**LAMPIRAN**

**LAMPIRAN 1**

**KUISIONER PENELITIAN**

Kepada :

Yth. Bapak / Ibu

Pegawai Organisasi Perangkat Daerah (OPD) Pemerintah

Di Klaten

Saya Ety Imam Parawati, Mahasiswa Pascasarjana Fakultas Ekonomi Manajemen Universitas Islam Batik Surakarta sedang melaksanakan penelitian dalam rangka pengerjaan tesis yang berjudul “Kinerja Pegawai Organisasi Perangkat Daerah (OPD) Pemerintah Kabupaten Klaten”.

 Responden saya adalah Pegawai Organisasi Perangkat Daerah (OPD) Pemerintah Kabupaten Klaten. Saya mohon kesediaan Bapak / Ibu untuk mengisi daftar kuisioner. Informasi yang Bapak / Ibu berikan hanya untuk data penelitian dalam penyusunan Tesis.

Atas kerjasamanya diucapkan terima kasih.

 Peneliti,

 Ety Imam Parawati

Data Responden

|  |  |  |  |
| --- | --- | --- | --- |
| A. | Nama Responden | : | ……………………………… |
| B. | Jenis Kelamin | : | * Laki-Laki
* Perempuan
 |  |
| C. | Usia | : | * 21 - 30 Tahun
* 31 - 40 Tahun
 | * 40 – 50 Tahun
* > 50 Tahun
 |
| D. | Pendidikan | : | * SMA
* DIII
 | * Sarjana
* Magister
 |
| E. | Pengalaman Kerja | : | * < 5 Tahun
* 6 – 10 Tahun
 | * 11 - 15 Tahun
* > 20 Tahun
 |

Cara Pengisian

Pillihlah alternatif yang sesuai menurut pendapat Bapak/Ibu/sdr/i dan berikan tanda ceklist (√) pada kolom jawaban yang tersedia. Dengan pilihan alternatif jawaban sebagai berikut:

|  |  |  |
| --- | --- | --- |
| Singkatan | Keterangan | Skor |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| KS | Kurang Setuju | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

1. **Kinerja Pegawai**

|  |  |  |
| --- | --- | --- |
| No. | Pernyatan | Alternatif Jawaban |
| SS5 | S4 | KS3 | TS2 | STS1 |
| 1. | Bapak/Ibu/Saudara mampu menghasilkan pekerjaan yang terbaik. |  |  |  |  |  |
| 2. | Mengerjakan pekerjaan tepat waktu. |  |  |  |  |  |
| 3. | Bapak/Ibu Menyelesaikan pekerjaan tepat wakt Mampu mengatur dan menekan biaya yang digunakan dalam bekerja dengan baik. |  |  |  |  |  |
| 4. | Maksimal dalam bekerja. |  |  |  |  |  |
| 5. | Pegawai menjaga hubungan baik antar karyawan. |  |  |  |  |  |

1. **Kepemimpinan**

|  |  |  |
| --- | --- | --- |
| No. | Pernyatan | Alternatif Jawaban |
| SS5 | S4 | KS3 | TS2 | STS1 |
| 1. | Pimpinan memiliki rasa kerendahan hati saat bekerja (tidak arogan). |  |  |  |  |  |
| 2. | Pimpinan memiliki kejujuran dalam mejalankan pekerjaannya. |  |  |  |  |  |
| 3. | Pimpinan memikili kesabaran yang tinggi dalam menyelesaikan masalah yang ada. |  |  |  |  |  |
| 4. | Pimpinan mempunyai komitmen yang tinggi dalam bekerja. |  |  |  |  |  |
| 5. | Pimpinan tidak pernah menutupi permasalahan yang ada kepada pegawainya. |  |  |  |  |  |

1. **Motivasi**

|  |  |  |
| --- | --- | --- |
| No. | Pernyatan | Alternatif Jawaban |
| SS5 | S4 | KS3 | TS2 | STS1 |
| 1. | Pegawai melakukan pekerjaan dengan baik agar kebutuhannya tepenuhi. |  |  |  |  |  |
| 2. | Bapak/Ibu/Saudara merasa nyaman ketika kebutuhan dan keselamatannya dapat dijamin. |  |  |  |  |  |
| 3. | Kebutuhan sosial membuat pegawai menjadi lebih giat dalam bekerja. |  |  |  |  |  |
| 4. | Pegawai merasa sangat senang ketika hasil kerjanya mendapat apresiasi. |  |  |  |  |  |
| 5. | Bapak/Ibu/saudara menggunakan semua kemampuan dalam menjalankan pekerjaannya. |  |  |  |  |  |

1. **Komunikasi**

|  |  |  |
| --- | --- | --- |
| No. | Pernyatan | Alternatif Jawaban |
| SS5 | S4 | KS3 | TS2 | STS1 |
| 1. | Memahami dengan baik maksud perkataan pimpinan dan teman kerja.  |  |  |  |  |  |
| 2. | Pegawai merasa senang ketika bisa berkomunikasi dengan atasan dan teman kerja.  |  |  |  |  |  |
| 3. | Sikap yang baik terhadap atasan dan teman kerja. |  |  |  |  |  |
| 4. | Hubungan dengan atasan dan sesama rekan kerja telah tercipta dengan baik. |  |  |  |  |  |
| 5. | Melakukan suatu tindakan tentang apa yang telah dikomunikasikan dengan atasan maupun teman kerja. |  |  |  |  |  |

1. **Lingkungan Kerja**

|  |  |  |
| --- | --- | --- |
| No. | Pernyatan | Alternatif Jawaban |
| SS5 | S4 | KS3 | TS2 | STS1 |
| 1. | Tempat kerja Nyaman. |  |  |  |  |  |
| 2. | Kondisi tempat kerja tenang. |  |  |  |  |  |
| 3. | Tempat kerja memiliki fasilitas yang cukup memadai. |  |  |  |  |  |
| 4. | Bapak/Ibu/saudara memiliki hubungan yang harmonis dengan atasan maupun sesama pegawai. |  |  |  |  |  |
| 5. | Lingkungan tempat kerja sangat aman dari tindakan yang tidak diinginkan. |  |  |  |  |  |

**LAMPIRAN II**

**Data Scoring 20 Responden untuk Uji Instrumen**



**LAMPIRAN III**

**Data Scoring 59 Responden untuk Uji Asumsi Klasik dan Uji Hipotesis**





**LAMPIRAN IV**

**Data Responden**

Deskripsi Responden berdasarkan Jenis Kelamin

|  |  |  |
| --- | --- | --- |
| **Jenis Kelamin** | **Jumlah** | **Persentase** |
| Laki-laki | 30 | 51% |
| Perempuan | 29 | 49% |
| **Total** | **59** | **100%** |

Deskripsi Responden berdasarkan Umur

|  |  |  |
| --- | --- | --- |
| **Usia** | **Jumlah** | **Persentase** |
| 21 - 30 Tahun | 13 | 22% |
| 31 - 40 Tahun | 15 | 26% |
| 40 – 50 Tahun | 22 | 37% |
| >50 Tahun | 9 | 15% |
| **Total** | **59** | **100%** |

Deskripsi Responden berdasarkan Pendidikan

|  |  |  |
| --- | --- | --- |
| **Pendidikan** | **Jumlah** | **Persentase** |
| SMA | 5 | 8% |
| DIII | 3 | 5% |
| Sarjana | 32 | 54% |
| Magister | 19 | 33% |
| **Jumlah** | **59** | **100%** |

Deskripsi Responden berdasarkan Pengalaman Kerja

|  |  |  |
| --- | --- | --- |
| **Pekerjaan** | **Jumlah** | **Persentase** |
| <5 Tahun | 14 | 23% |
| 6 - 10 Tahun | 8 | 13% |
| 11 - 15 Tahun | 13 | 22% |
| 16 - 20 Tahun | 6 | 11% |
| >20 Tahun | 18 | 31% |
| **Total** | **59** | **100%** |

**LAMPIRAN V**

**HASIL UJI INSTRUMEN**

Hasil Uji Validitas Kinerja Pegawai

|  |
| --- |
| **Correlations** |
|  | KRJ1 | KRJ2 | KRJ3 | KRJ4 | KRJ5 | KRJT |
| KRJ1 | Pearson Correlation | 1 | .699\*\* | .490\* | .687\*\* | .466\* | .794\*\* |
| Sig. (2-tailed) |  | .001 | .028 | .001 | .038 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KRJ2 | Pearson Correlation | .699\*\* | 1 | .588\*\* | .699\*\* | .652\*\* | .891\*\* |
| Sig. (2-tailed) | .001 |  | .006 | .001 | .002 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KRJ3 | Pearson Correlation | .490\* | .588\*\* | 1 | .490\* | .588\*\* | .743\*\* |
| Sig. (2-tailed) | .028 | .006 |  | .028 | .006 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KRJ4 | Pearson Correlation | .687\*\* | .699\*\* | .490\* | 1 | .699\*\* | .862\*\* |
| Sig. (2-tailed) | .001 | .001 | .028 |  | .001 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KRJ5 | Pearson Correlation | .466\* | .652\*\* | .588\*\* | .699\*\* | 1 | .841\*\* |
| Sig. (2-tailed) | .038 | .002 | .006 | .001 |  | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KRJT | Pearson Correlation | .794\*\* | .891\*\* | .743\*\* | .862\*\* | .841\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

Hasil Uji Validitas Kepemimpinan

|  |
| --- |
| **Correlations** |
|  | KPM1 | KPM2 | KPM3 | KPM4 | KPM5 | KPMT |
| KPM1 | Pearson Correlation | 1 | .820\*\* | .841\*\* | .947\*\* | .532\* | .960\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .016 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KPM2 | Pearson Correlation | .820\*\* | 1 | .778\*\* | .779\*\* | .444 | .881\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .050 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KPM3 | Pearson Correlation | .841\*\* | .778\*\* | 1 | .800\*\* | .492\* | .909\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .027 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KPM4 | Pearson Correlation | .947\*\* | .779\*\* | .800\*\* | 1 | .319 | .888\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .171 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KPM5 | Pearson Correlation | .532\* | .444 | .492\* | .319 | 1 | .663\*\* |
| Sig. (2-tailed) | .016 | .050 | .027 | .171 |  | .001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KPMT | Pearson Correlation | .960\*\* | .881\*\* | .909\*\* | .888\*\* | .663\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

Hasil Uji Validitas Motivasi

|  |
| --- |
| **Correlations** |
|  | MTV1 | MTV2 | MTV3 | MTV4 | MTV5 | MTVT |
| MTV1 | Pearson Correlation | 1 | .255 | .438 | .718\*\* | .405 | .777\*\* |
| Sig. (2-tailed) |  | .279 | .054 | .000 | .076 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| MTV2 | Pearson Correlation | .255 | 1 | .729\*\* | .546\* | .435 | .752\*\* |
| Sig. (2-tailed) | .279 |  | .000 | .013 | .055 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| MTV3 | Pearson Correlation | .438 | .729\*\* | 1 | .362 | .277 | .755\*\* |
| Sig. (2-tailed) | .054 | .000 |  | .116 | .237 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| MTV4 | Pearson Correlation | .718\*\* | .546\* | .362 | 1 | .627\*\* | .845\*\* |
| Sig. (2-tailed) | .000 | .013 | .116 |  | .003 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| MTV5 | Pearson Correlation | .405 | .435 | .277 | .627\*\* | 1 | .678\*\* |
| Sig. (2-tailed) | .076 | .055 | .237 | .003 |  | .001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| MTVT | Pearson Correlation | .777\*\* | .752\*\* | .755\*\* | .845\*\* | .678\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

Hasil Uji Validitas Komunikasi

|  |
| --- |
| **Correlations** |
|  | KMK1 | KMK2 | KMK3 | KMK4 | KMK5 | KMKT |
| KMK1 | Pearson Correlation | 1 | .709\*\* | .629\*\* | .545\* | .699\*\* | .869\*\* |
| Sig. (2-tailed) |  | .000 | .003 | .013 | .001 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KMK2 | Pearson Correlation | .709\*\* | 1 | .764\*\* | .882\*\* | .385 | .887\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .094 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KMK3 | Pearson Correlation | .629\*\* | .764\*\* | 1 | .866\*\* | .539\* | .897\*\* |
| Sig. (2-tailed) | .003 | .000 |  | .000 | .014 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KMK4 | Pearson Correlation | .545\* | .882\*\* | .866\*\* | 1 | .226 | .823\*\* |
| Sig. (2-tailed) | .013 | .000 | .000 |  | .337 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KMK5 | Pearson Correlation | .699\*\* | .385 | .539\* | .226 | 1 | .704\*\* |
| Sig. (2-tailed) | .001 | .094 | .014 | .337 |  | .001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KMKT | Pearson Correlation | .869\*\* | .887\*\* | .897\*\* | .823\*\* | .704\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

Hasil Uji Validitas Lingkungan Kerja

|  |
| --- |
| **Correlations** |
|  | LKJ1 | LKJ2 | LKJ3 | LKJ4 | LKJ5 | LKJT |
| LKJ1 | Pearson Correlation | 1 | .720\*\* | .394 | .433 | .355 | .728\*\* |
| Sig. (2-tailed) |  | .000 | .086 | .057 | .125 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| LKJ2 | Pearson Correlation | .720\*\* | 1 | .741\*\* | .440 | .601\*\* | .892\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .052 | .005 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| LKJ3 | Pearson Correlation | .394 | .741\*\* | 1 | .264 | .711\*\* | .820\*\* |
| Sig. (2-tailed) | .086 | .000 |  | .261 | .000 | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| LKJ4 | Pearson Correlation | .433 | .440 | .264 | 1 | .515\* | .660\*\* |
| Sig. (2-tailed) | .057 | .052 | .261 |  | .020 | .002 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| LKJ5 | Pearson Correlation | .355 | .601\*\* | .711\*\* | .515\* | 1 | .814\*\* |
| Sig. (2-tailed) | .125 | .005 | .000 | .020 |  | .000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| LKJT | Pearson Correlation | .728\*\* | .892\*\* | .820\*\* | .660\*\* | .814\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .002 | .000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

Uji Reliabilitas Kinerja Pegawai

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .879 | 5 |

Uji Reliabilitas Kepemimpinan

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .908 | 5 |

Uji Reliabilitas Motivasi

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .810 | 5 |

Uji Reliabilitas Komunikasi

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .886 | 5 |

Uji Reliabilitas Lingkungan Kerja

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .832 | 5 |

**LAMPIRAN VI**

**UJI ASUMSI KLASIK**

Uji Normalitas





|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 59 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.17410916 |
| Most Extreme Differences | Absolute | .062 |
| Positive | .062 |
| Negative | -.056 |
| Test Statistic | .062 |
| Asymp. Sig. (2-tailed) | .200c,d |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |
| d. This is a lower bound of the true significance. |

Uji Multikolinearitas

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2.158 | 2.073 |  |  |  |
| KPMT | .205 | .101 | .246 | .436 | 2.295 |
| MTVT | .270 | .100 | .279 | .536 | 1.864 |
| KMKT | .223 | .101 | .290 | .630 | 1.588 |
| LKJT | .213 | .076 | .200 | .740 | 1.351 |
| a. Dependent Variable: KRJT |

Uji Heterokedastisitas



|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .842 | 1.266 |  | .665 | .509 |
| KPMT | -.087 | .062 | -.281 | -1.229 | .224 |
| MTVT | .071 | .061 | .210 | .557  | .580 |
| KMKT | .037 | .062 | .097 | .857 | .395 |
| LKJT | -.020 | .047 | -.067 | -1.195 | .237 |
| a. Dependent Variable: ABSRES |

**LAMPIRAN VII**

**HASIL UJI HIPOTESIS**

Uji Regresi Linear Berganda

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.158 | 2.073 |  | 1.191 | .239 |
| KPMT | .205 | .101 | .246 | 2.056 | .045 |
| MTVT | .270 | .100 | .279 | 2.746 | .008 |
| KMKT | .223 | .101 | .290 | 2.168 | .035 |
| LKJT | .213 | .076 | .200 | 2.769 | .008 |
| a. Dependent Variable: KRJT |

Uji F

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 140.875 | 4 | 35.219 | 24.785 | .000b |
| Residual | 83.362 | 54 | 1.544 |  |  |
| Total | 224.237 | 58 |  |  |  |
| a. Dependent Variable: KRJT |
| b. Predictors: (Constant), LKJT, MTVT, KMKT, KPMT |

Uji t

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.158 | 2.073 |  | 1.191 | .239 |
| KPMT | .205 | .101 | .246 | 2.056 | .045 |
| MTVT | .270 | .100 | .279 | 2.746 | .008 |
| KMKT | .223 | .101 | .290 | 2.168 | .035 |
| LKJT | .213 | .076 | .200 | 2.769 | .008 |
| a. Dependent Variable: KRJT |

Uji Koefisien Determinasi

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .805a | .647 | .621 | 1.21682 | 2.825 |
| a. Predictors: (Constant), LKJT, MTVT, KMKT, KPMT |
| b. Dependent Variable: KRJT |

**LAMPIRAN VIII**

**Tabel r, Tabel F dan Tabel t**





