**Lampiran 1. Kuesioner**

**KUESIONER**

Kepada Yth

Bapak/Ibu Responden

Di

Medan

Puji syukur kita panjatkan kehadirat Allah SWT karena atas limpahan rahmat, hidayah dan taufik-Nya lah sehingga angket penelitian ini yang berjudul “Pengaruh Sikap Kerja, Iklim Organisasi Dan Pelatihan Terhadap Kinerja Pegawai Pada Badan Pusat Statistik Kabupaten Deli Serdang” Sehubungan dengan hal tersebut, maka mohon kesediaan Ibu untuk mengisi angket ini walaupun disadari bahwa kesibukan selalu menyertai aktivitas, tugas dan pekerjaan Ibu. Dalam mengisi angket ini, mohon kesediannya untuk menjawab secara jujur dan objektif, serta tidak merasa ragu karena angket ini hanya untuk kebutuhan penelitian, yang tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan akademik Ibu.

Atas kesediaan dan kerjasama yang baik ini diucapkan banyak terima kasih, semoga Allah SWT meridhoi kita semua, Amin.

Medan, Juli 2022

Peneliti

**VINY ARILIA**

**183114221**

**A. IDENTITAS RESPONDEN**

Nama (boleh tidak asli) : ......................................................................... Jenis Kelamin : ......................................................................... Umur : ......................................................................... Pendidikan : .........................................................................

**B. PETUNJUK PENGISIAN**

a. Bacalah baik-baik setiap pernyataan dalam angket ini sebelum menjawabnya.

b. Berilah jawaban dengan memberi tanda (√) pada kolom yang tersedia.

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

c. Bila ada sesuatu yang kurang jelas mohon ditanyakan pada peneliti.

**1. SIKAP KERJA KERJA (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban Responden** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **Komponen Kognitif** | | | | | | |
| **1. Pengetahuan** | | | | | | |
| a. | Ilmu dan pengetahuan yang saya miliki  dapat saya aplikasikan ketika melayani  Masyarakat. |  |  |  |  |  |
| **2. Keterampilan** | | | | | | |
| a. | Saya selalu memperlakukan masyarakat dengan pelayanan yang baik |  |  |  |  |  |
| **Komponen Afektif** | | | | | | |
| **1. Emosi** | | | | | | |
| a. | Saya senang dengan pekerjaan saya pada saat ini |  |  |  |  |  |
| b. | Perasaan jenuh sering timbul saat saya melakukan pekerjaan |  |  |  |  |  |
| c. | Saya merasa cemas bila tidak membantu pegawai lain yang sedang mengalami kesulitan dalam melakukan Pekerjaannya |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **2. Minat** | | | | | | |
| a. | Saya mempunyai minat untuk meningkatkan karir |  |  |  |  |  |
| b. | Saya tertarik untuk mempelajari bidang pekerjaan diluar bidang yang saya jalani saat ini |  |  |  |  |  |
| **Komponen Konatif** | | | | | | |
| **1. Bersahabat** | | | | | | |
| a. | Saya dapat bersahabat baik dengan rekan kerja |  |  |  |  |  |
| b. | Hubungan saya dengan sesama pegawai pegawai di kantor sangat baik |  |  |  |  |  |
| **2. Agresif** | | | | | | |
| a. | Saya selalu aktif dalam pertemuan |  |  |  |  |  |
| **3. Apatis** | | | | | | |
| a. | Instansi ini adil dalam meningkatkan karir pegawai |  |  |  |  |  |

**2. Iklim Organisasi (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Indikator Variabel** | **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Saya merasa suasana lingkungan kerja sangat mendukung untuk berkinerja lebih baik lagi |  |  |  |  |  |
| 2. | Suasana lingkungan kerja saya saat ini sangat sesuai dengan yang saya harapkan. |  |  |  |  |  |
| 3. | Lingkungan kerja saya jauh dari suara bising kenderaan yang melintas. |  |  |  |  |  |
| 4. | Saya merasa, hubungan antara bawahan dengan atasan terjalin dengan harmonis. |  |  |  |  |  |
| 5. | Saya merasa, hubungan antara bawahan dengan atasan dapat meningkatkan kinerja pegawai. |  |  |  |  |  |
| 6. | Saya merasa hubungan antara bawahan  dengan atasan telah menumbuhkan rasa saling menghormati satu sama lain |  |  |  |  |  |
| 7. | Saya merasa hubungan antara saya dengan sesama rekan kerja terjalin harmonis |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 8. | Saya merasa hubungan dengan rekan kerja  dapat menumbuhkan rasa persaudaraan yang dapat meningkatkan kinerja saya |  |  |  |  |  |
| 9. | Saya tidak mengalami hambatan kerja untuk  berkomunikasi dengan sesama rekan kerja |  |  |  |  |  |
| 10. | Organisasi tempat saya bekerja telah  menyediakan fasilitas elektronik guna mendukung pekerjaan para pegawai |  |  |  |  |  |
| 11. | Organisasi tempat saya bekerja memberikan  fasilitas kendaraan bagi para pegawai yang memiliki jabatan |  |  |  |  |  |
| 12. | Fasilitas yang tersedia di lingkungan kerja telah mendukung jalannya pekerjaan saya |  |  |  |  |  |

**3. Pelatihan (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban Responden** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **Instruktur** | | | | | | |
| 1 | Kualifikasi instruktur sudah sesuai dengan bidang pelatihan yang ditangani |  |  |  |  |  |
| **Peserta** | | | | | | |
| 2 | Peserta pelatihan memiliki latar belakang pekerjaan yang sama |  |  |  |  |  |
| **Materi** | | | | | | |
| 3 | Materi yang disampaikan dalam pelatihan  sudah sesuai dengan kebutuhan pekerjaan |  |  |  |  |  |
| **Metode** | | | | | | |
| 4 | Metode pelatihan sudah sesuai dengan materi pelatihan yang disampaikan |  |  |  |  |  |
| **Tujuan** | | | | | | |
| 5 | Pelatihan yang dilaksanakan sudah sesuai dengan tujuan pelatihan yang ingin dicapai |  |  |  |  |  |
| **Sasaran** | | | | | | |
| 6 | Pelatihan yang dilaksanakan sudah sesuai dengan sasaran pelatihan yang ingin dicapai |  |  |  |  |  |

**4. Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban Responden** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **A. KUALITAS KERJA** | | | | | | |
| **1. Kecepatan Kerja** | | | | | | |
| a. | Setiap pekerjaan dapat saya selesaikan lebih cepat dari waktu yang seharusnya |  |  |  |  |  |
| **2. Tingkat kesalahan** | | | | | | |
| a. | Saya berusaha agar tidak melakukan kesalahan dalam pekerjaan |  |  |  |  |  |
| b. | Saya selalu berhati-hati dalam melaksanakan pekerjaan demi meminimalisis kesalahan dalam bekerja |  |  |  |  |  |
| **3. Ketelitian** | | | | | | |
| a. | Saya selalu mengutamakan ketelitian dalam bekerja |  |  |  |  |  |
| **4. Pemahaman** | | | | | | |
| a. | Saya menguasai sepenuhnya tugas yang harus dilakukan |  |  |  |  |  |
| **5. Kerjasama** | | | | | | |
| a. | Saya dapat bekerjasama dengan rekan kerja yang lain |  |  |  |  |  |
| **6. Kemampuan** | | | | | | |
| a. | Semua pekerjaan dapat diselesaikan sendiri dengan baik |  |  |  |  |  |
| **B. KUANTITAS KERJA** | | | | | | |
| **1. Target** | | | | | | |
| a. | Saya menyelesaikan pekerjaan sesuai dengan target yang telah ditentukan |  |  |  |  |  |
| b. | Saya mampu menyelesaikan pekerjaan lebih cepat dari waktu yang seharusnya |  |  |  |  |  |
| **2. Ketepatan Waktu** | | | | | | |
| a. | Saya mampu menyelesaikan pekerjaan sebelum batas waktu yang ditentukan |  |  |  |  |  |

**Lampiran 2. Data Jawaban 39 Responden**

**1. Variabel x1 Sikap Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Sikap Kerja | | | | | | | | | | | | Skor |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |  |
| 1 | 4 | 3 | 2 | 1 | 5 | 3 | 3 | 1 | 2 | 2 | 4 | 2 | 32 |
| 2 | 5 | 4 | 3 | 3 | 5 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 32 |
| 3 | 3 | 3 | 3 | 4 | 5 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 28 |
| 4 | 3 | 3 | 3 | 2 | 5 | 2 | 1 | 3 | 3 | 4 | 3 | 4 | 36 |
| 5 | 3 | 2 | 4 | 3 | 5 | 3 | 1 | 5 | 4 | 1 | 5 | 4 | 40 |
| 6 | 4 | 3 | 2 | 4 | 5 | 3 | 3 | 4 | 2 | 2 | 4 | 2 | 38 |
| 7 | 4 | 4 | 3 | 3 | 5 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 31 |
| 8 | 3 | 3 | 3 | 4 | 5 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 28 |
| 9 | 3 | 3 | 3 | 2 | 5 | 2 | 1 | 3 | 3 | 4 | 3 | 4 | 36 |
| 10 | 3 | 2 | 4 | 3 | 5 | 3 | 1 | 3 | 4 | 1 | 3 | 4 | 36 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 2 | 1 | 2 | 1 | 42 |
| 12 | 3 | 3 | 3 | 2 | 5 | 2 | 1 | 3 | 3 | 4 | 3 | 4 | 36 |
| 13 | 2 | 2 | 4 | 3 | 5 | 1 | 2 | 1 | 3 | 4 | 2 | 3 | 32 |
| 14 | 3 | 2 | 4 | 4 | 5 | 4 | 1 | 3 | 2 | 2 | 2 | 2 | 34 |
| 15 | 3 | 4 | 2 | 1 | 5 | 2 | 4 | 3 | 3 | 2 | 2 | 1 | 32 |
| 16 | 4 | 3 | 3 | 2 | 5 | 4 | 1 | 2 | 4 | 2 | 1 | 3 | 34 |
| 17 | 4 | 3 | 3 | 2 | 5 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 37 |
| 18 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 38 |
| 19 | 3 | 4 | 2 | 1 | 5 | 2 | 4 | 3 | 3 | 2 | 2 | 1 | 32 |
| 20 | 4 | 3 | 3 | 2 | 5 | 4 | 1 | 2 | 4 | 2 | 1 | 3 | 34 |
| 21 | 4 | 3 | 3 | 2 | 5 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 37 |
| 22 | 3 | 2 | 4 | 3 | 5 | 3 | 1 | 3 | 4 | 1 | 3 | 4 | 36 |
| 23 | 4 | 3 | 2 | 4 | 5 | 3 | 3 | 5 | 2 | 2 | 4 | 2 | 39 |
| 24 | 4 | 4 | 3 | 3 | 5 | 2 | 2 | 5 | 2 | 2 | 1 | 1 | 34 |
| 25 | 3 | 3 | 3 | 4 | 5 | 1 | 2 | 5 | 2 | 1 | 2 | 1 | 32 |
| 26 | 3 | 3 | 3 | 2 | 5 | 2 | 1 | 5 | 3 | 4 | 3 | 4 | 38 |
| 27 | 2 | 2 | 4 | 3 | 5 | 1 | 2 | 5 | 3 | 4 | 2 | 3 | 36 |
| 28 | 3 | 2 | 4 | 4 | 5 | 4 | 1 | 5 | 2 | 2 | 2 | 2 | 36 |
| 29 | 3 | 4 | 2 | 1 | 5 | 2 | 4 | 5 | 3 | 2 | 2 | 1 | 34 |
| 30 | 4 | 3 | 3 | 2 | 5 | 4 | 1 | 5 | 4 | 2 | 1 | 3 | 37 |
| 31 | 3 | 4 | 2 | 1 | 5 | 2 | 4 | 5 | 3 | 2 | 2 | 1 | 34 |
| 32 | 4 | 3 | 3 | 2 | 5 | 4 | 1 | 5 | 4 | 2 | 1 | 3 | 37 |
| 33 | 2 | 2 | 4 | 3 | 5 | 1 | 2 | 5 | 3 | 4 | 2 | 3 | 36 |
| 34 | 2 | 2 | 4 | 3 | 5 | 1 | 2 | 5 | 3 | 4 | 2 | 3 | 36 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 35 | 3 | 2 | 4 | 4 | 5 | 4 | 1 | 5 | 2 | 2 | 2 | 2 | 36 |
| 36 | 3 | 4 | 2 | 1 | 5 | 2 | 4 | 5 | 3 | 2 | 2 | 1 | 34 |
| 37 | 4 | 3 | 3 | 2 | 5 | 4 | 1 | 5 | 4 | 2 | 1 | 3 | 37 |
| 38 | 3 | 4 | 2 | 1 | 5 | 2 | 4 | 5 | 3 | 2 | 2 | 1 | 34 |
| 39 | 4 | 3 | 3 | 2 | 5 | 4 | 1 | 5 | 4 | 2 | 1 | 3 | 37 |

2. X2 Iklim Organisasi

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Iklim Organisasi | | | | | | | | | | | | Skor |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |  |
| 1 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 31 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 2 | 2 | 1 | 29 |
| 3 | 4 | 2 | 2 | 2 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 3 | 30 |
| 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 33 |
| 5 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 31 |
| 6 | 4 | 2 | 2 | 2 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 3 | 30 |
| 7 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 33 |
| 8 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 31 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 2 | 2 | 1 | 29 |
| 10 | 3 | 5 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 33 |
| 11 | 4 | 5 | 2 | 2 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 3 | 33 |
| 12 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 56 |
| 13 | 3 | 5 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 32 |
| 14 | 3 | 5 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 39 |
| 15 | 3 | 5 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 37 |
| 16 | 3 | 5 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 36 |
| 17 | 3 | 5 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 32 |
| 18 | 3 | 5 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 5 | 5 | 5 | 45 |
| 19 | 3 | 5 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 5 | 4 | 2 | 38 |
| 20 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 1 | 2 | 2 | 2 | 1 | 33 |
| 21 | 3 | 5 | 2 | 3 | 2 | 5 | 2 | 2 | 2 | 3 | 3 | 3 | 35 |
| 22 | 4 | 5 | 2 | 2 | 3 | 5 | 3 | 2 | 3 | 2 | 3 | 3 | 37 |
| 23 | 3 | 2 | 3 | 2 | 3 | 5 | 3 | 3 | 3 | 3 | 2 | 3 | 35 |
| 24 | 3 | 3 | 3 | 2 | 2 | 5 | 2 | 2 | 2 | 3 | 2 | 3 | 32 |
| 25 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 3 | 2 | 3 | 41 |
| 26 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 41 |
| 27 | 3 | 3 | 3 | 2 | 2 | 5 | 3 | 3 | 3 | 33 | 4 | 2 | 66 |
| 28 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 1 | 2 | 2 | 2 | 1 | 31 |
| 29 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 54 |
| 30 | 3 | 3 | 2 | 3 | 2 | 5 | 2 | 2 | 2 | 3 | 3 | 3 | 33 |
| 31 | 4 | 2 | 2 | 2 | 3 | 5 | 3 | 2 | 3 | 2 | 3 | 3 | 34 |
| 32 | 3 | 2 | 3 | 2 | 3 | 5 | 3 | 3 | 3 | 3 | 2 | 3 | 35 |
| 33 | 3 | 3 | 3 | 2 | 2 | 5 | 2 | 2 | 2 | 3 | 2 | 3 | 32 |
| 34 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 3 | 2 | 3 | 41 |
| 35 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 41 |
| 36 | 3 | 3 | 3 | 2 | 2 | 5 | 3 | 3 | 3 | 33 | 4 | 2 | 66 |
| 37 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 1 | 2 | 2 | 2 | 1 | 31 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 38 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 54 |
| 39 | 3 | 3 | 2 | 3 | 2 | 5 | 2 | 2 | 2 | 3 | 3 | 3 | 33 |

3. X3 Pelatihan

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No | Pelatihan | | | | | | Skor |
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1 | 3 | 3 | 3 | 2 | 2 | 2 | 15 |
| 2 | 3 | 3 | 3 | 3 | 5 | 3 | 20 |
| 3 | 4 | 2 | 2 | 2 | 3 | 1 | 14 |
| 4 | 3 | 2 | 3 | 2 | 3 | 3 | 16 |
| 5 | 5 | 5 | 2 | 5 | 5 | 3 | 25 |
| 6 | 4 | 5 | 2 | 2 | 3 | 1 | 17 |
| 7 | 5 | 5 | 3 | 2 | 3 | 3 | 21 |
| 8 | 3 | 5 | 5 | 5 | 2 | 2 | 22 |
| 9 | 3 | 5 | 5 | 5 | 3 | 3 | 24 |
| 10 | 3 | 5 | 2 | 3 | 5 | 3 | 21 |
| 11 | 4 | 5 | 2 | 2 | 3 | 1 | 17 |
| 12 | 3 | 5 | 3 | 2 | 5 | 5 | 23 |
| 13 | 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 14 | 5 | 5 | 3 | 4 | 3 | 5 | 25 |
| 15 | 5 | 5 | 3 | 2 | 5 | 3 | 23 |
| 16 | 5 | 5 | 3 | 2 | 3 | 3 | 21 |
| 17 | 3 | 5 | 5 | 2 | 2 | 3 | 20 |
| 18 | 5 | 5 | 5 | 4 | 3 | 2 | 24 |
| 19 | 5 | 5 | 3 | 5 | 5 | 3 | 26 |
| 20 | 5 | 5 | 5 | 3 | 5 | 5 | 28 |
| 21 | 3 | 5 | 2 | 3 | 2 | 5 | 20 |
| 22 | 4 | 5 | 2 | 5 | 3 | 5 | 24 |
| 23 | 5 | 2 | 3 | 2 | 3 | 5 | 20 |
| 24 | 5 | 3 | 3 | 2 | 5 | 5 | 23 |
| 25 | 5 | 3 | 5 | 5 | 2 | 5 | 25 |
| 26 | 3 | 4 | 3 | 4 | 4 | 5 | 23 |
| 27 | 5 | 3 | 5 | 5 | 2 | 5 | 25 |
| 28 | 5 | 5 | 3 | 3 | 3 | 5 | 24 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 30 | 3 | 3 | 2 | 3 | 2 | 5 | 18 |
| 31 | 4 | 5 | 2 | 5 | 5 | 5 | 26 |
| 32 | 3 | 2 | 3 | 2 | 3 | 5 | 18 |
| 33 | 4 | 5 | 2 | 5 | 3 | 5 | 24 |
| 34 | 5 | 2 | 3 | 2 | 3 | 5 | 20 |
| 35 | 5 | 3 | 3 | 2 | 5 | 5 | 23 |
| 36 | 5 | 3 | 5 | 5 | 2 | 5 | 25 |
| 37 | 3 | 4 | 3 | 4 | 4 | 5 | 23 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 38 | 5 | 3 | 5 | 5 | 2 | 5 | 25 |
| 39 | 5 | 5 | 3 | 3 | 3 | 5 | 24 |

4.Y Kinerja Pegawai

Kinerja Pegawai

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No |  | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 4 | 6 | 7 | 8 | 9 | 10 |  |
| 1 | 3 | 2 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 3 | 33 |
| 2 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 34 |
| 3 | 4 | 4 | 2 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 34 |
| 4 | 4 | 3 | 2 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 35 |
| 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 32 |
| 6 | 4 | 3 | 2 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 32 |
| 7 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 2 | 35 |
| 8 | 5 | 5 | 2 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 29 |
| 9 | 4 | 3 | 2 | 4 | 3 | 1 | 4 | 3 | 4 | 1 | 29 |
| 10 | 4 | 1 | 5 | 3 | 2 | 4 | 1 | 4 | 1 | 4 | 35 |
| 11 | 5 | 3 | 3 | 4 | 2 | 2 | 5 | 5 | 3 | 3 | 32 |
| 12 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 31 |
| 13 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 25 |
| 14 | 4 | 1 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 28 |
| 15 | 3 | 2 | 3 | 3 | 5 | 3 | 1 | 3 | 3 | 2 | 35 |
| 16 | 3 | 1 | 5 | 5 | 5 | 4 | 3 | 4 | 1 | 4 | 26 |
| 17 | 3 | 1 | 3 | 2 | 4 | 4 | 1 | 3 | 3 | 2 | 32 |
| 18 | 3 | 1 | 3 | 5 | 4 | 3 | 1 | 5 | 5 | 2 | 27 |
| 19 | 4 | 1 | 4 | 3 | 2 | 3 | 1 | 4 | 3 | 2 | 27 |
| 20 | 4 | 1 | 4 | 3 | 2 | 3 | 1 | 4 | 3 | 2 | 23 |
| 21 | 4 | 1 | 4 | 2 | 1 | 3 | 1 | 3 | 1 | 3 | 26 |
| 22 | 4 | 2 | 4 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 24 |
| 23 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | 24 |
| 24 | 4 | 1 | 2 | 3 | 2 | 3 | 1 | 3 | 2 | 3 | 26 |
| 25 | 4 | 1 | 3 | 3 | 2 | 2 | 1 | 3 | 4 | 3 | 26 |
| 26 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 27 |
| 27 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 25 |
| 28 | 3 | 1 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 23 |
| 29 | 4 | 2 | 3 | 4 | 1 | 2 | 1 | 2 | 2 | 2 | 25 |
| 30 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 28 |
| 31 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 32 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 28 |
| 33 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 26 |
| 34 | 4 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 26 |
| 35 | 3 | 2 | 3 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 23 |
| 36 | 3 | 2 | 3 | 2 | 1 | 2 | 3 | 2 | 2 | 3 | 20 |
| 37 | 3 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 4 | 22 |

Jumlah

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 38 | 3 | 2 | 4 | 1 | 1 | 2 | 2 | 3 | 2 | 2 | 28 |
| 39 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 1 | 4 | 3 | 27 |

Lampiran 3 Hasil Uji Spss 20

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 38 | 97.4 |
| Excludeda  Total | 1 | 2.6 |
| 39 | 100.0 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
|  | .382 |
| 6a |
| .110 |
| 6b |
| 12  -.432c c  -1.519  -.603c  -1.485 |

Value

Cronbach's Alpha

Part 1

Part 2

N of Items

Value

N of Items

Correlation Between Forms

Total N of Items

Spearman-Brown Coefficient Equal Length

Unequal Length

Guttman Split-Half Coefficient

a. The items are: X\_1, X\_2, X\_3, X\_4, X\_5, X\_6.

b. The items are: X\_7, X\_8, X\_9, X\_10, X\_11, X\_12.

c. The correlation between forms (halves) of the test is negative. This violates reliability model assumptions. Statistics which are functions of this value may have estimates outside theoretically possible ranges.

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if  Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
| X\_1  X\_2  X\_3  X\_4  X\_5  X\_6  X\_7  X\_8  X\_9  X\_10  X\_11  X\_12 | 31.66  31.97  31.92  32.42  30.00  32.42  32.89  31.45  32.16  32.71  32.74  32.66 | 8.231  9.864  7.696  9.007  8.595  6.250  10.637  7.281  8.028  8.590  7.496  6.447 | -.045  -.382  .065  -.246  .000  .189  -.445  -.126  -.013  -.172  -.003  .144 | -.453a  -.189a  -.553a  -.238a  -.459a  -.818a  -.010a  -.383a  -.483a  -.329a  -.523a  -.754a |

**Reliability**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 38 | 97.4 |
| Excludeda  Total | 1 | 2.6 |
| 39 | 100.0 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
|  | .382 |
| 6a |
| .110 |
| 6b |
| 12  -.432c c  -1.519  -.603c  -1.485 |

Value

Cronbach's Alpha

Part 1

Part 2

N of Items

Value

N of Items

Correlation Between Forms

Total N of Items

Spearman-Brown Coefficient Equal Length

Unequal Length

Guttman Split-Half Coefficient

a. The items are: X\_1, X\_2, X\_3, X\_4, X\_5, X\_6.

b. The items are: X\_7, X\_8, X\_9, X\_10, X\_11, X\_12.

c. The correlation between forms (halves) of the test is negative. This violates reliability model assumptions. Statistics which are functions of this value may have estimates outside theoretically possible ranges.

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if  Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
| X\_1  X\_2  X\_3  X\_4  X\_5  X\_6  X\_7  X\_8  X\_9  X\_10  X\_11  X\_12 | 31.66  31.97  31.92  32.42  30.00  32.42  32.89  31.45  32.16  32.71  32.74  32.66 | 8.231  9.864  7.696  9.007  8.595  6.250  10.637  7.281  8.028  8.590  7.496  6.447 | -.045  -.382  .065  -.246  .000  .189  -.445  -.126  -.013  -.172  -.003  .144 | -.453a  -.189a  -.553a  -.238a  -.459a  -.818a  -.010a  -.383a  -.483a  -.329a  -.523a  -.754a |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

**Regression**

**One-Sample Kolmogorov-Smirnov Test**

|  |  |
| --- | --- |
|  | Unstandardized  Residual |
| N  Normal Parametersa,b Mean  Std. Deviation  Absolute  Most Extreme Differences Positive  Negative  Kolmogorov-Smirnov Z  Asymp. Sig. (2-tailed) | 39  0E-7  .90976829  .161  .119  -.161  1.005  .265 |

a. Test distribution is Normal. b. Calculated from data.

**Variables Entered/Removeda**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | Variables  Entered | Variables  Removed | Method |
| 1 | Total\_X3, Total\_X2, Total\_X1b | . | Enter |

a. Dependent Variable: Total\_y

b. All requested variables entered.

**Model Summaryb**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the  Estimate |
| 1 | .163a | .026 | -.057 | .948 |

a. Predictors: (Constant), Total\_X3, Total\_X2, Total\_X1 b. Dependent Variable: Total\_y

**ANOVAa**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| Regression  1 Residual  Total | .856 | 3 | .285 | .317 | .813b |
| 31.452 | 35 | .899 |  |  |
| 32.308 | 38 |  |  |  |

a. Dependent Variable: Total\_y

b. Predictors: (Constant), Total\_X3, Total\_X2, Total\_X1

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized  Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant)  Total\_X1 | 3.217 | 1.916 |  | 1.679 | .102 |
| -.028 | .054 | -.089 | -.518 | .608 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Total\_X2  Total\_X3 | .165 | .178 | .160 | .930 | .359 |
| .005 | .132 | .006 | .035 | .972 |

**Coefficientsa**

|  |  |  |
| --- | --- | --- |
| Model | Collinearity Statistics | |
| Tolerance | VIF |
| (Constant)  1 Total\_X1  Total\_X2  Total\_X3 |  |  |
| .936 | 1.068 |
| .937 | 1.067 |
| .999 | 1.001 |

a. Dependent Variable: Total\_y

**Collinearity Diagnosticsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | Total\_X1 | Total\_X2 | Total\_X3 |
| 1  2  1  3  4 | 3.847 | 1.000 | .00 | .00 | .01 | .01 |
| .101 | 6.167 | .00 | .00 | .40 | .55 |
| .049 | 8.876 | .03 | .03 | .58 | .42 |
| .003 | 34.396 | .97 | .97 | .02 | .02 |

a. Dependent Variable: Total\_y

**Residuals Statisticsa**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value  Residual  Std. Predicted Value  Std. Residual | 2.36  -1.771  -2.207  -1.869 | 3.06  2.010  2.418  2.121 | 2.69  .000  .000  .000 | .150  .910  1.000  .960 | 39  39  39  39 |

a. Dependent Variable: Total\_y