

LAMPIRAN



PT. LAMBANG JAYA

Fabrikasi, Perbengkelan, Konstruksi Baja, Pengolahan Lahan, Alat-Alat Pertanian, Perdagangan Umum
Head Office: Jl. Raya Hajimena Km 14 No. 165 Natar - Lampung Selatan Telp. (0721) 703898 (Hunting) Fax. (0721) 703631, 787791, 707554

Nomor : 005/HRD/LJ/I/2022
Lampiran : -
Perihal : Izin Penelitian

Kepada Yth.:
Dekan Fakultas Ekonomi dan Bisnis
di -

Tempat

Dengan hormat,

Menindaklanjuti surat Nomor: Penelitian.018/DMJ/DEKAN/BAAK/I-22 Perihal: Izin Penelitian, maka kami sampaikan bahwa kami dapat menerima mahasiswa yang diajukan untuk melaksanakan kegiatan tersebut selama 1 (satu) Bulan yang dimulai pada tanggal 17 Januari s.d. 14 Februari 2022 yaitu :

| No | Nama | Kejuruan |
|----|----------------------------|-----------|
| 1. | Finkhy Margareth Valentine | Manajemen |
| 2. | Sri Yuli Marina Silitonga | Manajemen |

Demikian surat konfirmasi ini kami sampaikan. Atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

Hajimena, 14 Januari 2022

PT Lambang Jaya
PT. LAMBANG JAYA
LAMPUNG

Merryka Hastuti, S.I.Kom.
Kepala Bagian HRD



Bandar Lampung, 07 Januari 2022

Nomor : Penelitian.018/DMJ/DEKAN/BAAK/I-22
Lampiran : -
Perihal : Permohonan Izin Penelitian

Kepada Yth,
Kepala **PT. Lambang Jaya**
Di -

Jl. Raya Km. 14, No.165, Hajimena, Kec.Natar, Kab. Lampung Selatan

Dengan hormat,

Berdasarkan dengan peraturan Akademik Institut Bisnis dan Informatika (IBI) bahwa mahasiswa/i Strata Satu (S1) yang akan menyelesaikan studinya diwajibkan untuk memiliki pengalaman kerja dengan melaksanakan Penelitian dan membuat laporan yang waktunya sesuai dengan kalender Institut Bisnis dan Informatika (IBI) Darmajaya.

Untuk itu kami mohon kerja sama Bapak/Ibu agar kiranya dapat menerima mahasiswa/i untuk melakukan penelitian yang pelaksanaannya dimulai dari tanggal **10 Januari 2022 s.d 10 Februari 2022** (selama satu bulan)

Adapun mahasiswa/i tersebut adalah :

| No | NPM | NAMA | Prodi |
|----|------------|------------------------------|--------------|
| 1. | 1812110161 | Finkhy Marghareth Valenthine | S1 Manajemen |
| 2. | 1812110124 | Sri Yuli Marina Silitonga | |

Demikian permohonan ini dibuat, atas perhatian dan kerjasama yang baik kami ucapkan terimakasih.

Dekan Fakultas Ekonomi dan Bisnis



Dr. Fauzan Santi Singagerda, SE.,M.Sc

NHC 30040719

Terbacaan:

1. Jurusan S1 Manajemen
2. Arsip

KUESIONER PENELITIAN

Pernyataan ini berguna dalam rangka penelitian skripsi yang berjudul
**DETERMINASI KECERDASAN MANUSIA YANG
MEMPENGARUHI KINERJA KARYAWAN PADAPT LAMBANG JAYA
LAMPUNG SELATAN**

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 sepenuhnya diolah oleh peneliti.
3. Berilah tanda (√) pada jawaban yang telah disediakan peneliti.

Kriteria Penelitian :

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

Identitas Responden

1. Nama :(boleh tidak di isi)
2. Umur : < 30 Tahun 40 – 50 Tahun
 30 – 40 Tahun > 50 Tahun
3. Jenis Kelamin : Laki-laki Perempuan
4. Pendidikan Terakhir : SMA S1
 Diploma
5. Masa Kerja : < 3Tahun 5 – 8 Tahun
 3 – 5 Tahun > 8 Tahun

DAFTAR PERNYATAAN

A. KINERJA KARYAWAN (Y)

| No | Pernyataan | Jawaban | | | | | | | | | | Skor |
|-----------------------|---|---------|---|-----|---|-----|---|-----|---|-----|---|------|
| | | SS | | S | | N | | TS | | STS | | |
| | | (5) | | (4) | | (3) | | (2) | | (1) | | |
| | | F | % | F | % | F | % | F | % | F | % | |
| 1 | Dapat menyelesaikan pekerjaan sesuai dengan standar yang ditetapkan | | | | | | | | | | | |
| 2 | Menyelesaikan setiap pekerjaan dengan baik, teliti dan cepat | | | | | | | | | | | |
| 3 | Mampu menyelesaikan pekerjaan dengan target yang telah ditentukan | | | | | | | | | | | |
| 4 | Dapat memenuhi beban kerja yang telah ditetapkan perusahaan | | | | | | | | | | | |
| 5 | Mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang ditentukan | | | | | | | | | | | |
| 6 | Selalu menyelesaikan pekerjaan yang diberikan dengan tepat waktu | | | | | | | | | | | |
| 7 | Mempunyai komitmen dan tanggung jawab dalam bekerja | | | | | | | | | | | |
| 8 | Memiliki kemampuan lebih dari standar yang ditetapkan | | | | | | | | | | | |
| 9 | Tidak mudah menyerah terhadap pekerjaan yang sulit | | | | | | | | | | | |
| 10 | Mampu menyelesaikan pekerjaan sendiri | | | | | | | | | | | |
| JUMLAH SKOR | | | | | | | | | | | | |
| RATA-RATA SKOR | | | | | | | | | | | | |

B. KECERDASAN INTELEKTUAL (X1)

| No | Pernyataan | Jawaban | | | | | | | | | | Skor | | | | |
|-----------------------|---|---------|-----|-----|-----|-----|---|----|---|-----|---|------|---|--|--|--|
| | | SS | | S | | N | | TS | | STS | | | | | | |
| | | (5) | (4) | (3) | (2) | (1) | F | % | F | % | F | | % | | | |
| 1 | Mampu memahami penyebab dari suatu permasalahan | | | | | | | | | | | | | | | |
| 2 | Mampu mengingat masalah yang lalu sebagai pembelajaran | | | | | | | | | | | | | | | |
| 3 | Mampu memahami apa yang telah dibaca | | | | | | | | | | | | | | | |
| 4 | Mampu berkomunikasi dengan baik dan benar maupun menulis | | | | | | | | | | | | | | | |
| 5 | Mampu menyelesaikan pekerjaan yang berhubungan dengan angka | | | | | | | | | | | | | | | |
| Jumlah Skor | | | | | | | | | | | | | | | | |
| Rata-Rata Skor | | | | | | | | | | | | | | | | |

C. KECERDASAN EMOSIONAL (X2)

| No | Pernyataan | Jawaban | | | | | | | | | | Skor | | | | |
|-----------------------|--|---------|-----|-----|-----|-----|---|----|---|-----|---|------|---|--|--|--|
| | | SS | | S | | N | | TS | | STS | | | | | | |
| | | (5) | (4) | (3) | (2) | (1) | F | % | F | % | F | | % | | | |
| 1 | Mampu mengontrol pikiran dan tindakan dalam situasi apapun | | | | | | | | | | | | | | | |
| 2 | Menyadari bahwa marah didepan orang tidak selalu baik | | | | | | | | | | | | | | | |
| 3 | Menyelesaikan pekerjaan yang direncanakan tanpa mengulur waktu | | | | | | | | | | | | | | | |
| 4 | Tertarik pada pekerjaan yang memberikan pengalaman baru | | | | | | | | | | | | | | | |
| 5 | Bisa menempatkan diri pada posisi orang lain | | | | | | | | | | | | | | | |
| 6 | Mampu mengorganisir serta memotivasi antar rekan kerja | | | | | | | | | | | | | | | |
| 7 | Berpedoman pada etika saat berhubungan dengan orang lain | | | | | | | | | | | | | | | |
| JUMLAH SKOR | | | | | | | | | | | | | | | | |
| RATA-RATA SKOR | | | | | | | | | | | | | | | | |

D. KECERDASAN SPIRITUAL (X3)

| No | Pernyataan | Jawaban | | | | | | | | | | Skor | |
|-----------------------|--|---------|---|-----|---|-----|---|-----|---|-----|---|------|--|
| | | SS | | S | | N | | TS | | STS | | | |
| | | (5) | | (4) | | (3) | | (2) | | (1) | | | |
| | | F | % | F | % | F | % | F | % | F | % | | |
| 1 | Memiliki semangat untuk menjadi pribadi yang lebih baik | | | | | | | | | | | | |
| 2 | memiliki sifat yang tidak merugikan orang lain | | | | | | | | | | | | |
| 3 | memiliki nilai-nilai hidup yang positif | | | | | | | | | | | | |
| 4 | selalu berdoa sebelum memulai pekerjaan | | | | | | | | | | | | |
| 5 | memiliki sifat tidak mudah putus asa terhadap setiap masalah | | | | | | | | | | | | |
| 6 | Mampu memahami tujuan hidup | | | | | | | | | | | | |
| 7 | Selalu ada makna dari setiap peristiwa yang di alami | | | | | | | | | | | | |
| 8 | Mampu berimajinasi untuk lebih memahami hal yang baru | | | | | | | | | | | | |
| JUMALAH SKOR | | | | | | | | | | | | | |
| RATA-RATA SKOR | | | | | | | | | | | | | |

Lampiran 3

Hasil Jawaban Responden Variabel Kecerdasan Intelektual (X1)

| Nomor Responden | Pernyataan X1 | | | | | Total X1 |
|-----------------|---------------|------|------|------|------|----------|
| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | |
| 1 | 4 | 3 | 4 | 5 | 3 | 19 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 4 | 4 | 4 | 4 | 4 | 20 |
| 6 | 4 | 3 | 3 | 3 | 3 | 16 |
| 7 | 4 | 4 | 4 | 4 | 4 | 20 |
| 8 | 5 | 4 | 5 | 5 | 5 | 24 |
| 9 | 3 | 3 | 3 | 4 | 4 | 17 |
| 10 | 3 | 3 | 3 | 4 | 3 | 16 |
| 11 | 4 | 4 | 4 | 4 | 4 | 20 |
| 12 | 4 | 4 | 4 | 5 | 4 | 21 |
| 13 | 5 | 5 | 5 | 5 | 5 | 25 |
| 14 | 4 | 4 | 4 | 4 | 4 | 20 |
| 15 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | 4 | 3 | 2 | 2 | 2 | 13 |
| 17 | 2 | 2 | 4 | 4 | 5 | 17 |
| 18 | 5 | 2 | 4 | 5 | 5 | 21 |
| 19 | 2 | 3 | 3 | 3 | 4 | 15 |
| 20 | 4 | 4 | 1 | 5 | 4 | 18 |
| 21 | 2 | 5 | 2 | 5 | 4 | 18 |
| 22 | 4 | 1 | 3 | 3 | 3 | 14 |
| 23 | 5 | 2 | 5 | 5 | 5 | 22 |
| 24 | 4 | 4 | 4 | 4 | 4 | 20 |
| 25 | 5 | 3 | 3 | 4 | 3 | 18 |
| 26 | 4 | 4 | 4 | 5 | 3 | 20 |
| 27 | 4 | 4 | 4 | 4 | 4 | 20 |
| 28 | 5 | 5 | 3 | 5 | 4 | 22 |
| 29 | 4 | 4 | 4 | 4 | 3 | 19 |
| 30 | 5 | 4 | 4 | 5 | 4 | 22 |
| 31 | 5 | 4 | 4 | 5 | 4 | 22 |
| 32 | 4 | 3 | 4 | 4 | 3 | 18 |

Hasil Jawaban Responden Variabel Kecerdasan Emosional (X2)

| Nomor Responden | Pernyataan X2 | | | | | | | Total X2 |
|-----------------|---------------|------|------|------|------|------|------|----------|
| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | |
| 1 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 26 |
| 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 32 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 30 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 31 |
| 6 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 25 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| 9 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 31 |
| 10 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 25 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 12 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 |
| 13 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 32 |
| 14 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 30 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 16 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 29 |
| 17 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 18 | 4 | 4 | 4 | 1 | 1 | 5 | 5 | 24 |
| 19 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 26 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 22 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 18 |
| 23 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 32 |
| 24 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 32 |
| 25 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 28 |
| 26 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 31 |
| 27 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 26 |
| 28 | 5 | 3 | 4 | 4 | 1 | 3 | 4 | 24 |
| 29 | 3 | 5 | 3 | 4 | 3 | 3 | 5 | 26 |
| 30 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 33 |
| 31 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 29 |
| 32 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 30 |

Hasil Jawaban Responden Variabel Kecerdasan Spiritual (X3)

| Nomor Responden | Pernyataan X3 | | | | | | | | Total X3 |
|-----------------|---------------|------|------|------|------|------|------|------|----------|
| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | |
| 1 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 6 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 36 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 9 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 38 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 11 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 12 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 16 | 3 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 31 |
| 17 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 32 |
| 18 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 35 |
| 19 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 32 |
| 20 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 28 |
| 21 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 32 |
| 22 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3 | 27 |
| 23 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 24 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 35 |
| 25 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 29 |
| 26 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 34 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 28 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 34 |
| 29 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 |
| 30 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 31 |
| 31 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 35 |
| 32 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 34 |

Hasil Jawaban Responden Variabel Kinerja Karyawan (Y)

| Nomor Responden | Pernyataan Y | | | | | | | | | | Total Y |
|-----------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|------|---------|
| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | |
| 1 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 38 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 6 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 37 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 45 |
| 9 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 38 |
| 10 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 42 |
| 13 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 41 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 17 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 43 |
| 18 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 39 |
| 19 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 38 |
| 20 | 3 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 36 |
| 21 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 38 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 23 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 41 |
| 24 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 25 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 35 |
| 26 | 3 | 4 | 4 | 2 | 3 | 4 | 5 | 3 | 5 | 2 | 35 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 5 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 5 | 41 |
| 29 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 35 |
| 30 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 31 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 32 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 35 |

Lampiran 4

Hasil Jawaban Karakteristik Responden

1. Hasil Jawaban Karakteristik Responden Berdasarkan Jenis Kelamin

| Jenis_Kelamin | | | | | |
|---------------|-----------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki_Laki | 27 | 84.4 | 84.4 | 84.4 |
| | Perempuan | 5 | 15.6 | 15.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

2. Hasil Jawaban Karakteristik Responden Berdasarkan Usia

| Usia | | | | | |
|-------|-------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | < 30 | 2 | 6.3 | 6.3 | 6.3 |
| | 30-40 Tahun | 13 | 40.6 | 40.6 | 46.9 |
| | 40-50 Tahun | 12 | 37.5 | 37.5 | 84.4 |
| | >50 | 5 | 15.6 | 15.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

3. Hasil Jawaban Karakteristik Responden Berdasarkan Pendidikan Terakhir

| Pendidikan_Terakhir | | | | | |
|---------------------|---------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SMA | 12 | 37.5 | 37.5 | 37.5 |
| | Diploma | 1 | 3.1 | 3.1 | 40.6 |
| | S1 | 19 | 59.4 | 59.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

4. Hasil Jawaban Karakteristik Responden Berdasarkan Masa Kerja

| Masa_Kerja | | | | | |
|------------|-----------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5-8 Tahun | 4 | 12.5 | 12.5 | 12.5 |
| | > 8 Tahun | 28 | 87.5 | 87.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Lampiran 5

Deskripsi Jawaban Responden

1. Deskripsi Jawaban Responden Variabel Kecerdasan Intelektual (X1)

| Pernyataan X1.1 | | | | | |
|------------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 3 | 9.4 | 9.4 | 9.4 |
| | N | 2 | 6.3 | 6.3 | 15.6 |
| | S | 17 | 53.1 | 53.1 | 68.8 |
| | SS | 10 | 31.3 | 31.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X1.2 | | | | | |
|------------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 3.1 | 3.1 | 3.1 |
| | TS | 3 | 9.4 | 9.4 | 12.5 |
| | N | 8 | 25.0 | 25.0 | 37.5 |
| | S | 15 | 46.9 | 46.9 | 84.4 |
| | SS | 5 | 15.6 | 15.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X1.3 | | | | | |
|------------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 3.1 | 3.1 | 3.1 |
| | TS | 2 | 6.3 | 6.3 | 9.4 |
| | N | 7 | 21.9 | 21.9 | 31.3 |
| | S | 17 | 53.1 | 53.1 | 84.4 |
| | SS | 5 | 15.6 | 15.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X1.4 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 1 | 3.1 | 3.1 | 3.1 |
| | N | 3 | 9.4 | 9.4 | 12.5 |
| | S | 14 | 43.8 | 43.8 | 56.3 |
| | SS | 14 | 43.8 | 43.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X1.5 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 1 | 3.1 | 3.1 | 3.1 |
| | N | 8 | 25.0 | 25.0 | 28.1 |
| | S | 16 | 50.0 | 50.0 | 78.1 |
| | SS | 7 | 21.9 | 21.9 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

2. Deskripsi Jawaban Responden Variabel Kecerdasan Emosional (X2)

| Pernyataan X2.1 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 9 | 28.1 | 28.1 | 28.1 |
| | S | 11 | 34.4 | 34.4 | 62.5 |
| | SS | 12 | 37.5 | 37.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X2.2 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 5 | 15.6 | 15.6 | 15.6 |
| | S | 15 | 46.9 | 46.9 | 62.5 |
| | SS | 12 | 37.5 | 37.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X2.3 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 1 | 3.1 | 3.1 | 3.1 |
| | N | 7 | 21.9 | 21.9 | 25.0 |
| | S | 16 | 50.0 | 50.0 | 75.0 |
| | SS | 8 | 25.0 | 25.0 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X2.4 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 3.1 | 3.1 | 3.1 |
| | TS | 1 | 3.1 | 3.1 | 6.3 |
| | N | 5 | 15.6 | 15.6 | 21.9 |
| | S | 14 | 43.8 | 43.8 | 65.6 |
| | SS | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X2.5 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 6.3 | 6.3 | 6.3 |
| | TS | 2 | 6.3 | 6.3 | 12.5 |
| | N | 7 | 21.9 | 21.9 | 34.4 |
| | S | 14 | 43.8 | 43.8 | 78.1 |
| | SS | 7 | 21.9 | 21.9 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X2.6 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 10 | 31.3 | 31.3 | 31.3 |
| | S | 16 | 50.0 | 50.0 | 81.3 |
| | SS | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X2.7 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 7 | 21.9 | 21.9 | 21.9 |
| | S | 13 | 40.6 | 40.6 | 62.5 |
| | SS | 12 | 37.5 | 37.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

3. Deskripsi Jawaban Responden Variabel Kecerdasan Spiritual (X3)

| Pernyataan X3.1 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 3 | 9.4 | 9.4 | 9.4 |
| | S | 8 | 25.0 | 25.0 | 34.4 |
| | SS | 21 | 65.6 | 65.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X3.2 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 5 | 15.6 | 15.6 | 15.6 |
| | S | 21 | 65.6 | 65.6 | 81.3 |
| | SS | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X3.3 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 4 | 12.5 | 12.5 | 12.5 |
| | S | 18 | 56.3 | 56.3 | 68.8 |
| | SS | 10 | 31.3 | 31.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X3.4 | | | | | |
|------------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 3 | 9.4 | 9.4 | 9.4 |
| | S | 11 | 34.4 | 34.4 | 43.8 |
| | SS | 18 | 56.3 | 56.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X3.5 | | | | | |
|------------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 7 | 21.9 | 21.9 | 21.9 |
| | S | 16 | 50.0 | 50.0 | 71.9 |
| | SS | 9 | 28.1 | 28.1 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X3.6 | | | | | |
|------------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 6 | 18.8 | 18.8 | 18.8 |
| | S | 20 | 62.5 | 62.5 | 81.3 |
| | SS | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X3.7 | | | | | |
|------------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 3 | 9.4 | 9.4 | 9.4 |
| | S | 8 | 25.0 | 25.0 | 34.4 |
| | SS | 21 | 65.6 | 65.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan X3.8 | | | | | |
|-----------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 5 | 15.6 | 15.6 | 15.6 |
| | S | 21 | 65.6 | 65.6 | 81.3 |
| | SS | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

4. Deskripsi Jawaban Responden Variabel Kinerja Karyawan (Y)

| Pernyataan Y1 | | | | | |
|---------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 8 | 25.0 | 25.0 | 25.0 |
| | S | 16 | 50.0 | 50.0 | 75.0 |
| | SS | 8 | 25.0 | 25.0 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y2 | | | | | |
|---------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 5 | 15.6 | 15.6 | 15.6 |
| | S | 17 | 53.1 | 53.1 | 68.8 |
| | SS | 10 | 31.3 | 31.3 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y3 | | | | | |
|---------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 7 | 21.9 | 21.9 | 21.9 |
| | S | 19 | 59.4 | 59.4 | 81.3 |
| | SS | 6 | 18.8 | 18.8 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y4 | | | | | |
|----------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 2 | 6.3 | 6.3 | 6.3 |
| | N | 11 | 34.4 | 34.4 | 40.6 |
| | S | 15 | 46.9 | 46.9 | 87.5 |
| | SS | 4 | 12.5 | 12.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y5 | | | | | |
|----------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 1 | 3.1 | 3.1 | 3.1 |
| | N | 12 | 37.5 | 37.5 | 40.6 |
| | S | 16 | 50.0 | 50.0 | 90.6 |
| | SS | 3 | 9.4 | 9.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y6 | | | | | |
|----------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 1 | 3.1 | 3.1 | 3.1 |
| | N | 6 | 18.8 | 18.8 | 21.9 |
| | S | 21 | 65.6 | 65.6 | 87.5 |
| | SS | 4 | 12.5 | 12.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y7 | | | | | |
|----------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 2 | 6.3 | 6.3 | 6.3 |
| | S | 19 | 59.4 | 59.4 | 65.6 |
| | SS | 11 | 34.4 | 34.4 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y8 | | | | | |
|----------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 8 | 25.0 | 25.0 | 25.0 |
| | S | 19 | 59.4 | 59.4 | 84.4 |
| | SS | 5 | 15.6 | 15.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y9 | | | | | |
|----------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | N | 5 | 15.6 | 15.6 | 15.6 |
| | S | 14 | 43.8 | 43.8 | 59.4 |
| | SS | 13 | 40.6 | 40.6 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

| Pernyataan Y10 | | | | | |
|-----------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 2 | 6.3 | 6.3 | 6.3 |
| | N | 4 | 12.5 | 12.5 | 18.8 |
| | S | 14 | 43.8 | 43.8 | 62.5 |
| | SS | 12 | 37.5 | 37.5 | 100.0 |
| | Total | 32 | 100.0 | 100.0 | |

Lampiran 6

Hasil Uji Validitas

1. Hasil Uji Validitas Variabel Kecerdasan Intelektual (X1)

| Correlations | | | | | | | |
|--|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|
| | | Pernyataan X1.1 | Pernyataan X1.2 | Pernyataan X1.3 | Pernyataan X1.4 | Pernyataan X1.5 | Total X1 |
| Pernyataan X1.1 | Pearson Correlation | 1 | 0.217 | .460** | .402* | 0.198 | .656** |
| | Sig. (1-tailed) | | 0.117 | 0.004 | 0.011 | 0.139 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X1.2 | Pearson Correlation | 0.217 | 1 | 0.166 | .444** | 0.250 | .616** |
| | Sig. (1-tailed) | 0.117 | | 0.183 | 0.005 | 0.084 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X1.3 | Pearson Correlation | .460** | 0.166 | 1 | .386* | .546** | .734** |
| | Sig. (1-tailed) | 0.004 | 0.183 | | 0.015 | 0.001 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X1.4 | Pearson Correlation | .402* | .444** | .386* | 1 | .583** | .785** |
| | Sig. (1-tailed) | 0.011 | 0.005 | 0.015 | | 0.000 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X1.5 | Pearson Correlation | 0.198 | 0.250 | .546** | .583** | 1 | .713** |
| | Sig. (1-tailed) | 0.139 | 0.084 | 0.001 | 0.000 | | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 |
| Total X1 | Pearson Correlation | .656** | .616** | .734** | .785** | .713** | 1 |
| | Sig. (1-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 |
| **. Correlation is significant at the 0.01 level (1-tailed). | | | | | | | |
| *. Correlation is significant at the 0.05 level (1-tailed). | | | | | | | |

2. Hasil Uji Validitas Variabel Kecerdasan Emosional (X2)

| | | Correlations | | | | | | | |
|-----------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|
| | | Pernyataan X2.1 | Pernyataan X2.2 | Pernyataan X2.3 | Pernyataan X2.4 | Pernyataan X2.5 | Pernyataan X2.6 | Pernyataan X2.7 | Total X2 |
| Pernyataan X2.1 | Pearson Correlation | 1 | 0.075 | .610** | .404* | .323* | .523** | .542** | .735** |
| | Sig. (1-tailed) | | 0.342 | 0.000 | 0.011 | 0.036 | 0.001 | 0.001 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X2.2 | Pearson Correlation | 0.075 | 1 | 0.246 | .320* | .343* | 0.250 | .352* | .534** |
| | Sig. (1-tailed) | 0.342 | | 0.087 | 0.037 | 0.027 | 0.084 | 0.024 | 0.001 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X2.3 | Pearson Correlation | .610** | 0.246 | 1 | .343* | 0.291 | .343* | .493** | .696** |
| | Sig. (1-tailed) | 0.000 | 0.087 | | 0.027 | 0.053 | 0.027 | 0.002 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X2.4 | Pearson Correlation | .404* | .320* | .343* | 1 | .560** | 0.242 | 0.167 | .690** |
| | Sig. (1-tailed) | 0.011 | 0.037 | 0.027 | | 0.000 | 0.091 | 0.180 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X2.5 | Pearson Correlation | .323* | .343* | 0.291 | .560** | 1 | .324* | 0.253 | .713** |
| | Sig. (1-tailed) | 0.036 | 0.027 | 0.053 | 0.000 | | 0.035 | 0.081 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X2.6 | Pearson Correlation | .523** | 0.250 | .343* | 0.242 | .324* | 1 | .394* | .631** |
| | Sig. (1-tailed) | 0.001 | 0.084 | 0.027 | 0.091 | 0.035 | | 0.013 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X2.7 | Pearson Correlation | .542** | .352* | .493** | 0.167 | 0.253 | .394* | 1 | .654** |
| | Sig. (1-tailed) | 0.001 | 0.024 | 0.002 | 0.180 | 0.081 | 0.013 | | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Total X2 | Pearson Correlation | .735** | .534** | .696** | .690** | .713** | .631** | .654** | 1 |
| | Sig. (1-tailed) | 0.000 | 0.001 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

3. Hasil Uji Validitas Variabel Kecerdasan Spiritual (X3)

| Correlations | | | | | | | | | | |
|-----------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|----------|
| | | Pernyataan X3.1 | Pernyataan X3.2 | Pernyataan X3.3 | Pernyataan X3.4 | Pernyataan X3.5 | Pernyataan X3.6 | Pernyataan X3.7 | Pernyataan X3.8 | Total X3 |
| Pernyataan X3.1 | Pearson Correlation | 1 | .441** | -0.178 | -0.103 | 0.126 | 0.000 | 1.000** | .441** | .559** |
| | Sig. (1-tailed) | | 0.006 | 0.165 | 0.287 | 0.245 | 0.500 | 0.000 | 0.006 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X3.2 | Pearson Correlation | .441** | 1 | 0.237 | 0.204 | .298* | 0.174 | .441** | 1.000** | .755** |
| | Sig. (1-tailed) | 0.006 | | 0.096 | 0.131 | 0.049 | 0.170 | 0.006 | 0.000 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X3.3 | Pearson Correlation | -0.178 | 0.237 | 1 | .536** | .393* | .402* | -0.178 | 0.237 | .499** |
| | Sig. (1-tailed) | 0.165 | 0.096 | | 0.001 | 0.013 | 0.011 | 0.165 | 0.096 | 0.002 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X3.4 | Pearson Correlation | -0.103 | 0.204 | .536** | 1 | .609** | .309* | -0.103 | 0.204 | .553** |
| | Sig. (1-tailed) | 0.287 | 0.131 | 0.001 | | 0.000 | 0.043 | 0.287 | 0.131 | 0.001 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X3.5 | Pearson Correlation | 0.126 | .298* | .393* | .609** | 1 | .507** | 0.126 | .298* | .700** |
| | Sig. (1-tailed) | 0.245 | 0.049 | 0.013 | 0.000 | | 0.002 | 0.245 | 0.049 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X3.6 | Pearson Correlation | 0.000 | 0.174 | .402* | .309* | .507** | 1 | 0.000 | 0.174 | .524** |
| | Sig. (1-tailed) | 0.500 | 0.170 | 0.011 | 0.043 | 0.002 | | 0.500 | 0.170 | 0.001 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X3.7 | Pearson Correlation | 1.000** | .441** | -0.178 | -0.103 | 0.126 | 0.000 | 1 | .441** | .559** |
| | Sig. (1-tailed) | 0.000 | 0.006 | 0.165 | 0.287 | 0.245 | 0.500 | | 0.006 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan X3.8 | Pearson Correlation | .441** | 1.000** | 0.237 | 0.204 | .298* | 0.174 | .441** | 1 | .755** |
| | Sig. (1-tailed) | 0.006 | 0.000 | 0.096 | 0.131 | 0.049 | 0.170 | 0.006 | | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Total X3 | Pearson Correlation | .559** | .755** | .499** | .553** | .700** | .524** | .559** | .755** | 1 |
| | Sig. (1-tailed) | 0.000 | 0.000 | 0.002 | 0.001 | 0.000 | 0.001 | 0.000 | 0.000 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

4. Hasil Uji Validitas Variabel Kinerja Karyawan (Y)

| Correlations | | | | | | | | | | | | |
|----------------|---------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|---------|
| | | Pernyataan Y1 | Pernyataan Y2 | Pernyataan Y3 | Pernyataan Y4 | Pernyataan Y5 | Pernyataan Y6 | Pernyataan Y7 | Pernyataan Y8 | Pernyataan Y9 | Pernyataan Y10 | Total Y |
| Pernyataan Y1 | Pearson Correlation | 1 | .663** | .555** | .456** | .320* | .340* | .309* | 0.280 | -0.125 | 0.155 | .651** |
| | Sig. (1-tailed) | | 0.000 | 0.000 | 0.004 | 0.037 | 0.028 | 0.043 | 0.060 | 0.248 | 0.199 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y2 | Pearson Correlation | .663** | 1 | .748** | .406* | .389* | .478** | 0.213 | 0.184 | 0.116 | 0.075 | .697** |
| | Sig. (1-tailed) | 0.000 | | 0.000 | 0.010 | 0.014 | 0.003 | 0.121 | 0.157 | 0.264 | 0.341 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y3 | Pearson Correlation | .555** | .748** | 1 | .612** | .474** | .520** | 0.196 | 0.148 | 0.087 | 0.064 | .721** |
| | Sig. (1-tailed) | 0.000 | 0.000 | | 0.000 | 0.003 | 0.001 | 0.141 | 0.209 | 0.318 | 0.363 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y4 | Pearson Correlation | .456** | .406* | .612** | 1 | .598** | .349* | -0.064 | 0.254 | 0.043 | 0.206 | .658** |
| | Sig. (1-tailed) | 0.004 | 0.010 | 0.000 | | 0.000 | 0.025 | 0.364 | 0.080 | 0.408 | 0.129 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y5 | Pearson Correlation | .320* | .389* | .474** | .598** | 1 | .602** | 0.087 | 0.142 | 0.240 | 0.178 | .674** |
| | Sig. (1-tailed) | 0.037 | 0.014 | 0.003 | 0.000 | | 0.000 | 0.319 | 0.220 | 0.093 | 0.164 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y6 | Pearson Correlation | .340* | .478** | .520** | .349* | .602** | 1 | 0.011 | 0.200 | 0.204 | 0.084 | .621** |
| | Sig. (1-tailed) | 0.028 | 0.003 | 0.001 | 0.025 | 0.000 | | 0.477 | 0.136 | 0.131 | 0.323 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y7 | Pearson Correlation | .309* | 0.213 | 0.196 | -0.064 | 0.087 | 0.011 | 1 | .420** | 0.290 | 0.183 | .410** |
| | Sig. (1-tailed) | 0.043 | 0.121 | 0.141 | 0.364 | 0.319 | 0.477 | | 0.008 | 0.054 | 0.158 | 0.010 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y8 | Pearson Correlation | 0.280 | 0.184 | 0.148 | 0.254 | 0.142 | 0.200 | .420** | 1 | .403* | .542** | .594** |
| | Sig. (1-tailed) | 0.060 | 0.157 | 0.209 | 0.080 | 0.220 | 0.136 | 0.008 | | 0.011 | 0.001 | 0.000 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y9 | Pearson Correlation | -0.125 | 0.116 | 0.087 | 0.043 | 0.240 | 0.204 | 0.290 | .403* | 1 | .464** | .459** |
| | Sig. (1-tailed) | 0.248 | 0.264 | 0.318 | 0.408 | 0.093 | 0.131 | 0.054 | 0.011 | | 0.004 | 0.004 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Pernyataan Y10 | Pearson Correlation | 0.155 | 0.075 | 0.064 | 0.206 | 0.178 | 0.084 | 0.183 | .542** | .464** | 1 | .524** |
| | Sig. (1-tailed) | 0.199 | 0.341 | 0.363 | 0.129 | 0.164 | 0.323 | 0.158 | 0.001 | 0.004 | | 0.001 |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| Total Y | Pearson Correlation | .651** | .697** | .721** | .658** | .674** | .621** | .410** | .594** | .459** | .524** | 1 |
| | Sig. (1-tailed) | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.000 | 0.010 | 0.000 | 0.004 | 0.001 | |
| | N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |

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

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

Lampiran 7

Hasil Uji Reliabilitas

1. Hasil Uji Reliabilitas Variabel Kecerdasan Intelektual (X1)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| 0.731 | 5 |

2. Hasil Uji Reliabilitas Variabel Kecerdasan Emosional (X2)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| 0.787 | 7 |

3. Hasil Uji Reliabilitas Variabel Kecerdasan Spiritual (X3)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| 0.759 | 8 |

4. Hasil Uji Reliabilitas Variabel Kinerja Karyawan (Y)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| 0.800 | 10 |

Hasil Uji Normalitas

Lampiran 8

| One-Sample Kolmogorov-Smirnov Test | | |
|------------------------------------|--------------------------|-------------------------|
| | | Unstandardized Residual |
| N | | 32 |
| Normal Parameters ^{a,b} | Mean | 0.0000000 |
| | Std. Deviation | 2.66995679 |
| | Most Extreme Differences | |
| | Absolute | 0.104 |
| | Positive | 0.104 |
| | Negative | -0.083 |
| Test Statistic | | 0.104 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

Lampiran 9

Hasil Uji Linearitas

1. Hasil Uji Linearitas Variabel Kecerdasan Intelektual terhadap Kinerja Karyawan

| ANOVA Table | | | | | | | |
|----------------------|----------------|--------------------------|----------------|----|-------------|--------|-------|
| | | | Sum of Squares | df | Mean Square | F | Sig. |
| Total Y* Total X1 | Between Groups | (Combined) | 412.111 | 11 | 37.465 | 5.454 | 0.001 |
| | | Linearity | 295.189 | 1 | 295.189 | 42.971 | 0.000 |
| | | Deviation from Linearity | 116.923 | 10 | 11.692 | 1.702 | 0.149 |
| | Within Groups | | 137.389 | 20 | 6.869 | | |
| | Total | | 549.500 | 31 | | | |

2. Hasil Uji Linearitas Variabel Kecerdasan Emosional terhadap Kinerja Karyawan

| ANOVA Table | | | | | | | |
|----------------------|----------------|--------------------------|----------------|----|-------------|--------|-------|
| | | | Sum of Squares | df | Mean Square | F | Sig. |
| Total Y* Total X2 | Between Groups | (Combined) | 276.417 | 11 | 25.129 | 1.840 | 0.114 |
| | | Linearity | 184.623 | 1 | 184.623 | 13.521 | 0.001 |
| | | Deviation from Linearity | 91.794 | 10 | 9.179 | 0.672 | 0.737 |
| | Within Groups | | 273.083 | 20 | 13.654 | | |
| | Total | | 549.500 | 31 | | | |

3. Hasil Uji Linearitas Variabel Kecerdasan Spiritual terhadap Kinerja Karyawan

| ANOVA Table | | | | | | | |
|----------------------|----------------|--------------------------|----------------|----|-------------|--------|-------|
| | | | Sum of Squares | df | Mean Square | F | Sig. |
| Total Y* Total X3 | Between Groups | (Combined) | 362.786 | 10 | 36.279 | 4.080 | 0.003 |
| | | Linearity | 218.607 | 1 | 218.607 | 24.587 | 0.000 |
| | | Deviation from Linearity | 144.178 | 9 | 16.020 | 1.802 | 0.128 |
| | Within Groups | | 186.714 | 21 | 8.891 | | |
| | Total | | 549.500 | 31 | | | |

Lampiran 10

Hasil Uji Multikolinieritas

| Coefficients ^a | | | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 11.902 | 5.465 | | 2.178 | 0.038 | | |
| | Total X1 | 0.708 | 0.229 | 0.507 | 3.091 | 0.004 | 0.533 | 1.875 |
| | Total X2 | 0.197 | 0.168 | 0.183 | 1.176 | 0.249 | 0.591 | 1.691 |
| | Total X3 | 0.253 | 0.227 | 0.190 | 1.112 | 0.275 | 0.493 | 2.030 |

a. Dependent Variable: Total Y

Lampiran 11

Hasil Regresi Linear Berganda

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 11.902 | 5.465 | | 2.178 | 0.038 |
| | Total X1 | 0.708 | 0.229 | 0.507 | 3.091 | 0.004 |
| | Total X2 | 0.197 | 0.168 | 0.183 | 1.176 | 0.249 |
| | Total X3 | 0.253 | 0.227 | 0.190 | 1.112 | 0.275 |

a. Dependent Variable: Total Y

Lampiran 12

Hasil Uji Koefisien Regresi

| Model Summary | | | | |
|---|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .773 ^a | 0.598 | 0.555 | 2.809 |
| a. Predictors: (Constant), Total X3, Total X2, Total X1 | | | | |

Lampiran 13

Hasil Uji -t

| Coefficients ^a | | | | | | |
|--------------------------------|------------|-----------------------------|------------|---------------------------|-------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 11.902 | 5.465 | | 2.178 | 0.038 |
| | Total X1 | 0.708 | 0.229 | 0.507 | 3.091 | 0.004 |
| | Total X2 | 0.197 | 0.168 | 0.183 | 1.176 | 0.249 |
| | Total X3 | 0.253 | 0.227 | 0.190 | 1.112 | 0.275 |
| a. Dependent Variable: Total Y | | | | | | |