

Lampiran I

KUESIONER PENELITIAN

Pernyataan ini berguna dalam rangka penelitian skripsi yang berjudul :
**PENGARUH REKRUTMEN DAN PENEMPATAN KERJA TERHADAP
KINERJA KARYAWAN HOTEL GOLDEN TULIP SPRINGHILL
LAMPUNG**

Petunjuk pengisian daftar pernyataan:

1. Jawablah pernyataan yang diajukan dibawah ini dengan benar dan jujur.
2. Pertanyaan/pernyataan harus dijawab semua jangan sampai ada yang terlewatkan, agar data dapat sepenuhnya di olah oleh peneliti.
3. Berilah tanda (√) pada jawaban yang telah disediakan oleh peneliti.

Identitas Responden

1. Nama :
2. Jenis Kelamin : Laki-laki
 Perempuan
3. Usia : 15 – 23 Tahun
 24 – 30 Tahun
 31 – 40 Tahun
4. Usia : SMA/SMK
 D3
 S1

Kriteria Penilaian :

SS	Sangat Setuju	5
S	Setuju	4
N	Netral	3
TS	Tidak Setuju	2
STS	Sangat Tidak Setuju	1

1. Rekrutmen

No	Pernyataan	STS	TS	N	S	SS
1	Saya mendapatkan informasi rekrutmen melalui pihak eksternal perusahaan.					
2	Saya mengetahui bahwa dalam pelaksanaan proses rekrutmen perusahaan terbuka untuk umum atau tidak terbatas pada kalangan tertentu saja.					
3	Saya mengetahui informasi jabatan yang kosong diperusahaan melalui iklan lowongan pekerjaan.					
4	Pewawancara dapat memahami persyaratan jabatan yang dibutuhkan.					
5	Perekrutan karyawan dilakukan bertujuan untuk mengisi posisi jabatan yang kosong.					
6	Proses rekrutmen sesuai dengan job description.					
7	Saya telah melewati proses pemanggilan kandidat oleh perusahaan sebagai tahapan proses rekrutmen.					
8	Saya mengetahui informasi jabatan yang kosong diperusahaan melalui iklan lowongan pekerjaan.					
9	Saya mendapatkan informasi rekrutmen melalui iklan, media massa, kampus, dll.					

2. Penempatan Kerja

No	Pernyataan	STS	TS	N	S	SS
1	Faktor pendidikan sudah dipertimbangkan oleh perusahaan, sehingga perusahaan itu tahu dimana posisi karyawan itu ditempatkan.					
2	Menurut saya perusahaan sudah melihat latar belakang akademis terlebih dahulu sebelum karyawan ditempatkan.					
3	Perusahaan telah melihat pengetahuan karyawan sebelum karyawan ditempatkan.					
4	Saya merasa penempatan karyawan berdasarkan pengalaman kerja.					
5	Keterampilan karyawan merupakan hal yang penting, karena untuk bahan pertimbangan dalam menempatkan karyawan.					
6	Penempatan karyawan diperusahaan sudah disesuaikan dengan pengalaman masing - masing.					
7	Kemampuan dan keterampilan kerja sangat menentukan posisi saya di dalam perusahaan.					
8	Dalam penempatan kerja, faktor usia sudah mendapatkan pertimbangan oleh perusahaan.					
9	Usia karyawan sangat berpengaruh dalam proses penempatan kerja di perusahaan.					

3. Kinerja Karyawan

No	Pernyataan	SS	S	N	TS	STS
1	Saya mampu bekerja mencapai/melebihi target.					
2	Saya mampu menyelesaikan pekerjaan yang diberikan.					
3	Saya mampu menyelesaikan pekerjaan dengan ketelitian yang tinggi.					
4	Saya mampu meminimalkan kesalahan dalam menyelesaikan pekerjaan.					
5	Saya datang ke kantor dengan tepat waktu.					
6	Saya pulang sesuai dengan jam kantor, kecuali karena lembur.					
7	Saya dapat bekerja dalam tim dengan baik.					
8	Saya mampu bekerja dengan baik tanpa pengawasan pimpinan.					
9	Saya merasa telah melakukan pekerjaan yang diberikan dengan benar dan transparan.					

Lampiran II (Hasil Jawaban Responden)

➤ Variabel Rekrutmen

No	RE1	RE2	RE3	RE4	RE5	RE6	RE7	RE8	RE9	Rekrutmen
1	5	5	5	5	5	5	5	5	5	45
2	5	5	5	5	5	5	5	5	5	45
3	1	1	1	2	1	1	1	1	1	10
4	4	3	3	3	3	4	5	3	4	32
5	2	4	4	4	3	3	3	3	5	31
6	5	3	3	4	4	5	4	4	5	37
7	5	5	4	3	5	3	5	2	3	35
8	4	4	4	4	4	4	3	4	3	34
9	5	4	4	5	5	5	5	3	5	41
10	4	5	5	4	4	3	4	4	3	36
11	4	3	3	3	4	3	4	4	5	33
12	3	4	4	4	3	3	3	3	3	30
13	5	4	4	5	4	5	4	4	5	40
14	5	2	2	3	4	1	4	4	5	30
15	5	5	5	4	4	4	4	4	4	39
16	3	3	3	4	3	3	5	3	5	32
17	4	5	5	3	4	4	4	4	4	37
18	4	4	4	4	3	3	3	3	3	31
19	4	5	5	4	4	5	4	4	5	40
20	4	4	4	4	3	4	3	3	4	33
21	4	4	4	3	3	4	3	3	4	32
22	4	3	3	4	2	3	2	2	5	28
23	5	5	5	4	5	4	5	3	4	40
24	4	4	4	3	2	4	2	2	4	29
25	3	4	4	4	3	4	3	3	4	32
26	4	5	5	4	4	5	4	4	5	40
27	3	5	5	3	3	3	3	3	3	31
28	3	5	5	4	3	4	3	3	4	34
29	3	5	5	4	5	4	5	3	4	38
30	4	5	5	5	3	5	3	4	5	39
31	4	4	4	4	3	4	3	3	4	33
32	4	4	4	3	3	4	3	3	4	32
33	4	3	3	4	2	3	5	2	5	31
34	5	5	5	4	3	4	3	3	4	36
35	4	4	4	3	2	4	2	2	4	29
36	3	4	4	4	3	4	3	3	4	32
37	4	5	5	4	4	5	4	4	5	40
38	3	5	5	3	3	3	3	3	3	31
39	3	5	5	4	3	4	3	3	4	34
40	3	5	5	4	5	4	5	3	4	38
41	4	5	5	5	3	5	3	4	5	39
42	5	5	5	4	4	4	4	4	4	39
43	5	5	5	5	4	5	4	4	5	42
44	5	4	4	4	2	3	5	2	5	34
45	4	3	3	3	3	4	5	3	4	32
46	3	4	4	4	3	3	3	3	5	32
47	4	3	3	4	4	5	4	4	5	36
48	5	4	4	3	2	3	5	2	3	31
49	4	5	5	4	4	4	4	4	4	38
50	5	4	4	3	3	3	5	3	5	35

28	3	5	4	4	4	3	3	3	3	32
29	3	4	4	3	3	5	3	4	4	33
30	4	3	3	2	2	3	4	4	4	29
31	4	4	4	4	4	4	4	4	4	36
32	4	5	5	5	5	3	4	4	4	39
33	4	5	5	4	4	4	4	5	5	40
34	5	4	4	4	4	5	4	5	5	40
35	4	4	4	4	4	3	3	4	4	34
36	3	4	4	4	4	3	5	4	4	35
37	4	4	4	4	4	4	4	4	4	36
38	3	4	4	4	4	4	4	4	4	35
39	3	5	4	4	4	3	3	3	3	32
40	3	4	4	3	3	5	3	4	4	33
41	4	3	3	2	2	3	4	4	4	29
42	3	4	4	4	4	5	3	4	4	35
43	3	4	4	4	4	5	5	5	5	39
44	4	5	5	4	4	4	2	4	4	36
45	4	4	4	4	4	4	5	4	4	37
46	3	3	3	4	4	4	4	3	3	31
47	4	4	4	4	4	3	4	4	4	35
48	5	5	5	5	5	5	3	5	5	43
49	4	4	4	4	4	5	3	5	5	38
50	2	3	3	4	4	3	2	3	5	29
51	4	5	5	3	3	4	5	5	5	39
52	4	4	4	4	4	4	3	4	4	35
53	3	4	4	4	4	5	4	5	5	38
54	5	5	5	3	4	5	4	5	5	41
55	5	4	4	4	4	5	4	5	5	40
56	5	5	5	3	3	4	5	5	5	40
57	3	4	4	4	4	4	3	5	5	36
58	4	4	4	3	3	3	4	3	5	33
59	4	5	5	4	4	3	5	5	5	40
60	4	4	4	4	4	3	5	5	5	38
61	4	4	4	4	4	4	4	4	4	36
62	4	4	4	3	3	3	4	3	5	33
63	4	5	5	4	4	3	5	5	5	40
64	4	4	4	4	4	3	5	5	5	38
65	4	4	4	4	4	4	4	4	4	36
66	3	4	5	4	5	4	5	4	4	38
67	4	3	4	4	3	4	4	3	3	32
68	4	5	4	5	4	3	3	4	3	35

➤ **Variabel Kinerja Karyawan**

No	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	Kinerja_Karyawan
1	5	5	5	5	5	5	5	5	5	45
2	5	5	5	5	5	5	5	5	5	45
3	1	1	1	1	1	1	1	3	5	15
4	5	5	5	5	5	4	4	5	5	43
5	3	3	3	1	1	1	1	1	1	15
6	4	4	2	1	1	4	2	2	5	25
7	3	5	3	2	5	5	5	5	5	38
8	5	5	5	5	5	5	5	5	5	45
9	5	5	5	5	5	5	5	5	5	45
10	5	4	5	4	4	5	5	5	5	42
11	3	4	3	5	4	4	4	4	5	36
12	4	3	4	3	3	4	4	5	5	35
13	4	5	4	5	5	5	5	5	5	43
14	4	5	4	3	5	4	4	5	5	39
15	5	5	5	4	5	5	5	5	5	44
16	3	3	3	5	3	4	4	4	4	33
17	4	4	4	4	4	4	4	5	5	38
18	5	4	5	3	4	5	5	4	4	39
19	5	4	5	3	4	4	4	5	5	39
20	4	4	4	2	4	4	4	4	4	34
21	4	4	4	3	4	5	5	5	5	39
22	4	4	4	4	4	5	5	4	4	38
23	4	5	4	4	5	4	4	5	5	40
24	3	4	3	2	4	4	4	5	5	34
25	5	3	5	3	3	4	4	3	3	33
26	4	4	4	5	4	4	4	5	5	39
27	4	3	4	3	3	4	4	4	4	33
28	5	5	3	4	5	5	4	5	5	41
29	4	4	4	3	4	4	4	3	3	33
30	4	4	4	3	4	3	3	5	5	35
31	4	4	4	2	4	4	4	4	4	34
32	4	4	4	3	4	5	5	5	5	39
33	4	4	4	4	4	5	5	4	4	38
34	4	5	4	4	5	4	4	5	5	40
35	3	4	3	2	4	4	4	5	5	34
36	5	3	5	3	3	4	4	3	3	33
37	4	4	4	5	4	4	4	5	5	39
38	4	3	4	3	3	4	4	4	4	33
39	5	5	3	4	5	5	4	5	5	41
40	4	4	4	3	4	4	4	3	3	33
41	4	4	4	3	4	3	3	5	5	35
42	3	4	3	2	4	4	4	4	4	32
43	5	5	5	5	5	4	4	5	5	43
44	2	4	2	3	4	5	5	5	5	35
45	5	5	5	5	5	4	4	5	5	43
46	3	3	3	3	3	3	3	4	4	29
47	4	4	4	5	4	4	4	5	5	39
48	3	5	3	2	5	5	5	5	5	38
49	3	4	3	5	4	4	4	5	5	37
50	2	2	2	3	2	3	3	4	4	25
51	5	4	5	4	4	5	5	5	5	42

52	3	4	3	5	4	4	4	4	5	36
53	4	3	4	3	3	4	4	5	5	35
54	4	5	4	5	5	5	5	5	5	43
55	4	4	4	3	4	4	4	4	4	35
56	5	5	5	4	5	5	5	5	5	44
57	3	3	3	5	3	4	4	4	4	33
58	5	5	5	5	5	5	5	5	5	45
59	5	4	5	3	4	5	5	4	4	39
60	5	4	5	1	4	4	4	5	1	33
61	4	4	4	5	4	4	4	4	5	38
62	5	5	5	5	5	5	5	5	5	45
63	5	4	5	3	4	5	5	4	4	39
64	5	4	5	1	4	4	4	5	1	33
65	4	4	4	5	4	4	4	4	5	38
66	4	3	3	4	4	4	4	5	5	36
67	5	4	5	4	5	4	5	5	5	42
68	5	3	5	4	4	5	4	4	5	39

Lampiran III (Hasil Uji Deskriptif)

➤ Variabel Identitas Responden

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki_Laki	39	57.4	57.4	57.4
Valid Perempuan	29	42.6	42.6	100.0
Total	68	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 15 – 23 Tahun	22	32.4	32.4	32.4
Valid 24 – 30 Tahun	31	45.6	45.6	77.9
Valid 31 – 40 Tahun	15	22.1	22.1	100.0
Total	68	100.0	100.0	

Pendidikan_Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid D3	11	16.2	16.2	16.2
Valid S1	33	48.5	48.5	64.7
Valid SMA/SMK	24	35.3	35.3	100.0
Total	68	100.0	100.0	

➤ **Variabel Rekrutmen**

RE1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	1	1.5	1.5	2.9
3	14	20.6	20.6	23.5
4	34	50.0	50.0	73.5
5	18	26.5	26.5	100.0
Total	68	100.0	100.0	

RE2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	2	2.9	2.9	4.4
3	10	14.7	14.7	19.1
4	24	35.3	35.3	54.4
5	31	45.6	45.6	100.0
Total	68	100.0	100.0	

RE3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	2	2.9	2.9	4.4
3	10	14.7	14.7	19.1
4	25	36.8	36.8	55.9
5	30	44.1	44.1	100.0
Total	68	100.0	100.0	

RE4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.5	1.5	1.5
3	18	26.5	26.5	27.9
4	37	54.4	54.4	82.4
5	12	17.6	17.6	100.0
Total	68	100.0	100.0	

RE5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	6	8.8	8.8	10.3
3	27	39.7	39.7	50.0
4	25	36.8	36.8	86.8
5	9	13.2	13.2	100.0
Total	68	100.0	100.0	

RE6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	4.4	4.4	4.4
2	1	1.5	1.5	5.9
3	22	32.4	32.4	38.2
4	24	35.3	35.3	73.5
5	18	26.5	26.5	100.0
Total	68	100.0	100.0	

RE7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	3	4.4	4.4	5.9
3	23	33.8	33.8	39.7
4	24	35.3	35.3	75.0
5	17	25.0	25.0	100.0
Total	68	100.0	100.0	

RE8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	7	10.3	10.3	11.8
3	28	41.2	41.2	52.9
4	27	39.7	39.7	92.6
5	5	7.4	7.4	100.0
Total	68	100.0	100.0	

RE9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
3	14	20.6	20.6	22.1
4	21	30.9	30.9	52.9
5	32	47.1	47.1	100.0
Total	68	100.0	100.0	

➤ **Variabel Penempatan Kerja**

PK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	2	2.9	2.9	4.4
3	16	23.5	23.5	27.9
4	35	51.5	51.5	79.4
5	14	20.6	20.6	100.0
Total	68	100.0	100.0	

PK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
3	6	8.8	8.8	10.3
4	38	55.9	55.9	66.2
5	23	33.8	33.8	100.0
Total	68	100.0	100.0	

PK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.9	2.9	2.9
3	5	7.4	7.4	10.3
4	40	58.8	58.8	69.1
5	21	30.9	30.9	100.0
Total	68	100.0	100.0	

PK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	4	5.9	5.9	7.4
3	11	16.2	16.2	23.5
4	44	64.7	64.7	88.2
5	8	11.8	11.8	100.0
Total	68	100.0	100.0	

PK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.9	2.9	2.9
2	3	4.4	4.4	7.4
3	10	14.7	14.7	22.1
4	45	66.2	66.2	88.2
5	8	11.8	11.8	100.0
Total	68	100.0	100.0	

PK6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	1	1.5	1.5	2.9
3	23	33.8	33.8	36.8
4	23	33.8	33.8	70.6
5	20	29.4	29.4	100.0
Total	68	100.0	100.0	

PK7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.9	2.9	2.9
2	2	2.9	2.9	5.9
3	16	23.5	23.5	29.4
4	29	42.6	42.6	72.1
5	19	27.9	27.9	100.0
Total	68	100.0	100.0	

PK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.9	2.9	2.9
3	8	11.8	11.8	14.7
4	26	38.2	38.2	52.9
5	32	47.1	47.1	100.0
Total	68	100.0	100.0	

PK9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.9	2.9	2.9
3	5	7.4	7.4	10.3
4	25	36.8	36.8	47.1
5	36	52.9	52.9	100.0
Total	68	100.0	100.0	

➤ **Variabel Kinerja Karyawan**

KK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	2	2.9	2.9	4.4
3	12	17.6	17.6	22.1
4	28	41.2	41.2	63.2
5	25	36.8	36.8	100.0
Total	68	100.0	100.0	

KK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	1	1.5	1.5	2.9
3	12	17.6	17.6	20.6
4	34	50.0	50.0	70.6
5	20	29.4	29.4	100.0
Total	68	100.0	100.0	

KK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	3	4.4	4.4	5.9
3	15	22.1	22.1	27.9
4	26	38.2	38.2	66.2
5	23	33.8	33.8	100.0
Total	68	100.0	100.0	

KK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	7.4	7.4	7.4
2	7	10.3	10.3	17.6
3	21	30.9	30.9	48.5
4	14	20.6	20.6	69.1
5	21	30.9	30.9	100.0
Total	68	100.0	100.0	

KK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	4.4	4.4	4.4
2	1	1.5	1.5	5.9
3	9	13.2	13.2	19.1
4	34	50.0	50.0	69.1
5	21	30.9	30.9	100.0
Total	68	100.0	100.0	

KK6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.9	2.9	2.9
3	4	5.9	5.9	8.8
4	37	54.4	54.4	63.2
5	25	36.8	36.8	100.0
Total	68	100.0	100.0	

KK7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.9	2.9	2.9
2	1	1.5	1.5	4.4
3	4	5.9	5.9	10.3
4	38	55.9	55.9	66.2
5	23	33.8	33.8	100.0
Total	68	100.0	100.0	

KK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	1	1.5	1.5	2.9
3	5	7.4	7.4	10.3
4	20	29.4	29.4	39.7
5	41	60.3	60.3	100.0
Total	68	100.0	100.0	

KK9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	4.4	4.4	4.4
3	4	5.9	5.9	10.3
4	15	22.1	22.1	32.4
5	46	67.6	67.6	100.0
Total	68	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

➤ Variabel Rekrutmen

Correlations

		RE1	RE2	RE3	RE4	RE5	RE6	RE7	RE8	RE9	Rekrutmen
RE1	Pearson Correlation	1	.475*	.446*	.480*	.855**	.561*	.708**	.633**	.509*	.799**
	Sig. (2-tailed)		.034	.049	.032	.000	.010	.000	.003	.022	.000
	N	20	20	20	20	20	20	20	20	20	20
RE2	Pearson Correlation	.475*	1	.980**	.561*	.657**	.625**	.451*	.497*	.218	.776**
	Sig. (2-tailed)	.034		.000	.010	.002	.003	.046	.026	.355	.000
	N	20	20	20	20	20	20	20	20	20	20
RE3	Pearson Correlation	.446*	.980**	1	.627**	.612**	.668**	.412	.587**	.272	.794**
	Sig. (2-tailed)	.049	.000		.003	.004	.001	.071	.006	.246	.000
	N	20	20	20	20	20	20	20	20	20	20
RE4	Pearson Correlation	.480*	.561*	.627**	1	.553*	.737**	.425	.582**	.538*	.767**
	Sig. (2-tailed)	.032	.010	.003		.011	.000	.062	.007	.014	.000
	N	20	20	20	20	20	20	20	20	20	20
RE5	Pearson Correlation	.855**	.657**	.612**	.553*	1	.589**	.773**	.662**	.560*	.881**
	Sig. (2-tailed)	.000	.002	.004	.011		.006	.000	.001	.010	.000
	N	20	20	20	20	20	20	20	20	20	20
RE6	Pearson Correlation	.561*	.625**	.668**	.737**	.589**	1	.517*	.567**	.526*	.823**
	Sig. (2-tailed)	.010	.003	.001	.000	.006		.019	.009	.017	.000
	N	20	20	20	20	20	20	20	20	20	20
RE7	Pearson Correlation	.708**	.451*	.412	.425	.773**	.517*	1	.491*	.654**	.767**
	Sig. (2-tailed)	.000	.046	.071	.062	.000	.019		.028	.002	.000
	N	20	20	20	20	20	20	20	20	20	20
RE8	Pearson Correlation	.633**	.497*	.587**	.582**	.662**	.567**	.491*	1	.646**	.793**
	Sig. (2-tailed)	.003	.026	.006	.007	.001	.009	.028		.002	.000
	N	20	20	20	20	20	20	20	20	20	20
RE9	Pearson Correlation	.509*	.218	.272	.538*	.560*	.526*	.654**	.646**	1	.692**
	Sig. (2-tailed)	.022	.355	.246	.014	.010	.017	.002	.002		.001
	N	20	20	20	20	20	20	20	20	20	20
Rekrutmen	Pearson Correlation	.799**	.776**	.794**	.767**	.881**	.823**	.767**	.793**	.692**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.001	
	N	20	20	20	20	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).

➤ Variabel Penempatan Kerja

		Correlations									Penempatan Kerja
		PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	
PK1	Pearson Correlation	1	.879**	.709**	.411	.419	.696**	.539*	.474*	.485*	.719**
	Sig. (2-tailed)		.000	.000	.072	.066	.001	.014	.035	.030	.000
	N	20	20	20	20	20	20	20	20	20	20
PK2	Pearson Correlation	.879**	1	.833**	.487*	.495*	.698**	.674**	.642**	.639**	.818**
	Sig. (2-tailed)	.000		.000	.029	.026	.001	.001	.002	.002	.000
	N	20	20	20	20	20	20	20	20	20	20
PK3	Pearson Correlation	.709**	.833**	1	.587**	.688**	.781**	.841**	.861**	.880**	.938**
	Sig. (2-tailed)	.000	.000		.006	.001	.000	.000	.000	.000	.000
	N	20	20	20	20	20	20	20	20	20	20
PK4	Pearson Correlation	.411	.487*	.587**	1	.962**	.619**	.706**	.675**	.645**	.796**
	Sig. (2-tailed)	.072	.029	.006		.000	.004	.001	.001	.002	.000
	N	20	20	20	20	20	20	20	20	20	20
PK5	Pearson Correlation	.419	.495*	.688**	.962**	1	.685**	.757**	.762**	.739**	.853**
	Sig. (2-tailed)	.066	.026	.001	.000		.001	.000	.000	.000	.000
	N	20	20	20	20	20	20	20	20	20	20
PK6	Pearson Correlation	.696**	.698**	.781**	.619**	.685**	1	.539*	.777**	.728**	.849**
	Sig. (2-tailed)	.001	.001	.000	.004	.001		.014	.000	.000	.000
	N	20	20	20	20	20	20	20	20	20	20
PK7	Pearson Correlation	.539*	.674**	.841**	.706**	.757**	.539*	1	.786**	.816**	.873**
	Sig. (2-tailed)	.014	.001	.000	.001	.000	.014		.000	.000	.000
	N	20	20	20	20	20	20	20	20	20	20
PK8	Pearson Correlation	.474*	.642**	.861**	.675**	.762**	.777**	.786**	1	.937**	.910**
	Sig. (2-tailed)	.035	.002	.000	.001	.000	.000	.000		.000	.000
	N	20	20	20	20	20	20	20	20	20	20
PK9	Pearson Correlation	.485*	.639**	.880**	.645**	.739**	.728**	.816**	.937**	1	.904**
	Sig. (2-tailed)	.030	.002	.000	.002	.000	.000	.000	.000		.000
	N	20	20	20	20	20	20	20	20	20	20
Penempatan Kerja	Pearson Correlation	.719**	.818**	.938**	.796**	.853**	.849**	.873**	.910**	.904**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	20	20	20	20	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).

➤ Variabel Kinerja Karyawan

Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	Kinerja Karyawan
KK1	Pearson Correlation	1	.742**	.924**	.520*	.634**	.736**	.689**	.532*	.247	.793**
	Sig. (2-tailed)		.000	.000	.019	.003	.000	.001	.016	.293	.000
	N	20	20	20	20	20	20	20	20	20	20
KK2	Pearson Correlation	.742**	1	.692**	.550*	.836**	.794**	.747**	.577**	.328	.829**
	Sig. (2-tailed)	.000		.001	.012	.000	.000	.000	.008	.158	.000
	N	20	20	20	20	20	20	20	20	20	20
KK3	Pearson Correlation	.924**	.692**	1	.628**	.766**	.685**	.776**	.673**	.193	.845**
	Sig. (2-tailed)	.000	.001		.003	.000	.001	.000	.001	.415	.000
	N	20	20	20	20	20	20	20	20	20	20
KK4	Pearson Correlation	.520*	.550*	.628**	1	.722**	.632**	.725**	.682**	.407	.797**
	Sig. (2-tailed)	.019	.012	.003		.000	.003	.000	.001	.075	.000
	N	20	20	20	20	20	20	20	20	20	20
KK5	Pearson Correlation	.634**	.836**	.766**	.722**	1	.799**	.909**	.876**	.492*	.939**
	Sig. (2-tailed)	.003	.000	.000	.000		.000	.000	.000	.028	.000
	N	20	20	20	20	20	20	20	20	20	20
KK6	Pearson Correlation	.736**	.794**	.685**	.632**	.799**	1	.937**	.742**	.575**	.911**
	Sig. (2-tailed)	.000	.000	.001	.003	.000		.000	.000	.008	.000
	N	20	20	20	20	20	20	20	20	20	20
KK7	Pearson Correlation	.689**	.747**	.776**	.725**	.909**	.937**	1	.858**	.501*	.952**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000		.000	.024	.000
	N	20	20	20	20	20	20	20	20	20	20
KK8	Pearson Correlation	.532*	.577**	.673**	.682**	.876**	.742**	.858**	1	.717**	.883**
	Sig. (2-tailed)	.016	.008	.001	.001	.000	.000	.000		.000	.000
	N	20	20	20	20	20	20	20	20	20	20
KK9	Pearson Correlation	.247	.328	.193	.407	.492*	.575**	.501*	.717**	1	.575**
	Sig. (2-tailed)	.293	.158	.415	.075	.028	.008	.024	.000		.008
	N	20	20	20	20	20	20	20	20	20	20
Kinerja Karyawan	Pearson Correlation	.793**	.829**	.845**	.797**	.939**	.911**	.952**	.883**	.575**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.008	
	N	20	20	20	20	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).

Lampiran V (Hasil Uji Reliabilitas)

➤ Variabel Rekrutmen

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded ^a	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.921	9

➤ Variabel Penempatan Kerja

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded ^a	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.953	9

➤ Variabel Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded ^a	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.946	9

Lampiran VI (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Karyawan * Rekrutmen	(Combined)		1014.027	17	59.649	2.143	.019
	Between Groups	Linearity	631.839	1	631.839	22.697	.000
		Deviation from Linearity	382.188	16	23.887	.858	.617
	Within Groups		1391.914	50	27.838		
	Total		2405.941	67			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Karyawan * Penempatan_Kerja	(Combined)		1200.894	15	80.060	3.455	.000
	Between Groups	Linearity	633.926	1	633.926	27.355	.000
		Deviation from Linearity	566.968	14	40.498	1.748	.074
	Within Groups		1205.047	52	23.174		
	Total		2405.941	67			

Lampiran VII (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Rekrutmen	Penempatan_Kerja	Kinerja_Karyawan
N		68	68	68
Normal Parameters ^{a,b}	Mean	34.97	36.22	37.03
	Std. Deviation	5.269	5.539	5.992
Most Extreme Differences	Absolute	.114	.163	.162
	Positive	.082	.145	.092
	Negative	-.114	-.163	-.162
Kolmogorov-Smirnov Z		.939	1.342	1.339
Asymp. Sig. (2-tailed)		.341	.054	.055

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VIII (Hasil Uji Regresi Linear Berganda)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Penempatan_Kerja, Rekrutmen ^b		Enter

a. Dependent Variable: Kinerja_Karyawan

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.627 ^a	.393	.374	4.740

a. Predictors: (Constant), Penempatan_Kerja, Rekrutmen

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	6.781	4.699		1.443	.154
	Rekrutmen	.435	.117	.382	3.724	.000
	Penempatan_Kerja	.415	.111	.384	3.736	.000

a. Dependent Variable: Kinerja_Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	945.462	2	472.731	21.039	.000 ^b
	Residual	1460.479	65	22.469		
	Total	2405.941	67			

a. Dependent Variable: Kinerja_Karyawan

b. Predictors: (Constant), Penempatan_Kerja, Rekrutmen