



LAMPIRAN

KUESIONER PENELITIAN

Hal: Pengisian Kuesioner Kepada Yth.

Bapak/Ibu di PT. Inti Harum Sentosa Ende.

Dengan hormat,

Sehubungan dengan penelitian yang akan saya lakukan dalam rangka penyusunan tugas akhir yang berjudul “PENGARUH REKRUTMEN DAN PENEMPATAN TERHADAP PRESTASI KERJA KARYAWAN PADA PT. INTI HARUM SENTOSA ENDE”. Saya atas nama Simprosa Beo Mola dari Fakultas Ekonomi, Program Studi Manajemen memohon kepada Bapak/Ibu/Saudara/Saudari untuk mengisi kuesioner ini sesuai dengan petunjuk pada setiap bagian. Saya sangat menyadari bahwa pengisian kuesioner ini mengganggu aktivitas Bapak/Ibu/Saudara/I. Oleh karena itu, saya minta maaf.

Akhirnya atas kesediaan dan keikhlasan dari Bapak/Ibu/Saudara/I dalam pengisian kuesioner ini saya mengucapkan terima kasih.

Hormat saya

Simprosa Beo Mola

I. Petunjuk Pengisian Kuesioner

1. Mohon di isi kotak yang telah tersedia sesuai dengan pertanyaan (untuk identitas responden)
2. Mohon di beri tanda checklist(✓) pada pilihan tanggapan yang sesuai dengan keadaan yang Bapak / Ibu rasakan, alami atau harapan. Pilihan tanggapan cukup satu saja.
3. Mohon di jawab tanpa ada pengaruh apapun, penelitian menjamin kerahasiaan jawaban Bapak / Ibu.
4. Terimakasih atas ketersediaan Bapak / Ibu untuk mengisi kuisisioner ini.

II. Identitas Responden

Nama :
Jenis kelamin : Laki-laki Perempuan
Umur : 20-30 thn 20-30 thn
31-40 thn 31-40 thn
41-50 thn 41-50 thn
> 50 thn > 50 thn
Pendidikan terakhir : SLTP SLTA S1/S2
Lama Berkerja : 1-5 thn 6-10 thn > 20

111. Alternatif Pilihan Dalam Kuesioner

| No | Kategori Jumlah Responden | Kode | Skala |
|----|---------------------------|------|-------|
| 1 | Sangat Setuju | SS | 5 |
| 2 | Setuju | S | 4 |
| 3 | Kurang Setuju | KS | 3 |
| 4 | Tidak Setuju | TS | 2 |
| 5 | Sangat Tidak Setuju | STS | 1 |

IV . Penilaian Variabel.

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|---|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| | Rekrutmen(X1) | 5 | 4 | 3 | 2 | 1 |
| 1 | Pelaksanaan rekrutmen sudah dilaksanakan sesuai dengan metode perekrutan karyawan dan kebijakan PT. Inti Harum Sentosa | | | | | |
| 2 | Pemimpin memberikan persyaratan kepada pelamar untuk memenuhi kriteria sebagai calon karyawan pada PT. Inti Harum Sentosa | | | | | |
| 3 | Pemimpin mampu bertindak tegas terhadap sejumlah karyawan yang ada pada PT. Inti Harum Sentosa | | | | | |
| 4 | Hasil rekrutmen telah dilaksanakan secara efisien dan efektif | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|---|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| | Penempatan (X2) | 5 | 4 | 3 | 2 | 1 |
| 1. | Perusahaan sudah melihat latar belakang pendidikan terlebih dahulu sebelum karyawan di tempatkan pada PT. Inti Harum Sentosa. | | | | | |
| 2. | Penempatan karyawan di perusahaan sudah sesuai dengan pengalaman kerja yang di miliki karyawan pada PT. Inti Harum Sentosa. | | | | | |
| 3. | Faktor usia sudah dipertimbangkan, sehingga perusahaan tahu dimana posisi karyawan di tempatkan pada PT. Inti Harum Sentosa | | | | | |
| 4. | Saya mampu menyelesaikan semua pekerjaan yang diamanahkan kepada saya | | | | | |

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|---|--------------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| | Prestasi kerja (Y) | 5 | 4 | 3 | 2 | 1 |
| 1. | Saya mampu melaksanakan pekerjaan dengan baik | | | | | |
| 2. | Saya mampu melaksanakan tugastambahan dengan baik | | | | | |
| 3 | Saya mampu melaksanakan tugaskhususnya dalam penanganan masalah yang timbul | | | | | |
| 4 | Menyelesaikan pekerjaan dengan tepat waktu | | | | | |

| NO | REKRUTMEN | | | | | PENEMPATAN | | | | | PRESTASI KERJA KARYAWAN | | | | |
|----|-----------|------|------|------|-------|------------|------|------|------|-------|-------------------------|----|----|----|-------|
| | X1.1 | X1.2 | X1.3 | X1.4 | TOTAL | X2.1 | X2.2 | X2.3 | X2.4 | TOTAL | Y1 | Y2 | Y3 | Y4 | TOTAL |
| 1 | 4 | 3 | 4 | 5 | 16 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 5 | 5 | 18 |
| 2 | 4 | 4 | 5 | 3 | 16 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 5 | 19 |
| 3 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 4 | 18 | 5 | 4 | 5 | 5 | 19 |
| 4 | 5 | 4 | 5 | 4 | 18 | 5 | 3 | 5 | 4 | 17 | 5 | 3 | 5 | 5 | 18 |
| 5 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 4 | 4 | 18 |
| 6 | 3 | 5 | 5 | 5 | 18 | 5 | 5 | 4 | 5 | 19 | 3 | 5 | 5 | 5 | 18 |
| 7 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 8 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 19 |
| 9 | 5 | 5 | 5 | 4 | 19 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 4 | 5 | 18 |
| 10 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 5 | 19 |
| 11 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 12 | 5 | 5 | 5 | 4 | 19 | 5 | 3 | 5 | 5 | 18 | 5 | 3 | 5 | 4 | 17 |
| 13 | 4 | 4 | 4 | 5 | 17 | 5 | 4 | 5 | 3 | 17 | 4 | 4 | 4 | 5 | 17 |
| 14 | 5 | 5 | 4 | 5 | 19 | 5 | 4 | 5 | 4 | 18 | 4 | 4 | 5 | 4 | 17 |
| 15 | 3 | 5 | 4 | 5 | 17 | 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 19 |
| 16 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 19 |
| 17 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 4 | 5 | 19 |
| 18 | 3 | 5 | 4 | 5 | 17 | 5 | 5 | 5 | 3 | 18 | 3 | 5 | 4 | 5 | 17 |
| 19 | 5 | 4 | 5 | 4 | 18 | 5 | 5 | 5 | 5 | 20 | 4 | 5 | 5 | 4 | 18 |
| 20 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 19 |
| 21 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 4 | 5 | 18 | 5 | 4 | 5 | 5 | 19 |
| 22 | 3 | 4 | 3 | 4 | 14 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 16 |
| 23 | 4 | 4 | 3 | 3 | 14 | 3 | 4 | 3 | 3 | 13 | 4 | 4 | 3 | 3 | 14 |
| 24 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 5 | 5 | 18 |
| 25 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 5 | 3 | 18 | 5 | 5 | 5 | 5 | 20 |
| 26 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 5 | 4 | 18 | 4 | 4 | 5 | 5 | 18 |
| 27 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 19 |
| 28 | 4 | 4 | 5 | 4 | 17 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 5 | 4 | 17 |
| 29 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 |
| 30 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 4 | 3 | 16 | 5 | 5 | 4 | 4 | 18 |
| 31 | 5 | 4 | 5 | 4 | 18 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 |
| 32 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 5 | 3 | 18 | 4 | 5 | 4 | 5 | 18 |
| 33 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 19 |
| 34 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 |
| 35 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 4 | 3 | 16 | 5 | 5 | 5 | 4 | 19 |
| 36 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 4 | 5 | 19 |
| 37 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 4 | 18 | 5 | 4 | 5 | 5 | 19 |
| 38 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 4 | 19 |
| 39 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 20 | 4 | 5 | 4 | 5 | 18 |
| 40 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 4 | 5 | 19 |
| 41 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 3 | 18 | 4 | 5 | 4 | 5 | 18 |
| 42 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 4 | 18 | 5 | 4 | 5 | 5 | 19 |
| 43 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 44 | 4 | 3 | 5 | 5 | 17 | 5 | 4 | 5 | 4 | 18 | 5 | 4 | 4 | 5 | 18 |
| 45 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 19 |
| 46 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 4 | 4 | 18 |
| 47 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 3 | 17 | 5 | 4 | 5 | 5 | 19 |
| 48 | 5 | 4 | 4 | 5 | 18 | 5 | 4 | 5 | 4 | 18 | 5 | 4 | 4 | 5 | 18 |

| | | | | | | | | | | | | | | | |
|----|---|---|---|---|----|---|---|---|---|----|---|---|---|---|----|
| 49 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 3 | 18 | 5 | 5 | 5 | 4 | 19 |
| 50 | 4 | 4 | 4 | 5 | 17 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 5 | 19 |
| 51 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 4 | 5 | 19 |
| 52 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 4 | 19 |
| 53 | 5 | 4 | 4 | 5 | 18 | 5 | 4 | 5 | 4 | 18 | 4 | 4 | 4 | 5 | 17 |
| 54 | 4 | 5 | 5 | 5 | 19 | 4 | 5 | 5 | 3 | 17 | 5 | 5 | 5 | 4 | 19 |
| 55 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 19 |
| 56 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 4 | 5 | 19 |
| 57 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 3 | 17 | 5 | 4 | 5 | 5 | 19 |
| 58 | 5 | 5 | 4 | 5 | 19 | 4 | 5 | 5 | 4 | 18 | 5 | 5 | 4 | 5 | 19 |
| 59 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 4 | 19 |
| 60 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 4 | 3 | 16 | 5 | 4 | 5 | 5 | 19 |
| 61 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 19 |
| 62 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 3 | 17 | 5 | 4 | 5 | 5 | 19 |
| 63 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 5 | 4 | 18 | 4 | 4 | 5 | 5 | 18 |
| 64 | 5 | 5 | 5 | 4 | 19 | 4 | 3 | 5 | 4 | 16 | 5 | 3 | 5 | 5 | 18 |
| 65 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 4 | 19 |
| 66 | 5 | 5 | 4 | 5 | 19 | 3 | 5 | 5 | 4 | 17 | 4 | 5 | 5 | 5 | 19 |
| 67 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 5 | 5 | 19 |
| 68 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 3 | 18 | 4 | 5 | 4 | 5 | 18 |
| 69 | 5 | 5 | 4 | 5 | 19 | 4 | 4 | 5 | 4 | 17 | 5 | 4 | 5 | 4 | 18 |
| 70 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 19 |
| 71 | 5 | 4 | 5 | 4 | 18 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 4 | 5 | 19 |
| 72 | 5 | 5 | 5 | 4 | 19 | 4 | 5 | 4 | 4 | 17 | 4 | 5 | 5 | 4 | 18 |
| 73 | 5 | 5 | 4 | 5 | 19 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 5 | 5 | 19 |
| 74 | 5 | 4 | 4 | 4 | 17 | 3 | 5 | 4 | 4 | 16 | 3 | 5 | 4 | 4 | 16 |
| 75 | 4 | 5 | 5 | 3 | 17 | 3 | 4 | 3 | 4 | 14 | 3 | 4 | 3 | 4 | 14 |
| 76 | 5 | 5 | 5 | 3 | 18 | 4 | 5 | 4 | 4 | 17 | 4 | 5 | 4 | 4 | 17 |
| 77 | 4 | 4 | 5 | 4 | 17 | 4 | 5 | 4 | 4 | 17 | 4 | 5 | 4 | 4 | 17 |
| 78 | 4 | 4 | 4 | 3 | 15 | 5 | 5 | 3 | 5 | 18 | 5 | 5 | 3 | 5 | 18 |
| 79 | 5 | 4 | 5 | 4 | 18 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 80 | 5 | 4 | 5 | 3 | 17 | 4 | 5 | 4 | 4 | 17 | 4 | 5 | 4 | 4 | 17 |
| 81 | 4 | 4 | 5 | 4 | 17 | 4 | 3 | 3 | 4 | 14 | 4 | 3 | 3 | 4 | 14 |
| 82 | 4 | 5 | 4 | 4 | 17 | 3 | 5 | 5 | 3 | 16 | 3 | 5 | 5 | 3 | 16 |
| 83 | 5 | 5 | 4 | 3 | 17 | 3 | 5 | 5 | 3 | 16 | 3 | 5 | 5 | 3 | 16 |
| 84 | 5 | 5 | 4 | 3 | 17 | 4 | 5 | 5 | 4 | 18 | 4 | 5 | 5 | 4 | 18 |
| 85 | 4 | 3 | 5 | 4 | 16 | 4 | 5 | 5 | 4 | 18 | 4 | 5 | 5 | 4 | 18 |
| 86 | 4 | 5 | 5 | 4 | 18 | 3 | 5 | 3 | 5 | 16 | 5 | 5 | 5 | 5 | 20 |

| NO | JENIS KELAMIN | UMUR | PENDIDIKAN TERAKHIR | LAMA BEKERJA |
|----|---------------|------|---------------------|--------------|
| 1 | 2 | 1 | 2 | 1 |
| 2 | 2 | 1 | 2 | 2 |
| 3 | 1 | 2 | 3 | 3 |
| 4 | 1 | 1 | 2 | 1 |
| 5 | 1 | 3 | 2 | 2 |
| 6 | 1 | 1 | 2 | 2 |
| 7 | 1 | 3 | 2 | 2 |
| 8 | 1 | 1 | 2 | 2 |
| 9 | 1 | 2 | 2 | 2 |
| 10 | 2 | 1 | 2 | 2 |
| 11 | 1 | 2 | 3 | 3 |
| 12 | 1 | 1 | 2 | 1 |
| 13 | 2 | 2 | 3 | 3 |
| 14 | 1 | 1 | 2 | 2 |
| 15 | 1 | 2 | 2 | 2 |
| 16 | 1 | 2 | 2 | 2 |
| 17 | 1 | 2 | 2 | 2 |
| 18 | 1 | 3 | 2 | 2 |
| 19 | 1 | 1 | 2 | 2 |
| 20 | 1 | 1 | 2 | 2 |
| 21 | 1 | 1 | 2 | 2 |
| 22 | 1 | 1 | 2 | 1 |
| 23 | 1 | 1 | 2 | 2 |
| 24 | 1 | 1 | 2 | 1 |
| 25 | 1 | 1 | 2 | 1 |
| 26 | 1 | 2 | 2 | 1 |
| 27 | 2 | 1 | 2 | 1 |
| 28 | 1 | 1 | 2 | 2 |
| 29 | 1 | 2 | 2 | 2 |
| 30 | 1 | 2 | 2 | 2 |
| 31 | 1 | 2 | 2 | 2 |
| 32 | 1 | 2 | 2 | 2 |
| 33 | 1 | 1 | 3 | 1 |
| 34 | 1 | 2 | 2 | 2 |
| 35 | 1 | 1 | 2 | 1 |
| 36 | 1 | 2 | 2 | 1 |
| 37 | 1 | 2 | 2 | 1 |
| 38 | 1 | 2 | 2 | 2 |
| 39 | 1 | 2 | 2 | 1 |
| 40 | 1 | 2 | 2 | 1 |
| 41 | 1 | 1 | 2 | 1 |
| 42 | 1 | 1 | 2 | 1 |
| 43 | 2 | 1 | 2 | 1 |
| 44 | 1 | 2 | 2 | 1 |
| 45 | 1 | 1 | 2 | 2 |
| 46 | 1 | 1 | 2 | 1 |
| 47 | 2 | 1 | 2 | 2 |
| 48 | 1 | 1 | 2 | 1 |
| 49 | 1 | 2 | 2 | 1 |
| 50 | 1 | 1 | 2 | 2 |
| 51 | 1 | 1 | 2 | 1 |
| 52 | 1 | 1 | 2 | 1 |
| 53 | 1 | 2 | 2 | 1 |
| 54 | 1 | 1 | 2 | 2 |
| 55 | 1 | 1 | 2 | 2 |
| 56 | 1 | 1 | 2 | 1 |
| 57 | 1 | 2 | 2 | 3 |
| 58 | 1 | 2 | 2 | 2 |
| 59 | 1 | 1 | 2 | 1 |
| 60 | 1 | 1 | 2 | 1 |
| 61 | 1 | 2 | 2 | 3 |
| 62 | 1 | 2 | 2 | 1 |
| 63 | 1 | 1 | 2 | 1 |
| 64 | 1 | 1 | 2 | 2 |
| 65 | 1 | 1 | 2 | 1 |
| 66 | 1 | 1 | 3 | 1 |
| 67 | 1 | 2 | 2 | 2 |
| 68 | 1 | 1 | 2 | 1 |
| 69 | 1 | 1 | 2 | 2 |
| 70 | 1 | 1 | 2 | 1 |
| 71 | 1 | 2 | 2 | 2 |
| 72 | 1 | 1 | 2 | 2 |
| 73 | 2 | 1 | 2 | 1 |
| 74 | 1 | 3 | 2 | 2 |
| 75 | 2 | 1 | 2 | 1 |
| 76 | 2 | 1 | 2 | 2 |
| 77 | 1 | 2 | 2 | 2 |
| 78 | 2 | 1 | 2 | 2 |
| 79 | 1 | 1 | 3 | 1 |
| 80 | 1 | 1 | 2 | 2 |
| 81 | 1 | 1 | 2 | 1 |
| 82 | 1 | 1 | 2 | 1 |
| 83 | 1 | 1 | 2 | 1 |
| 84 | 1 | 1 | 2 | 2 |
| 85 | 2 | 1 | 2 | 1 |
| 86 | 1 | 1 | 3 | 1 |

| | | | |
|----------------------|---|----------------------------|---|
| JENIS KELAMIN | | PENDIDIKAN TERAKHIR | |
| LAKI-LAKI | 1 | SLTP | 1 |
| PEREMPUAN | 2 | SLTA | 2 |
| | | S1/S2 | 3 |
| UMUR | | LAMA BEKERJA | |
| 20-30 TAHUN | 1 | 1-5 TAHUN | 1 |
| 31-40 TAHUN | 2 | 6-10 TAHUN | 2 |
| 41-50 TAHUN | 3 | >20 TAHUN | 3 |
| >50 | 4 | | |

OLAHAN DATA SIMPROSA BEO MOLA

➤ KARAKTERISTIK RESPONDEN

Statistics

| | | JENIS KELAMIN | UMUR | PENDIDIKAN TERAKHIR | LAMA BEKERJA |
|---|---------|---------------|------|---------------------|--------------|
| N | Valid | 86 | 86 | 86 | 86 |
| | Missing | 0 | 0 | 0 | 0 |

JENIS KELAMIN

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | LAKI-LAKI | 74 | 86,0 | 86,0 | 86,0 |
| | PEREMPUAN | 12 | 14,0 | 14,0 | 100,0 |
| | Total | 86 | 100,0 | 100,0 | |

UMUR

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 20-30 TAHUN | 54 | 62,8 | 62,8 | 62,8 |
| | 31-40 TAHUN | 28 | 32,6 | 32,6 | 95,3 |
| | 41-50 TAHUN | 4 | 4,7 | 4,7 | 100,0 |
| | Total | 86 | 100,0 | 100,0 | |

PENDIDIKAN TERAKHIR

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | SLTA | 79 | 91,9 | 91,9 | 91,9 |
| | S1/S2 | 7 | 8,1 | 8,1 | 100,0 |
| | Total | 86 | 100,0 | 100,0 | |

LAMA BEKERJA

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | 1-5 TAHUN | 41 | 47,7 | 47,7 | 47,7 |
| | 6-10 TAHUN | 40 | 46,5 | 46,5 | 94,2 |
| | >20 TAHUN | 5 | 5,8 | 5,8 | 100,0 |
| | Total | 86 | 100,0 | 100,0 | |

➤ **UJI VALIDITAS**

| | | Correlations | | | | |
|-----------|---------------------|--------------|--------|--------|--------|-----------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | REKRUTMEN |
| X1.1 | Pearson Correlation | 1 | ,106 | ,186 | -,084 | ,584** |
| | Sig. (2-tailed) | | ,332 | ,087 | ,443 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X1.2 | Pearson Correlation | ,106 | 1 | -,115 | -,047 | ,455** |
| | Sig. (2-tailed) | ,332 | | ,290 | ,669 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X1.3 | Pearson Correlation | ,186 | -,115 | 1 | -,019 | ,480** |
| | Sig. (2-tailed) | ,087 | ,290 | | ,861 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X1.4 | Pearson Correlation | -,084 | -,047 | -,019 | 1 | ,488** |
| | Sig. (2-tailed) | ,443 | ,669 | ,861 | | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| REKRUTMEN | Pearson Correlation | ,584** | ,455** | ,480** | ,488** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | |
| | N | 86 | 86 | 86 | 86 | 86 |

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

| | | Correlations | | | | |
|------------|---------------------|--------------|--------|--------|--------|------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | PENEMPATAN |
| X2.1 | Pearson Correlation | 1 | -,014 | ,444** | ,105 | ,698** |
| | Sig. (2-tailed) | | ,900 | ,000 | ,335 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X2.2 | Pearson Correlation | -,014 | 1 | ,155 | -,037 | ,464** |
| | Sig. (2-tailed) | ,900 | | ,155 | ,739 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X2.3 | Pearson Correlation | ,444** | ,155 | 1 | -,179 | ,614** |
| | Sig. (2-tailed) | ,000 | ,155 | | ,099 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| X2.4 | Pearson Correlation | ,105 | -,037 | -,179 | 1 | ,445** |
| | Sig. (2-tailed) | ,335 | ,739 | ,099 | | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| PENEMPATAN | Pearson Correlation | ,698** | ,464** | ,614** | ,445** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | |
| | N | 86 | 86 | 86 | 86 | 86 |

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

| | | Correlations | | | | |
|----|---------------------|--------------|-------|------|--------|-------------------------|
| | | Y1 | Y2 | Y3 | Y4 | PRESTASI KERJA KARYAWAN |
| Y1 | Pearson Correlation | 1 | -,101 | ,104 | ,303** | ,614** |
| | Sig. (2-tailed) | | ,355 | ,342 | ,005 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |

| | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|
| Y2 | Pearson Correlation | -,101 | 1 | ,018 | -,016 | ,402** |
| | Sig. (2-tailed) | ,355 | | ,866 | ,886 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| Y3 | Pearson Correlation | ,104 | ,018 | 1 | ,123 | ,564** |
| | Sig. (2-tailed) | ,342 | ,866 | | ,258 | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| Y4 | Pearson Correlation | ,303** | -,016 | ,123 | 1 | ,624** |
| | Sig. (2-tailed) | ,005 | ,886 | ,258 | | ,000 |
| | N | 86 | 86 | 86 | 86 | 86 |
| PREST | Pearson Correlation | ,614** | ,402** | ,564** | ,624** | 1 |
| ASI | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | |
| KERJA | | | | | | |
| KARYA | | | | | | |
| WAN | N | 86 | 86 | 86 | 86 | 86 |

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

➤ Uji Reliabilitas

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 86 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 86 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,661 | 12 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.1 | 49,5698 | 9,777 | ,242 | ,651 |
| X1.2 | 49,6279 | 10,260 | ,116 | ,670 |
| X1.3 | 49,5233 | 9,805 | ,271 | ,646 |
| X1.4 | 49,6744 | 9,234 | ,331 | ,636 |
| X2.1 | 49,5116 | 8,653 | ,522 | ,600 |
| X2.2 | 49,5349 | 9,828 | ,230 | ,653 |
| X2.3 | 49,5116 | 8,888 | ,495 | ,608 |
| X2.4 | 50,1628 | 10,303 | ,057 | ,686 |
| Y1 | 49,6744 | 9,375 | ,323 | ,637 |
| Y2 | 49,5349 | 9,828 | ,230 | ,653 |
| Y3 | 49,5698 | 9,330 | ,372 | ,629 |
| Y4 | 49,5116 | 9,123 | ,468 | ,615 |

➤ **UJI KOEFISIEN DETERMINASI**

Model Summary^d

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,764 ^a | ,583 | ,573 | ,84664 |

- a. Predictors: (Constant), PENEMPATAN, REKRUTMEN
 b. Dependent Variable: PRESTASI KERJA KARYAWAN

➤ **UJI ANALISIS LIEAR BERGANDA**

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2,338 | 1,516 | | 1,542 | ,127 |
| | REKRUTMEN | ,415 | ,090 | ,378 | 4,632 | ,000 |
| | PENEMPATAN | ,470 | ,077 | ,501 | 6,139 | ,000 |

- a. Dependent Variable: PRESTASI KERJA KARYAWAN

➤ **UJI T**

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2,338 | 1,516 | | 1,542 | ,127 |
| | REKRUTMEN | ,415 | ,090 | ,378 | 4,632 | ,000 |
| | PENEMPATAN | ,470 | ,077 | ,501 | 6,139 | ,000 |

- a. Dependent Variable: PRESTASI KERJA KARYAWAN



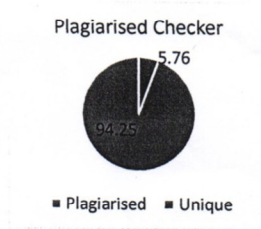
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Kode Pos: 86316 Email: rcbcfeuniflor@gmail.com

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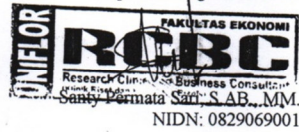
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| JUDUL | SURAT KETERANGAN DETEKSI PLAGIASI | Tanggal Dikeluarkan: 25 Pebruari 2021 |
| AREA | FAKULTAS | Halaman: 5 |

SURAT KETERANGAN DETEKSI PLAGIASI SKRIPSI

Yang bertanda tangan dibawah ini, Ketua Gugus Penjamin Mutu Fakultas Ekonomi menyatakan bahwa Skripsi:

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 Ende, 25 Pebruari 2021
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Perihal : Izin Untuk Mengadakan Penelitian

22 Agustus 2020

Kepada Yang Terhormat
Pimpinan PT. Inti Harum Sentosa
Di - Ende

Dengan hormat,

Dalam rangka menyelesaikan studi di Fakultas Ekonomi Universitas Flores Ende, para mahasiswa diwajibkan menyusun Skripsi dari bidangnya masing-masing.

Untuk itu kami mohon dengan hormat bantuan dan kesediaan Bapak agar dapat mengijinkan mahasiswa kami tersebut di bawah ini :

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Kerahasiaan data akan dipegang teguh dan hanya khusus digunakan untuk kepentingan ilmiah.

Demikian permohonan kami, atas bantuan dan kesediaan Bapak kami ucapkan terima kasih.



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JABATAN : MANAGER

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Demikian surat keterangan ini kami buat untuk dipergunakan sesuai maksud dan tujuannya.

Ende 26 september 2020

Hormat kami



FLAVIANUS HARISMAN

MANAGER



UNIVERSITAS FLORES
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PRODI MANAJEMEN
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| 2 | 04-07-2020 | Ada Perbaikan Judul | | |
| 3 | 06-07-2020 | Konsul. BAB I, II, III dan Kes | | |
| 4 | 07-07-2020 | Ace proposal | | |
| 5 | 12-07-2020 | Tulis ulang rujukan yang digunakan dari bab 1-3 menggunakan aplikasi Mendeley | | |
| 6 | 23-07-2020 | ACC Proposal | | |
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| 8 | 23-10-2020 | Perbaikan Bab I - Bab III | | |
| 9 | 27-10-2020 | Perbaikan Bab II | | |
| 10 | 02-11-2020 | Perbaikan Bab IV Pembahasan | | |

| No. | Tanggal Konsultasi | Keterangan | Paraf | |
|-----|--------------------|--|--------------------------------|--------------|
| | | | Pembimbing 1 | Pembimbing 2 |
| 11 | 11-11-2020 | Perbaiki Bab IV dan Bab V | A | |
| 12 | 12-11-2020 | ACC skripsi | A | |
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