

Statistics

		pdkk_trkhr	umur	jns_klmin	ms_krj
N	Valid	50	50	50	50
	Missing	0	0	0	0
Mean			33.32		8.84
Median			32.00		8.00
Mode			30		5 ^a
Std. Deviation			5.438		4.063
Sum			1666		442

a. Multiple modes exist. The smallest value is shown

Frequency Table

pdkk_trkhr

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	21	42.0	42.0	42.0
	S1	25	50.0	50.0	92.0
	S2	3	6.0	6.0	98.0
	SMK	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	23	1	2.0	2.0	2.0
	25	1	2.0	2.0	4.0
	26	2	4.0	4.0	8.0
	28	4	8.0	8.0	16.0
	29	3	6.0	6.0	22.0
	30	6	12.0	12.0	34.0
	31	4	8.0	8.0	42.0
	32	5	10.0	10.0	52.0
	33	3	6.0	6.0	58.0
	34	5	10.0	10.0	68.0
	35	3	6.0	6.0	74.0
	37	3	6.0	6.0	80.0
	38	1	2.0	2.0	82.0
	39	1	2.0	2.0	84.0
	40	4	8.0	8.0	92.0
	42	2	4.0	4.0	96.0
	47	1	2.0	2.0	98.0
	50	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

jns_klmin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	L	29	58.0	58.0	58.0
	P	21	42.0	42.0	100.0
	Total	50	100.0	100.0	

ms_krj

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.0	4.0	4.0
	4	2	4.0	4.0	8.0
	5	7	14.0	14.0	22.0
	6	7	14.0	14.0	36.0
	7	5	10.0	10.0	46.0
	8	5	10.0	10.0	56.0
	9	5	10.0	10.0	66.0
	10	1	2.0	2.0	68.0
	11	4	8.0	8.0	76.0
	12	2	4.0	4.0	80.0
	13	3	6.0	6.0	86.0
	14	2	4.0	4.0	90.0
	15	2	4.0	4.0	94.0
	18	2	4.0	4.0	98.0
	20	1	2.0	2.0	100.0
Total		50	100.0	100.0	

Statistics

		x1_1	x1_2	x1_3	x1_4	x1_5	x1_tot
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0
Mean		4.20	4.02	4.20	4.02	3.98	20.42
Median		4.00	4.00	4.00	4.00	4.00	22.00
Mode		4	4	4	4	4	22
Std. Deviation		.700	.769	.700	.769	.622	2.836
Sum		210	201	210	201	199	1021

Frequency Table

x1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	16.0	16.0	16.0
	4	24	48.0	48.0	64.0
	5	18	36.0	36.0	100.0
Total		50	100.0	100.0	

x1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.0	6.0	6.0
	3	5	10.0	10.0	16.0
	4	30	60.0	60.0	76.0
	5	12	24.0	24.0	100.0
Total		50	100.0	100.0	

x1_3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	16.0	16.0	16.0
4	24	48.0	48.0	64.0
5	18	36.0	36.0	100.0
Total	50	100.0	100.0	

x1_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.0	6.0	6.0
3	5	10.0	10.0	16.0
4	30	60.0	60.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

x1_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.0	2.0	2.0
3	7	14.0	14.0	16.0
4	34	68.0	68.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	

Correlations

Correlations

		x1_1	x1_2	x1_3	x1_4	x1_5	x1_tot
x1_1	Pearson Correlation	1	.372**	1.000**	.372**	.478**	.800**
	Sig. (2-tailed)		.008	.000	.008	.000	.000
	N	50	50	50	50	50	50
x1_2	Pearson Correlation	.372**	1	.372**	1.000**	.470**	.829**
	Sig. (2-tailed)	.008		.008	.000	.001	.000
	N	50	50	50	50	50	50
x1_3	Pearson Correlation	1.000**	.372**	1	.372**	.478**	.800**
	Sig. (2-tailed)	.000	.008		.008	.000	.000
	N	50	50	50	50	50	50
x1_4	Pearson Correlation	.372**	1.000**	.372**	1	.470**	.829**
	Sig. (2-tailed)	.008	.000	.008		.001	.000
	N	50	50	50	50	50	50
x1_5	Pearson Correlation	.478**	.470**	.478**	.470**	1	.710**
	Sig. (2-tailed)	.000	.001	.000	.001		.000
	N	50	50	50	50	50	50
x1_tot	Pearson Correlation	.800**	.829**	.800**	.829**	.710**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.805	.908	6

Statistics

		x2_1	x2_2	x2_3	x2_4	x2_5	x2_tot
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0
Mean		3.98	3.84	3.94	3.94	4.10	19.80
Median		4.00	4.00	4.00	4.00	4.00	21.00
Mode		4	4	4	4	4	21
Std. Deviation		.622	.618	.843	.843	.707	2.763
Sum		199	192	197	197	205	990

Frequency Table

x2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	7	14.0	14.0	16.0
	4	34	68.0	68.0	84.0
	5	8	16.0	16.0	100.0
	Total	50	100.0	100.0	

x2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	1	2.0	2.0	4.0
	3	5	10.0	10.0	14.0
	4	41	82.0	82.0	96.0
	5	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

x2_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.0	2.0	2.0
	2	1	2.0	2.0	4.0
	3	10	20.0	20.0	24.0
	4	26	52.0	52.0	76.0
	5	12	24.0	24.0	100.0
	Total	50	100.0	100.0	

x2_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	1	2.0	2.0	4.0
3	10	20.0	20.0	24.0
4	26	52.0	52.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

x2_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.0	2.0	2.0
3	7	14.0	14.0	16.0
4	28	56.0	56.0	72.0
5	14	28.0	28.0	100.0
Total	50	100.0	100.0	

Correlations

		x2_1	x2_2	x2_3	x2_4	x2_5	x2_tot
x2_1	Pearson Correlation	1	.363**	.348*	.348*	.422**	.627**
	Sig. (2-tailed)		.010	.013	.013	.002	.000
	N	50	50	50	50	50	50
x2_2	Pearson Correlation	.363**	1	.608**	.608**	.318*	.758**
	Sig. (2-tailed)	.010		.000	.000	.025	.000
	N	50	50	50	50	50	50
x2_3	Pearson Correlation	.348*	.608**	1	1.000**	.250	.889**
	Sig. (2-tailed)	.013	.000		.000	.080	.000
	N	50	50	50	50	50	50
x2_4	Pearson Correlation	.348*	.608**	1.000**	1	.250	.889**
	Sig. (2-tailed)	.013	.000	.000		.080	.000
	N	50	50	50	50	50	50
x2_5	Pearson Correlation	.422**	.318*	.250	.250	1	.575**
	Sig. (2-tailed)	.002	.025	.080	.080		.000
	N	50	50	50	50	50	50
x2_tot	Pearson Correlation	.627**	.758**	.889**	.889**	.575**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

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

Reliability Statistics

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.794	6

Frequencies

		Statistics					
		x3_1	x3_2	x3_3	x3_4	x3_5	x3_tot
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0
Mean		3.94	4.20	4.02	3.98	3.84	19.98
Median		4.00	4.00	4.00	4.00	4.00	21.00
Mode		4	4	4	4	4	21
Std. Deviation		.712	.700	.769	.622	.618	2.454
Sum		197	210	201	199	192	999

Frequency Table

x3_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	11	22.0	22.0	24.0
	4	28	56.0	56.0	80.0
	5	10	20.0	20.0	100.0
	Total	50	100.0	100.0	

x3_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	16.0	16.0	16.0
	4	24	48.0	48.0	64.0
	5	18	36.0	36.0	100.0
	Total	50	100.0	100.0	

x3_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.0	6.0	6.0
	3	5	10.0	10.0	16.0
	4	30	60.0	60.0	76.0
	5	12	24.0	24.0	100.0
	Total	50	100.0	100.0	

x3_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	7	14.0	14.0	16.0
	4	34	68.0	68.0	84.0
	5	8	16.0	16.0	100.0
	Total	50	100.0	100.0	

x3_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	1	2.0	2.0	4.0
3	5	10.0	10.0	14.0
4	41	82.0	82.0	96.0
5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

Correlations

		x3_1	x3_2	x3_3	x3_4	x3_5	x3_tot
x3_1	Pearson Correlation	1	.639**	.338*	.366**	.210	.724**
	Sig. (2-tailed)		.000	.016	.009	.144	.000
	N	50	50	50	50	50	50
x3_2	Pearson Correlation	.639**	1	.372**	.478**	.311*	.787**
	Sig. (2-tailed)	.000		.008	.000	.028	.000
	N	50	50	50	50	50	50
x3_3	Pearson Correlation	.338*	.372**	1	.470**	.350*	.725**
	Sig. (2-tailed)	.016	.008		.001	.013	.000
	N	50	50	50	50	50	50
x3_4	Pearson Correlation	.366**	.478**	.470**	1	.363**	.735**
	Sig. (2-tailed)	.009	.000	.001		.010	.000
	N	50	50	50	50	50	50
x3_5	Pearson Correlation	.210	.311*	.350*	.363**	1	.603**
	Sig. (2-tailed)	.144	.028	.013	.010		.000
	N	50	50	50	50	50	50
x3_tot	Pearson Correlation	.724**	.787**	.725**	.735**	.603**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.783	.856	6

Statistics

	y_1	y_2	y_3	y_4	y_5	y_tot
N Valid	50	50	50	50	50	50
Missing	0	0	0	0	0	0
Mean	4.20	4.02	3.98	3.84	4.10	20.14
Median	4.00	4.00	4.00	4.00	4.00	21.00
Mode	4	4	4	4	4	21
Std. Deviation	.700	.769	.622	.618	.707	2.441
Sum	210	201	199	192	205	1007

y_1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	16.0	16.0	16.0
4	24	48.0	48.0	64.0
5	18	36.0	36.0	100.0
Total	50	100.0	100.0	

y_2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.0	6.0	6.0
3	5	10.0	10.0	16.0
4	30	60.0	60.0	76.0
5	12	24.0	24.0	100.0
Total	50	100.0	100.0	

y_3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.0	2.0	2.0
3	7	14.0	14.0	16.0
4	34	68.0	68.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	

y_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.0	2.0	2.0
2	1	2.0	2.0	4.0
3	5	10.0	10.0	14.0
4	41	82.0	82.0	96.0
5	2	4.0	4.0	100.0
Total	50	100.0	100.0	

y_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.0	2.0	2.0
3	7	14.0	14.0	16.0
4	28	56.0	56.0	72.0
5	14	28.0	28.0	100.0
Total	50	100.0	100.0	

Correlations

		y_1	y_2	y_3	y_4	y_5	y_tot
y_1	Pearson Correlation	1	.372**	.478**	.311*	.330*	.700**
	Sig. (2-tailed)		.008	.000	.028	.019	.000
	N	50	50	50	50	50	50
y_2	Pearson Correlation	.372**	1	.470**	.350*	.447**	.759**
	Sig. (2-tailed)	.008		.001	.013	.001	.000
	N	50	50	50	50	50	50
y_3	Pearson Correlation	.478**	.470**	1	.363**	.422**	.754**
	Sig. (2-tailed)	.000	.001		.010	.002	.000
	N	50	50	50	50	50	50
y_4	Pearson Correlation	.311*	.350*	.363**	1	.318*	.637**
	Sig. (2-tailed)	.028	.013	.010		.025	.000
	N	50	50	50	50	50	50
y_5	Pearson Correlation	.330*	.447**	.422**	.318*	1	.713**
	Sig. (2-tailed)	.019	.001	.002	.025		.000
	N	50	50	50	50	50	50
y_tot	Pearson Correlation	.700**	.759**	.754**	.637**	.713**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.782	.855	6

Correlations

		x1	x2	x3	y
x1	Pearson Correlation	1	.613**	.943**	.923**
	Sig. (2-tailed)		.000	.000	.000
	N	50	50	50	50
x2	Pearson Correlation	.613**	1	.740**	.794**
	Sig. (2-tailed)	.000		.000	.000
	N	50	50	50	50
x3	Pearson Correlation	.943**	.740**	1	.951**
	Sig. (2-tailed)	.000	.000		.000
	N	50	50	50	50
y	Pearson Correlation	.923**	.794**	.951**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
y	4.028	.4882	50
x1	4.084	.5673	50
x2	3.960	.5525	50
x3	3.996	.4907	50

Correlations

		y	x1	x2	x3
Pearson Correlation	y	1.000	.923	.794	.951
	x1	.923	1.000	.613	.943
	x2	.794	.613	1.000	.740
	x3	.951	.943	.740	1.000
Sig. (1-tailed)	y	.	.000	.000	.000
	x1	.000	.	.000	.000
	x2	.000	.000	.	.000
	x3	.000	.000	.000	.
N	y	50	50	50	50
	x1	50	50	50	50
	x2	50	50	50	50
	x3	50	50	50	50

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	x3, 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	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.971 ^a	.942	.938	.1213	.942	249.255	3	46	.000

a. Predictors: (Constant), x3, x2, x1

b. Dependent Variable: y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.004	3	3.668	249.255	.000 ^b
	Residual	.677	46	.015		
	Total	11.681	49			

a. Dependent Variable: y

b. Predictors: (Constant), x3, x2, x1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	.193	.146		1.325	.192					
	x1	.389	.099	.452	3.935	.000	.923	.502	.140	.196	6.468
	x2	.251	.050	.284	4.986	.000	.794	.592	.177	.388	2.580
	x3	.313	.134	.315	2.332	.024	.951	.325	.083	.169	4.458

a. Dependent Variable: y

Collinearity Diagnostics^a

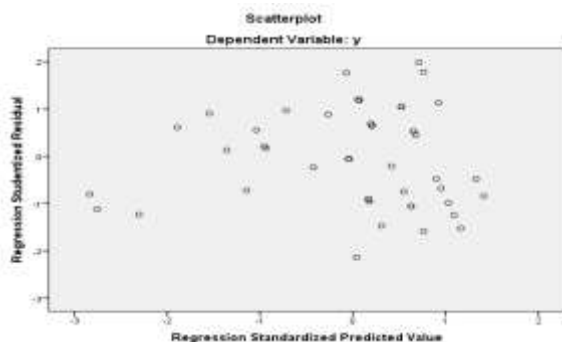
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	x1	x2	x3
1	1	3.981	1.000	.00	.00	.00	.00
	2	.011	19.022	.92	.03	.02	.01
	3	.008	22.707	.03	.06	.65	.00
	4	.001	78.456	.05	.92	.33	.99

a. Dependent Variable: y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.684	4.696	4.028	.4739	50
Std. Predicted Value	-2.835	1.410	.000	1.000	50
Standard Error of Predicted Value	.019	.084	.032	.012	50
Adjusted Predicted Value	2.712	4.707	4.029	.4719	50
Residual	-.2466	.2347	.0000	.1175	50
Std. Residual	-2.033	1.935	.000	.969	50
Stud. Residual	-2.135	1.982	-.005	1.005	50
Deleted Residual	-.2721	.2463	-.0013	.1267	50
Stud. Deleted Residual	-2.225	2.050	-.005	1.017	50
Mahal. Distance	.225	22.696	2.940	3.643	50
Cook's Distance	.000	.118	.020	.024	50
Centered Leverage Value	.005	.463	.060	.074	50

a. Dependent Variable: y



Correlations

			x1	x2	x3	y	Unstandardized Residual
Spearman's rho	x1	Correlation Coefficient	1.000	.554**	.897**	.860**	-.106
		Sig. (2-tailed)	.	.000	.000	.000	.464
		N	50	50	50	50	50
	x2	Correlation Coefficient	.554**	1.000	.648**	.720**	-.106
		Sig. (2-tailed)	.000	.	.000	.000	.464
		N	50	50	50	50	50
	x3	Correlation Coefficient	.897**	.648**	1.000	.894**	-.107
		Sig. (2-tailed)	.000	.000	.	.000	.460
		N	50	50	50	50	50
	y	Correlation Coefficient	.860**	.720**	.894**	1.000	.220
		Sig. (2-tailed)	.000	.000	.000	.	.124
		N	50	50	50	50	50
Unstandardized Residual	Correlation Coefficient		-.106	-.106	-.107	.220	1.000
		Sig. (2-tailed)	.464	.464	.460	.124	.
		N	50	50	50	50	50

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

One-Sample Kolmogorov-Smirnov Test

		x1	x2	x3	y	Unstandardized Residual
N		50	50	50	50	50
Normal Parameters ^{a,b}	Mean	4.084	3.960	3.996	4.028	.0000000
	Std. Deviation	.5673	.5525	.4907	.4882	.11753613
Most Extreme Differences	Absolute	.231	.189	.243	.217	.107
	Positive	.122	.113	.125	.123	.107
	Negative	-.231	-.189	-.243	-.217	-.102
Test Statistic		.231	.189	.243	.217	.107
Asymp. Sig. (2-tailed)		.000 ^c	.000 ^c	.000 ^c	.000 ^c	.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

LAMPIRAN 1**KUESIONER PENELITIAN****PENGARUH KOMPETENSI, BUDAYA ORGANISASI DAN DISIPLIN
KERJA TERHADAP KINERJA PETUGAS PROTOKOLER PADA BIRO
HUMAS DAN PROTOKOL SEKRETARIAT DAERAH
PROVINSI SULAWESI SELATAN**

Dalam rangka menyelesaikan studi Magister Manajemen Konsentrasi SDM pada Universitas Muslim Indonesia Makassar, saya mohon kepada Bapak/Ibu/Saudara berkenan meluangkan waktu untuk mengisi pernyataan kuesioner ini. Kuesioner ini dibuat sebagai bahan penelitian dalam memenuhi tugas skripsi. Sumber informasi dari kuesioner ini terjaga kerahasiaannya. Jawaban yang Bapak/Ibu/Saudara berikan sangat berarti bagi saya sebagai bahan untuk menyusun laporan penelitian. Jawaban yang saya harapkan adalah jawaban yang sejujurnya sesuai dengan keadaan sebenarnya. Atas bantuan dan kesediaanya Bapak/Ibu/Saudara, saya ucapkan terima kasih.

Hormat Saya,
Muhammad Yasir Natsir

A. Petunjuk Pengisian Kuesioner.

1. Pernyataan yang ada, mohon dibaca dan dipahami dengan sebaik-baiknya serta dibandingkan dengan praktek kerja atau keadaan kerja Bapak/Ibu/Saudara yang sebenarnya.

2. Setiap pernyataan diikuti oleh 5 (lima) pilihan Bapak/Ibu/Saudara cukup memilih salah satu dari 5 (lima) jawaban yang tersedia dengan ketentuan sebagai berikut :

SS = Sangat Setuju

S = Setuju

RR = Ragu-ragu

TS = Tidak Setuju

STS= Sangat Tidak Setuju

3. Cara pengisian sesuai dengan Bapak/Ibu/Saudara praktikan dalam pekerjaan.

B. Isilah jawaban Bapak/Ibu/Saudara dengan cara checklist (v) dikolom yang telah tersedia.

C. Harap diperiksa seluruh pertanyaan dipastikan telah dijawab dengan benar dan dikembalikan kembali.

D. Terima kasih atas partisipasi Bapak/Ibu/Saudara telah mengisi kuesioner penelitian.

Identitas Responden

1. No. Resp. :(*Di abaikan)
2. Nama :(**boleh tidak di isi)
3. Usia :tahun
4. Jenis kelamin :
 - Laki-laki
 - Perempuan
5. Status tingkat pendidikan :
 - SD
 - SMP
 - SMA
 - SARJANA (S1)
- Lainnya (.....)
6. Jabatan Pekerjaan :
7. Masa Kerja :

NO	PERNYATAAN KINERJA PEGAWAI	ALTERNATIF JAWABAN				
		SS	S	RR	TS	STS
1	Pengetahuan merupakan keahlian dari seorang petugas protokoler baik secara praktis dan teknik pada Biro Humas dan Protokol Sekretariat Daerah Provinsi Sulawesi Selatan.					
2	Kepercayaan merupakan tingkatan dari petugas protokoler dapat dipercaya berkaitan dengan tugas dan pekerjaannya pada Biro Humas dan Protokol Sekretariat Daerah Provinsi Sulawesi Selatan					
3	Kualitas kerja merupakan akurasi, ketelitian dalam suatu pekerjaan dari petugas protokoler pada Biro Humas dan Protokol Sekretariat Daerah Provinsi Sulawesi Selatan					

4	Produktivitas kerja merupakan kuantitas dan efisiensi kerja yang dihasilkan petugas protokoler pada Biro Humas dan Protokol Sekretariat Daerah Provinsi Sulawesi Selatan					
5	Ketersediaan merupakan tingkatan dimana petugas protokoler tepat waktu dalam menjalankan tugasnya, mengobservasi penentuan waktu					

NO	PERNYATAAN KOMPETENSI	ALTERNATIF JAWABAN				
		SS	S	RR	TS	STS
1	Petugas protokoler mempunyai pengetahuan tentang tata cara upacara yang benar					
2	Petugas protokoler mempunyai Pemahaman tentang tata cara penghormatan kepada pimpinan					
3	Petugas protokoler mempunyai kemampuan dalam berkomunikasi yang baik kepada masyarakat maupun pada pimpinan					
4	Petugas protokoler mampu memahami suatu nilai dari tata cara berpakaian yang rapi					
5	Petugas protokoler mampu memahami sikap (<i>attitude</i>) pada saat melayani tamu					
NO	PERNYATAAN BUDAYA ORGANISASI	ALTERNATIF JAWABAN				
		SS	S	RR	TS	STS
1	Petugas protokoler harus mempunyai kesiapan dalam suatu kegiatan harus stand by 1 jam sebelumnya					
2	Petugas protokoler harus siap dalam pengaturan kordinasi dengan lengkap pada setiap sektor yang terkait baik dari Kabupaten sampai dengan Kota.					

3	Sejauh ini petugas protokoler harus selau siap dalam pencatatan jadwal acara sebelum kegiatan ditinjau kembali dan harus benar-benar dipersiapkan					
4	Selama ini pihak protokoler memastikan 1 hari sebelumnya tentang tentatif acara yang akan digunakan apabila kegiatan dilakukan di daerah.					
5	Pihak protokoler harus menyiapkan <i>Rundown</i> kegiatan harus disesuaikan dengan jadwal kegiatan.					
NO	PERNYATAAN DISIPLIN KERJA	ALTERNATIF JAWABAN				
		SS	S	RR	TS	STS
1	Petugas protokoler dalam hal kehadiran tetap memakai finger tetapi dilakukan diluar ruangan					
2	Tentang keteladanan yaitu pada setiap acara harus disesuaikan dengan jadwal kegiatan sesuai dengan aturan keprotokoleran.					
3	Tentang balas jasa apabila terdapat petugas protokoler ada yang terlambat melakukan finger maka akan dipotong tunjangan insentifnya (pakasi/paket insentif).					
4	Tentang ketegasan apabila terdapat salah seorang petugas protokoler yang tidak bertugas mereka tetap melakukan finger print di kantor					
5	Tentang sanksi hukuman yang diberikan kepada petugas protokoler disesuaikan dengan jenis pelanggaran yang dilakukan.					