**Lampiran I : Kuesioner**

1. **IDENTITAS PENULIS**

Nama : Musli Ifsyahli Sikumbang

Usia : 22 tahun

Alamat : Jl. Serdang No. 26 Lubuk Pakam

Fakultas/Jurusan : Ekonomi / Manajemen

Asal : Universitas Muslim Nusantara Al Washliyah

Dengan ini saya memohon kesediaan saudara/i untuk mengisi data kuesioner. Informasi yang anda berikan hanya semata-mata untuk melengkapi data penelitian dalam rangka penyusunan skripsi saya dengan judul**"Pengaruh Pengalaman Kerja Terhadap Kinerja Karyawan Pada Bank Mandiri Syariah Kantor Cabang Lubuk Pakam ”.** Untuk itu, isilah kuesioner ini dengan jawaban yang sebenar-benarnya. Atas kesediaan saudara/i, saya ucapkan terima kasih.

Medan, Januari 2019

Peneliti

**MUSLI IFSYAHLI SIKUMBANG**

**NPM : 153114229**

Isilah Kuesioner berikut dengan memberikan tanda *cheklist*( 🗸 ) pada kolom jawaban yang tersedia.

1. **IDENTITAS RESPONDEN**
2. Nama :
3. Jenis Kelamin :

Laki-Laki Perempuan

1. Usia :
2. Pendidikan :

SMA D3 S1 S2 S3

1. Lama Kerja :

< 1 tahun 1 – 3 tahun >3 tahun

1. **PETUNJUK PENGISIAN**

Pilihlah jawaban yang paling tepat menurut Bapak/Ibu :

1. Bacalah setiap pernyataan dengan seksama.
2. Isilah semua nomor dengan memilih satu diantara 5 alternatif jawaban dengan memberikan tanda *cheklist* (🗸) pada kolom yang telah disediakan.
3. Alternatif jawaban adalah sebagai beikut :

|  |  |
| --- | --- |
| **Keterangan** | **Nilai** |
| Sangat Setuju ( SS) | 5 |
| Setuju ( S ) | 4 |
| Kurang Setuju ( KS ) | 3 |
| Tidak Setuju ( TS ) | 2 |
| Sangat Tidak Setuju ( STS ) | 1 |

1. Jawablah semua jawaban yang ada tanpa ada yang terlewat.
2. **PERNYATAAN**

**PENGALAMAN KERJA (X)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO. | PERNYATAAN | JAWABAN | | | | |
| SS | S | KS | TS | STS |
| 1. **Lama waktu / Masa kerja** | | | | | | |
| 1. | Semakin lama seseorang berkerja akan meningkatkan pengalaman kerja seseorang. |  |  |  |  |  |
| 2. | Pengalaman kerja yang saya miliki, membantu saya menyelesaikan tugas tugas secara efektif dan efisien. |  |  |  |  |  |
| 3. | Pengalaman kerja yang saya miliki dapat digunakan untuk mengambil pertimnbangan dalam membuat keputusan. |  |  |  |  |  |
| 4. | Pekrjaan yang saya lakukan saat ini, sangat membutuhkan pengalaman berkerja yang telah saya miliki sebelumnya. |  |  |  |  |  |
| 5. | Pegalaman kerja yang saya miliki sebelumnya, tidak dapat digunakan secara optimal pada tugas pekerjaan saat ini. |  |  |  |  |  |
| 1. **Tingkat pengetahuan dan keterampilan yang dimiliki** | | | | | | |
| 6. | Saya memiliki tingkat kemahiran dalam melaksanakan tugas tugas perkerjaan yang diberi oleh atasan. |  |  |  |  |  |
| 7. | Saya memiliki tingkat pengetahuan yang cukup memadai dengan pekerjaan saya saat ini. |  |  |  |  |  |
| 1. **Penguasaan terhadap pekerja dan perlatan** | | | | | | |
| 8. | Saya memiliki penguasaan terhadap pekerjaan dangan baik dan komprehensif. |  |  |  |  |  |
| 9. | Penguasaan terhadap pekerjaan dan peralatan akan meningkatkan pengalaman kerja saya. |  |  |  |  |  |
| 10. | Saya kurang memiliki penguasaan terhadap peralatan kerja yang disediakan oleh perusaan. |  |  |  |  |  |

***KINERJA*  (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO. | PERNYATAAN | JAWABAN | | | | |
| SS | S | KS | TS | STS |
| 1. **Kualitas kerja** | | | | | | |
| 1. | Saya cermat tidak membuat kesalahan dalam menyelesaikan tugas. |  |  |  |  |  |
| 2. | Selalu mengerjakan tugas sampai selesai. |  |  |  |  |  |
| 3. | Saya selalu teliti dalam melakukan pekerjaan |  |  |  |  |  |
| 4. | Dalam menyelesaikan tugas yang diberikan dapat dilaksanakan secara tepat. |  |  |  |  |  |
| 1. **Kuantitas kerja** | | | | | | |
| 5. | Saya selalu mengerjakan tugas sesuai dengan standar yang ditetapka. |  |  |  |  |  |
| 6. | Saya menunjukan kesediaan melakukan pekerjaan tanpa perintah oleh atasan |  |  |  |  |  |
| 7. | Saya banyak sekali memper oleh penghargaan / tanda jasa dari pemerintahan atau lembaga non pemerintah lainnya. |  |  |  |  |  |
| 1. **Kehandalan kerja** | | | | | | |
| 8. | Kompak dalam bekerja sama dengan tim maupun rekan kerja |  |  |  |  |  |
| 1. **Sikap krja** | | | | | | |
| 9 | Mampu menjalani kerja sama dan berkomunikasi yang baik kepada rekan kerja maupun pimpinan |  |  |  |  |  |
| 10 | Masa kerja lima tahun dapat dikatakan senior. |  |  |  |  |  |

**Lampiran 2: Tabulasi Data Responden**

**Tabulasi Data Nilai Jawaban Responden Variabel (X)**

**(Pengalaman Kerja)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **No. Item Pernyataan** | | | | | | | | | | **Total** |
| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 6 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 7 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 8 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 11 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 17 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 23 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 25 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 27 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| **X** | 126 | 130 | 126 | 126 | 128 | 129 | 125 | 124 | 126 | 130 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 1270 |
| **(X)2** | 15876 | 16900 | 15876 | 15876 | 16384 | 16641 | 15625 | 15376 | 15876 | 16900 |  |
| **(Y)2** |  |  |  |  |  |  |  |  |  |  | 1612900 |
| **X.Y** | 5364 | 5532 | 5358 | 5356 | 5444 | 5488 | 5326 | 5270 | 5364 | 5532 |  |
| **X2** | 534 | 570 | 534 | 534 | 552 | 561 | 529 | 516 | 534 | 570 |  |
| **Y2** |  |  |  |  |  |  |  |  |  |  | 54034 |

Sumber: Data primer diolah, 2019

**Tabulasi Data Nilai Jawaban Responden Variabel (Y)**

**(Kinerja Karyawan)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No. Responden** | **No. Item Pernyataan** | | | | | | | | | | **Total** |
| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 9 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 17 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 25 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 30 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| **X** | 129 | 136 | 130 | 129 | 126 | 124 | 124 | 126 | 129 | 136 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 1289 |
| **(X)2** | 16641 | 18496 | 16900 | 16641 | 15876 | 15376 | 15376 | 15876 | 16641 | 18496 |  |
| **(Y)2** |  |  |  |  |  |  |  |  |  |  | 1661521 |
| **X.Y** | 5581 | 5874 | 5615 | 5572 | 5448 | 5356 | 5356 | 5448 | 5581 | 5874 |  |
| **X2** | 561 | 624 | 570 | 561 | 534 | 516 | 516 | 534 | 561 | 624 |  |
| **Y2** |  |  |  |  |  |  |  |  |  |  | 55705 |

Sumber: Data primer diolah, 2019

**Jumlah Tabulasi Data Variabel X dan Y**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Y** | **X** | **X2** | **X . Y** | **Y2** |
| 1 | 46 | 40 | 1600 | 1840 | 2116 |
| 2 | 42 | 40 | 1600 | 1680 | 1764 |
| 3 | 42 | 41 | 1681 | 1722 | 1764 |
| 4 | 42 | 40 | 1600 | 1680 | 1764 |
| 5 | 40 | 42 | 1764 | 1680 | 1600 |
| 6 | 50 | 46 | 2116 | 2300 | 2500 |
| 7 | 40 | 41 | 1681 | 1640 | 1600 |
| 8 | 42 | 43 | 1849 | 1806 | 1764 |
| 9 | 42 | 39 | 1521 | 1638 | 1764 |
| 10 | 40 | 42 | 1764 | 1680 | 1600 |
| 11 | 44 | 46 | 2116 | 2024 | 1936 |
| 12 | 42 | 40 | 1600 | 1680 | 1764 |
| 13 | 40 | 40 | 1600 | 1600 | 1600 |
| 14 | 50 | 50 | 2500 | 2500 | 2500 |
| 15 | 40 | 40 | 1600 | 1600 | 1600 |
| 16 | 46 | 45 | 2025 | 2070 | 2116 |
| 17 | 46 | 45 | 2025 | 2070 | 2116 |
| 18 | 40 | 40 | 1600 | 1600 | 1600 |
| 19 | 50 | 50 | 2500 | 2500 | 2500 |
| 20 | 40 | 40 | 1600 | 1600 | 1600 |
| 21 | 42 | 40 | 1600 | 1680 | 1764 |
| 22 | 43 | 46 | 2116 | 1978 | 1849 |
| 23 | 40 | 42 | 1764 | 1680 | 1600 |
| 24 | 43 | 39 | 1521 | 1677 | 1849 |
| 25 | 41 | 43 | 1849 | 1763 | 1681 |
| 26 | 41 | 41 | 1681 | 1681 | 1681 |
| 27 | 50 | 46 | 2116 | 2300 | 2500 |
| 28 | 40 | 42 | 1764 | 1680 | 1600 |
| 29 | 42 | 40 | 1600 | 1680 | 1764 |
| 30 | 43 | 41 | 1681 | 1763 | 1849 |
| **Total** | **∑Y = 1289** | **∑ X = 1270** | **∑ X2 = 54034** | **∑ X . Y = 54792** | **∑ Y2 = 55705** |

Sumber: Data primer diolah, 2019

**Lampiran 3 : Uji Validitas Dan Reliabilitas**

1. **Uji Validitas**
2. **Pengalaman Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | Jumlah |
| P1 | Pearson Correlation | ,832\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P2 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P3 | Pearson Correlation | ,666\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P4 | Pearson Correlation | ,610\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P5 | Pearson Correlation | ,636\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P6 | Pearson Correlation | ,654\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P7 | Pearson Correlation | ,730\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P8 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P9 | Pearson Correlation | ,832\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P10 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| Jumlah | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | |

1. **Kinerja Karyawan**

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | Jumlah |
| P1 | Pearson Correlation | ,852\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P2 | Pearson Correlation | ,624\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P3 | Pearson Correlation | ,634\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P4 | Pearson Correlation | ,652\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P5 | Pearson Correlation | ,871\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P6 | Pearson Correlation | ,843\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P7 | Pearson Correlation | ,843\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P8 | Pearson Correlation | ,871\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P9 | Pearson Correlation | ,852\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P10 | Pearson Correlation | ,624\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| Jumlah | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | |

1. **Uji Reliabilitas**
2. **Pengalaman Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,880 | 10 |

1. **Kinerja Karyawan**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,914 | 10 |

**Lampiran 4 : Perhitugan Manual Uji Validitas**

1. **Uji Validitas**
2. **Variabel Pengalaman Kerja X )**
3. Pernyataan I

**=**

**=**

=

**=**

=

**= 0,832**

1. Pernyataan II

**=**

**=**

=

**=**

=

**= 0,675**

1. Pernyataan III

**=**

**=**

=

**=**

=

**= 0,66**

1. Pernyataan IV

**=**

**=**

=

**=**

=

**= 0,610**

1. pernyataan V

**=**

**=**

=

**=**

=

**= 0,636**

1. pernyataan VI

**=**

**=**

=

**=**

=

**= 0,654**

1. Pernyataan VII

**=**

**=**

=

**=**

=

**= 0,730**

1. Pernyataan VIII

**=**

**=**

=

**=**

=

**= 0,675**

1. Pernyataan IX

**=**

**=**

=

**=**

=

**= 0,832**

1. Pernyataan X

**=**

**=**

=

**=**

=

**= 0,675**

1. **Variabel Kinerja Karyawan (Y)**
2. Pernyataan I

**=**

**=**

=

**=**

=

**= 0,852**

1. Pernyataan II

**=**

**=**

=

**=**

=

**= 0,624**

1. Pernyataan III

**=**

**=**

=

**=**

=

**= 0,634**

1. Pernyataan IV

**=**

**=**

=

**=**

=

**= 0,652**

1. Pernyataan V

**=**

**=**

=

**=**

=

**= 0,871**

1. Pernyataan VI

**=**

**=**

=

**=**

=

**= 0,843**

1. Pernyataan VII

**=**

**=**

=

**=**

=

**= 0,843**

1. Pernyataan VIII

**=**

**=**

=

**=**

=

**= 0,871**

1. Pernyataan IX

**=**

**=**

=

**=**

=

**= 0,852**

1. Pernyataan X

**=**

**=**

=

**=**

=

**= 0,624**

1. **Uji Reliabilitas**
2. **Variabel Pengalaman Kerja (X)**

Stotal = 0,16+0,22+0,16+0,16+0,195+0,21+0,27+0,12+0,16+0,22=1,875

= 0,880

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

Stotal = 0,21+0,249+0,22+0,21+0,16+0,116+0,116+0,16+0,21+0,249=1,9

= 0,914

1. **Uji r**
2. **ryx**
3. **Uji t**

t =

=

=

=

=

= 6,209

1. **Koefisien Determinasi**