

LAMPIRAN

KUESIONER PENELITIAN

Kepada Yang Terhormat

Bapak/Ibu/Sdr. (i).

Di-

Tempat

Perihal : **Permohonan Pengisian Kuesioner Penelitian**

Dengan Hormat,

Dalama rangka proses penyelesaian studi Magister Manajemen pada PPs UMI Makassar, saat ini saya melakukan penelitian untuk penulisan tesis dengan judul **Pengaruh Rekrutmen, Penempatan, Pengalaman Kerja dan Kepribadian Terhadap Kinerja Pegawai Negeri Sipil pada Balai Pelestarian Cagar Budaya Sulawesi Selatan.**

Sehubungan dengan itu, bersama ini saya lampirkan Kuesioner Penelitian yang merupakan rangkaian penelitian dalam rangka penulisan Tesis sebagai bagian dari proses penyelesaian studi yang saat ini sementara saya jalani. Mohon bantuan Bapak/Ibu/Sdr. (i), kiranya dapat mengisi kuesioner ini dengan sejujurnya. Identitas dan Jawaban yang Bapak/Ibu/Sdr.(i) berikan, akan kami rahasiakan sebagaimana etika penelitian.

Demikian surat permohonan saya, atas segala bantuannya diucapkan terima kasih.

Hormat saya,

Fitrah Amalia Putri

KUESIONER PENELITIAN

Penjelasan Umum:

Pernyataan dalam kuesioner ini dimaksudkan hanya untuk kepentingan tujuan penelitian Tesis dengan judul : **Pengaruh Rekrutmen, Penempatan, Pengalaman Kerja dan Kepribadian Terhadap Kinerja Pegawai Negeri Sipil pada Balai Pelestarian Cagar Budaya Sulawesi Selatan**. Mohon bantuan dan kesediaan Bapak/Ibu/Sdr(i) untuk menjawab sesuai dengan keadaan yang sebenarnya demi penyelesaian penyusunan tesis ini. Atas bantuannya diucapkan terima kasih.

A. Identitas Responden

1. Nama :
2. Umur :tahun
3. Jenis Kelamin : L / P
4. Pendidikan Terakhir :
5. Masa Kerja di Perusahaan Ini :tahun

B. Pernyataan untuk Responden

Berikan tanggapan atas pernyataan dalam kuesioner ini dengan memberi tanda centang (✓) pada kolom yang disediakan sesuai dengan keadaan yang sebenarnya:

SS	= Sangat Setuju	Nilai 5
S	= Setuju	Nilai 4
KS	= Kurang Setuju	Nilai 3
TS	= Tidak Setuju	Nilai 2
STS	= Sangat Tidak Setuju	Nilai 1

REKRUTMEN (X1)

No	Pertanyaan	SS	S	KS	TS	STS
1	Kriteria yang dipilih sudah sesuai dengan analisis jabatan yang ditetapkan perusahaan.					
2	Tes seleksi penerimaan pegawai sudah sesuai dengan standar perusahaan.					
3	Proses rekrutmen sudah berjalan dengan efektif.					
4	Pewawancara dapat memahami persyaratan jabatan yang dibutuhkan.					
5	Metode rekrutmen berpengaruh terhadap perolehan Pegawai yang berkualitas					
6	Proses rekrutmen bertujuan untuk mengisi jabatan Pegawai yang kosong					

PENEMPATAN (X2)

No	Pertanyaan	SS	S	KS	TS	STS
1	Posisi anda sudah sesuai dengan latar belakang pendidikan yang anda miliki.					
2	Menurut Anda, bagaimana kesesuaian latar belakang pendidikan Anda dengan pekerjaan yang diberikan kepada Anda.					
3	Dengan posisi Anda sekarang ini dapat memberikan hasil kerja yang terbaik bagi kantor tersebut.					
4	Usia pegawai sangat berpengaruh dalam proses penempatan kerja di perusahaan					
5	Kesesuaian antara wawasan pengetahuan dengan bidang pekerjaan Anda dapat mendukung keberhasilan Anda dalam menyelesaikan setiap pekerjaan yang dibebankan.					
6	Penempatan pegawai dalam suatu lingkungan kerja sesuai dengan kemampuan fisik dan psikologisnya					

PENGALAMAN KERJA (X3)

No	Pertanyaan	SS	S	KS	TS	STS
1	Pengalaman kerja yang saya miliki, membantu saya menyelesaikan tugas secara efisien.					
2	Saya tidak membuang-buang waktu kerja dengan kegiatan lain yang tidak berkaitan dengan pekerjaan					
3	Saya selalu mengedepankan sikap profesional dalam bekerja.					
4	Saya mempunyai kemahiran dalam melaksanakan tugas – tugas yang diberikan oleh pimpinan.					
5	Saya selalu mengerjakan pekerjaan sesuai dengan prosedur yang benar					
6	Pengalaman kerja yang saya miliki, Membantu mengurangi kesalahankesalahan yang Saya lakukan pada saat saya melaksanakan pekerjaan					

KEPRIBADIAN (X4)

No	Pertanyaan	SS	S	KS	TS	STS
1	Saya termasuk orang yang mudah bersosialisasi dengan rekan kerja					
2	Saya menjalin komunikasi dengan unit kerja lainnya dalam menyelesaikan suatu pekerjaan.					
3	Saya melakukan kerjasama dengan rekan kerja agar hasil yang dikerjakan baik.					
4	Pekerjaan saya lakukan dengan penuh tanggung jawab.					
5	Saya cenderung ingin tahu akan hal-hal baru yang ada pada pekerjaan					
6	Saya mampu bekerja dibawah tekanan.					

KINERJA (Y)

No	Pertanyaan	SS	S	KS	TS	STS
1	Dalam menyelesaikan pekerjaan saya selalu mengutamakan kualitas pekerjaan.					
2	Saya mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti.					
3	Saya dapat mengerjakan pekerjaan dengan efektif dan efisien sehingga tidak perlu banyak bertanya kepada atasan.					
4	Dalam menyelesaikan pekerjaan saya selalu berinisiatif tanpa menunggu perintah dari atasan.					
5	Saya mampu menggunakan waktu dengan efisien dalam melaksanakan tugas pekerjaan yang dibebankan kepada saya.					
6	Saya merasa bersalah apabila pekerjaan yang menjadi tugas saya terlambat untuk diselesaikan.					

Keterangan: STS = Sangat Tidak Setuju, TS = Tidak Setuju, KS = Kurang Setuju, S = Setuju, SS = Sangat Setuju

STS = 1,

TS = 2,

KS = 3,

S = 4,

SS = 5

LAMPIRAN

Tabulasi data hasil Kuesioner

No	KINERJA (Y)						Total
	1	2	3	4	5	6	
1	5	5	3	3	5	5	26
2	4	4	3	2	4	5	22
3	4	4	4	4	4	5	25
4	4	4	4	4	4	4	24
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15	4	4	5	4	4	5	26
16	5	5	5	5	5	5	30
17	5	4	5	4	5	4	27
18	5	5	5	5	5	5	30
19	4	4	4	4	4	4	24
20	4	4	4	3	4	4	23
21	5	5	4	4	5	5	28
22	5	5	5	5	5	5	30
23	5	5	5	4	4	4	27
24	4	5	5	4	5	5	28
25	4	5	4	4	4	5	26
26	5	4	5	4	2	4	24
27	4	4	4	4	4	5	25
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30	4	4	3	4	4	4	23
31	5	5	3	4	5	5	27
32	4	4	3	2	4	5	22
33	4	4	4	4	4	4	24

34	4	4	2	3	4	5	22
35	4	4	2	3	4	5	22
36	5	4	2	3	4	4	22
37	4	4	4	4	4	4	24
38	4	4	4	4	4	4	24
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46	4	3	4	5	3	4	23
47	5	5	5	4	4	5	28
48	4	4	4	3	4	4	23
49	3	3	4	4	4	4	22
50	5	4	4	3	3	4	23
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61	4	4	4	4	4	4	24
62	4	4	4	4	4	4	24
63	3	4	5	3	4	4	23
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66	3	4	4	4	4	4	23
67	2	4	3	4	4	4	21
68	3	4	3	5	3	4	22
69	4	4	4	3	4	4	23
70	4	4	3	3	4	4	22
71	4	4	3	4	4	4	23

72	4	4	3	3	4	5	23
73	5	3	4	3	4	5	24
74	5	5	4	4	4	5	27
75	3	5	3	4	4	4	23
76	4	4	3	4	4	4	23
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82	4	5	4	3	3	4	23
83	4	4	4	4	4	4	24
84	4	3	3	4	4	4	22
85	4	4	4	4	4	4	24
86	4	3	4	3	4	4	22

Rekrutmen (X1)							Total
No	1	2	3	4	5	6	
1	4	3	4	4	3	4	22
2	4	4	4	4	4	4	24
3	5	4	5	4	5	5	28
4	4	4	4	4	4	4	24
5	5	4	4	4	5	5	27
6	4	4	4	4	5	5	26
7	4	2	2	4	5	4	21
8	5	5	5	5	4	4	28
9	5	4	3	4	3	3	22
10	4	5	4	4	5	4	26
11	4	4	4	4	5	4	25
12	3	3	3	4	3	3	19
13	4	3	3	4	3	4	21
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17	3	4	4	3	5	4	23
18	3	4	3	4	4	3	21
19	4	2	2	3	5	4	20
20	4	4	4	4	4	4	24

21	4	4	4	4	5	4	25
22	3	2	3	2	4	3	17
23	4	4	3	4	4	4	23
24	4	4	3	4	4	3	22
25	4	4	3	4	5	4	24
26	5	4	4	5	5	5	28
27	4	4	4	4	4	3	23
28	4	4	4	4	4	4	24
29	4	4	4	5	4	4	25
30	4	4	4	4	5	4	25
31	4	3	4	4	3	4	22
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40	2	3	2	3	5	4	19
41	4	4	4	4	4	4	24
42	4	4	3	4	4	4	23
43	4	5	4	4	4	4	25
44	4	5	4	4	4	5	26
45	3	4	4	4	4	5	24
46	4	4	4	4	4	5	25
47	3	5	3	4	4	5	24
48	3	4	4	4	4	4	23
49	3	3	3	4	4	4	21
50	4	3	3	4	4	4	22
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57	4	4	4	4	5	4	25
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60	4	5	4	3	5	5	26
61	3	4	3	4	4	4	22
62	4	3	3	5	4	5	24
63	4	4	4	4	4	5	25
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66	3	4	4	4	5	4	24
67	4	4	4	4	5	4	25
68	3	4	4	4	4	4	23
69	4	4	4	4	4	4	24
70	4	3	4	4	5	4	24
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81	4	3	4	4	4	4	23
82	3	4	4	4	5	4	24
83	4	4	4	4	4	4	4
84	4	4	3	4	3	4	4
85	5	4	4	3	4	4	4
86	5	4	4	4	4	4	4

PENEMPATAN (X2)							Total
No	1	2	3	4	5	6	
1	2	3	3	3	3	2	16
2	4	4	4	3	4	3	22
3	4	5	5	4	4	4	26
4	3	3	4	4	4	4	22
5	5	5	5	5	5	4	29
6	4	3	4	4	4	5	24
7	4	4	4	3	4	3	22

8	5	5	4	3	4	4	25
9	5	5	5	5	5	5	30
10	3	3	4	4	4	4	22
11	2	2	2	5	2	4	17
12	4	4	4	4	4	4	24
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20	4	4	4	4	3	4	23
21	2	2	5	4	5	4	22
22	3	3	4	4	3	3	20
23	2	2	4	2	4	4	18
24	5	5	4	3	5	5	27
25	4	4	4	4	4	4	24
26	5	5	5	4	5	5	29
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30	3	3	2	4	4	4	20
31	2	3	3	3	3	2	16
32	4	4	4	3	4	4	23
33	3	3	4	4	4	4	22
34	3	3	2	1	3	3	15
35	4	4	4	5	4	3	24
36	4	4	5	4	4	4	25
37	2	3	3	4	3	3	18
38	5	4	5	5	5	4	28
39	4	3	4	3	3	4	21
40	2	3	3	2	4	2	16
41	4	4	3	3	4	4	22
42	4	3	4	4	4	4	23
43	4	4	4	2	4	2	20
44	3	3	4	3	3	3	19
45	3	3	3	3	4	4	20

46	2	4	4	4	4	4	22
47	3	3	3	4	3	3	19
48	4	4	3	2	4	4	21
49	4	2	2	3	4	4	19
50	4	3	3	4	3	4	21
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57	3	3	3	3	3	3	18
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62	4	5	4	4	4	4	25
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68	4	5	4	4	4	4	25
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71	4	4	3	4	5	4	24
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74	3	3	3	2	5	5	21
75	3	3	4	3	4	4	21
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78	2	3	4	3	4	4	20
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82	4	4	4	4	4	4	24
83	3	4	4	5	4	4	24

84	4	4	4	4	4	4	24
85	3	4	4	4	4	4	23
86	5	4	4	3	4	4	24

PENGELAMAN KERJA (X3)							Total
No	1	2	3	4	5	6	
1	3	4	4	3	5	4	23
2	4	4	4	4	4	4	24
3	4	5	5	4	4	5	27
4	4	4	4	4	4	4	24
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29	3	5	5	4	5	3	25
30	4	4	4	4	4	4	24
31	3	4	4	4	3	5	23
32	4	4	4	4	4	4	24

33	4	4	4	4	4	4	24
34	3	4	4	3	3	4	21
35	4	4	4	4	4	4	24
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40	3	4	3	3	4	4	21
41	4	4	3	3	4	4	22
42	4	4	5	3	3	4	23
43	4	4	4	4	4	4	24
44	3	4	4	4	4	4	23
45	4	4	4	4	4	3	23
46	3	4	4	3	4	4	22
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57	4	4	5	3	4	4	24
58	4	4	4	3	4	4	23
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60	4	4	4	5	4	4	25
61	4	4	4	4	4	4	24
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67	4	4	4	4	4	4	24
68	3	4	4	4	4	3	22
69	4	4	4	4	4	4	24
70	5	4	4	4	4	4	25

71	4	4	4	4	4	4	24
72	4	4	4	4	4	5	25
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74	3	4	4	4	4	3	22
75	4	4	4	4	4	4	24
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78	4	4	5	4	4	4	25
79	4	4	4	4	4	4	24
80	5	4	5	4	4	4	26
81	5	4	4	4	4	4	25
82	4	4	4	4	4	4	24
83	5	4	4	5	4	4	26
84	4	4	4	4	4	4	24
85	5	4	4	3	4	4	24
86	4	5	4	4	4	4	25

KEPRIBADIAN (X4)							Total
No	1	2	3	4	5	6	
1	5	4	4	4	4	4	25
2	3	4	4	4	4	4	23
3	5	5	5	4	4	4	27
4	4	4	4	4	4	4	24
5	5	5	4	4	4	4	26
6	5	5	5	4	5	4	28
7	4	4	4	4	4	5	25
8	4	4	5	4	4	3	24
9	4	4	4	5	5	5	27
10	4	5	4	4	4	3	24
11	5	5	4	4	5	4	27
12	4	4	4	4	4	4	24
13	4	4	4	4	4	4	24
14	4	4	4	4	4	4	24
15	5	4	4	5	4	2	24
16	5	5	5	3	4	5	27
17	4	5	4	4	2	4	23
18	4	4	4	4	4	4	24
19	5	5	4	4	4	4	26

20	5	5	5	4	4	4	27
21	5	5	5	4	4	4	27
22	5	4	5	4	5	4	27
23	4	4	4	4	4	4	24
24	5	4	5	5	4	5	28
25	4	5	4	4	5	4	26
26	4	5	5	5	4	5	28
27	4	4	4	4	4	3	23
28	5	4	5	5	4	4	27
29	5	4	4	5	4	4	26
30	5	5	5	5	4	4	28
31	5	4	4	4	4	4	25
32	3	4	4	4	4	4	23
33	4	4	4	4	4	4	24
34	5	4	4	5	4	4	26
35	2	4	3	3	3	3	18
36	4	4	5	4	4	2	23
37	4	5	4	4	4	4	25
38	5	5	5	5	3	4	27
39	4	4	4	5	4	4	25
40	4	3	3	4	3	2	19
41	4	4	4	4	4	4	24
42	4	4	4	4	4	4	24
43	4	4	4	4	4	4	24
44	4	3	4	4	5	4	24
45	4	4	4	4	4	4	24
46	4	3	4	4	5	4	24
47	3	3	4	4	4	4	22
48	2	3	4	4	4	3	20
49	4	4	4	4	4	2	22
50	2	3	4	4	4	2	19
51	3	3	4	4	4	3	21
52	4	4	4	4	4	4	24
53	4	4	4	4	3	4	23
54	4	4	4	4	3	3	22
55	4	4	4	4	4	3	23
56	4	3	3	4	4	5	23
57	4	4	4	4	3	4	23

58	4	3	4	4	2	3	20
59	4	3	4	4	3	4	22
60	4	4	4	4	4	4	24
61	4	4	4	4	3	4	23
62	4	4	4	4	3	4	23
63	4	4	5	4	4	4	25
64	4	4	5	4	4	3	24
65	4	3	4	4	5	2	22
66	4	3	5	4	4	3	23
67	4	4	5	4	4	3	24
68	3	3	5	4	4	2	21
69	4	5	5	4	3	3	24
70	3	4	4	4	4	4	23
71	3	4	4	4	4	4	23
72	5	4	4	4	4	4	25
73	4	4	5	4	5	4	26
74	5	3	4	4	4	4	24
75	4	4	4	4	4	4	24
76	3	4	3	4	4	3	21
77	4	3	4	4	4	4	23
78	4	3	4	4	4	3	22
79	5	4	4	4	3	4	24
80	4	5	4	4	3	4	24
81	4	4	4	4	4	4	24
82	4	5	4	3	4	4	24
83	4	4	4	5	4	4	25
84	4	4	4	4	4	4	24
85	4	5	4	3	4	4	24
86	4	4	4	4	4	4	24

LAMPIRAN**Frequency Table Variabel Y****P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.2	1.2	1.2
	3	11	12.8	12.8	14.0
	4	58	67.4	67.4	81.4
	5	16	18.6	18.6	100.0
	Total	86	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	12.8	12.8	12.8
	4	57	66.3	66.3	79.1
	5	18	20.9	20.9	100.0
	Total	86	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	21	24.4	24.4	24.4
	4	50	58.1	58.1	82.6
	5	15	17.4	17.4	100.0
	Total	86	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.3	2.3	2.3
	3	27	31.4	31.4	33.7
	4	48	55.8	55.8	89.5
	5	9	10.5	10.5	100.0
	Total	86	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	3	8	9.3	9.3	9.3
	4	66	76.7	76.7	86.0
	5	12	14.0	14.0	100.0
Total		86	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	60	69.8	69.8
	5	26	30.2	100.0
Total	86	100.0	100.0	

LAMPIRAN**Frequency Table Variabel X1****P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.2	1.2
	3	23	26.7	27.9
	4	50	58.1	86.0
	5	12	14.0	100.0
Total	86	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	26.7	26.7
	4	53	61.6	88.4
	5	10	11.6	100.0
Total	86	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.3	2.3
	3	26	30.2	32.6
	4	53	61.6	94.2

5	5	5.8	5.8	100.0
Total	86	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	12.8	12.8	12.8
4	67	77.9	77.9	90.7
5	8	9.3	9.3	100.0
Total	86	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	5.8	5.8	5.8
4	60	69.8	69.8	75.6
5	21	24.4	24.4	100.0
Total	86	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	5.8	5.8	5.8
4	64	74.4	74.4	80.2
5	17	19.8	19.8	100.0
Total	86	100.0	100.0	

LAMPIRAN**Frequency Table Variabel X2****P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	11	12.8	12.8	12.8
3	23	26.7	26.7	39.5
4	43	50.0	50.0	89.5
5	9	10.5	10.5	100.0
Total	86	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	5.8	5.8	5.8
	3	30	34.9	34.9	40.7
	4	43	50.0	50.0	90.7
	5	8	9.3	9.3	100.0
	Total	86	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	7.0	7.0	7.0
	3	22	25.6	25.6	32.6
	4	53	61.6	61.6	94.2
	5	5	5.8	5.8	100.0
	Total	86	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.2	1.2	1.2
	2	6	7.0	7.0	8.1
	3	24	27.9	27.9	36.0
	4	51	59.3	59.3	95.3
	5	4	4.7	4.7	100.0
	Total	86	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.2	1.2	1.2
	3	15	17.4	17.4	18.6
	4	61	70.9	70.9	89.5
	5	9	10.5	10.5	100.0
	Total	86	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.3	2.3	2.3
3	18	20.9	20.9	23.3
4	59	68.6	68.6	91.9
5	7	8.1	8.1	100.0
Total	86	100.0	100.0	

LAMPIRAN

Frequency Table Variabel X3

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	15	17.4	17.4	17.4
4	52	60.5	60.5	77.9
5	19	22.1	22.1	100.0
Total	86	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	2.3	2.3	2.3
4	73	84.9	84.9	87.2
5	11	12.8	12.8	100.0
Total	86	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	3.5	3.5	3.5
4	60	69.8	69.8	73.3
5	23	26.7	26.7	100.0
Total	86	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	11.6	11.6	11.6
4	59	68.6	68.6	80.2
5	17	19.8	19.8	100.0
Total	86	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	3.5	3.5	3.5
4	70	81.4	81.4	84.9
5	13	15.1	15.1	100.0
Total	86	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.2	1.2	1.2
3	10	11.6	11.6	12.8
4	63	73.3	73.3	86.0
5	12	14.0	14.0	100.0
Total	86	100.0	100.0	

LAMPIRAN**Frequency Table Variabel X4****P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.2	1.2	1.2
3	11	12.8	12.8	14.0
4	55	64.0	64.0	77.9
5	19	22.1	22.1	100.0
Total	86	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	19.8	19.8	19.8
	4	51	59.3	59.3	79.1
	5	18	20.9	20.9	100.0
	Total	86	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	5.8	5.8	5.8
	4	63	73.3	73.3	79.1
	5	18	20.9	20.9	100.0
	Total	86	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	7.0	7.0	7.0
	4	70	81.4	81.4	88.4
	5	10	11.6	11.6	100.0
	Total	86	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.2	1.2	1.2
	3	15	17.4	17.4	18.6
	4	62	72.1	72.1	90.7
	5	8	9.3	9.3	100.0
	Total	86	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	5.8	5.8	5.8
	3	19	22.1	22.1	27.9

4	56	65.1	65.1	93.0
5	6	7.0	7.0	100.0
Total	86	100.0	100.0	

Lampiran: Uji Validitas dan Reliabilitas

Uji Validitas

Correlations Variabel Y

Correlations

		P1	P2	P3	P4	P5	P6	Total
P1	Pearson Correlation	1	.262*	.278**	.022	.358**	.384**	.616**
	Sig. (2-tailed)		.015	.010	.839	.001	.000	.000
	N	86	86	86	86	86	86	86
P2	Pearson Correlation	.262*	1	.141	.206	.408**	.259*	.608**
	Sig. (2-tailed)	.015		.195	.058	.000	.016	.000
	N	86	86	86	86	86	86	86
P3	Pearson Correlation	.278**	.141	1	.229*	.312**	.268*	.628**
	Sig. (2-tailed)	.010	.195		.034	.003	.013	.000
	N	86	86	86	86	86	86	86
P4	Pearson Correlation	.022	.206	.229*	1	.255*	.138	.540**
	Sig. (2-tailed)	.839	.058	.034		.018	.204	.000
	N	86	86	86	86	86	86	86
P5	Pearson Correlation	.358**	.408**	.312**	.255*	1	.358**	.698**
	Sig. (2-tailed)	.001	.000	.003	.018		.001	.000
	N	86	86	86	86	86	86	86
P6	Pearson Correlation	.384**	.259*	.268*	.138	.358**	1	.608**
	Sig. (2-tailed)	.000	.016	.013	.204	.001		.000
	N	86	86	86	86	86	86	86
Total	Pearson Correlation	.616**	.608**	.628**	.540**	.698**	.608**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	86	86	86	86	86	86	86

Correlations

		P1	P2	P3	P4	P5	P6	Total
P1	Pearson Correlation	1	.262*	.278**	.022	.358**	.384**	.616**
	Sig. (2-tailed)		.015	.010	.839	.001	.000	.000
	N	86	86	86	86	86	86	86
P2	Pearson Correlation	.262*	1	.141	.206	.408**	.259*	.608**
	Sig. (2-tailed)	.015		.195	.058	.000	.016	.000
	N	86	86	86	86	86	86	86
P3	Pearson Correlation	.278**	.141	1	.229*	.312**	.268*	.628**
	Sig. (2-tailed)	.010	.195		.034	.003	.013	.000
	N	86	86	86	86	86	86	86
P4	Pearson Correlation	.022	.206	.229*	1	.255*	.138	.540**
	Sig. (2-tailed)	.839	.058	.034		.018	.204	.000
	N	86	86	86	86	86	86	86
P5	Pearson Correlation	.358**	.408**	.312**	.255*	1	.358**	.698**
	Sig. (2-tailed)	.001	.000	.003	.018		.001	.000
	N	86	86	86	86	86	86	86
P6	Pearson Correlation	.384**	.259*	.268*	.138	.358**	1	.608**
	Sig. (2-tailed)	.000	.016	.013	.204	.001		.000
	N	86	86	86	86	86	86	86
Total	Pearson Correlation	.616**	.608**	.628**	.540**	.698**	.608**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	86	86	86	86	86	86	86

*. Correlation is significant at the 0.05 level (2-tailed).

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

Correlations Variabel X1

Correlations

		P1	P2	P3	P4	P5	P6	Total
P1	Pearson Correlation	1	.325**	.386**	.323**	.117	.066	.665**
	Sig. (2-tailed)		.002	.000	.002	.283	.545	.000
	N	86	86	86	86	86	86	86
P2	Pearson Correlation	.325**	1	.358**	.105	.278**	.032	.620**
	Sig. (2-tailed)	.002		.001	.335	.010	.767	.000
	N	86	86	86	86	86	86	86
P3	Pearson Correlation	.386**	.358**	1	.291**	.357**	.098	.722**
	Sig. (2-tailed)	.000	.001		.007	.001	.369	.000
	N	86	86	86	86	86	86	86
P4	Pearson Correlation	.323**	.105	.291**	1	.075	.276**	.547**
	Sig. (2-tailed)	.002	.335	.007		.494	.010	.000
	N	86	86	86	86	86	86	86
P5	Pearson Correlation	.117	.278**	.357**	.075	1	.220*	.560**
	Sig. (2-tailed)	.283	.010	.001	.494		.041	.000
	N	86	86	86	86	86	86	86
P6	Pearson Correlation	.066	.032	.098	.276**	.220*	1	.426**
	Sig. (2-tailed)	.545	.767	.369	.010	.041		.000
	N	86	86	86	86	86	86	86
Total	Pearson Correlation	.665**	.620**	.722**	.547**	.560**	.426**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	86	86	86	86	86	86	86

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

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations Variabel X2

Correlations

		P1	P2	P3	P4	P5	P6	Total
P1	Pearson Correlation	1	.634**	.336**	.231*	.261*	.110	.722**
	Sig. (2-tailed)		.000	.002	.032	.015	.315	.000
	N	86	86	86	86	86	86	86
P2	Pearson Correlation	.634**	1	.441**	.258*	.339**	.118	.760**
	Sig. (2-tailed)	.000		.000	.016	.001	.279	.000
	N	86	86	86	86	86	86	86
P3	Pearson Correlation	.336**	.441**	1	.323**	.427**	.083	.686**
	Sig. (2-tailed)	.002	.000		.002	.000	.447	.000
	N	86	86	86	86	86	86	86
P4	Pearson Correlation	.231*	.258*	.323**	1	.105	.130	.556**
	Sig. (2-tailed)	.032	.016	.002		.337	.233	.000
	N	86	86	86	86	86	86	86
P5	Pearson Correlation	.261*	.339**	.427**	.105	1	.438**	.625**
	Sig. (2-tailed)	.015	.001	.000	.337		.000	.000
	N	86	86	86	86	86	86	86
P6	Pearson Correlation	.110	.118	.083	.130	.438**	1	.441**
	Sig. (2-tailed)	.315	.279	.447	.233	.000		.000
	N	86	86	86	86	86	86	86
Total	Pearson Correlation	.722**	.760**	.686**	.556**	.625**	.441**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	86	86	86	86	86	86	86

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

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations Variabel X3

Correlations

		P1	P2	P3	P4	P5	P6	Total
P1	Pearson Correlation	1	.029	.263*	.357**	.247*	.405**	.682**
	Sig. (2-tailed)		.792	.014	.001	.022	.000	.000
	N	86	86	86	86	86	86	86
P2	Pearson Correlation	.029	1	.244*	.239*	.370**	.169	.471**
	Sig. (2-tailed)	.792		.024	.027	.000	.119	.000
	N	86	86	86	86	86	86	86
P3	Pearson Correlation	.263*	.244*	1	.268*	.319**	.212*	.608**
	Sig. (2-tailed)	.014	.024		.013	.003	.050	.000
	N	86	86	86	86	86	86	86
P4	Pearson Correlation	.357*	.239*	.268*	1	.312**	.305**	.685**
	Sig. (2-tailed)	.001	.027	.013		.003	.004	.000
	N	86	86	86	86	86	86	86
P5	Pearson Correlation	.247*	.370**	.319**	.312**	1	.204	.608**
	Sig. (2-tailed)	.022	.000	.003	.003		.060	.000
	N	86	86	86	86	86	86	86
P6	Pearson Correlation	.405*	.169	.212*	.305**	.204	1	.647**
	Sig. (2-tailed)	.000	.119	.050	.004	.060		.000
	N	86	86	86	86	86	86	86
Total	Pearson Correlation	.682*	.471**	.608**	.685**	.608**	.647**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	86	86	86	86	86	86	86

*. Correlation is significant at the 0.05 level (2-tailed).

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

Correlations Variabel X4

Correlations

		P1	P2	P3	P4	P5	P6	Total
P1	Pearson Correlation	1	.465**	.342**	.292**	.123	.294**	.728**
	Sig. (2-tailed)		.000	.001	.006	.261	.006	.000
	N	86	86	86	86	86	86	86
P2	Pearson Correlation	.465*	1	.363**	.083	.003	.306**	.665**
	Sig. (2-tailed)	.000		.001	.447	.975	.004	.000
	N	86	86	86	86	86	86	86
P3	Pearson Correlation	.342*	.363**	1	.241*	.186	.052	.581**
	Sig. (2-tailed)	.001	.001		.025	.086	.637	.000
	N	86	86	86	86	86	86	86
P4	Pearson Correlation	.292*	.083	.241*	1	.119	.164	.472**
	Sig. (2-tailed)	.006	.447	.025		.275	.131	.000
	N	86	86	86	86	86	86	86
P5	Pearson Correlation	.123	.003	.186	.119	1	.207	.449**
	Sig. (2-tailed)	.261	.975	.086	.275		.056	.000
	N	86	86	86	86	86	86	86
P6	Pearson Correlation	.294*	.306**	.052	.164	.207	1	.620**
	Sig. (2-tailed)	.006	.004	.637	.131	.056		.000
	N	86	86	86	86	86	86	86
Total	Pearson Correlation	.728*	.665**	.581**	.472**	.449**	.620**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	86	86	86	86	86	86	86

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

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran Uji Reliabilitas

Reliability Variabel Y

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	86	100.0
	Excluded ^a	0	.0
	Total	86	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.657	6

Reliability Variabel X1

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	86	100.0
	Excluded ^a	0	.0
	Total	86	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.635	6

Reliability Variabel X2**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	86	100.0
	Excluded ^a	0	.0
	Total	86	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.703	6

Reliability Variabel X3**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	86	100.0
	Excluded ^a	0	.0
	Total	86	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.678	6

Reliability Variabel X4**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	86	100.0
	Excluded ^a	0	.0
	Total	86	100.0

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

Reliability Statistics

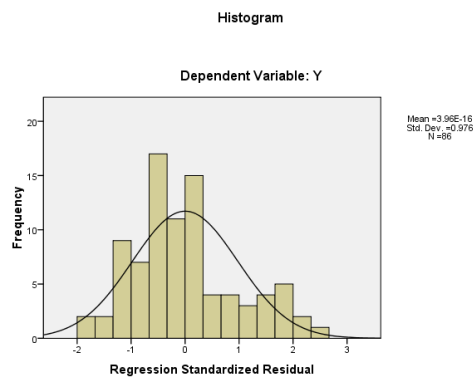
Cronbach's Alpha	N of Items
.625	6

Lampiran: Deskriptif Statistik**Descriptives****Descriptive Statistics**

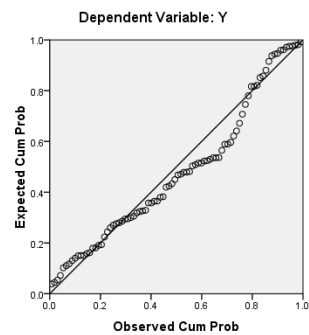
	N	Minimum	Maximum	Mean	Std. Deviation
Y	86	19.00	30.00	24.1395	2.10971
X1	86	19.00	28.00	23.6977	2.01214
X2	86	15.00	30.00	22.1977	2.67810
X3	86	21.00	30.00	24.5814	1.90643
X4	86	18.00	28.00	23.9070	2.04438
Valid N (listwise)	86				

Lampiran: Uji Asumsi Klasik

1. Uji Normalitas



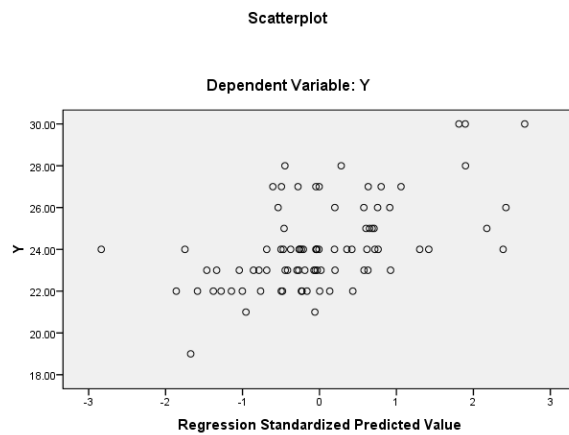
Normal P-P Plot of Regression Standardized Residual



2. Uji Multikolinearitas

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	X1	.709	1.410
	X2	.945	1.058
	X3	.734	1.362
	X4	.853	1.172

3. Uji Heteroskedastisitas



4. Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.549 ^a	.302	.267	1.80616	1.913

a. Predictors: (Constant), X4, X2, X3, X1

b. Dependent Variable: Y

Lampiran: Hasil Regresi Berganda

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X4, X2, X3, X1 ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.549 ^a	.302	.267	1.80616	1.913

a. Predictors: (Constant), X4, X2, X3, X1

b. Dependent Variable: Y

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	114.088	4	28.522	8.743	.000 ^a
	Residual	264.238	81	3.262		
	Total	378.326	85			

a. Predictors: (Constant), X4, X2, X3, X1

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.763	3.273		1.761	.082		
	X1	.271	.116	.258	2.342	.022	.709	1.410
	X2	.010	.075	.013	.131	.896	.945	1.058
	X3	.265	.120	.240	2.213	.030	.734	1.362
	X4	.218	.104	.211	2.103	.039	.853	1.172

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	X1	X2	X3	X4
1	1	4.977	1.000	.00	.00	.00	.00	.00
	2	.011	20.890	.00	.02	.92	.02	.06
	3	.005	31.741	.00	.25	.02	.14	.72
	4	.004	37.704	.14	.72	.01	.40	.05
	5	.003	43.157	.85	.01	.05	.44	.16

a. Dependent Variable: Y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	20.8542	27.2292	24.1395	1.15854	86
Residual	-3.20079	4.38064	.00000	1.76315	86
Std. Predicted Value	-2.836	2.667	.000	1.000	86
Std. Residual	-1.772	2.425	.000	.976	86

a. Dependent Variable: Y