

## LAMPIRAN

### Lampiran 1. Kuesioner Penelitian

Kepada Yth.  
Bapak/Ibu  
Pegawai Negeri Sipil  
Di Kota Semarang

Dengan hormat,

Berkaitan dengan penelitian yang sedang saya laksanakan dalam rangka penyusunan Tugas Akhir (Skripsi) sebagai salah satu syarat guna memperoleh gelar sarjana (S1) di Jurusan Manajemen Fakultas Ekonomi Universitas Islam Sultan Agung Semarang, saya memohon kesediaan dari Bapak/Ibu untuk dapat meluangkan waktu mengisi pertanyaan atau pernyataan di kuesioner ini dengan jujur sesuai keadaan yang ada.

Penelitian ini berjudul **“PERAN KNOWLEDGE SHARING DALAM MEMICU PENINGKATAN KINERJA PNS MILLENIAL”** mengenai jawaban yang diberikan akan dijamin kerahasiaannya kemudian hal ini hanya digunakan untuk kepentingan ilmiah dalam penelitian ini.

Atas partisipasi, bantuan, dan kerjasama dari Bapak/Ibu, saya ucapkan terima kasih.

Hormat saya,



William Sri Goulbourne

NIM. 30401700258

## KUESIONER PENELITIAN

Kepada Yth. Bapak/Ibu untuk menjawab seluruh pernyataan yang ada dengan jujur dan sesuai dengan keadaan yang sebenarnya.

### I. IDENTITAS RESPONDEN

2. Nama : .....
3. Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
4. Usia : ☐ ≤ 24 Tahun ☐ 24-30 Tahun ☐ 30-40 tahun
5. Unit Kerja : ☐ Badan Kepegawaian Pendidikan dan Pelatihan  
☐ Badan Penanggulangan Bencana  
☐ Badan Perencanaan Pembangunan Daerah  
☐ Dinas Komunikasi Informatika Statistik dan Persandian  
☐ Dinas Pekerjaan Umum  
☐ Dinas Tenaga Kerja  
☐ Sekretariat Daerah  
☐ Sekretariat DPRD

### II. PETUNJUK

1. Berikan penilaian Bapak /Ibu selama menjalani pekerjaan sehari – hari

dengan kriteria sebagai berikut :

- [STS] = Sangat Tidak Setuju  
 [TS] = Tidak Setuju  
 [CS] = Cukup Setuju  
 [S] = Setuju

[SS] = Sangat Setuju

2. Jawablah dengan jujur dan seksama, berdasarkan apa yang Bapak/Ibu pahami pada setiap pernyataan.
3. Berikan jawaban Bapak /Ibu dengan memberikan tanda Check (✓) pada jawaban yang dianggap tepat dan sesuai.

### III. DAFTAR PERNYATAAN

#### 1. Penggunaan Media Sosial

| No                                          | Pernyataan                                                                                          | STS | TS | CS | S | SS |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------|-----|----|----|---|----|
| 1                                           | Dalam bekerja saya mendapatkan informasi pekerjaan melalui media sosial dengan baik                 |     |    |    |   |    |
| Mengapa demikian...                         |                                                                                                     |     |    |    |   |    |
| 2.                                          | Penggunaan media sosial dapat membangun kepercayaan saya terhadap pegawai lain                      |     |    |    |   |    |
| Kepercayaan yang bagaimana..                |                                                                                                     |     |    |    |   |    |
| 3                                           | Media sosial mempermudah saya dalam berbagi visi pekerjaan ke sesama pegawai                        |     |    |    |   |    |
| Berikan contoh dari praktek penerapannya... |                                                                                                     |     |    |    |   |    |
| 4.                                          | Mengembangkan jaringan seluas-luasnya melalui media sosial adalah hal penting dalam dunia pekerjaan |     |    |    |   |    |
| Mengapa demikian..                          |                                                                                                     |     |    |    |   |    |

## 2. Pemanfaatan Teknologi Informasi

| No                                                       | Pernyataan                                                                                                                                         | STS | TS | CS | S | SS |
|----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|----|---|----|
| 1.                                                       | Intensitas dalam penggunaan sistem teknologi informasi sangat tinggi                                                                               |     |    |    |   |    |
| Mengapa demikian...                                      |                                                                                                                                                    |     |    |    |   |    |
| 2.                                                       | Tenaga ahli yang tersedia dalam pemanfaatan teknologi informasi yang ada sangat memuaskan                                                          |     |    |    |   |    |
| Mengapa demikian...                                      |                                                                                                                                                    |     |    |    |   |    |
| 3.                                                       | Dalam menjaga sistem teknologi informasi dibutuhkan investasi di bidang teknologi dalam menjaga keamanan bisnis agar terhindar dari kebocoran data |     |    |    |   |    |
| Berikan contoh dari praktek penerapannya...              |                                                                                                                                                    |     |    |    |   |    |
| 4.                                                       | Dengan memanfaatkan teknologi informasi dapat membantu saya dalam hal kemudahan bertukar informasi                                                 |     |    |    |   |    |
| Berikan contoh dari praktek penerapannya...              |                                                                                                                                                    |     |    |    |   |    |
| 5.                                                       | Dengan memanfaatkan teknologi informasi dapat membantu saya dalam hal kerja sama ke sesama pegawai                                                 |     |    |    |   |    |
| Adakah kendala saat melakukan kerja sama antar pegawai.. |                                                                                                                                                    |     |    |    |   |    |

### 3. Knowledge Sharing

| No                                                                            | Pernyataan                                                                                                        | STS | TS | CS | S | SS |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-----|----|----|---|----|
| 1.                                                                            | Saya memiliki pengetahuan tentang teknologi dan saya membagikan pengetahuan ini kepada rekan kerja saya           |     |    |    |   |    |
| Berikan contoh dari praktek penerapannya...                                   |                                                                                                                   |     |    |    |   |    |
| 2.                                                                            | Saya memiliki pengetahuan bisnis dan dapat berpengaruh dalam kinerja saya                                         |     |    |    |   |    |
| Apakah terdapat kendala..                                                     |                                                                                                                   |     |    |    |   |    |
| 3.                                                                            | Saya memiliki pengetahuan manajemen dan dapat berpengaruh dalam kinerja saya                                      |     |    |    |   |    |
| Kendala apa yang sering terjadi...                                            |                                                                                                                   |     |    |    |   |    |
| 4.                                                                            | Mengikuti seminar atau pelatihan dapat menambah keahlian baru dan dapat berpengaruh dalam kinerja saya            |     |    |    |   |    |
| Apakah dengan mengikuti seminar dan pelatihan sangat membantu dalam bekerja.. |                                                                                                                   |     |    |    |   |    |
| 5.                                                                            | Budaya organisasi sangat penting dalam menunjang kinerja pegawai                                                  |     |    |    |   |    |
| Berikan contoh dari praktek penerapannya...                                   |                                                                                                                   |     |    |    |   |    |
| 6.                                                                            | Teknik manajerial yang saya miliki dapat menggerakkan rekan tim kerja saya dalam memaksimalkan kinerja organisasi |     |    |    |   |    |
| Berikan contoh dari praktek penerapannya...                                   |                                                                                                                   |     |    |    |   |    |

#### 4. Employee Performance

| No                                          | Pernyataan                                                                         | STS | TS | CS | S | SS |
|---------------------------------------------|------------------------------------------------------------------------------------|-----|----|----|---|----|
| 1.                                          | Saya sudah melaksanakan tugas dengan baik dan benar                                |     |    |    |   |    |
| Mengapa demikian...                         |                                                                                    |     |    |    |   |    |
| 2.                                          | Saya mampu menjalankan pekerjaan sesuai dengan jam kerja yang telah ditetapkan     |     |    |    |   |    |
| Mengapa demikian...                         |                                                                                    |     |    |    |   |    |
| 3.                                          | Saya mampu menjalankan tugas tepat pada waktunya                                   |     |    |    |   |    |
| Berikan contoh dari praktek penerapannya... |                                                                                    |     |    |    |   |    |
| 4.                                          | Saya memiliki kemampuan secara individual dalam menyelesaikan tugas yang diberikan |     |    |    |   |    |
| Kendala apa saja yang sering dihadapi...    |                                                                                    |     |    |    |   |    |
| 5.                                          | Saya dapat bekerjasama secara kelompok demi mencapai tujuan bersama                |     |    |    |   |    |
| Berikan contoh dari praktek penerapannya... |                                                                                    |     |    |    |   |    |

### Lampiran 2. Tabulasi Data Penelitian

| X1.1 | X1.2 | X1.3 | X1.4 | TOTAL X1 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TOTAL X2 |
|------|------|------|------|----------|------|------|------|------|------|----------|
| 4    | 4    | 4    | 4    | 16       | 4    | 4    | 4    | 4    | 4    | 20       |
| 4    | 5    | 4    | 4    | 17       | 5    | 4    | 5    | 4    | 5    | 23       |
| 3    | 4    | 4    | 3    | 14       | 3    | 4    | 4    | 4    | 3    | 18       |
| 4    | 4    | 4    | 4    | 16       | 4    | 4    | 4    | 3    | 3    | 18       |
| 4    | 4    | 4    | 4    | 16       | 4    | 4    | 4    | 4    | 4    | 20       |
| 4    | 5    | 4    | 4    | 17       | 4    | 4    | 4    | 4    | 4    | 20       |
| 4    | 4    | 5    | 4    | 17       | 4    | 4    | 5    | 5    | 4    | 22       |
| 4    | 5    | 4    | 4    | 17       | 5    | 4    | 5    | 4    | 4    | 22       |
| 5    | 4    | 4    | 3    | 16       | 5    | 4    | 5    | 4    | 4    | 22       |
| 5    | 4    | 4    | 5    | 18       | 4    | 5    | 5    | 4    | 4    | 22       |
| 4    | 4    | 5    | 4    | 17       | 4    | 5    | 4    | 4    | 5    | 22       |
| 4    | 4    | 5    | 4    | 17       | 4    | 4    | 4    | 5    | 5    | 22       |
| 4    | 5    | 4    | 5    | 18       | 4    | 5    | 4    | 4    | 4    | 21       |
| 4    | 5    | 5    | 4    | 18       | 4    | 5    | 5    | 4    | 4    | 22       |
| 4    | 5    | 4    | 4    | 17       | 4    | 5    | 4    | 5    | 4    | 22       |
| 3    | 4    | 5    | 4    | 16       | 5    | 4    | 5    | 4    | 4    | 22       |
| 4    | 5    | 4    | 4    | 17       | 5    | 5    | 4    | 4    | 3    | 21       |
| 4    | 4    | 5    | 5    | 18       | 5    | 5    | 5    | 4    | 4    | 23       |
| 5    | 4    | 4    | 4    | 17       | 4    | 5    | 4    | 5    | 4    | 22       |
| 5    | 4    | 5    | 4    | 18       | 4    | 4    | 5    | 4    | 4    | 21       |
| 3    | 4    | 4    | 4    | 15       | 5    | 4    | 4    | 3    | 4    | 20       |
| 4    | 4    | 3    | 5    | 16       | 4    | 5    | 4    | 4    | 3    | 20       |
| 5    | 5    | 5    | 4    | 19       | 5    | 4    | 5    | 4    | 4    | 22       |
| 5    | 4    | 4    | 4    | 17       | 4    | 5    | 4    | 4    | 5    | 22       |
| 4    | 5    | 4    | 5    | 18       | 5    | 5    | 4    | 4    | 4    | 22       |
| 5    | 5    | 4    | 5    | 19       | 5    | 5    | 5    | 4    | 4    | 23       |
| 4    | 4    | 5    | 4    | 17       | 4    | 4    | 4    | 5    | 4    | 21       |
| 4    | 5    | 4    | 4    | 17       | 4    | 4    | 4    | 4    | 4    | 20       |
| 5    | 3    | 4    | 3    | 15       | 4    | 4    | 5    | 3    | 4    | 20       |
| 4    | 5    | 5    | 5    | 19       | 4    | 5    | 5    | 4    | 4    | 22       |
| 5    | 4    | 5    | 4    | 18       | 4    | 4    | 5    | 4    | 4    | 21       |
| 4    | 5    | 4    | 5    | 18       | 5    | 5    | 5    | 4    | 4    | 23       |
| 5    | 4    | 4    | 4    | 17       | 4    | 5    | 4    | 4    | 5    | 22       |
| 5    | 4    | 4    | 4    | 17       | 4    | 4    | 4    | 4    | 4    | 20       |
| 4    | 4    | 4    | 5    | 17       | 5    | 4    | 5    | 4    | 4    | 22       |
| 4    | 5    | 5    | 4    | 18       | 5    | 5    | 4    | 5    | 4    | 23       |
| 5    | 4    | 4    | 5    | 18       | 4    | 5    | 4    | 5    | 4    | 22       |

|   |   |   |   |    |   |   |   |   |   |    |
|---|---|---|---|----|---|---|---|---|---|----|
| 4 | 5 | 4 | 5 | 18 | 5 | 4 | 4 | 5 | 4 | 22 |
| 5 | 4 | 4 | 5 | 18 | 4 | 5 | 4 | 5 | 4 | 22 |
| 5 | 4 | 5 | 4 | 18 | 4 | 4 | 5 | 4 | 5 | 22 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 4 | 21 |
| 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 4 | 5 | 22 |
| 5 | 4 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 5 | 3 | 5 | 17 | 5 | 4 | 3 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 16 | 4 | 5 | 4 | 4 | 4 | 21 |
| 4 | 3 | 3 | 3 | 13 | 3 | 4 | 4 | 3 | 4 | 18 |
| 3 | 3 | 4 | 4 | 14 | 4 | 3 | 3 | 4 | 4 | 18 |
| 4 | 4 | 5 | 4 | 17 | 4 | 4 | 4 | 4 | 5 | 21 |
| 4 | 4 | 3 | 3 | 14 | 3 | 4 | 4 | 4 | 4 | 19 |
| 4 | 4 | 4 | 4 | 16 | 4 | 3 | 5 | 3 | 4 | 19 |
| 4 | 5 | 4 | 5 | 18 | 4 | 4 | 5 | 4 | 4 | 21 |
| 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 5 | 4 | 21 |
| 4 | 3 | 3 | 4 | 14 | 3 | 4 | 3 | 3 | 4 | 17 |
| 4 | 4 | 4 | 5 | 17 | 5 | 4 | 3 | 4 | 4 | 20 |
| 4 | 4 | 3 | 3 | 14 | 4 | 5 | 4 | 3 | 3 | 19 |
| 3 | 4 | 4 | 5 | 16 | 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 4 | 5 | 4 | 17 | 4 | 5 | 5 | 4 | 4 | 22 |
| 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 3 | 3 | 19 |
| 3 | 3 | 3 | 4 | 13 | 4 | 5 | 4 | 4 | 4 | 21 |
| 4 | 3 | 4 | 4 | 15 | 4 | 3 | 3 | 4 | 3 | 17 |
| 4 | 4 | 4 | 3 | 15 | 5 | 4 | 4 | 4 | 3 | 20 |
| 3 | 3 | 3 | 3 | 12 | 4 | 5 | 5 | 4 | 5 | 23 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 5 | 5 | 4 | 18 | 5 | 5 | 5 | 5 | 4 | 24 |
| 5 | 4 | 4 | 5 | 18 | 4 | 5 | 5 | 5 | 5 | 24 |
| 4 | 3 | 3 | 3 | 13 | 3 | 4 | 4 | 3 | 4 | 18 |
| 4 | 4 | 3 | 4 | 15 | 4 | 3 | 4 | 3 | 4 | 18 |
| 3 | 3 | 2 | 2 | 10 | 3 | 4 | 3 | 4 | 3 | 17 |
| 3 | 4 | 4 | 3 | 14 | 4 | 3 | 4 | 4 | 3 | 18 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 3 | 19 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 4 | 4 | 21 |
| 4 | 5 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 4 | 21 |
| 3 | 4 | 3 | 4 | 14 | 3 | 4 | 3 | 4 | 4 | 18 |
| 4 | 5 | 5 | 5 | 19 | 5 | 4 | 5 | 4 | 4 | 22 |
| 4 | 3 | 4 | 4 | 15 | 4 | 4 | 3 | 3 | 4 | 18 |
| 3 | 4 | 3 | 4 | 14 | 4 | 3 | 4 | 4 | 4 | 19 |
| 3 | 5 | 4 | 3 | 15 | 4 | 3 | 4 | 4 | 3 | 18 |
| 4 | 4 | 4 | 4 | 16 | 3 | 4 | 4 | 3 | 4 | 18 |

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|---|---|---|---|----|---|---|---|---|---|----|
| 5 | 4 | 5 | 5 | 19 | 4 | 3 | 3 | 3 | 3 | 16 |
| 5 | 4 | 4 | 5 | 18 | 4 | 4 | 4 | 5 | 5 | 22 |
| 5 | 5 | 5 | 4 | 19 | 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 3 | 3 | 3 | 13 | 4 | 5 | 3 | 3 | 4 | 19 |
| 3 | 4 | 3 | 4 | 14 | 4 | 4 | 3 | 4 | 4 | 19 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 3 | 5 | 4 | 21 |
| 4 | 5 | 5 | 4 | 18 | 5 | 5 | 5 | 4 | 4 | 23 |
| 4 | 5 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 5 | 21 |
| 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 5 | 4 | 21 |
| 4 | 4 | 5 | 4 | 17 | 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 16 | 3 | 3 | 4 | 3 | 4 | 17 |
| 3 | 3 | 3 | 3 | 12 | 4 | 3 | 3 | 2 | 3 | 15 |
| 4 | 3 | 3 | 4 | 14 | 4 | 4 | 5 | 5 | 4 | 22 |
| 3 | 3 | 3 | 4 | 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 5 | 5 | 23 |
| 5 | 5 | 4 | 5 | 19 | 4 | 3 | 3 | 3 | 4 | 17 |
| 3 | 5 | 3 | 3 | 14 | 4 | 4 | 4 | 5 | 3 | 20 |
| 3 | 3 | 5 | 4 | 15 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 5 | 5 | 18 | 3 | 4 | 3 | 3 | 3 | 16 |
| 5 | 5 | 5 | 5 | 20 | 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 4 | 4 | 5 | 17 | 5 | 4 | 4 | 5 | 4 | 22 |
| 4 | 5 | 4 | 4 | 17 | 5 | 5 | 4 | 4 | 5 | 23 |

| Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | TOTAL<br>Y1 | Y2.1 | Y2.2 | Y2.3 | Y2.4 | Y2.5 | TOTAL<br>Y2 |
|------|------|------|------|------|------|-------------|------|------|------|------|------|-------------|
| 4    | 5    | 4    | 4    | 4    | 4    | 25          | 5    | 4    | 4    | 4    | 4    | 21          |
| 5    | 5    | 5    | 5    | 4    | 4    | 28          | 5    | 4    | 5    | 5    | 4    | 23          |
| 4    | 4    | 3    | 4    | 3    | 3    | 21          | 4    | 4    | 4    | 4    | 3    | 19          |
| 3    | 4    | 3    | 4    | 4    | 4    | 22          | 5    | 4    | 3    | 4    | 3    | 19          |
| 4    | 5    | 4    | 4    | 4    | 4    | 25          | 4    | 4    | 4    | 4    | 4    | 20          |
| 4    | 4    | 5    | 5    | 5    | 4    | 27          | 5    | 4    | 4    | 4    | 5    | 22          |
| 4    | 5    | 5    | 5    | 4    | 5    | 28          | 4    | 4    | 4    | 5    | 5    | 22          |
| 5    | 4    | 4    | 4    | 5    | 5    | 27          | 5    | 5    | 5    | 4    | 4    | 23          |
| 4    | 4    | 5    | 4    | 4    | 4    | 25          | 4    | 4    | 5    | 5    | 4    | 22          |
| 5    | 4    | 5    | 5    | 5    | 4    | 28          | 4    | 4    | 5    | 5    | 4    | 22          |
| 4    | 4    | 5    | 5    | 4    | 5    | 27          | 5    | 5    | 4    | 4    | 4    | 22          |
| 5    | 4    | 4    | 4    | 5    | 4    | 26          | 5    | 4    | 5    | 4    | 4    | 22          |
| 4    | 4    | 4    | 5    | 4    | 5    | 26          | 4    | 5    | 5    | 5    | 4    | 23          |
| 4    | 5    | 5    | 4    | 4    | 5    | 27          | 4    | 5    | 4    | 4    | 5    | 22          |
| 4    | 4    | 5    | 5    | 4    | 4    | 26          | 5    | 5    | 5    | 5    | 4    | 24          |

|   |   |   |   |   |   |    |   |   |   |   |   |    |
|---|---|---|---|---|---|----|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 5 | 3 | 24 | 4 | 4 | 5 | 4 | 4 | 21 |
| 5 | 4 | 4 | 4 | 4 | 3 | 24 | 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 5 | 5 | 5 | 4 | 23 |
| 4 | 4 | 4 | 5 | 5 | 4 | 26 | 5 | 4 | 4 | 4 | 5 | 22 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 | 4 | 4 | 5 | 4 | 4 | 21 |
| 5 | 4 | 4 | 5 | 4 | 4 | 26 | 4 | 5 | 4 | 4 | 5 | 22 |
| 4 | 5 | 4 | 3 | 5 | 4 | 25 | 4 | 4 | 4 | 5 | 4 | 21 |
| 4 | 4 | 5 | 4 | 5 | 5 | 27 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 5 | 4 | 5 | 4 | 4 | 26 | 4 | 5 | 5 | 4 | 4 | 22 |
| 4 | 5 | 5 | 5 | 4 | 5 | 28 | 4 | 5 | 5 | 5 | 4 | 23 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 | 4 | 4 | 4 | 4 | 5 | 21 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 | 5 | 5 | 4 | 4 | 5 | 23 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 | 4 | 5 | 4 | 5 | 4 | 22 |
| 4 | 3 | 5 | 3 | 4 | 3 | 22 | 5 | 5 | 4 | 4 | 4 | 22 |
| 5 | 4 | 4 | 5 | 5 | 4 | 27 | 4 | 5 | 5 | 4 | 4 | 22 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 4 | 5 | 4 | 4 | 21 |
| 4 | 4 | 4 | 5 | 5 | 5 | 27 | 5 | 5 | 5 | 5 | 4 | 24 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 | 4 | 5 | 4 | 4 | 5 | 22 |
| 5 | 4 | 4 | 4 | 5 | 4 | 26 | 5 | 4 | 4 | 4 | 5 | 22 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 | 5 | 5 | 4 | 5 | 5 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 5 | 4 | 4 | 4 | 5 | 26 | 5 | 5 | 5 | 4 | 4 | 23 |
| 5 | 5 | 4 | 4 | 4 | 5 | 27 | 5 | 4 | 4 | 5 | 4 | 22 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 | 4 | 5 | 4 | 5 | 4 | 22 |
| 4 | 5 | 4 | 4 | 4 | 5 | 26 | 4 | 5 | 4 | 4 | 5 | 22 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 | 5 | 5 | 4 | 4 | 4 | 22 |
| 5 | 4 | 4 | 4 | 4 | 5 | 26 | 5 | 5 | 5 | 5 | 4 | 24 |
| 4 | 4 | 4 | 4 | 5 | 4 | 25 | 4 | 4 | 4 | 5 | 4 | 21 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 | 4 | 4 | 4 | 5 | 4 | 21 |
| 3 | 4 | 5 | 4 | 4 | 3 | 23 | 4 | 5 | 5 | 4 | 4 | 22 |
| 4 | 4 | 4 | 4 | 3 | 3 | 22 | 4 | 4 | 4 | 3 | 5 | 20 |
| 4 | 3 | 5 | 4 | 3 | 4 | 23 | 5 | 5 | 4 | 4 | 3 | 21 |
| 5 | 4 | 5 | 4 | 5 | 4 | 27 | 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 4 | 5 | 4 | 3 | 3 | 23 | 4 | 5 | 4 | 4 | 3 | 20 |
| 3 | 4 | 3 | 4 | 4 | 3 | 21 | 5 | 3 | 3 | 4 | 4 | 19 |
| 4 | 4 | 4 | 3 | 5 | 4 | 24 | 5 | 4 | 4 | 4 | 5 | 22 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 | 5 | 5 | 4 | 4 | 4 | 22 |
| 4 | 3 | 4 | 3 | 4 | 4 | 22 | 4 | 4 | 3 | 4 | 3 | 18 |
| 5 | 5 | 5 | 5 | 3 | 3 | 26 | 4 | 5 | 4 | 4 | 5 | 22 |
| 4 | 3 | 4 | 5 | 3 | 4 | 23 | 4 | 5 | 3 | 4 | 4 | 20 |
| 4 | 3 | 5 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 5 | 5 | 22 |

|   |   |   |   |   |   |    |   |   |   |   |   |    |
|---|---|---|---|---|---|----|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 4 | 5 | 25 | 5 | 4 | 4 | 4 | 5 | 22 |
| 3 | 4 | 3 | 3 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 3 | 23 |
| 4 | 3 | 4 | 4 | 3 | 3 | 21 | 3 | 3 | 3 | 4 | 4 | 17 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 | 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 4 | 3 | 3 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 3 | 4 | 3 | 3 | 17 |
| 5 | 4 | 5 | 4 | 5 | 4 | 27 | 5 | 5 | 5 | 4 | 5 | 24 |
| 4 | 4 | 5 | 3 | 5 | 4 | 25 | 5 | 5 | 5 | 5 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 | 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 | 4 | 3 | 3 | 3 | 4 | 17 |
| 5 | 5 | 5 | 5 | 4 | 3 | 27 | 4 | 3 | 3 | 4 | 4 | 18 |
| 4 | 3 | 3 | 3 | 3 | 3 | 19 | 3 | 3 | 3 | 3 | 4 | 16 |
| 4 | 4 | 3 | 4 | 4 | 4 | 23 | 4 | 3 | 4 | 4 | 4 | 19 |
| 3 | 3 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 3 | 4 | 4 | 19 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 | 5 | 5 | 4 | 5 | 4 | 23 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 5 | 4 | 4 | 4 | 21 |
| 5 | 4 | 4 | 4 | 3 | 3 | 23 | 4 | 3 | 4 | 5 | 5 | 21 |
| 4 | 4 | 4 | 3 | 5 | 4 | 24 | 5 | 4 | 4 | 5 | 5 | 23 |
| 4 | 3 | 3 | 4 | 4 | 3 | 21 | 4 | 4 | 3 | 4 | 4 | 19 |
| 4 | 4 | 4 | 3 | 4 | 3 | 22 | 5 | 4 | 4 | 4 | 4 | 21 |
| 3 | 5 | 4 | 5 | 4 | 4 | 25 | 5 | 5 | 4 | 4 | 4 | 22 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 3 | 4 | 3 | 18 |
| 5 | 5 | 5 | 4 | 5 | 4 | 28 | 4 | 5 | 4 | 5 | 4 | 22 |
| 4 | 5 | 4 | 5 | 5 | 4 | 27 | 4 | 5 | 5 | 4 | 4 | 22 |
| 5 | 5 | 3 | 4 | 4 | 4 | 25 | 5 | 5 | 5 | 4 | 4 | 23 |
| 4 | 4 | 4 | 3 | 4 | 3 | 22 | 4 | 4 | 4 | 3 | 4 | 19 |
| 3 | 4 | 5 | 4 | 3 | 4 | 23 | 4 | 4 | 4 | 4 | 5 | 21 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 | 5 | 5 | 4 | 4 | 3 | 21 |
| 4 | 4 | 4 | 4 | 5 | 4 | 25 | 5 | 4 | 5 | 5 | 4 | 23 |
| 5 | 4 | 5 | 4 | 4 | 3 | 25 | 4 | 5 | 5 | 5 | 5 | 24 |
| 4 | 3 | 4 | 4 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 4 | 24 |
| 5 | 4 | 5 | 4 | 4 | 4 | 26 | 4 | 5 | 4 | 4 | 5 | 22 |
| 3 | 4 | 4 | 3 | 4 | 3 | 21 | 5 | 4 | 4 | 4 | 3 | 20 |
| 4 | 4 | 4 | 4 | 3 | 3 | 22 | 4 | 4 | 3 | 3 | 4 | 18 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 | 4 | 4 | 4 | 4 | 5 | 21 |
| 4 | 4 | 3 | 3 | 3 | 3 | 20 | 3 | 3 | 4 | 3 | 4 | 17 |
| 3 | 4 | 3 | 4 | 4 | 4 | 22 | 5 | 4 | 3 | 4 | 3 | 19 |
| 4 | 4 | 4 | 4 | 3 | 4 | 23 | 4 | 4 | 4 | 3 | 4 | 19 |
| 5 | 5 | 4 | 3 | 4 | 5 | 26 | 5 | 5 | 4 | 5 | 4 | 23 |
| 4 | 5 | 5 | 4 | 4 | 3 | 25 | 4 | 5 | 4 | 4 | 5 | 22 |
| 5 | 5 | 5 | 5 | 3 | 3 | 26 | 3 | 3 | 3 | 4 | 5 | 18 |

|   |   |   |   |   |   |    |   |   |   |   |   |    |
|---|---|---|---|---|---|----|---|---|---|---|---|----|
| 4 | 4 | 4 | 5 | 3 | 2 | 22 | 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 4 | 4 | 5 | 4 | 4 | 25 | 5 | 4 | 5 | 4 | 5 | 23 |
| 5 | 4 | 4 | 5 | 4 | 4 | 26 | 4 | 4 | 5 | 4 | 5 | 22 |



### Lampiran 3. Analisis Deskriptif

#### Analisis Deskriptif

##### Analisis Deskriptif X1

| Statistics     |         |      |      |      |      |                         |
|----------------|---------|------|------|------|------|-------------------------|
|                |         | x1.1 | x1.2 | x1.3 | x1.4 | Penggunaan Media Sosial |
| N              | Valid   | 100  | 100  | 100  | 100  | 100                     |
|                | Missing | 0    | 0    | 0    | 0    | 0                       |
| Mean           |         | 4,09 | 4,17 | 4,08 | 4,13 | 16,47                   |
| Std. Deviation |         | ,653 | ,667 | ,706 | ,677 | 1,977                   |

**x1.1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 17        | 17,0    | 17,0          | 17,0               |
|       | 4     | 57        | 57,0    | 57,0          | 74,0               |
|       | 5     | 26        | 26,0    | 26,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

**x1.2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 15        | 15,0    | 15,0          | 15,0               |
|       | 4     | 53        | 53,0    | 53,0          | 68,0               |
|       | 5     | 32        | 32,0    | 32,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

**x1.3**

|       |   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 1         | 1,0     | 1,0           | 1,0                |
|       | 3 | 18        | 18,0    | 18,0          | 19,0               |

|  |       |     |       |       |       |
|--|-------|-----|-------|-------|-------|
|  | 4     | 53  | 53,0  | 53,0  | 72,0  |
|  | 5     | 28  | 28,0  | 28,0  | 100,0 |
|  | Total | 100 | 100,0 | 100,0 |       |

**x1.4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1,0     | 1,0           | 1,0                |
|       | 3     | 14        | 14,0    | 14,0          | 15,0               |
|       | 4     | 56        | 56,0    | 56,0          | 71,0               |
|       | 5     | 29        | 29,0    | 29,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

## ANALISIS DESKRIPTIF X2

## Statistics

|                |         | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | Pemanfaatan Teknologi Informasi |
|----------------|---------|------|------|------|------|------|---------------------------------|
| N              | Valid   | 100  | 100  | 100  | 100  | 100  | 100                             |
|                | Missing | 0    | 0    | 0    | 0    | 0    | 0                               |
| Mean           |         | 4,19 | 4,16 | 4,13 | 3,99 | 3,97 | 20,44                           |
| Std. Deviation |         | ,615 | ,615 | ,661 | ,643 | ,559 | 2,002                           |

**x2.1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 11        | 11,0    | 11,0          | 11,0               |
|       | 4     | 59        | 59,0    | 59,0          | 70,0               |
|       | 5     | 30        | 30,0    | 30,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

**x2.2**

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 3     | 12        | 12,0    | 12,0             | 12,0                  |
|       | 4     | 60        | 60,0    | 60,0             | 72,0                  |
|       | 5     | 28        | 28,0    | 28,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |

**x2.3**

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 3     | 16        | 16,0    | 16,0             | 16,0                  |
|       | 4     | 55        | 55,0    | 55,0             | 71,0                  |
|       | 5     | 29        | 29,0    | 29,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |

**x2.4**

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 2     | 1         | 1,0     | 1,0              | 1,0                   |
|       | 3     | 18        | 18,0    | 18,0             | 19,0                  |
|       | 4     | 62        | 62,0    | 62,0             | 81,0                  |
|       | 5     | 19        | 19,0    | 19,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |

**x2.5**

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 3     | 17        | 17,0    | 17,0             | 17,0                  |
|       | 4     | 69        | 69,0    | 69,0             | 86,0                  |
|       | 5     | 14        | 14,0    | 14,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |

## ANALISIS DESKRIPTIF Y1

## Statistics

|                |         | y1.1 | y1.2 | y1.3 | y1.4 | y1.5 | y1.6 | Knowledge Sharing |
|----------------|---------|------|------|------|------|------|------|-------------------|
| N              | Valid   | 100  | 100  | 100  | 100  | 100  | 100  | 100               |
|                | Missing | 0    | 0    | 0    | 0    | 0    | 0    | 0                 |
| Mean           |         | 4,15 | 4,17 | 4,25 | 4,13 | 4,10 | 4,02 | 24,82             |
| Std. Deviation |         | ,592 | ,620 | ,657 | ,646 | ,644 | ,738 | 2,271             |

## y1.1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 11        | 11,0    | 11,0          | 11,0               |
|       | 4     | 63        | 63,0    | 63,0          | 74,0               |
|       | 5     | 26        | 26,0    | 26,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

## y1.2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 12        | 12,0    | 12,0          | 12,0               |
|       | 4     | 59        | 59,0    | 59,0          | 71,0               |
|       | 5     | 29        | 29,0    | 29,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

## y1.3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 12        | 12,0    | 12,0          | 12,0               |
|       | 4     | 51        | 51,0    | 51,0          | 63,0               |
|       | 5     | 37        | 37,0    | 37,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

**y1.4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 15        | 15,0    | 15,0          | 15,0               |
|       | 4     | 57        | 57,0    | 57,0          | 72,0               |
|       | 5     | 28        | 28,0    | 28,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

**y1.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 16        | 16,0    | 16,0          | 16,0               |
|       | 4     | 58        | 58,0    | 58,0          | 74,0               |
|       | 5     | 26        | 26,0    | 26,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

**y1.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1,0     | 1,0           | 1,0                |
|       | 3     | 23        | 23,0    | 23,0          | 24,0               |
|       | 4     | 49        | 49,0    | 49,0          | 73,0               |
|       | 5     | 27        | 27,0    | 27,0          | 100,0              |
|       | Total | 100       | 100,0   | 100,0         |                    |

**ANALISIS DESKRIPTIF Y2****Statistics**

|                |         | y2.1 | y2.2 | y2.3 | y2.4 | y2.5 | Employee Performance |
|----------------|---------|------|------|------|------|------|----------------------|
| N              | Valid   | 100  | 100  | 100  | 100  | 100  | 100                  |
|                | Missing | 0    | 0    | 0    | 0    | 0    | 0                    |
| Mean           |         | 4,38 | 4,33 | 4,17 | 4,23 | 4,17 | 21,28                |
| Std. Deviation |         | ,582 | ,667 | ,667 | ,601 | ,620 | 2,021                |

y2.1

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 3     | 5         | 5,0     | 5,0              | 5,0                   |
|       | 4     | 52        | 52,0    | 52,0             | 57,0                  |
|       | 5     | 43        | 43,0    | 43,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |

y2.2

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 3     | 11        | 11,0    | 11,0             | 11,0                  |
|       | 4     | 45        | 45,0    | 45,0             | 56,0                  |
|       | 5     | 44        | 44,0    | 44,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |

y2.3

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 3     | 15        | 15,0    | 15,0             | 15,0                  |
|       | 4     | 53        | 53,0    | 53,0             | 68,0                  |
|       | 5     | 32        | 32,0    | 32,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |

y2.4

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 3     | 9         | 9,0     | 9,0              | 9,0                   |
|       | 4     | 59        | 59,0    | 59,0             | 68,0                  |
|       | 5     | 32        | 32,0    | 32,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |

y2.5

|       |       | Frequency | Percent | Valid<br>Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|------------------|-----------------------|
| Valid | 3     | 12        | 12,0    | 12,0             | 12,0                  |
|       | 4     | 59        | 59,0    | 59,0             | 71,0                  |
|       | 5     | 29        | 29,0    | 29,0             | 100,0                 |
|       | Total | 100       | 100,0   | 100,0            |                       |



### Hasil uji validitas

#### VALIDITAS PENGGUNAAN MEDIA SOSIAL

##### Correlations

|                         |                     | x1.1   | x1.2   | x1.3   | x1.4   | Penggunaaa<br>n Media<br>Sosial |
|-------------------------|---------------------|--------|--------|--------|--------|---------------------------------|
| x1.1                    | Pearson Correlation | 1      | ,266** | ,401** | ,385** | ,695**                          |
|                         | Sig. (2-tailed)     |        | ,008   | ,000   | ,000   | ,000                            |
|                         | N                   | 100    | 100    | 100    | 100    | 100                             |
| x1.2                    | Pearson Correlation | ,266** | 1      | ,421** | ,420** | ,720**                          |
|                         | Sig. (2-tailed)     | ,008   |        | ,000   | ,000   | ,000                            |
|                         | N                   | 100    | 100    | 100    | 100    | 100                             |
| x1.3                    | Pearson Correlation | ,401** | ,421** | 1      | ,380** | ,762**                          |
|                         | Sig. (2-tailed)     | ,000   | ,000   |        | ,000   | ,000                            |
|                         | N                   | 100    | 100    | 100    | 100    | 100                             |
| x1.4                    | Pearson Correlation | ,385** | ,420** | ,380** | 1      | ,747**                          |
|                         | Sig. (2-tailed)     | ,000   | ,000   | ,000   |        | ,000                            |
|                         | N                   | 100    | 100    | 100    | 100    | 100                             |
| Penggunaan Media Sosial | Pearson Correlation | ,695** | ,720** | ,762** | ,747** | 1                               |
|                         | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   |                                 |
|                         | N                   | 100    | 100    | 100    | 100    | 100                             |

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

## VALIDITASI PEMANFAATAN TEKNOLOGI INFORMASI

## Correlations

|                                       |                     | x2.1  | x2.2  | x2.3  | x2.4  | x2.5  | Pemanfaatan<br>Teknologi<br>Informasi |
|---------------------------------------|---------------------|-------|-------|-------|-------|-------|---------------------------------------|
| x2.1                                  | Pearson Correlation | 1     | ,213* | ,287* | ,260* | ,105  | ,580**                                |
|                                       | Sig. (2-tailed)     |       | ,034  | ,004  | ,009  | ,298  | ,000                                  |
|                                       | N                   | 100   | 100   | 100   | 100   | 100   | 100                                   |
| x2.2                                  | Pearson Correlation | ,213* | 1     | ,321* | ,336* | ,279* | ,664**                                |
|                                       | Sig. (2-tailed)     | ,034  |       | ,001  | ,001  | ,005  | ,000                                  |
|                                       | N                   | 100   | 100   | 100   | 100   | 100   | 100                                   |
| x2.3                                  | Pearson Correlation | ,287* | ,321* | 1     | ,264* | ,339* | ,696**                                |
|                                       | Sig. (2-tailed)     | ,004  | ,001  |       | ,008  | ,001  | ,000                                  |
|                                       | N                   | 100   | 100   | 100   | 100   | 100   | 100                                   |
| x2.4                                  | Pearson Correlation | ,260* | ,336* | ,264* | 1     | ,308* | ,678**                                |
|                                       | Sig. (2-tailed)     | ,009  | ,001  | ,008  |       | ,002  | ,000                                  |
|                                       | N                   | 100   | 100   | 100   | 100   | 100   | 100                                   |
| x2.5                                  | Pearson Correlation | ,105  | ,279* | ,339* | ,308* | 1     | ,608**                                |
|                                       | Sig. (2-tailed)     | ,298  | ,005  | ,001  | ,002  |       | ,000                                  |
|                                       | N                   | 100   | 100   | 100   | 100   | 100   | 100                                   |
| Pemanfaatan<br>Teknologi<br>Informasi | Pearson Correlation | ,580* | ,664* | ,696* | ,678* | ,608* | 1                                     |
|                                       | Sig. (2-tailed)     | ,000  | ,000  | ,000  | ,000  | ,000  |                                       |
|                                       | N                   | 100   | 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).

## VALIDITASI KNOWLEDGE SHARING

## Correlations

|                              |                     | y1.1   | y1.2   | y1.3   | y1.4   | y1.5   | y1.6   | Knowled<br>ge<br>Sharing |
|------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------------------------|
| y1.1                         | Pearson Correlation | 1      | ,205*  | ,266** | ,318** | ,146   | ,109   | ,561**                   |
|                              | Sig. (2-tailed)     |        | ,041   | ,007   | ,001   | ,148   | ,282   | ,000                     |
|                              | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100                      |
| y1.2                         | Pearson Correlation | ,205*  | 1      | ,316** | ,272** | ,109   | ,235*  | ,603**                   |
|                              | Sig. (2-tailed)     | ,041   |        | ,001   | ,006   | ,281   | ,019   | ,000                     |
|                              | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100                      |
| y1.3                         | Pearson Correlation | ,266** | ,316** | 1      | ,303** | ,084   | ,115   | ,592**                   |
|                              | Sig. (2-tailed)     | ,007   | ,001   |        | ,002   | ,408   | ,257   | ,000                     |
|                              | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100                      |
| y1.4                         | Pearson Correlation | ,318** | ,272** | ,303** | 1      | -,007  | ,185   | ,588**                   |
|                              | Sig. (2-tailed)     | ,001   | ,006   | ,002   |        | ,943   | ,065   | ,000                     |
|                              | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100                      |
| y1.5                         | Pearson Correlation | ,146   | ,109   | ,084   | -,007  | 1      | ,442** | ,517**                   |
|                              | Sig. (2-tailed)     | ,148   | ,281   | ,408   | ,943   |        | ,000   | ,000                     |
|                              | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100                      |
| y1.6                         | Pearson Correlation | ,109   | ,235*  | ,115   | ,185   | ,442** | 1      | ,629**                   |
|                              | Sig. (2-tailed)     | ,282   | ,019   | ,257   | ,065   | ,000   |        | ,000                     |
|                              | N                   | 100    | 100    | 100    | 100    | 100    | 100    | 100                      |
| Knowl<br>edge<br>Sharin<br>g | Pearson Correlation | ,561** | ,603** | ,592** | ,588** | ,517** | ,629** | 1                        |
|                              | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |                          |
|                              | N                   | 100    | 100    | 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).

## VALIDITASI EMPLOYEE PERFORMANCE

## Correlations

|                      |                     | y2.1  | y2.2  | y2.3  | y2.4  | y2.5  | Employee Performance |
|----------------------|---------------------|-------|-------|-------|-------|-------|----------------------|
| y2.1                 | Pearson Correlation | 1     | ,376* | ,326* | ,325* | -,013 | ,613**               |
|                      | Sig. (2-tailed)     |       | ,000  | ,001  | ,001  | ,899  | ,000                 |
|                      | N                   | 100   | 100   | 100   | 100   | 100   | 100                  |
| y2.2                 | Pearson Correlation | ,376* | 1     | ,462* | ,363* | ,083  | ,725**               |
|                      | Sig. (2-tailed)     | ,000  |       | ,000  | ,000  | ,413  | ,000                 |
|                      | N                   | 100   | 100   | 100   | 100   | 100   | 100                  |
| y2.3                 | Pearson Correlation | ,326* | ,462* | 1     | ,456* | ,149  | ,758**               |
|                      | Sig. (2-tailed)     | ,001  | ,000  |       | ,000  | ,139  | ,000                 |
|                      | N                   | 100   | 100   | 100   | 100   | 100   | 100                  |
| y2.4                 | Pearson Correlation | ,325* | ,363* | ,456* | 1     | ,111  | ,696**               |
|                      | Sig. (2-tailed)     | ,001  | ,000  | ,000  |       | ,272  | ,000                 |
|                      | N                   | 100   | 100   | 100   | 100   | 100   | 100                  |
| y2.5                 | Pearson Correlation | -,013 | ,083  | ,149  | ,111  | 1     | ,413**               |
|                      | Sig. (2-tailed)     | ,899  | ,413  | ,139  | ,272  |       | ,000                 |
|                      | N                   | 100   | 100   | 100   | 100   | 100   | 100                  |
| Employee Performance | Pearson Correlation | ,613* | ,725* | ,758* | ,696* | ,413* | 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).

Hasil pengamatan pada r tabel didapatkan nilai dari sampel ( $n$ ) = 98, sebesar 0,198. Menunjukkan pada hasil dari uji validasi dihasilkan bahwa semua instrumen mulai dari variabel  $X_1, X_2, Y_1$  dan  $y_2$  dinyatakan valid.



### HASIL UJI RELIABILITAS

X1

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,791             | 5          |

X2

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,756             | 6          |

Y1

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,731             | 7          |

Y2

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,755             | 6          |

Dari hasil uji reliabilitas didapatkan semua nilai dari hasil variabel x1,x2,y1 dan y2 semuanya menghasilkan nilai alpha cronbach's  $> 0,6$ , sehingga dapat disimpulkan semua instrumen dalam penelitian ini reliabel.

### HASIL UJI REGRESI LINEAR BERGANDA

#### OUTPUT REGRESI PERSAMAAN 1

##### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered                                                     | Variables Removed | Method |
|-------|-----------------------------------------------------------------------|-------------------|--------|
| 1     | Pemanfaatan Teknologi Informasi, Penggunaan Media Sosial <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Knowledge Sharing

b. All requested variables entered.

##### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,627 <sup>a</sup> | ,393     | ,381              | 1,787                      |

a. Predictors: (Constant), Pemanfaatan Teknologi Informasi, Penggunaan Media Sosial

b. Dependent Variable: Knowledge Sharing

##### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 200,966        | 2  | 100,483     | 31,462 | ,000 <sup>b</sup> |
|       | Residual   | 309,794        | 97 | 3,194       |        |                   |
|       | Total      | 510,760        | 99 |             |        |                   |

a. Dependent Variable: Knowledge Sharing

b. Predictors: (Constant), Pemanfaatan Teknologi Informasi, Penggunaan Media Sosial

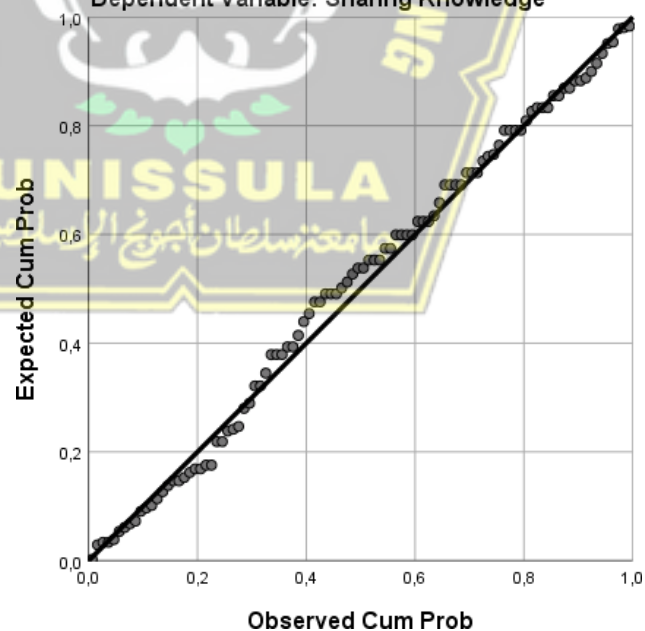
**Coefficients<sup>a</sup>**

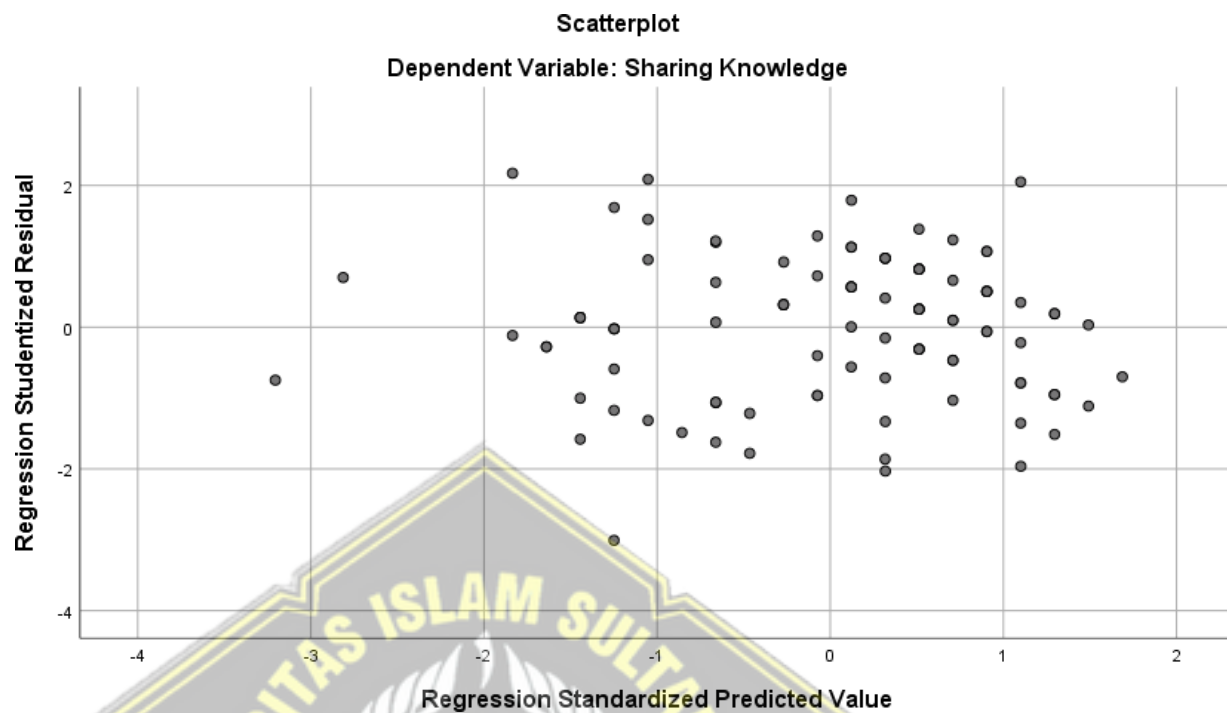
| Model |                                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|---------------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                                 | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)                      | 9,939                       | 2,016      |                           | 4,930 | ,000 |                         |       |
|       | Penggunaan Media Sosial         | ,558                        | ,100       | ,485                      | 5,601 | ,000 | ,833                    | 1,201 |
|       | Pemanfaatan Teknologi Informasi | ,279                        | ,098       | ,246                      | 2,833 | ,006 | ,833                    | 1,201 |

a. Dependent Variable: Knowledge Sharing

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Sharing Knowledge





### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 100                     |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                |
|                                  | Std. Deviation | 1,76896287              |
|                                  |                |                         |
| Most Extreme Differences         | Absolute       | ,066                    |
|                                  | Positive       | ,057                    |
|                                  | Negative       | -,066                   |
| Test Statistic                   |                | ,066                    |
| Asymp. Sig. (2-tailed)           |                | ,200 <sup>c,d</sup>     |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

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**Coefficients<sup>a</sup>**

| Model |                                 | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|---------------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                                 | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)                      | 2,847                       | 1,181      |                           | 2,411  | ,018 |
|       | Penggunaan Media Sosial         | -,008                       | ,058       | -,015                     | -,135  | ,893 |
|       | Pemanfaatan Teknologi Informasi | -,063                       | ,058       | -,122                     | -1,102 | ,273 |

a. Dependent Variable: Abs\_RES

**OUTPUT REGRESI PERSAMAAN 2****Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered                                                                        | Variables Removed | Method |
|-------|------------------------------------------------------------------------------------------|-------------------|--------|
| 1     | Knowledge Sharing, Pemanfaatan Teknologi Informasi, Penggunaan Media Sosial <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Employee Performance

b. All requested variables entered.

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,791 <sup>a</sup> | ,626     | ,614              | 1,255                      |

a. Predictors: (Constant), Knowledge Sharing, Pemanfaatan Teknologi Informasi, Penggunaan Media Sosial

b. Dependent Variable: Employee Performance

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 252,950        | 3  | 84,317      | 53,531 | ,000 <sup>b</sup> |
|       | Residual   | 151,210        | 96 | 1,575       |        |                   |
|       | Total      | 404,160        | 99 |             |        |                   |

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Knowledge Sharing, Pemanfaatan Teknologi Informasi, Penggunaan Media Sosial

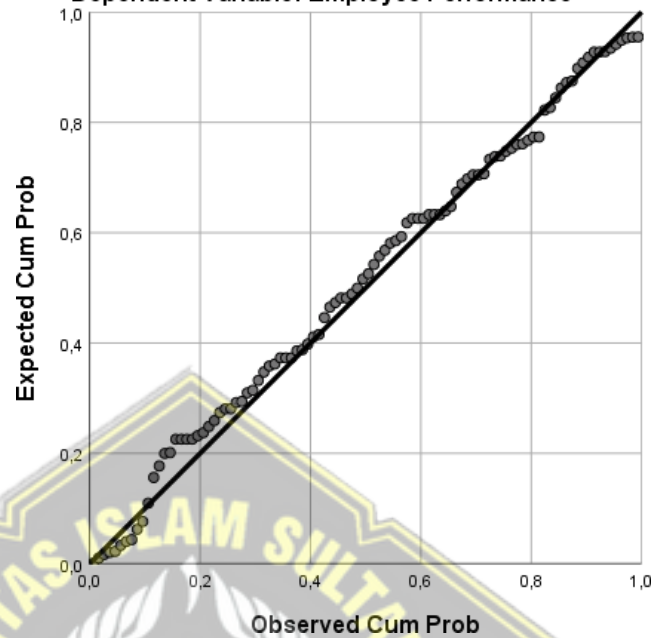
**Coefficients<sup>a</sup>**

| Model |                                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|---------------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                                 | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)                      | 1,436                       | 1,583      |                           | ,907  | ,367 |                         |       |
|       | Penggunaan Media Sosial         | ,217                        | ,080       | ,213                      | 2,701 | ,008 | ,629                    | 1,590 |
|       | Pemanfaatan Teknologi Informasi | ,404                        | ,072       | ,401                      | 5,628 | ,000 | ,769                    | 1,301 |
|       | Knowledge Sharing               | ,322                        | ,071       | ,362                      | 4,519 | ,000 | ,607                    | 1,649 |

a. Dependent Variable: Employee Performance

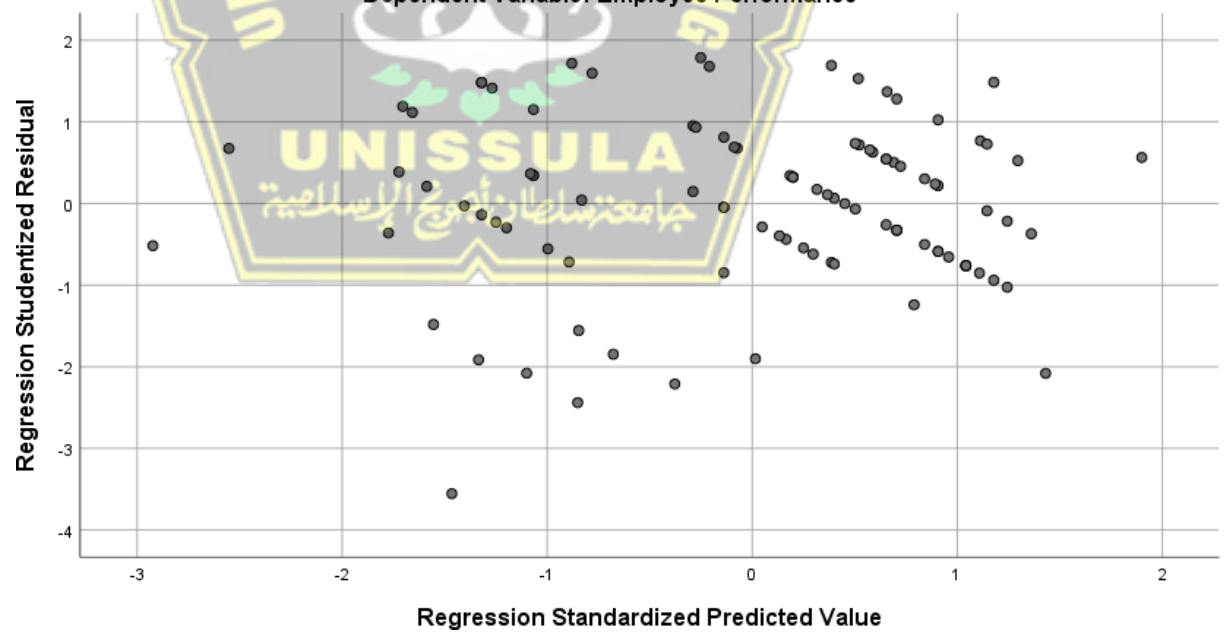
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Employee Performance



Scatterplot

Dependent Variable: Employee Performance



### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 100                     |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                |
|                                  | Std. Deviation | 1,23586895              |
| Most Extreme Differences         | Absolute       | ,072                    |
|                                  | Positive       | ,043                    |
|                                  | Negative       | -,072                   |
| Test Statistic                   |                | ,072                    |
| Asymp. Sig. (2-tailed)           |                | ,200 <sup>c,d</sup>     |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

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### Coefficients<sup>a</sup>

| Model |                                 | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|---------------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                                 | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)                      | 2,841                       | ,947       |                           | 2,999  | ,003 |
|       | Penggunaan Media Sosial         | ,043                        | ,048       | ,112                      | ,896   | ,373 |
|       | Pemanfaatan Teknologi Informasi | -,082                       | ,043       | -,216                     | -1,910 | ,059 |
|       | Knowledge Sharing               | -,036                       | ,043       | -,109                     | -,854  | ,395 |

a. Dependent Variable: Abs\_RES