

Lampiran 1. Kuesioner Penelitian

ANGKET PENELITIAN

Kepada Yth,

Bapak / Ibu Responden Penelitian

Di Pengadilan Agama Barru

Dengan hormat,

Seiring dengan upaya menjadi sebuah organisasi yang dinamis dan selalu memperbaiki diri secara berkesinambungan untuk meningkatkan profesionalismenya, maka dipandang perlu meningkatkan kinerja pegawai melalui peningkatan pegawai. Untuk maksud tersebut, penelitian ini diadakan dengan judul: "Pengaruh Motivasi, Kemampuan diri dan Lingkungan Kerja Terhadap Kinerja Pegawai Pengadilan Agama Barru".

Kuesioner ini mencakup 5 aspek penilaian variabel. Pilihlah salah satu alternative dari lima alternative yang tersedia (1,2,3,4 dan 5) dengan cara member tanda *check list* (✓) pada masing-masing aspek penilaian.

Adapun penilaian tersebut adalah sebagai berikut :

Penilaian (1) = Sangat tidak setuju

Penilaian (2) = Tidak setuju

Penilaian (3) = Cukup setuju

Penilaian (4) = Setuju

Penilaian (5) = Sangat setuju

Bapak/ Ibu/Sdr(i) diminta dengan hormat member penilaian dengan mengisi kolom pada setiap alternative penilaian dari daftar kuesioner ini. Kerahasiaan dari Bapak/Ibu/Sdr(i) dari hasil penelitian ini akan dijamin dan hanya untuk kepentingan ilmiah dan akademis.

Semakin obyektif anda semakin valid hasil penilaian ini. Atas perhatian dan partisipasinya diucapkan terima kasih

Makassar ,

Hormat kami,

A.Tenri Jaya

A. Identitas Responden

1. Nama :

2. Jenis kelamin :

Pria Wanita

3. Umur : tahun

4. Tingkat pendidikan terakhir

SLTA S1 S3

AKADEMI S2 Lainnya, sebutkan

5. Saat ini anda bekerja di bagian :

6. Masa kerja : tahun bulan

B. Petunjuk Pengisian

Berikut disampaikan kepada Bapak/Ibu/Sdr(i) berupa pertanyaan dan kiranya dapat meluangkan waktu untuk memberikan jawaban sesuai dengan keadaan sebenarnya dengan cara mengisi dan memberikan tanda silang (X) pada salah satu alternative jawaban yang telah disediakan.

| No | PERNYATAAN | Alternatif Jawaban | | | | |
|----------------------------|---|--------------------|---|---|---|---|
| | | 5 | 4 | 3 | 2 | 1 |
| KINERJA PEGAWAI (Y) | | | | | | |
| 1 | Pegawai menunjukkan kualitas hasil kerja yang baik | | | | | |
| 2 | Pegawai mampu memberikan kuantitas hasil kerja yang sesuai dengan target yang telah ditentukan | | | | | |
| 3 | Pegawai menerapkan efisiensi kerja dengan ketepatan waktu dalam bekerja untuk setiap tugas yang diberikan | | | | | |
| 4 | Pegawai meningkatkan efektifitas kerja agar tujuan organisasi yang ditetapkan dapat tercapai | | | | | |
| MOTIVASI (X ₁) | | | | | | |
| 1 | Pegawai menganggap kebutuhan fisiologis atau kebutuhan dasar sudah terpenuhi | | | | | |
| 2 | Pegawai menganggap kebutuhan rasa aman dalam bekerja sudah terpenuhi | | | | | |
| 3 | Pegawai menganggap kebutuhan social sudah terpenuhi | | | | | |
| 4 | Pegawai menganggap kebutuhan penghargaan yang adil atas prestasi kerja yang telah dicapai sudah terpenuhi | | | | | |
| 5 | Pegawai menganggap kebutuhan aktualisasi diri dikantor sudah terpenuhi | | | | | |

| No | PERNYATAAN | Alternatif Jawaban | | | | |
|----------------------------|---|--------------------|---|---|---|---|
| | | 5 | 4 | 3 | 2 | 1 |
| KEMAMPUAN (X_2) | | | | | | |
| 1 | Pegawai memiliki kemampuan intelektual yang memadai sehingga mendukung penyelesaian tugas yang baik | | | | | |
| 2 | Pegawai memiliki kemampuan <i>skill</i> yang memadai sehingga terampil dalam menyelesaikan pekerjaannya dengan baik | | | | | |
| 3 | Pegawai memiliki kemampuan mental yang baik sehingga hasil kerjanya dapat dipertanggungjawabkan | | | | | |
| 4 | Pegawai memiliki kemampuan fisik yang baik sehingga mampu menyelesaikan pekerjaannya dengan maksimal | | | | | |
| LINGKUNGAN KERJA (X_3) | | | | | | |
| 1 | Pegawai memiliki ruang kerja yang nyaman dan bersih sehingga dapat bekerja dengan baik | | | | | |
| 2 | Pegawai dalam bekerja didukung oleh kelengkapan fasilitas kerja yang ada | | | | | |
| 3 | Keamanan dalam bekerja mendukung penyelesaian tugas-tugas dengan baik | | | | | |
| 4 | Keharmonisan membuat pegawai dapat melaksanakan pekerjaannya dengan baik | | | | | |

Lampiran 4. Analisis Distribusi Frekuensi Variabel Penelitian

FREKUENSI**KINERJA KARYAWAN****Y1**

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|-----------------------|
| Valid 3,00 | 2 | 5,3 | 5,3 | 5,3 |
| 4,00 | 10 | 26,3 | 26,3 | 31,6 |
| 5,00 | 26 | 68,4 | 68,4 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

Y2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|-----------------------|
| Valid 3,00 | 3 | 7,9 | 7,9 | 7,9 |
| 4,00 | 15 | 39,5 | 39,5 | 47,4 |
| 5,00 | 20 | 52,6 | 52,6 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

Y3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|-----------------------|
| Valid 3,00 | 3 | 7,9 | 7,9 | 7,9 |
| 4,00 | 10 | 26,3 | 26,3 | 34,2 |
| 5,00 | 25 | 65,8 | 65,8 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

Y4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 4 | 10,5 | 10,5 | 10,5 |
| 4,00 | 19 | 50,0 | 50,0 | 60,5 |
| 5,00 | 15 | 39,5 | 39,5 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

MOTIVASI**Statistics**

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 |
|---|---------|------|------|------|------|------|
| N | Valid | 38 | 38 | 38 | 38 | 38 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

X1.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 4,00 | 16 | 42,1 | 42,1 | 42,1 |
| 5,00 | 22 | 57,9 | 57,9 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X1.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 5 | 13,2 | 13,2 | 13,2 |
| 4,00 | 12 | 31,6 | 31,6 | 44,7 |
| 5,00 | 21 | 55,3 | 55,3 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X1.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 6 | 15,8 | 15,8 | 15,8 |
| 4,00 | 20 | 52,6 | 52,6 | 68,4 |
| 5,00 | 12 | 31,6 | 31,6 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X1.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 2,00 | 1 | 2,6 | 2,6 | 2,6 |
| 3,00 | 6 | 15,8 | 15,8 | 18,4 |
| 4,00 | 13 | 34,2 | 34,2 | 52,6 |
| 5,00 | 18 | 47,4 | 47,4 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X1.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 8 | 21,1 | 21,1 | 21,1 |
| 4,00 | 9 | 23,7 | 23,7 | 44,7 |
| 5,00 | 21 | 55,3 | 55,3 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

KEMAMPUAN**Statistics**

| | | X2.1 | X2.2 | X2.3 | X2.4 |
|---|---------|------|------|------|------|
| N | Valid | 38 | 38 | 38 | 38 |
| | Missing | 0 | 0 | 0 | 0 |

X2.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 2 | 5,3 | 5,3 | 5,3 |
| 4,00 | 15 | 39,5 | 39,5 | 44,7 |
| 5,00 | 21 | 55,3 | 55,3 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X2.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 2 | 5,3 | 5,3 | 5,3 |
| 4,00 | 14 | 36,8 | 36,8 | 42,1 |
| 5,00 | 22 | 57,9 | 57,9 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X2.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 5 | 13,2 | 13,2 | 13,2 |
| 4,00 | 13 | 34,2 | 34,2 | 47,4 |
| 5,00 | 20 | 52,6 | 52,6 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X2.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 2 | 5,3 | 5,3 | 5,3 |
| 4,00 | 9 | 23,7 | 23,7 | 28,9 |
| 5,00 | 27 | 71,1 | 71,1 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

LINGKUNGAN KERJA**Statistics**

| | | X3.1 | X3.2 | X3.3 | X3.4 |
|---|---------|------|------|------|------|
| N | Valid | 38 | 38 | 38 | 38 |
| | Missing | 0 | 0 | 0 | 0 |

X3.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 5 | 13,2 | 13,2 | 13,2 |
| 4,00 | 6 | 15,8 | 15,8 | 28,9 |
| 5,00 | 27 | 71,1 | 71,1 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X3.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 2,00 | 1 | 2,6 | 2,6 | 2,6 |
| 3,00 | 3 | 7,9 | 7,9 | 10,5 |
| 4,00 | 10 | 26,3 | 26,3 | 36,8 |
| 5,00 | 24 | 63,2 | 63,2 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X3.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 6 | 15,8 | 15,8 | 15,8 |
| 4,00 | 10 | 26,3 | 26,3 | 42,1 |
| 5,00 | 22 | 57,9 | 57,9 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

X3.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3,00 | 3 | 7,9 | 7,9 | 7,9 |
| 4,00 | 10 | 26,3 | 26,3 | 34,2 |
| 5,00 | 25 | 65,8 | 65,8 | 100,0 |
| Total | 38 | 100,0 | 100,0 | |

Lampiran 5. Hasil Analisis Uji Validitas dan Reliabilitas

Reliability

KINERJA KARYAWAN

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 38 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 38 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| ,291 | ,304 | 4 |

Summary Item Statistics

| | Mean | Minimum | Maximum | Range | Maximum / Minimum | Variance | N of Items |
|------------|-------|---------|---------|-------|-------------------|----------|------------|
| Item Means | 4,487 | 4,289 | 4,632 | ,342 | 1,080 | ,023 | 4 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|----------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| VAR00001 | 13,3158 | 1,195 | ,395 | ,289 | -,077 ^a |
| VAR00002 | 13,5000 | 2,419 | -,391 | ,216 | ,764 |
| VAR00003 | 13,3684 | ,996 | ,502 | ,684 | -,294 ^a |
| VAR00004 | 13,6579 | 1,096 | ,386 | ,574 | -,109 ^a |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

MOTIVASI

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| ,851 | ,849 | 5 |

Summary Item Statistics

| | Mean | Minimum | Maximum | Range | Maximum / Minimum | Variance | N of Items |
|------------|-------|---------|---------|-------|-------------------|----------|------------|
| Item Means | 4,353 | 4,158 | 4,579 | ,421 | 1,101 | ,025 | 5 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|----------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| VAR00005 | 17,1842 | 6,317 | ,601 | ,420 | ,841 |
| VAR00006 | 17,3421 | 4,988 | ,797 | ,656 | ,783 |
| VAR00007 | 17,6053 | 6,408 | ,352 | ,148 | ,892 |
| VAR00008 | 17,5000 | 4,527 | ,813 | ,728 | ,775 |
| VAR00009 | 17,4211 | 4,575 | ,815 | ,750 | ,774 |

KEMAMPUAN

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 38 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 38 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| ,828 | ,832 | 4 |

Inter-Item Correlation Matrix

| | VAR00010 | VAR00011 | VAR00012 | VAR00013 |
|----------|----------|----------|----------|----------|
| VAR00010 | 1,000 | ,519 | ,467 | ,653 |
| VAR00011 | ,519 | 1,000 | ,568 | ,526 |
| VAR00012 | ,467 | ,568 | 1,000 | ,590 |
| VAR00013 | ,653 | ,526 | ,590 | 1,000 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|----------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| VAR00010 | 13,5789 | 2,575 | ,641 | ,470 | ,790 |
| VAR00011 | 13,5526 | 2,578 | ,640 | ,415 | ,790 |
| VAR00012 | 13,6842 | 2,276 | ,642 | ,441 | ,796 |
| VAR00013 | 13,4211 | 2,521 | ,715 | ,538 | ,759 |

LINGKUNGAN KERJA

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 38 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 38 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| ,916 | ,915 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|----------|--------|----------------|----|
| VAR00014 | 4,5789 | ,72154 | 38 |
| VAR00015 | 4,5000 | ,76229 | 38 |
| VAR00016 | 4,4211 | ,75808 | 38 |
| VAR00017 | 4,5789 | ,64228 | 38 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|----------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| VAR00014 | 13,5000 | 3,716 | ,874 | ,774 | ,867 |
| VAR00015 | 13,5789 | 3,656 | ,834 | ,704 | ,881 |
| VAR00016 | 13,6579 | 3,691 | ,825 | ,741 | ,885 |
| VAR00017 | 13,5000 | 4,365 | ,705 | ,542 | ,924 |

Lampiran 6. Hasil Analisis Regresi Linier Berganda

Regression**Variables Entered/Removed^a**

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Lingkungan.Kerja, Motivasi, Kemampuan ^b | . | Enter |

a. Dependent Variable: Kinerja.Karyawan

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | ,820 ^a | ,672 | ,643 | ,21382 | 2,126 |

a. Predictors: (Constant), Lingkungan.Kerja, Motivasi, Kemampuan

b. Dependent Variable: Kinerja.Karyawan

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 3,189 | 3 | 1,063 | 23,250 | ,000 ^b |
| | Residual | 1,554 | 34 | ,046 | | |
| | Total | 4,743 | 37 | | | |

a. Dependent Variable: Kinerja.Karyawan

b. Predictors: (Constant), Lingkungan.Kerja, Motivasi, Kemampuan

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 1,694 | ,337 | | 5,021 | ,000 |
| Motivasi | ,180 | ,077 | ,286 | 2,335 | ,026 |
| Kemampuan | ,294 | ,093 | ,420 | 3,180 | ,003 |
| Lingkungan.Kerja | ,150 | ,068 | ,270 | 2,209 | ,034 |

a. Dependent Variable: Kinerja.Karyawan

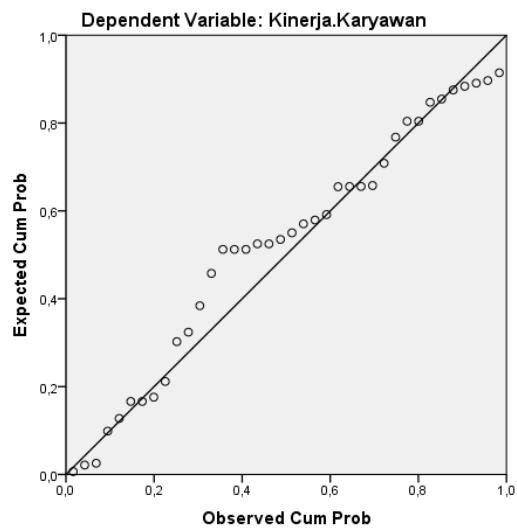
Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|---------|---------|--------|----------------|----|
| Predicted Value | 3,7120 | 4,8169 | 4,4868 | ,29358 | 38 |
| Std. Predicted Value | -2,639 | 1,124 | ,000 | 1,000 | 38 |
| Standard Error of Predicted Value | ,035 | ,138 | ,064 | ,027 | 38 |
| Adjusted Predicted Value | 3,6441 | 4,8110 | 4,4837 | ,29848 | 38 |
| Residual | -,53088 | ,29273 | ,00000 | ,20497 | 38 |
| Std. Residual | -2,483 | 1,369 | ,000 | ,959 | 38 |
| Stud. Residual | -2,552 | 1,404 | ,006 | 1,014 | 38 |
| Deleted Residual | -,56097 | ,35588 | ,00311 | ,23014 | 38 |
| Stud. Deleted Residual | -2,796 | 1,425 | -,006 | 1,049 | 38 |
| Mahal. Distance | ,020 | 14,399 | 2,921 | 3,637 | 38 |
| Cook's Distance | ,000 | ,272 | ,032 | ,061 | 38 |
| Centered Leverage Value | ,001 | ,389 | ,079 | ,098 | 38 |

a. Dependent Variable: Kinerja.Karyawan

Charts

Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Kinerja.Karyawan

