

LAMPIRAN



INSTITUT INFORMATIKA & BISNIS DARMAJAYA
FAKULTAS EKONOMI DAN BISNIS

Jalan Zainal Abidin Pagar Alam No. 93A, Lampung 35142

Hal : Permohonan Dalam Bantu Pengisian Kuesioner Responden

Kepada Yth:

Bapak/Ibu Kayawan PT. BPR Utomo Manunggal Sejahtera Lampung

Di Jalan Raden Intan No. 93, Bandar Lampung

Dengan Hormat,

Dalam rangka penyusunan skripsi di Fakultas Ekonomi dan Bisnis Program Studi Manajemen , Program Strata-1 Institut Informatika Dan Bisnis Darmajaya Bandar Lampung. Dengan judul penelitian tentang “Analisis Kepuasan Kerja Karyawan Pada PT BPR Utomo Manunggal Sejahtera Lampung. Dalam hal ini perkenalkan saya memperkenalkan identitas diri penulis dalam penelitian ini:

Nama : Sofiana Restu Restika

NPM : 1712110143

Jurusan : Manajemen

Dengan segala rasa hormat dan kerendahan hati, saya mohon bantuan dan kesediaan Bapak/Ibu agar memberikan pendapatnya dengan menjawab pernyataan – pernyataan dalam kuesioner yang tersedia. Atas perhatian dan kerja sama yang baik dalam memberikan informasi dari Bapak/Ibu, saya mengucapkan terimakasih.

Bandar Lampung, 2 Febuari 2021

Hormat Saya,

Sofiana Restu Restika

KUESIONER PENELITIAN

PETUNJUK PENGISIAN :

1. Jawablah pernyataan ini menurut pendapat anda dengan jujur dan tanpa dipengaruhi orang lain.
2. Pernyataan harus dijawab semua jangan sampai ada yang terlewatkan
3. Pilih salah satu jawaban yang menurut anda paling tepat dengan memberikan tanda (√) pada kolom yang disediakan.

IDENTITAS RESPONDEN

Jenis Kelamin : Laki – Laki Perempuan

Usia : 21 - 30 31 - 40
 41 - 50 51 – 60

Pendidikan Terakhir : SMA/SMK Diploma (D3)
 Sarjana (S1) Pasca Sarjana (S2)

Masa Kerja : > 1 Tahun 1 - 5 Tahun
 > 5 Tahun

**Lampiran 2 : Jumlah Karyawan PT BPR Uomo Manunggal Sejahtera
Lampung**

No	Jabatan	Jumlah
1	Kepala Devisi	7
2	Kepala Bagian	6
3	SWK	5
4	TL.Marketing	1
5	Marketing Pegawai	2
6	Marketing Umum	2
7	Marketing Linkage	2
8	Marketing Dana	1
9	Analisis Kredit	3
10	Legal	1
11	Remedial	2
12	CS	3
13	Teller	3
14	Pembukuan	3
15	Admin Kredit	6
16	ICT	3
17	Pengawasan Internal	4
18	Manajemen Risiko, Kepatuhan & APU-PPT	1
19	Sekretariat	3
20	Umum	6
TOTAL		64

Lampiran 3

Jawaban Kuesioner Kinerja

K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	Total
3	3	4	4	4	4	5	4	4	4	4	4	4	51
4	4	5	4	4	5	5	3	5	3	4	4	4	54
2	2	3	4	4	4	4	4	3	4	4	3	3	44
3	3	3	3	2	4	4	3	3	3	3	3	3	40
3	3	3	4	3	3	4	4	3	4	4	4	4	46
3	3	4	4	3	4	4	3	3	3	4	3	4	45
4	4	4	3	3	4	4	4	3	4	3	4	3	47
4	4	4	3	3	4	4	3	3	3	4	4	4	47
4	4	5	4	5	4	4	5	5	4	4	4	3	55
4	4	4	2	2	4	4	4	4	4	3	4	4	47
4	4	5	4	3	5	4	4	5	3	4	5	5	55
4	4	4	3	3	3	3	3	3	4	3	3	3	43
3	2	3	3	2	3	4	4	4	4	3	2	3	40
2	3	4	3	3	4	4	4	3	3	3	2	2	40
3	3	3	2	3	3	2	3	3	3	4	3	2	37
2	3	2	2	3	4	4	2	3	2	4	2	3	36
1	2	4	2	2	3	3	2	2	3	2	1	2	29
2	3	3	3	3	4	2	3	4	3	3	2	2	37
3	3	3	1	2	4	4	3	4	2	3	2	3	37
3	3	3	3	2	4	3	3	3	4	3	2	2	38
2	4	3	3	1	3	3	4	3	3	3	4	3	39
2	3	3	4	3	3	3	3	3	3	3	3	3	39
2	4	3	4	2	4	4	3	3	3	3	2	2	39
3	4	4	3	3	4	3	4	3	3	3	2	2	41
2	4	4	2	3	4	4	5	3	3	2	4	2	42
4	3	3	4	3	4	2	5	3	2	4	2	2	41
2	3	2	3	2	4	4	4	3	3	3	3	1	37
4	3	4	3	4	3	2	2	4	4	3	3	1	40
2	2	3	3	1	3	4	5	4	4	2	3	3	39
2	3	3	3	2	3	3	3	3	3	4	3	3	38
3	2	1	3	3	2	2	4	4	5	3	3	2	37
3	3	4	3	3	2	3	5	3	4	3	2	1	39
3	3	3	2	3	3	3	5	4	3	3	2	2	39
3	3	3	3	2	3	3	5	4	3	3	2	2	39
3	4	2	1	3	2	3	4	3	2	3	3	2	35
4	5	4	3	3	3	3	4	3	3	3	2	1	41

1	2	3	3	2	4	4	3	3	2	3	3	2	35
3	5	4	4	3	3	3	3	3	2	5	5	2	45
2	5	3	2	2	2	4	3	3	2	5	4	1	38
1	2	4	3	4	4	3	3	3	2	4	2	3	38
1	1	5	3	4	2	4	3	4	3	4	3	3	40
3	1	5	3	4	2	4	3	5	3	3	4	4	44
4	3	4	3	3	2	4	3	4	5	3	3	4	45
2	4	3	3	3	3	3	2	4	3	3	3	2	38
3	5	2	3	3	4	3	5	3	3	3	2	3	42
2	5	3	4	3	2	3	4	3	3	3	2	1	38
4	3	3	3	3	4	4	4	3	3	3	4	3	44
5	3	3	2	3	3	2	4	3	3	3	3	2	39
4	2	3	4	3	4	3	3	3	4	4	3	2	42
3	2	3	3	2	1	3	3	3	4	3	3	2	35
2	3	3	5	2	2	2	3	3	4	3	2	1	35
2	4	4	5	2	1	3	3	3	3	3	2	3	38
1	4	3	4	4	4	4	4	3	2	4	2	3	42
4	2	3	4	3	4	4	4	3	4	4	2	2	43
5	1	4	3	2	4	4	4	4	3	4	2	2	42
4	3	4	4	2	4	4	3	4	3	3	3	2	43
5	2	3	3	2	3	4	4	5	4	3	3	1	42
4	3	2	3	3	4	4	4	4	3	3	3	2	42
3	3	4	3	3	5	4	4	4	4	2	3	2	44
3	4	3	5	3	5	2	4	3	4	3	3	4	46
3	3	3	4	3	5	3	3	3	4	4	3	4	45
3	2	2	3	3	3	3	3	3	4	3	3	5	40
3	5	4	3	3	4	3	3	3	4	3	3	3	44
3	3	5	3	3	3	2	3	3	3	3	3	2	39
188	202	217	203	180	218	217	228	218	209	211	185	165	2641
2,94	3,16	3,39	3,17	2,81	3,41	3,39	3,56	3,41	3,27	3,30	2,89	2,58	

Lampiran 4

Jawaban Kuesioner Harapan

H1	H2	H3	H4	H5	H6	H7	H8	H9	H10	H11	H12	H13	Total
4	5	3	4	4	4	4	4	5	4	4	4	3	52
2	3	4	5	1	2	4	4	4	5	4	4	4	46
5	4	3	5	5	4	5	4	4	4	5	4	5	57
3	3	4	3	3	4	4	4	4	4	4	4	4	48
4	4	4	4	4	4	5	4	4	4	4	4	4	53
4	4	5	5	4	5	5	4	4	5	5	4	4	58
2	3	3	4	4	4	4	4	4	2	4	3	3	44
4	3	3	3	2	2	4	3	3	4	4	3	3	41
2	4	4	4	3	4	4	3	4	4	4	4	4	48
4	3	4	4	4	4	4	4	4	5	4	4	4	52
4	4	4	3	3	4	4	3	3	4	4	4	3	47
4	4	5	3	3	4	4	3	3	4	4	4	4	49
3	5	3	3	3	4	4	4	4	4	5	3	4	49
2	2	4	3	4	3	3	2	3	3	4	4	4	41
4	3	5	3	4	3	4	4	5	4	4	4	4	51
1	3	4	4	3	5	4	4	3	3	2	4	5	45
4	3	2	4	5	3	3	3	4	2	3	2	2	40
3	4	2	3	1	3	3	3	2	4	4	3	3	38
3	2	3	3	3	2	5	3	4	3	3	3	3	40
2	4	3	3	3	5	4	4	3	4	4	3	3	45
4	2	3	4	4	2	5	2	2	2	3	3	4	40
4	3	3	5	3	3	4	3	2	5	2	4	4	45
4	3	4	3	3	4	3	4	1	4	4	4	5	46
3	3	4	3	5	4	3	4	2	4	5	4	4	48
4	3	5	3	5	3	4	5	3	3	3	5	4	50
4	3	4	3	3	3	3	3	1	3	3	3	4	40
5	3	3	3	4	3	3	2	2	3	2	2	4	39
5	4	2	3	3	4	3	2	3	3	2	4	4	42
5	3	2	3	3	4	3	3	3	3	3	4	3	42
5	4	2	3	4	2	3	4	4	3	2	3	5	44
5	4	4	2	4	3	4	5	3	3	4	2	5	48
3	3	4	3	3	1	3	3	2	2	4	4	5	40
3	2	3	4	5	3	3	2	2	2	3	3	3	38
5	2	3	5	3	2	3	2	1	4	3	5	3	41

5	2	3	5	4	3	3	2	2	3	4	3	2	41
2	2	3	3	5	4	2	4	3	4	3	5	5	45
4	4	3	4	4	3	2	3	4	4	3	3	5	46
5	3	3	4	3	3	4	3	4	3	3	3	4	45
5	3	2	5	5	2	5	4	1	3	4	4	5	48
4	3	2	4	4	1	5	3	1	5	5	3	4	44
3	3	3	2	5	2	3	4	3	5	3	3	3	42
5	4	3	3	3	3	4	3	3	3	3	3	5	45
3	5	4	2	2	4	3	4	3	3	2	4	5	44
4	2	3	4	2	4	3	3	3	4	3	4	4	43
2	4	4	3	4	4	5	3	2	3	4	3	5	46
3	3	4	2	3	2	4	3	2	2	5	2	5	40
3	4	4	4	4	3	4	3	3	4	3	4	3	46
2	3	4	3	3	4	4	3	4	2	3	3	3	41
3	4	4	2	3	4	3	3	4	4	4	4	5	47
4	4	3	4	5	4	2	2	3	3	3	5	5	47
3	3	3	5	4	4	3	4	2	3	3	3	5	45
3	2	2	4	5	5	3	2	3	3	4	3	3	42
3	2	3	5	4	5	3	3	3	3	3	3	5	45
3	2	3	5	5	3	4	3	2	3	3	2	3	41
4	2	3	2	3	5	3	4	2	4	3	1	5	41
3	3	5	2	2	3	2	5	3	4	2	2	3	39
3	3	4	2	2	3	1	3	4	3	4	1	3	36
3	3	4	5	3	4	2	3	3	3	4	2	5	44
3	4	3	4	4	4	3	4	4	2	3	4	4	46
3	3	3	3	4	4	4	3	4	2	4	5	3	45
4	3	4	3	5	2	3	3	3	2	2	4	3	41
3	3	3	3	3	2	2	3	3	1	4	5	3	38
4	3	3	3	5	1	3	4	3	1	3	3	3	39
4	2	3	3	3	3	2	3	2	1	3	5	5	39
226	203	216	223	229	212	222	212	191	210	222	221	251	2838
3,53	3,17	3,38	3,48	3,58	3,31	3,47	3,31	2,98	3,28	3,47	3,45	3,92	

Lampiran 5

Karakteristik Responden

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Perempuan	38	59,4	59,4	59,4
Laki-Laki	26	40,6	40,6	100,0
Total	64	100,0	100,0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21 - 30	26	40,6	40,6	40,6
31 - 40	13	20,3	20,3	60,9
41 - 50	17	26,6	26,6	87,5
51 - 60	8	12,5	12,5	100,0
Total	64	100,0	100,0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA/SMK	4	6,3	6,3	6,3
Diploma (D3)	6	9,4	9,4	15,6
Sarjana (S1)	51	79,7	79,7	95,3
Magister (S2)	3	4,7	4,7	100,0
Total	64	100,0	100,0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
> 1 Tahun	16	25,0	25,0	25,0
1-5 Tahun	21	32,8	32,8	57,8
< 5 Tahun	27	42,2	42,2	100,0
Total	64	100,0	100,0	

Lampiran 6
Hasil Kuesioner Kinerja

K1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	7,8	7,8	7,8
2	16	25,0	25,0	32,8
3	24	37,5	37,5	70,3
4	16	25,0	25,0	95,3
5	3	4,7	4,7	100,0
Total	64	100,0	100,0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	4,7	4,7	4,7
2	12	18,8	18,8	23,4
3	27	42,2	42,2	65,6
4	16	25,0	25,0	90,6
5	6	9,4	9,4	100,0
Total	64	100,0	100,0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1,6	1,6	1,6
2	6	9,4	9,4	10,9
3	30	46,9	46,9	57,8
4	21	32,8	32,8	90,6
5	6	9,4	9,4	100,0
Total	64	100,0	100,0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3,1	3,1	3,1
2	8	12,5	12,5	15,6
3	34	53,1	53,1	68,8
4	17	26,6	26,6	95,3
5	3	4,7	4,7	100,0
Total	64	100,0	100,0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3,1	3,1	3,1
2	18	28,1	28,1	31,3
3	35	54,7	54,7	85,9
4	8	12,5	12,5	98,4
5	1	1,6	1,6	100,0
Total	64	100,0	100,0	

K6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3,1	3,1	3,1
2	9	14,1	14,1	17,2
3	19	29,7	29,7	46,9
4	29	45,3	45,3	92,2
5	5	7,8	7,8	100,0
Total	64	100,0	100,0	

K7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	14,1	14,1	14,1
3	23	35,9	35,9	50,0
Valid 4	30	46,9	46,9	96,9
5	2	3,1	3,1	100,0
Total	64	100,0	100,0	

K8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	6,3	6,3	6,3
3	28	43,8	43,8	50,0
Valid 4	24	37,5	37,5	87,5
5	8	12,5	12,5	100,0
Total	64	100,0	100,0	

K9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1,6	1,6	1,6
3	41	64,1	64,1	65,6
Valid 4	17	26,6	26,6	92,2
5	5	7,8	7,8	100,0
Total	64	100,0	100,0	

K10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	14,1	14,1	14,1
3	31	48,4	48,4	62,5
Valid 4	22	34,4	34,4	96,9
5	2	3,1	3,1	100,0
Total	64	100,0	100,0	

K11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	6,3	6,3	6,3
3	39	60,9	60,9	67,2
Valid 4	19	29,7	29,7	96,9
5	2	3,1	3,1	100,0
Total	64	100,0	100,0	

K12

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,6	1,6	1,6
2	21	32,8	32,8	34,4
Valid 3	28	43,8	43,8	78,1
4	12	18,8	18,8	96,9
5	2	3,1	3,1	100,0
Total	64	100,0	100,0	

K13

	Frequency	Percent	Valid Percent	Cumulative Percent
1	8	12,5	12,5	12,5
2	25	39,1	39,1	51,6
3	19	29,7	29,7	81,3
4	10	15,6	15,6	96,9
5	2	3,1	3,1	100,0
Total	64	100,0	100,0	

Lampiran 7
Hasil Kuesioner Harapan

H1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1,6	1,6	1,6
2	8	12,5	12,5	14,1
3	22	34,4	34,4	48,4
4	22	34,4	34,4	82,8
5	11	17,2	17,2	100,0
Total	64	100,0	100,0	

H2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	13	20,3	20,3	20,3
3	30	46,9	46,9	67,2
4	18	28,1	28,1	95,3
5	3	4,7	4,7	100,0
Total	64	100,0	100,0	

H3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	12,5	12,5	12,5
3	29	45,3	45,3	57,8
4	22	34,4	34,4	92,2
5	5	7,8	7,8	100,0
Total	64	100,0	100,0	

H4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	12,5	12,5	12,5
3	28	43,8	43,8	56,3
Valid 4	17	26,6	26,6	82,8
5	11	17,2	17,2	100,0
Total	64	100,0	100,0	

H5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3,1	3,1	3,1
2	5	7,8	7,8	10,9
Valid 3	24	37,5	37,5	48,4
4	20	31,3	31,3	79,7
5	13	20,3	20,3	100,0
Total	64	100,0	100,0	

H6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	4,7	4,7	4,7
2	11	17,2	17,2	21,9
Valid 3	19	29,7	29,7	51,6
4	25	39,1	39,1	90,6
5	6	9,4	9,4	100,0
Total	64	100,0	100,0	

H7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1,6	1,6	1,6
2	7	10,9	10,9	12,5
3	25	39,1	39,1	51,6
4	23	35,9	35,9	87,5
5	8	12,5	12,5	100,0
Total	64	100,0	100,0	

H8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	14,1	14,1	14,1
3	29	45,3	45,3	59,4
4	23	35,9	35,9	95,3
5	3	4,7	4,7	100,0
Total	64	100,0	100,0	

H9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	7,8	7,8	7,8
2	14	21,9	21,9	29,7
3	24	37,5	37,5	67,2
4	19	29,7	29,7	96,9
5	2	3,1	3,1	100,0
Total	64	100,0	100,0	

H10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	4,7	4,7	4,7
2	10	15,6	15,6	20,3
3	23	35,9	35,9	56,3
4	22	34,4	34,4	90,6
5	6	9,4	9,4	100,0
Total	64	100,0	100,0	

H11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	12,5	12,5	12,5
3	24	37,5	37,5	50,0
4	26	40,6	40,6	90,6
5	6	9,4	9,4	100,0
Total	64	100,0	100,0	

H12

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3,1	3,1	3,1
2	7	10,9	10,9	14,1
3	22	34,4	34,4	48,4
4	26	40,6	40,6	89,1
5	7	10,9	10,9	100,0
Total	64	100,0	100,0	

H13

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3,1	3,1	3,1
3	21	32,8	32,8	35,9
Valid 4	21	32,8	32,8	68,8
5	20	31,3	31,3	100,0
Total	64	100,0	100,0	

Lampiran 8

Hasil Uji Validitas Kinerja

		Correlations													
		K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	TOTAL
K1	Pearson Correlation	1	,836	,537	,264	,219	,318	,321	,441	,538	,323	,348	,788	,600	,757
	Sig. (1-tailed)		,000	,007	,130	,177	,086	,084	,026	,007	,083	,066	,000	,003	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K2	Pearson Correlation	,836	1	,596	,153	,293	,464	,192	,241	,457	,068	,275	,706	,467	,661
	Sig. (1-tailed)	,000		,003	,259	,105	,020	,208	,153	,021	,388	,120	,000	,019	,001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K3	Pearson Correlation	,537	,596	1	,464	,443	,436	,350	,412	,509	,237	,123	,577	,448	,708
	Sig. (1-tailed)	,007	,003		,020	,025	,027	,065	,035	,011	,158	,303	,004	,024	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K4	Pearson Correlation	,264	,153	,464	1	,650	,318	,396	,519	,323	,500	,544	,562	,464	,706
	Sig. (1-tailed)	,130	,259	,020		,001	,086	,042	,009	,083	,012	,007	,005	,020	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K5	Pearson Correlation	,219	,293	,443	,650	1	,309	,304	,457	,424	,223	,680	,489	,229	,648
	Sig. (1-tailed)	,177	,105	,025	,001		,092	,096	,021	,031	,172	,000	,014	,165	,001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K6	Pearson Correlation	,318	,464	,436	,318	,309	1	,484	,143	,596	-,261	,348	,440	,456	,564
	Sig. (1-tailed)	,086	,020	,027	,086	,092		,015	,274	,003	,134	,066	,026	,022	,005
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K7	Pearson Correlation	,321	,192	,350	,396	,304	,484	1	,355	,364	,075	,360	,462	,669	,610
	Sig. (1-tailed)	,084	,208	,065	,042	,096	,015		,062	,057	,377	,060	,020	,001	,002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K8	Pearson Correlation	,441	,241	,412	,519	,457	,143	,355	1	,506	,645	,277	,572	,303	,674
	Sig. (1-tailed)	,026	,153	,035	,009	,021	,274	,062		,011	,001	,119	,004	,097	,001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K9	Pearson Correlation	,538	,457	,509	,323	,424	,596	,364	,506	1	,047	,368	,515	,473	,698
	Sig. (1-tailed)	,007	,021	,011	,083	,031	,003	,057	,011		,421	,055	,010	,018	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K10	Pearson Correlation	,323	,068	,237	,500	,223	-,261	,075	,645	,047	1	-,019	,347	,085	,382
	Sig. (1-tailed)	,083	,388	,158	,012	,172	,134	,377	,001	,421		,468	,067	,361	,048
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K11	Pearson Correlation	,348	,275	,123	,544	,680	,348	,360	,277	,368	-,019	1	,626	,562	,625
	Sig. (1-tailed)	,066	,120	,303	,007	,000	,066	,060	,119	,055	,468		,002	,005	,002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K12	Pearson Correlation	,788	,706	,577	,562	,489	,440	,462	,572	,515	,347	,626	1	,793	,911
	Sig. (1-tailed)	,000	,000	,004	,005	,014	,026	,020	,004	,010	,067	,002		,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K13	Pearson Correlation	,600	,467	,448	,464	,229	,456	,669	,303	,473	,085	,562	,793	1	,761
	Sig. (1-tailed)	,003	,019	,024	,020	,165	,022	,001	,097	,018	,361	,005	,000		,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
TOTAL	Pearson Correlation	,757	,661	,708	,706	,648	,564	,610	,674	,698	,382	,625	,911	,761	1
	Sig. (1-tailed)	,000	,001	,000	,000	,001	,005	,002	,001	,000	,048	,002	,000	,000	
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20

** . Correlation is significant at the 0.01 level (1-tailed).
 * . Correlation is significant at the 0.05 level (1-tailed).

Lampiran 9

Hasil Uji Validitas Harapan

		Correlations													
		H1	H2	H3	H4	H5	H6	H7	H8	H9	H10	H11	H12	H13	Total
H1	Pearson Correlation	1	,301	,034	,094	,406	-,085	,313	,066	,286	,287	,450	,050	-,107	,480
	Sig. (1-tailed)		,098	,444	,347	,038	,360	,089	,391	,111	,110	,023	,417	,327	,016
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H2	Pearson Correlation	,301	1	-,072	,128	,000	,511	,158	,368	,087	,382	,510	,106	,043	,498
	Sig. (1-tailed)	,098		,381	,295	,500	,011	,253	,055	,358	,048	,011	,328	,429	,013
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H3	Pearson Correlation	,034	-,072	1	,096	,077	,268	,335	,138	,212	,458	,139	,778	,576	,547
	Sig. (1-tailed)	,444	,381		,344	,373	,126	,074	,281	,185	,021	,279	,000	,004	,006
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H4	Pearson Correlation	,094	,128	,096	1	,268	,193	,391	,450	,376	,220	,170	,260	,336	,532
	Sig. (1-tailed)	,347	,295	,344		,127	,207	,044	,023	,051	,175	,237	,134	,073	,008
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H5	Pearson Correlation	,406	,000	,077	,268	1	,370	,217	,137	,518	-,339	,092	,033	,072	,457
	Sig. (1-tailed)	,038	,500	,373	,127		,054	,179	,283	,010	,072	,349	,446	,382	,021
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H6	Pearson Correlation	-,085	,511	,268	,193	,370	1	,219	,452	-,008	,108	,136	,302	,344	,545
	Sig. (1-tailed)	,360	,011	,126	,207	,054		,177	,023	,487	,325	,284	,098	,069	,006
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H7	Pearson Correlation	,313	,158	,335	,391	,217	,219	1	,496	,392	,334	,260	,349	,391	,647
	Sig. (1-tailed)	,089	,253	,074	,044	,179	,177		,013	,044	,075	,134	,066	,044	,001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H8	Pearson Correlation	,066	,368	,138	,450	,137	,452	,496	1	,511	,334	,197	,204	,333	,616
	Sig. (1-tailed)	,391	,055	,281	,023	,283	,023	,013		,011	,075	,203	,195	,076	,002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H9	Pearson Correlation	,286	,087	,212	,376	,518	-,008	,392	,511	1	,069	-,178	,192	,087	,539
	Sig. (1-tailed)	,111	,358	,185	,051	,010	,487	,044	,011		,386	,226	,209	,358	,007
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H10	Pearson Correlation	,287	,382	,458	,220	-,339	,108	,334	,334	,069	1	,534	,570	,390	,570
	Sig. (1-tailed)	,110	,048	,021	,175	,072	,325	,075	,075	,386		,008	,004	,045	,004
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H11	Pearson Correlation	,450	,510	,139	,170	,092	,136	,260	,197	,178	,534	1	,205	,170	,562
	Sig. (1-tailed)	,023	,011	,279	,237	,349	,284	,134	,203	,226	,008		,193	,237	,005
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H12	Pearson Correlation	,050	,106	,778	,260	,033	,302	,349	,204	,192	,570	,205	1	,732	,635
	Sig. (1-tailed)	,417	,328	,000	,134	,446	,098	,066	,195	,209	,004	,193		,000	,001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
H13	Pearson Correlation	-,107	,043	,576	-,336	,072	,344	-,391	,333	,087	,390	-,170	,732	1	,570
	Sig. (1-tailed)	,327	,429	,004	,073	,382	,069	,044	,076	,358	,045	,237	,000		,004
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Total	Pearson Correlation	,480	,498	,547	,532	,457	,545	,647	,616	,539	,570	,562	,635	,570	1
	Sig. (1-tailed)	,016	,013	,006	,008	,021	,006	,001	,002	,007	,004	,005	,001	,004	
N		20	20	20	20	20	20	20	20	20	20	20	20	20	20

*. Correlation is significant at the 0.05 level (1-tailed).

** . Correlation is significant at the 0.01 level (1-tailed).

Lampiran 10

Hasil Uji Reliabilitas

Kinerja

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
,901	13

Harapan

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
,792	13

Lampiran 11

Diagram Kartesius

