
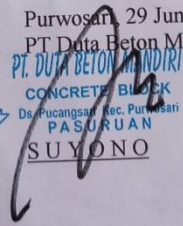


LAMPIRAN

Lampiran 1 : Surat Keterangan Sudah Melakukan Penelitian

	PT. DUTA BETON MANDIRI Dusun Sawur Desa Pucangsari Kecamatan Purwosari - Kabupaten Pasuruan Telp. Kantor : (0343) 614666 • (0343) 614333 Fax. : (0343) 614666 email : dutabetonmandiri@yahoo.com
Nomor	: 086/SK/DBM/VII/2020
Lampiran	: -
Perihal	: <u>Surat Balasan</u>
Kepada Yth. Dekan Fakultas Ilmu Sosial Ilmu Politik U/P. Ibu. ANY URWATUL W,S. Sos,M.AB Universitas Yudharta Pasuruan Fakultas Sosial dan Politik Jln Yudharta No.07 (Pesantren Ngalah) Sengonagung-Purwosari <u>PASURUAN</u>	
Dengan hormat,	
Menindak lanjuti permohonan Ijin Penelitian mahasiswa Universitas Yudharta, Nomor : 641/A72/U.08/D/G.46/V/2020, Tanggal 29 Juni 2020 atas nama / mahasiswa : QONITATUL AFINAH ,NIM :2016.69.10.0032 untuk Ijin Penelitian di perusahaan PT.DUTA BETON MANDIRI, yang mana pelaksanaan / waktu mulai : tanggal 30 Juni 2020 hingga selesai. Maka dengan ini kami atas nama dari PT Duta Beton Mandiri memberikan kesempatan kepada mahasiswa tersebut diatas.	
Demikian atas segala perhatiannya kami mengucapkan terima kasih.	
Purwosari, 29 Juni 2020 PT Duta Beton Mandiri  CONCRETE BLOCK Desa Pucangsari Kec. Purwosari PASURUAN SUYONO	
OPPO A92 2020/08/22 07:47	

Lampiran 2 Kuisisioner

X1 = Variabel Seleksi Karyawan

No	Pertanyaan	STS	TS	N	S	SS
1	Calon karyawan harus memenuhi kriteria yang sudah ditentukan oleh perusahaan					
2	Calon karyawan harus mengikuti tahap tes wawancara dan tes tulis					
3	Calon karyawan yang memiliki pengalaman lebih diutamakan					

Variabel X2 = Leader Member Exchange

No	Pertanyaan	STS	TS	N	S	SS
1	Leader afeksi terhadap semua karyawan					
2	Leader kontribusi besar terhadap perusahaan, bahkan di harapkan lebih baik dari leader yang lama					
3	Leader menciptakan sikap profesional antar satu sama lain					

X3 = Promosi Jabatan

No	Pertanyaan	STS	TS	N	S	SS
1	Pemimpin harus mengutamakan karyawan yang jujur untuk di promosikan jabatannya					

2	Pemimpin harus memberikan contoh yang terbaik bagi semua karyawan dalam keadaan di luar jam kerja ataupun di dalam jam kerja					
3	Karyawan harus mempunyai inisiatif dan kreatif apa yang harus di lakukan terhadap perusahaan					
4	Pendidikan menjadi syarat dalam kenaikan jabatan					
5	Karyawan yang selalu sehat akan mendapatkan promosi jabatan					

Variabel Y = Kinerja Karyawan

No	Pertanyaan	STS	TS	N	S	SS
1	Kualitas yang di hasilkan masing-masing karyawan adalah bentuk nilai kinerja karyawan					
2	Kuantitas yang di hasilkan masing-masing karyawan adalah bentuk nilai kinerja karyawan					
3	Atasan mentoleransi jumlah absen dan keterlambatan terhadap karyawan					
4	Karyawan dapat menyelesaikan pekerjaan dengan tepat waktu yang sudah di targetkan oleh perusahaan					

Lampiran 3 Uji Regresi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.836 ^a	.699	.690	1.91756

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

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	85.495	3	28.498	9.758	.000 ^a
	Residual	283.277	97	2.920		
	Total	368.772	100			

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

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.241	1.975		2.653	.009
	X1	.225	.097	.208	2.335	.022
	X2	.355	.110	.291	3.239	.002
	X3	.198	.064	.278	3.088	.003

a. Dependent Variable: Y

Lampiran 4 Uji Validitas

	X1.1	X1.2	X1.3	X2.1	X2.2	X2.3	X3.1	X3.2	X3.3	X3.4
X1.1 Pearson Correlation	1	.634**	.638**	.630**	.683**	.141	.989**	.634**	.994**	.684**

	Sig. (2-tailed)		.000	.000	.000	.000	.161	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
X1.2	Pearson Correlation	.634**	1	.910**	.977**	.944**	.070	.616**	.990**	.635**	.952**
	Sig. (2-tailed)	.000		.000	.000	.000	.485	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
X1.3	Pearson Correlation	.638**	.910**	1	.905**	.954**	.219*	.633**	.911**	.640**	.956**
	Sig. (2-tailed)	.000	.000		.000	.000	.028	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
X2.1	Pearson Correlation	.630**	.977**	.905**	1	.953**	.085	.644**	.997**	.648**	.946**
	Sig. (2-tailed)	.000	.000	.000		.000	.396	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
X2.2	Pearson Correlation	.683**	.944**	.954**	.953**	1	.130	.687**	.955**	.690**	.997**
	Sig. (2-tailed)	.000	.000	.000	.000		.194	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
X2.3	Pearson Correlation	.141	.070	.219*	.085	.130	1	.150	.081	.140	.125
	Sig. (2-tailed)	.161	.485	.028	.396	.194		.135	.422	.163	.211
	N	101	101	101	101	101	101	101	101	101	101
X3.1	Pearson Correlation	.989**	.616**	.633**	.644**	.687**	.150	1	.638**	.995**	.677**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.135		.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
X3.2	Pearson Correlation	.634**	.990**	.911**	.997**	.955**	.081	.638**	1	.647**	.953**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.422	.000		.000	.000
	N	101	101	101	101	101	101	101	101	101	101
X3.3	Pearson Correlation	.994**	.635**	.640**	.648**	.690**	.140	.995**	.647**	1	.686**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.163	.000	.000		.000

N		101	101	101	101	101	101	101	101	101	101
X3.4	Pearson	.684**	.952**	.956**	.946**	.997**	.125	.677**	.953**	.686**	1
	Correlation										
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.211	.000	.000	.000	
	N	101	101	101	101	101	101	101	101	101	101
X3.5	Pearson	.677**	.932**	.947**	.956**	.997**	.135	.692**	.953**	.690**	.990**
	Correlation										
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.180	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
Y1.1	Pearson	.679**	.971**	.954**	.964**	.995**	.115	.672**	.971**	.681**	.997**
	Correlation										
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.251	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
Y1.2	Pearson	.656**	.984**	.931**	.992**	.976**	.098	.659**	.995**	.663**	.973**
	Correlation										
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.328	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
Y1.3	Pearson	.994**	.635**	.640**	.648**	.690**	.140	.995**	.647**	1.000*	.686**
	Correlation										
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.163	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
Y1.4	Pearson	.677**	.974**	.951**	.951**	.987**	.110	.659**	.963**	.673**	.995**
	Correlation										
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.275	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101
SKOR	Pearson	.519**	.557**	.659**	.570**	.600**	.687**	.525**	.568**	.524**	.596**
R	Correlation										
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101

X3.5	Y1.1	Y1.2	Y1.3	Y1.4	SKOR
.677**	.679**	.656**	.994**	.677**	.519**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101

.932**	.971**	.984**	.635**	.974**	.557**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101
.947**	.954**	.931**	.640**	.951**	.659**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101
.956**	.964**	.992**	.648**	.951**	.570**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101
.997**	.995**	.976**	.690**	.987**	.600**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101
.135	.115	.098	.140	.110	.687**
.180	.251	.328	.163	.275	.000
101	101	101	101	101	101
.692**	.672**	.659**	.995**	.659**	.525**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101
.953**	.971**	.995**	.647**	.963**	.568**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101
.690**	.681**	.663**	1.000*	.673**	.524**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101
.990**	.997**	.973**	.686**	.995**	.596**
.000	.000	.000	.000	.000	.000
101	101	101	101	101	101
1	.987**	.974**	.690**	.974**	.601**
	.000	.000	.000	.000	.000
101	101	101	101	101	101
.987**	1	.987**	.681**	.997**	.593**
.000		.000	.000	.000	.000
101	101	101	101	101	101
.974**	.987**	1	.663**	.979**	.583**
.000	.000		.000	.000	.000
101	101	101	101	101	101

.690**	.681**	.663**	1	.673**	.524**
.000	.000	.000		.000	.000
101	101	101	101	101	101
.974**	.997**	.979**	.673**	1	.586**
.000	.000	.000	.000		.000
101	101	101	101	101	101
.601**	.593**	.583**	.524**	.586**	1
.000	.000	.000	.000	.000	
101	101	101	101	101	101

Lampiran 5 Uji Reabilitas

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.689	.616	4

Lampiran 6 Uji Heteroskedastisitas

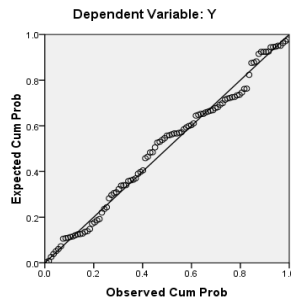
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.123	1.179		1.801	.075
	X1	.029	.058	.050	.495	.622
	X2	-.042	.065	-.065	-.639	.524
	X3	-.030	.038	-.080	-.788	.433

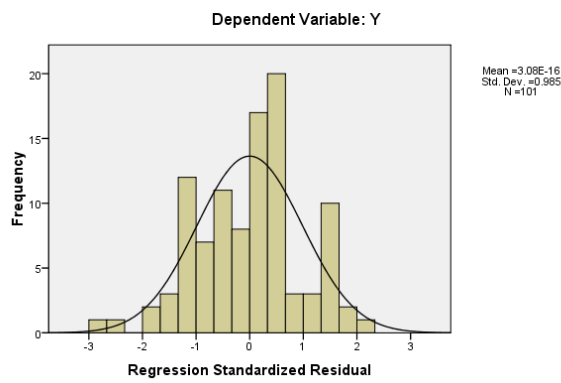
a. Dependent Variable: RES2

Lampiran 7 : Uji Normalitas

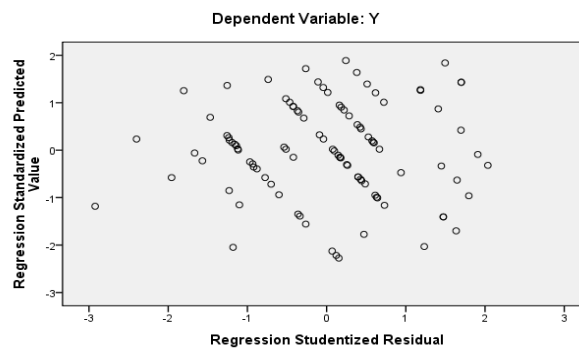
Normal P-P Plot of Regression Standardized Residual



Histogram



Scatterplot



One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residual
N	101

Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.68308282
Most Extreme Differences	Absolute	.072
	Positive	.065
	Negative	-.072
Kolmogorov-Smirnov Z		.723
Asymp. Sig. (2-tailed)		.673
a. Test distribution is Normal.		

Lampiran 7 Uji Multikolinearitas

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5.241	1.975		2.653	.009		
X1	.225	.097	.208	2.335	.022	.996	1.004
X2	.355	.110	.291	3.239	.002	.984	1.017
X3	.198	.064	.278	3.088	.003	.980	1.021

a. Dependent Variable: Y

Lampiran 8 Hasil kuisisioner

	TOTAL			TOTAL			
X1.1	X1.2	X1.3	X1	X2.1	X2.2	X2.3	X2
3	3	3	9	3	5	4	12
3	3	4	10	5	3	3	11
2	3	3	8	3	4	3	10
5	4	5	14	3	4	4	11
3	4	3	10	4	4	5	13
5	3	2	10	4	4	4	12
3	2	3	8	4	3	3	10
5	3	2	10	5	4	2	11
4	3	3	10	3	4	5	12
4	3	4	11	3	3	3	9

4	2	3	9	4	3	4	11
4	1	3	8	3	4	3	10
4	4	3	11	3	5	4	12
4	3	4	11	4	3	2	9
3	3	2	8	4	5	5	14
4	3	4	11	2	3	4	9
3	4	2	9	4	4	3	11
3	4	3	10	5	4	4	13
3	3	4	10	3	3	4	10
4	3	3	10	5	3	5	13
3	3	3	9	4	3	5	12
3	4	3	10	4	5	5	14
4	3	3	10	4	3	5	12
4	5	4	13	4	4	5	13
4	3	3	10	3	4	4	11
5	4	3	12	3	5	3	11
3	3	4	10	3	3	4	10
4	3	3	10	4	4	5	13
3	3	3	9	4	3	4	11
3	2	3	8	3	4	5	12
4	5	4	13	3	5	4	12
3	3	4	10	4	4	5	13
3	5	3	11	3	5	5	13
3	3	4	10	3	5	4	12
2	5	3	10	4	4	4	12
4	4	3	11	4	5	5	14
3	4	3	10	5	5	5	15
3	4	2	9	4	5	5	14
3	4	4	11	3	4	5	12
3	3	4	10	3	4	4	11
3	4	3	10	5	5	5	15
3	3	3	9	4	5	5	14
3	5	3	11	4	3	5	12
3	5	3	11	3	3	5	11
5	5	4	14	3	4	4	11
5	2	3	10	4	5	5	14
5	4	5	14	2	3	4	9
3	4	5	12	4	4	5	13
3	5	5	13	2	3	5	10
5	4	3	12	3	4	5	12
5	5	4	14	3	4	3	10
4	5	4	13	4	4	5	13

2	2	5	9	3	3	4	10
5	1	1	7	4	5	4	13
4	5	4	13	4	5	5	14
3	3	2	8	3	4	5	12
4	4	5	13	3	4	4	11
5	5	2	12	5	5	4	14
4	5	4	13	4	4	3	11
5	3	3	11	2	3	5	10
5	5	3	13	3	4	3	10
5	5	5	15	5	5	4	14
4	5	2	11	3	4	5	12
5	5	3	13	4	5	3	12
5	5	3	13	3	3	3	9
4	4	4	12	3	3	4	10
5	2	3	10	4	4	4	12
4	4	4	12	5	5	5	15
2	4	3	9	3	4	4	11
4	3	5	12	3	4	4	11
5	4	5	14	4	4	4	12
4	5	5	14	5	4	4	13
3	4	5	12	5	5	3	13
5	5	4	14	4	4	5	13
2	4	5	11	5	5	5	15
4	4	5	13	4	5	4	13
4	5	4	13	4	4	4	12
5	3	4	12	5	5	5	15
3	3	4	10	3	4	4	11
3	3	5	11	5	4	4	13
4	4	4	12	3	4	5	12
3	4	3	10	4	3	5	12
4	4	5	13	3	4	5	12
4	4	3	11	4	5	4	13
4	3	3	10	2	4	5	11
2	4	4	10	5	5	5	15
5	4	4	13	3	4	5	12
5	4	3	12	5	4	3	12
3	3	3	9	5	4	4	13
5	4	3	12	5	5	5	15
3	3	4	10	4	4	4	12
3	4	4	11	5	5	3	13
4	4	3	11	4	3	4	11
2	3	3	8	3	3	3	9

4	4	2	10	4	5	4	13
4	4	4	12	3	3	4	10
4	4	5	13	3	4	5	12
4	4	2	10	3	4	5	12
2	3	3	8	4	5	5	14
3	3	3	9	3	3	4	10
4	2	3	9	5	4	4	13

	TOTAL				
X3.1	X3.2	X3.3	X3.4	X3.5	X3
4	4	3	5	4	20
3	3	4	4	4	18
2	3	4	3	5	17
4	4	4	5	5	22
4	4	4	4	4	20
3	4	2	4	3	16
3	3	4	5	5	20
4	5	4	5	4	22
3	4	5	4	4	20
3	3	2	4	5	17
4	4	4	4	5	21
4	4	5	4	3	20
5	4	4	4	3	20
3	4	5	5	5	22
2	3	3	3	3	14
1	2	3	4	5	15
4	3	5	4	3	19
5	4	3	4	4	20
4	5	3	2	4	18
3	4	5	5	4	21
5	5	5	5	5	25
4	5	3	4	5	21
3	4	5	4	5	21
3	3	4	4	4	18
4	4	4	5	4	21
3	3	4	4	4	18
3	3	3	4	3	16
5	4	3	3	4	19
4	4	5	4	4	21

3	4	5	4	3	19
5	5	4	4	4	22
3	4	4	4	4	19
3	3	4	4	3	17
4	4	5	3	4	20
4	5	4	5	4	22
4	5	5	5	5	24
3	4	5	5	5	22
4	5	5	5	3	22
5	5	4	5	5	24
3	1	4	2	3	13
3	4	5	5	5	22
3	4	3	5	4	19
3	3	4	4	4	18
5	4	4	4	3	20
4	4	5	5	5	23
4	5	4	5	5	23
1	3	3	4	5	16
4	5	4	5	5	23
4	3	2	4	5	18
3	4	5	2	5	19
4	4	5	5	4	22
4	5	5	4	4	22
3	4	4	5	5	21
3	4	4	4	4	19
4	4	5	2	3	18
4	5	5	5	4	23
3	4	5	4	3	19
3	4	5	5	4	21
4	5	4	3	4	20
3	4	5	5	5	22
4	5	2	5	5	21
4	4	4	4	4	20
4	3	5	4	5	21
5	3	4	3	2	17
4	5	4	5	3	21
2	4	5	3	5	19
3	4	4	4	5	20
4	3	5	3	5	20
1	3	3	2	4	13
4	4	4	4	5	21
4	5	4	5	4	22

5	4	4	4	5	22
4	4	4	4	4	20
5	5	3	4	3	20
4	4	5	5	5	23
4	3	3	3	4	17
3	4	5	5	5	22
3	4	3	4	5	19
3	3	5	5	5	21
3	4	5	5	5	22
3	4	5	2	3	17
2	5	4	3	4	18
4	5	5	5	5	24
4	5	5	3	4	21
1	4	5	3	3	16
4	5	4	5	3	21
3	3	4	5	3	18
4	3	4	5	2	18
3	4	4	4	4	19
4	3	3	3	2	15
5	5	5	5	5	25
3	4	5	3	4	19
4	4	3	2	5	18
3	4	3	3	5	18
3	3	4	4	5	19
4	5	5	5	4	23
1	2	3	2	2	10
2	3	4	5	4	18
1	3	4	5	2	15
3	4	4	5	4	20
5	5	4	5	5	24
				TOTAL	
Y1.1	Y1.2	Y1.3	Y1.4	Y1	
3	4	5	2	14	
4	4	5	5	18	
3	1	3	5	12	
4	5	5	5	19	
3	4	3	2	12	
3	4	5	4	16	
4	4	5	4	17	
3	4	5	4	16	
3	4	5	4	16	
3	4	5	5	17	
3	4	5	4	16	

4	4	5	4	17
4	4	3	3	14
4	4	5	5	18
3	2	3	5	13
2	3	4	5	14
5	3	4	4	16
3	4	4	5	16
3	2	4	5	14
3	4	5	5	17
4	4	3	5	16
3	4	4	5	16
3	4	4	4	15
3	4	5	5	17
4	3	4	5	16
4	4	4	5	17
3	5	4	3	15
4	4	4	5	17
3	4	5	4	16
2	3	3	5	13
4	4	4	4	16
5	4	3	3	15
4	4	3	5	16
4	3	5	3	15
4	4	5	4	17
4	3	5	5	17
5	5	5	5	20
4	5	3	4	16
3	4	5	5	17
4	5	3	4	16
5	5	5	5	20
3	3	4	4	14
5	5	4	4	18
3	2	4	5	14
3	4	4	5	16
4	5	5	5	19
2	1	3	4	10
4	3	3	5	15
3	4	5	4	16
3	4	3	4	14
3	4	5	5	17
4	4	5	5	18
4	3	4	5	16

4	4	4	4	16
3	4	5	4	16
4	3	4	3	14
3	4	4	5	16
4	5	5	3	17
3	4	5	5	17
5	3	2	4	14
3	5	4	2	14
5	5	5	5	20
5	3	4	2	14
2	3	3	5	13
3	2	5	4	14
4	5	2	5	16
4	5	4	3	16
4	3	4	5	16
3	2	4	5	14
4	4	5	4	17
3	4	5	2	14
4	5	4	5	18
5	4	3	5	17
5	4	5	4	18
4	5	4	5	18
4	4	4	4	16
4	4	5	5	18
5	5	5	4	19
5	5	4	5	19
3	4	5	5	17
3	4	5	4	16
5	4	3	2	14
5	4	4	4	17
3	2	4	5	14
4	3	4	3	14
5	4	4	4	17
5	4	5	3	17
5	5	5	4	19
4	3	3	3	13
4	5	5	5	19
4	4	4	4	16
4	3	4	3	14
2	4	5	3	14
4	3	4	3	14
4	5	4	3	16

3	4	3	4	14
1	4	4	5	14
3	2	3	4	12
4	5	3	2	14
3	4	5	4	16
5	5	4	3	17