**LAMPIRAN 1**

**KUESIONER PENELITIAN**

**Kepada Yth :**

**KJPP Felix Sutandar & Rekan**

**Cabang Jawa Tengah**

**Ditempat**

Dengan ini, saya Achmad Ali Mareta Arifin. Mahasiswa Program Studi Manajemen Fakultas Ekonomi Universitas Islam Batik Surakarta yang saat ini sedang melakukan penelitian guna menyusun skripsi dengan judul : **Kinerja Karyawan Ditinjau Dari Motivasi, Kompetensi dan Profesionalisme Pada KJPP Felix Sutandar & Rekan Cabang Jawa Tengah.**

Dengan penuh kerendahan hati, saya mohon kerjasama dan bantuan karyawan KJPP Felix Sutandar & Rekan Cabang Jawa Tengah untuk mengisi kuesioner ini sebagai bahan skripsi saya. Sumber informasi dari kuesioner ini terjaga kerahasiaannya dan hasil kuesioner ini tidak akan mempengaruhi keberadaan Anda sebagai karyawan KJPP Felix Sutandar & Rekan Cabang Jawa Tengah. Kuesioner ini hanya sebagai penelitian ilmiah skripsi saya. Jawaban yang saya harapkan adalah jawaban yang sejujurnya sesuai dengan keadaan sebenarnya.

Demikian atas bantuan dan kerjasama yang baik, saya ucapkan terima kasih. Apabila ada kekurangan atau kesalahan pada penulisan/perkataan, saya mohon maaf.

Hormat saya,

**Achmad Ali Mareta A.**

**Identitas Karyawan**

Saya mengharapkan kesediaan Bapak/Ibu untuk memberikan identitas diri. Mohon untuk mengisi salah satu jawaban dengan cara memberi tanda centang **(√)** pada alternatif jawaban yang telah disediakan.

Nama : ……………………………………..

Usia : 20 – 25 tahun

26 – 40 tahun

Lebih dari 40 tahun

Jenis Kelamin : Laki – laki

Perempuan

Pendidikan : SMA/K

D3

S1

Lebih dari S1

**Petunjuk Pengisian**

Berilah tanda centang **(√)** pada alternatif jawaban yang telah disediakan. Diharapkan semua pertanyaan tidak ada yang dikosongkan karena jawaban tersebut sesuai dengan pendapat sendiri, maka tidak ada jawaban yang dianggap salah.

**Alternatif Jawaban**

Sangat Setuju (SS) Skor ( 5 )

Setuju (S) Skor ( 4 )

Kurang Setuju (KS) Skor ( 3 )

Tidak Setuju (TS) Skor ( 2 )

Sangat Tidak Setuju (STS) Skor ( 1 )

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
|  | **Kinerja Karyawan** | | | | | |
| 1. | Selalu berusaha memperbaiki kesalahan pada saat melaksanakan pekerjaan |  |  |  |  |  |
| 2. | Dapat menyelesaikan pekerjaan yang ditetapkan perusahaan dengan baik |  |  |  |  |  |
| 3. | Dapat menggunakan waktu kerja dengan efektif |  |  |  |  |  |
| 4. | Menyelesaikan pekerjaan dengan tepat waktu yang telah ditentukan |  |  |  |  |  |
| 5. | Mengerjakan tugas dengan bertanggungjawab atas pekerjaan yang diberikan oleh pimpinan |  |  |  |  |  |
|  | **Motivasi** | | | | | |
| 1. | Bekerja keras dalam melaksanakan pekerjaan |  |  |  |  |  |
| 2. | Merasa percaya diri dan optimis untuk melakukan pekerjaan |  |  |  |  |  |
| 3. | Selalu berusaha untuk lebih maju |  |  |  |  |  |
| 4. | Bersungguh-sungguh dalam mengerjakan suatu pekerjaan |  |  |  |  |  |
| 5. | Bisa saling berkoordinasi dengan rekan kerja |  |  |  |  |  |
|  | **Kompetensi** | | | | | |
| 1. | Kesalahan menjadikan motivasi agar lebih baik kedepannya |  |  |  |  |  |
| 2. | Sifat sigap dalam menjalankan tugas perusahaan |  |  |  |  |  |
| 3. | Dapat menyelesaikan tugas individu maupun tim |  |  |  |  |  |
| 4. | Selalu menambah wawasan mengenai ilmu penilaian |  |  |  |  |  |
| 5. | Terlibat dalam hal kreatif dan inovatif meningkatkan kualitas perusahaan |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Profesionalisme** | | | | | |
| 1. | Mengerjakan pekerjaan sesuai keahlian atau bidang yang dikuasai |  |  |  |  |  |
| 2. | Konsisten dalam mengerjakan suatu pekerjaan |  |  |  |  |  |
| 3. | Dapat memanfaatkan waktu kerja sebaik mungkin |  |  |  |  |  |
| 4 | Memaksimalkan waktu luang dengan hal yang positif |  |  |  |  |  |
| 5 | Sedia bertanggung jawab atas keputusan yang ada dalam pekerjaan |  |  |  |  |  |

**LAMPIRAN 2**

**DATA RESPONDEN**

Data Karyawan Berdasarkan Jenis Kelamin

|  |  |  |  |
| --- | --- | --- | --- |
| No | Jenis kelamin | Jumlah | Persentase |
| 1. | Laki-laki | 35 | 87,5 |
| 2. | Perempuan | 5 | 12,5 |
|  | Total | 40 | 100 |

Data Karyawan Berdasarkan Tingkat Pendidikan

|  |  |  |  |
| --- | --- | --- | --- |
| No | Tingkat Pendidikan | Jumlah | Persentase |
| 1. | SMA/K | 12 | 30 |
| 2. | D3 | 4 | 10 |
| 3. | S1 | 21 | 52,5 |
| 4. | >S1 | 3 | 7,5 |
|  | Total | 40 | 100 |

Data Karyawan Berdasarkan Usia

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Usia | Jumlah Responden | Presentase |
| 1 | < 25 tahun | 9 | 22,5 |
| 2 | 26 – 40 tahun | 19 | 47,5 |
| 3 | > 40 tahun | 12 | 30 |
|  | Total | 40 | 100 |

Data Karyawan Berdasarkan Lama Bekerja

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Lama Bekerja** | **Jumlah** | **Persentase** |
| 1. | 1 – 5 tahun | 18 | 45 |
| 2. | 5 – 10 tahun | 10 | 25 |
| 3. | 10 – 15 tahun | 7 | 17,5 |
| 4. | ≥ 15 tahun | 5 | 12,5 |
|  | Total | 40 | 100 |

**LAMPIRAN 3**

**DATA SCORING 20 RESPONDEN**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Motivasi** | | | | | | **Kompetensi** | | | | |  | **Profesionalisme** | | | | | | **Kinerja Karyawan** | | | | | |
| **M1** | **M2** | **M3** | **M4** | **M5** | **M** | **KM1** | **KM2** | **KM3** | **KM4** | **KM5** | **KM** | **P1** | **P2** | **P3** | **P4** | **P5** | **PP** | **KK1** | **KK2** | **KK3** | **KK4** | **KK5** | **KK** |
| 1 | 4 | 4 | 4 | 3 | 4 | 19 | 3 | 3 | 3 | 4 | 3 | 16 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 4 | 4 | 3 | 3 | 18 |
| 2 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 4 | 3 | 3 | 17 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 4 | 4 | 3 | 4 | 19 |
| 3 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 3 | 4 | 3 | 19 |
| 4 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 4 | 4 | 4 | 3 | 20 |
| 5 | 4 | 4 | 3 | 3 | 3 | 17 | 3 | 4 | 4 | 3 | 3 | 17 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 4 | 4 | 3 | 19 |
| 6 | 4 | 3 | 4 | 3 | 4 | 18 | 3 | 3 | 4 | 3 | 3 | 16 | 4 | 3 | 4 | 3 | 3 | 17 | 4 | 4 | 4 | 3 | 3 | 18 |
| 7 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 3 | 3 | 18 |
| 8 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 3 | 4 | 3 | 18 |
| 9 | 3 | 4 | 3 | 3 | 4 | 17 | 3 | 4 | 3 | 3 | 3 | 16 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 3 | 3 | 3 | 3 | 16 |
| 10 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 3 | 4 | 4 | 19 |
| 11 | 4 | 4 | 4 | 3 | 4 | 19 | 3 | 4 | 4 | 3 | 3 | 17 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 |
| 12 | 3 | 4 | 3 | 2 | 3 | 15 | 2 | 3 | 3 | 2 | 2 | 12 | 3 | 4 | 3 | 2 | 4 | 16 | 3 | 2 | 2 | 2 | 2 | 11 |
| 13 | 3 | 4 | 4 | 3 | 4 | 18 | 3 | 4 | 4 | 3 | 3 | 17 | 3 | 4 | 4 | 3 | 4 | 18 | 4 | 3 | 3 | 4 | 4 | 18 |
| 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 3 | 3 | 3 | 18 |
| 15 | 4 | 4 | 4 | 3 | 4 | 19 | 3 | 4 | 4 | 3 | 3 | 17 | 4 | 4 | 4 | 3 | 4 | 19 | 3 | 4 | 4 | 4 | 3 | 18 |
| 16 | 5 | 4 | 4 | 4 | 3 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 4 | 4 | 3 | 2 | 16 |
| 17 | 4 | 4 | 4 | 3 | 3 | 18 | 4 | 4 | 3 | 3 | 4 | 18 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 3 | 4 | 3 | 4 | 18 |
| 18 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 4 | 19 |
| 19 | 4 | 4 | 4 | 3 | 3 | 18 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 3 | 3 | 4 | 17 |
| 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 4 | 21 |

**LAMPIRAN 4**

**DATA SCORING 40 RESPONDEN**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Motivasi** | | | | | | **Kompetensi** | | | | |  | **Profesionalisme** | | | | | | **Kinerja Karyawan** | | | | | |
| **M1** | **M2** | **M3** | **M4** | **M5** | **M** | **KM1** | **KM2** | **KM3** | **KM4** | **KM5** | **KM** | **P1** | **P2** | **P3** | **P4** | **P5** | **PP** | **KK1** | **KK2** | **KK3** | **KK4** | **KK5** | **KK** |
| 1 | 4 | 3 | 4 | 3 | 4 | 18 | 3 | 4 | 4 | 4 | 5 | 20 | 3 | 3 | 4 | 4 | 4 | 18 | 5 | 5 | 4 | 5 | 4 | 23 |
| 2 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 3 | 23 |
| 3 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 4 | 5 | 5 | 22 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 3 | 2 | 3 | 3 | 14 | 3 | 3 | 3 | 3 | 4 | 16 |
| 5 | 3 | 3 | 3 | 4 | 4 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 3 | 3 | 4 | 4 | 18 | 5 | 4 | 4 | 5 | 5 | 23 |
| 6 | 4 | 3 | 3 | 3 | 3 | 16 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 4 | 5 | 4 | 5 | 22 |
| 7 | 4 | 3 | 3 | 3 | 3 | 16 | 4 | 5 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 3 | 4 | 16 | 4 | 4 | 5 | 4 | 5 | 22 |
| 8 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 3 | 4 | 4 | 4 | 20 | 3 | 2 | 3 | 3 | 2 | 13 | 4 | 4 | 5 | 4 | 3 | 20 |
| 9 | 4 | 4 | 3 | 3 | 3 | 17 | 3 | 3 | 4 | 4 | 3 | 17 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 5 | 5 | 4 | 3 | 21 |
| 10 | 5 | 5 | 4 | 4 | 4 | 22 | 3 | 3 | 3 | 4 | 3 | 16 | 4 | 3 | 4 | 3 | 3 | 17 | 4 | 5 | 4 | 4 | 3 | 20 |
| 11 | 3 | 4 | 4 | 3 | 4 | 18 | 5 | 4 | 4 | 5 | 3 | 21 | 5 | 4 | 2 | 4 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 19 |
| 12 | 3 | 4 | 4 | 5 | 5 | 21 | 5 | 4 | 4 | 5 | 4 | 22 | 2 | 2 | 2 | 4 | 3 | 13 | 4 | 4 | 5 | 4 | 4 | 21 |
| 13 | 3 | 4 | 4 | 4 | 5 | 20 | 4 | 4 | 3 | 4 | 5 | 20 | 4 | 4 | 4 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 14 | 4 | 4 | 3 | 4 | 4 | 19 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 2 | 4 | 3 | 3 | 15 | 3 | 3 | 4 | 3 | 5 | 18 |
| 15 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 5 | 5 | 5 | 5 | 25 |
| 16 | 4 | 5 | 4 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 4 | 24 | 4 | 3 | 3 | 3 | 3 | 16 | 5 | 4 | 5 | 5 | 5 | 24 |
| 17 | 3 | 4 | 4 | 5 | 4 | 20 | 4 | 5 | 3 | 3 | 5 | 20 | 5 | 4 | 5 | 4 | 3 | 21 | 4 | 4 | 5 | 4 | 5 | 22 |
| 18 | 3 | 4 | 5 | 4 | 4 | 20 | 4 | 5 | 4 | 3 | 4 | 20 | 4 | 3 | 2 | 3 | 2 | 14 | 4 | 5 | 4 | 4 | 5 | 22 |
| 19 | 3 | 4 | 5 | 4 | 3 | 19 | 4 | 5 | 4 | 3 | 4 | 20 | 2 | 3 | 2 | 3 | 3 | 13 | 4 | 5 | 4 | 4 | 5 | 22 |
| 20 | 2 | 4 | 5 | 4 | 3 | 18 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 2 | 18 | 4 | 5 | 4 | 4 | 3 | 20 |
| 21 | 3 | 4 | 4 | 4 | 3 | 18 | 4 | 3 | 4 | 4 | 5 | 20 | 2 | 3 | 2 | 2 | 2 | 11 | 4 | 4 | 4 | 4 | 3 | 19 |
| 22 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 5 | 4 | 3 | 4 | 20 | 4 | 5 | 4 | 4 | 3 | 20 |
| 23 | 3 | 4 | 5 | 4 | 4 | 20 | 5 | 5 | 4 | 5 | 4 | 23 | 3 | 3 | 4 | 4 | 5 | 19 | 4 | 5 | 4 | 4 | 5 | 22 |
| 24 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 5 | 3 | 4 | 20 | 3 | 2 | 3 | 2 | 2 | 12 | 4 | 4 | 3 | 4 | 4 | 19 |
| 25 | 4 | 4 | 5 | 4 | 3 | 20 | 4 | 3 | 4 | 3 | 5 | 19 | 2 | 1 | 1 | 3 | 2 | 9 | 4 | 5 | 4 | 4 | 3 | 20 |
| 26 | 4 | 4 | 4 | 3 | 4 | 19 | 3 | 4 | 4 | 5 | 4 | 20 | 2 | 3 | 3 | 3 | 1 | 12 | 4 | 4 | 3 | 4 | 4 | 19 |
| 27 | 3 | 4 | 5 | 4 | 4 | 20 | 4 | 3 | 3 | 5 | 4 | 19 | 2 | 2 | 3 | 2 | 3 | 12 | 4 | 5 | 4 | 4 | 3 | 20 |
| 28 | 3 | 3 | 3 | 3 | 2 | 14 | 3 | 4 | 4 | 4 | 4 | 19 | 2 | 1 | 1 | 2 | 2 | 8 | 3 | 3 | 3 | 3 | 4 | 16 |
| 29 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 5 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 5 | 21 |
| 30 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 3 | 2 | 3 | 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 31 | 4 | 3 | 4 | 3 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 2 | 2 | 2 | 2 | 10 | 4 | 3 | 4 | 4 | 4 | 19 |
| 32 | 3 | 4 | 3 | 4 | 4 | 18 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 3 | 4 | 3 | 4 | 18 | 4 | 3 | 5 | 4 | 5 | 21 |
| 33 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 3 | 2 | 3 | 3 | 14 | 3 | 3 | 3 | 3 | 4 | 16 |
| 34 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 4 | 4 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 5 | 5 | 4 | 23 |
| 35 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 5 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 4 | 5 | 5 | 5 | 24 |
| 36 | 4 | 3 | 3 | 3 | 3 | 16 | 4 | 5 | 5 | 4 | 5 | 23 | 3 | 4 | 3 | 3 | 3 | 16 | 5 | 4 | 5 | 5 | 5 | 24 |
| 37 | 4 | 3 | 3 | 3 | 3 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 3 | 2 | 2 | 3 | 12 | 5 | 4 | 4 | 4 | 3 | 20 |
| 38 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 2 | 3 | 3 | 2 | 13 | 4 | 3 | 4 | 4 | 4 | 19 |
| 39 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 2 | 3 | 4 | 5 | 18 | 3 | 4 | 1 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 2 | 18 |
| 40 | 5 | 5 | 3 | 2 | 2 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 2 | 2 | 3 | 3 | 13 | 4 | 4 | 4 | 4 | 4 | 20 |

**LAMPIRAN 5**

**HASIL UJI INSTRUMEN**

**Hasil Uji Validitas Kinerja Karyawan**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | KK1 | KK2 | KK3 | KK4 | KK5 | KK |
| KK1 | Pearson Correlation | 1 | ,284 | ,134 | ,402 | ,247 | ,645\*\* |
| Sig. (2-tailed) |  | ,225 | ,574 | ,079 | ,294 | ,002 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK2 | Pearson Correlation | ,284 | 1 | ,455\* | ,411 | ,112 | ,673\*\* |
| Sig. (2-tailed) | ,225 |  | ,044 | ,072 | ,638 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK3 | Pearson Correlation | ,134 | ,455\* | 1 | ,215 | ,132 | ,582\*\* |
| Sig. (2-tailed) | ,574 | ,044 |  | ,363 | ,579 | ,007 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK4 | Pearson Correlation | ,402 | ,411 | ,215 | 1 | ,437 | ,755\*\* |
| Sig. (2-tailed) | ,079 | ,072 | ,363 |  | ,054 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK5 | Pearson Correlation | ,247 | ,112 | ,132 | ,437 | 1 | ,609\*\* |
| Sig. (2-tailed) | ,294 | ,638 | ,579 | ,054 |  | ,004 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK | Pearson Correlation | ,645\*\* | ,673\*\* | ,582\*\* | ,755\*\* | ,609\*\* | 1 |
| Sig. (2-tailed) | ,002 | ,001 | ,007 | ,000 | ,004 |  |
| 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** | | | | | | | |
|  | | M1 | M2 | M3 | M4 | M5 | M |
| M1 | Pearson Correlation | 1 | ,396 | ,554\* | ,638\*\* | ,105 | ,802\*\* |
| Sig. (2-tailed) |  | ,084 | ,011 | ,002 | ,660 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M2 | Pearson Correlation | ,396 | 1 | ,314 | ,431 | ,085 | ,585\*\* |
| Sig. (2-tailed) | ,084 |  | ,178 | ,058 | ,721 | ,007 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M3 | Pearson Correlation | ,554\* | ,314 | 1 | ,517\* | ,252 | ,741\*\* |
| Sig. (2-tailed) | ,011 | ,178 |  | ,020 | ,285 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M4 | Pearson Correlation | ,638\*\* | ,431 | ,517\* | 1 | ,339 | ,877\*\* |
| Sig. (2-tailed) | ,002 | ,058 | ,020 |  | ,144 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M5 | Pearson Correlation | ,105 | ,085 | ,252 | ,339 | 1 | ,477\* |
| Sig. (2-tailed) | ,660 | ,721 | ,285 | ,144 |  | ,034 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M | Pearson Correlation | ,802\*\* | ,585\*\* | ,741\*\* | ,877\*\* | ,477\* | 1 |
| Sig. (2-tailed) | ,000 | ,007 | ,000 | ,000 | ,034 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**Hasil Uji Validitas Kompetensi**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | KM1 | KM2 | KM3 | KM4 | KM5 | KM |
| KM1 | Pearson Correlation | 1 | ,430 | ,469\* | ,767\*\* | 1,000\*\* | ,948\*\* |
| Sig. (2-tailed) |  | ,058 | ,037 | ,000 | 0,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KM2 | Pearson Correlation | ,430 | 1 | ,291 | ,299 | ,430 | ,603\*\* |
| Sig. (2-tailed) | ,058 |  | ,213 | ,200 | ,058 | ,005 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KM3 | Pearson Correlation | ,469\* | ,291 | 1 | ,299 | ,469\* | ,617\*\* |
| Sig. (2-tailed) | ,037 | ,213 |  | ,200 | ,037 | ,004 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KM4 | Pearson Correlation | ,767\*\* | ,299 | ,299 | 1 | ,767\*\* | ,809\*\* |
| Sig. (2-tailed) | ,000 | ,200 | ,200 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KM5 | Pearson Correlation | 1,000\*\* | ,430 | ,469\* | ,767\*\* | 1 | ,948\*\* |
| Sig. (2-tailed) | 0,000 | ,058 | ,037 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KM | Pearson Correlation | ,948\*\* | ,603\*\* | ,617\*\* | ,809\*\* | ,948\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,005 | ,004 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**Hasil Uji Validitas Profesionalisme**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | P1 | P2 | P3 | P4 | P5 | PP |
| P1 | Pearson Correlation | 1 | ,391 | ,524\* | ,723\*\* | ,391 | ,802\*\* |
| Sig. (2-tailed) |  | ,089 | ,018 | ,000 | ,089 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P2 | Pearson Correlation | ,391 | 1 | ,489\* | ,477\* | 1,000\*\* | ,763\*\* |
| Sig. (2-tailed) | ,089 |  | ,029 | ,034 | 0,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P3 | Pearson Correlation | ,524\* | ,489\* | 1 | ,607\*\* | ,489\* | ,795\*\* |
| Sig. (2-tailed) | ,018 | ,029 |  | ,005 | ,029 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P4 | Pearson Correlation | ,723\*\* | ,477\* | ,607\*\* | 1 | ,477\* | ,865\*\* |
| Sig. (2-tailed) | ,000 | ,034 | ,005 |  | ,034 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P5 | Pearson Correlation | ,391 | 1,000\*\* | ,489\* | ,477\* | 1 | ,763\*\* |
| Sig. (2-tailed) | ,089 | 0,000 | ,029 | ,034 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| PP | Pearson Correlation | ,802\*\* | ,763\*\* | ,795\*\* | ,865\*\* | ,763\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**Hasil Uji Reliabilitas Kinerja Karyawan**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,660 | 5 |

**Hasil Uji Reliabilitas Motivasi**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,748 | 5 |

**Hasil Uji Reliabilitas Kompetensi**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,856 | 5 |

**Hasil Uji Reliabilitas Profesionalisme**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,845 | 5 |

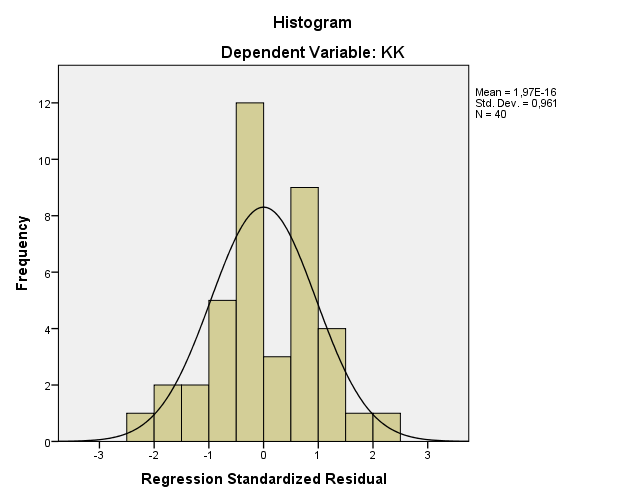
**LAMPIRAN 6**

**HASIL UJI ASUMSI KLASIK**

**Uji Normalitas**

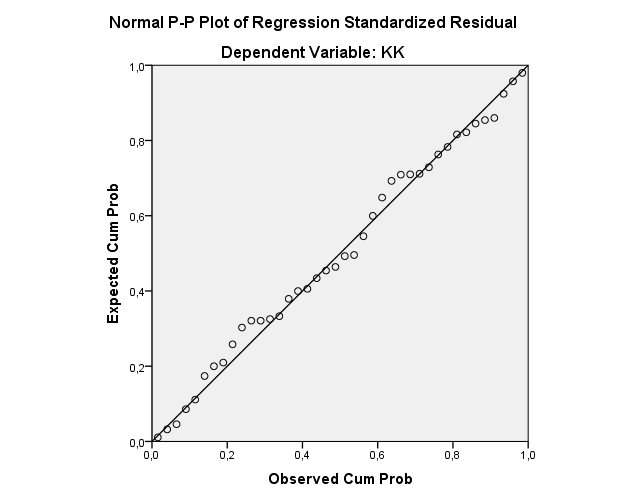
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 40 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,70284402 |
| Most Extreme Differences | Absolute | ,075 |
| Positive | ,055 |
| Negative | -,075 |
| Kolmogorov-Smirnov Z | | ,473 |
| Asymp. Sig. (2-tailed) | | ,979 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

**Gafik Uji Normalitas**



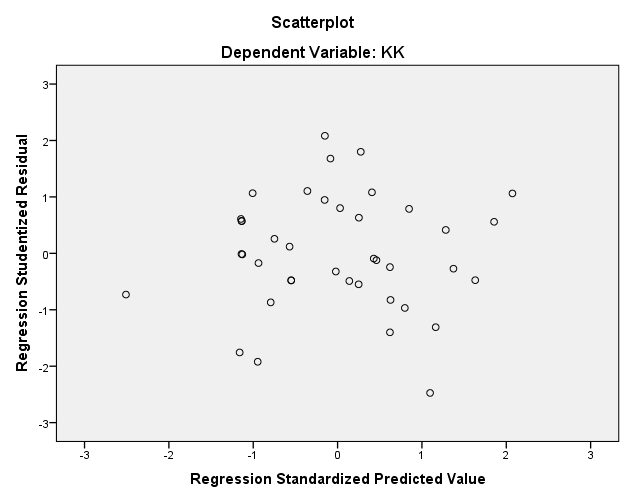
**Uji Multikolenieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 5,766 | 3,380 |  | 1,706 | ,097 |  |  |
| M | ,267 | ,122 | ,289 | 2,191 | ,035 | ,972 | 1,029 |
| KM | ,292 | ,130 | ,296 | 2,250 | ,031 | ,980 | 1,020 |
| PP | ,262 | ,092 | ,379 | 2,865 | ,007 | ,964 | 1,037 |
| a. Dependent Variable: KK | | | | | | | | |



**Uji Heteroskedastisitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1,150 | 1,962 |  | ,586 | ,561 |
| M | -,075 | ,071 | -,173 | -1,057 | ,298 |
| KM | ,030 | ,075 | ,065 | ,396 | ,695 |
| PP | ,062 | ,053 | ,191 | 1,160 | ,254 |
| a. Dependent Variable: ABSRES | | | | | | |



**LAMPIRAN 7**

**HASIL UJI HIPOTESIS**

**Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 5,766 | 3,380 |  | 1,706 | ,097 |  |  |
| M | ,267 | ,122 | ,289 | 2,191 | ,035 | ,972 | 1,029 |
| KM | ,292 | ,130 | ,296 | 2,250 | ,031 | ,980 | 1,020 |
| PP | ,262 | ,092 | ,379 | 2,865 | ,007 | ,964 | 1,037 |
| a. Dependent Variable: KK | | | | | | | | |

**Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 72.688 | 3 | 24.759 | 7.713 | .000b |
| Residual | 113.087 | 36 | 3.141 |  |  |
| Total | 185.775 | 39 |  |  |  |
| a. Dependent Variable: KK | | | | | | |
| b. Predictors: (Constant), PP, KM, M | | | | | | |

**Uji t**

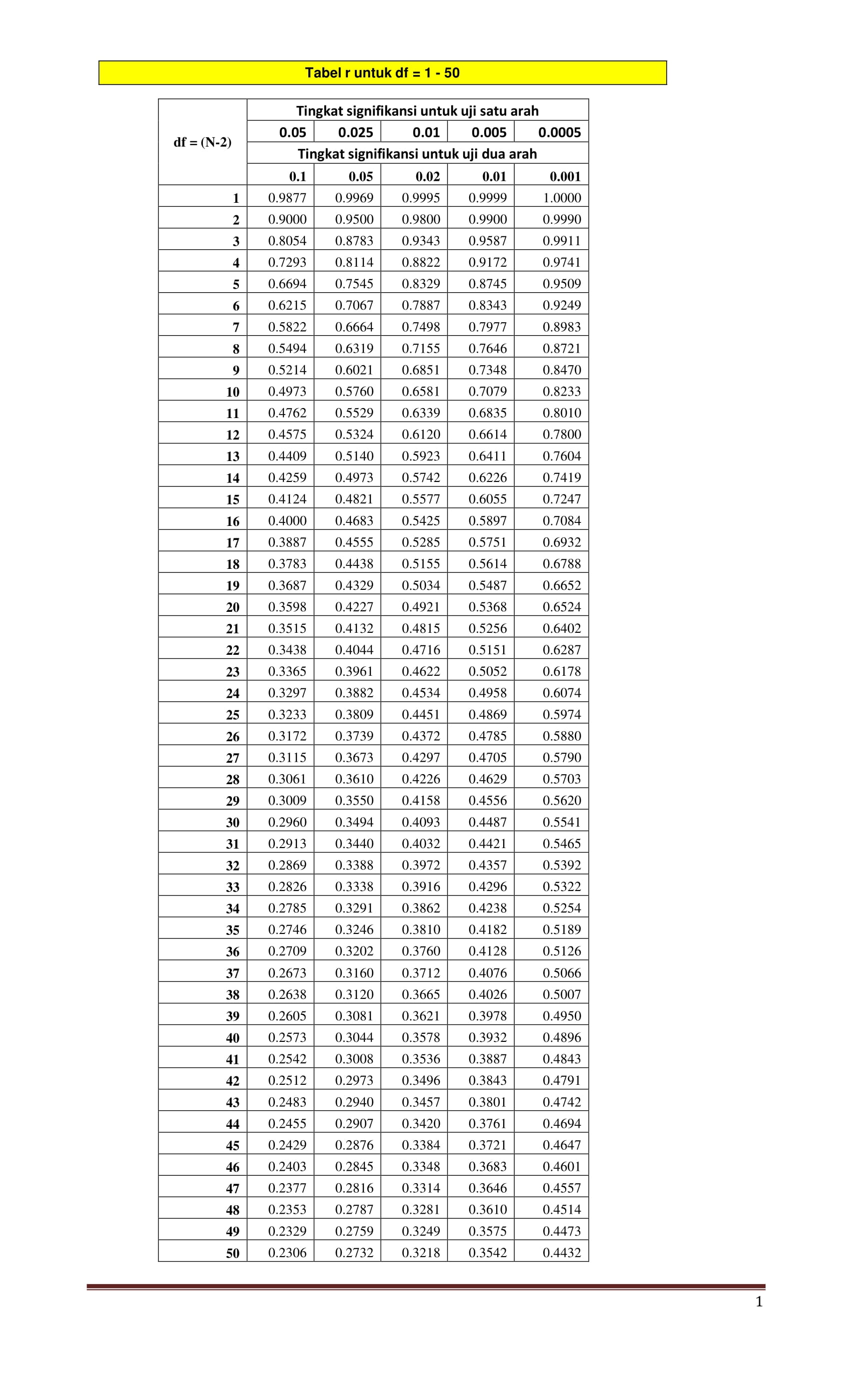
|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 5,766 | 3,380 |  | 1,706 | ,097 |  |  |
| M | ,267 | ,122 | ,289 | 2,191 | ,035 | ,972 | 1,029 |
| KM | ,292 | ,130 | ,296 | 2,250 | ,031 | ,980 | 1,020 |
| PP | ,262 | ,092 | ,379 | 2,865 | ,007 | ,964 | 1,037 |
| a. Dependent Variable: KK | | | | | | | | |

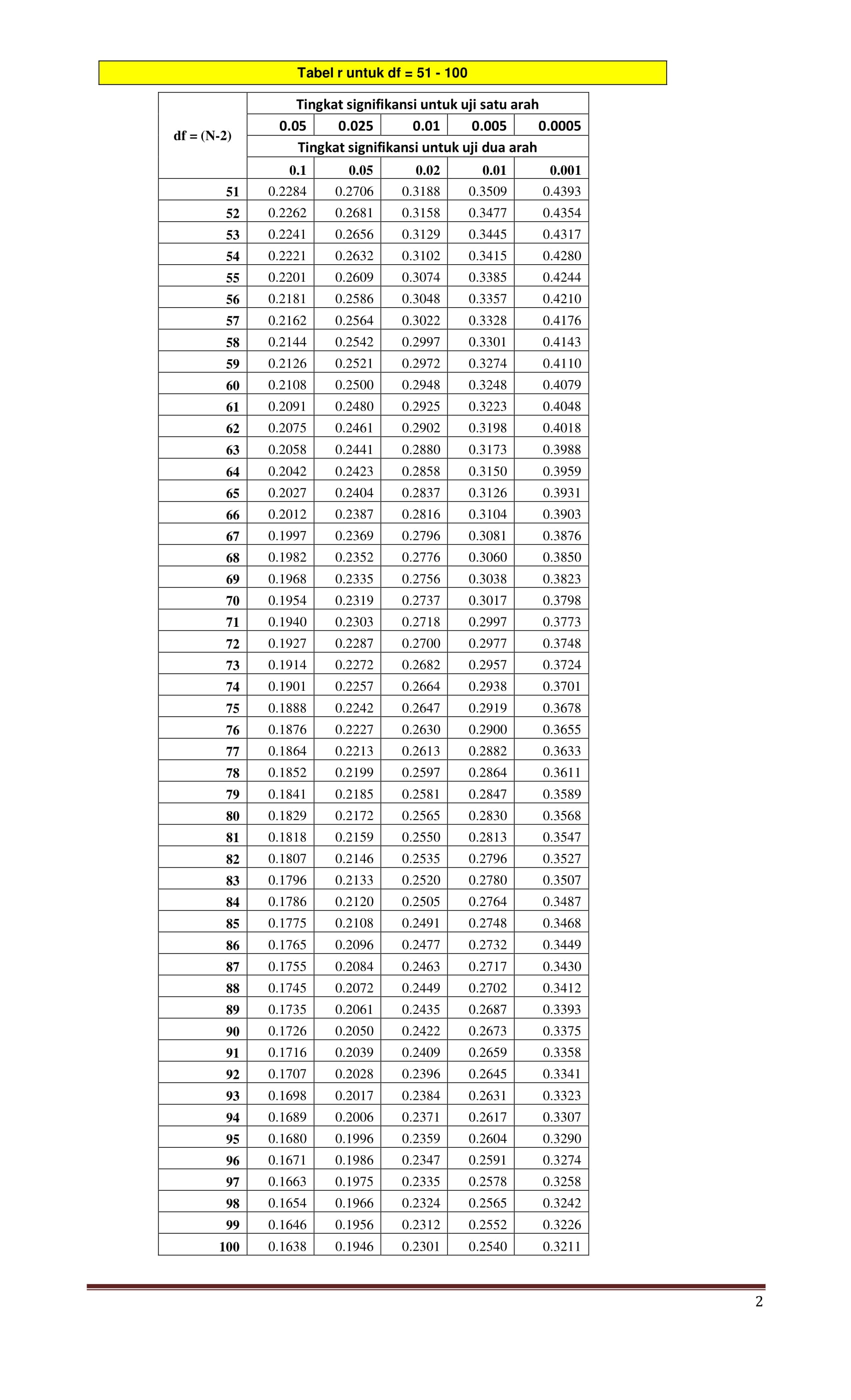
**Uji Koefisien Determinasi (R2)**

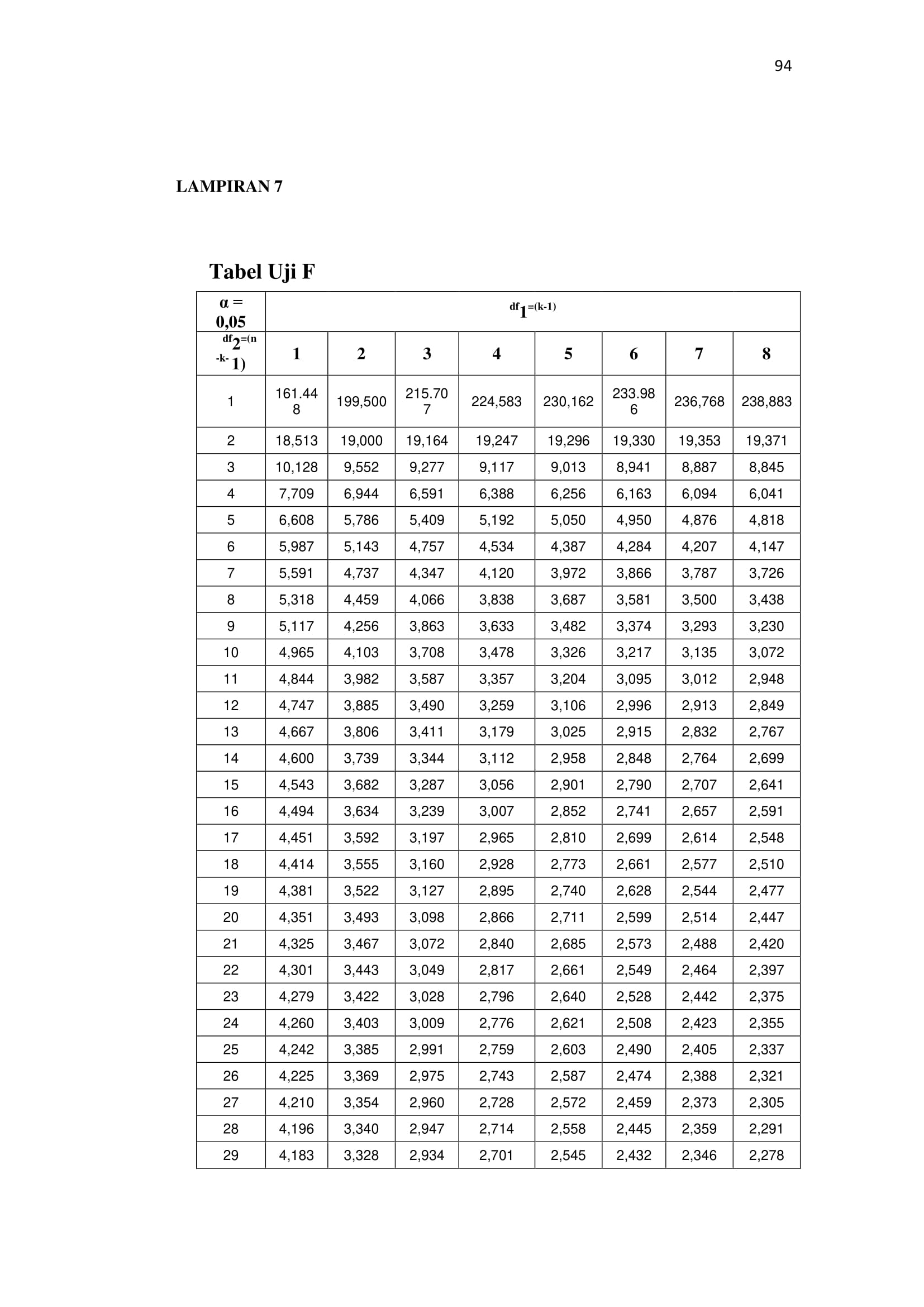
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,626a | ,391 | ,341 | 1,77238 |
| a. Predictors: (Constant), PP, KM, M | | | | | |
| b. Dependent Variable: KK | | | | | |

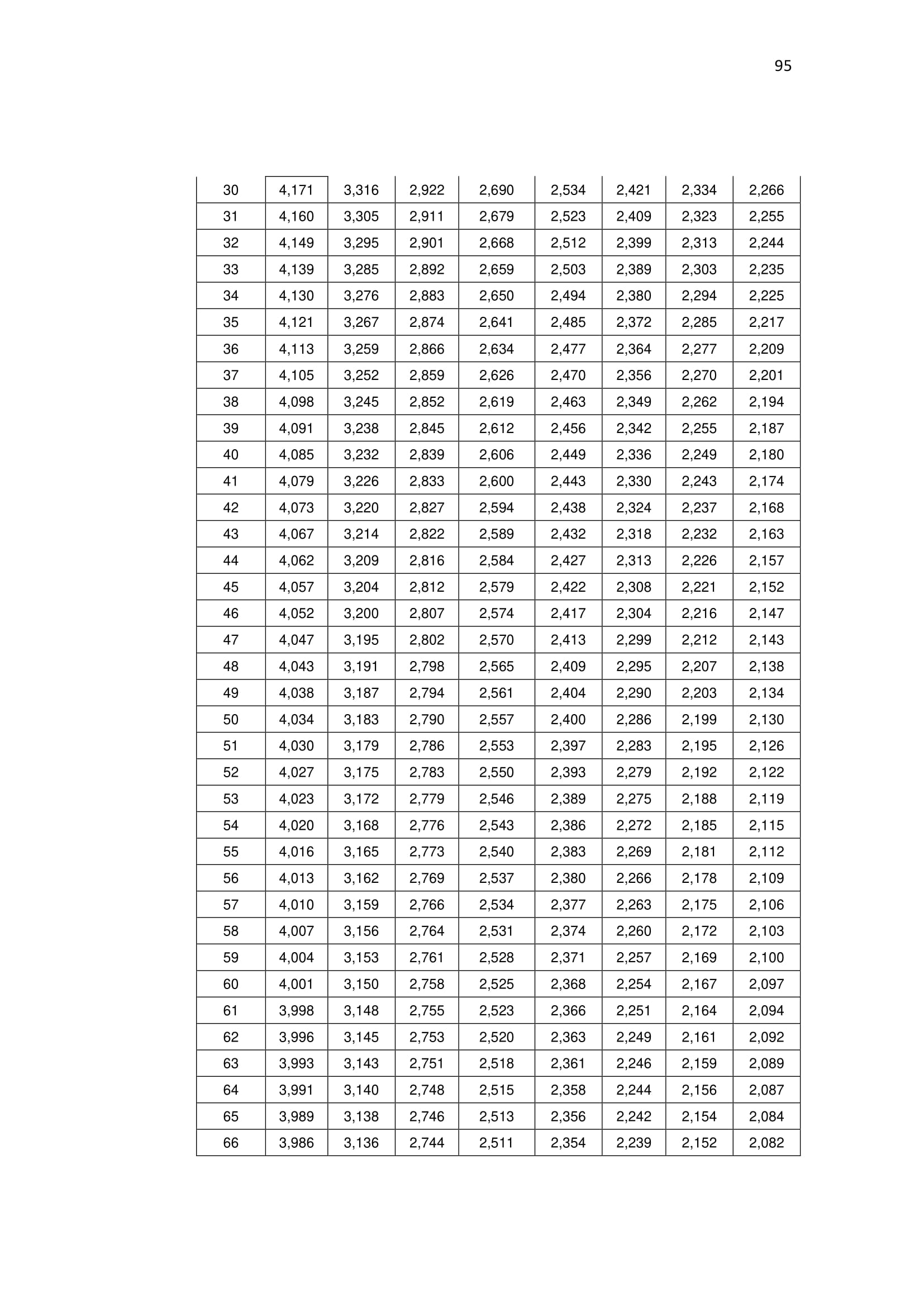
**LAMPIRAN 8**

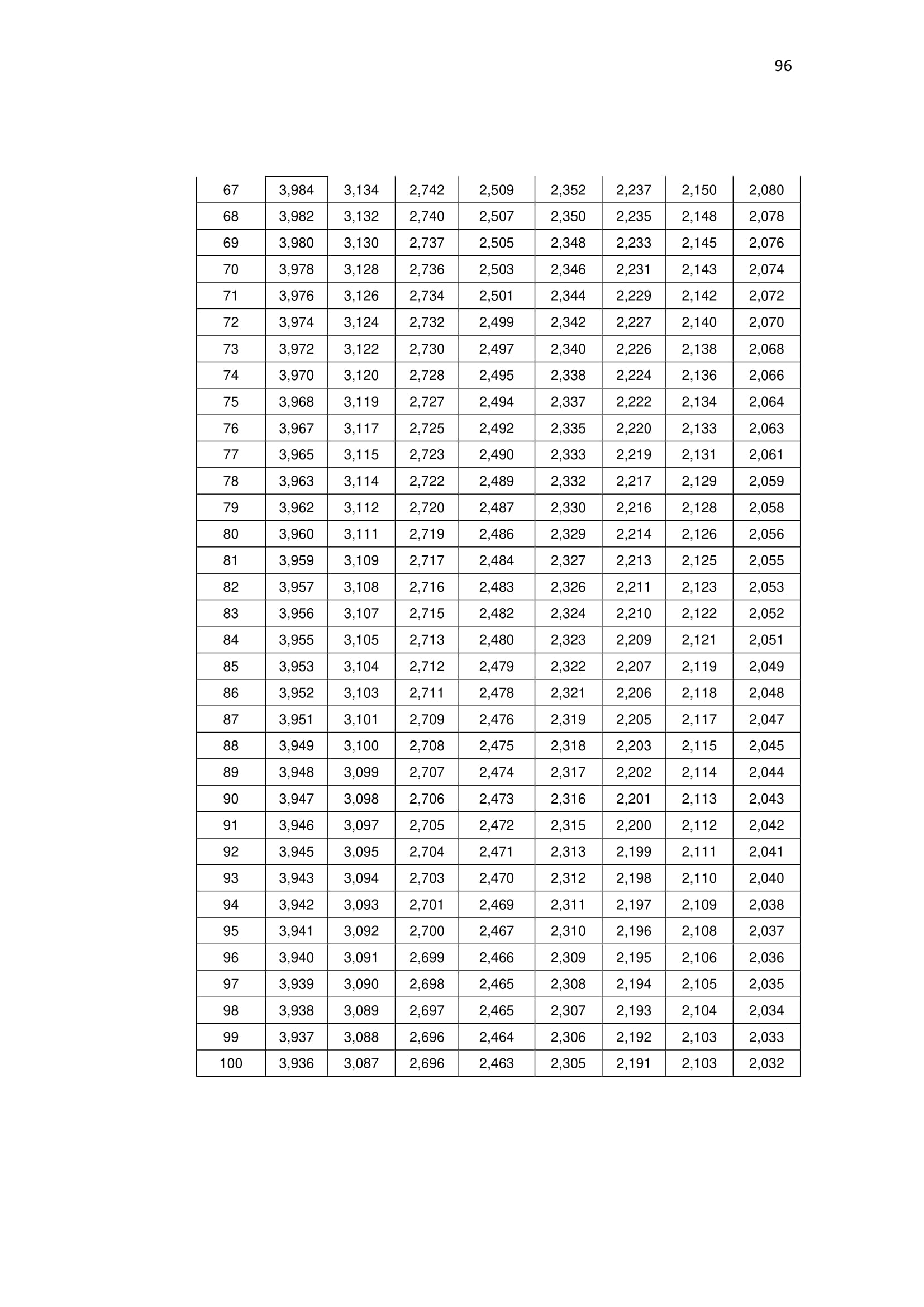
**Tabel r, Tabel F dan Tabel t**

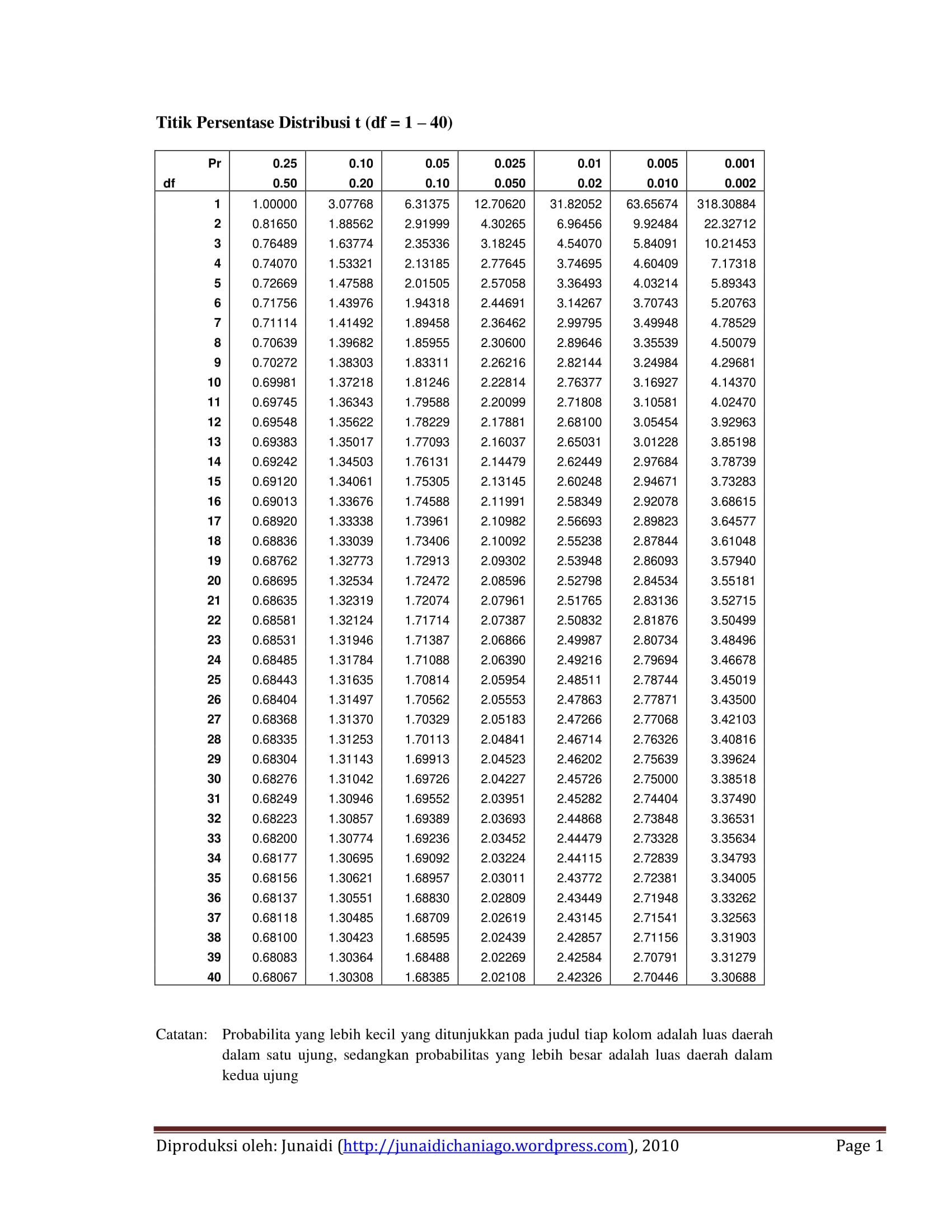
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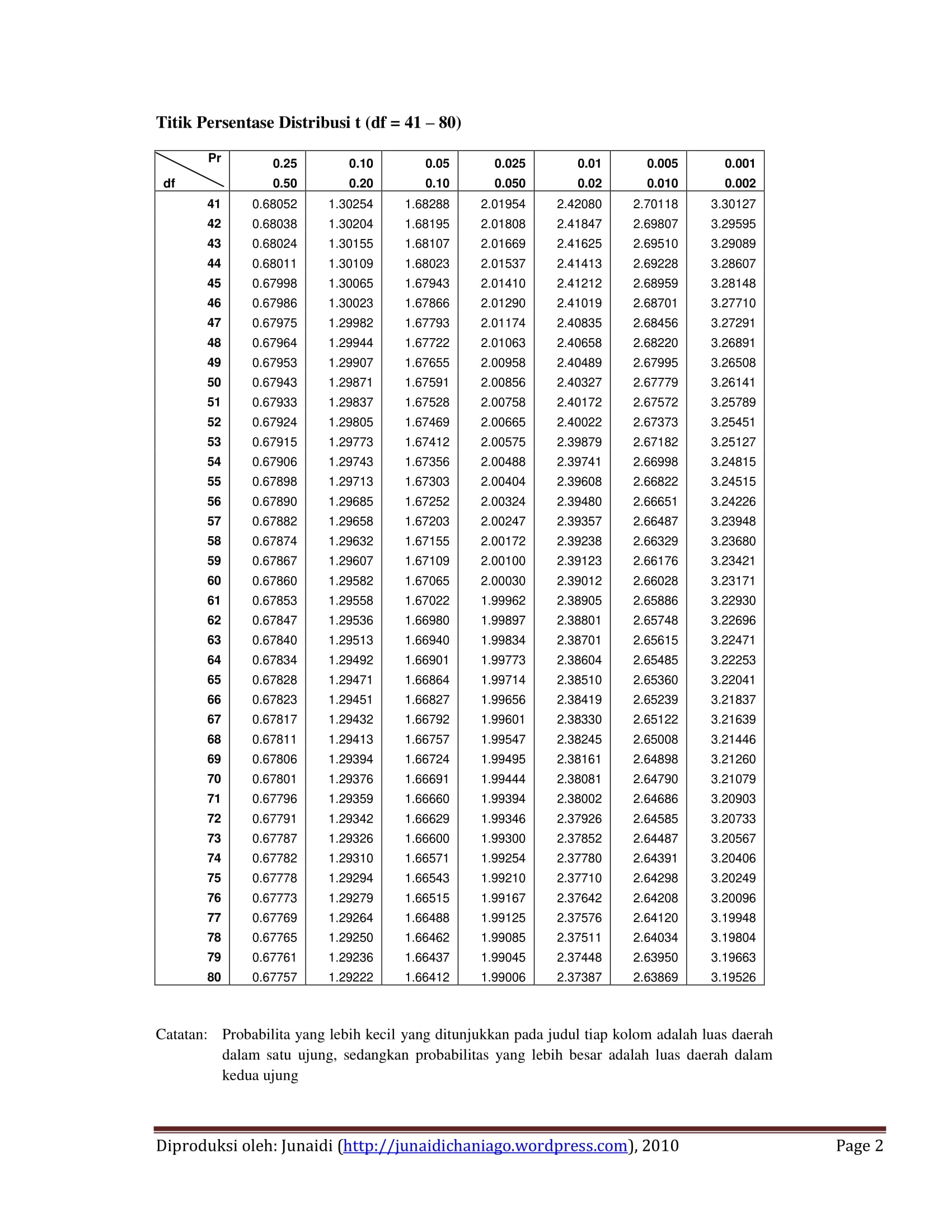
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