

LEMBAR KUESIONER PENELITIAN

Assalamualaikum Wr. Wb

Responden yang terhormat

Perkenalkan nama saya M. Erwin Takdir, Mahasiswa Program Studi Manajemen Strata-1 (S1) Universitas Muhammadiyah Palopo (UMP).

Bersama ini saya mengharapkan kesediaan bapak/ibu untuk mengisi daftar pernyataan dalam kuesioner ini dengan tujuan sebagai data untuk penyusunan skripsi dengan judul: **“Pengaruh Kepribadian, Orientasi Kerja dan Komunikasi terhadap Kinerja Karyawan pada PAM Tirta Mangkaluku Kota Palopo”**. Atas kesediaan anda menjawabnya dengan sejujurnya dan sebaik-baiknya saya mengucapkan terima kasih.

IDENTITAS RESPONDEN

Nama :

Jenis kelamin : Laki- Laki Perempuan

Umur :

Pendidikan : SD SMP SMA
 S1/D3 S2

Lama bekerja :

KETERANGAN

STS = Sangat Tidak Setuju (1)

TS = Tidak Setuju (2)

KS = Kurang Setuju (3)

S = Setuju (4)

SS = Sangat Setuju (5)

CARA PENGISIAN KUESIONER

1. Isilah kuesioner ini dengan tanda (√) pada kolom yang tersedia
2. Setiap pernyataan membutuhkan jawaban satu saja
3. Setelah selesai melakukan pengisian, mohon kuesioner dikembalikan kembali.

A. Variabel Kepribadian (X1)

No	Pernyataan	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
1.	Saya selalu menjalankan tanggung jawab yang telah diberikan					
2.	Saya selalu menekuni segala sesuatu yang saya kerjakan					
3.	Saya selalu menyelesaikan pekerjaan dengan tepat waktu					
4.	Saya selalu berfikir positif setiap bekerja					
5.	Saya senang bekerja sama dan saling bertukar pikiran dengan karyawan lainnya					
6.	Saya dapat berpikir secara logis dalam memahami sesuatu					
7.	Jika diberi pekerjaan oleh atasan atau pimpinan saya langsung mengerjakannya tanpa ditunda-tunda					
8.	Saya tidak mudah menyerah untuk mencapai tujuan hingga meraih keberhasilan					

B. Variabel Orientasi Kerja (X2)

No	Penyaataan	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
1.	Saya senang bekerja sama dengan rekan kerja					
2.	Dengan adanya pengenalan perusahaan dapat memudahkan saya dalam bekerja					
3.	Saya saling membantu rekan kerja lain					
4.	Saya senang berkomunikasi dengan para karyawan lainnya					
5.	Saya senang mengikuti program orientasi yang dilakukan perusahaan					
6.	Saya dapat bersosialisasi dengan cepat jika berada dilingkungan yang baru					
7.	Saya dapat berkomunikasi dengan baik terhadap sesama karyawan					
8.	Hubungan dengan rekan kerja terjalin dengan baik					

C. Variabel Komunikasi (X3)

No	Penyaataan	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
1.	Saya dapat memahami pesan dengan baik yang disampaikan pimpinan atau rekan kerja					
2.	Saya senang bekerja diperusahaan ini					

3.	Saya senang menjalin hubungan yang baik dengan rekan kerja					
4.	Saya senang berkomunikasi dengan rekan kerja					
5.	Ketika berkemunikasi saya akan saling bertukar pikiran					
6.	Komunikasi dengan rekan kerja dapat mempengaruhi saya dalam bekerja					
7.	Saya dapat memahami pesan yang disampaikan secara cermat					
8.	Saya senang melakukan interaksi di dalam perusahaan					

D. Variabel Kinerja (Y)

No	Penyaataan	SS (5)	S (4)	KS (3)	TS (2)	STS (1)
1.	Saya selalu menyelesaikan pekerjaan dengan tepat waktu					
2.	Saya selalu menjalankan tanggung jawab saat bekerja					
3.	Saya dapat menyelesaikan sesuai dengan standar kemampuan saya					
4.	Saya selalu teliti dan cermat dalam mengerjakan pekerjaan yang diberikan olen perusahaan.					
5.	Saya mampu melakukan pekerjaan dalam tim dengan baik.					
6.	Saya tidak menunda-nunda pekerjaan					

7.	Saya selalu berpikir positif di tempat kerja					
8.	Saya dapat menyelesaikan masalah yang terjadi ditempat kerja					

41	4	5	4	4	4	4	5	4	34
42	4	5	4	4	4	4	4	4	33
43	4	5	4	4	4	4	4	4	33
44	4	5	5	4	5	5	5	4	37
45	4	5	5	4	5	4	5	4	36
46	4	5	4	4	5	4	5	4	35
47	4	5	5	4	5	4	4	4	35
48	4	5	4	4	4	4	4	4	33
49	4	5	5	4	5	4	4	4	35
50	4	4	4	4	4	4	4	4	32
51	4	4	5	4	5	4	4	4	34

No	Orientasi Kerja (X2)								Total (X2)
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	
1	3	3	3	3	3	3	3	3	24
2	5	5	5	5	5	5	5	5	40
3	4	4	3	5	4	4	5	4	33
4	5	4	5	5	5	5	4	4	37
5	4	4	5	4	4	5	4	5	35
6	4	4	4	4	4	4	4	4	32
7	4	5	4	4	5	4	4	4	34
8	5	5	5	5	5	5	5	5	40
9	4	4	4	4	4	4	4	4	32
10	5	5	5	5	4	5	5	5	39
11	4	4	4	5	4	4	4	4	33
12	4	4	4	4	4	4	5	4	33
13	4	5	5	5	5	5	5	5	39
14	5	5	5	5	5	5	5	5	40
15	5	5	5	5	5	5	5	5	40
16	4	4	4	5	4	4	4	4	33
17	5	5	4	4	4	4	4	4	34
18	5	4	4	5	4	4	4	4	34
19	4	4	4	4	4	4	4	3	31
20	5	4	4	4	4	5	4	4	34
21	5	5	5	5	5	5	5	5	40
22	5	5	4	4	4	4	4	4	34
23	5	4	5	5	4	5	4	4	36
24	5	4	4	4	4	4	4	4	33
25	4	4	3	4	4	4	4	4	31
26	4	4	4	4	4	4	3	4	31
27	5	5	5	5	5	5	4	4	38
28	5	4	5	4	4	4	5	4	35
29	4	4	4	4	4	4	4	4	32
30	5	5	5	5	5	4	4	4	37

21	5	5	5	2	5	5	5	5	37
22	5	4	4	4	4	4	4	4	33
23	4	5	5	4	4	4	4	5	36
24	5	4	4	4	4	4	4	4	32
25	4	5	4	5	5	5	5	3	37
26	4	3	4	4	4	4	4	5	32
27	3	4	4	4	4	5	4	4	33
28	4	3	4	4	4	5	4	5	32
29	4	4	4	3	4	4	3	4	30
30	4	4	4	4	4	4	4	5	33
31	5	4	4	4	4	4	4	4	32
32	4	4	4	4	4	4	4	5	34
33	4	3	5	2	5	5	5	5	33
34	4	4	3	4	4	4	4	4	33
35	5	4	4	3	4	4	5	5	33
36	4	4	4	4	4	4	4	4	32
37	4	4	4	4	4	4	4	4	32
38	4	4	4	4	4	4	4	4	32
39	4	4	5	4	4	4	4	4	33
40	4	4	4	4	4	4	4	4	32
41	4	4	4	4	4	4	4	4	32
42	4	4	4	4	4	4	4	4	32
43	4	4	4	4	5	4	4	4	32
44	4	4	4	4	5	4	4	4	34
45	4	4	5	4	4	4	4	5	33
46	4	4	4	4	4	4	4	4	32
47	4	4	4	4	4	4	4	5	33
48	4	4	4	4	4	4	4	5	33
49	4	4	5	4	5	5	4	5	36
50	4	4	4	4	4	4	4	4	32
51	4	4	5	4	4	5	4	5	35

NO	Kinerja (Y)								TOTAL
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
1	4	4	4	4	4	3	4	4	31
2	4	4	5	5	4	5	4	4	35
3	4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	4	32
5	4	4	4	4	4	4	4	4	32
6	4	4	5	5	4	4	4	4	34
7	5	4	4	5	5	3	4	5	35
8	4	4	4	3	4	4	4	4	31
9	4	4	4	4	4	4	4	4	32
10	5	4	4	4	4	5	4	4	34

11	4	4	5	4	4	4	4	4	33
12	4	4	4	4	4	4	4	5	33
13	5	5	4	4	4	5	5	5	37
14	5	5	5	5	4	4	4	5	37
15	5	5	5	5	5	5	5	5	40
16	4	4	4	4	4	4	4	4	32
17	4	4	4	4	4	4	4	4	32
18	4	4	5	4	4	4	4	4	33
19	4	4	4	4	2	2	4	4	28
20	5	4	5	4	4	4	4	4	34
21	5	5	5	5	5	5	5	5	40
22	4	5	4	4	4	4	4	4	33
23	5	4	5	5	4	5	4	5	37
24	5	4	4	4	4	4	4	4	33
25	4	4	4	4	4	4	5	5	34
26	4	4	4	4	5	4	4	4	33
27	4	4	5	5	4	4	5	4	35
28	4	4	5	5	4	5	4	4	35
29	4	4	4	4	4	4	4	4	32
30	4	4	5	5	4	5	4	5	36
31	5	4	4	4	4	4	4	4	33
32	4	4	4	4	4	5	5	4	34
33	4	4	4	4	4	4	4	4	32
34	4	4	5	5	4	4	4	4	34
35	5	5	5	5	5	5	5	5	40
36	4	4	4	4	4	4	4	4	32
37	4	4	4	4	4	4	4	4	32
38	4	4	4	4	4	4	4	4	32
39	4	4	4	4	4	4	4	4	32
40	4	4	4	4	4	4	4	4	32
41	4	4	4	4	4	4	4	4	32
42	4	4	4	4	4	4	4	4	32
43	4	4	4	4	4	4	4	4	32
44	4	4	4	4	5	4	4	5	34
45	4	4	4	4	4	4	4	4	32
46	4	5	4	4	5	4	4	4	34
47	4	4	4	4	4	5	4	5	33
48	4	4	4	4	4	4	4	4	32
49	4	4	4	4	4	4	4	4	32
50	4	4	4	4	4	4	4	4	32
51	4	4	5	4	4	4	5	4	34

Variabel Kepribadian (X1)

Correlations

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Total_X1
X1.1	Pearson Correlation	1	.307*	.308*	.458**	.095	.219	.060	.350*	.531**
	Sig. (2-tailed)		.029	.028	.001	.507	.123	.677	.012	.000
	N	51	51	51	51	51	51	51	51	51
X1.2	Pearson Correlation	.307*	1	.392**	.171	.383**	.191	.273	.078	.577**
	Sig. (2-tailed)	.029		.004	.231	.006	.179	.053	.586	.000
	N	51	51	51	51	51	51	51	51	51
X1.3	Pearson Correlation	.308*	.392**	1	.388**	.656**	.453**	.179	.399**	.738**
	Sig. (2-tailed)	.028	.004		.005	.000	.001	.209	.004	.000
	N	51	51	51	51	51	51	51	51	51
X1.4	Pearson Correlation	.468**	.171	.388**	1	.322*	.546**	.288*	.240	.686**
	Sig. (2-tailed)	.001	.231	.005		.021	.000	.040	.090	.000
	N	51	51	51	51	51	51	51	51	51
X1.5	Pearson Correlation	.095	.383**	.656**	.322*	1	.531**	.266	.206	.695**
	Sig. (2-tailed)	.507	.006	.000	.021		.000	.059	.147	.000
	N	51	51	51	51	51	51	51	51	51
X1.6	Pearson Correlation	.219	.191	.453**	.546**	.531**	1	.466**	.566**	.785**
	Sig. (2-tailed)	.123	.179	.001	.000	.000		.001	.000	.000
	N	51	51	51	51	51	51	51	51	51
X1.7	Pearson Correlation	.060	.273	.179	.288*	.266*	.466**	1	.380**	.554**
	Sig. (2-tailed)	.677	.053	.209	.040	.059	.001		.006	.000
	N	51	51	51	51	51	51	51	51	51
X1.8	Pearson Correlation	.350*	.078	.399	.240	.206	.566**	.380**	1	.601**
	Sig. (2-tailed)	.000	.586	.004	.090	.147	.000	.006		.000
	N	51	51	51	51	51	51	51	51	51
Total_X1	Pearson Correlation	.531**	.537**	.738**	.686**	.695**	.785**	.554**	.601**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51

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

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

VARIABEL ORIENTASI KERJA (X2)

Correlations

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	Total_X2
X2.1	Pearson Correlation	1	.525**	.494**	.451**	.386**	.576**	.356**	.338*	.679**
	Sig. (2-tailed)		.000	.000	.001	.005	.000	.010	.015	.000
	N	51	51	51	51	51	51	51	51	51
X2.2	Pearson Correlation	.525**	1	.510**	.489**	.695**	.576**	.458**	.526**	.780**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	N	51	51	51	51	51	51	51	51	51
X2.3	Pearson Correlation	.494**	.510**	1	.588**	.636**	.669	.428**	.690**	.825**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.002	.000	.000
	N	51	51	51	51	51	51	51	51	51
X2.4	Pearson Correlation	.451**	.489**	.588**	1	.635**	.598**	.331*	.562**	.780**
	Sig. (2-tailed)	.001	.000	.000		.000	.000	.018	.000	.000
	N	51	51	51	51	51	51	51	51	51
X2.5	Pearson Correlation	.386	.695**	.636**	.635**	1	.556**	.453**	.573**	.805**
	Sig. (2-tailed)	.005	.000	.000	.000		.000	.001	.000	.000
	N	51	51	51	51	51	51	51	51	51
X2.6	Pearson Correlation	.576**	.576**	.669**	.598**	.556**	1	.344**	.682**	.814**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.013	.000	.000
	N	51	51	51	51	51	51	51	51	51
X2.7	Pearson Correlation	.356*	.458**	.428**	.331*	.453**	.334**	1	.525**	.645**
	Sig. (2-tailed)	.010	.001	.002	.018	.001	.013		.000	.000
	N	51	51	51	51	51	51	51	51	51
X2.8	Pearson Correlation	.338*	.526**	.690**	.562**	.573**	.682**	.526**	1	.798**
	Sig. (2-tailed)	.015	.000	.000	.000	.000	.000	.000		.000
	N	51	51	51	51	51	51	51	51	51
Total_X2	Pearson Correlation	.679**	.780**	.825**	.760**	.805**	.814**	.645**	.798**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51

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

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

VARIABEL KOMUNIKASI (X3)

Correlations

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	Total_ X2
X3.1	Pearson Correlation	1	.795**	.296**	.271	.183	.076	.656**	.143	.741**
	Sig. (2-tailed)		.000	.035	.054	.198	.597	.000	.316	.000
	N	51	51	51	51	51	51	51	51	51
X3.2	Pearson Correlation	.795**	1	.443**	.383**	.175	.118	.561**	.043	.744**
	Sig. (2-tailed)	.000		.001	.006	.291	.408	.000	.762	.000
	N	51	51	51	51	51	51	51	51	51
X3.3	Pearson Correlation	.296*	.443**	1	.090	.176	.119	.118	.173	.502**
	Sig. (2-tailed)	.035	.001		.528	.217	.406	.411	.225	.000
	N	51	51	51	51	51	51	51	51	51
X3.4	Pearson Correlation	.271	.383**	.090	1	.068	.136	.176	.050	.469**
	Sig. (2-tailed)	.054	.006	.528		.635	.343	.217	.729	.000
	N	51	51	51	51	51	51	51	51	51
X3.5	Pearson Correlation	.183	.175	.176	.068	1	.490**	.523**	.298*	.529**
	Sig. (2-tailed)	.198	.219	.217	.635		.000	.000	.034	.000
	N	51	51	51	51	51	51	51	51	51
X3.6	Pearson Correlation	.076	.118	.119	.136	.490**	1	.372**	.331*	.538**
	Sig. (2-tailed)	.597	.408	.406	.343	.000		.007	.018	.000
	N	51	51	51	51	51	51	51	51	51
X3.7	Pearson Correlation	.565**	.561**	.118	.176	.523**	.372**	1	.240**	.754**
	Sig. (2-tailed)	.000	.000	.411	.217	.000	.007		.090	.000
	N	51	51	51	51	51	51	51	51	51
X3.8	Pearson Correlation	.143	.043	.173	.050	.298*	.331*	.240	1	.436**
	Sig. (2-tailed)	.316	.762	.225	.729	.034	.018	.090		.000
	N	51	51	51	51	51	51	51	51	51
Total X2	Pearson Correlation	.741**	.744**	.502**	.469**	.529**	.538**	.754**	.436**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51

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

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

VARIABEL KINERJA KARYAWAN (Y)

Correlations

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Total_ Y
Y.1	Pearson Correlation	1	.484**	.289*	.379**	.307*	.297*	.298*	.536**	.659**
	Sig. (2-tailed)		.000	.040	.006	.029	.034	.034	.000	.000
	N	51	51	51	51	51	51	51	51	51
Y.2	Pearson Correlation	.484**	1	.243	.311*	.416**	.309*	.445**	.484**	.660**
	Sig. (2-tailed)	.000		.086	.026	.002	.027	.001	.000	.000
	N	51	51	51	51	51	51	51	51	51
Y.3	Pearson Correlation	.289*	.243	1	.732**	.145	.379**	.313*	.289*	.653**
	Sig. (2-tailed)	.040	.086		.000	.310	.006	.025	.000	.000
	N	51	51	51	51	51	51	51	51	51
Y.4	Pearson Correlation	.379**	.311*	.732**	1	.276*	.344*	.269	.483**	.724**
	Sig. (2-tailed)	.006	.026	.000		.050	.013	.057	.000	.000
	N	51	51	51	51	51	51	51	51	51
Y.5	Pearson Correlation	.307*	.416**	.145	.276*	1	.409**	.263	.412**	.612**
	Sig. (2-tailed)	.029	.002	.310	.050		.003	.062	.003	.000
	N	51	51	51	51	51	51	51	51	51
Y.6	Pearson Correlation	.297*	.309*	.379**	.344*	.409**	1	.375**	.297*	.678**
	Sig. (2-tailed)	.034	.027	.006	.013	.003		.007	.034	.000
	N	51	51	51	51	51	51	51	51	51
Y.7	Pearson Correlation	.298**	.455**	.313*	.269	.263	.375**	1	.429**	.614**
	Sig. (2-tailed)	.034	.001	.025	.057	.062	.007		.002	.000
	N	51	51	51	51	51	51	51	51	51
Y.8	Pearson Correlation	.536**	.484**	.289*	.483**	.412**	.297*	.429**	1	.721**
	Sig. (2-tailed)	.000	.000	.040	.000	.003	.034	.002		.000
	N	51	51	51	51	51	51	51	51	51
Total _Y	Pearson Correlation	.659**	.660**	.653**	.724**	.612**	.678**	.614**	.721**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51	51	51	51

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

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

1. Uji Reliabilitas Kepribadian (X1)

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	100.0

a. Listwise deletion based on all variables in the procedure

Reliability Statistics

Cronbach's Alpha	N of Items
,798	8

2. Uji Reliabilitas Orientasi Kerja

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	100.0

a. Listwise deletion based on all variables in the procedure

Reliability Statistics

Cronbach's Alpha	N of Items
,8968	8

3. Uji Realibilitas Komunikasi

Reliability

Scale : ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	100.0

a. Listwise deletion based on all variables in the procedure

Reliability Statistics

Cronbach's Alpha	N of Items
,721	8

4. Uji Realibilitas Kinerja Karyawan (Y)

Reliability

Scale : ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	100.0

a. Listwise deletion based on all variables in the procedure

Reliability Statistics

Cronbach's Alpha	N of Items
,814	8

LAMPIRAN ANALISIS REGRESI LINEAR BERGANDA

Regression

Variabel Entered/Removed^a

Model	Variables Entered	Variables Romoved	Method
1	Total_X3 Total_X2 Total_X1		Enter

- a. Dependent Variable : Tota_Y
b. All requested variables entered

Model Summary

Model	R	R Square	Adjusted R Square	Std.Error of The Estimate
1	.756 ^a	.572	.545	1.570

- a. Predictors: (Constant), Total_X3,Total_X2,Total_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig
1	Regressions	154.816	3	51.605	20.929	.000 ^b
	Residal	115.889	4	2.466		
	Total	270.706	7			

- a. Dependent Variable: Total_Y
b. Predictors: (Constant), Total_X3,Total_X2,Total_X1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std.Error	Beta		
1 (Costant)	6.760	3.527		1.917	.061
Total_X1	.134	.101	.155	1.332	.189
Total_X2	.279	.084	.385	3.329	.002
Total_X3	.375	.108	.387	3.463	.001

- a. Dependent Variable: Total_Y