**DAFTAR LAMPIRAN KUESIONER**

**KUESIONER**

**I. IDENTITAS PENULIS**

Nama : Zuleha Gultom

NPM : 173114002

Alamat : Jl. Letda Sujono Gg. Kesehatan

Jeniskelamin : Perempuam

Umur : 21 Tahun

Fakultas : Ekonomi

Jurusan : Manajemen

AsalPerguruanTinggi : Universitas Muslim Nusantara Al-Washliyah

Medan

Bersama ini saya mengharapkan kesediaan Bpk/ibu untuk mengisi daftar pernyataan dalam kuesioner ini dengan tujuan sebagai data untuk penyusunan skripsi dengan judul : “Pengaruh Pengembangan Sumber Daya Manusia Terhadap Prestasi Kerja Pegawai Pada Dinas Sumber Daya Air, Cipta Karya dan Tata Ruang Provinsi Sumatera Utara”. Atas kesediaan Bpk/Ibu menjawab dengan sejujurnya dan sebaik-baiknya, saya mengucapkan terimakasih.

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

Medan, Juni 2021

Zuleha Gultom

**II. Identitas Responden**

Nama :

Jabatan :

Pendidikan :

Usia :

Masa Bekerja :

**III. Petunjuk Pengisian**

1. Pilihlah jawaban paling tepat menurut anda.
2. Bacalah pertanyaan dengan seksama.
3. Isikan semua nomor dengan memilih satu diantara 5 altenatif jawaban dengan memberikan tanda checklist (√) pada kolom yang sudah disediakan.
4. 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 pertanyaan tanpa ada yang terlewat.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pertanyaan**  **Pengembangan SDM**  **( Variabel X)** | **Jawaban Responden** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
| **1.** | **Melalui Pendidikan Dan Pelatihan** |  |  |  |  |  |
| a | Pendidikan seseorang mempunyai peran penting dalam suatu jabatan |  |  |  |  |  |
| b | Pendidikan dan Pengalaman saya mempengaruhi kualitas dari hasil kerja |  |  |  |  |  |
| c | Materi yang diberikan dalam pelatihan sudah sesuai dengan kebutuhan pekerjaan |  |  |  |  |  |
| d | Pelatih diklat menyampaikan materi dan contoh yang berkaitan dengan kegiatan yang terjadi di instansi |  |  |  |  |  |
| **2.** | **Melalui Promosi** |  |  |  |  |  |
| a | Jabatan saya yang sekarang telah sesuai dengan latar belakang pendidikan |  |  |  |  |  |
| b | Atasan telah bertindak tepat dengan memberikan jabatan sesuai dengan kemampuan pegawai |  |  |  |  |  |
| c | Instansi telah melaksanakan promosi jabatan dengan memperhatikan tingkat pendidikan |  |  |  |  |  |
| **3.** | **Melalui Pemindahan Pegawai (Mutasi Pegawai)** |  |  |  |  |  |
| a | Mutasi yang terjadi atas dasar penilaian kerja yang objektif |  |  |  |  |  |
| b | Mutasi yang dilakukan berdasarkan dengan kesesuaian pengalaman kerja |  |  |  |  |  |
| c | Mutasi terjadi karena keinginan dari pegawai itu sendiri |  |  |  |  |  |

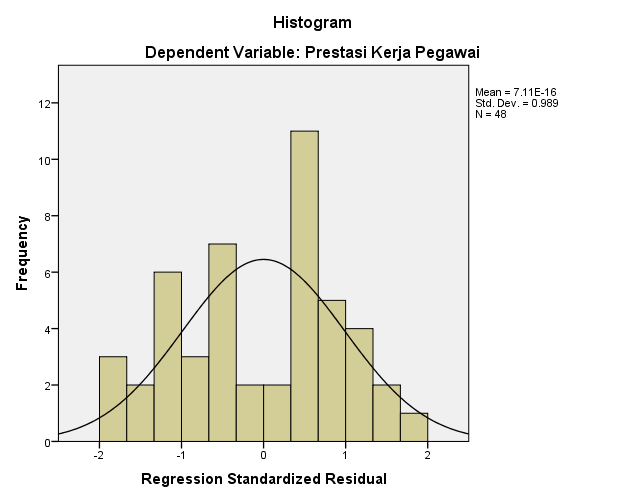
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Item Pertanyaan**  **Prestasi Kerja Pegawai**  **( Variabel Y)** | **Jawaban Responden** | | | | |
| SS | S | KS | TS | STS |
| 5 | 4 | 3 | 2 | 1 |
| **1.** | **Kualitas Kerja** |  |  |  |  |  |
| a. | Kualitas diri anda sesuai dengan yang diharapkan |  |  |  |  |  |
| b. | Menurut Bapak/ibu perusahaan memberikan kontribusi sesuai dengan prestasi dalam bekerja |  |  |  |  |  |
| **2.** | **Kuantitas Kerja** |  |  |  |  |  |
| a. | Ketika ada masalah dalam perusahaan bapak/ibu siap memberikan waktu dan tenga untuk mengatasinya |  |  |  |  |  |
| b. | Bapak/ibu terlebih dahulu memahami teori-teori dalam mengerjakan tugas yang baru |  |  |  |  |  |
| c. | Keterampilan yang bapak/ibu miliki dapat meningkatkan produktifitas kinerja di dalam organisasi perusahaan |  |  |  |  |  |
| **3.** | **Ketepatan Waktu** |  |  |  |  |  |
| a. | Bapak/ibu mengerjakan setiap pekerjaan yang diberikan atasan dengan sungguh-sungguh |  |  |  |  |  |
| b. | Bapak/ibu selalu datang dan pulang kerja tepat waktu sesuai dengan jam kantor |  |  |  |  |  |
| c. | Bapak/ibu cepat dalam memahami tugas yang diberikan oleh atasan dan menyelesaikannya tepat waktu |  |  |  |  |  |
| **4** | **Efektivitas Biaya** |  |  |  |  |  |
| a | Peningkatan kemampuan pegawai dalam membuat rencana pekerjaan agar tercapai efisiensi dan efektivits kerja. |  |  |  |  |  |
| b | Semua pegawai dituntut bekerja secara optimal untuk meminimalisasi kerugian. |  |  |  |  |  |

**Lampiran Output SPSS**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Uji Validitas**  **Pengembangan Sumber Daya Manusia**  **Item-Total Statistics** | | | | | | | |
|  | | Corrected Item-Total Correlation | | Squared Multiple Correlation | | Cronbach's Alpha if Item Deleted |
| item 1 | | .851 | | .917 | | .947 |
| item 2 | | .880 | | .864 | | .946 |
| item 3 | | .881 | | .850 | | .945 |
| item 4 | | .881 | | .927 | | .945 |
| item 5 | | .910 | | .898 | | .944 |
| item 6 | | .473 | | .672 | | .959 |
| item 7 | | .846 | | .908 | | .947 |
| item 8 | | .821 | | .871 | | .948 |
| item 9 | | .672 | | .684 | | .954 |
| item 10 | | .858 | | .878 | | .949 |
| **Uji Reliabilitas**  **Pengembangan Sumber Daya Manusia**  **Reliability Statistics** | | | | | |
| Cronbach's Alpha | | Cronbach's Alpha Based on Standardized Items | | N of Items | |
| .953 | | .955 | | 10 | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Uji Validitas**  **Prestasi Kerja Pegawai**  **Item-Total Statistics** | | | | | | | |
|  | | Corrected Item-Total Correlation | | Squared Multiple Correlation | | Cronbach's Alpha if Item Deleted |
| item 1 | | .737 | | .837 | | .930 |
| item 2 | | .828 | | .837 | | .927 |
| item 3 | | .788 | | .758 | | .928 |
| item 4 | | .821 | | .820 | | .926 |
| item 5 | | .854 | | .824 | | .924 |
| item 6 | | .677 | | .684 | | .935 |
| item 7 | | .666 | | .798 | | .933 |
| item 8 | | .714 | | .781 | | .932 |
| item 9 | | .628 | | .617 | | .935 |
| item 10 | | .820 | | .826 | | .926 |
| **Uji Reliabilitas**  **Prestasi Kerja Pegawai**  **Reliability Statistics** | | | | | |
| Cronbach's Uji Alpha | | Cronbach's Alpha Based on Standardized Items | | N of Items | |
| .936 | | .939 | | 10 | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Analisis Regresi Linear Sederhana**  **Coefficientsa** | | | | | | | | | | | | | | | | | |
| Model | | | | | | Unstandardized Coefficients | | | | | Standardized Coefficients | | t | | Sig. | | |
| B | | Std. Error | | | Beta | |
| 1 | (Constant) | | | | | 11.331 | | 3.385 | | |  | | 3.347 | | .002 | | |
| Pengembangan Sumber Daya Manusia | | | | | .698 | | .089 | | | .758 | | 7.871 | | .000 | | |
| a. Dependent Variable: Prestasi Kerja Pegawai | | | | | | | | | | | | | | | | | |
| **Uji Parsial (Uji t) Pengembangan Sumber Daya Manusia Dan Prestasi Kerja Pegawai**  **Coefficientsa** | | | | | | | | | | | |
| Model | | | | | | | Unstandardized Coefficients | | | | | Standardized Coefficients | | t | | Sig. |
| B | | | Std. Error | | Beta | |
| 1 | | (Constant) | | | | | 11.331 | | | 3.385 | |  | | 3.347 | | .002 |
| Pengembangan Sumber Daya Manusia | | | | | .698 | | | .089 | | .758 | | 7.871 | | .000 |
| a. Dependent Variable: Prestasi Kerja Pegawai | | | | | | | | | | | | | | | | |
| **Uji Koefisien Determinasi**  **Model Summaryb** | | | | | | | | | | | |
| Model | | | R | R Square | Adjusted R Square | | | | Std. Error of the Estimate | | |
| 1 | | | .758a | .574 | .565 | | | | 2.914 | | |
| a. Predictors: (Constant), Pengembangan Sumber Daya Manusia | | | | | | | | | | | |
| b. Dependent Variable: Prestasi Kerja Pegawai | | | | | | | | | | | |



**Tabulasi Data Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pengembangan Sumber Daya Manusia** | | | | | | | | | | **Prestasi Kerja Pegawai** | | | | | | | | | |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** | **P12** | **P13** | **P14** | **P15** | **P16** | **P17** | **P18** | **P19** | **P20** |
| 1 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 |
| 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 |
| 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 |
| 6 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 31 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 32 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |
| 33 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 34 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 36 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 37 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 38 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 39 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 |
| 40 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 41 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 |
| 42 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 43 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 44 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 47 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |