	401.522	3	133.841	50.788	.000 ^b
	Residual	252.988	96	2.635		
	Total	654.510	99			

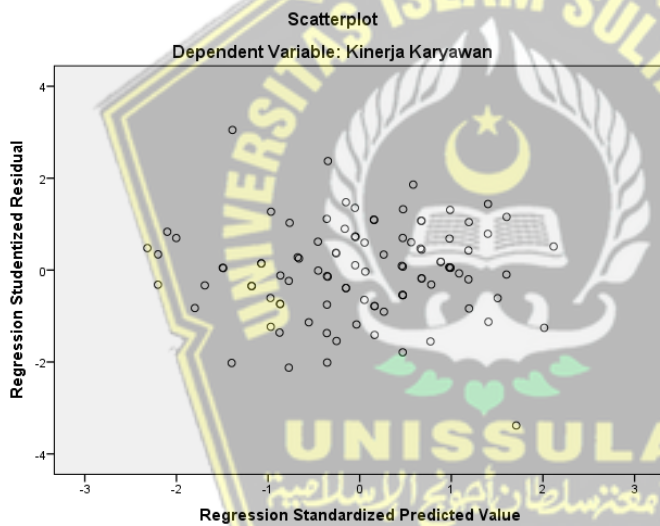
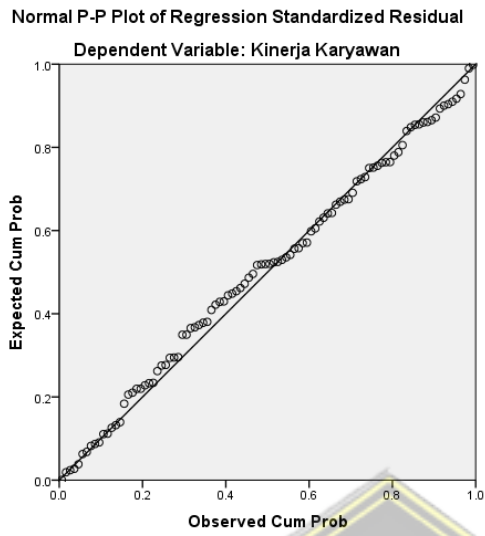
a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan kerja , Lingkungan kerja , Human Relation

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.649	1.331		2.742	.007
	Human Relation	.211	.097	.229	2.164	.033
	Lingkungan kerja	.202	.087	.233	2.330	.022
	Kepuasan kerja	.417	.085	.423	4.915	.000

a. Dependent Variable: Kinerja Karyawan



Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Human Relation	.359	2.788
	Lingkungan kerja	.401	2.492
	Kepuasan kerja	.544	1.838

a. Dependent Variable: Kinerja Karyawan

Uji gletser

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.912	.852		1.070	.287
	Human Relation	-.033	.062	-.091	-.537	.593
	Lingkungan kerja	-.014	.056	-.039	-.243	.808
	Kepuasan kerja	.063	.054	.159	1.159	.249

a. Dependent Variable: Absres2

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.59857208
Most Extreme Differences	Absolute	.057
	Positive	.040
	Negative	-.057
Test Statistic		.057
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.