**Lampiran 1**

**DAFTAR LAMPIRAN KUESIONER**

**KUESIONER**

1. **Identitas Penulis**

Nama : Mela Anjani

NPM : 173114040

Alamat : Desa Naga Rejo Dusun III

Jenis kelamin : Perempuan

Umur : 22 Tahun

Fakultas : Ekonomi

Jurusan : Manajemen

Asal Perguruan Tinggi :Universitas Muslim Nusantara

Al-Washliyah Medan

Bersama ini saya mengharapkan kesediaan Bapak/Ibu untuk mengisi daftar pernyataan dalam kuesioner ini dengan tujuan sebagai data untuk penyusunan skripsi dengan judul: “ Pengaruh Audit Manajemen Sumber Daya Manusia Terhadap Kinerja Karyawan”. Atas kesediaan Bapak/Ibu menjawab dengan sejujurnya dan sebaik-baiknya, saya ucapkan terima kasih.

Saya berharap agar jawaban yang diberikan oleh Bapak/Ibu sesuai dengan keadaan yang sebenarnya, kerahasiaan identitas responden akan kami jaga.

Medan, Desember 2021

Mela Anjani

1. **Identitas Responden**

Nama Responden :

Umur Responden :

Jenis Kelamin : 1. Laki-Lak 2. Perempuan

Jenjang Pendidikan : 1. SMA/SMK

2. Diploma

3. S1

4. S2

Lama Bekerja : Tahun

1. **Petunjuk Pengisian**
2. Pilihlah jawaban paling tepat menurut anda.
3. Bacalah pernyataan dengan seksama.
4. Isikan semua nomor dengan memilih satu diantara 5 alternatif jawaban dengan memberikan tanda benar *checklist* (√) pada kolom yag sudah disediakan.
5. Alternatif jawaban sebagai berikut :

|  |  |
| --- | --- |
| **Keterangan** | **Nilai** |
| SS = SANGAT SETUJU | 5 |
| S = SETUJU | 4 |
| KS = KURANG SETUJU | 3 |
| TS = TIDAK SETUJU | 2 |
| STS = SANGAT TIDAK SETUJU | 1 |

1. Jawablah semua pernyataan tanpa ada yang terlewat.

# DAFTAR PERNYATAAN

1. **Pengaruh Audit Manajemen Sumber Daya Manusia (X)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **I** | **Perencanaan Tenaga Kerja** | | | | | |
|  | Perusahaan membuat perencaan SDM secara jelas sebelum melakukan rekrutmen |  |  |  |  |  |
|  | Rencana SDM yang ditetapkan selama ini mendukung dengan strategi pencapaian tujuan perusahaan |  |  |  |  |  |
| **II** | **Penyelenggaraan Fungsi Rekrutmen** | | | | | |
| 3. | Proses rekrutmen telah dilakukan secara efektif untuk memperoleh SDM yang sesuai dengan kualifikasi yang dibutuhkan perusahaan |  |  |  |  |  |
| 4. | Rekrutmen yang dilakukan dapat memanfaatkan sumber tenaga kerja yang baik |  |  |  |  |  |
| **III** | **Penyelenggaraan Fungsi Seleksi** | | | | | |
| 5. | Kegiatan yang telah dilakukan secara maksimal dalam memperoleh SDM yang memiliki kualifikasi yang dibutuhkan perusahaan |  |  |  |  |  |
| 6. | Pelaksanaan seleksi dilaksanakan dengan metode tes tertulis dan wawancara |  |  |  |  |  |
| **IV** | **Penyelenggaraan Fungsi Orietasi** | | | | | |
| 7. | Setiap karyawan yang bekerja ditempatkan sesuai dengan latar belakang pendidikan |  |  |  |  |  |
| 8. | Karakteristik pekerjaan yang diberikan kepada karyawan sesuai dengan kemampuan yang dimiliki |  |  |  |  |  |
| **V** | **Fungsi Pelatihan Pengembangan** | | | | | |
| 9 | Tujuan pelatihan yang ditetapkan perusahaan untuk mengembangkan SDM |  |  |  |  |  |
| 10 | Pelaksanaan pelatihan telah dilaksanakan secara efektif karena sudah dapat meningkatkan pengetahuan dan keahlian karyawan |  |  |  |  |  |

**DAFTAR PERNYATAAN**

1. **Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **I** | **Kualitas Kerja** | | | | | |
| 1. | Karyawan mengerjakan suatu pekerjaan dengan kemampuan yang dimiliki |  |  |  |  |  |
| 2. | Skill yang dimiliki karyawan sesuai dengan pekerjaan yang di tangani |  |  |  |  |  |
| **II** | **Kuantitas Kerja** | | | | | |
| 3. | Dalam menyelesaikan tugas karyawan  Sesuai dengan kemampuan yang di miliki |  |  |  |  |  |
| 4. | Karyawan mengerjakan pekerjaan  dengan efektif dan efisien |  |  |  |  |  |
| **III** | **Ketepatan Waktu** | | | | | |
| 5. | Karyawan bisa memperhitungkan waktu dalam melaksanakan setiap pekerjaan |  |  |  |  |  |
| 6. | Karyawan mengerjakan suatu pekerjaan dengan tepat waktu |  |  |  |  |  |
| **IV** | **Efektifitas Dalam Bekerja** | | | | | |
| 7. | Karyawan baru dapat menyesuaikan  diri dengan cepat di lingkungan baru |  |  |  |  |  |
| 8. | Kerja sama yang baik dapat meningkatkan efektivitas kerja yang tinggi |  |  |  |  |  |
| **V** | **Kemandirian** | | | | | |
| 9. | Menunjukan kreatifitas yang dimiliki  Karyawan |  |  |  |  |  |
| 10. | Karyawan yang baik memiliki standart  professional yang tinggi dalam bekerja |  |  |  |  |  |

**Lampiran 2**

**DATA TABULASI KUESIONER 48 RESPONDEN**

1. VARIABEL X : Audit Manajemen Sumber Daya Manusia

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | X.P1 | X.P  2 | X.P3 | X.P  4 | X.P5 | X.P  6 | X.P  7 | X.P8 | X.P  9 | X.P  10 | TOTAL |  |
| 1. | 5 | 5 | 2 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 2. | 2 | 2 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 35 |
| 3. | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4. | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 5. | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 6. | 4 | 5 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 5 | 42 |
| 7. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8. | 4 | 5 | 4 | 3 | 5 | 5 | 2 | 5 | 5 | 4 | 42 |
| 9. | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 10. | 2 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 3 | 37 |
| 11. | 2 | 2 | 2 | 5 | 3 | 2 | 3 | 3 | 4 | 2 | 28 |
| 12. | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 44 |
| 13. | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 36 |
| 14. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15. | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 16. | 3 | 4 | 4 | 2 | 3 | 2 | 4 | 2 | 2 | 4 | 30 |
| 17. | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 18. | 3 | 3 | 5 | 5 | 2 | 2 | 2 | 2 | 2 | 5 | 31 |
| 19. | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 20. | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 38 |
| 21. | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 35 |
| 22. | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 2 | 42 |
| 23. | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 24. | 5 | 3 | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 41 |
| 25. | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 38 |
| 26. | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 27. | 5 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 28. | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 42 |
| 29. | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 43 |
| 30. | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 39 |
| 31. | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 2 | 42 |
| 32. | 4 | 3 | 3 | 5 | 3 | 3 | 4 | 4 | 5 | 3 | 37 |
| 33. | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 34. | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 35. | 4 | 5 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |  |
| 36. | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 5 | 41 |
| 37. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38. | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 39. | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 40. | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 38 |
| 41. | 5 | 2 | 5 | 5 | 2 | 4 | 3 | 3 | 4 | 2 | 35 |
| 42. | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 43. | 5 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 36 |
| 44. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45. | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 46. | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 35 |
| 47. | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 48. | 2 | 4 | 5 | 5 | 2 | 2 | 2 | 2 | 2 | 5 | 31 |

*Sumber : Data Diolah Peneliti (2022)*

**TABULASI KUESIONER 48 RESPONDEN VARIABEL Y**

1. Variabel Y : Kinerja Karyawan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | Y.P1 | Y.P2 | Y.P3 | Y.P4 | Y.P5 | Y.P6 | Y.P7 | Y.P8 | Y.P9 | Y.P10 | TOTAL |
| 1. | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 39 |
| 2. | 5 | 2 | 3 | 3 | 2 | 4 | 2 | 5 | 3 | 5 | 34 |
| 3. | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 33 |
| 4. | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 5. | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 41 |
| 6. | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 40 |
| 7. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8. | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 9. | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 10. | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 2 | 3 | 36 |
| 11. | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 5 | 3 | 2 | 26 |
| 12. | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 13. | 5 | 3 | 3 | 2 | 4 | 3 | 3 | 5 | 3 | 5 | 36 |
| 14. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16. | 4 | 4 | 4 | 2 | 2 | 4 | 5 | 2 | 3 | 2 | 32 |
| 17. | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 18. | 4 | 3 | 4 | 5 | 5 | 2 | 2 | 3 | 3 | 5 | 36 |
| 19. | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 38 |
| 20. | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 4 | 5 | 37 |
| 21. | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 39 |
| 22. | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 44 |
| 23. | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 24. | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 41 |
| 25. | 2 | 3 | 3 | 3 | 5 | 4 | 5 | 2 | 5 | 4 | 36 |
| 26. | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 3 | 42 |
| 27. | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 45 |
| 28. | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 41 |
| 29. | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 3 | 5 | 40 |
| 30. | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 41 |
| 31. | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 42 |
| 32. | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 2 | 5 | 4 | 35 |
| 33. | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 37 |
| 34. | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 35. | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 40 |
| 36. | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 41 |
| 37. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 38. | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 2 | 5 | 44 |
| 39. | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 46 |
| 40. | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 38 |
| 41. | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 5 | 2 | 5 | 29 |
| 42. | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 43. | 5 | 3 | 3 | 3 | 4 | 3 | 2 | 5 | 5 | 3 | 36 |
| 44. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 45. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46. | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 5 | 4 | 4 | 36 |
| 47. | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 48. | 4 | 3 | 4 | 5 | 5 | 2 | 2 | 5 | 5 | 2 | 37 |

*Sumber : Data Diolah Peneliti (2022)*

**Lampiran 3**

**Tabel Uji Validitas Variabel Audit Manajemen Sumber**

**Daya Manusia Menggunakan Spss Versi 25**

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X.P  1 | X.P  2 | X.P  3 | X.P  4 | X.P  5 | X.P  6 | X.P  7 | X.P  8 | X.P  9 | X.P  10 | TOTAL |
| X.P1 | Pearson Correlation | 1 | 0.572 | 0.492 | 0.464 | 0.372 | 0.422 | 0.300 | 0.326 | 0.597 | 0.592 | 0.714 |
| Sig. (2-tailed) |  | 0.001 | 0.006 | 0.010 | 0.043 | 0.020 | 0.107 | 0.079 | 0.001 | 0.001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P2 | Pearson Correlation | 0.572 | 1 | 0.580 | 0.490 | 0.344 | 0.386 | 0.172 | 0.288 | 0.590 | 0.604 | 0.696 |
| Sig. (2-tailed) | 0.001 |  | 0.001 | 0.006 | 0.062 | 0.035 | 0.365 | 0.122 | 0.001 | 0.000 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P3 | Pearson Correlation | 0.492 | 0.580 | 1 | 0.678 | 0.533 | 0.229 | 0.280 | 0.526 | 0.445 | 0.478 | 0.728 |
| Sig. (2-tailed) | 0.006 | 0.001 |  | 0.000 | 0.002 | 0.223 | 0.135 | 0.003 | 0.014 | 0.008 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P4 | Pearson Correlation | 0.464 | 0.490 | 0.678 | 1 | 0.479 | 0.470 | 0.392 | 0.394 | 0.439 | 0.547 | 0.750 |
| Sig. (2-tailed) | 0.010 | 0.006 | 0.000 |  | 0.007 | 0.009 | 0.032 | 0.031 | 0.015 | 0.002 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P5 | Pearson Correlation | 0.372 | 0.344 | 0.533 | 0.479 | 1 | 0.598 | 0.507 | 0.486 | 0.486 | 0.668 | 0.769 |
| Sig. (2-tailed) | 0.043 | 0.062 | 0.002 | 0.007 |  | 0.000 | 0.004 | 0.006 | 0.006 | 0.000 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P6 | Pearson Correlation | 0.422 | 0.386 | 0.229 | 0.470 | 0.598 | 1 | 0.511 | 0.371 | 0.500 | 0.619 | 0.708 |
| Sig. (2-tailed) | 0.020 | 0.035 | 0.223 | 0.009 | 0.000 |  | 0.004 | 0.044 | 0.005 | 0.000 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P7 | Pearson Correlation | 0.300 | 0.172 | 0.280 | 0.392 | 0.507 | 0.511 | 1 | 0.381 | 0.288 | 0.466 | 0.610 |
| Sig. (2-tailed) | 0.107 | 0.365 | 0.135 | 0.032 | 0.004 | 0.004 |  | 0.038 | 0.122 | 0.009 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P8 | Pearson Correlation | 0.326 | 0.288 | 0.526 | 0.394 | 0.486 | 0.371 | 0.381 | 1 | 0.256 | 0.414 | 0.607 |
| Sig. (2-tailed) | 0.079 | 0.122 | 0.003 | 0.031 | 0.006 | 0.044 | 0.038 |  | 0.172 | 0.023 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P9 | Pearson Correlation | 0.597 | 0.590 | 0.445 | 0.439 | 0.486 | 0.500 | 0.288 | 0.256 | 1 | 0.625 | 0.732 |
| Sig. (2-tailed) | 0.001 | 0.001 | 0.014 | 0.015 | 0.006 | 0.005 | 0.122 | 0.172 |  | 0.000 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P10 | Pearson Correlation | 0.592 | 0.604 | 0.478 | 0.547 | 0.668 | 0.619 | 0.466 | 0.414 | 0.625 | 1 | 0.846 |
| Sig. (2-tailed) | 0.001 | 0.000 | 0.008 | 0.002 | 0.000 | 0.000 | 0.009 | 0.023 | 0.000 |  | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | 0.714 | 0.696 | 0.728 | 0.750 | 0.769 | 0.708 | 0.610 | 0.607 | 0.732 | 0.846 | 1 |
| Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

*Sumber: Hasil Perhitungan SPSS 25 (2022)*

**Tabel Uji Validitas Variabel Kinerja Karyawan**

**Menggunakan Spss Versi 25**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.P  1 | Y.P  2 | Y.P  3 | Y.P  4 | Y.P  5 | Y.P  6 | Y.P  7 | Y.P  8 | Y.P  9 | Y.P  10 | TOTAL |
| Y.P1 | Pearson Correlation | 1 | 0.678 | 0.480 | 0.434 | 0.655 | 0.475 | 0.614 | 0.519 | 0.500 | 0.533 | 0.778 |
| Sig. (2-tailed) |  | 0.000 | 0.007 | 0.017 | 0.000 | 0.008 | 0.000 | 0.003 | 0.005 | 0.002 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P2 | Pearson Correlation | 0.678 | 1 | 0.441 | 0.669 | 0.479 | 0.447 | 0.422 | 0.286 | 0.260 | 0.479 | 0.693 |
| Sig. (2-tailed) | 0.000 |  | 0.015 | 0.000 | 0.007 | 0.013 | 0.020 | 0.126 | 0.165 | 0.007 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P3 | Pearson Correlation | 0.480 | 0.441 | 1 | 0.572 | 0.317 | 0.492 | 0.517 | 0.512 | 0.435 | 0.417 | 0.667 |
| Sig. (2-tailed) | 0.007 | 0.015 |  | 0.001 | 0.088 | 0.006 | 0.003 | 0.004 | 0.016 | 0.022 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P4 | Pearson Correlation | 0.434 | 0.669 | 0.572 | 1 | 0.554 | 0.630 | 0.424 | 0.512 | 0.359 | 0.679 | 0.778 |
| Sig. (2-tailed) | 0.017 | 0.000 | 0.001 |  | 0.001 | 0.000 | 0.019 | 0.004 | 0.052 | 0.000 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P5 | Pearson Correlation | 0.655 | 0.479 | 0.317 | 0.554 | 1 | 0.798 | 0.610 | 0.561 | 0.518 | 0.487 | 0.810 |
| Sig. (2-tailed) | 0.000 | 0.007 | 0.088 | 0.001 |  | 0.000 | 0.000 | 0.001 | 0.003 | 0.006 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P6 | Pearson Correlation | 0.475 | 0.447 | 0.492 | 0.630 | 0.798 | 1 | 0.670 | 0.569 | 0.653 | 0.546 | 0.843 |
| Sig. (2-tailed) | 0.008 | 0.013 | 0.006 | 0.000 | 0.000 |  | 0.000 | 0.001 | 0.000 | 0.002 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P7 | Pearson Correlation | 0.614 | 0.422 | 0.517 | 0.424 | 0.610 | 0.670 | 1 | 0.738 | 0.658 | 0.455 | 0.798 |
| Sig. (2-tailed) | 0.000 | 0.020 | 0.003 | 0.019 | 0.000 | 0.000 |  | 0.000 | 0.000 | 0.012 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P8 | Pearson Correlation | 0.519 | 0.286 | 0.512 | 0.512 | 0.561 | 0.569 | 0.738 | 1 | 0.601 | 0.629 | 0.770 |
| Sig. (2-tailed) | 0.003 | 0.126 | 0.004 | 0.004 | 0.001 | 0.001 | 0.000 |  | 0.000 | 0.000 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P9 | Pearson Correlation | 0.500 | 0.260 | 0.435 | 0.359 | 0.518 | 0.653 | 0.658 | 0.601 | 1 | 0.260 | 0.677 |
| Sig. (2-tailed) | 0.005 | 0.165 | 0.016 | 0.052 | 0.003 | 0.000 | 0.000 | 0.000 |  | 0.165 | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P10 | Pearson Correlation | 0.533 | 0.479 | 0.417 | 0.679 | 0.487 | 0.546 | 0.455 | 0.629 | 0.260 | 1 | 0.734 |
| Sig. (2-tailed) | 0.002 | 0.007 | 0.022 | 0.000 | 0.006 | 0.002 | 0.012 | 0.000 | 0.165 |  | 0.000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | 0.778 | 0.693 | 0.667 | 0.778 | 0.810 | 0.843 | 0.798 | 0.770 | 0.677 | 0.734 | 1 |
| Sig. (2-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

*Sumber: Hasil Perhitungan SPSS 25 (2022)*

**Tabel Uji Reabilitas Variabel Audit Manajemen Sumber**

**Daya Manusia Menggunakan Spss Versi 25**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X.P1 | 32.77 | 27.840 | 0.638 | 0.884 |
| X.P2 | 33.10 | 28.093 | 0.619 | 0.885 |
| X.P3 | 32.27 | 27.789 | 0.656 | 0.883 |
| X.P4 | 32.37 | 26.861 | 0.672 | 0.881 |
| X.P5 | 32.57 | 26.668 | 0.696 | 0.879 |
| X.P6 | 32.77 | 28.530 | 0.642 | 0.884 |
| X.P7 | 32.87 | 28.120 | 0.498 | 0.894 |
| X.P8 | 32.37 | 29.275 | 0.523 | 0.891 |
| X.P9 | 32.63 | 27.206 | 0.653 | 0.883 |
| X.P10 | 33.00 | 25.517 | 0.790 | 0.872 |

*Sumber: Hasil Perhitungan SPSS 25 (2022)*

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| 0.894 | 10 |

*Sumber: Hasil Perhitungan SPSS 25 (2022)*

**Tabel Uji Reabilitas Variabel Kinerja Karyawan**

**Menggunakan Spss Versi 25**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.P1 | 34.33 | 30.092 | 0.720 | 0.904 |
| Y.P2 | 34.43 | 30.185 | 0.606 | 0.911 |
| Y.P3 | 34.60 | 31.697 | 0.597 | 0.911 |
| Y.P4 | 34.83 | 30.006 | 0.719 | 0.904 |
| Y.P5 | 34.50 | 28.121 | 0.742 | 0.903 |
| Y.P6 | 34.47 | 27.844 | 0.786 | 0.900 |
| Y.P7 | 34.43 | 30.116 | 0.746 | 0.903 |
| Y.P8 | 34.37 | 30.723 | 0.716 | 0.905 |
| Y.P9 | 34.70 | 31.734 | 0.611 | 0.910 |
| Y.P10 | 34.63 | 29.757 | 0.656 | 0.908 |

*Sumber: Hasil Perhitungan SPSS 25 (2022)*

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| 0.915 | 10 |

*Sumber: Hasil Perhitungan SPSS 25 (2022)*

**Lampiran 4**

**Distribusi Nilai r-tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |

**Lampiran 5**

**Titik Persentase Distribusi t (df = 1 – 48)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |