

Bagang 1 KUESIONER PENELITIAN**BAGIAN A**

Kuesioner untuk karyawan PT. PLN (Persero) UP3 Makassar Selatan. Isilah identitas Saudara (i)

Sebagai Berikut:

Nama :.....

Jenis Kelamin: Pria Wanita

UmurTahun

Pendidikan Terakhir

Sekolah Menenga Atas (SMA)

Akademi (Diploma)

Sarjana (S1)

Pasca Sarjana (S2)

Doktor (S3)

Masa kerja.....Tahun

Pangkat/ Divisi :.....

BAGIAN 2

Bagan 2 Pilihan Jawaban Kuesioner

Untuk semua pernyataan berikut di bawah ini, bapak/ibu diminta untuk memberikan jawaban dengan memberi tanda (✓) pada kolom jawaban yang dianggap paling sesuai. Berikut pilihan jawaban:

SS	=Sangat Setuju
S	= Setuju
KS	= Kurang Setuju
TS	= Tidak Setuju
STS	= Sangat Tidak Setuju

Variabel Kepuasan Kerja

No	Pernyataan	SS	S	KS	TS	STS
Isi Pekerjaan						
1	Tugas Yang Di Berikan Sesuai Dengan Kemampuan Saya					
2	Pekerjaan yang saya terima sudah sesuai dengan keinginan saya					
Supervisi						
3	Supervisor memberikan arahan kepada saya tentang cara meningkatkan kinerja					
4	Supervisor mau mendengarkan keluhan saya dan dengan bijaksana tidak memaksakan kehendaknya					
Organisasi Dan Manajemen						
5	Kebijakan perusahaan yang jelas dalam memberhentikan karyawan yang melanggar peraturan perusahaan					
6	Karyawan di beri penjelasan yang jelas tentang adanya pemutusan hubungan kerja					
Kesempatan Untuk Maju						
7	Saya senang dengan tingkat kemajuan karir karyawan					
8	Saya mendapatkan tanggung jawab lebih apabila telah dipromosikan (naik jabatan)					
Pembayaran (upah/gaji)						
9	Saya menerima gaji yang cukup dan sesuai berdasarkan tanggung jawab pekerjaan yang diberikan kepada saya					
10	Saya merasa perusahaan sudah memberikan gaji yang dapat mencukupi kebutuhan hidup keluarga					

Rekan kerja						
11	Rekan kerja dapat saling membantu dalam kerja					
12	Saya senang bekerja dengan rekan kerja yang dapat menciptakan suasana kerja yang harmonis satu dengan lainnya					
Kondisi Kerja						
13	Kebersihan di ruang kerja saya sudah cukup baik					
14	Kondisi penerangan (lampu/cahaya) di ruangan tempat kerja saya sudah baik					

Variabel Motivasi Kerja

No	Pernyataan	SS	S	KS	TS	STS
Gaji						
1	Saya menerima gaji dari perusahaan sesuai dengan waktu yang di sepakati					
2	Gaji yang di berikan perusahaan sesuai dengan pekerjaan yang saya lakukan					
Bonus						
3	Saya menerima bonus sesuai kinerja yang di harapkan perusahaan					
4	Saya menerima bonus sesuai dengan peningkatan produktifitas yang dicapai perusahaan					
Kebijakan Organisasi						
5	Perusahaan memberikan fasilitas cuti kerja bagi karyawan					
6	Saya memiliki asuransi keselamatan kerja/asuransi kesehatan yang diberikan oleh perusahaan					

Kesempatan Untuk Berkembang						
7	Perusahaan memberikan peluang promosi bagi karyawan dengan memberikan informasi yang jelas terkait syarat dan ketentuan promosi					
8	Kesempatan yang sama diberikan oleh perusahaan kepada karyawan untuk memperoleh promosi jabatan					

Variabel Kinerja Karyawan

No	Pernyataan	SS	S	KS	TS	STS
Ketepatan Waktu						
1	Karyawan tidak datang terlambat					
2	Karyawan dapat mencapai target yang ditetapkan					
Kuantitas						
3	Saya bekerja selama 8 jam dalam 1 hari atau sesuai dengan jam kerja yang di tentukan perusahaan					
4	Saya bekerja sesuai jumlah hari yang di tetapkan oleh perusahaan					
Kualitas						
5	Saya bekerja sesuai jumlah hari yang di tetapkan oleh perusahaan					
6	Saya dapat mengerjakan pekerjaan dengan efisien tanpa perlu banyak intruksi dan pengawasan dari atasan					
Efektivitas						
7	Kemampuan saya melebihi standar yang ditetapkan					
8	Saya mempunyai komitmen dan tanggung jawab dalam bekerja					
Kemandirian						

9	Saya mengerjakan semua yang menjadi tanggung jawab saya walaupun pimpinan tidak ada di kantor					
10	Saya mampu mengerjakan semua pekerjaan diluar tanggung jawab saya					

Lampiran: Frekwensi Tabel

Frequency Table Variabel Y

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	3.00	7	9.2	9.2	10.5
	4.00	37	48.7	48.7	59.2
	5.00	31	40.8	40.8	100.0
	Total	76	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.6	2.6	2.6
	4.00	49	64.5	64.5	67.1
	5.00	25	32.9	32.9	100.0
	Total	76	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	9.2	9.2	9.2
	4.00	36	47.4	47.4	56.6
	5.00	33	43.4	43.4	100.0
	Total	76	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	5.3	5.3	5.3
	4.00	38	50.0	50.0	55.3
	5.00	34	44.7	44.7	100.0
	Total	76	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	3.9	3.9	3.9
	4.00	38	50.0	50.0	53.9
	5.00	35	46.1	46.1	100.0
	Total	76	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	3.00	9	11.8	11.8	13.2
	4.00	48	63.2	63.2	76.3
	5.00	18	23.7	23.7	100.0
	Total	76	100.0	100.0	

Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	4.00	42	55.3	55.3	56.6
	5.00	33	43.4	43.4	100.0
	Total	76	100.0	100.0	

Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	4.00	41	53.9	53.9	55.3
	5.00	34	44.7	44.7	100.0
	Total	76	100.0	100.0	

Y.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.9	3.9	3.9
	3.00	30	39.5	39.5	43.4
	4.00	37	48.7	48.7	92.1
	5.00	6	7.9	7.9	100.0
	Total	76	100.0	100.0	

Frequency Table Variabel X1

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.6	2.6	2.6
	4.00	42	55.3	55.3	57.9
	5.00	32	42.1	42.1	100.0
	Total	76	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	5.3	5.3	5.3
	4.00	44	57.9	57.9	63.2
	5.00	28	36.8	36.8	100.0
	Total	76	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	1.3	1.3	1.3
	4.00	39	51.3	51.3	52.6
	5.00	36	47.4	47.4	100.0
	Total	76	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	4.00	44	57.9	57.9	59.2
	5.00	31	40.8	40.8	100.0
	Total	76	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.6	2.6	2.6
	4.00	36	47.4	47.4	50.0
	5.00	38	50.0	50.0	100.0
	Total	76	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	41	53.9	53.9	53.9
	5.00	35	46.1	46.1	100.0
	Total	76	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2.00	1	1.3	1.3	1.3
	3.00	2	2.6	2.6	3.9
	4.00	42	55.3	55.3	59.2
	5.00	31	40.8	40.8	100.0
	Total	76	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.6	2.6	2.6
	4.00	45	59.2	59.2	61.8
	5.00	29	38.2	38.2	100.0
	Total	76	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	40	52.6	52.6	52.6
	5.00	36	47.4	47.4	100.0
	Total	76	100.0	100.0	

X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	37	48.7	48.7	48.7
	5.00	39	51.3	51.3	100.0
	Total	76	100.0	100.0	

X1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	1.3	1.3	1.3
	4.00	33	43.4	43.4	44.7
	5.00	42	55.3	55.3	100.0
	Total	76	100.0	100.0	

X1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	33	43.4	43.4	43.4
	5.00	43	56.6	56.6	100.0
	Total	76	100.0	100.0	

X1.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	3.00	1	1.3	1.3	2.6
	4.00	37	48.7	48.7	51.3
	5.00	37	48.7	48.7	100.0
	Total	76	100.0	100.0	

X1.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.6	2.6	2.6
	4.00	39	51.3	51.3	53.9
	5.00	35	46.1	46.1	100.0
	Total	76	100.0	100.0	

Frequency Table Variabel X2**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	1.3	1.3	1.3
	4.00	36	47.4	47.4	48.7
	5.00	39	51.3	51.3	100.0
	Total	76	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	1.3	1.3	1.3
	4.00	43	56.6	56.6	57.9
	5.00	32	42.1	42.1	100.0
	Total	76	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.6	2.6	2.6
	4.00	40	52.6	52.6	55.3
	5.00	34	44.7	44.7	100.0
	Total	76	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	3.00	2	2.6	2.6	3.9
	4.00	40	52.6	52.6	56.6
	5.00	33	43.4	43.4	100.0
	Total	76	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	3.00	2	2.6	2.6	3.9
	4.00	35	46.1	46.1	50.0
	5.00	38	50.0	50.0	100.0
	Total	76	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	1.3	1.3	1.3
	4.00	35	46.1	46.1	47.4
	5.00	40	52.6	52.6	100.0
	Total	76	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.3	1.3	1.3
	3.00	3	3.9	3.9	5.3
	4.00	38	50.0	50.0	55.3
	5.00	34	44.7	44.7	100.0
	Total	76	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.3	1.3	1.3
	3.00	3	3.9	3.9	5.3
	4.00	39	51.3	51.3	56.6
	5.00	33	43.4	43.4	100.0
	Total	76	100.0	100.0	

Lampiran: Uji Validitas dan Reliabilitas

Correlations Variabel Y

		Correlations									
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Total
Y.1	Pearson Correlation	1	.499**	.555**	.502**	.499**	.394**	.442**	.465**	.186	.671**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.107	.000
	N	76	76	76	76	76	76	76	76	76	76
Y.2	Pearson Correlation	.499**	1	.726**	.695**	.691**	.644**	.707**	.601**	.263	.837**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.022	.000
	N	76	76	76	76	76	76	76	76	76	76
Y.3	Pearson Correlation	.555**	.726**	1	.832**	.762**	.573**	.632**	.545**	.067	.822**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.562	.000
	N	76	76	76	76	76	76	76	76	76	76
Y.4	Pearson Correlation	.502**	.695**	.832**	1	.765**	.541**	.664**	.567**	.092	.815**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.427	.000
	N	76	76	76	76	76	76	76	76	76	76
Y.5	Pearson Correlation	.499**	.691**	.762**	.765**	1	.662**	.816**	.715**	.223	.883**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.053	.000
	N	76	76	76	76	76	76	76	76	76	76
Y.6	Pearson Correlation	.394**	.644**	.573**	.541**	.662**	1	.704**	.662**	.295**	.793**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.010	.000
	N	76	76	76	76	76	76	76	76	76	76
Y.7	Pearson Correlation	.442**	.707**	.632**	.664**	.816**	.704**	1	.857**	.278	.877**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.015	.000
	N	76	76	76	76	76	76	76	76	76	76
Y.8	Pearson Correlation	.465**	.601**	.545**	.567**	.715**	.662**	.857**	1	.189	.804**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.102	.000
	N	76	76	76	76	76	76	76	76	76	76
Y.9	Pearson Correlation	.186	.263	.067	.092	.223	.295**	.278	.189	1	.395**
	Sig. (2-tailed)	.107	.022	.562	.427	.053	.010	.015	.102		.000
	N	76	76	76	76	76	76	76	76	76	76
Total	Pearson Correlation	.671**	.837**	.822**	.815**	.883**	.793**	.877**	.804**	.395**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	76	76	76	76	76	76	76	76	76	76

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	76	100.0
	Excluded ^a	0	.0
	Total	76	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.905	9

Correlations Variabel X1

		Total
X1.1	Pearson Correlation	.837**
	Sig. (2-tailed)	.000
	N	76
X1.2	Pearson Correlation	.797**
	Sig. (2-tailed)	.000
	N	76
X1.3	Pearson Correlation	.748**
	Sig. (2-tailed)	.000
	N	76
X1.4	Pearson Correlation	.818**
	Sig. (2-tailed)	.000
	N	76
X1.5	Pearson Correlation	.692**
	Sig. (2-tailed)	.000
	N	76
X1.6	Pearson Correlation	.787**
	Sig. (2-tailed)	.000
	N	76
X1.7	Pearson Correlation	.720**
	Sig. (2-tailed)	.000
	N	76
X1.8	Pearson Correlation	.775**
	Sig. (2-tailed)	.000
	N	76
X1.9	Pearson Correlation	.808**
	Sig. (2-tailed)	.000
	N	76
X1.10	Pearson Correlation	.740**
	Sig. (2-tailed)	.000
	N	76
X1.11	Pearson Correlation	.766**
	Sig. (2-tailed)	.000
	N	76
X1.12	Pearson Correlation	.771**
	Sig. (2-tailed)	.000
	N	76
X1.13	Pearson Correlation	.685**
	Sig. (2-tailed)	.000
	N	76
X1.14	Pearson Correlation	.677**
	Sig. (2-tailed)	.000
	N	76
Total	Pearson Correlation	1
	Sig. (2-tailed)	
	N	76

Reliability Variabel X1**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	76	100.0

Excluded ^a	0	.0
Total	76	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.942	14

Correlations Variabel X2

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	Total
X2.1	Pearson Correlation	1	.798**	.598**	.640**	.488**	.595**	.299**	.312**	.728**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.009	.006	.000
	N	76	76	76	76	76	76	76	76	76
X2.2	Pearson Correlation	.798**	1	.698**	.720**	.625**	.682**	.372**	.372**	.815**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.001	.001	.000
	N	76	76	76	76	76	76	76	76	76
X2.3	Pearson Correlation	.598**	.698**	1	.869**	.694**	.579**	.416**	.518**	.845**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	76	76	76	76	76	76	76	76	76
X2.4	Pearson Correlation	.640**	.720**	.869**	1	.636**	.666**	.378**	.531**	.855**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.001	.000	.000
	N	76	76	76	76	76	76	76	76	76
X2.5	Pearson Correlation	.488**	.625**	.694**	.636**	1	.633**	.512**	.530**	.813**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	76	76	76	76	76	76	76	76	76
X2.6	Pearson Correlation	.595**	.682**	.579**	.666**	.633**	1	.483**	.482**	.801**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	76	76	76	76	76	76	76	76	76
X2.7	Pearson Correlation	.299**	.372**	.416**	.378**	.512**	.483**	1	.851**	.705**
	Sig. (2-tailed)	.009	.001	.000	.001	.000	.000		.000	.000
	N	76	76	76	76	76	76	76	76	76
X2.8	Pearson Correlation	.312**	.372**	.518**	.531**	.530**	.482**	.851**	1	.753**
	Sig. (2-tailed)	.006	.001	.000	.000	.000	.000	.000		.000
	N	76	76	76	76	76	76	76	76	76
Total	Pearson Correlation	.728**	.815**	.845**	.855**	.813**	.801**	.705**	.753**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	76	76	76	76	76	76	76	76	76

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

Reliability Variabel X2

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	76	100.0

Excluded ^a	0	.0
Total	76	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.911	8

Lampiran: Deskriptif Statistik

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y	76	25.00	45.00	38.2763	4.14921
X1	76	53.00	70.00	62.1711	5.74198
X2	76	25.00	40.00	35.4079	3.68484
Valid N (listwise)	76				

Lampiran: Uji Asumsi Klasik

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		76
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.41434686
Most Extreme Differences	Absolute	.101
	Positive	.101
	Negative	-.088
Test Statistic		.101
Asymp. Sig. (2-tailed)		.054 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

2. Uji Multikolinearitas

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		

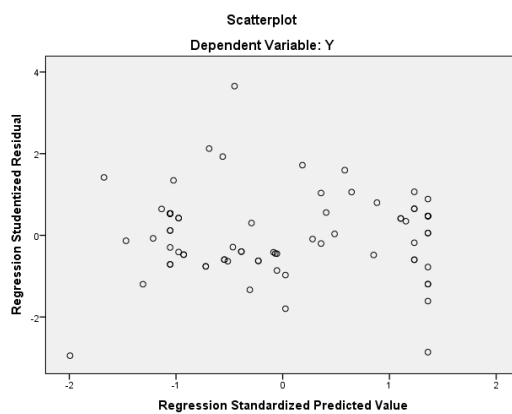
X1	.204	4.899
X2	.204	4.899

3. Uji Heterokedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.190	1.949		1.124	.265
	X1	.086	.069	.316	1.239	.219
	X2	-.160	.108	-.380	-1.489	.141

a. Dependent Variable: abs_res



Lampiran: Hasil Regresi Berganda

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.813 ^a	.661	.652	2.44720

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	854.017	2	427.009	71.302	.000 ^b
	Residual	437.180	73	5.989		
	Total	1291.197	75			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.111	3.073		.687	.494		
	X1	.429	.109	.593	3.937	.000	.204	4.899
	X2	.268	.170	.238	1.581	.118	.204	4.899

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2.993	1.000	.00	.00	.00
	2	.006	22.250	.91	.03	.09
	3	.001	54.826	.09	.97	.91

a. Dependent Variable: Y