**Lampiran 01**

**KUISIONER**

1. **Identitas Penulis**

Nama : Dita Aditianisa Ritonga

NPM : 173114095

Jurusan : Manajemen

Fakultas : Ekonomi

Umur : 21 Tahun

JenisKelamin : Perempuan

Alamat : KP SENEN DSN IV PATUMBAK

Asal PT : Universitas Muslim Nusantara

JudulPenelitian : Pengaruh Kecerdasan Emosional Dan Kecerdasan Spiritual Terhadap Kinerja Karyawan Pada PT. Perkebunan Nusantara III

Dengan ini saya mohon Bapak/Ibu, saudara/i untuk mengisi daftar kuesioner. Informasi yang Bapak/Ibu, saudara/I berikan hanya semata-mata untuk melengkapi data penelitian dalam rangka penyusunan skripsi ini.Untuk itu, isilah kuesioner ini dengan jawaban sebenar-benarnya. Besar harapan saya kiranya atas bantuan Bapak/Ibu, saudara/ imembantu saya untuk pengisian kuesioner ini.

Demikian hal ini saya sampaikan. Atas perhatian dan kerjasamanya saya ucapkan terimakasih.

Medan,24 Januari 2021

Dita Aditianisa Ritonga

143114439

1. **Identitas Responden**

**√**

*Keterangan : Berilah tanda (Ceklis) pada kota yang sesuai dengan identitas anda!*

1. No. Responden :
2. JenisKelamin : Laki-laki Perempuan
3. Umur : <21 Tahun 21-25 tahun > 25 Tahun
4. Pendidian : SMA D3 S1
5. **PetunjukPengisian :**

Pilihlah jawaban paling tepat menurut anda,

1. Bacalah setiap pertanyaan dengan seksama.
2. Isilah semua nomor dengan memilih satu diantara 5 alternatif jawaban dengan memberikan tanda (ceklis) pada kolom yang sudah disediakan.
3. Alternatif jawaban adalah sebagi berikut :

|  |  |
| --- | --- |
| **Keterangan :** | **Nilai** |
| SS = SangatSetuju | 5 |
| S = Setuju | 4 |
| KS = KurangSetuju | 3 |
| TS = TidakSetuju | 2 |
| STS = SangatTidakSetuju | 1 |

Sumber : sugiyono (2016:93)

1. Apabila ada kekeliruan dalam memilih jawaban, berikan tanda samadengan (=) pada jawaban yang salah, kemudian beri tanda silang ( x ) pada jawaban yang baru.
2. Jawablah semua tanpa ada yang terlewati.

**Kuesioner Penelitian**

1. **Variabel X1 (Kecerdasan Emosional)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
|  | **Mengenali Emosi Diri** | | | | | |
| 1. | Saya dapat mengetahui faktor yang menyebabkan emosi saya meningkat. |  |  |  |  |  |
| 2. | Saya menyadari apa yang menjadi kelebihan dan kekurangan saya. |  |  |  |  |  |
|  | **Mengelola Emosi Diri** |  |  |  |  |  |
| 3. | Saya mampu mengendalikan emosi diri saya. |  |  |  |  |  |
| 4. | Saya dapat mengekspresikan emosi dengan tepat. |  |  |  |  |  |
|  | **Memotivasi Diri** |  |  |  |  |  |
| 5. | Saya bisa memotivasi diri sendiri untuk mencapai hasil yang terbaik. |  |  |  |  |  |
| 6. | Saya selalu optimis dengan karir. |  |  |  |  |  |
|  | **Mengenali Emosi Orang Lain** |  |  |  |  |  |
| 7. | Saya dapat merasakan perasaan orang lain. |  |  |  |  |  |
| 8. | Saya dapat mengetahui permasalahan yang menghambat pekerjaan orang lain. |  |  |  |  |  |
|  | **Membina Hubungan** |  |  |  |  |  |
| 9. | Saya selalu menjalin kerja sama diantara karyawan. |  |  |  |  |  |
| 10. | Saya dapat berkomunikasi dengan sesama karyawan secara baik. |  |  |  |  |  |

**Kuesioner Penelitian**

1. **Variabel X2 ( Kecerdasan Spiritual )**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
|  |  | **5** | **4** | **3** | **2** | **1** |
|  | **Mutlak jujur** |  |  |  |  |  |
| 1. | Saya percaya bahwa kejujuran adalah modal utama dalam bekerja. |  |  |  |  |  |
| 2. | Saya adalah pribadi yang enggan melakukan kecurangan.. |  |  |  |  |  |
|  | **Keterbukaan** |  |  |  |  |  |
| 3. | Saya memiliki pribadi yang terbuka terhadap karyawan lainnya. |  |  |  |  |  |
| 4. | Saya menerima dengan senang hati atas kritik dan saran dari rekan dan atasan. |  |  |  |  |  |
|  | **Pengetahuan diri** |  |  |  |  |  |
| 5. | Saya paham kepada tugas saya. |  |  |  |  |  |
| 6. | Saya mampu berinovasi dan mengembangkan diri sendiri. |  |  |  |  |  |
|  | **Fokus pada kontribusi** |  |  |  |  |  |
| 7. | Saya selalu bersungguh – sungguh dalam bekerja. |  |  |  |  |  |
| 8. | Saya selalu fokus dalam menangani tugas. |  |  |  |  |  |
|  | **Spiritual non dogmatis** |  |  |  |  |  |
| 9. | Saya mampu untuk bersikap fleksibel. |  |  |  |  |  |
| 10. | Saya memiliki kualitas hidup yang didasari oleh visi dan nilai nilai. |  |  |  |  |  |

**Kuesioner Penelitian**

1. **Variabel Y (Kinerja Karyawan )**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
|  |  | **5** | **4** | **3** | **2** | **1** |
|  | **Kuantitas Pekerjaan** |  |  |  |  |  |
| 1. | Saya mampu menyelesaikan pekerjaan yang lebih baik dari yang distandartkan. |  |  |  |  |  |
| 2. | Saya bisa mengerjakan pekerjaan dengan efektif dan efisien. |  |  |  |  |  |
|  | **Kualitas Pekerjaan** |  |  |  |  |  |
| 3. | Saya berusaha menjaga kualitas kerja saya. |  |  |  |  |  |
| 4. | Semua tugas dapat saya selesaikan dengan baik. |  |  |  |  |  |
|  | **Ketepatan Waktu** |  |  |  |  |  |
| 5. | Saya menyelesaikan pekerjaan sesuai jangka waktu yang ditentukan. |  |  |  |  |  |
| 6. | Saya mampu menyelesaikan tugas dengan baik dan tepat waktu. |  |  |  |  |  |
|  | **Kehadiran** |  |  |  |  |  |
| 7. | Saya masuk dan pulang kerja sesuai dengan waktu yang ditentukan oleh perusahaan. |  |  |  |  |  |
| 8. | Saya selalu hadir tepat waktu. |  |  |  |  |  |
|  | **Kemampuan Kerja Sama** |  |  |  |  |  |
| 9. | Saya lebih mengutamakan kerjasama dengan rekan kerja dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 10. | Saya sering melakukan koordinasi dengan rekan kerja dalam menyelesaikan tugas bersama. |  |  |  |  |  |

**Lampiran 02**

**TABULASI DATA VARIABEL KECERDASAN EMOSIONAL (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Pert 1 | Pert 2 | Pert 3 | Pert 4 | Pert 5 | Pert 6 | Pert 7 | Pert 8 | Pert 9 | Pert 10 | Jumlah |
| 1 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 2 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 6 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 41 |
| 7 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 9 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 12 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 13 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 14 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 17 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 19 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 20 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 42 |
| 24 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 25 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 46 |
| 26 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 39 |
| 27 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 28 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 32 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 42 |
| 33 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 34 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| 35 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 36 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 37 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 38 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 39 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 40 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 44 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 45 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 41 |
| 46 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 47 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 48 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 50 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 51 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 41 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 53 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 54 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 55 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 56 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 37 |
| 57 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 58 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 59 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 60 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 61 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 62 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 64 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 67 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 68 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 42 |
| 69 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 70 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 71 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 72 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 46 |
| 73 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 74 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 75 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 76 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 77 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 79 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 80 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 81 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 82 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 83 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 84 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 85 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 86 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 87 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 88 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 89 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 90 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |

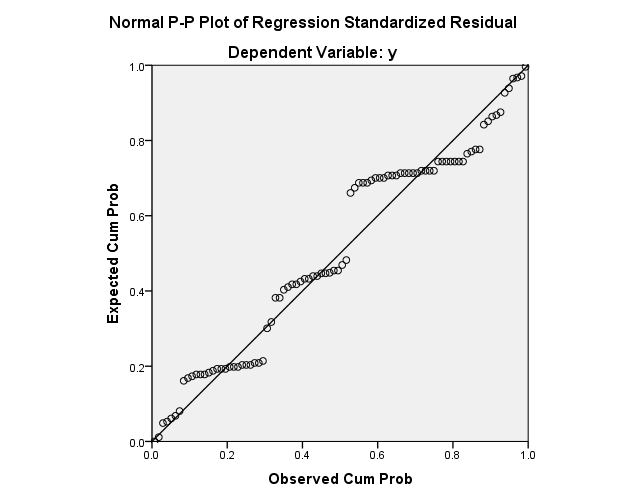
**TABULASI DATA VARIABEL KECERDASAN SPIRITUAL (X2)**

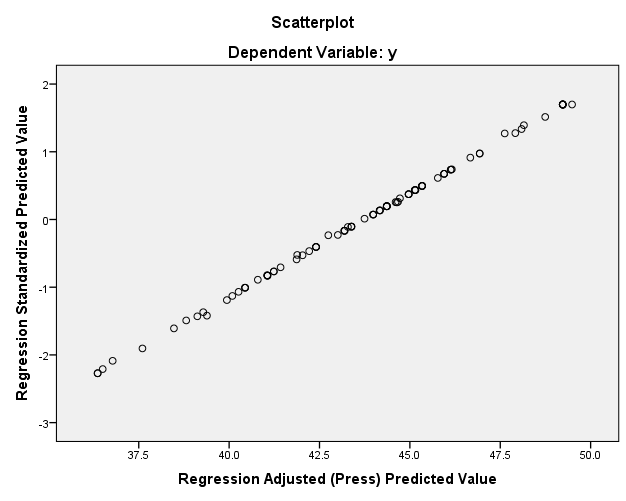
|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **KECERDASAN SPRITUAL (X2)** | | | | | | | | | | | |
| Responden | Pert 1 | Pert 2 | Pert 3 | Pert 4 | Pert 5 | Pert 6 | Pert 7 | Pert 8 | Pert 9 | Pert 10 | Jumlah |
| 1 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 46 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 6 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 7 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 9 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 12 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 13 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 14 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 17 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 18 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 19 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 20 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 23 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 42 |
| 24 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 25 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 26 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 39 |
| 27 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 32 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 40 |
| 33 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 34 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 35 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 36 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 46 |
| 37 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 38 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| 39 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 40 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 43 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 39 |
| 44 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 45 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 46 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 47 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 48 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 49 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 50 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 40 |
| 51 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 40 |
| 52 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 53 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 54 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 41 |
| 55 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 56 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 36 |
| 57 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 43 |
| 58 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 59 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 60 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 42 |
| 61 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 36 |
| 62 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 64 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 67 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 42 |
| 68 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 69 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 70 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 71 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 73 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 74 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 75 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 76 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 77 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 78 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 79 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 80 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 81 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 82 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 83 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 84 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 85 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 42 |
| 86 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 87 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 88 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 39 |
| 89 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 90 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |

**TABULASI DATA VARIABEL KINERJA KARYAWAN (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **KINERJA KARYAWAN ( Y)** | | | | | | | | | | | |
| Responden | Pert 1 | Pert 2 | Pert 3 | Pert 4 | Pert 5 | Pert 6 | Pert 7 | Pert 8 | Pert 9 | Pert 10 | Jumlah |
| 1 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 46 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 6 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 7 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 9 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 12 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 13 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 14 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 15 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 45 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 17 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 18 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 19 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 20 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 23 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 42 |
| 24 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 25 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 26 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 39 |
| 27 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 32 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 40 |
| 33 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 34 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 35 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 36 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 46 |
| 37 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 38 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| 39 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 40 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 43 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 39 |
| 44 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 45 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 46 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 47 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 48 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 49 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 50 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 40 |
| 51 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 40 |
| 52 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 53 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 54 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 41 |
| 55 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 56 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 36 |
| 57 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 43 |
| 58 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 59 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 60 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 42 |
| 61 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 36 |
| 62 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 64 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 67 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 42 |
| 68 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 69 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 70 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 71 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 72 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 46 |
| 73 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 74 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 75 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 76 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 77 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 79 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 80 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 81 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 82 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 83 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 84 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 85 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 86 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 44 |
| 87 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 88 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 89 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 90 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |

**Lampiran 03**

**HASIL OUPUT SPSS**



|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | .306 | 1.603 |  | .191 | .849 |  |  |
| kecerdasan\_emosional | .780 | .057 | .778 | 13.614 | .000 | .365 | 2.743 |
| kecerdasan\_spiritual | .199 | .056 | .202 | 3.529 | .001 | .365 | 2.743 |
| a. Dependent Variable: kinerja\_karyawan | | | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 944.443 | 2 | 472.221 | 376.369 | .000b |
| Residual | 109.157 | 87 | 1.255 |  |  |
| Total | 1053.600 | 89 |  |  |  |
| a. Dependent Variable: kinerja\_karyawan | | | | | | |
| b. Predictors: (Constant), kecerdasan\_spiritual, kecerdasan\_emosional | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .947a | .896 | .894 | 1.120 | 1.989 |
| a. Predictors: (Constant), kecerdasan\_spiritual, kecerdasan\_emosional | | | | | |
| b. Dependent Variable: kinerja\_karyawan | | | | | |