**LAMPIRAN 01**

**KUESIONER PENELITIAN**

**PENGARUH REKRUTMEN DAN PENEMPATAN KERJA TERHADAP KINERJA KARYAWAN PT.POS INDONESIA (PERSERO) CABANG LUBUK PAKAM**

Responden yang terhormat,

Saya memohon kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner yang diberikan. Pernyataan yang ada dalam kuesioner ini bertujuan untuk melengkapi data penelitian dalam rangka penyusunan skripsi . saya mengharapkan kesediaan Bapak/ibu/saudara/i untuk memberikan informasi yang sejujurnya dan kerahasiaan jawaban Bapak/ibu/sudara/i tidak akan diketahui orang lain karena identitas Bapak/ibi/saudara/i tidak ditulis pada lembaran ini. Atas bantuannya saya ucapkan terima kasih.

* 1. Identitas responden

Jenis kelamin :

Pendidikan :

Usia :

Pekerjaan :

* 1. Cara pengisian kuesioner

Berilah tanda *check list* () pada salah satu jawaban yang Bapak/ibu/saudara/I pilih.

Keterangan :

Sangat Setuju (SS) 5

Setuju (S) 4

Kurang Setuju (KS) 3

Tidak Setuju (TS) 2

Sangat Tidak Setuju (STS) 1

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS**  **(5)** | **S**  **(4)** | **KS**  **(3)** | **TS**  **(2)** | **STS**  **(1)** |
| 1 | Saya Sebagai karyawan PT. Pos Cabang Lubuk Pakam sebelumnya sudah melewati proses rekrutmen sesuai dengan bidang pekerjaan  yang diberikan |  |  |  |  |  |
| 2 | Saya mendapatkan lowongan pekerjaan pada PT. Pos Cabang Lubuk Pakam melalui karyawan yang bekerja pada perusahaan  tersebut |  |  |  |  |  |
| 3 | Saya sebagai karyawan PT. Pos Cabang Lubuk Pakam diterima bekerja pada perusahaan ini tanpa melalui  siapapun |  |  |  |  |  |
| 4 | Saya mendapatkan informasi bahwa PT. Pos Cabang Lubuk Pakam membuka lowongan pekerjaan secara  tertutup |  |  |  |  |  |
| 5 | Sebelum menjadi karyawan PT. Pos Cabang Lubuk Pakam, Saya mendapatkan informasi perekrutan melalui  media sosial |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS**  **(5)** | **S**  **(4)** | **KS**  **(3)** | **TS**  **(2)** | **STS**  **(1)** |
| 1 | Saya Sebagai karyawan PT. Pos Cabang Lubuk Pakam mempunyai kemampuan pada bidang pekerjaan yang sedang  dijabati |  |  |  |  |  |
| 2 | Sebagai karyawan PT. Pos Cabang Lubuk Pakam, Saya mempunyai pengalaman kerja  yang baik dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 3 | Saya sebagai karyawan PT. Pos Cabang Lubuk Pakam  memiliki kesehatan fisik maupun mental yang baik |  |  |  |  |  |
| 4 | Sebagai karyawan PT. Pos Cabang Lubuk Pakam, Saya memiliki usia yang sesuai dengan bidang pekerjaan  yang saya lakukan saat ini |  |  |  |  |  |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS**  **(5)** | **S**  **(4)** | **KS**  **(3)** | **TS**  **(2)** | **STS**  **(1)** |
| 1 | Saya sebagai karyawan pada PT. Pos Cabang Lubuk Pakam selalu menyelesaikan pekerjaan dengan kualitas  yang baik |  |  |  |  |  |
| 2 | Sebagai karyawan PT. Pos Cabang Lubuk Pakam, Saya mampu menyelesaikan  pekerjaan dalam jumlah yang banyak |  |  |  |  |  |
| 3 | Saya menyelesaikan  pekerjaan dengan tepat waktu |  |  |  |  |  |
| 4 | Saya selalu menggunakan Fasilitas yang ada pada PT. Pos Cabang Lubuk Pakam dalam menyelesaikan  pekerjaan |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 5 | Sebagai karyawan PT. Pos Cabang Lubuk Pakam, Saya menyelesaikan pekerjaan  secara individu |  |  |  |  |  |

**Lampiran 02**

**Tabulasi Data Uji Validitas Dan Reliabilitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** |  | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.TTL** |
| 1 |  | 4 | 5 | 5 | 4 | 23 |
| 2 |  | 4 | 4 | 4 | 3 | 20 |
| 3 |  | 3 | 4 | 3 | 4 | 18 |
| 4 |  | 5 | 3 | 5 | 4 | 21 |
| 5 |  | 4 | 5 | 5 | 3 | 20 |
| 6 |  | 5 | 4 | 5 | 4 | 22 |
| 7 |  | 4 | 5 | 4 | 4 | 21 |
| 8 | 5 | 5 | 4 | 5 | 5 | 24 |
| 9 | 4 | 4 | 5 | 4 | 4 | 21 |
| 10 | 5 | 5 | 4 | 5 | 5 | 24 |
| 11 |  | 4 | 5 | 4 | 4 | 21 |
| 12 | 5 | 5 | 4 | 5 | 5 | 24 |
| 13 |  | 4 | 5 | 4 | 4 | 21 |
| 14 |  | 4 | 4 | 4 | 4 | 20 |
| 15 |  | 3 | 4 | 3 | 3 | 16 |
| 16 | 4 | 4 | 3 | 4 | 4 | 19 |
| 17 |  | 4 | 4 | 4 | 4 | 20 |
| 18 |  | 4 | 4 | 4 | 4 | 20 |
| 19 |  | 5 | 5 | 5 | 5 | 25 |
| 20 | 5 | 5 | 5 | 5 | 5 | 25 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 5 | 5 | 5 | 5 | 5 | 25 |
| 23 |  | 4 | 4 | 4 | 4 | 20 |
| 24 |  | 3 | 3 | 3 | 3 | 15 |
| 25 | 4 | 4 | 4 | 4 | 4 | 20 |
| 26 | 4 | 4 | 4 | 4 | 4 | 20 |
| 27 |  | 3 | 3 | 3 | 3 | 15 |
| 28 | 2 | 2 | 2 | 2 | 2 | 10 |
| 29 |  | 3 | 3 | 3 | 3 | 15 |
| 30 |  | 5 | 5 | 5 | 5 | 25 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.TTL** |
| 1 | 3 | 5 | 3 | 3 | 14 |
| 2 | 5 | 5 | 4 | 5 | 19 |
| 3 | 5 | 4 | 4 | 5 | 18 |
| 4 | 5 | 4 | 3 | 5 | 17 |
| 5 | 4 | 5 | 4 | 4 | 17 |
| 6 | 5 | 5 | 4 | 5 | 19 |
| 7 | 4 | 4 | 5 | 4 | 17 |
| 8 | 4 | 5 | 4 | 5 | 18 |
| 9 | 5 | 4 | 5 | 4 | 18 |
| 10 | 4 | 4 | 4 | 5 | 17 |
| 11 | 5 | 4 | 5 | 4 | 18 |
| 12 | 4 | 5 | 4 | 4 | 17 |
| 13 | 3 | 4 | 4 | 3 | 14 |
| 14 | 4 | 3 | 3 | 4 | 14 |
| 15 | 4 | 4 | 4 | 4 | 16 |
| 16 | 4 | 4 | 4 | 4 | 16 |
| 17 | 5 | 4 | 4 | 5 | 18 |
| 18 | 5 | 5 | 5 | 5 | 20 |
| 19 | 4 | 5 | 5 | 4 | 18 |
| 20 | 5 | 4 | 4 | 5 | 18 |
| 21 | 4 | 5 | 5 | 4 | 18 |
| 22 | 3 | 4 | 4 | 3 | 14 |
| 23 | 4 | 3 | 3 | 4 | 14 |
| 24 | 4 | 4 | 4 | 4 | 16 |
| 25 | 3 | 4 | 4 | 3 | 14 |
| 26 | 2 | 3 | 3 | 2 | 10 |
| 27 | 3 | 2 | 2 | 3 | 10 |
| 28 | 5 | 3 | 3 | 5 | 16 |
| 29 | 3 | 5 | 5 | 5 | 18 |
| 30 | 4 | 4 | 4 | 5 | 17 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.TTL** |
| 1 | 4 | 4 | 4 | 5 | 4 | 21 |
| 2 | 4 | 3 | 3 | 4 | 3 | 17 |
| 3 | 3 | 5 | 5 | 3 | 4 | 20 |
| 4 | 4 | 4 | 5 | 5 | 4 | 22 |
| 5 | 4 | 5 | 5 | 5 | 3 | 22 |
| 6 | 5 | 4 | 4 | 5 | 4 | 22 |
| 7 | 4 | 5 | 5 | 4 | 4 | 22 |
| 8 | 5 | 4 | 4 | 5 | 5 | 23 |
| 9 | 4 | 5 | 5 | 4 | 4 | 22 |
| 10 | 5 | 4 | 4 | 5 | 5 | 23 |
| 11 | 4 | 5 | 5 | 4 | 4 | 22 |
| 12 | 4 | 4 | 4 | 5 | 5 | 22 |
| 13 | 3 | 4 | 4 | 4 | 4 | 19 |
| 14 | 4 | 3 | 3 | 4 | 4 | 18 |
| 15 | 4 | 4 | 4 | 3 | 3 | 18 |
| 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 17 | 5 | 4 | 4 | 4 | 4 | 21 |
| 18 | 5 | 5 | 5 | 4 | 4 | 23 |
| 19 | 4 | 5 | 5 | 5 | 5 | 24 |
| 20 | 5 | 4 | 4 | 5 | 5 | 23 |
| 21 | 4 | 5 | 5 | 4 | 4 | 22 |
| 22 | 3 | 4 | 4 | 5 | 5 | 21 |
| 23 | 4 | 3 | 3 | 4 | 4 | 18 |
| 24 | 4 | 4 | 4 | 3 | 3 | 18 |
| 25 | 3 | 4 | 4 | 4 | 4 | 19 |
| 26 | 2 | 3 | 3 | 4 | 4 | 16 |
| 27 | 3 | 2 | 2 | 3 | 3 | 13 |
| 28 | 4 | 3 | 3 | 2 | 2 | 14 |
| 29 | 3 | 5 | 5 | 3 | 3 | 19 |
| 30 | 4 | 4 | 2 | 5 | 5 | 20 |

**Lampiran 03**

**Tabulasi Data Responden**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** |  | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.TTL** |
| 1 |  | 5 | 3 | 4 | 5 | 22 |
| 2 |  | 5 | 5 | 5 | 5 | 25 |
| 3 |  | 5 | 5 | 4 | 5 | 24 |
| 4 |  | 4 | 5 | 5 | 4 | 22 |
| 5 |  | 5 | 4 | 4 | 4 | 22 |
| 6 | 4 | 4 | 5 | 5 | 5 | 23 |
| 7 | 5 | 5 | 4 | 5 | 5 | 24 |
| 8 |  | 4 | 5 | 4 | 4 | 21 |
| 9 |  | 5 | 4 | 5 | 5 | 24 |
| 10 | 4 | 4 | 5 | 4 | 4 | 21 |
| 11 | 4 | 4 | 4 | 5 | 4 | 21 |
| 12 |  | 3 | 5 | 4 | 4 | 17 |
| 13 | 4 | 4 | 3 | 4 | 5 | 20 |
| 14 |  | 4 | 4 | 3 | 4 | 19 |
| 15 |  | 4 | 4 | 4 | 3 | 19 |
| 16 |  | 5 | 4 | 4 | 4 | 22 |
| 17 | 5 | 5 | 5 | 4 | 4 | 23 |
| 18 |  | 4 | 5 | 5 | 4 | 22 |
| 19 |  | 5 | 4 | 5 | 5 | 24 |
| 20 | 4 | 4 | 5 | 4 | 5 | 22 |
| 21 |  | 3 | 4 | 5 | 4 | 19 |
| 22 | 4 | 4 | 3 | 4 | 5 | 20 |
| 23 | 4 | 4 | 4 | 3 | 4 | 19 |
| 24 |  | 1 | 5 | 5 | 3 | 17 |
| 25 |  | 2 | 1 | 5 | 5 | 15 |
| 26 | 3 | 3 | 2 | 3 | 4 | 15 |
| 27 |  | 4 | 3 | 4 | 1 | 17 |
| 28 |  | 4 | 5 | 1 | 4 | 16 |
| 29 | 3 | 3 | 5 | 2 | 3 | 16 |
| 30 | 2 | 2 | 3 | 4 | 4 | 15 |
| 31 |  | 1 | 4 | 3 | 4 | 15 |
| 32 |  | 4 | 3 | 2 | 3 | 17 |
| 33 | 2 | 4 | 5 | 3 | 2 | 16 |
| 34 | 3 | 3 | 5 | 2 | 3 | 16 |
| 35 | 4 | 4 | 5 | 5 | 5 | 23 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 36 |  | 4 | 4 | 4 | 4 | 20 |
| 37 |  | 5 | 3 | 3 | 3 | 19 |
| 38 |  | 5 | 4 | 4 | 4 | 22 |
| 39 |  | 4 | 4 | 4 | 4 | 20 |
| 40 |  | 5 | 3 | 3 | 3 | 19 |
| 41 |  | 4 | 4 | 4 | 4 | 20 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.TTL** |
| 1 | 5 | 1 | 5 | 5 | 16 |
| 2 | 4 | 5 | 5 | 3 | 17 |
| 3 | 5 | 5 | 4 | 4 | 18 |
| 4 | 4 | 5 | 5 | 4 | 18 |
| 5 | 5 | 4 | 4 | 5 | 18 |
| 6 | 5 | 5 | 5 | 4 | 19 |
| 7 | 4 | 4 | 5 | 5 | 18 |
| 8 | 5 | 5 | 4 | 4 | 18 |
| 9 | 4 | 4 | 5 | 5 | 18 |
| 10 | 5 | 5 | 4 | 4 | 18 |
| 11 | 4 | 4 | 5 | 4 | 17 |
| 12 | 4 | 5 | 5 | 1 | 15 |
| 13 | 3 | 3 | 4 | 4 | 14 |
| 14 | 5 | 5 | 1 | 4 | 15 |
| 15 | 4 | 4 | 4 | 4 | 16 |
| 16 | 4 | 4 | 4 | 5 | 17 |
| 17 | 5 | 5 | 4 | 5 | 19 |
| 18 | 5 | 5 | 5 | 4 | 19 |
| 19 | 4 | 4 | 5 | 5 | 18 |
| 20 | 5 | 5 | 4 | 4 | 18 |
| 21 | 4 | 4 | 5 | 3 | 16 |
| 22 | 5 | 1 | 4 | 4 | 14 |
| 23 | 4 | 4 | 3 | 4 | 15 |
| 24 | 4 | 4 | 4 | 3 | 15 |
| 25 | 1 | 5 | 4 | 2 | 12 |
| 26 | 2 | 2 | 1 | 5 | 10 |
| 27 | 3 | 3 | 2 | 5 | 13 |
| 28 | 2 | 5 | 3 | 2 | 12 |
| 29 | 4 | 5 | 2 | 4 | 15 |
| 30 | 3 | 3 | 4 | 2 | 12 |
| 31 | 2 | 2 | 3 | 3 | 10 |
| 32 | 3 | 3 | 2 | 5 | 13 |
| 33 | 2 | 5 | 3 | 2 | 12 |
| 34 | 5 | 5 | 2 | 4 | 16 |
| 35 | 4 | 5 | 5 | 5 | 19 |
| 36 | 3 | 4 | 4 | 4 | 15 |
| 37 | 4 | 3 | 3 | 3 | 13 |
| 38 | 4 | 4 | 4 | 4 | 16 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 39 | 3 | 4 | 4 | 4 | 15 |
| 40 | 4 | 3 | 3 | 3 | 13 |
| 41 | 3 | 4 | 4 | 4 | 15 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.TTL** |
| 1 | 1 | 4 | 5 | 5 | 5 | 20 |
| 2 | 5 | 5 | 4 | 5 | 5 | 24 |
| 3 | 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 5 | 5 | 4 | 4 | 5 | 23 |
| 5 | 4 | 4 | 5 | 5 | 4 | 22 |
| 6 | 5 | 5 | 5 | 4 | 4 | 23 |
| 7 | 4 | 5 | 5 | 5 | 1 | 20 |
| 8 | 5 | 4 | 5 | 4 | 4 | 22 |
| 9 | 4 | 5 | 4 | 5 | 5 | 23 |
| 10 | 5 | 4 | 5 | 4 | 4 | 22 |
| 11 | 4 | 5 | 4 | 3 | 5 | 21 |
| 12 | 4 | 4 | 4 | 4 | 4 | 20 |
| 13 | 3 | 4 | 3 | 4 | 5 | 19 |
| 14 | 4 | 1 | 5 | 5 | 4 | 19 |
| 15 | 4 | 4 | 4 | 5 | 4 | 21 |
| 16 | 4 | 4 | 4 | 5 | 3 | 20 |
| 17 | 5 | 4 | 5 | 4 | 4 | 22 |
| 18 | 5 | 5 | 5 | 5 | 4 | 24 |
| 19 | 4 | 5 | 4 | 4 | 4 | 21 |
| 20 | 5 | 4 | 5 | 3 | 5 | 22 |
| 21 | 4 | 5 | 4 | 4 | 5 | 22 |
| 22 | 3 | 4 | 1 | 5 | 5 | 18 |
| 23 | 4 | 3 | 4 | 3 | 5 | 19 |
| 24 | 4 | 4 | 4 | 2 | 4 | 18 |
| 25 | 1 | 4 | 5 | 3 | 3 | 16 |
| 26 | 2 | 3 | 2 | 4 | 4 | 15 |
| 27 | 3 | 2 | 3 | 4 | 4 | 16 |
| 28 | 5 | 3 | 2 | 3 | 3 | 16 |
| 29 | 5 | 2 | 4 | 2 | 2 | 15 |
| 30 | 3 | 4 | 3 | 3 | 3 | 16 |
| 31 | 2 | 3 | 2 | 5 | 5 | 17 |
| 32 | 3 | 2 | 3 | 4 | 2 | 14 |
| 33 | 5 | 3 | 2 | 3 | 3 | 16 |
| 34 | 5 | 2 | 5 | 4 | 2 | 18 |
| 35 | 5 | 5 | 4 | 4 | 3 | 21 |
| 36 | 4 | 4 | 3 | 3 | 5 | 19 |
| 37 | 3 | 1 | 5 | 5 | 2 | 16 |
| 38 | 4 | 4 | 4 | 5 | 5 | 22 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 39 | 4 | 4 | 3 | 4 | 4 | 19 |
| 40 | 3 | 5 | 4 | 1 | 3 | 16 |
| 41 | 4 | 4 | 3 | 4 | 4 | 19 |

**Lampiran 04**

**Hasil Uji Validitas Dan Reliabilitas**

**Correlations**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Rekrutme n | | | Rekrutme n | Rekrutme n | Rekrutme n | Rekrutme n | Rekrutme n |
| Rekrutme n | Pearson Correlation | 1 | .832\*\* | .591\*\* | .790\*\* | .865\*\* | .916\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Rekrutme n | Pearson Correlation | .832\*\* | 1 | .536\*\* | .951\*\* | .865\*\* | .941\*\* |
| Sig. (2-tailed) | .000 |  | .002 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Rekrutme n | Pearson Correlation | .591\*\* | .536\*\* | 1 | .608\*\* | .567\*\* | .745\*\* |
| Sig. (2-tailed) | .001 | .002 |  | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Rekrutme n | Pearson Correlation | .790\*\* | .951\*\* | .608\*\* | 1 | .778\*\* | .929\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Rekrutme n | Pearson Correlation | .865\*\* | .865\*\* | .567\*\* | .778\*\* | 1 | .914\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Rekrutme n | Pearson Correlation | .916\*\* | .941\*\* | .745\*\* | .929\*\* | .914\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |

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

**Reliability Statistics**

Cronbach's Alpha N of Items

.824 6

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Penempat an Kerja | | | Penempat an Kerja | Penempat an Kerja | Penempat an Kerja | Penempat an Kerja |
| Penempatan Kerja | Pearson Correlation | 1 | .200 | .276 | .783\*\* | .766\*\* |
| Sig. (2-tailed) |  | .288 | .140 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| Penempatan Kerja | Pearson Correlation | .200 | 1 | .647\*\* | .337 | .712\*\* |
| Sig. (2-tailed) | .288 |  | .000 | .068 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| Penempatan Kerja | Pearson Correlation | .276 | .647\*\* | 1 | .279 | .717\*\* |
| Sig. (2-tailed) | .140 | .000 |  | .135 | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| Penempatan Kerja | Pearson Correlation | .783\*\* | .337 | .279 | 1 | .812\*\* |
| Sig. (2-tailed) | .000 | .068 | .135 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 |
| Penempatan Kerja | Pearson Correlation | .766\*\* | .712\*\* | .717\*\* | .812\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 |

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

**Reliability Statistics**

Cronbach's Alpha N of Items

.800 5

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Kinerja Karyawa  n | | | Kinerja Karyawa  n | Kinerja Karyawa  n | Kinerja Karyawa  n | Kinerja Karyawa  n | Kinerja Karyawa  n |
| Kinerja Karyawan | Pearson Correlation | 1 | .186 | .161 | .357 | .240 | .552\*\* |
| Sig. (2-tailed) |  | .325 | .396 | .053 | .202 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Karyawan | Pearson Correlation | .186 | 1 | .885\*\* | .200 | .234 | .753\*\* |
| Sig. (2-tailed) | .325 |  | .000 | .289 | .214 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Karyawan | Pearson Correlation | .161 | .885\*\* | 1 | .136 | .103 | .695\*\* |
| Sig. (2-tailed) | .396 | .000 |  | .475 | .588 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Karyawan | Pearson Correlation | .357 | .200 | .136 | 1 | .778\*\* | .717\*\* |
| Sig. (2-tailed) | .053 | .289 | .475 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Karyawan | Pearson Correlation | .240 | .234 | .103 | .778\*\* | 1 | .680\*\* |
| Sig. (2-tailed) | .202 | .214 | .588 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja Karyawan | Pearson Correlation | .552\*\* | .753\*\* | .695\*\* | .717\*\* | .680\*\* | 1 |
| Sig. (2-tailed) | .002 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |

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

**Reliability Statistics**

Cronbach's Alpha N of Items

.770 6

## Lampiran 05

**Hasil Statistik Deskriptif Jawaban Responden**

**Rekrutmen**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 4 | 9.8 | 9.8 | 12.2 |
| Kurang Setuju | 6 | 14.6 | 14.6 | 26.8 |
| Setuju | 16 | 39.0 | 39.0 | 65.9 |
| Sangat Setuju | 14 | 34.1 | 34.1 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Rekrutmen**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 2 | 4.9 | 4.9 | 4.9 |
| Tidak Setuju | 2 | 4.9 | 4.9 | 9.8 |
| Kurang Setuju | 5 | 12.2 | 12.2 | 22.0 |
| Setuju | 20 | 48.8 | 48.8 | 70.7 |
| Sangat Setuju | 12 | 29.3 | 29.3 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Rekrutmen**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 1 | 2.4 | 2.4 | 4.9 |
| Kurang Setuju | 8 | 19.5 | 19.5 | 24.4 |
| Setuju | 15 | 36.6 | 36.6 | 61.0 |
| Sangat Setuju | 16 | 39.0 | 39.0 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Rekrutmen**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 3 | 7.3 | 7.3 | 9.8 |
| Kurang Setuju | 7 | 17.1 | 17.1 | 26.8 |
| Setuju | 18 | 43.9 | 43.9 | 70.7 |
| Sangat Setuju | 12 | 29.3 | 29.3 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Rekrutmen**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 1 | 2.4 | 2.4 | 4.9 |
| Kurang Setuju | 7 | 17.1 | 17.1 | 22.0 |
| Setuju | 20 | 48.8 | 48.8 | 70.7 |
| Sangat Setuju | 12 | 29.3 | 29.3 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Penempatan Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 4 | 9.8 | 9.8 | 12.2 |
| Kurang Setuju | 7 | 17.1 | 17.1 | 29.3 |
| Setuju | 17 | 41.5 | 41.5 | 70.7 |
| Sangat Setuju | 12 | 29.3 | 29.3 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Penempatan Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 2 | 4.9 | 4.9 | 4.9 |
| Tidak Setuju | 2 | 4.9 | 4.9 | 9.8 |
| Kurang Setuju | 6 | 14.6 | 14.6 | 24.4 |
| Setuju | 14 | 34.1 | 34.1 | 58.5 |
| Sangat Setuju | 17 | 41.5 | 41.5 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Penempatan Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 2 | 4.9 | 4.9 | 4.9 |
| Tidak Setuju | 4 | 9.8 | 9.8 | 14.6 |
| Kurang Setuju | 6 | 14.6 | 14.6 | 29.3 |
| Setuju | 17 | 41.5 | 41.5 | 70.7 |
| Sangat Setuju | 12 | 29.3 | 29.3 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Penempatan Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 4 | 9.8 | 9.8 | 12.2 |
| Kurang Setuju | 6 | 14.6 | 14.6 | 26.8 |
| Setuju | 19 | 46.3 | 46.3 | 73.2 |
| Sangat Setuju | 11 | 26.8 | 26.8 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Kinerja Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 2 | 4.9 | 4.9 | 4.9 |
| Tidak Setuju | 2 | 4.9 | 4.9 | 9.8 |
| Kurang Setuju | 7 | 17.1 | 17.1 | 26.8 |
| Setuju | 16 | 39.0 | 39.0 | 65.9 |
| Sangat Setuju | 14 | 34.1 | 34.1 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Kinerja Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 2 | 4.9 | 4.9 | 4.9 |
| Tidak Setuju | 4 | 9.8 | 9.8 | 14.6 |
| Kurang Setuju | 5 | 12.2 | 12.2 | 26.8 |
| Setuju | 19 | 46.3 | 46.3 | 73.2 |
| Sangat Setuju | 11 | 26.8 | 26.8 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Kinerja Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 4 | 9.8 | 9.8 | 12.2 |
| Kurang Setuju | 7 | 17.1 | 17.1 | 29.3 |
| Setuju | 15 | 36.6 | 36.6 | 65.9 |
| Sangat Setuju | 14 | 34.1 | 34.1 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Kinerja Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 2 | 4.9 | 4.9 | 7.3 |
| Kurang Setuju | 8 | 19.5 | 19.5 | 26.8 |
| Setuju | 16 | 39.0 | 39.0 | 65.9 |
| Sangat Setuju | 14 | 34.1 | 34.1 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

**Kinerja Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Frequency | | | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | 2.4 | 2.4 | 2.4 |
| Tidak Setuju | 4 | 9.8 | 9.8 | 12.2 |
| Kurang Setuju | 7 | 17.1 | 17.1 | 29.3 |
| Setuju | 16 | 39.0 | 39.0 | 68.3 |
| Sangat Setuju | 13 | 31.7 | 31.7 | 100.0 |
| Total | 41 | 100.0 | 100.0 |  |

## Lampiran 06

**Hasil Uji Asumsi Klasik Dan Regresi Linear Berganda**

**Model Summaryb**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model R | | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | 0.888a | 0.789 | 0.778 | 1.322 |

* 1. Predictors: (Constant), Penempatan Karyawan, Rekrutmen
  2. Dependent Variable: Kinerja Karyawan

**ANOVAa**

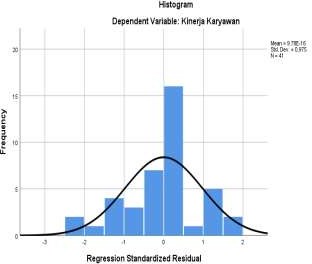
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model Sum of Squares | | | df | Mean Square | F | Sig. |
| 1 | Regression | 247.857 | 2 | 123.928 | 70.936 | 0.000b |
| Residual | 66.387 | 38 | 1.747 |  |  |
| Total | 314.244 | 40 |  |  |  |

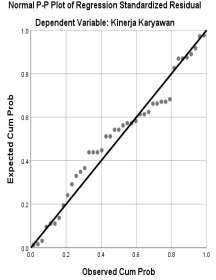
1. Dependent Variable: Kinerja Karyawan
2. Predictors: (Constant), Penempatan Karyawan, Rekrutmen

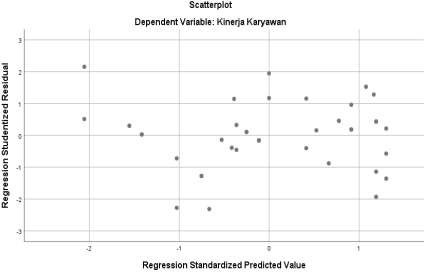
**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Unstandardized Coefficients | | | | Standardize d Coefficients  Beta | t | Sig. | Collinearity Statistics | |
| Model B | | | Std. Error | Toleranc e | VIF |
| 1 | (Constant) | 2.993 | 1.433 |  | 2.088 | 0.044 |  |  |
| Rekrutmen | 0.344 | 0.136 | 0.361 | 2.532 | 0.016 | 0.273 | 3.659 |
| Penempatan Karyawan | 0.623 | 0.159 | 0.560 | 3.926 | 0.000 | 0.273 | 3.659 |

a. Dependent Variable: Kinerja Karyawan







**One-Sample Kolmogorov-Smirnov Test**

Unstandardized Residual

|  |  |
| --- | --- |
| N | 41 |
| Normal Parametersa,b Mean | 0.0000000 |
| Std. Deviation | 1.28828624 |
| Most Extreme Differences Absolute | 0.120 |
| Positive | 0.118 |
| Negative | -0.120 |
| Test Statistic | 0.120 |
| Asymp. Sig. (2-tailed) | 0.145c |

1. Test distribution is Normal.
2. Calculated from data.
3. Lilliefors Significance Correction.

