DAFTAR LAMPIRAN

Kuisioner Penelitian

IDENTITAS RESPONDEN :

Nama Responden : ……(Boleh Tidak Diisi)

Nomor Responden :

Jenis Kelamin : ☐ Laki-laki ☐ Perempuan

Usia : ☐ 17–27 ☐ 39-49

☐ 28-38 ☐ 50-60

Pendidikan Terakhir : ☐ SMA ☐ Sarjana (S1)

☐ Diploma

Kuesioner Rekrutmen

No	Item Pernyataan-pernyataan	Jawaban				
		SS (5)	S (4)	N (3)	TS (2)	STS (1)
1	Persyaratan merekrut calon pegawai suda sesuai dengan jabatan yang di butukan					
2	Persyaratan prosedur rekrutmen di kantor ini suda cukup jelas					
3	Pegawai yang berhasil di rekrut suda memenuhi syarat yang telah di atur oleh pegawai kantor					
4	Selalu diberi pengawasan pada saat bekerja					
5	Keputusan penerimaan suda sesuai dengan persyaratan yang ada					
6	Persyaratan prosedur rekrutmen di kantor ini suda cukup jelas					
7	Pewawancara dapat memahami persyaratan jabatan yang dibutuhkan					
8	Persyaratan prosedur rekrutmen di kantor ini suda cukup jelas					

Kuesioner Lingkungan Kerja Non Fisik

No	Item Pertanyaan-pertanyaan	Jawaban				
		SS (5)	S (4)	N (3)	TS (2)	STS (1)
1	Pengawasan dalam berkerja sangat lalay					
2	suasana kerja sesama karyawan beralan dengan baik					
3	Hubungan kerja tim yang baik					
4	Hubungan suasana atasan dan dalam keadaan baik					
5	Mengerahkan seluruh kemampuan pada saat bekerja					
6	Adanya rasa aman bekerja di dalam kantor					
7	Para pega dapa perilaku tidak adil					
8	Para pegawai dapat perilaku objektip/adil					

Kuesioner Produktivitas Karyawan

No	Item Pertanyaan-pertanyaan	Jawaban				
		SS (5)	S (4)	N (3)	TS (2)	STS (1)
1	Berusaha untuk meningkatkan kemampuan yang ada di dalam dirinya					
2	Kemampuan yang dimiliki sesuai dengan pekerjaan yang dilaksanakan					
3	Berusaha meningkatkan hasil yang dicapai					
4	Melakukan pekerjaan dengan sungguh-sungguh					
5	Hasil pekerjaan yang didapatkan selalu memenuhi target perusahaan					
6	Pekerjaan diselesaikan dengan memaksimalkan waktu					

X11	X12	X13	X14	X15	X16	X17	X18	X1	X21	X22	X23	X24	X25	X26	X27	X28	X2	Y11	Y12	Y13	Y14	Y15	Y16	Y
5	5	4	4	4	4	5	5	36	5	4	5	5	4	3	5	5	36	4	4	5	5	4	5	27
4	4	5	4	4	4	4	5	34	4	5	4	4	4	4	5	4	34	4	3	5	4	4	5	25
4	4	5	4	5	4	5	5	36	4	4	4	4	4	3	5	5	33	4	5	5	5	5	5	29
4	4	4	3	3	3	4	5	30	5	5	5	4	5	4	5	5	38	4	5	5	5	4	5	28
3	3	3	4	4	3	4	4	28	4	4	4	4	4	4	4	4	32	4	4	4	4	4	3	23
4	3	3	2	4	4	5	3	28	4	4	4	2	4	5	4	3	30	3	4	4	3	5	3	22
4	3	4	4	4	3	4	4	30	4	4	4	4	3	4	4	4	31	3	4	4	4	4	4	23
4	3	3	3	4	4	4	3	28	5	5	4	5	5	5	5	4	38	4	4	5	4	5	4	26
3	3	3	3	4	4	3	2	25	4	2	4	5	3	2	3	3	26	3	3	3	3	3	3	18
3	3	3	4	3	3	4	4	27	4	4	4	4	3	4	3	4	30	4	4	3	4	4	4	23
4	4	4	4	4	3	4	4	31	4	4	4	4	4	4	4	4	32	4	3	4	4	4	3	22
4	4	4	4	3	3	4	3	29	4	4	4	4	4	4	4	3	31	3	4	4	3	4	3	21
4	4	4	4	5	5	3	4	33	4	4	3	4	5	3	5	5	33	5	5	5	5	5	4	29
4	4	4	3	4	3	4	3	29	4	3	3	4	3	4	3	3	27	3	3	3	3	3	4	19
4	4	4	4	3	3	4	3	29	3	4	4	3	4	4	4	3	29	4	3	4	3	4	4	22
4	3	3	4	4	4	5	4	31	4	5	5	5	5	3	5	3	35	3	4	5	3	3	4	22
4	4	4	5	4	4	5	5	35	4	5	5	5	5	4	4	5	37	5	5	4	5	4	4	27
4	4	4	3	3	4	4	3	29	4	3	3	4	3	4	3	4	28	3	4	3	4	3	3	20
4	4	4	3	3	4	3	4	29	4	4	3	4	3	4	4	3	29	4	3	4	3	4	4	22
5	5	4	4	4	5	4	3	34	4	4	4	5	4	3	4	4	32	5	4	4	4	5	4	26
3	3	4	3	3	3	4	4	27	5	5	5	5	5	3	4	4	36	4	4	4	4	5	5	26
4	4	4	5	4	5	4	5	35	5	4	3	5	3	3	4	5	32	3	5	4	5	5	5	27
3	2	2	2	2	3	3	3	20	4	4	3	4	3	4	3	3	28	3	3	3	3	3	3	18
3	3	4	3	4	4	3	4	28	4	3	4	4	3	4	4	4	30	4	4	4	4	4	4	24
3	2	2	2	2	3	3	3	20	3	3	3	2	2	3	3	3	22	3	3	3	3	4	4	20
3	4	5	5	3	5	3	2	30	5	5	5	5	5	5	4	3	37	4	4	4	3	5	5	25
5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	4	4	38	4	5	4	4	4	5	26
4	4	4	4	4	4	4	4	32	5	5	5	5	4	5	5	5	39	5	5	5	5	5	5	30
5	4	4	4	5	5	5	4	36	5	5	5	5	5	4	3	3	35	5	5	3	3	5	5	26
5	5	5	3	4	5	5	4	36	5	5	5	5	5	5	5	5	40	4	3	5	5	4	4	25

Hasil SPSS Uji Validitas

(X1) Rekrutmen

Correlations

		X11	X12	X13	X14	X15	X16	X17	X18	X1
X11	Pearson Correlation	1	.794**	.494**	.300	.544**	.510**	.660**	.376*	.786**
	Sig. (2-tailed)		.000	.006	.107	.002	.004	.000	.041	.000
	N	30	30	30	30	30	30	30	30	30
X12	Pearson Correlation	.794**	1	.795**	.546**	.476**	.548**	.441*	.352	.846**
	Sig. (2-tailed)	.000		.000	.002	.008	.002	.015	.056	.000
	N	30	30	30	30	30	30	30	30	30
X13	Pearson Correlation	.494**	.795**	1	.572**	.481**	.468**	.313	.393*	.782**
	Sig. (2-tailed)	.006	.000		.001	.007	.009	.092	.032	.000
	N	30	30	30	30	30	30	30	30	30
X14	Pearson Correlation	.300	.546**	.572**	1	.468**	.394*	.303	.402*	.701**
	Sig. (2-tailed)	.107	.002	.001		.009	.031	.104	.027	.000
	N	30	30	30	30	30	30	30	30	30
X15	Pearson Correlation	.544**	.476**	.481**	.468**	1	.562**	.506**	.416*	.765**
	Sig. (2-tailed)	.002	.008	.007	.009		.001	.004	.022	.000
	N	30	30	30	30	30	30	30	30	30
X16	Pearson Correlation	.510**	.548**	.468**	.394*	.562**	1	.194	.110	.646**
	Sig. (2-tailed)	.004	.002	.009	.031	.001		.305	.562	.000
	N	30	30	30	30	30	30	30	30	30
X17	Pearson Correlation	.660**	.441*	.313	.303	.506**	.194	1	.498**	.661**
	Sig. (2-tailed)	.000	.015	.092	.104	.004	.305		.005	.000
	N	30	30	30	30	30	30	30	30	30

X18	Pearson Correlation	.376*	.352	.393*	.402*	.416*	.110	.498**	1	.625**
	Sig. (2-tailed)	.041	.056	.032	.027	.022	.562	.005		.000
	N	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	.786**	.846**	.782**	.701**	.765**	.646**	.661**	.625**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

Lingkungan Kerja Non Fisik (X)

Correlations

		X21	X22	X23	X24	X25	X26	X27	X28	X2
X21	Pearson Correlation	1	.573**	.561**	.705**	.549**	.310	.357	.427*	.783**
	Sig. (2-tailed)		.001	.001	.000	.002	.096	.053	.019	.000
	N	30	30	30	30	30	30	30	30	30
X22	Pearson Correlation	.573**	1	.660**	.404*	.791**	.487**	.569**	.298	.857**
	Sig. (2-tailed)	.001		.000	.027	.000	.006	.001	.109	.000
	N	30	30	30	30	30	30	30	30	30
X23	Pearson Correlation	.561**	.660**	1	.505**	.720**	.258	.418*	.243	.780**
	Sig. (2-tailed)	.001	.000		.004	.000	.169	.022	.195	.000
	N	30	30	30	30	30	30	30	30	30
X24	Pearson Correlation	.705**	.404*	.505**	1	.481**	-.050	.252	.353	.648**
	Sig. (2-tailed)	.000	.027	.004		.007	.793	.180	.056	.000
	N	30	30	30	30	30	30	30	30	30
X25	Pearson Correlation	.549**	.791**	.720**	.481**	1	.293	.580**	.285	.849**
	Sig. (2-tailed)	.002	.000	.000	.007		.116	.001	.127	.000

	N	30	30	30	30	30	30	30	30	30
X26	Pearson Correlation	.310	.487**	.258	-.050	.293	1	.136	-.022	.426*
	Sig. (2-tailed)	.096	.006	.169	.793	.116		.473	.908	.019
	N	30	30	30	30	30	30	30	30	30
X27	Pearson Correlation	.357	.569**	.418*	.252	.580**	.136	1	.592**	.699**
	Sig. (2-tailed)	.053	.001	.022	.180	.001	.473		.001	.000
	N	30	30	30	30	30	30	30	30	30
X28	Pearson Correlation	.427*	.298	.243	.353	.285	-.022	.592**	1	.565**
	Sig. (2-tailed)	.019	.109	.195	.056	.127	.908	.001		.001
	N	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.783**	.857**	.780**	.648**	.849**	.426*	.699**	.565**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.019	.000	.001	
	N	30	30	30	30	30	30	30	30	30

Produktivitas Karyawan (Y)

Correlations

		Y11	Y12	Y13	Y14	Y15	Y16	Y
Y11	Pearson Correlation	1	.441*	.356	.461*	.553**	.423*	.723**
	Sig. (2-tailed)		.015	.054	.010	.002	.020	.000
	N	30	30	30	30	30	30	30
Y12	Pearson Correlation	.441*	1	.309	.556**	.527**	.481**	.755**
	Sig. (2-tailed)	.015		.097	.001	.003	.007	.000

	N	30	30	30	30	30	30	30
Y13	Pearson Correlation	.356	.309	1	.592**	.378*	.418*	.694**
	Sig. (2-tailed)	.054	.097		.001	.039	.022	.000
	N	30	30	30	30	30	30	30
Y14	Pearson Correlation	.461*	.556**	.592**	1	.338	.413*	.773**
	Sig. (2-tailed)	.010	.001	.001		.068	.023	.000
	N	30	30	30	30	30	30	30
Y15	Pearson Correlation	.553**	.527**	.378*	.338	1	.488**	.733**
	Sig. (2-tailed)	.002	.003	.039	.068		.006	.000
	N	30	30	30	30	30	30	30
Y16	Pearson Correlation	.423*	.481**	.418*	.413*	.488**	1	.732**
	Sig. (2-tailed)	.020	.007	.022	.023	.006		.000
	N	30	30	30	30	30	30	30
Y	Pearson Correlation	.723**	.755**	.694**	.773**	.733**	.732**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

Hasil Uji Realibilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.869	8

Reliability Statistics

Cronbach's Alpha	N of Items
.848	8

Reliability Statistics

Cronbach's Alpha	N of Items
.785	7

Hasil Uji Regresi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.797[a]	.635	.608	2.058

a. Predictors: (Constant), X2, X1

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	198.635	2	99.317	23.454	.000[a]
	Residual	114.332	27	4.235		
	Total	312.967	29			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.384	3.039		1.114	.275
	X1	.233	.112	.322	2.079	.047
	X2	.415	.118	.546	3.521	.002

. Dependent Variable: Y