

LAMPIRAN KUESIONER

Kepada Yth

Bapak/Ibu Pegawai Dinas Pekerja Umum (PU) Dan Tata Ruang Sulawesi

Selatan Assalamualaikum Wr. Wb.

Sehubungan dengan adanya penelitian untuk tugas akhir saya, maka dengan ini:

Nama : Andi Nurfadilah Masdiar

Fak/ Jur : Ekonomi dan Bisnis /

Manajemen Universitas : Universitas

Muslim Indonesia

Judul Skripsi : Analisis Proses Rekrutmen, Kedisiplinan, Dan Kejujuran Serta Pengaruhnya Terhadap Kinerja Sumber Daya Manusia Di Dinas Pekerja Umum Dan Tata Ruang Sulawesi Selatan

Saya Memohon Kesediaan dan waktunya Bapak/ Ibu untuk mengisi lembar kuesioner secara lengkap. Jawaban yang anda berikan tidak akan dinilai benar atau salahnya, melainkan sebagai informasi yang sangat bermanfaat serta menentukan hasil penelitian yang saya lakukan. Perlu diketahui dengan jawaban yang anda berikan akan diatur sesuai standar profesionalitas dan etika penelitian. Oleh karena itu, penelitian akan menyembunyikan identitas responden.

Atas kesediaan Anda mengisi kuesioner ini saya ucapkan banyak terima kasih.

Petunjuk Pengisian

1. Daftar pernyataan di bawah ini semata-mata untuk data penelitian dalam rangka penyelesaian studi.
2. Jawablah pernyataan/ pertanyaan di bawah ini sesuai dengan pendapat bapak
/Ibu

3. Berilah tanda centang () padapernyataan di bawah ini yang menurut anda paling sesuai

4. Keterangan:

SS : Sanga Setuju

S : Setuju

KS : Kurang Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

Karakter Responden

1. Jenis Kelamin : Pria Wanita
2. Usia :
3. Telah Bekerjaa Sejak :

Daftar Pertanyaan Proses Rekrutmen (X1)

No	Pertanyaan	SS	S	KS	TS	STS
1.	Proses rekrutmen pada Dinas Pekerja Umum Dan Tata Ruang Sulawesi Selatan telah sesuai dengan job description					
2.	Rekturmen sesuai dengan kebijakan Dinas Pekerja Umum Dan Tata Ruang Sulawesi Selatan					
3.	Pelaksanaan rekrutmen dilakukan melalui pemanfaat iklan surat kabar atau info di media sosial					

4.	Metode rekrutmen berpengaruh terhadap perolehan pegawai yang berkualitas					
5.	Metode rekrutmen telah dilakukan secara efisien dan efektif					
6.	Proses rekrutmen telah meningkatkan kerja pegawai					
7.	Pelaksanaan rekrutmen bertujuan untuk mengisi jabatan pegawai yang kosong					

Kedisiplinan (X2)

No	Pernyataan	SS	S	KS	TS	STS
1.	Saya mampu mengerjakan sesuatu dengan kemampuan saya					
2.	Saya bisa menyelesaikan pekerjaan dengan baik dalam pengawasan atasan					
3.	Saya bisa membantu siapa saja					
4.	Saya dapat mengatasi permasalahan Yang ada tanpa menjatuhkan pihak manapun					
5.	Saya mampu diberikan ketegasan dalam pekerjaan					

Kejujuran (X3)

No	Pernyataan	SS	S	KS	TS	STS
1.	Saya mampu mengerjakan sesuatu dengan jujur					

2.	Saya bisa menyelesaikan pekerjaan yang diamanah kepada saya					
3.	Saya bisa menjaga komitmen dengan baik					

4.	Saya dapat mengatasi pekerjaan Yang ada dengan konsisten					
5.	Saya mampu bertanggungjawab atas pekerjaan atau permasalahan yang ada					

Kinerja Pegawai (Y)

No	Pernyataan	SS	S	KS	TS	STS
1.	Saya bekerja sesuai dengan tujuan, visi dan misi dari kantor					
2.	Saya menentukan standar tujuan yang akan saya capai					
3.	Saya selalu menerima saran atau masukan untuk memperbaiki kinerja saya					
4.	Saya menggunakan peralatan kerja yang ada untuk menyelesaikan tugas yang diberikan					
5.	Saya selalu berusaha untuk meningkatkan kualitas serta menjalankan pekerjaan dengan baik					
6.	Saya mengambil peluang mengerjakan tugas dengan prioritas lebih tinggi					

LAMPIRAN 2
DATA PENELITIAN

35	4	4	3	3	4	3	3	24	3.428571429
36	5	5	5	5	5	5	5	35	5
37	5	4	5	5	5	4	5	33	4.714285714
38	5	4	5	4	4	4	5	31	4.428571429
39	3	3	4	4	3	4	3	24	3.428571429
40	4	4	4	4	4	5	5	30	4.285714286
41	5	5	5	4	4	5	4	32	4.571428571
42	5	5	5	5	5	5	5	35	5
43	4	4	5	5	5	4	4	31	4.428571429
44	5	5	5	5	5	4	5	34	4.857142857
45	4	4	4	4	4	5	5	30	4.285714286
46	5	5	5	5	5	4	4	33	4.714285714
47	5	5	5	5	5	5	5	35	5
48	4	3	4	4	4	5	3	27	3.857142857
49	4	4	4	4	4	5	4	29	4.142857143
50	4	4	4	4	4	5	5	30	4.285714286
51	5	5	5	5	5	4	4	33	4.714285714
52	4	5	5	5	5	4	5	33	4.714285714
53	4	4	4	4	4	4	2	26	3.714285714
54	4	4	5	5	4	5	2	29	4.142857143
55	4	4	4	4	4	5	5	30	4.285714286
56	4	4	5	5	5	5	5	33	4.714285714
57	5	4	5	5	4	4	2	29	4.142857143
58	4	4	4	4	4	5	4	29	4.142857143
59	4	4	5	4	4	4	5	30	4.285714286
60	4	4	4	4	4	5	3	28	4
61	5	5	5	5	5	4	5	34	4.857142857
62	4	4	4	4	4	4	5	29	4.142857143
63	5	5	5	5	5	4	4	33	4.714285714
64	3	4	3	3	4	4	5	26	3.714285714
65	5	5	5	5	5	5	4	34	4.857142857
66	4	5	5	5	5	4	4	32	4.571428571
67	5	5	5	4	5	4	4	32	4.571428571
68	5	5	5	5	5	5	5	35	5
69	4	3	3	3	3	4	4	24	3.428571429
70	4	4	3	3	3	4	3	24	3.428571429
71	5	5	5	5	5	5	4	34	4.857142857

72	4	4	4	4	4	5	5	30	4.285714286
73	5	2	3	5	4	4	4	27	3.857142857
74	4	4	4	4	4	5	4	29	4.142857143
75	4	3	3	3	4	4	5	26	3.714285714
76	4	4	4	4	3	5	4	28	4
77	5	4	5	5	3	5	5	32	4.571428571
78	4	4	3	3	4	3	3	24	3.428571429
79	2	3	4	4	4	3	4	24	3.428571429
80	4	3	4	4	4	4	5	28	4
81	4	4	3	3	3	4	5	26	3.714285714
82	4	5	4	5	5	4	5	32	4.571428571
83	5	5	5	5	5	4	4	33	4.714285714
84	5	5	5	5	5	4	5	34	4.857142857
85	4	4	4	4	4	5	5	30	4.285714286
86	4	5	4	4	4	4	4	29	4.142857143
87	4	5	5	5	5	4	4	32	4.571428571

B. Kedisiplinan (X2)

No Resp.	Kedisiplinan (X2)					TX2	RATA-RATA
	K1	K2	K3	K4	K5		
1	5	5	5	5	4	24	4.8
2	5	5	4	4	5	23	4.6
3	4	4	5	5	4	22	4.4
4	5	4	4	4	4	21	4.2
5	5	5	5	5	5	25	5
6	4	4	4	4	4	20	4
7	5	5	4	5	5	24	4.8
8	4	5	4	5	5	23	4.6
9	5	4	5	4	4	22	4.4
10	4	5	4	5	5	23	4.6
11	3	4	5	4	4	20	4
12	4	4	4	5	5	22	4.4
13	5	4	4	4	4	21	4.2
14	4	3	4	4	4	19	3.8
15	3	3	4	3	4	17	3.4
16	4	5	4	4	5	22	4.4
17	4	4	4	3	4	19	3.8
18	4	5	5	4	5	23	4.6
19	5	5	5	5	5	25	5
20	5	5	5	5	5	25	5
21	5	4	4	4	4	21	4.2
22	3	4	4	4	3	18	3.6
23	4	4	4	5	4	21	4.2
24	5	5	5	5	5	25	5
25	4	4	4	3	4	19	3.8
26	4	4	4	4	4	20	4
27	4	5	5	4	5	23	4.6
28	4	4	4	4	4	20	4
29	5	4	4	5	3	21	4.2
30	4	4	4	4	4	20	4
31	5	4	3	5	4	21	4.2
32	4	5	4	4	4	21	4.2
33	5	5	5	5	5	25	5
34	4	4	5	4	4	21	4.2

35	4	4	3	4	4	19	3.8
36	5	5	4	5	5	24	4.8
37	4	4	4	4	5	21	4.2
38	5	5	4	5	5	24	4.8
39	4	4	4	4	4	20	4
40	5	4	4	4	4	21	4.2
41	4	4	4	4	4	20	4
42	5	5	5	5	5	25	5
43	4	4	4	4	4	20	4
44	4	4	3	4	4	19	3.8
45	5	4	4	4	5	22	4.4
46	5	5	5	5	4	24	4.8
47	4	5	3	5	5	22	4.4
48	4	4	4	4	4	20	4
49	4	4	4	4	5	21	4.2
50	5	4	4	4	5	22	4.4
51	3	3	4	3	3	16	3.2
52	5	4	4	4	5	22	4.4
53	4	4	4	5	4	21	4.2
54	4	4	4	3	4	19	3.8
55	4	5	4	5	4	22	4.4
56	5	5	4	4	5	23	4.6
57	4	4	4	4	4	20	4
58	5	5	4	4	5	23	4.6
59	4	4	4	3	4	19	3.8
60	4	4	4	4	4	20	4
61	4	4	4	4	4	20	4
62	4	5	4	5	5	23	4.6
63	5	4	4	4	4	21	4.2
64	5	5	4	5	4	23	4.6
65	5	4	4	4	5	22	4.4
66	5	4	4	4	4	21	4.2
67	5	5	5	5	5	25	5
68	3	4	4	4	4	19	3.8
69	4	5	5	4	4	22	4.4
70	4	4	3	4	4	19	3.8
71	5	5	5	4	4	23	4.6

72	5	4	4	4	4	21	4.2
73	5	5	4	5	5	24	4.8
74	3	3	4	4	3	17	3.4
75	3	3	3	3	4	16	3.2
76	4	4	4	4	4	20	4
77	4	4	4	4	5	21	4.2
78	3	3	4	4	4	18	3.6
79	5	5	5	5	5	25	5
80	5	4	3	4	4	20	4
81	4	3	4	4	3	18	3.6
82	5	5	5	5	5	25	5
83	4	4	4	3	4	19	3.8
84	4	4	4	4	5	21	4.2
85	5	4	4	4	5	22	4.4
86	4	5	5	4	4	22	4.4
87	5	4	4	4	5	22	4.4

C. Kejujuran (X3)

No Resp.	Kejujuran (X3)					TX3	RATA-RATA
	KJ1	KJ2	KJ3	KJ4	KJ5		
1	4	4	4	5	5	22	4.4
2	5	5	5	4	5	24	4.8
3	4	4	4	4	4	20	4
4	4	4	4	4	5	21	4.2
5	5	5	5	5	5	25	5
6	4	4	4	4	5	21	4.2
7	4	5	5	5	3	22	4.4
8	4	5	4	5	5	23	4.6
9	4	4	4	4	4	20	4
10	2	4	4	4	4	18	3.6
11	4	4	4	4	4	20	4
12	5	5	5	5	4	24	4.8
13	4	4	4	4	5	21	4.2
14	4	2	3	3	5	17	3.4
15	5	5	5	4	3	22	4.4
16	5	5	5	5	4	24	4.8
17	3	5	5	5	5	23	4.6
18	5	5	3	5	5	23	4.6
19	5	5	5	4	5	24	4.8
20	5	5	5	5	5	25	5
21	5	5	5	5	5	25	5
22	4	4	4	4	5	21	4.2
23	5	5	5	5	5	25	5
24	5	5	5	5	5	25	5
25	4	3	4	4	4	19	3.8
26	4	4	3	4	4	19	3.8
27	5	5	5	5	5	25	5
28	5	5	5	5	4	24	4.8
29	4	4	4	4	5	21	4.2
30	4	4	4	4	4	20	4
31	4	4	4	4	5	21	4.2
32	5	5	5	5	5	25	5
33	5	5	5	5	5	25	5
34	4	4	4	4	5	21	4.2
35	3	3	3	3	5	17	3.4

36	5	5	5	5	5	25	5
37	5	5	5	5	5	25	5
38	4	4	4	4	5	21	4.2
39	3	3	3	3	3	15	3
40	4	4	4	4	4	20	4
41	4	4	4	4	5	21	4.2
42	4	5	5	5	4	23	4.6
43	4	4	4	4	4	20	4
44	5	5	5	5	5	25	5
45	4	4	4	4	4	20	4
46	5	5	5	4	5	24	4.8
47	4	5	5	5	5	24	4.8
48	3	3	2	3	4	15	3
49	3	4	4	4	4	19	3.8
50	4	4	4	4	4	20	4
51	5	5	5	5	5	25	5
52	4	4	4	4	4	20	4
53	3	3	3	3	4	16	3.2
54	4	4	4	4	4	20	4
55	5	5	5	5	5	25	5
56	5	5	5	5	4	24	4.8
57	4	4	4	4	5	21	4.2
58	5	5	5	5	5	25	5
59	4	3	4	5	4	20	4
60	5	5	5	5	4	24	4.8
61	4	5	5	5	5	24	4.8
62	4	4	4	5	4	21	4.2
63	5	5	5	5	5	25	5
64	4	4	4	4	3	19	3.8
65	4	5	5	5	5	24	4.8
66	4	4	4	4	4	20	4
67	5	5	5	5	4	24	4.8
68	3	3	3	3	5	17	3.4
69	4	4	4	4	5	21	4.2
70	4	3	4	4	4	19	3.8
71	5	5	5	4	5	24	4.8
72	5	5	5	5	4	24	4.8
73	5	4	4	5	5	23	4.6
74	5	5	5	5	5	25	5

75	4	3	3	4	4	18	3.6
76	4	4	3	4	4	19	3.8
77	4	5	4	4	5	22	4.4
78	3	4	4	4	4	19	3.8
79	4	4	4	4	4	20	4
80	4	3	4	4	4	19	3.8
81	5	5	5	5	5	25	5
82	4	4	4	4	4	20	4
83	4	4	4	4	5	21	4.2
84	3	3	3	3	5	17	3.4
85	4	4	4	4	4	20	4
86	5	5	5	5	4	24	4.8
87	5	5	5	5	5	25	5

D. Kinerja Pegawai (Y)

No Resp.	Kinerja Pegawai (Y)					TY	RATA- RATA
	KP1	KP2	KP3	KP4	KP5		
1	5	5	5	5	5	25	5
2	5	5	4	5	5	24	4.8
3	4	4	5	4	4	21	4.2
4	5	5	5	5	5	25	5
5	5	5	5	5	5	25	5
6	4	4	4	4	3	19	3.8
7	5	5	4	4	3	21	4.2
8	5	5	5	4	5	24	4.8
9	5	4	5	4	4	22	4.4
10	4	5	4	2	4	19	3.8
11	3	4	5	4	4	20	4
12	4	4	4	5	5	22	4.4
13	5	4	4	4	4	21	4.2
14	4	3	4	4	5	20	4
15	4	4	4	5	5	22	4.4
16	4	5	4	4	3	20	4
17	5	5	5	5	5	25	5
18	5	5	5	5	5	25	5
19	5	5	5	5	5	25	5
20	5	5	5	5	5	25	5
21	5	5	5	5	5	25	5
22	3	4	4	4	4	19	3.8
23	4	3	4	5	5	21	4.2
24	5	5	5	5	5	25	5
25	4	4	4	4	3	19	3.8
26	4	4	4	4	4	20	4
27	5	5	5	5	5	25	5
28	4	4	4	5	5	22	4.4
29	5	4	5	4	4	22	4.4
30	4	4	4	4	4	20	4
31	5	4	3	4	4	20	4
32	5	5	5	5	5	25	5
33	5	5	5	5	5	25	5
34	4	4	5	4	4	21	4.2
35	4	4	3	4	4	19	3.8

36	5	5	4	5	5	24	4.8
37	4	4	4	5	5	22	4.4
38	5	5	4	4	3	21	4.2
39	4	4	4	3	3	18	3.6
40	5	4	4	4	4	21	4.2
41	4	4	4	4	4	20	4
42	5	5	5	4	4	23	4.6
43	4	4	4	4	4	20	4
44	4	4	3	5	5	21	4.2
45	5	4	4	5	5	23	4.6
46	5	5	5	4	4	23	4.6
47	4	5	3	4	5	21	4.2
48	4	4	4	3	3	18	3.6
49	4	4	4	3	5	20	4
50	5	4	4	4	4	21	4.2
51	3	3	4	5	4	19	3.8
52	5	4	4	4	4	21	4.2
53	4	4	4	3	3	18	3.6
54	4	4	4	4	4	20	4
55	4	5	4	5	5	23	4.6
56	5	5	4	5	5	24	4.8
57	4	4	4	4	4	20	4
58	5	5	4	5	5	24	4.8
59	4	4	4	4	3	19	3.8
60	4	4	4	5	4	21	4.2
61	4	4	4	4	5	21	4.2
62	4	5	4	4	4	21	4.2
63	5	4	4	5	5	23	4.6
64	5	5	4	4	4	22	4.4
65	5	4	4	4	5	22	4.4
66	5	4	4	5	5	23	4.6
67	5	5	5	5	5	25	5
68	3	4	4	3	3	17	3.4
69	4	5	5	4	5	23	4.6
70	4	4	3	4	3	18	3.6
71	5	5	5	5	5	25	5
72	5	4	4	5	5	23	4.6
73	5	5	4	5	5	24	4.8
74	3	3	4	5	5	20	4

75	3	3	3	4	3	16	3.2
76	4	4	4	4	4	20	4
77	4	4	4	4	5	21	4.2
78	3	3	4	3	4	17	3.4
79	5	5	5	5	5	25	5
80	5	4	3	4	3	19	3.8
81	4	3	4	5	5	21	4.2
82	5	5	5	4	4	23	4.6
83	4	4	4	4	4	20	4
84	4	4	4	3	3	18	3.6
85	5	4	4	4	4	21	4.2
86	4	5	5	5	4	23	4.6
87	5	4	4	5	5	23	4.6

LAMPIRAN 3

HASIL PENELITIAN

R7	Pearson Correlation	.076	.193	.132	.052	.161	.313**	1	.463**
	Sig. (2-tailed)	.485	.073	.222	.636	.137	.003		.000
	N	87	87	87	87	87	87	87	87
TX1	Pearson Correlation	.700**	.755**	.823**	.790**	.783**	.397**	.463**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	87	87	87	87	87	87	87	87

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

❖ Hasil Uji Reliabilitas Rekrutmen (X1)

Case Processing Summary

		N	%
Cases	Valid	87	100.0
	Excluded ^a	0	.0
	Total	87	100.0

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

Reliability Statistics

Cronbach's		
Alpha		N of Items
.787		7

❖ Hasil Uji Frekuensi Rekrutmen (X1)

Statistics

		R1	R2	R3	R4	R5	R6	R7
N	Valid	87	87	87	87	87	87	87
	Missing	0	0	0	0	0	0	0
Mean		4.4023	4.3333	4.4598	4.4023	4.3908	4.3678	4.1839
Sum		383.00	377.00	388.00	383.00	382.00	380.00	364.00

R1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.1	1.1	1.1
	3.00	3	3.4	3.4	4.6
	4.00	43	49.4	49.4	54.0
	5.00	40	46.0	46.0	100.0
	Total	87	100.0	100.0	

R2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.3	2.3	2.3
	3.00	7	8.0	8.0	10.3
	4.00	38	43.7	43.7	54.0
	5.00	40	46.0	46.0	100.0
	Total	87	100.0	100.0	

R3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	9.2	9.2	9.2
	4.00	31	35.6	35.6	44.8
	5.00	48	55.2	55.2	100.0
	Total	87	100.0	100.0	

R4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	9.2	9.2	9.2
	4.00	36	41.4	41.4	50.6
	5.00	43	49.4	49.4	100.0
	Total	87	100.0	100.0	

R5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	8.0	8.0	8.0
	4.00	39	44.8	44.8	52.9
	5.00	41	47.1	47.1	100.0
	Total	87	100.0	100.0	

R6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	3.4	3.4	3.4
	4.00	49	56.3	56.3	59.8
	5.00	35	40.2	40.2	100.0
	Total	87	100.0	100.0	

R7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.6	4.6	4.6
	3.00	15	17.2	17.2	21.8
	4.00	29	33.3	33.3	55.2
	5.00	39	44.8	44.8	100.0
	Total	87	100.0	100.0	

❖ Hasil Uji Validitas Kedisiplinan (X2)

Correlations

		K1	K2	K3	K4	K5	TX2
K1	Pearson Correlation	1	.511**	.224*	.444**	.445**	.734**
	Sig. (2-tailed)		.000	.037	.000	.000	.000
	N	87	87	87	87	87	87
K2	Pearson Correlation	.511**	1	.443**	.603**	.593**	.864**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	87	87	87	87	87	87
K3	Pearson Correlation	.224*	.443**	1	.294**	.209	.574**
	Sig. (2-tailed)	.037	.000		.006	.052	.000
	N	87	87	87	87	87	87

K4	Pearson Correlation	.444**	.603**	.294**	1	.388**	.751**
	Sig. (2-tailed)	.000	.000	.006		.000	.000
	N	87	87	87	87	87	87
K5	Pearson Correlation	.445**	.593**	.209	.388**	1	.723**
	Sig. (2-tailed)	.000	.000	.052	.000		.000
	N	87	87	87	87	87	87
TX2	Pearson Correlation	.734**	.864**	.574**	.751**	.723**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	87	87	87	87	87	87

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

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

❖ Hasil Uji Reliabilitas Kedisiplinan (X2)

Case Processing Summary

		N	%
Cases	Valid	87	100.0
	Excluded ^a	0	.0
	Total	87	100.0

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

Reliability Statistics

Cronbach's		
Alpha		N of Items
	.783	5

❖ Hasil Uji Frekuensi Kedisiplinan (X2)

Statistics

		K1	K2	K3	K4	K5
N	Valid	87	87	87	87	87
	Missing	0	0	0	0	0
Mean		4.3333	4.2759	4.1494	4.2184	4.3333
Sum		377.00	372.00	361.00	367.00	377.00

K1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	9.2	9.2	9.2
	4.00	42	48.3	48.3	57.5
	5.00	37	42.5	42.5	100.0
Total		87	100.0	100.0	

K2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	8.0	8.0	8.0
	4.00	49	56.3	56.3	64.4
	5.00	31	35.6	35.6	100.0
Total		87	100.0	100.0	

K3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	8.0	8.0	8.0
	4.00	60	69.0	69.0	77.0
	5.00	20	23.0	23.0	100.0
Total		87	100.0	100.0	

K4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	9.2	9.2	9.2
	4.00	52	59.8	59.8	69.0
	5.00	27	31.0	31.0	100.0
Total		87	100.0	100.0	

K5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	5.7	5.7	5.7
	4.00	48	55.2	55.2	60.9
	5.00	34	39.1	39.1	100.0
	Total	87	100.0	100.0	

❖ **Hasil Uji Validitas Kejujuran (X3)****Correlations**

		KJ1	KJ2	KJ3	KJ4	KJ5	TX3
KJ1	Pearson Correlation	1	.695**	.705**	.679**	.263*	.843**
	Sig. (2-tailed)		.000	.000	.000	.014	.000
	N	87	87	87	87	87	87
KJ2	Pearson Correlation	.695**	1	.846**	.789**	.259*	.910**
	Sig. (2-tailed)	.000		.000	.000	.015	.000
	N	87	87	87	87	87	87
KJ3	Pearson Correlation	.705**	.846**	1	.780**	.212*	.899**
	Sig. (2-tailed)	.000	.000		.000	.049	.000
	N	87	87	87	87	87	87
KJ4	Pearson Correlation	.679**	.789**	.780**	1	.210	.870**
	Sig. (2-tailed)	.000	.000	.000		.051	.000
	N	87	87	87	87	87	87
KJ5	Pearson Correlation	.263*	.259*	.212*	.210	1	.459**
	Sig. (2-tailed)	.014	.015	.049	.051		.000
	N	87	87	87	87	87	87
TX3	Pearson Correlation	.843**	.910**	.899**	.870**	.459**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	87	87	87	87	87	87

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

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

❖ Hasil Uji Reliabilitas Kejujuran (X3)

Case Processing Summary

		N	%
Cases	Valid	87	100.0
	Excluded ^a	0	.0
	Total	87	100.0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.864	5

❖ Hasil Uji Frekuensi Kejujuran (X3)

Statistics

		KJ1	KJ2	KJ3	KJ4	KJ5
N	Valid	87	87	87	87	87
	Missing	0	0	0	0	0
Mean		4.2529	4.3103	4.2874	4.3563	4.4943
Sum		370.00	375.00	373.00	379.00	391.00

KJ1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.1	1.1	1.1
	3.00	9	10.3	10.3	11.5
	4.00	44	50.6	50.6	62.1
	5.00	33	37.9	37.9	100.0
	Total	87	100.0	100.0	

KJ2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.1	1.1	1.1
	3.00	11	12.6	12.6	13.8
	4.00	35	40.2	40.2	54.0
	5.00	40	46.0	46.0	100.0
	Total	87	100.0	100.0	

KJ3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.1	1.1	1.1
	3.00	10	11.5	11.5	12.6
	4.00	39	44.8	44.8	57.5
	5.00	37	42.5	42.5	100.0
	Total	87	100.0	100.0	

KJ4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	8.0	8.0	8.0
	4.00	42	48.3	48.3	56.3
	5.00	38	43.7	43.7	100.0
	Total	87	100.0	100.0	

KJ5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	4.6	4.6	4.6
	4.00	36	41.4	41.4	46.0
	5.00	47	54.0	54.0	100.0
	Total	87	100.0	100.0	

❖ Hasil Uji Validitas Kinerja Pegawai (Y)

		Correlations					
		KP1	KP2	KP3	KP4	KP5	TY
KP1	Pearson Correlation	1	.597**	.358**	.372**	.339**	.737**
	Sig. (2-tailed)		.000	.001	.000	.001	.000
	N	87	87	87	87	87	87
KP2	Pearson Correlation	.597**	1	.492**	.233*	.238*	.694**
	Sig. (2-tailed)	.000		.000	.030	.027	.000
	N	87	87	87	87	87	87
KP3	Pearson Correlation	.358**	.492**	1	.265*	.323**	.657**
	Sig. (2-tailed)	.001	.000		.013	.002	.000
	N	87	87	87	87	87	87
KP4	Pearson Correlation	.372**	.233*	.265*	1	.677**	.734**
	Sig. (2-tailed)	.000	.030	.013		.000	.000
	N	87	87	87	87	87	87
KP5	Pearson Correlation	.339**	.238*	.323**	.677**	1	.750**
	Sig. (2-tailed)	.001	.027	.002	.000		.000
	N	87	87	87	87	87	87
TY	Pearson Correlation	.737**	.694**	.657**	.734**	.750**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	87	87	87	87	87	87

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

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

❖ Hasil Uji Reliabilitas Kinerja Pegawai (Y)

Case Processing Summary

		N	%
Cases	Valid	87	100.0
	Excluded ^a	0	.0
	Total	87	100.0

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

Reliability Statistics

Cronbach's		
Alpha	N of Items	
.760	5	

❖ Hasil Uji Frekuensi Kinerja Pegawai (Y)

Statistics

		KP1	KP2	KP3	KP4	KP5
N	Valid	87	87	87	87	87
	Missing	0	0	0	0	0
Mean		4.4023	4.3103	4.2184	4.3218	4.3218
Sum		383.00	375.00	367.00	376.00	376.00

KP1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	8.0	8.0	8.0
	4.00	38	43.7	43.7	51.7
	5.00	42	48.3	48.3	100.0
	Total	87	100.0	100.0	

KP2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	8.0	8.0	8.0
	4.00	46	52.9	52.9	60.9
	5.00	34	39.1	39.1	100.0
	Total	87	100.0	100.0	

KP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	8.0	8.0	8.0
	4.00	54	62.1	62.1	70.1
	5.00	26	29.9	29.9	100.0

Total	87	100.0	100.0
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KP4

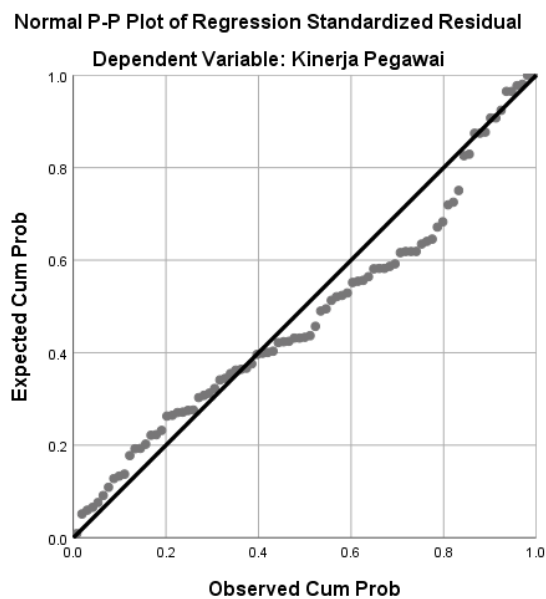
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.1	1.1	1.1
	3.00	7	8.0	8.0	9.2
	4.00	42	48.3	48.3	57.5
	5.00	37	42.5	42.5	100.0
	Total	87	100.0	100.0	

KP5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	14	16.1	16.1	16.1
	4.00	31	35.6	35.6	51.7
	5.00	42	48.3	48.3	100.0
	Total	87	100.0	100.0	

❖ Uji ASUMSI KLASIK

❖ Uji Normalitas



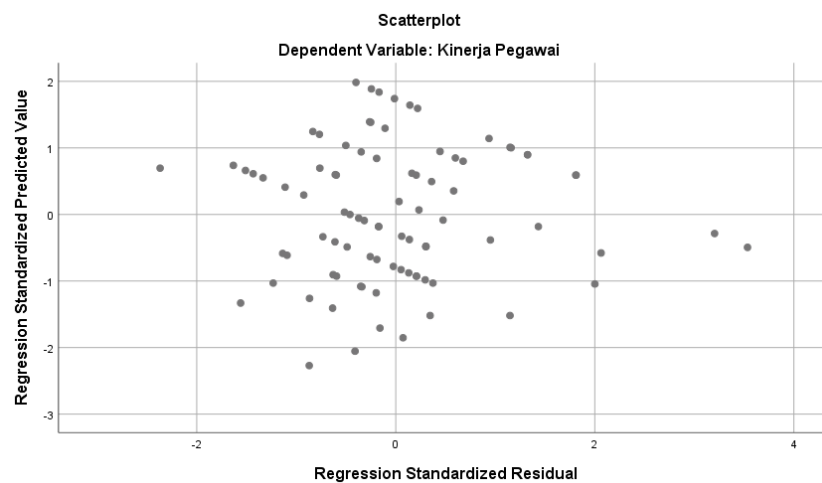
❖ Uji Multikolinearitas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Rekrutmen	.780	1.282
	Kedisiplinan	.876	1.142
	Kejujuran	.770	1.298

a. Dependent Variable: Kinerja Pegawai

❖ Hasil Uji Heteroskedastisitas



❖ ANALISIS REGRESI LINEAR BERGANDA

❖ Hasil Uji R²

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.850 ^a	.723	.713	1.24598

a. Predictors: (Constant), Kejujuran, Kedisiplinan, Rekrutmen

b. Dependent Variable: Kinerja Pegawai

❖ Hasil Uji Parsial (Uji t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.437	1.672		.859	.393
	Rekrutmen	-.096	.048	-.131	-2.007	.048
	Kedisiplinan	.592	.066	.554	8.967	.000
	Kejujuran	.482	.057	.561	8.525	.000

a. Dependent Variable: Kinerja Pegawai

❖ Hasil Uji Simultan (Uji F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	336.410	3	112.137	72.231	.000 ^b
	Residual	128.854	83	1.552		
	Total	465.264	86			

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Kejujuran, Kedisiplinan , Rekrutmen