

LAMPIRAN

Lampiran 1 : Kuesioner Penelitian**LEMBAR KUESIONER**

Responden yang terhormat

Bersama ini saya mengharapkan kesediaan anda untuk mengisi daftar pernyataan dalam kuesioner ini dengan tujuan sebagai data untuk penyusunan skripsi dengan judul: **“Pengaruh Kepribadian, Orientasi Kerja dan Penempatan Karyawan Terhadap Kinerja Karyawan PT. Matahari Departemen Store Tbk Kota Palopo”**. Atas kesediaan anda menjawabnya dengan sejujurnya dan sebaik-baiknya saya mengucapkan terima kasih.

IDENTITAS RESPONDEN

Nama :

Jenis kelamin :

Umur :

Pendidikan :

Lama bekerja :

KETERANGAN

STS = Sangat Tidak Setuju

TS = Tidak Setuju

KS = Kurang Setuju

S = Setuju

SS = Sangat Setuju

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	ST S 1
1	Saya merasa senang berada di sekitar banyak orang					
2	Saya adalah seseorang yang mudah tertawa					
3	Saya adalah seseorang yang mengutamakan kepentingan bersama					
4	Saya adalah seseorang yang jujur					
5	Saya adalah seseorang yang taat aturan					
6	Saya adalah seseorang yang behati-hati					
7	Saya adalah seseorang yang dapat mengatasi stres					
8	Saya adalah seseorang yang percaya diri					
9	Saya adalah seseorang yang suka bertanya					
10	Saya adalah seseorang yang mudah bosan dengan rutinitas					

B. Variabel Orientasi Kerja (X2)

NO	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1	Saya bekerja sama dengan setiap rekan kerja.					
2	Saya mudah bekerjasama dengan teman-teman pada bagian atau divisi lain					
3	Di Perusahaan tempat saya bekerja sangat menjunjung tinggi kualitas produknya					
4	Saya sangat mengenali perusahaan saya dengan baik					
5	Saya senang bekerjasama dengan tim yang solid					
6	Saya dan tim selalu bekerja sama dalam menyelesaikan pekerjaan sehingga ini memudahkan kami dalam bekerja.					

7	Saya dapat memahami pesan dan melakukan tindakan sesuai dengan isi pesan yang dikomunikasikan oleh Pemimpin/atasan.					
8	Jika ada kendala dalam pekerjaan, saya selalu meminta respon terhadap pegawai lainnya/atasan.					
9	Saya selalu mematuhi peraturan perusahaan					
10	Perusahaan saya memberikan pengarahan kepada karyawan baru bagaimana cara mengerjakan pekerjaan					
11	Saya senang berinteraksi dengan customer					
12	Saya senang berkomunikasi dengan customer					

C. Variabel Penempatan Karyawan (X3)

NO	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1	Saya ditempatkan diperusahaan sesuai dengan latar belakang pendidikan saya					
2	Saya merasa puas dengan pekerjaan yang saya lakukan saat ini sesuai dengan latar belakang pendidikan, kemampuan dan keahlian saya					
3	Dengan pengetahuan yang saya miliki, saya dapat menyelesaikan pekerjaan dengan baik					
4	Dengan pengetahuan yang saya miliki, saya memiliki inisiatif untuk menghasilkan kualitas kerja yang optimal dalam bekerja.					
5	Dengan keterampilan yang saya miliki, saya mampu bekerja sama dengan rekan kerja					
6	Dengan keterampilan yang saya miliki, saya mampu mengerjakan tugas					

7	Lama waktu saya bekerja diperusahaan ini memudahkan saya dalam bekerja					
8	Saya sudah menguasai pekerjaan dan peralatan kerja yang disediakan oleh perusahaan					

D. Kinerja Karyawan (Y)

NO	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1	Saya dapat menyelesaikan pekerjaan dengan baik dan teliti					
2	Saya dapat menyelesaikan pekerjaan sesuai standar yang ditetapkan pimpinan					
3	Saya mampu mencapai target yang ditetapkan pimpinan					
4	Saya dapat memenuhi beban kerja yang telah ditetapkan pimpinan					
5	Saya selalu mencari tahu terhadap hal-hal baru yang belum diketahui.					
6	Saya menggunakan waktu luang untuk pengembangan kemampuan					
7	Pengetahuan yang tinggi sangat membantu saya dalam melakukan pekerjaan.					
8	Saya mampu melaksanakan pekerjaan secara mudah dan cermat					

4	5	4	4	4	4	4	4	4	4	41
4	4	5	4	4	5	4	5	4	5	44
4	4	4	4	4	4	4	4	4	4	40
5	4	5	5	4	4	4	4	4	3	42
4	4	4	4	4	4	4	4	4	3	39
5	5	4	4	4	4	4	4	4	2	40
4	4	4	4	5	4	4	4	4	2	39
4	4	4	5	4	4	4	5	4	2	40
4	4	4	5	4	4	4	5	3	1	38
5	4	5	5	5	3	4	3	4	2	40
5	5	5	5	5	5	4	4	5	4	47
5	5	4	4	5	5	4	5	5	2	44
4	5	4	5	4	4	4	4	4	3	41
4	4	4	4	4	4	4	3	4	4	39
4	4	5	5	5	4	4	4	4	1	40
5	4	4	4	3	4	4	3	4	3	38
4	5	4	5	4	5	4	5	4	1	41
4	4	4	4	4	4	4	4	4	4	40
3	4	4	5	4	4	2	2	3	5	36
5	4	4	5	5	5	4	5	4	2	43
5	5	5	5	5	5	4	4	4	2	44
4	4	5	5	5	5	4	5	5	1	43
4	4	5	5	5	4	3	4	4	3	41
4	4	5	5	4	4	4	5	4	1	40
5	5	5	4	4	4	5	4	4	4	44
4	5	4	5	4	4	5	5	5	2	43
5	5	5	5	5	5	4	4	5	4	47
5	5	5	5	5	5	3	5	4	4	46

4	4	4	4	4	4	4	4	4	4	4	4	48
5	4	5	4	5	5	4	5	4	4	5	5	55
5	5	5	5	5	5	4	5	4	5	5	5	58
4	4	4	4	4	4	4	4	4	4	4	4	48
5	5	5	5	5	5	4	4	4	5	5	5	57
4	4	4	4	4	4	4	4	4	4	4	4	48
4	5	5	5	5	5	5	5	4	5	5	5	58
4	4	4	4	4	4	4	4	4	4	4	4	48
4	4	5	4	4	4	4	4	4	4	4	4	49
4	3	5	4	4	4	4	4	5	4	4	4	49
5	4	5	4	5	5	4	5	5	4	4	4	54
4	4	4	4	4	4	4	4	4	4	4	4	48
5	5	5	5	5	5	5	5	5	5	5	5	60
4	4	5	4	5	5	5	4	4	4	5	5	54
4	4	4	4	4	4	4	4	4	4	4	4	48
5	4	5	5	5	5	5	5	5	5	5	5	59
5	5	5	4	5	5	4	5	4	5	4	4	55
5	4	4	4	5	5	5	4	5	5	4	5	55
4	4	4	4	4	4	4	4	4	4	4	4	48
4	5	5	4	5	5	4	5	5	4	4	4	54
5	5	5	4	5	4	5	4	5	5	5	4	56
4	4	5	5	5	5	4	4	4	4	5	5	54
5	5	5	5	5	5	5	5	5	5	5	5	60
5	5	5	4	5	5	4	4	5	5	4	5	56
5	4	5	5	4	5	5	4	5	5	5	5	57
5	5	4	4	5	5	4	4	5	5	4	4	54
4	5	5	4	5	5	5	5	4	5	5	5	57
5	5	5	5	5	5	4	5	5	5	5	5	59

5	5	5	5	5	5	5	5	5	5	5	5	60
5	5	5	5	5	5	5	5	5	5	5	5	60

3. Penempatan Karyawan (X3)

P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
4	5	5	5	5	5	4	4	37
3	5	5	5	5	5	5	5	38
2	2	4	4	4	4	4	3	27
3	3	4	4	5	5	5	4	33
2	4	4	4	4	4	4	4	30
3	4	4	4	4	4	4	4	31
5	5	4	5	5	5	5	5	39
3	3	4	4	4	4	4	4	30
3	3	4	4	4	4	4	4	30
3	3	3	3	4	4	3	4	27
5	5	5	5	5	5	5	5	40
5	5	4	4	5	4	4	4	35
4	5	5	4	5	5	4	4	36
5	4	4	4	4	4	4	5	34
5	4	4	4	4	5	5	4	35
2	2	4	4	4	4	3	3	26
4	5	5	4	5	4	5	4	36
5	5	5	5	5	5	5	5	40
4	5	5	5	5	5	5	4	38
4	5	5	5	4	4	4	4	35
4	5	5	5	5	5	5	5	39
5	5	5	5	5	5	5	5	40
4	4	5	5	5	5	5	5	38

4	4	5	5	5	5	5	5	38
4	4	4	4	4	4	4	2	30
4	4	4	4	4	4	5	5	34
4	5	5	5	5	5	5	4	38
4	4	4	4	4	4	4	4	32
3	4	4	4	4	4	3	4	30
4	4	4	4	4	4	4	4	32
1	1	4	4	4	4	4	4	26
4	4	4	4	4	4	4	4	32
2	4	4	4	4	4	4	4	30
5	4	4	4	4	4	5	5	35
4	4	5	4	5	5	5	4	36
4	4	4	4	4	4	4	4	32
4	4	5	5	5	5	5	4	37
3	4	5	5	5	4	4	5	35
4	4	4	4	4	4	4	4	32
5	5	5	5	4	5	5	5	39
4	4	4	4	4	4	4	5	33
3	4	5	4	5	4	3	4	32
4	4	4	4	4	4	4	4	32
3	4	4	4	4	4	5	4	32
5	5	4	5	4	4	4	3	34
4	4	4	4	4	4	4	4	32
5	5	5	5	5	5	5	5	40
3	5	4	4	5	5	4	3	33
3	4	4	4	5	4	4	4	32
4	4	4	4	5	4	4	4	33
3	3	4	4	5	4	4	3	30

5	5	5	5	5	5	5	5	40
5	5	4	4	4	4	4	4	34
4	4	4	4	4	4	4	4	32
5	4	4	4	5	4	4	4	34
5	5	5	4	4	4	4	4	35
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
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4	4	4	4	4	4	4	4	32
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4	4	4	4	4	3	4	3	30
4	5	4	4	5	4	5	4	35
4	4	4	4	4	4	4	4	32
4	4	4	4	4	3	4	4	31
4	5	3	4	5	4	4	5	34
4	4	4	4	4	4	4	4	32
4	4	4	4	5	5	5	4	35
4	5	4	4	4	3	4	4	32
5	4	5	5	4	5	5	4	37
5	4	4	4	4	4	4	4	33

Lampiran 3 : Karakteristik Responden

Tabel 4.1
Karakteristik responden berdasarkan jenis kelamin

Jenis kelamin	Frekuensi	Presentase (%)
Laki-Laki	18	67%
Perempuan	36	33%
Total	54	100%

Tabel 4.2
Karakteristik responden berdasarkan usia

Usia	Frekuensi	Presentase (%)
21 – 30	51	94%
31 - 40	3	6%
Total	54	100%

Tabel 4.3
Karakteristik responden berdasarkan pendidikan

Pendidikan	Frekuensi	Presentase (%)
SMA	33	61%
SMK	11	20%
S1	10	19%
Total	54	100%

1. Kepribadian

Correlations

	x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	x1.9	x1.10	pengaruh kepribadian
x1.1	1	.512**	.333	.219	.078	.196	.200	.182	.201	.148	.560
Pearson Correlation		.000	.014	.111	.575	.156	.147	.187	.145	.287	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.2	.512**	1	.362**	.350	.000	.234	.129	.221	.295	.184	.644
Pearson Correlation		.000	.007	.009	1.000	.089	.354	.109	.030	.183	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.3	.333	.362**	1	.496**	.452	.137	.030	.223	.416**	.084	.645
Pearson Correlation		.007	.000	.000	.001	.323	.827	.106	.002	.547	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.4	.219	.350	.496**	1	.423	.246	-.031	.265	.253	-.175	.504
Pearson Correlation		.009	.000	.000	.001	.073	.821	.053	.065	.205	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.5	.078	.000	.452	.423	1	.394**	.087	.235	.500**	-.104	.518
Pearson Correlation		1.000	.001	.001	.003	.003	.529	.087	.000	.456	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.6	.196	.334	.137	.246	.394**	1	.086	.424	.294	-.060	.522
Pearson Correlation		.089	.323	.073	.003	.003	.537	.001	.031	.666	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.7	.200	.129	.030	-.031	.087	.086	1	.273	.346	-.011	.375
Pearson Correlation		.354	.827	.821	.529	.537	.045	.010	.939	.939	.005
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.8	.182	.221	.223	.265	.235	.424	.273	1	.275	-.241	.490
Pearson Correlation		.109	.106	.053	.087	.001	.045	.044	.044	.080	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.9	.201	.295	.416**	.253	.500**	.294	.346	.275	1	-.128	.588
Pearson Correlation		.030	.002	.065	.000	.031	.010	.044	.044	.357	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
x1.10	.148	.184	.084	-.175	-.104	-.060	-.011	-.241	-.128	1	.320
Pearson Correlation		.183	.547	.205	.456	.666	.939	.080	.357	.320	.018
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54
pengaruh kepribadian	.589	.644	.645	.504	.518	.522	.375	.490	.588	.320	1
Pearson Correlation		.000	.000	.000	.000	.000	.005	.000	.000	.018	.000
Sig. (2-tailed)		.54	.54	.54	.54	.54	.54	.54	.54	.54	.54
N		54	54	54	54	54	54	54	54	54	54

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

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

Correlations

	k2.1	k2.2	k2.3	k2.4	k2.5	k2.6	k2.7	k2.8	k2.9	k2.10	k2.11	k2.12	orientasi kerja
k2.1	Pearson Correlation Sig. (2-tailed) N	.390 .004 54	.487 .000 54	.374 .005 54	.523 .000 54	.483 .000 54	.331 .014 54	.359 .004 54	.505 .000 54	.853 .000 54	.419 .002 54	.448 .000 54	.593 .000 54
k2.2	Pearson Correlation Sig. (2-tailed) N	.390 .004 54	.416 .002 54	.297 .029 54	.558 .000 54	.518 .000 54	.487 .000 54	.484 .000 54	.452 .001 54	.633 .000 54	.449 .001 54	.484 .000 54	.726 .000 54
k2.3	Pearson Correlation Sig. (2-tailed) N	.487 .000 54	.416 .002 54	.397 .003 54	.597 .000 54	.551 .000 54	.388 .004 54	.515 .021 54	.314 .000 54	.463 .000 54	.535 .000 54	.466 .000 54	.598 .000 54
k2.4	Pearson Correlation Sig. (2-tailed) N	.374 .005 54	.416 .002 54	.397 .003 54	.558 .000 54	.518 .000 54	.487 .000 54	.484 .000 54	.452 .001 54	.633 .000 54	.449 .001 54	.484 .000 54	.726 .000 54
k2.5	Pearson Correlation Sig. (2-tailed) N	.523 .000 54	.558 .000 54	.597 .000 54	.351 .009 54	.324 .017 54	.332 .014 54	.275 .044 54	.257 .051 54	.471 .000 54	.601 .000 54	.544 .000 54	.620 .000 54
k2.6	Pearson Correlation Sig. (2-tailed) N	.523 .000 54	.558 .000 54	.597 .000 54	.351 .009 54	.324 .017 54	.332 .014 54	.275 .044 54	.257 .051 54	.471 .000 54	.601 .000 54	.544 .000 54	.620 .000 54
k2.7	Pearson Correlation Sig. (2-tailed) N	.483 .000 54	.516 .000 54	.551 .000 54	.324 .017 54	.332 .014 54	.332 .014 54	.275 .044 54	.257 .051 54	.471 .000 54	.601 .000 54	.544 .000 54	.620 .000 54
k2.8	Pearson Correlation Sig. (2-tailed) N	.389 .004 54	.484 .000 54	.515 .004 54	.375 .044 54	.332 .014 54	.448 .002 54	.406 .002 54	.588 .000 54	.590 .000 54	.522 .000 54	.564 .000 54	.706 .000 54
k2.9	Pearson Correlation Sig. (2-tailed) N	.505 .000 54	.452 .001 54	.314 .021 54	.257 .061 54	.357 .008 54	.568 .000 54	.379 .005 54	.379 .005 54	.422 .000 54	.593 .000 54	.484 .000 54	.637 .000 54
k2.10	Pearson Correlation Sig. (2-tailed) N	.653 .000 54	.633 .000 54	.483 .000 54	.471 .000 54	.357 .008 54	.568 .000 54	.379 .005 54	.379 .005 54	.422 .000 54	.593 .000 54	.484 .000 54	.637 .000 54
k2.11	Pearson Correlation Sig. (2-tailed) N	.418 .002 54	.449 .001 54	.535 .000 54	.601 .000 54	.479 .000 54	.522 .000 54	.583 .000 54	.346 .010 54	.452 .001 54	.815 .000 54	.815 .000 54	.780 .000 54
k2.12	Pearson Correlation Sig. (2-tailed) N	.448 .001 54	.484 .000 54	.466 .000 54	.644 .000 54	.576 .000 54	.564 .000 54	.484 .000 54	.451 .000 54	.815 .000 54	.815 .000 54	.815 .000 54	.815 .000 54
orientasi kerja	Pearson Correlation Sig. (2-tailed) N	.693 .000 54	.720 .000 54	.698 .000 54	.620 .000 54	.731 .000 54	.705 .000 54	.681 .000 54	.645 .000 54	.782 .000 54	.818 .000 54	.818 .000 54	.818 .000 54

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

3. Penempatan Karyawan

Correlations

	x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	x3.8	penempatan karyawan
x3.1	1								
Pearson Correlation		.703**	.321*	.427**	.229	.392**	.488**	.420**	.740**
Sig. (2-tailed)		.000	.018	.001	.096	.003	.000	.002	.000
N	54	54	54	54	54	54	54	54	54
x3.2	.703**	1							
Pearson Correlation			.533**	.554**	.439**	.475**	.428**	.362**	.798**
Sig. (2-tailed)			.000	.000	.001	.000	.001	.007	.000
N	54	54	54	54	54	54	54	54	54
x3.3	.321*	.533**	1						
Pearson Correlation				.793**	.668**	.674**	.546**	.414**	.779**
Sig. (2-tailed)				.000	.000	.000	.000	.002	.000
N	54	54	54	54	54	54	54	54	54
x3.4	.427**	.554**	.793**	1					
Pearson Correlation					.534**	.671**	.598**	.441**	.804**
Sig. (2-tailed)					.000	.000	.000	.001	.000
N	54	54	54	54	54	54	54	54	54
x3.5	.229	.439**	.668**	.534**	1				
Pearson Correlation						.676**	.447**	.262**	.656**
Sig. (2-tailed)						.000	.001	.055	.000
N	54	54	54	54	54	54	54	54	54
x3.6	.392**	.475**	.674**	.671**	.676**	1			
Pearson Correlation							.687**	.374**	.780**
Sig. (2-tailed)							.000	.005	.000
N	54	54	54	54	54	54	54	54	54
x3.7	.488**	.428**	.546**	.598**	.447**	.687**	1		
Pearson Correlation								.507**	.769**
Sig. (2-tailed)								.000	.000
N	54	54	54	54	54	54	54	54	54
x3.8	.420**	.362**	.414**	.441**	.262**	.374**	.507**	1	
Pearson Correlation									.640**
Sig. (2-tailed)									.000
N	54	54	54	54	54	54	54	54	54
penempatan karyawan	.740**	.798**	.779**	.804**	.656**	.780**	.769**	.540**	1
Pearson Correlation									
Sig. (2-tailed)									.000
N	54	54	54	54	54	54	54	54	54

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

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

4. Kinerja Karyawan

Correlations

	y1	y2	y3	y4	y5	y6	y7	y8	kinerja karyawan
y1	1								
Pearson Correlation		,594**	,449**	,496**	,242	,525**	,365**	,323	,697
Sig. (2-tailed)		,000	,001	,000	,077	,000	,007	,017	,000
N	54	54	54	54	54	54	54	54	54
y2		1							
Pearson Correlation			,356**	,480**	,354**	,297**	,342**	,448**	,663
Sig. (2-tailed)			,008	,000	,009	,029	,011	,001	,000
N	54	54	54	54	54	54	54	54	54
y3			1						
Pearson Correlation				,569**	,347	,454**	,286**	,381**	,684
Sig. (2-tailed)				,000	,010	,001	,036	,004	,000
N	54	54	54	54	54	54	54	54	54
y4				1					
Pearson Correlation					,377**	,571**	,467**	,625**	,787
Sig. (2-tailed)					,005	,000	,000	,000	,000
N	54	54	54	54	54	54	54	54	54
y5					1				
Pearson Correlation						,358**	,601**	,569**	,685
Sig. (2-tailed)						,008	,000	,000	,000
N	54	54	54	54	54	54	54	54	54
y6						1			
Pearson Correlation							,508**	,499**	,742
Sig. (2-tailed)							,000	,000	,000
N	54	54	54	54	54	54	54	54	54
y7							1		
Pearson Correlation								,476**	,707
Sig. (2-tailed)								,000	,000
N	54	54	54	54	54	54	54	54	54
y8								1	
Pearson Correlation									,748
Sig. (2-tailed)									,000
N	54	54	54	54	54	54	54	54	54
kinerja karyawan									1
Pearson Correlation									
Sig. (2-tailed)									,748**
N	54	54	54	54	54	54	54	54	54

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Lampiran 5 : Uji Reliabilitas Kepribadian, Orientasi Kerja, Penempatan Karyawan, dan Kinerja Karyawan

1. Kepribadian

Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excluded ^a	0	,0
	Total	54	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,706	11

Item-Total Statistics

	Scale Mean if Item Deleted	cScale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	78,11	c35,459	,525	,679
x1.2	78,00	c34,566	,578	,671
x1.3	77,87	c35,285	,590	,676
x1.4	77,78	c36,440	,440	,689
x1.5	77,94	c36,016	,447	,686
x1.6	78,02	36,094	,455	,686
x1.7	78,35	37,138	,299	,698
x1.8	78,22	35,723	,403	,686
x1.9	78,19	35,739	,528	,681
x1.10	79,69	36,031	,140	,718
Kepribadian	41,17	9,840	1,000	,630

2. Orientasi Kerja

Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excluded ^a	0	,0
	Total	54	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,769	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	104,72	68,770	,662	,752
x2.2	104,83	67,991	,688	,749
x2.3	104,56	69,535	,672	,754
x2.4	104,94	69,035	,580	,754
x2.5	104,65	68,723	,704	,751
x2.6	104,65	68,232	,707	,749
x2.7	104,89	68,553	,675	,751
x2.8	104,85	68,657	,659	,751
x2.9	104,85	68,695	,606	,752
x2.10	104,74	67,969	,758	,748
x2.11	104,83	67,877	,756	,747
x2.12	104,81	67,550	,797	,746
Orientasi Kerja	54,67	18,604	1,000	,914

3. Penempatan Karyawan

Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excluded ^a	0	,0
	Total	54	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,776	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x3.1	64,15	48,619	,675	,739
x3.2	63,81	48,644	,751	,735
x3.3	63,56	52,440	,749	,755
x3.4	63,59	52,359	,778	,754
x3.5	63,44	53,610	,615	,763
x3.6	63,54	52,782	,753	,756
x3.7	63,59	51,567	,733	,750
x3.8	63,76	52,337	,584	,757
Penempatan	33,96	14,602	1,000	,870

2. Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	54	100,0
	Excluded ^a	0	,0
	Total	54	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,774	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1	63,19	31,059	,647	,750
y2	63,20	31,561	,614	,754
y3	63,52	30,745	,626	,748
y4	63,46	31,159	,756	,748
y5	63,20	30,694	,626	,748
y6	63,46	30,517	,695	,744
y7	63,26	31,177	,661	,750
y8	63,37	31,106	,709	,749
kinerja karyawan	33,78	8,780	1,000	,859

Lampiran 6 : Uji Analisis Linier Berganda

Coefficients^a

Unstandardized Coefficients		Standardized Coefficients	t	Sig.
B	Std. Error	Beta		
9,923	4,060		2,444	,018
-,034	,101	-,036	-,340	,735
,177	,088	,258	2,026	,048
,459	,089	,591	5,138	,000

a. Dependent Variable: kinerja karyawan

Lampiran 7 : Uji koefisien determinasi (R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,761 ^a	,579	,554	1,980	,579	22,906	3	50	,000

Lampiran 8 : Uji T (Parsial))

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,923	4,060		2,444	,018
	pengaruh kepribadian	-,034	,101	-,036	-,340	,735
	orientasi kerja	,177	,088	,258	2,026	,048
	penempatan karyawan	,459	,089	,591	5,138	,000

a. Dependent Variable: kinerja karyawan

Lampiran 9 : Uji F (Secara Simultan)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	269,352	3	89,784	22,906	,000 ^b
	Residual	195,981	50	3,920		
	Total	465,333	53			

a. Dependent Variable: kinerja karyawan

b. Predictors: (Constant), penempatan karyawan, pengaruh kepribadian, orientasi kerja

Lampiran 10 : F tabel & T tabel

1. Tabel Uji F

Tabel Uji F								
α								
0,05	$df_1=(k-1)$							
$df_2=(n$								
$-k-1)$	1	2	3	4	5	6	7	8
1	161,448	199,500	215,7	224,583	230,162	233,986	236,768	238,883
2	18,513	19,000	19,164	19,247	19,296	19,330	19,353	19,37
3	10,128	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
5	6,608	5,786	5,409	5,192	5,050	4,950	4,876	4,818
6	5,987	5,143	4,757	4,534	4,387	4,284	4,207	4,147
7	5,591	4,737	4,347	4,120	3,972	3,866	3,787	3,726
8	5,318	4,459	4,066	3,838	3,687	3,581	3,500	3,438
9	5,117	4,256	3,863	3,633	3,482	3,374	3,293	3,230
10	4,965	4,103	3,708	3,478	3,326	3,217	3,135	3,072
11	4,844	3,982	3,587	3,357	3,204	3,095	3,012	2,948
12	4,747	3,885	3,490	3,259	3,106	2,996	2,913	2,849
13	4,667	3,806	3,411	3,179	3,025	2,915	2,832	2,767
14	4,600	3,739	3,344	3,112	2,958	2,848	2,764	2,699
15	4,543	3,682	3,287	3,056	2,901	2,790	2,707	2,641
16	4,494	3,634	3,239	3,007	2,852	2,741	2,657	2,591

17	4,451	3,592	3,197	2,965	2,810	2,699	2,614	2,548
18	4,414	3,555	3,160	2,928	2,773	2,661	2,577	2,510
19	4,381	3,522	3,127	2,895	2,740	2,628	2,544	2,477
20	4,351	3,493	3,098	2,866	2,711	2,599	2,514	2,447
21	4,325	3,467	3,072	2,840	2,685	2,573	2,488	2,420
22	4,301	3,443	3,049	2,817	2,661	2,549	2,464	2,397
23	4,279	3,422	3,028	2,796	2,640	2,528	2,442	2,375
24	4,260	3,403	3,009	2,776	2,621	2,508	2,423	2,355
25	4,242	3,385	2,991	2,759	2,603	2,490	2,405	2,337
26	4,225	3,369	2,975	2,743	2,587	2,474	2,388	2,321
27	4,210	3,354	2,960	2,728	2,572	2,459	2,373	2,305
28	4,196	3,340	2,947	2,714	2,558	2,445	2,359	2,291
29	4,183	3,328	2,934	2,701	2,545	2,432	2,346	2,278
30	4,171	3,316	2,922	2,690	2,543	2,421	2,334	2,266
31	4,160	3,305	2,911	2,679	2,523	2,409	2,323	2,255
32	4,149	3,295	2,901	2,668	2,512	2,399	2,313	2,244
33	4,139	3,285	2,892	2,659	2,503	2,389	2,303	2,235
34	4,130	3,276	2,883	2,650	2,494	2,380	2,294	2,225
35	4,121	3,267	2,874	2,641	2,485	2,372	2,285	2,217
36	4,113	3,259	2,866	2,634	2,477	2,364	2,277	2,209
37	4,105	3,252	2,859	2,626	2,470	2,356	2,270	2,201
38	4,098	3,245	2,852	2,619	2,463	2,349	2,262	2,194
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
51	4,030	3,179	2,786	2,553	2,397	2,283	2,195	2,126
52	4,027	3,175	2,783	2,550	2,393	2,279	2,192	2,122
53	4,023	3,172	2,779	2,546	2,389	2,275	2,188	2,119
54	4,020	3,168	2,776	2,543	2,386	2,272	2,185	2,115
55	4,016	3,165	2,773	2,540	2,383	2,269	2,181	2,112
56	4,013	3,162	2,769	2,537	2,380	2,266	2,178	2,109
57	4,010	3,159	2,766	2,534	2,377	2,263	2,175	2,106
58	4,007	3,156	2,764	2,531	2,374	2,260	2,172	2,103

59	4,004	3,153	2,761	2,528	2,371	2,257	2,169	2,100
60	4,001	3,150	2,758	2,525	2,368	2,254	2,167	2,097
61	3,998	3,148	2,755	2,523	2,366	2,251	2,164	2,094
62	3,996	3,145	2,753	2,520	2,363	2,249	2,161	2,092
63	3,993	3,143	2,751	2,518	2,361	2,246	2,159	2,089
64	3,991	3,140	2,748	2,515	2,358	2,244	2,156	2,087
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082

2. Tabel Uji t

Tabel Uji t		
df=(n-k)	$\alpha = 0.05$	$\alpha = 0.025$
1	6,314	12,706
2	2,920	4,303
3	2,353	3,182
4	2,132	2,776
5	2,015	2,571
6	1,943	2,447
7	1,895	2,365
8	1,860	2,306
9	1,833	2,262
10	1,812	2,228
11	1,796	2,201
12	1,782	2,179
13	1,771	2,160
14	1,761	2,145
15	1,753	2,131
16	1,746	2,120
17	1,740	2,110
18	1,734	2,101
19	1,729	2,093
20	1,725	2,086
21	1,721	2,080
22	1,717	2,074
23	1,714	2,069
24	1,711	2,064

25	1,708	2,060
26	1,706	2,056
27	1,703	2,052
28	1,701	2,048
29	1,699	2,045
30	1,697	2,042
31	1,696	2,040
32	1,694	2,037
33	1,692	2,035
34	1,691	2,032
35	1,690	2,030
36	1,688	2,028
37	1,687	2,026
38	1,686	2,024
39	1,685	2,023
40	1,684	2,021
41	1,683	2,020
42	1,682	2,018
43	1,681	2,017
44	1,680	2,015
45	1,679	2,014
46	1,679	2,013
47	1,678	2,012
48	1,677	2,011
49	1,677	2,010
df=(n-k)	$\alpha = 0.05$	$\alpha = 0.025$
51	1,675	2,008
52	1,675	2,007
53	1,674	2,006
54	1,674	2,005
55	1,673	2,004
56	1,673	2,003
57	1,672	2,002
58	1,672	2,002
59	1,671	2,001
60	1,671	2,000
61	1,670	2,000

62	1,670	1,999
63	1,669	1,998
64	1,669	1,998
65	1,669	1,997
66	1,668	1,997
67	1,668	1,996
68	1,668	1,995
69	1,667	1,995
70	1,667	1,994