

# LAMPIRAN



**INSTITUT INFORMATIKA & BISNIS DARMAJAYA**

**FAKULTAS EKONOMI DAN BISNIS**

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

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**Lampiran 1. Kuesioner**

**IDENTITAS PENELITIAN**

Nama	: Ranti Noviyana
NPM	: 1612110490
Jurusan	: Manajemen, Fakultas Ekonomi Dan Bisnis, Institut Informatika Dan Bisnis Darmajaya
Alamat	: Jalan Zainal Abidin Pagar Alam No.93 A, Labuhan Ratu, Kedaton, Bandar Lampung, 35142
Dosen Pengampu	: Stefanus Rumangkit, S.E., M.Sc : <a href="mailto:kit240187@darmajaya.ac.id">kit240187@darmajaya.ac.id</a>

# **KUESIONER**

**PENGARUH DIMENSI KECERDASAN EMOSIONAL TERHADAP KINERJA  
KARYAWAN PADA PT. UNITED TRACTORS TBK CABANG LAMPUNG**

Kepada Yth:

Bapak/Ibu/Saudara/i Karyawan

PT. United Tractors Tbk Cabang Lampung

Bandar Lampung

Dalam rangka menyelesaikan tugas akhir pada Pendidikan Strata Satu, dengan judul : **“PENGARUH DIMENSI Kecerdasan Emosional Terhadap Kinerja Karyawan pada PT. United Tractors Tbk Cabang Lampung”**, demi terlaksananya penelitian ini maka saya sangat mengharapkan kesediaan bapak/ibu/saudara/i untuk mengisi kuesioner ini dengan sebenarnya. Dalam pengisian kuesioner ini bapak/ibu/saudara/i hanya mengisi salah satu dari lima kategori jawaban yang telah disediakan dengan memberi tanda Ceklis (√) pada jawaban yang dianggap tepat. Dalam hal ini jawaban anda dijamin kerahasiaannya, tidak ada kaitannya dengan karir bapak/ibu/saudara/i. Atas ketersediaan waktunya, dukungan dan kerja sama yang baik, saya ucapkan terima kasih.

Bandar Lampung, 2020

Peneliti

**Ranti Noviyana**

1612110490

# **KUESIONER**

Pernyataan di bawah ini memiliki jawaban sebagai berikut :

**SS = Sangat Setuju**

**S = Setuju**

**N = Netral**

**TS = Tidak Setuju**

**STS = Sangat Tidak Setuju**

**No. Responden :**

### **IDENTITAS RESPONDEN**

1. Nama Responden :
2. Jenis Kelamin :  Laki-laki  Perempuan
3. Usia :  18 – 25 tahun  36 – 45 tahun  
 26 – 35 tahun  > 45 tahun
4. Pendidikan Terakhir :  SMA  
 D3  
 S1  
 S2

### **DAFTAR PERTANYAAN**

**1. Kesadaran Diri (X1)**

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya sadar jika sedang merasa jengkel/kesal					
2.	Saya tahu kapan saya merasa sedih dan kapan saya merasa gembira					
3	Saya mempercayakan diri sendiri dalam mengambil keputusan					
4	Saya mempercayai kemampuan yang dimiliki untuk menyelesaikan setiap tugas yang diberikan					
5	Saya mengetahui kelebihan dan kelemahan diri sendiri					
6	Saya dapat menilai kemampuan diri saya sendiri					

**2. Pengaturan Diri (X2)**

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya dapat mengekspresikan emosi dengan tepat					
2.	Saya dapat bersikap tenang dalam menghadapi segala situasi					
3.	Saya bersedia bertanggung jawab dalam setiap pekerjaan yang di bebankan					
4.	Saya tidak sulit untuk beradaptasi dengan lingkungan baru					

5.	Saya mudah menerima dan terbuka terhadap gagasan baru					
6.	Saya terbuka akan adanya informasi-informasi baru					

### 3. Motivasi Diri (X3)

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya selalu memotivasi diri agar menjadi lebih baik					
2.	Saya memiliki keinginan untuk terus dapat berprestasi di tempat kerja					
3.	Saya tidak langsung menyerah ketika gagal					
4.	Saya selalu optimis dengan karir					

### 4. Empati (X4)

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya dapat melihat sesuatu dari sudut pandang orang lain					
2.	Saya memiliki jiwa toleransi dalam menghadapi perbedaan					
3.	Saya merasakan apa yang dirasakan oleh orang lain, seperti kesedihan dan kebahagiaan					
4.	Saya mengerti apabila orang lain menghadapi masalah					



**5. Peterampilan Sosial (X5)**

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya memiliki jiwa kepemimpinan					
2.	Saya mampu memimpin sesama rekan kerja dalam sebuah tim					
3.	Saya dapat berkomunikasi dengan sesama karyawan dan atasan secara baik					
4.	Saya mampu berkomunikasi dan meyakinkan agar ide-ide yang diberikan dapat diterima dengan baik					
5.	Saya dapat menginspirasi orang lain untuk membuat perubahan					
6.	Saya berani memulai dan mencoba perubahan					
7.	Saya dapat menjadi penengah ketika terjadi perselisihan					
8.	Saya dapat menyelesaikan konflik dengan sesama rekan kerja					

**6. Kinerja Karyawan (Y)**

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya cenderung teliti dalam melaksanakan tugas					
2.	Saya disiplin dalam berkerja					
3.	Saya memiliki target dalam berkerja					

4.	Saya menyelesaikan pekerjaan dengan efisien					
5.	Saya tepat waktu dalam menyelesaikan pekerjaan saya					
6.	Saya cenderung tidak menunda-nunda waktu dalam bekerja					
7.	Saya mengerjakan pekerjaan dengan maksimal agar memperoleh hasil terbaik					
8.	Saya selalu berusaha untuk hadir tepat waktu					
9.	Saya berusaha menjadi pekerja yang dapat diandalkan					
10.	Saya selalu mengutamakan kemampuan diri dalam menyelesaikan setiap pekerjaan					

## Lampiran 2. Hasil Uji Karakteristik Responden

### JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Lak	25	75.8	75.8	75.8
Valid Perempuan	8	24.2	24.2	100.0
Total	33	100.0	100.0	

### USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
>45 Tahu	2	6.1	6.1	6.1
Valid 18-25 Ta	5	15.2	15.2	21.2
26-35 Ta	23	69.7	69.7	90.9
36-45 Ta	3	9.1	9.1	100.0
Total	33	100.0	100.0	

### PENDIDIKAN TERAKHIR

	Frequency	Percent	Valid Percent	Cumulative Percent
D3	4	12.1	12.1	12.1
Valid S1	27	81.8	81.8	93.9
S2	2	6.1	6.1	100.0
Total	33	100.0	100.0	

### Lampiran 3. Hasil Jawaban Responden

#### Hasil Jawaban Responden Variabel Kesadaran Diri (X1)

No	KD1	KD2	KD3	KD4	KD5	KD6	Total
1	3	2	3	3	2	3	16
2	3	4	3	3	4	4	21
3	4	4	4	4	4	4	24
4	3	3	3	3	3	4	19
5	4	3	4	4	3	4	22
6	3	4	3	3	4	4	21
7	3	4	3	3	4	2	19
8	3	4	3	3	4	4	21
9	4	5	4	4	5	4	26
10	3	5	3	3	5	3	22
11	4	5	4	4	5	4	26
12	3	5	3	3	5	4	23
13	4	5	4	4	5	5	27
14	3	5	3	3	5	3	22
15	4	5	4	4	5	3	25
16	4	5	4	4	5	4	26
17	4	5	4	4	5	5	27
18	4	5	4	4	5	4	26
19	4	5	4	4	5	4	26
20	2	5	2	2	5	4	20
21	4	5	4	4	5	5	27
22	4	5	4	4	5	4	26
23	3	3	4	3	4	3	20
24	4	3	4	5	4	3	23
25	4	5	4	4	5	4	26
26	5	4	4	4	4	4	25
27	3	3	3	3	3	4	19
28	3	3	3	3	3	4	19
29	4	4	4	4	4	2	22
30	5	5	5	5	5	4	29
31	4	4	4	4	4	4	24
32	4	3	4	4	3	3	21
33	4	3	4	4	3	4	22

### Hasil Jawaban Responden Variabel Pengaturan Diri (X2)

No	PD1	PD2	PD3	PD4	PD5	PD6	Total
1	5	4	5	5	3	5	27
2	5	3	3	3	4	3	21
3	5	4	4	4	5	4	26
4	5	3	3	3	5	3	22
5	5	3	4	4	4	4	24
6	5	4	3	3	4	3	22
7	5	3	3	3	3	3	20
8	5	4	4	4	3	4	24
9	5	3	4	4	4	4	24
10	4	4	4	4	3	4	23
11	3	3	3	3	2	3	17
12	3	3	3	3	4	3	19
13	4	4	3	3	4	3	21
14	5	5	2	2	3	2	19
15	4	4	4	4	4	4	24
16	3	4	3	3	5	3	21
17	3	4	4	4	4	4	23
18	2	3	3	3	3	3	17
19	4	3	4	4	3	4	22
20	4	4	4	4	3	4	23
21	3	3	3	3	3	4	19
22	3	3	3	3	3	4	19
23	4	4	4	4	3	4	23
24	4	4	4	4	2	3	21
25	4	4	4	4	4	4	24
26	5	5	4	4	4	4	26
27	5	5	4	3	4	5	26
28	5	5	3	4	4	4	25
29	5	5	4	3	4	4	25
30	5	5	4	4	5	4	27
31	5	5	3	5	4	2	24
32	5	5	4	3	5	4	26
33	4	4	4	3	3	4	22

### Hasil Jawaban Responden Variabel Motivasi Diri (X3)

No	MD1	MD2	MD3	MD4	Total
1	3	4	4	3	14
2	4	4	4	3	15
3	4	4	4	4	16
4	5	5	5	3	18
5	5	5	5	4	19

6	5	5	5	4	19
7	5	5	5	4	19
8	5	5	5	4	19
9	5	4	5	3	17
10	5	4	5	4	18
11	5	4	5	4	18
12	5	2	5	2	14
13	5	5	5	5	20
14	5	4	5	4	18
15	5	4	5	3	17
16	5	4	5	4	18
17	5	5	5	4	19
18	5	4	5	3	17
19	5	5	5	2	17
20	5	4	5	3	17
21	4	4	2	4	14
22	4	2	4	4	14
23	4	3	4	3	14
24	4	4	3	4	15
25	2	4	3	3	12
26	3	3	4	3	13
27	4	5	4	3	16
28	4	4	4	4	16
29	3	3	5	3	14
30	4	3	5	4	16
31	5	5	5	3	18
32	2	4	5	3	14
33	4	4	5	4	17

**Hasil Jawaban Responden Variabel Empati (X4)**

No	EM1	EM2	EM3	EM4	Total
1	4	4	4	4	16
2	3	4	3	4	14
3	5	3	3	4	15
4	3	3	4	3	13
5	4	3	5	4	16
6	4	2	4	4	14
7	2	4	4	3	13
8	3	3	4	4	14
9	3	4	3	3	13
10	3	3	3	5	14
11	3	4	4	4	15
12	3	4	3	4	14

13	2	3	4	5	14
14	4	3	3	5	15
15	5	4	3	5	17
16	3	4	3	5	15
17	3	4	4	4	15
18	2	4	3	4	13
19	4	4	4	4	16
20	4	3	4	5	16
21	3	4	5	5	17
22	4	4	5	5	18
23	3	3	5	5	16
24	3	4	5	5	17
25	3	5	5	5	18
26	2	4	5	5	16
27	4	5	5	5	19
28	3	5	5	5	18
29	4	5	5	4	18
30	4	5	5	5	19
31	2	5	5	4	16
32	5	5	5	4	19
33	4	5	5	5	19

### Hasil Jawaban Responden Keterampilan Sosial (X5)

No	KS1	KS2	KS3	KS4	KS5	KS6	KS7	KS8	Total
1	3	4	4	4	3	5	4	3	30
2	3	3	4	4	2	5	3	4	28
3	4	3	3	3	4	4	4	3	28
4	3	4	3	3	4	5	4	3	29
5	4	5	4	4	3	4	3	3	30
6	3	4	3	3	3	5	3	2	26
7	3	4	4	4	4	5	4	4	32
8	3	4	3	3	4	3	4	3	27
9	4	3	3	3	4	5	4	4	30
10	3	3	3	3	5	3	4	3	27
11	4	4	4	4	5	3	3	4	31
12	4	3	3	3	5	3	4	4	29
13	3	4	4	4	5	3	4	3	30
14	4	3	4	4	5	3	3	3	29
15	3	4	3	3	2	3	4	4	26
16	4	3	4	4	4	5	3	4	31
17	4	5	3	3	5	5	5	4	34
18	4	4	4	4	5	5	5	4	35

19	4	4	4	4	5	5	5	3	34
20	4	5	4	4	4	5	5	4	35
21	5	5	4	4	4	5	5	4	36
22	3	5	4	4	3	5	4	3	31
23	2	5	2	2	4	5	5	4	29
24	4	4	4	4	3	5	5	3	32
25	4	4	4	4	5	5	4	5	35
26	4	4	4	3	4	5	5	4	33
27	4	5	4	5	4	5	5	4	36
28	4	5	4	4	5	4	5	5	36
29	4	5	4	4	5	5	5	5	37
30	4	5	4	3	5	5	5	5	36
31	4	5	4	4	5	5	4	5	36
32	3	5	4	4	4	5	5	4	34
33	4	5	4	4	4	5	5	3	34

### Hasil Jawaban Responden Variabel Kinerja Karyawan (X5)

No	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	Total
1	5	5	5	5	5	5	4	5	4	4	47
2	5	3	3	3	4	2	4	4	4	3	35
3	4	4	4	3	3	3	3	3	3	3	33
4	5	5	5	5	5	5	5	5	5	3	48
5	2	5	3	4	4	2	5	5	5	2	37
6	5	5	4	4	4	4	5	5	5	4	45
7	3	3	4	3	3	3	3	3	3	3	31
8	5	5	5	5	5	5	4	4	4	4	46
9	4	4	4	3	3	3	4	4	4	3	36
10	5	4	4	4	4	4	4	4	4	4	41
11	4	4	4	4	3	4	4	4	4	4	39
12	4	4	3	4	3	4	4	4	4	3	37
13	3	3	4	3	2	3	4	4	4	3	33
14	5	5	4	4	5	4	5	5	5	4	46
15	4	4	3	4	2	4	4	4	4	4	37
16	4	4	4	4	3	4	3	3	3	4	36
17	5	5	4	5	4	5	4	4	4	4	44
18	5	5	3	3	3	3	3	3	3	3	34
19	5	5	4	4	3	4	3	3	3	4	38
20	5	5	4	4	3	4	3	3	3	3	37
21	5	5	5	5	3	4	4	4	4	4	43
22	4	4	4	4	3	4	4	4	4	5	40
23	4	4	3	4	3	4	4	3	4	3	36
24	3	3	4	3	2	4	5	4	4	3	35



25	5	5	4	4	3	4	5	5	5	5	45
26	4	4	3	4	2	4	4	3	4	3	35
27	5	5	3	3	3	3	4	4	3	4	37
28	5	5	4	4	3	4	3	3	3	3	37
29	5	5	4	4	3	4	4	5	3	4	41
30	5	5	5	5	3	5	4	3	4	3	42
31	4	4	4	4	3	4	4	4	4	3	38
32	4	4	3	4	3	4	4	3	4	4	37
33	4	4	5	4	5	5	4	4	4	4	43

**Lampiran 4. Hasil Uji Frekuensi Jawaban Variabel**  
**Hasil Uji Frekuensi Jawaban Kesadaran Diri (X1)**

**KD1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	12	36.4	36.4	39.4
Valid 4	18	54.5	54.5	93.9
5	2	6.1	6.1	100.0
Total	33	100.0	100.0	

**KD2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	8	24.2	24.2	27.3
Valid 4	8	24.2	24.2	51.5
5	16	48.5	48.5	100.0
Total	33	100.0	100.0	

**KD3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	11	33.3	33.3	36.4
Valid 4	20	60.6	60.6	97.0
5	1	3.0	3.0	100.0
Total	33	100.0	100.0	

**KD4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	12	36.4	36.4	39.4
Valid 4	18	54.5	54.5	93.9
5	2	6.1	6.1	100.0
Total	33	100.0	100.0	

**KD5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	6	18.2	18.2	21.2
Valid 4	10	30.3	30.3	51.5
5	16	48.5	48.5	100.0
Total	33	100.0	100.0	

**KD6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.1	6.1	6.1
3	7	21.2	21.2	27.3
Valid 4	21	63.6	63.6	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

**Hasil Uji Frekuensi Jawaban Pengaturan Diri (X2)****PD1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	6	18.2	18.2	21.2
Valid 4	9	27.3	27.3	48.5
5	17	51.5	51.5	100.0
Total	33	100.0	100.0	

**PD2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	33.3	33.3	33.3
4	14	42.4	42.4	75.8
Valid 5	8	24.2	24.2	100.0
Total	33	100.0	100.0	

**PD3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	13	39.4	39.4	42.4
Valid 4	18	54.5	54.5	97.0
5	1	3.0	3.0	100.0
Total	33	100.0	100.0	

**PD4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	15	45.5	45.5	48.5
Valid 4	15	45.5	45.5	93.9
5	2	6.1	6.1	100.0
Total	33	100.0	100.0	

**PD5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.1	6.1	6.1
3	12	36.4	36.4	42.4
Valid 4	14	42.4	42.4	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

**PD6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.1	6.1	6.1
3	10	30.3	30.3	36.4
Valid 4	19	57.6	57.6	93.9
5	2	6.1	6.1	100.0
Total	33	100.0	100.0	

**Hasil Uji Frekuensi Jawaban Motivasi Diri (X3)****MD1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.1	6.1	6.1
3	3	9.1	9.1	15.2
Valid 4	10	30.3	30.3	45.5
5	18	54.5	54.5	100.0
Total	33	100.0	100.0	

**MD2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.1	6.1	6.1
3	4	12.1	12.1	18.2
Valid 4	17	51.5	51.5	69.7
5	10	30.3	30.3	100.0
Total	33	100.0	100.0	

**MD3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	2	6.1	6.1	9.1
Valid 4	8	24.2	24.2	33.3
5	22	66.7	66.7	100.0
Total	33	100.0	100.0	

**MD4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.1	6.1	6.1
3	14	42.4	42.4	48.5
Valid 4	16	48.5	48.5	97.0
5	1	3.0	3.0	100.0
Total	33	100.0	100.0	

**Hasil Uji Frekuensi Jawaban Empati (X4)****EM1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15.2	15.2	15.2
3	14	42.4	42.4	57.6
Valid 4	11	33.3	33.3	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

**EM2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	9	27.3	27.3	30.3
Valid 4	15	45.5	45.5	75.8
5	8	24.2	24.2	100.0
Total	33	100.0	100.0	

**MP3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	27.3	27.3	27.3
Valid 4	10	30.3	30.3	57.6
5	14	42.4	42.4	100.0
Total	33	100.0	100.0	

**MP4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	9.1	9.1	9.1
Valid 4	14	42.4	42.4	51.5
5	16	48.5	48.5	100.0
Total	33	100.0	100.0	

**Hasil Uji Frekuensi Jawaban Keterampilan Sosial (X5)****KS1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
Valid 3	11	33.3	33.3	36.4
4	20	60.6	60.6	97.0
5	1	3.0	3.0	100.0
Total	33	100.0	100.0	

**KS2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	21.2	21.2	21.2
Valid 4	13	39.4	39.4	60.6
5	13	39.4	39.4	100.0
Total	33	100.0	100.0	

**KS3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
Valid 3	9	27.3	27.3	30.3
4	23	69.7	69.7	100.0
Total	33	100.0	100.0	

**KS4**

	Frequency	Percent	Valid Percent	Cumulative Percent

	2	1	3.0	3.0	3.0
	3	11	33.3	33.3	36.4
Valid	4	20	60.6	60.6	97.0
	5	1	3.0	3.0	100.0
	Total	33	100.0	100.0	

**KS5**

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	6.1	6.1
	3	5	15.2	21.2
Valid	4	13	39.4	60.6
	5	13	39.4	100.0
	Total	33	100.0	100.0

**KS6**

	Frequency	Percent	Valid Percent	Cumulative Percent
	3	7	21.2	21.2
Valid	4	3	9.1	30.3
	5	23	69.7	100.0
	Total	33	100.0	100.0

**KS7**

	Frequency	Percent	Valid Percent	Cumulative Percent
	3	6	18.2	18.2
Valid	4	13	39.4	57.6
	5	14	42.4	100.0
	Total	33	100.0	100.0

**KS8**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	12	36.4	36.4	39.4
Valid 4	15	45.5	45.5	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

**Hasil Uji Frekuensi Jawaban Kinerja Karyawan (Y)****KK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	3	9.1	9.1	12.1
Valid 4	12	36.4	36.4	48.5
5	17	51.5	51.5	100.0
Total	33	100.0	100.0	

**KK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	12.1	12.1	12.1
Valid 4	13	39.4	39.4	51.5
5	16	48.5	48.5	100.0
Total	33	100.0	100.0	

**KK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	27.3	27.3	27.3
Valid 4	18	54.5	54.5	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

**KK4**



	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	24.2	24.2	24.2
4	19	57.6	57.6	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

**KK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.1	12.1	12.1
3	19	57.6	57.6	69.7
4	5	15.2	15.2	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

**KK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.1	6.1	6.1
3	6	18.2	18.2	24.2
4	19	57.6	57.6	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

**KK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	21.2	21.2	21.2
4	20	60.6	60.6	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

**KK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	33.3	33.3	33.3
4	15	45.5	45.5	78.8
5	7	21.2	21.2	100.0
Total	33	100.0	100.0	

**KK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	27.3	27.3	27.3
4	19	57.6	57.6	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

**KK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.0	3.0	3.0
3	15	45.5	45.5	48.5
4	15	45.5	45.5	93.9
5	2	6.1	6.1	100.0
Total	33	100.0	100.0	

**Lampiran 5. Hasil Uji Validitas**  
**Hasil Uji Validitas Kesadaran Diri (X1)**

**Correlations**

	KD1	KD2	KD3	KD4	KD5	KD6	Total
butir1 Pearson Correlation	1	.218	.924**	.927**	.216	.209	.757**
Sig. (2-tailed)		.222	.000	.000	.228	.243	.000
N	33	33	33	33	33	33	33
butir2 Pearson Correlation	.218	1	.180	.166	.965**	.310	.751**
Sig. (2-tailed)	.222		.317	.356	.000	.079	.000
N	33	33	33	33	33	33	33
butir3 Pearson Correlation	.924**	.180	1	.924**	.234	.153	.736**
Sig. (2-tailed)	.000	.317		.000	.191	.395	.000
N	33	33	33	33	33	33	33

butir4	Pearson Correlation	.927**	.166	.924**	1	.216	.141	.726**
	Sig. (2-tailed)	.000	.356	.000		.228	.433	.000
	N	33	33	33	33	33	33	33
butir5	Pearson Correlation	.216	.965**	.234	.216	1	.251	.757**
	Sig. (2-tailed)	.228	.000	.191	.228		.158	.000
	N	33	33	33	33	33	33	33
butir6	Pearson Correlation	.209	.310	.153	.141	.251	1	.493**
	Sig. (2-tailed)	.243	.079	.395	.433	.158		.004
	N	33	33	33	33	33	33	33
Total	Pearson Correlation	.757**	.751**	.736**	.726**	.757**	.493**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.004	
	N	33	33	33	33	33	33	33

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

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

### Hasil Uji Validitas Pengaturan Diri (X2)

		Correlations						
		PD1	PD2	PD3	PD4	PD5	PD6	Total
butir1	Pearson Correlation	1	.458**	.222	.219	.350*	.116	.682**
	Sig. (2-tailed)		.007	.215	.220	.046	.520	.000
	N	33	33	33	33	33	33	33
butir2	Pearson Correlation	.458**	1	.181	.162	.300	.112	.621**
	Sig. (2-tailed)	.007		.312	.368	.090	.537	.000
	N	33	33	33	33	33	33	33
butir3	Pearson Correlation	.222	.181	1	.660**	.021	.794**	.713**
	Sig. (2-tailed)	.215	.312		.000	.909	.000	.000
	N	33	33	33	33	33	33	33
butir4	Pearson Correlation	.219	.162	.660**	1	.000	.372*	.599**
	Sig. (2-tailed)	.220	.368	.000		1.000	.033	.000
	N	33	33	33	33	33	33	33
butir5	Pearson Correlation	.350*	.300	.021	.000	1	.055	.510**
	Sig. (2-tailed)	.046	.090	.909	1.000		.762	.002
	N	33	33	33	33	33	33	33
butir6	Pearson Correlation	.116	.112	.794**	.372*	.055	1	.606**
	Sig. (2-tailed)	.520	.537	.000	.033	.762		.000
	N	33	33	33	33	33	33	33
Total	Pearson Correlation	.682**	.621**	.713**	.599**	.510**	.606**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.002	.000	
	N	33	33	33	33	33	33	33

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

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

### Hasil Uji Validitas Motivasi Diri (X3)

		Correlations				
		MD1	MD2	MD3	MD4	Total
butir1	Pearson Correlation	1	.354*	.513**	.193	.811**
	Sig. (2-tailed)		.043	.002	.282	.000
	N	33	33	33	33	33
butir2	Pearson Correlation	.354*	1	.196	.228	.689**
	Sig. (2-tailed)	.043		.274	.201	.000
	N	33	33	33	33	33
butir3	Pearson Correlation	.513**	.196	1	-.045	.641**
	Sig. (2-tailed)	.002	.274		.803	.000
	N	33	33	33	33	33
butir4	Pearson Correlation	.193	.228	-.045	1	.475**
	Sig. (2-tailed)	.282	.201	.803		.005
	N	33	33	33	33	33
Total	Pearson Correlation	.811**	.689**	.641**	.475**	1
	Sig. (2-tailed)	.000	.000	.000	.005	
	N	33	33	33	33	33

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

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

### Hasil Uji Validitas Empati (X4)

		Correlations				
		EM1	EM2	EM3	EM4	Total
butir1	Pearson Correlation	1	.004	.008	.125	.494**
	Sig. (2-tailed)		.982	.965	.487	.003
	N	33	33	33	33	33
butir2	Pearson Correlation	.004	1	.440*	.129	.654**
	Sig. (2-tailed)	.982		.010	.476	.000
	N	33	33	33	33	33
butir3	Pearson Correlation	.008	.440*	1	.286	.718**
	Sig. (2-tailed)	.965	.010		.106	.000
	N	33	33	33	33	33
butir4	Pearson Correlation	.125	.129	.286	1	.575**
	Sig. (2-tailed)					

	Sig. (2-tailed)	.487	.476	.106		.000
	N	33	33	33	33	33
Total	Pearson Correlation	.494**	.654**	.718**	.575**	1
	Sig. (2-tailed)	.003	.000	.000	.000	
	N	33	33	33	33	33

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

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

### Hasil Uji Validitas Keterampilan Sosial (X5)

		Correlations								Total
		KS1	KS2	KS3	KS4	KS5	KS6	KS7	KS8	
butir1	Pearson Correlation	1	.080	.480**	.398*	.375*	.113	.201	.322	.597**
	Sig. (2-tailed)		.659	.005	.022	.032	.531	.263	.068	.000
	N	33	33	33	33	33	33	33	33	33
butir2	Pearson Correlation	.080	1	.226	.215	.058	.395*	.571**	.301	.632**
	Sig. (2-tailed)	.659		.206	.231	.749	.023	.001	.089	.000
	N	33	33	33	33	33	33	33	33	33
butir3	Pearson Correlation	.480*	.226	1	.864**	.086	.231	.051	.228	.602**
	Sig. (2-tailed)	.005	.206		.000	.633	.195	.777	.202	.000
	N	33	33	33	33	33	33	33	33	33
butir4	Pearson Correlation	.398*	.215	.864**	1	.026	.175	-.006	.118	.519**
	Sig. (2-tailed)	.022	.231	.000		.884	.330	.972	.515	.002
	N	33	33	33	33	33	33	33	33	33
butir5	Pearson Correlation	.375*	.058	.086	.026	1	-.165	.281	.372*	.475**
	Sig. (2-tailed)	.032	.749	.633	.884		.358	.113	.033	.005
	N	33	33	33	33	33	33	33	33	33
butir6	Pearson Correlation	.113	.395*	.231	.175	-.165	1	.405*	.215	.527**
	Sig. (2-tailed)	.531	.023	.195	.330	.358		.019	.230	.002
	N	33	33	33	33	33	33	33	33	33
butir7	Pearson Correlation	.201	.571**	.051	-.006	.281	.405*	1	.338	.655**

	Sig. (2-tailed)	.263	.001	.777	.972	.113	.019		.055	.000
	N	33	33	33	33	33	33	33	33	33
butir8	Pearson Correlation	.322	.301	.228	.118	.372 <sup>*</sup>	.215	.338	1	.644 <sup>**</sup>
	Sig. (2-tailed)	.068	.089	.202	.515	.033	.230	.055		.000
	N	33	33	33	33	33	33	33	33	33
Total	Pearson Correlation	.597 <sup>*</sup>	.632 <sup>**</sup>	.602 <sup>**</sup>	.519 <sup>**</sup>	.475 <sup>**</sup>	.527 <sup>**</sup>	.655 <sup>**</sup>	.644 <sup>**</sup>	1
	Sig. (2-tailed)	.000	.000	.000	.002	.005	.002	.000	.000	
	N	33	33	33	33	33	33	33	33	33

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

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

### Hasil Uji Validitas Kinerja Karyawan (Y)

Correlations

		butir1	butir2	butir3	butir4	butir5	butir6	butir7	butir8	butir9	butir10	total
butir1	Pearson Correlation	1	.607 <sup>**</sup>	.299	.408 <sup>*</sup>	.359 <sup>*</sup>	.432 <sup>*</sup>	-.103	.078	-.095	.447 <sup>**</sup>	.566 <sup>**</sup>
	Sig. (2-tailed)		.000	.091	.019	.040	.012	.570	.664	.599	.009	.001
	N	33	33	33	33	33	33	33	33	33	33	33
butir2	Pearson Correlation	.607 <sup>**</sup>	1	.270	.592 <sup>**</sup>	.402 <sup>*</sup>	.369 <sup>*</sup>	.096	.269	.100	.232	.635 <sup>**</sup>
	Sig. (2-tailed)	.000		.129	.000	.020	.034	.596	.130	.580	.194	.000
	N	33	33	33	33	33	33	33	33	33	33	33
butir3	Pearson Correlation	.299	.270	1	.547 <sup>**</sup>	.466 <sup>**</sup>	.627 <sup>**</sup>	.066	.226	.116	.252	.623 <sup>**</sup>
	Sig. (2-tailed)	.091	.129		.001	.006	.000	.716	.205	.520	.158	.000
	N	33	33	33	33	33	33	33	33	33	33	33
butir4	Pearson Correlation	.408 <sup>*</sup>	.592 <sup>**</sup>	.547 <sup>**</sup>	1	.462 <sup>**</sup>	.775 <sup>**</sup>	.219	.241	.347 <sup>*</sup>	.292	.777 <sup>**</sup>



Total	Pearson											
	Correlati	.566**	.635**	.623**	.777**	.716**	.692**	.532**	.646**	.566**	.517**	1
	on											
	Sig. (2-	.001	.000	.000	.000	.000	.000	.001	.000	.001	.002	
tailed)												
N		33	33	33	33	33	33	33	33	33	33	33

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

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

## Lampiran 6. Hasil Uji Reabilitas

### Kesadaran Diri (X1)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.788	6

### Pengaturan Diri (X2)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.672	6

### Motivasi Diri (X3)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.575	4

### Empati (X4)

#### Reliability Statistics

Cronbach's Alpha	N of Items
.431	4

### Keterampilan Sosial (X5)



**Reliability Statistics**

Cronbach's Alpha	N of Items
.705	8

**Kinerja Karyawan (Y)****Reliability Statistics**

Cronbach's Alpha	N of Items
.828	10

**Lampiran 7. Hasil Uji Normalitas****One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		33
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	4.39826053
	Absolute	.134
Most Extreme Differences	Positive	.134
	Negative	-.113
Kolmogorov-Smirnov Z		.769
Asymp. Sig. (2-tailed)		.595

a. Test distribution is Normal.

b. Calculated from data.

**Lampiran 8. Hasil Uji Linieritas****Hasil Uji Linieritas Variabel Kesadaran Diri (X1) Terhadap Kinerja Karyawan (Y)****ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
Y * X1	(Combined)	200.750	10	20.075	.970	.495
	Between Groups	11.732	1	11.732	.567	.459
	Linearity	189.019	9	21.002	1.015	.458
	Deviation from Linearity					
Within Groups		455.129	22	20.688		

Total	655.879	32			
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**Hasil Uji Linieritas Variabel Pengaturan Diri (X2) Terhadap Kinerja Karyawan (Y)**

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
Y * X2	(Combined)	369.295	9	41.033	3.293	.010
	Between Groups					
	Linearity	5.903	1	5.903	.474	.498
	Deviation from Linearity	363.392	8	45.424	3.646	.007
Within Groups	286.583	23	12.460			
Total	655.879	32				

**Hasil Uji Linieritas Variabel Motivasi Diri (X3) Terhadap Kinerja Karyawan (Y)**

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
Y * X3	(Combined)	200.238	8	25.030	1.318	.282
	Between Groups					
	Linearity	.024	1	.024	.001	.972
	Deviation from Linearity	200.214	7	28.602	1.507	.212
Within Groups	455.640	24	18.985			
Total	655.879	32				

**Hasil Uji Linieritas Variabel Empati (X4) Terhadap Kinerja Karyawan (Y)**

**ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
Y * X4	(Combined)	34.834	6	5.806	.243	.958
	Between Groups					
	Linearity	9.361	1	9.361	.392	.537
	Deviation from Linearity	25.472	5	5.094	.213	.954
Within Groups	621.045	26	23.886			
Total	655.879	32				

## Hasil Uji Linieritas Variabel Keterampilan Sosial (X5) Terhadap Kinerja Karyawan (Y)

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Y * X5	(Combined)	234.345	11	21.304	1.061	.434
	Between Groups					
	Linearity	2.602	1	2.602	.130	.722
	Deviation from Linearity	231.743	10	23.174	1.155	.372
	Within Groups	421.533	21	20.073		
Total	655.879	32				

## Lampiran 9. Hasil Uji Multikolenieritas

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
1 X1	.878	1.139
X2	.732	1.367
X3	.732	1.365
X4	.459	2.180
X5	.642	1.559

a. Dependent Variable: Y

## Lampiran 10. Hasil Uji Regresi Linier Berganda

### Hasil Uji Koefisien Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.237 <sup>a</sup>	.056	-.119	4.788

a. Predictors: (Constant), X5, X2, X1, X3, X4

## Hasil Uji Persamaan Koefisien Regresi Linier Berganda

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients	
	B	Std. Error
1 (Constant)	37.768	16.819
X1	-.170	.291
X2	-.012	.360
X3	.173	.473
X4	.617	.648
X5	-.225	.317

a. Dependent Variable: Y

## Lampiran 11. Hasil Uji Hipotesis Secara Parsial (Uji T)

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	37.768	16.819		2.245	.033
X1	-.170	.291	-.116	-.583	.565
X2	-.012	.360	-.007	-.033	.974
X3	.173	.473	.080	.366	.717
X4	.617	.648	.263	.951	.350
X5	-.225	.317	-.165	-.708	.485

a. Dependent Variable: Y