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Lampiran 1 : Daftar Pernyataan

Petunjuk :

Berikan penilaian Bapak/ Ibu/ Saudara selama menjalani pekerjaan sehari-hari dengan kriteria sebagai berikut :

*Sangat
Tidak
Setuju* *1* *2* *3* *4* *5* *Sangat
Setuju*

A. Kinerja SDM

No	Scale	Score
1.	Bapak/Ibu/Saudaradalam bekerja tepat dengan tujuan yang ingin di capai dalam pekerjaan. Ketepatan mohon di jelaskan :	STS 1 2 3 4 5 SS
2.	Bapak/Ibu/Saudaradalam bekerja megutamakan aspek ketelitian . Ketelitian mohon di jelaskan :	STS 1 2 3 4 5 SS
3.	Bapak/Ibu/Saudara dalam bekerja memiliki kerjasama yang baik dengan rekan kerja Kerjasama mohon di jelaskan :	STS 1 2 3 4 5 SS

B. Komitmen Afektif

No	Scale	Score
1.	Bapak/Ibu/Saudara bersedia untuk memberikan kontribusi untuk kemajuan organisasi. Kontribusi mohon dijelaskan :	STS 1 2 3 4 5 SS
2.	Bapak/Ibu/Saudara merasa bangga dapat menjadi bagian dari organisasi Bangga mohon dijelaskan :	STS 1 2 3 4 5 SS
3.	Bapak/Ibu/Saudara ingin menghabiskan sisa karir di organisasi ini Sisa karir mohon dijelaskan :	STS 1 2 3 4 5 SS

C. Kualitas Komunikasi

No	Scale	Score
1.	Bapak/Ibu/Saudara dalam bekerja merasa dihargai oleh rekan kerja Dihargai mohon dijelaskan :	STS 1 2 3 4 5 SS
2.	Bapak/Ibu/Saudara melakukan sosialisasi dengan rekan kerja baik di tempat kerja maupun di luar tempat kerja Sosialisasi mohon dijelaskan :	STS 1 2 3 4 5 SS
3.	Bapak/Ibu/Saudara mendapat kepercayaan dari Rekan kerja dalam bekerja Kepercayaan mohon dijelaskan :	STS 1 2 3 4 5 SS

C. Etika Kerja Islam

No	Scale	Score
1.	Bapak/Ibu/Saudara dalam bekerja di sertai dengan niat yang kuat Niat yang kuat mohon dijelaskan :	STS 1 2 3 4 5 SS
2.	Bapak/Ibu/Saudara menginginkan kehidupan yang lebih maju dari sebelumnya Lebih maju mohon dijelaskan :	STS 1 2 3 4 5 SS
3.	Bapak/Ibu/Saudara menyelesaikan pekerjaan tepat waktu Tepat waktu mohon dijelaskan :	STS 1 2 3 4 5 SS

Lampiran 2 : Uji Validitas Data

- Uji Validitas Variabel Kinerja SDM

Correlations

		Y2.1	Y2.2	Y2.3	KinerjaSDM
Y2.1	Pearson Correlation	1	.444**	.424**	.773**
	Sig. (2-tailed)		.001	.002	.000
	N	53	53	53	53
Y2.2	Pearson Correlation	.444**	1	.379**	.759**
	Sig. (2-tailed)	.001		.005	.000
	N	53	53	53	53
Y2.3	Pearson Correlation	.424**	.379**	1	.807**
	Sig. (2-tailed)	.002	.005		.000
	N	53	53	53	53
KinerjaSDM	Pearson Correlation	.773**	.759**	.807**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	53	53	53	53

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

- Uji Validitas Variabel Komitmen Afektif

Correlations

		Y1.1	Y1.2	Y1.3	KomitmenAfektif
Y1.1	Pearson Correlation	1	.691**	.520**	.900**
	Sig. (2-tailed)		.000	.000	.000
	N	53	53	53	53
Y1.2	Pearson Correlation	.691**	1	.386**	.825**
	Sig. (2-tailed)	.000		.004	.000
	N	53	53	53	53
Y1.3	Pearson Correlation	.520**	.386**	1	.763**
	Sig. (2-tailed)	.000	.004		.000
	N	53	53	53	53
KomitmenAfektif	Pearson Correlation	.900**	.825**	.763**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	53	53	53	53

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

- Uji Validitas Variabel Kualitas Komunikasi

Correlations

		X2.1	X2.2	X2.3	KualitasKomunikasi
X2.1	Pearson Correlation	1	.615**	.362**	.831**
	Sig. (2-tailed)		.000	.008	.000
	N	53	53	53	53
X2.2	Pearson Correlation	.615**	1	.342*	.822**
	Sig. (2-tailed)	.000		.012	.000
	N	53	53	53	53
X2.3	Pearson Correlation	.362**	.342*	1	.722**
	Sig. (2-tailed)	.008	.012		.000
	N	53	53	53	53
KualitasKomunikasi	Pearson Correlation	.831**	.822**	.722**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	53	53	53	53

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

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

- Uji Validitas Variabel Etika Kerja Islam

Correlations

		X1.1	X1.2	X1.3	EtikaKerjaIslam
X1.1	Pearson Correlation	1	.728**	.448**	.880**
	Sig. (2-tailed)		.000	.001	.000
	N	53	53	53	53
X1.2	Pearson Correlation	.728**	1	.564**	.904**
	Sig. (2-tailed)	.000		.000	.000
	N	53	53	53	53
X1.3	Pearson Correlation	.448**	.564**	1	.757**
	Sig. (2-tailed)	.001	.000		.000
	N	53	53	53	53
EtikaKerjaIslam	Pearson Correlation	.880**	.904**	.757**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	53	53	53	53

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

Lampiran 3 : Uji Reliabilitas Data

- Uji Reliabilitas Variabel Kinerja SDM

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.816	.856	4

Item Statistics

	Mean	Std. Deviation	N
Y2.1	4.00	.707	53
Y2.2	4.13	.735	53
Y2.3	4.00	.899	53
KinerjaSDM	12.13	1.830	53

Inter-Item Correlation Matrix

	Y2.1	Y2.2	Y2.3	KinerjaSDM
Y2.1	1.000	.444	.424	.773
Y2.2	.444	1.000	.379	.759
Y2.3	.424	.379	1.000	.807
KinerjaSDM	.773	.759	.807	1.000

- Uji Reliabilitas Variabel Komitmen Afektif

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.839	.895	4

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4.11	.870	53
Y1.2	4.23	.724	53
Y1.3	4.15	.770	53
Komitmen Afektif	12.49	1.967	53

Inter-Item Correlation Matrix

	Y1.1	Y1.2	Y1.3	Komitmen Afektif
Y1.1	1.000	.691	.520	.900
Y1.2	.691	1.000	.386	.825
Y1.3	.520	.386	1.000	.763
Komitmen Afektif	.900	.825	.763	1.000

- Uji Reliabilitas Variabel Kualitas Komunikasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.822	.865	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.02	.888	53
X2.2	3.85	.886	53
X2.3	3.91	.904	53
Kualitas Komunikasi	11.77	2.118	53

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	Kualitas Komunikasi
X2.1	1.000	.615	.362	.831
X2.2	.615	1.000	.342	.822
X2.3	.362	.342	1.000	.722
Kualitas Komunikasi	.831	.822	.722	1.000

- Uji Reliabilitas Variabel Etika Kerja Islam

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.845	.909	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.13	1.020	53
X1.2	4.23	.891	53
X1.3	4.23	.776	53
Etika KerjaIslam	12.58	2.291	53

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	Etika Kerja Islam
X1.1	1.000	.728	.448	.880
X1.2	.728	1.000	.564	.904
X1.3	.448	.564	1.000	.757
Etika Kerja Islam	.880	.904	.757	1.000

Lampiran 4 :Statistik Deskriptif

- Statistik Deskriptif Variabel Kinerja SDM

Statistics

		Y2.1	Y2.2	Y2.3	KinerjaSD M
N	Valid	53	53	53	53
	Missing	0	0	0	0
Mean		4.00	4.13	4.00	12.13
Median		4.00	4.00	4.00	12.00
Mode		4	4	4	12
Sum		212	219	212	643

- Statistik Deskriptif Variabel Komitmen Afektif

Statistics

		Y1.1	Y1.2	Y1.3	Komitmen Afektif
N	Valid	53	53	53	53
	Missing	0	0	0	0
Mean		4.11	4.23	4.15	12.49
Median		4.00	4.00	4.00	12.00
Mode		4	4	4	12
Sum		218	224	220	662

- Statistik Deskriptif Variabel Kualitas Komunikasi

Statistics

		X2.1	X2.2	X2.3	Kualitas Komunikasi
N	Valid	53	53	53	53
	Missing	0	0	0	0
Mean		4.02	3.85	3.91	11.77
Median		4.00	4.00	4.00	12.00
Mode		4	4	3	12
Sum		213	204	207	624

- Statistik Deskriptif Variabel Etika Kerja Islam

Statistics

		X1.1	X1.2	X1.3	Etika Kerja Islam
N	Valid	53	53	53	53
	Missing	0	0	0	0
Mean		4.13	4.23	4.23	12.58
Median		4.00	4.00	4.00	13.00
Mode		5	5	4 ^a	15
Sum		219	224	224	667

Lampiran 5. Regresi Linear Berganda

- **Persamaan 1**

Descriptive Statistics

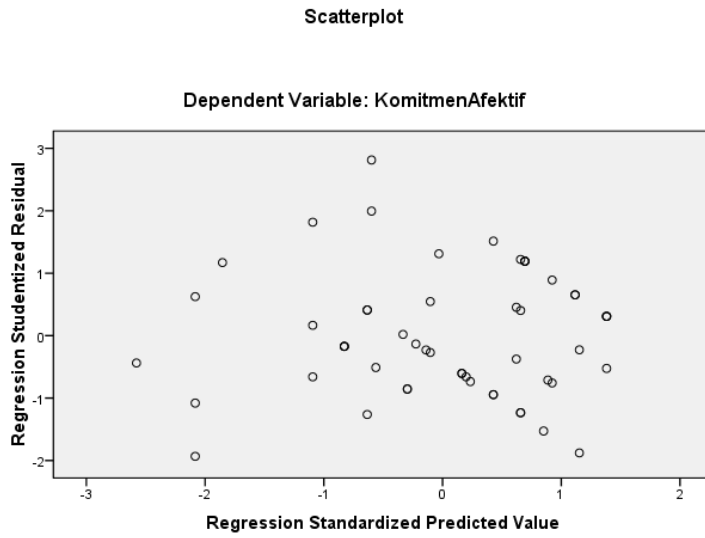
	Mean	Std. Deviation	N
Komitmen Afektif	12.49	1.967	53
Etika Kerja Islam	12.58	2.291	53
Kualitas Komunikasi	11.77	2.118	53

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
	1 (Constant)	3.138	1.054				2.977	.004		
Etika Kerja Islam	.411	.101	.478	4.088	.000	.733	.501	.357	.557	1.797
Kualitas Komunikasi	.355	.109	.382	3.267	.002	.701	.419	.285	.557	1.797

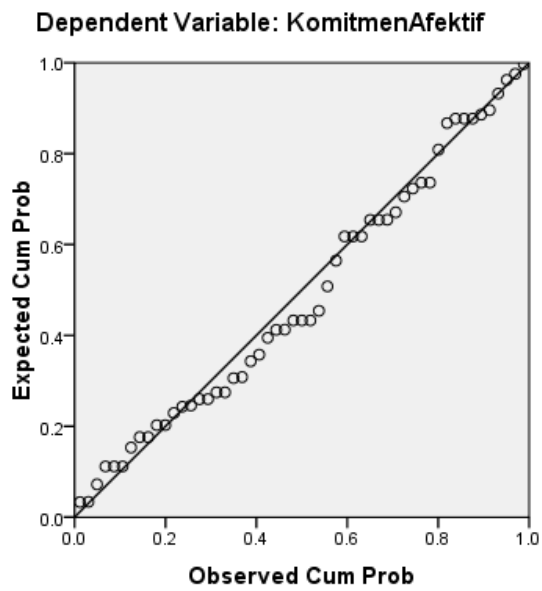
a. Dependent Variable:
Komitmen Afektif

- **Heteroskedastisitas**



- **Normalitas**

Normal P-P Plot of Regression Standardized Residual



- Uji Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.787 ^a	.619	.604	1.239	.619	40.583	2	50	.000	2.192

a. Predictors: (Constant), Kualitas Komunikasi, Etika Kerja Islam

b. Dependent Variable: Komitmen Afektif

- Persamaan 2

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja SDM	12.13	1.830	53
Etika Kerja Islam	12.58	2.291	53
Kualitas Komunikasi	11.77	2.118	53
Komitmen Afektif	12.49	1.967	53

Coefficients^a

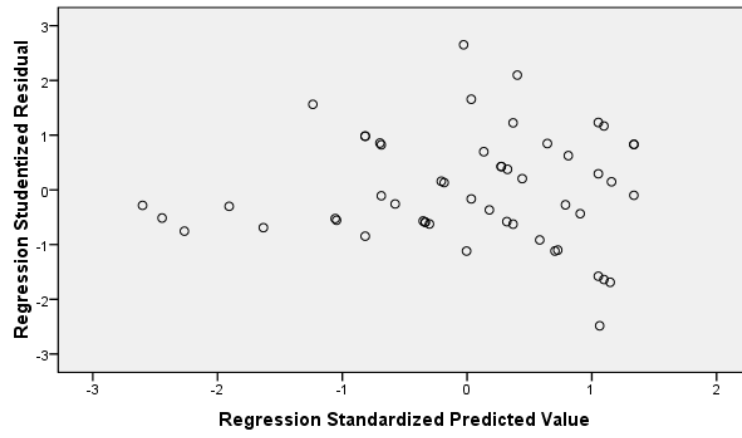
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	2.706	1.028		2.634	.011					
Etika Kerja Islam	.355	.104	.444	3.402	.001	.761	.437	.287	.417	2.397
Kualitas Komunikasi	.140	.108	.162	1.304	.198	.658	.183	.110	.459	2.180
Komitmen Afektif	.265	.127	.285	2.083	.042	.724	.285	.176	.381	2.623

a. Dependent Variable:
Kinerja SDM

- **Heteroskedastisitas**

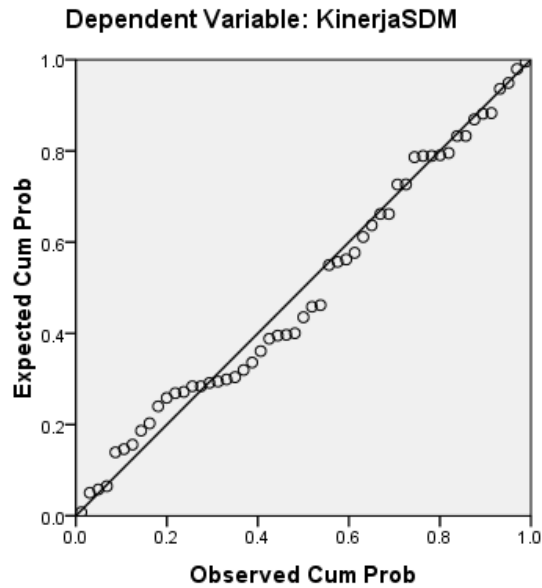
Scatterplot

Dependent Variable: KinerjaSDM



- Normalitas

Normal P-P Plot of Regression Standardized Residual



Uji Kelayakan Model (*Adjusted R Square*)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.807 ^a	.651	.630	1.113	.651	30.511	3	49	.000	1.947

a. Predictors: (Constant), Komitmen Afektif, Kualitas Komunikasi, Etika Kerja Islam

b. Dependent Variable:
Kinerja SDM