

## LAMPIRAN

### Lampiran 1. Kuesioner Penelitian

#### PENGANTAR

Kuesioner Penelitian Pengaruh *Employee Engagement* terhadap Kinerja Karyawan  
PT. Saranabudi Prakarsaripta Semarang

Yth. Responden Penelitian

Karyawan PT. Saranabudi Prakarsaripta Semarang

Dengan hormat,

Saya Ilhamsyah Renaldy S, mahasiswa akhir Program Studi Manajemen fakultas Ekonomi & Bisnis Unika Soegijapranata Semarang. Saat ini saya sedang melakukan penelitian guna memenuhi tugas akhir (Skripsi) dengan judul penelitian “Pengaruh *Employee Engagement* terhadap Kinerja Karyawan PT. Saranabudi Prakarsaripta Semarang”. Dengan ini saya mohon izin Bapak/Ibu/Saudara yang berkenan dalam meluangkan waktu sejenak guna mengisi daftar pertanyaan yang telah saya susun dan sediakan dibawah ini. Saya mohon Bapak/Ibu/Saudara dapat mengisi kuesioner dengan sebenar – benarnya dan juga sejujurnya tanpa ada paksaan dan juga pengaruh oleh orang lain, serta jawaban bersifat rahasia. Peneliti akan menjamin sepenuhnya kerahasiaan identitas seluruh jawaban Bapak/Ibu/Saudara dan hanya akan dipergunakan untuk kepentingan penelitian. Atas Kerjasama dan kesedian Bapak/Ibu/Saudara, saya mengucapkan terima kasih sebanyak – banyaknya.

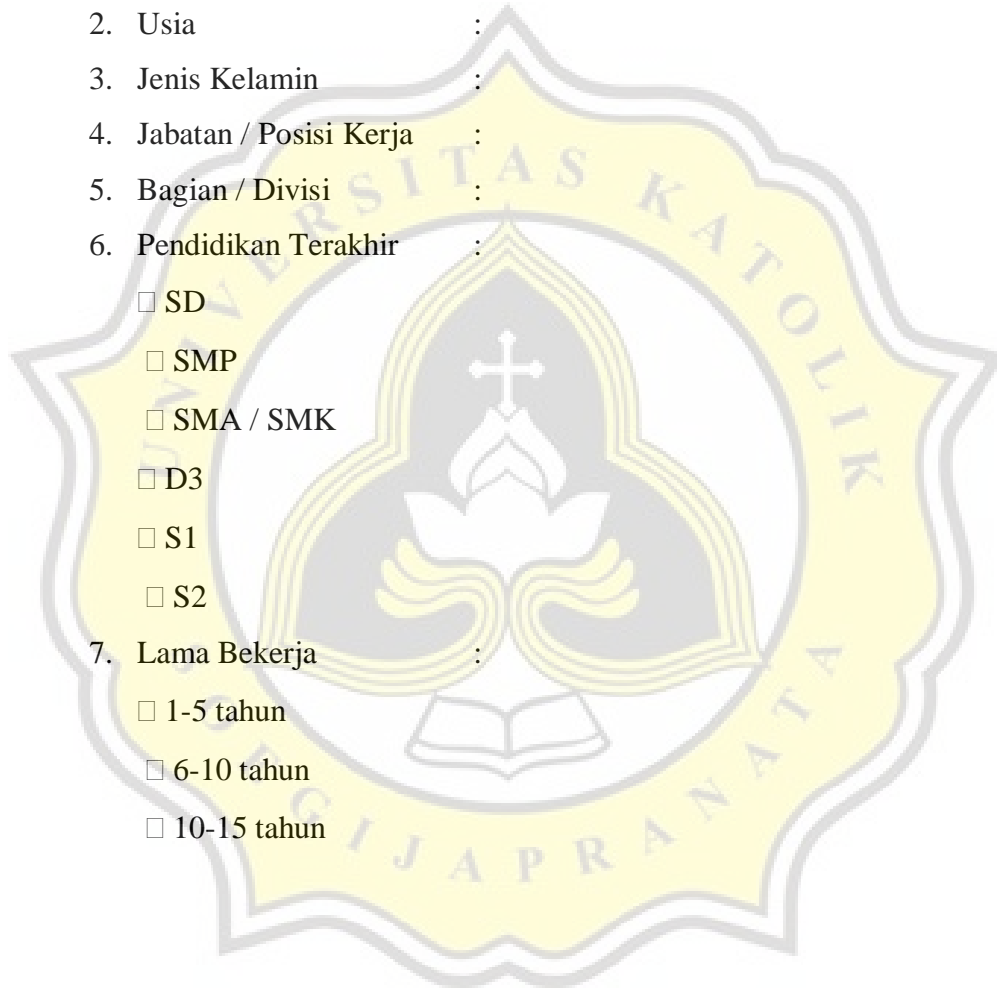
Hormat Saya,

Ilhamsyah Renaldy S

Jawablah pertanyaan – pertanyaan berikut dengan memberikan tanda checklist (√) pada kolom jawaban yang telah tersedia.

### IDENTITAS RESPONDEN

1. Nama :
2. Usia :
3. Jenis Kelamin :
4. Jabatan / Posisi Kerja :
5. Bagian / Divisi :
6. Pendidikan Terakhir :
  - SD
  - SMP
  - SMA / SMK
  - D3
  - S1
  - S2
7. Lama Bekerja :
  - 1-5 tahun
  - 6-10 tahun
  - 10-15 tahun



## PETUNJUK PENGISIAN KUESIONER

Isilah dengan jujur dan benar sesuai dengan kenyataan pada diri anda. Berilah tanda checklist (√) pada jawaban yang menurut anda benar pada salah satu kolom jawaban yang telah tersedia.

Keterangan skor penilaian sebagai berikut :

Sangat tidak setuju (STS) = 1

Tidak setuju (TS) = 2

Netral (N) = 3

Setuju (S) = 4

Sangat Setuju (SS) = 5

## DAFTAR PERTANYAAN

### *Employee Engagement*

NO	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
<b>1</b>	Saya mempunyai energi yang tinggi ketika bekerja					
<b>2</b>	Saya sanggup dalam mengerahkan seluruh energi untuk menyelesaikan tugas yang telah diberikan					
<b>3</b>	Saya merasakan bersemangat dalam bekerja					
<b>4</b>	Saya pantang menyerah					

<b>Aspek <i>Dedication</i></b>						
1	Saya merasakan antusias dalam pekerjaan					
2	Saya merasakan pekerjaan menantang					
3	Saya merasakan pekerjaan memiliki tujuan yang jelas					
4	Saya merasakan pekerjaan yang telah dilakukan bermakna					
5	Saya merasakan pekerjaannya sangat menginspirasi					
6	Saya nyaman dengan lingkungan kerja					
7	Saya merasa bangga terhadap pekerjaan					
8	Saya merasa sebagai bagian dari perusahaan					
9	Saya dapat bekerja lebih untuk perusahaan					
10	Saya merasa turut memiliki andil dalam kemajuan dan kesuksesan perusahaan					
<b>Aspek <i>Absorption</i></b>						
1	Saya serius ketika mengerjakan setiap pekerjaan yang telah diberikan					
2	Saya merasakan adanya kurang ketika tidak masuk bekerja					

3	Saya merasakan sulit untuk bersikap acuh tak acuh dalam pekerjaan					
4	Saya mampu dalam menjaga rahasia perusahaan					
5	Saya tidak berfikir untuk berpindah kerja pada tempat lain					



**Lampiran 2.**  
**Kuesioner Kinerja Yang Diisi Oleh Atasan**

PENGANTAR

Kuesioner Penelitian Pengaruh *Employee Engagement* terhadap Kinerja Karyawan  
PT. Saranabudi Prakarsaripta Semarang

Yth. Pimpinan / Atasan Langsung

Dengan hormat,

Saya Ilhamsyah Renaldy S, mahasiswa akhir Program Studi Manajemen fakultas Ekonomi & Bisnis Unika Soegijapranata Semarang. Saat ini saya sedang melakukan penelitian guna memenuhi tugas akhir (Skripsi) dengan judul penelitian “Pengaruh *Employee Engagement* terhadap Kinerja Karyawan PT. Saranabudi Prakarsaripta Semarang”. Dengan ini saya mohon izin Bapak/Ibu/Saudara yang berkenan dalam meluangkan waktu sejenak guna mengisi daftar pertanyaan yang telah saya susun dan sediakan dibawah ini. Saya mohon Bapak/Ibu/Saudara dapat mengisi kuesioner dengan sebenar – benarnya dan juga sejujurnya tanpa ada paksaan dan juga pengaruh oleh orang lain, serta jawaban bersifat rahasia. Peneliti akan menjamin sepenuhnya kerahasiaan identitas seluruh jawaban Bapak/Ibu/Saudara dan hanya akan dipergunakan untuk kepentingan penelitian. Atas Kerjasama dan kesedian Bapak/Ibu/Saudara, saya mengucapkan terima kasih sebanyak – banyaknya.

Hormat Saya,

Ilhamsyah Renaldy S

**Nama Bagian / Jabatan Penilai : .....**

**Nama Bawahan / Responden yang akan dinilai : .....**

**PETUNJUK PENGISIAN KUESIONER**

Sehubungan dengan adanya penelitian mengenai kinerja karyawan di PT. Saranabudi Prakarsaripta, saya mohon bantuan Bapak/Ibu/Saudara untuk dapat mengisi kuesioner berikut dengan memberikan tanda checklist (√) pada salah satu kolom jawaban yang menurut anda benar dan sesuai dengan tingkah laku yang ditunjukkan oleh bawahan Bapak/Ibu/Saudara.

Keterangan skor penilaian sebagai berikut :

Sangat tidak setuju	(STS)	=	1
Tidak setuju	(TS)	=	2
Netral	(N)	=	3
Setuju	(S)	=	4
Sangat Setuju	(SS)	=	5

**DAFTAR PERTANYAAN**

**Kinerja Karyawan**

NO	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
<b>1</b>	Karyawan mengerjakan pekerjaan sesuai dengan standar perusahaan					
<b>2</b>	Karyawan memiliki konsistensi tinggi dalam melakukan pekerjaan					

3	Karyawan berusaha mencoba pekerjaan sulit menantang					
4	Karyawan berusaha keras dalam meningkatkan prestasi kerja					
5	Karyawan memiliki ketelitian dalam bekerja					
6	Karyawan selalu meminimalisir kesalahan dalam bekerja					
7	Karyawan dapat menyelesaikan tanggung jawab tugas secara akurat					
<b>Kuantitas</b>						
1	Karyawan bekerja memenuhi target yang ditetapkan perusahaan					
2	Karyawan mengerjakan pekerjaan tepat waktu					
3	Karyawan mengerjakan pekerjaan lebih cepat dari waktu yang ditentukan					
<b>Pelaksanaan Tugas</b>						
1	Karyawan dapat dipercaya dalam menyelesaikan tugas					
2	Karyawan dapat menyelesaikan tugas mereka tanpa bantuan rekan kerja lain					
3	Karyawan hanya membutuhkan pengawasan sedikit untuk dapat bekerja dengan baik dan benar					



4	Karyawan memiliki inisiatif dalam menjalankan tugas bekerja tanpa harus diperintah oleh atasan terlebih dahulu					
5	Karyawan mengatasi masalah yang ada dalam pekerjaan					
6	Karyawan mampu bekerja sama dengan rekan, pimpinan dan bawahan kerja.					
<b>Tanggung Jawab</b>						
1	Karyawan masuk dan pulang kerja sesuai peraturan waktu yang telah ditetapkan					
2	Karyawan bertanggung jawab dalam pekerjaanya					
3	Karyawan berterus terang kepada atasan ketika melakukan kesalahan					
4	Karyawan berani mengambil resiko atas kesalahanya					

**Lampiran 3.  
Data Responden**

Responden	Usia (Tahun)	Jenis Kelamin	Jabatan / Posisi Pekerjaan	Bagian / Divisi	Pendidikan Terakhir	Lama Bekerja	Penilai
1	42	Laki - Laki	Direktur Utama	Direktur Utama	S2	6-10 Tahun	Dewan Komisaris Utama
2	43	Laki - Laki	Kadiv Lelang & Marketing	Lelang & Marketing	S1	10-15 Tahun	Direktur Utama

3	39	Laki - Laki	Direktur Adm & Keuangan	Adm & Keuangan	S2	6-10 Tahun	Direktur Utama
4	62	Laki - Laki	Direktur Teknik & Operasional	Teknik & Operasional	S1	10-15 Tahun	Direktur Utama
5	52	Perempuan	Kabag Rumah Tangga	Rumah Tangga	SMA / SMK	10-15 Tahun	Direktur Adm & Keuangan
6	40	Perempuan	Kabag Adm & Keuangan	Adm & Keuangan	S1	10-15 Tahun	Direktur Adm & Keuangan
7	56	Laki - Laki	Kadiv Teknik 1	Teknik	S1	10-15 Tahun	Direktur Teknik & Operasional
8	46	Perempuan	Kadiv Teknik 2	Teknik	S2	10-15 Tahun	Direktur Teknik & Operasional
9	27	Perempuan	Staff Rumah Tangga	Rumah Tangga	SMA / SMK	6-10 Tahun	Kabag Rumah Tangga
10	56	Laki - Laki	Staff Rumah Tangga	Rumah Tangga	SMA / SMK	10-15 Tahun	Kabag Rumah Tangga
11	54	Laki - Laki	Staff Rumah Tangga	Rumah Tangga	SMA / SMK	10-15 Tahun	Kabag Rumah Tangga
12	51	Laki - Laki	Driver	Rumah Tangga	SMA / SMK	10-15 Tahun	Kabag Rumah Tangga
13	40	Laki - Laki	Driver	Rumah Tangga	SMA / SMK	6-10 Tahun	Kabag Rumah Tangga
14	44	Laki - Laki	Driver	Rumah Tangga	SMA / SMK	6-10 Tahun	Kabag Rumah Tangga
15	46	Laki - Laki	Driver	Rumah Tangga	SMA / SMK	1-5 Tahun	Kabag Rumah Tangga

16	60	Perempuan	Staff Keuangan	Adm & Keuangan	D3	10-15 Tahun	Kabag Adm & Keuangan
17	56	Perempuan	Staff Keuangan	Adm & Keuangan	S1	10-15 Tahun	Kabag Adm & Keuangan
18	31	Laki - Laki	Staff Keuangan	Adm & Keuangan	D3	1-5 Tahun	Kabag Adm & Keuangan
19	59	Laki - Laki	Staff Keuangan	Adm & Keuangan	SMA / SMK	10-15 Tahun	Kabag Adm & Keuangan
20	36	Perempuan	Staff Keuangan	Adm & Keuangan	S1	6-10 Tahun	Kabag Adm & Keuangan
21	40	Perempuan	Staff Teknik	Teknik	S2	10-15 Tahun	Kadiv Teknik 1
22	36	Perempuan	Staff Teknik	Teknik	S1	10-15 Tahun	Kadiv Teknik 1
23	29	Perempuan	Staff Teknik	Teknik	S2	6-10 Tahun	Kadiv Teknik 1
24	29	Perempuan	Staff Teknik	Teknik	S1	6-10 Tahun	Kadiv Teknik 1
25	42	Perempuan	Staff Teknik	Teknik	S1	6-10 Tahun	Kadiv Teknik 1
26	30	Perempuan	Staff Teknik	Teknik	S1	6-10 Tahun	Kadiv Teknik 1
27	33	Laki - Laki	Staff Teknik	Teknik	S1	1-5 Tahun	Kadiv Teknik 1
28	30	Perempuan	Staff Teknik	Teknik	S1	6-10 Tahun	Kadiv Teknik 1
29	28	Laki - Laki	Staff Lelang & Marketing	Lelang & Marketing	SMA / SMK	6-10 Tahun	Kadiv Lelang & Marketing
30	34	Laki - Laki	Staff Lelang & Marketing	Lelang & Marketing	S1	6-10 Tahun	Kadiv Lelang & Marketing
31	46	Perempuan	Staff Lelang & Marketing	Lelang & Marketing	S2	6-10 Tahun	Kadiv Lelang & Marketing

32	52	Laki - Laki	Staff Lelang & Marketing	Lelang & Marketing	S1	10-15 Tahun	Kadiv Lelang & Marketing
33	45	Perempuan	Staff Lelang & Marketing	Lelang & Marketing	S1	6-10 Tahun	Kadiv Lelang & Marketing
34	29	Laki - Laki	Staff Lelang & Marketing	Lelang & Marketing	S1	1-5 Tahun	Kadiv Lelang & Marketing
35	31	Laki - Laki	Staff Lelang & Marketing	Lelang & Marketing	SMA / SMK	1-5 Tahun	Kadiv Lelang & Marketing

**Lampiran 4.**  
**Tabulasi Variabel Employee Engagement**

Responden	Pernyataan <i>Employee Engagement</i>																		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5	4	4	5	5
2	4	4	3	4	4	4	5	4	4	4	4	4	4	3	4	3	4	5	4
3	4	5	4	5	4	4	5	4	4	5	5	5	5	5	4	4	4	5	4
4	5	5	4	5	5	4	5	4	5	4	5	5	5	5	5	4	4	5	5
5	4	4	4	3	3	3	3	3	3	4	3	4	3	3	4	4	3	3	3
6	4	4	4	4	4	4	4	4	4	4	4	5	3	4	4	4	4	4	4
7	4	4	5	5	4	5	5	5	4	5	4	5	4	4	5	4	5	4	5
8	4	5	4	5	4	4	5	5	4	5	4	4	4	4	5	4	5	5	5
9	4	4	4	3	3	3	3	3	3	4	3	4	3	3	3	4	3	3	3
10	4	4	4	4	4	4	4	4	3	3	4	4	4	5	4	3	3	4	4
11	4	4	5	5	5	5	4	4	3	4	4	5	5	4	4	4	5	5	4
12	4	4	5	4	5	5	4	5	3	4	4	4	4	4	5	4	4	4	5
13	4	4	5	4	4	4	5	4	4	4	4	5	4	5	4	5	4	4	4
14	5	5	5	5	5	4	5	4	4	5	5	5	5	5	5	5	5	5	5
15	5	5	4	4	4	3	5	5	4	5	4	5	5	5	5	3	4	5	4
16	4	4	4	4	4	4	4	3	3	4	4	4	3	3	4	4	3	4	4
17	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3

18	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3
19	5	5	5	4	4	4	4	4	3	4	5	4	5	5	5	4	2	4	4
20	5	5	5	5	5	4	5	4	4	5	5	5	5	5	5	4	5	5	5
21	4	4	3	4	3	4	4	4	4	3	4	4	3	3	4	4	4	4	4
22	4	4	4	4	3	4	3	3	4	3	3	4	4	4	5	4	4	4	3
23	4	5	4	4	4	5	4	5	4	4	4	4	5	5	5	5	5	5	4
24	4	4	4	4	4	3	3	3	3	4	4	4	4	4	4	3	4	4	3
25	3	4	4	4	3	4	4	4	3	3	3	3	4	3	4	5	4	5	4
26	4	4	4	4	4	3	4	4	4	4	4	4	3	4	4	3	3	4	4
27	5	4	5	3	3	4	3	4	3	4	3	4	4	3	4	4	4	4	3
28	5	5	5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	5	5
29	3	3	4	4	3	3	3	3	3	4	3	4	3	3	4	3	3	3	2
30	4	5	4	4	5	4	5	4	4	4	4	4	5	4	4	5	4	4	5
31	4	4	4	4	4	3	4	4	3	3	4	4	4	4	4	4	4	3	4
32	4	4	4	4	3	3	4	4	4	3	4	4	4	5	4	4	4	4	3
33	4	4	3	4	4	3	4	4	3	5	4	4	3	4	4	4	4	4	3
34	5	4	4	4	4	5	5	5	3	4	4	4	4	4	5	3	5	4	4
35	5	5	5	5	4	3	5	5	4	4	4	4	5	4	5	5	4	5	5

**Lampiran 5.**  
**Tabulasi Variabel Kinerja Karyawan**

Responden	Kinerja Karyawan																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	4	4	5	5	4	4	4	5	5	5	5	5	5	4	4	4	5	5	5	5
2	4	3	4	3	3	4	4	4	4	3	4	3	4	4	4	3	4	4	3	4
3	4	4	4	3	4	4	4	4	3	3	5	3	4	4	3	4	3	5	4	4
4	5	5	4	5	5	4	5	4	5	4	5	3	4	5	5	4	4	5	4	5
5	5	4	5	4	4	5	5	4	4	3	5	4	5	5	4	5	4	5	4	5
6	4	3	3	4	3	4	4	3	4	3	4	4	3	4	4	4	4	4	3	3
7	5	5	4	4	3	4	5	4	4	4	5	4	4	5	4	4	4	4	4	4
8	5	5	4	4	5	4	4	5	4	4	5	4	5	4	4	5	4	5	4	4
9	4	3	3	4	4	4	4	4	3	3	4	3	3	4	4	4	5	5	5	4
10	4	3	5	4	5	4	3	4	4	3	5	4	4	4	4	5	4	5	4	4

11	5	5	5	4	3	4	4	4	3	3	4	4	5	5	5	4	5	5	4	4
12	4	3	4	4	4	3	4	4	3	3	4	4	4	3	4	4	4	5	4	4
13	4	4	5	4	4	5	4	4	5	4	4	5	4	4	5	4	5	5	5	5
14	5	5	4	5	4	4	4	5	5	4	5	4	5	5	5	4	4	5	5	5
15	4	4	4	4	5	5	4	4	5	4	4	3	4	5	4	5	4	5	4	4
16	4	4	4	5	5	4	4	4	4	4	5	5	4	4	5	5	5	5	5	5
17	4	4	4	4	5	5	5	4	4	4	4	4	4	4	4	5	5	5	5	5
18	4	4	4	4	4	5	4	5	5	5	4	5	5	4	5	5	5	5	5	5
19	5	4	3	4	4	4	4	5	4	5	4	4	5	5	4	4	5	5	5	5
20	5	5	4	5	5	5	5	5	4	4	5	4	4	5	5	5	5	5	5	5
21	5	5	3	5	5	5	5	4	3	3	5	3	3	4	5	5	5	5	5	5
22	5	5	4	4	5	5	5	5	5	4	5	3	4	4	5	5	5	5	5	5
23	4	4	3	4	4	5	5	4	4	5	5	5	5	5	5	5	5	5	5	4
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25	4	4	5	5	5	4	4	4	5	5	5	4	4	4	4	4	5	5	4	5
26	5	5	4	5	5	5	5	5	5	4	5	4	4	4	5	5	5	5	5	5
27	4	4	5	4	4	4	4	5	4	5	5	4	5	5	5	5	5	5	5	5
28	5	5	4	5	5	5	5	5	4	4	5	4	4	5	5	5	5	5	5	5
29	4	5	5	4	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
30	4	4	4	4	4	5	5	5	5	5	4	4	4	4	4	4	5	5	5	5
31	5	5	3	5	5	5	5	4	4	3	5	3	3	3	5	5	5	5	4	5
32	5	3	4	4	4	5	5	4	5	4	5	5	5	4	4	4	5	5	5	5
33	5	5	4	4	5	5	5	5	4	3	5	4	4	5	5	5	5	5	5	5
34	4	4	3	4	5	4	4	5	5	5	4	5	4	4	4	4	5	4	5	5
35	5	5	3	3	5	5	5	5	5	4	5	3	3	3	4	5	5	5	5	5

Lampiran 6.  
Tabel Uji Validitas Employee Engagement

Correlations

																							T
																							O
											X	X	X	X	X	X	X	X	X	X	X	X	T
											1	1	1	1	1	1	1	1	1	1	1	1	A
											1	2	3	4	5	6	7	8	9				L

X1	Pearson Correlation	1	.704*	.525*	.3913*	.5218	.5104*	.4807*	.3480*	.4480*	.6216*	.6166*	.5227*	.5847*	.1108	.3287	.467*	.502*	.688**	
	Sig. (2-tailed)		.000	.001	.002	.028	.000	.000	.002	.000	.000	.000	.000	.000	.508	.004	.005	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X2	Pearson Correlation	.704*	1	.4006*	.6006*	.6035*	.2577*	.6570*	.5277*	.5207*	.7121*	.5256*	.7268*	.7058*	.6458*	.4402*	.4704*	.7205*	.838**	
	Sig. (2-tailed)	.000		.005	.000	.000	.100	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X3	Pearson Correlation	.525*	.406*	1	.437*	.4403*	.4286*	.3264*	.1346*	.3362*	.3629*	.5263*	.5293*	.4793*	.5133*	.3307	.3297	.294*	.595**	
	Sig. (2-tailed)	.001	.005		.009	.004	.018	.047	.078	.043	.000	.000	.000	.000	.000	.027	.007	.008	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

X4	Pearson Correlation	.391*	.603*	.47*	1	.686*	.403*	.740*	.490*	.570*	.492*	.769*	.681*	.640*	.649*	.244*	.621*	.730*	.704**	.834**	
	Sig. (2-tailed)	.020	.000	.009		.000	.010	.000	.000	.000	.000	.000	.000	.000	.000	.149	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
		5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
X5	Pearson Correlation	.513*	.603*	.474*	.608*	1	.473*	.606*	.441*	.390*	.570*	.767*	.605*	.658*	.581*	.255*	.433*	.575*	.755*	.799**	
	Sig. (2-tailed)	.002	.000	.004	.000		.004	.000	.008	.002	.000	.000	.000	.000	.001	.169	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	
		5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	
X6	Pearson Correlation	.218	.253*	.403*	.403*	.407*	1	.392*	.511*	.127	.131	.353	.256	.419*	.198*	.431*	.443*	.444*	.511*	.545**	
	Sig. (2-tailed)	.208	.140	.006	.006	.004		.002	.001	.323	.422	.052	.040	.273	.033	.007	.006	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	
		5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	



X7	Pearson Correlation	.50	.67	.28	.74	.66	.39	1	.68	.62	.51	.72	.60	.58	.59	.26	.55	.69	.81	.84
	Sig. (2-tailed)	.04*	.07*	.12	.00*	.00*	.02		.09*	.02*	.04*	.04*	.09*	.08*	.04*	.03*	.07	.06*	.06*	.01*
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X8	Pearson Correlation	.40	.52	.33	.49	.44	.52	.61	.32	.33	.41	.36	.46	.49	.14	.57	.56	.64	.69	
	Sig. (2-tailed)	.00*	.00*	.06*	.00*	.01*	.01*	.09*	.42	.42	.04*	.05*	.00*	.05*	.09*	.38*	.04*	.09*	.03**	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	
X9	Pearson Correlation	.38	.57	.12	.57	.39	.15	.62	.32	.13	.55	.54	.45	.44	.33	.44	.56	.51	.64	
	Sig. (2-tailed)	.07*	.07*	.45*	.00*	.02*	.32*	.02*	.42	.42	.06*	.07*	.03*	.04*	.04*	.07	.09*	.08*	.06*	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	

X10	Pearson Correlation	.40*	.52*	.36*	.49*	.137	.54*	.332	.324	1	.484*	.597*	.344*	.3228	.424*	.1435	.405*	.4359*	.379*	.5877**	
	Sig. (2-tailed)	.008	.001	.004	.000	.432	.000	.005	.005		.003	.000	.004	.005	.001	.414	.001	.000	.009	.002	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X11	Pearson Correlation	.68*	.72*	.36*	.74*	.73*	.321	.74*	.44*	.538	1	.64*	.659*	.749*	.544*	.2195	.2998*	.5998*	.669*	.8088**	
	Sig. (2-tailed)	.000	.000	.003	.000	.000	.005	.000	.001	.000		.000	.000	.000	.000	.214	.008	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X12	Pearson Correlation	.61*	.55*	.59*	.68*	.66*	.255	.69*	.356	.579	.614	1	.49*	.638*	.488*	.2067	.499*	.500*	.510*	.7499**	
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.004	.000	.003	.000	.000		.002	.000	.000	.003	.003	.004	.002	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

X1 3	Pearson	.56	.76	.52	.60	.65	.48	.56	.43	.46	.49	1	.71	.60	.36	.45	.69	.56	.803**	
	Correlation	*6	*8	*3	*1	*6	*0	*8	*0	*3	*4	*9	*9	*4	*6	*8	*1	*9	*4	*
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.005	.000	.005	.009	.003	.000	.000	.000	.000	.003	.000	.007	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X1 4	Pearson	.58	.70	.47	.61	.58	.19	.59	.49	.52	.34	.71	1	.60	.24	.33	.54	.50	.759**	
	Correlation	*2	*1	*9	*7	*1	*1	*4	*5	*4	*8	*9	*6	*4	*2	*4	*7	*0	*0	*
	Sig. (2-tailed)	.000	.000	.004	.000	.000	.023	.000	.003	.001	.005	.000	.000	.000	.000	.015	.004	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X1 5	Pearson	.64	.65	.51	.64	.51	.48	.56	.44	.44	.54	.48	.60	1	.20	.51	.59	.62	.779**	
	Correlation	*7	*8	*9	*0	*7	*3	*3	*9	*4	*4	*3	*4	*6	*2	*9	*9	*6	*6	*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.006	.001	.000	.000	.000	.000	.002	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

X1 6	Pearson	.11	.44	.39	.24	.25	.31	.26	.14	.32	.14	.21	.20	.34	.24	.20	1	.36	.29	.38	.433**
	Correlation	08*	3*	9*	7	37	37	33	73	73	53	78*	44	9				0*	7	9*	
	Sig. (2-tailed)	.528	.007	.020	.149	.116	.071	.421	.045	.014	.213	.203	.035	.157	.208			.034	.083	.021	.009
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X1 7	Pearson	.32	.40	.30	.62	.43	.45	.57	.44	.40	.29	.46	.45	.31	.51	.36	1	.61	.51	.668**	
	Correlation	82*	2*	31*	4*	3*	6*	8*	9*	5*	99*	1*	7*	9*	0*			2*	3*		
	Sig. (2-tailed)	.054	.017	.007	.000	.000	.000	.000	.000	.001	.008	.000	.004	.000	.003	.000		.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X1 8	Pearson	.46	.72	.29	.73	.55	.44	.69	.56	.56	.43	.59	.50	.69	.54	.59	.29	.61	.63	.802**	
	Correlation	7*	4*	74*	4*	7*	0*	6*	4*	8*	5*	8*	0*	9*	0*	6*	72*		4*		
	Sig. (2-tailed)	.005	.000	.008	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.008	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

X19	Pearson Correlation	.52*	.75*	.44*	.75*	.75*	.51*	.81*	.64*	.51*	.37*	.66*	.51*	.50*	.56*	.38*	.51*	.63*	1	.838**	
	Sig. (2-tailed)	.002	.000	.005	.000	.000	.002	.000	.000	.002	.005	.001	.000	.002	.000	.001	.002	.001	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.68*	.83*	.59*	.83*	.79*	.54*	.84*	.69*	.64*	.58*	.80*	.74*	.80*	.77*	.74*	.43*	.66*	.80*	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.009	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

Tabel Hasil Uji Validitas Kinerja Karyawan Pertama

		Correlations																				TOTAL		
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21		
Y1	Pearson	1	.6	-.2	.2	.1	.2	.5	.2	-.1	-.1	.5	-.1	.0	.2	.3	.2	.0	.1	.0	.2	.3	.58	
	Correlation		.4*	0	.9	.4	.1	.7*	.4	.4	.6	.5*	.9	.3	.7	.8	.1	.2	.9	.2	.8		*	
	Sig. (2-tailed)		.00	.24	.15	.39	.12	.01	.17	.09	.18	.02	.08	.98	.11	.08	.11	.75	.36	.69	.31	.19		.35
N		35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y2	Pearson	.6	1	-.1	.3	.4	.3	.5	.4	.1	.1	.4	-.1	.0	.3	.5	.4	.2	.2	.2	.4	.6	.39	
	Correlation	.4*		-.1	.2*	.0*	.6*	.6*	.4*	.4	.4	.1*	.5	.8	.5	.6*	.8*	.5	.9	.3	.8*		**	
	Sig. (2-tailed)	.00		.91	.08	.04	.01	.01	.03	.07	.04	.02	.35	.82	.05	.08	.00	.23	.16	.08	.08	.00		.00
N		35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y3	Pearson	-.2	-.1	1	.0	-.1	-.1	-.1	.1	.2	.1	.0	.2	.4	.2	.0	-.1	-.1	.2	-.1	.1	.2	.56	
	Correlation	.0	.1		.7	.8	.3	.5	.7	.8	.1	.4	.6	.1*	.9	.3	.3	.5	.3	.3	.1			
	Sig. (2-tailed)	.22	.33		.37	.06	.06							.01	.03	.03	.61	.01		.99				

	Sig. (2-tailed)	.244	.941	.755	.636	.837	.138	.502	.209	.307	.848	.080	.050	.105	.808	.807	.712	.113	.823	.293	.138
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y4	Pearson Correlation	.279	.372*	.057	.134*	.094	.108	.101	.114	.134	.115*	-.071	.105	.152	.203	.238	.218	.248	.241	.418	.507**
	Sig. (2-tailed)	.105	.028	.745	.019	.079	.209	.606	.409	.028	.308	.931	.305	.031	.078	.032	.100	.105	.100	.051	.020
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y5	Pearson Correlation	.140	.410*	-.083	.304*	.056	.206	.329*	.207	.132	.090	-.087	-.001	-.028	.206	.657	.231	.406	.311	.509	.528**
	Sig. (2-tailed)	.309	.044	.636	.011	.036	.107	.015	.143	.037	.504	.218	.502	.180	.020	.102	.105	.020	.020	.002	.001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y6	Pearson Correlation	.231	.366*	-.033	.054	.135	.600*	.205	.309*	.106	.084	.006	-.072	.096	.305*	.509*	.406	.305	.405	.409	.506**
	Sig. (2-tailed)	.106	.026	.636	.011	.036	.000	.055	.019	.064	.066	.932	.069	.094	.055	.059	.025	.025	.025	.025	.025
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

	Sig. (2-tailed)	.182	.031	.837	.759	.036	.000	.140	.024	.342	.633	.838	.681	.513	.040	.000	.006	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y7	Pearson Correlation	.537*	.546*	-.156	.128	.263	.140	.112	.102	.321	.309	-.111	-.111	.144	.343	.340	.317	.191	.299	.490
	Sig. (2-tailed)	.007	.006	.183	.209	.000	.309	.466	.802	.022	.057	.425	.425	.047	.044	.007	.054	.080	.081	.004
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y8	Pearson Correlation	.244	.447*	.170	.093	.325	.149	.144	.456*	.506*	.166	.112	.312	.145	.244	.245	.450	.208	.640	.601
	Sig. (2-tailed)	.197	.004	.052	.067	.000	.309	.011	.004	.054	.207	.043	.030	.105	.106	.000	.103	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y9	Pearson Correlation	-.044	.144	.218	.142	.357	.142	.422	.608*	.000	.300	.205	.000	.107	.001	.216	.011	.291	.499	.524
	Sig. (2-tailed)	.747	.244	.082	.077	.000	.309	.011	.000	.000	.005	.000	.000	.071	.000	.013	.008	.024	.004	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35



	Sig. (2-tailed)	.789	.378	.209	.416	.135	.025	.465	.061	.000	1.000	.007	.235	.956	.465	.926	.167	.917	.089	.003	.001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y10	Pearson Correlation	-.263	.144	.161	.149	.126	.069	.566*	.68*	1.000	-.105	.59*	.41*	.186	.062	.422*	.133	.58*	.42*	.46*	.574**
	Sig. (2-tailed)	.128	.544	.379	.419	.342	.870	.000	.000	.566	.041	.005	.001*	.254	.544	.844	.055	.577	.015	.005	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y11	Pearson Correlation	.55*	.41*	.034	.35*	.360*	.318	.106	.000	-.105	1.000	-.137	.039	.021	.20*	.408	-.287	.257	.097	.271	.374*
	Sig. (2-tailed)	.022	.022	.828	.023	.031	.064	.540	.540	.566	.041	.829	.577	.254	.067	.676	.133	.577	.015	.005	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y12	Pearson Correlation	-.292	-.215	.267	.157	-.036	-.117	.130	.359*	-.105	1.000	.575*	.153	.116	.036	.30*	-.115	.31*	.215	.205	.391*
	Sig. (2-tailed)	.092	.088	.067	.099	.877	.117	.009	.000	.566	.041	.575	.331	.316	.600	.011	.575	.011	.005	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

	Sig. (2-tailed)	.089	.365	.084	.368	.574	.873	.572	.270	.070	.070	.512	.030	.380	.297	.833	.033	.933	.024	.234	.027	.020
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y13	Pearson Correlation	.023	.038	.491*	-.105	-.107	-.122	-.125	.352	.250	.406	.537	1.09*	.511	.147	.075	.075	.231	.187	.179	.169	.415*
	Sig. (2-tailed)	.898	.888	.031	.921	.921	.921	.921	.033	.033	.030	.030	.001	.056	.916	.916	.916	.188	.288	.388	.312	.013
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y14	Pearson Correlation	.275	.359	.242	.161	-.196	.198	.195	.080	.191	.099	.195	.539*	1.015	.395	.065	-.060	.021	.108	.038	.038	.371*
	Sig. (2-tailed)	.189	.105	.130	.351	.503	.455	.457	.925	.925	.888	.888	.001	.065	.535	.765	.955	.955	.580	.860	.860	.028
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y15	Pearson Correlation	.388	.56*	.033	.52*	.292	.398	.293	.214	.092	.291	.181	.145	.311	1.04	.42*	.53*	.280	.384	.480	.45*	.625**

	Sig. (2-tailed)	.054	.018	.081	.018	.108	.070	.079	.146	.584	.217	.296	.516	.065	.088	.002	.103	.023	.033	.016	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y16	Pearson Correlation	.231	.483*	-.336	.239*	.653*	.595*	.395*	.245	.013	.420*	.036	.076	.462*	1	.274	.477*	.369*	.267	.552**	
	Sig. (2-tailed)	.182	.009	.078	.001	.000	.000	.044	.955	.847	.807	.939	.583	.000	.101	.004	.029	.019	.191	.001	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	
Y17	Pearson Correlation	.025	.255	-.311	.378	.439*	.375*	.453*	.263	.468*	-.308	.305	.055	.530*	1	.275	.705*	.555*	.595*	.596**	
	Sig. (2-tailed)	.765	.238	.073	.062	.011	.007	.012	.106	.065	.036	.977	.052	.001	.100	.100	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	
Y18	Pearson Correlation	.149	.239	.273	.281	.461*	.315	.187	.208	.105	.237	-.211	.231	.477*	1	.277	.429*	.444*	.502**		
	Sig. (2-tailed)	.699	.699	.699	.699	.000	.699	.699	.699	.699	.699	.699	.699	.000	.100	.100	.000	.000	.000		
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35		

	Sig. (2-tailed)	.392	.168	.133	.102	.065	.054	.137	.097	.057	.117	.093	.118	.095	.103	.114	.003	.000	.002		
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35		
Y19	Pearson Correlation	.082	.233	-.039	.248	.341*	.455*	.274*	.624*	.298*	.507*	.029	.318	.118	.130	.339*	.760*	.409*	1.000	.700	.721**
	Sig. (2-tailed)	.639	.088	.823	.130	.000	.006	.003	.000	.008	.001	.584	.218	.258	.023	.009	.000	.003	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	
Y20	Pearson Correlation	.268	.428*	.111*	.411*	.516*	.405*	.400*	.649*	.406*	.424*	.215	.209	.138	.085	.474*	.594*	.440*	.710*	1.000	.788**
	Sig. (2-tailed)	.119	.000	.219	.000	.000	.000	.000	.000	.000	.011	.203	.333	.803	.006	.011	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.358*	.639*	.206*	.502*	.558*	.407*	.626*	.502*	.507*	.344*	.339*	.431*	.331*	.625*	.552*	.590*	.500*	.718*	.708*	1.000

Sig. (2- taile d)	.0 3 5	.0 0 0	.1 3 8	.0 0 2	.0 0 1	.0 0 0	.0 0 4	.0 0 0	.0 0 1	.0 0 0	.0 2 7	.0 2 0	.0 1 3	.0 0 8	.0 0 0	.0 0 1	.0 0 0	.0 0 2	.0 0 0		
N	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	35

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

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



Tabel Kinerja Karyawan Setelah Pernyataan Y3 dihapus dan Diuji Kembali

		Correlations																			TOTAL
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20
Y1	Pearson Correlation	1	.664*	.279	.174	.231	.533*	.274	-.044	-.052	.515*	-.022	.022	.222	.322	.223	.025	.124	.028	.226	.390*
	Sig. (2-tailed)		.000	.105	.319	.001	.007	.179	.828	.829	.008	.988	.989	.089	.108	.005	.108	.329	.639	.129	.021
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y2	Pearson Correlation	.614*	1	.370*	.416	.366*	.547*	.474*	.144	.114	.421*	-.058	.030	.303	.504*	.428*	.205	.203	.209	.238	.656**
	Sig. (2-tailed)	.000		.008	.001	.001	.000	.000	.307	.501	.003	.826	.907	.000	.000	.000	.203	.108	.088	.080	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y4	Pearson Correlation	.279	.370*	1	.304	.045	.188	.020	.142	.115	.385*	.127	-.055	.126	.523*	.223	.321	.218	.218	.411*	.512**
	Sig. (2-tailed)		.004		.004	.811	.002	.922	.152	.155	.007	.717	.925	.126	.000	.003	.008	.008	.008	.001	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

	Sig. (2- taile d)	.1 0 5	.0 2 8	.0 1 9	.7 5 9	.2 9 9	.6 0 6	.4 1 6	.4 1 9	.0 2 2	.3 6 8	.9 3 1	.3 5 3	.0 7 1	.0 6 3	.1 0 2	.0 5 0	.1 1 0	.0 5 4	.00 2	
	N	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	35
Y5	Pear son Corr elati on	.1 7 4	.4 1 0*	.3 9 4*	1 5 6*	.3 6 2	.2 3 9*	.3 5 7	.2 2 9	.1 6 0*	.3 0 9	-. 2 8	-. 1 7	-. 1 8	.2 6 2	.6 5 9*	.2 7 3	.4 6 1*	.3 9 1*	.5 1 1*	.54 9**
	Sig. (2- taile d)	.3 1 9	.0 1 4	.0 1 9	.0 3 6	.1 2 8	.0 4 7	.1 3 5	.4 6 1	.0 3 3	.5 7 4	.2 3 2	.5 0 1	.1 2 8	.0 0 0	.1 1 5	.0 2 5	.0 0 6	.0 2 0	.0 0 2	.00 1
	N	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	35
Y6	Pear son Corr elati on	.2 3 1	.3 6 6*	.0 5 4	.3 5 6*	1 0*	.6 3 0*	.2 5 9*	.3 7 6	.1 6 4	.0 8 6	.0 3 7	-. 0 6	.0 9 2	.3 4 9*	.5 3 5*	.4 6 9*	.3 1 5	.4 5 5*	.4 6 9*	.58 6**
	Sig. (2- taile d)	.1 8 2	.0 3 1	.7 5 9	.0 3 6	.0 4 0	.1 2 0	.0 5 5	.3 4 2	.6 3 1	.8 3 7	.6 8 1	.5 8 3	.0 4 0	.0 0 1	.0 0 5	.0 6 5	.0 0 6	.0 0 5	.0 0 5	.00 0
	N	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	35
Y7	Pear son Corr elati on	.5 3 7*	.5 4 6*	.1 8 1	.2 6 2	.6 3 0*	1 4 9	.1 2 7	.1 2 9	.0 1 8	.3 1 7	-. 1 5	-. 1 5	.1 4 5	.3 3 8*	.3 4 9*	.3 0 7	.1 1 7	.2 9 7	.4 0 7	.51 4**

	Sig. (2-tailed)	.00	.00	.29	.18	.00	.39	.46	.80	.05	.44	.44	.00	.00	.00	.50	.00	.00	.00	.00	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y8	Pearson Correlation	.24	.47	.09	.33	.25	.14	1.42	.45	.16	.11	.35	.14	.24	.25	.40	.28	.64	.60	.60	.670**
	Sig. (2-tailed)	.17	.04	.66	.07	.34	.01	.00	.54	.29	.03	.04	.11	.11	.06	.10	.13	.00	.00	.00	.00
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y9	Pearson Correlation	-.04	.14	.12	.27	.39	.17	.42	1.68	.00	.30	.20	.01	.12	.06	.21	.06	.21	.99	.49	.511**
	Sig. (2-tailed)	.78	.37	.41	.13	.04	.01	.00	.00	1.07	.03	.27	.94	.94	.12	.91	.90	.08	.00	.00	.00
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y10	Pearson Correlation	-.06	.14	.11	.19	.10	.56	.68	1.05	-.09	.51	.41	.10	.00	.42	.13	.50	.42	.56	.48	.568**
	Sig. (2-tailed)	.63	.34	.41	.19	.09	.00	.00	.05	.09	.01	.08	.66	.66	.22	.22	.38	.22	.22	.22	.22
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35



	Sig. (2-tailed)	.128	.549	.461	.342	.870	.000	.000		.546	.001	.005	.254	.584	.005	.507	.001	.005	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y1	Pearson Correlation	.515	.428	.350	.368	.081	.100	-.001	-.101	.139	-.039	.025	.210	.400	-.008	.205	.094	.204	.294	.378*
	Sig. (2-tailed)	.002	.022	.023	.031	.624	.540	.906	.526	.837	.577	.281	.017	.006	.613	.137	.578	.162	.156	.025
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y1	Pearson Correlation	-.029	-.015	.157	-.039	.061	.110	.309	.501	-.107	.153	.113	.108	.036	.300	-.011	.308	.200	.206	.366*
	Sig. (2-tailed)	.809	.365	.368	.574	.527	.270	.001	.002	.000	.300	.289	.287	.834	.003	.933	.024	.023	.237	.031
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y1	Pearson Correlation	.023	.038	-.001	-.007	-.012	.325	.205	.406	.037	.507	1.000	.511	.110	.000	.200	.103	.107	.106	.368*
	Sig. (2-tailed)	.839	.658	.995	.927	.925	.002	.007	.001	.000	.000	.000	.000	.287	.000	.003	.004	.004	.004	.031
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

	Sig. (2-tailed)	.898	.888	.931	.232	.681	.475	.038	.237	.035	.830	.030	.516	.969	.979	.181	.288	.332	.030	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y14	Pearson Correlation	.27	.35	.12	-.18	.06	.15	.14	.01	.19	.09	.15	.51	.35	.06	-.10	.02	.10	.03	.351*
	Sig. (2-tailed)	.189	.055	.353	.531	.543	.455	.974	.257	.584	.380	.001	.065	.535	.755	.955	.588	.863	.039	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y15	Pearson Correlation	.38	.56*	.52*	.29*	.34*	.28*	.13	.07	.26	.18	.11	.31	.42	.50*	.23*	.38*	.48*	.40	.635**
	Sig. (2-tailed)	.044	.001	.001	.188	.074	.109	.456	.584	.291	.276	.516	.006	.008	.002	.103	.023	.033	.016	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y16	Pearson Correlation	.23	.48*	.23	.69*	.53*	.34*	.20	.03	.00	.43	.00	.09	.44	1.07	.27	.47*	.36*	.27	.569**
	Sig. (2-tailed)	.144	.008*	.133	.000*	.000*	.059	.912	.930	.406	.007	.062	.094	.022*	.044	.77*	.77*	.99*	.074	.000**

	Sig. (2- taile d)	.1 8 2	.0 0 9	.1 7 8	.0 0 0	.0 4 0	.0 4 0	.1 4 0	.9 5 2	.8 5 4	.0 5 7	.8 3 7	.9 6 9	.5 8 3	.0 0 8		.1 1 1	.0 0 4	.0 2 9	.1 1 1	.00 0 0	
	N	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	35
Y1 7	Pear son Corr elati on	.0 5 2	.2 0 5	.3 1 8	.2 7 3	.4 6 9*	.3 0 7	.4 0 5*	.2 6 3	.4 6 2*	-. 0 8	.3 6 0*	.0 6 5	-. 0 5	.5 0 3*	.2 7 4	1 7 5	.2 7 5*	.7 0 5*	.5 9 5*	.61 6**	
	Sig. (2- taile d)	.7 6 5	.2 3 8	.0 6 3	.1 1 2	.0 0 5	.0 7 6	.0 1 6	.1 2 6	.0 0 5	.6 1 6	.0 3 4	.9 7 9	.7 7 5	.0 0 2	.1 1 1	.1 0 0	.0 0 0	.0 0 0	.0 0 0	.00 0 0	
	N	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	35
Y1 8	Pear son Corr elati on	.1 4 9	.2 3 9	.2 8 1	.4 6 1*	.3 1 5	.1 1 7	.2 8 0	.0 1 8	.1 0 3	.2 5 7	-. 0 5	.2 3 1	.0 2 1	.2 8 0	.4 7 7*	.2 7 5	1 9 2*	.4 9 4*	.4 4 2**		
	Sig. (2- taile d)	.3 9 2	.1 6 8	.1 0 2	.0 0 5	.0 6 5	.5 0 4	.1 0 3	.9 0 7	.5 1 7	.1 3 7	.9 3 7	.1 8 1	.9 0 5	.1 0 3	.1 0 4	.0 1 0	.0 0 3	.0 0 8	.0 0 3	.00 3	
	N	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	3 5	35
Y1 9	Pear son Corr elati on	.0 8 2	.2 9 3	.2 4 8	.3 9 1*	.4 5 5*	.2 9 7	.6 4 4*	.2 9 2	.5 2 8*	.0 9 7	.3 8 1*	.1 8 7	.1 0 0	.3 8 4*	.3 6 9*	.7 0 5*	.4 9 2*	1 0 5*	.7 0 5*	.74 2**	



**Lampiran 7.**  
**Uji Reliabilitas Employee Engagement**

**Case Processing Summary**

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.948	19

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	73.3143	78.398	.653	.946
X2	73.2286	76.946	.818	.944
X3	73.3143	78.928	.549	.947
X4	73.3429	76.350	.812	.943
X5	73.5429	75.550	.769	.944
X6	73.6571	78.997	.489	.949
X7	73.3143	74.222	.817	.943
X8	73.4857	77.434	.652	.946
X9	73.8857	78.751	.601	.947
X10	73.4857	78.728	.537	.948
X11	73.5143	76.316	.782	.944
X12	73.2286	77.887	.720	.945
X13	73.4571	74.726	.770	.944
X14	73.4000	74.953	.719	.945

X15	73.1714	77.323	.752	.944
X16	73.5714	80.782	.375	.950
X17	73.5143	76.610	.618	.947
X18	73.2857	75.739	.773	.944
X19	73.5429	73.432	.808	.943

### Uji Reliabilitas Kinerja Karyawan

#### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

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

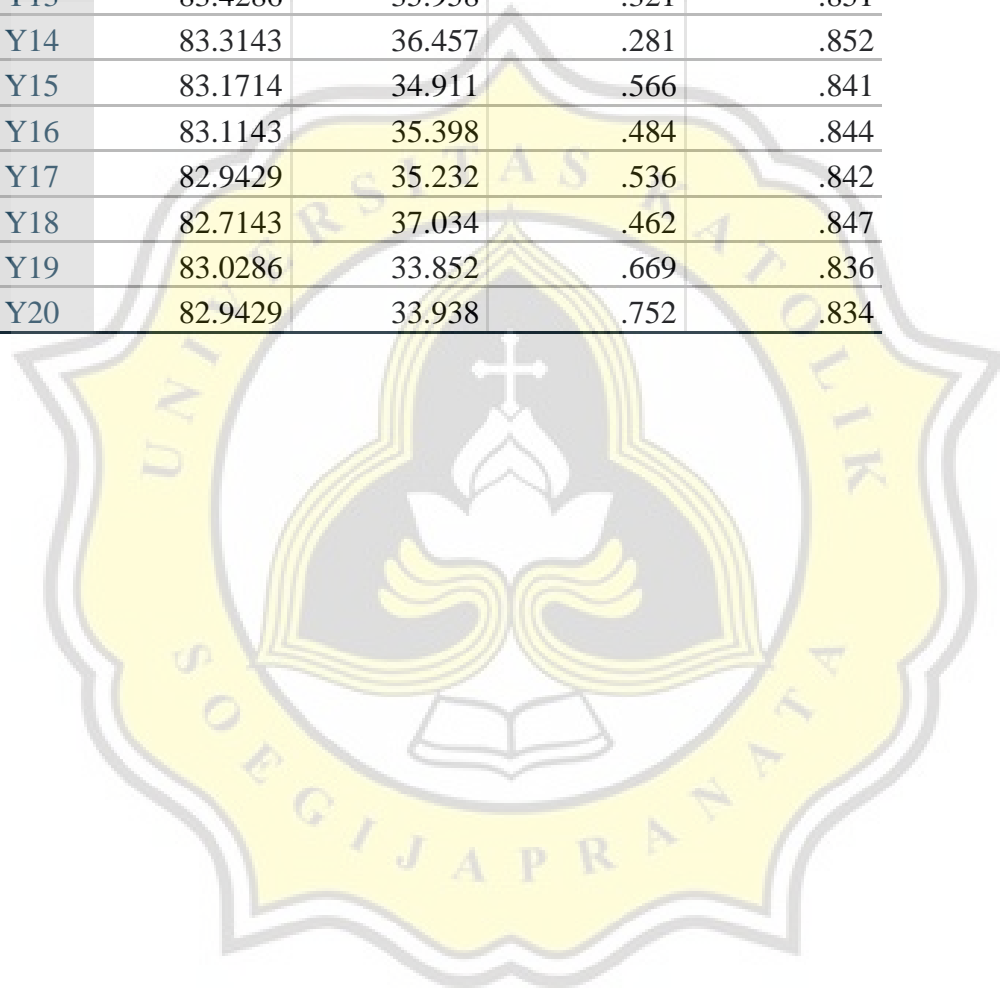
#### Reliability Statistics

Cronbach's	
Alpha	N of Items
.859	19

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	83.1429	36.950	.284	.851
Y2	83.3714	33.652	.562	.840
Y3	83.5714	37.193	.146	.859
Y4	83.4000	35.600	.432	.846
Y5	83.2286	34.887	.441	.845
Y6	83.1143	35.281	.503	.843
Y7	83.1714	35.970	.400	.847

Y8	83.1714	34.617	.613	.839
Y9	83.3143	34.810	.434	.846
Y10	83.6286	33.946	.480	.844
Y11	83.0000	36.882	.302	.850
Y12	83.6286	36.005	.289	.853
Y13	83.4286	35.958	.321	.851
Y14	83.3143	36.457	.281	.852
Y15	83.1714	34.911	.566	.841
Y16	83.1143	35.398	.484	.844
Y17	82.9429	35.232	.536	.842
Y18	82.7143	37.034	.462	.847
Y19	83.0286	33.852	.669	.836
Y20	82.9429	33.938	.752	.834



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