

Lampiran 01: Kuesioner Penelitian

I. Identitas Responden

Petunjuk:

Pada bagian ini Bapak/Ibu karyawan unit kerja pemasaran di PT. Surya Madistrindo ARO 2 Singaraja dimohon dengan bersungguh-sungguh dan jujur dalam mengisi data dan identitas yang tertera di bawah ini. Data identitas Bapak/Ibu akan saya jaga kerahasiaannya dan tidak akan memengaruhi pekerjaan Bapak/Ibu.

Data Karyawan :
 Nama Karyawan :
 Unit Kerja/ Departemen :

II. Pertanyaan

Petunjuk:

Pada kuesioner ini, Bapak/Ibu diminta untuk memberikan penilaian secara objektif dan jujur dengan memilih salah satu jawaban A, B, C, D, dan E yang paling cocok dengan situasi dan kondisi yang Bapak/Ibu rasakan di tempat kerja.

A. Kompetensi Sosial

1. Bagaimana kemampuan anda dalam memengaruhi orang lain?
 - a. Sangat Mampu
 - b. Mampu
 - c. Cukup Mampu
 - d. Tidak Mampu
 - e. Sangat Tidak Mampu
2. Bagaimana kemampuan anda dalam memberikan dampak positif dalam bekerja?
 - a. Sangat Mampu
 - b. Mampu
 - c. Cukup Mampu
 - d. Tidak Mampu
 - e. Sangat Tidak Mampu
3. Bagaimana kemampuan anda dalam memahami kekuatan perusahaan?
 - a. Sangat Mampu
 - b. Mampu
 - c. Cukup Mampu
 - d. Tidak Mampu
 - e. Sangat Tidak Mampu

4. Bagaimana kemampuan anda dalam menyelesaikan tanggungjawab masing-masing?
 - a. Sangat Mampu
 - b. Mampu
 - c. Cukup Mampu
 - d. Tidak Mampu
 - e. Sangat Tidak Mampu

5. Bagaimana kemampuan anda dalam membangun tim dengan baik?
 - a. Sangat Mampu
 - b. Mampu
 - c. Cukup Mampu
 - d. Tidak Mampu
 - e. Sangat Tidak Mampu

6. Bagaimana kemampuan anda dalam memelihara jaringan kerjasama dengan orang lain?
 - a. Sangat Mampu
 - b. Mampu
 - c. Cukup Mampu
 - d. Tidak Mampu
 - e. Sangat Tidak Mampu

B. Motivasi Kerja

1. Bagaimana kesesuaian gaji yang diterima oleh anda?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai

2. Bagaimana kesesuaian upah kerja yang diberikan oleh perusahaan untuk kerja lembur?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai

3. Bagaimana kesesuaian pekerjaan yang diberikan perusahaan dengan kemampuan yang dimiliki?
 - a. Sangat Sesuai

- b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai
4. Bagaimana tanggungjawab anda dalam melaksanakan pekerjaan yang diberikan oleh perusahaan?
- a. Sangat Bertanggungjawab
 - b. Bertanggungjawab
 - c. Cukup Bertanggungjawab
 - d. Tidak Bertanggungjawab
 - e. Sangat Tidak Bertanggungjawab
5. Bagaimana kesesuaian pemberian kesempatan untuk berprestasi kepada anda di tempat bekerja?
- a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai
6. Bagaimana kesesuaian pemberian kesempatan dalam pengembangan karir di tempat bekerja?
- a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai
7. Bagaimana kesesuaian pemberian kesempatan untuk bekerjasama di tempat bekerja?
- a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai
8. Bagaimana kesesuaian pemberian kesempatan untuk bekerjasama di tempat bekerja?
- a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai

9. Bagaimana kenyamanan kondisi kerja di tempat bekerja?
 - a. Sangat Nyaman
 - b. Nyaman
 - c. Cukup Nyaman
 - d. Tidak Nyaman
 - e. Sangat Tidak Nyaman

10. Bagaimana kesesuaian penerapan keadilan peraturan kerja di tempat bekerja?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai

C. Kinerja Karyawan

1. Bagaimana kesesuaian kuantitas kinerja yang dicapai dengan standar kuantitas kinerja yang ditetapkan Perusahaan?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai


2. Bagaimana kesesuaian kualitas pekerjaan yang dihasilkan dengan standar kualitas yang telah ditetapkan perusahaan?
 - a. Sangat Sesuai
 - b. Sesuai
 - c. Cukup Sesuai
 - d. Tidak Sesuai
 - e. Sangat Tidak Sesuai

3. Bagaimana inisiatif Bapak/Ibu dalam mengembangkan ide-ide dalam bekerja?
 - a. Sangat Inisiatif
 - b. Inisiatif
 - c. Cukup Inisiatif
 - d. Tidak Inisiatif
 - e. Sangat Tidak Inisiatif

4. Bagaimana loyalitas Bapak/Ibu terhadap kepatuhan peraturan perusahaan?
 - a. Sangat Loyalitas
 - b. Loyalitas
 - c. Cukup Loyalitas
 - d. Tidak Loyalitas
 - e. Sangat Tidak Loyalitas

 5. Bagaimana tingkat kemandirian Bapak/Ibu dalam menyelesaikan pekerjaan?
 - a. Sangat Mandiri
 - b. Mandiri
 - c. Cukup Mandiri
 - d. Tidak Mandiri
 - e. Sangat Tidak Mandiri

 6. Bagaimana kematangan Bapak/Ibu dalam berpengetahuan terhadap pekerjaan yang dilakukan?
 - a. Sangat Matang
 - b. Matang
 - c. Cukup Matang
 - d. Tidak Matang
 - e. Sangat Tidak Matang

 7. Seberapa kooperatif Bapak/Ibu dalam menyelesaikan pekerjaan dengan rekan sekerja atau karyawan lain?
 - a. Sangat Kooperatif
 - b. Kooperatif
 - c. Cukup Kooperatif
 - d. Tidak Kooperatif
 - e. Sangat Tidak Kooperatif
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Lampiran 02. Data Ordinal Penelitian

a. Data Ordinal Sampel Kecil

RES	KOMPETENSI SOSIAL						
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TX1
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6	5	5	5	5	5	5	30
7	4	5	4	4	4	5	26
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10	3	2	3	3	3	2	16
11	3	2	3	3	3	2	16
12	5	5	5	5	5	5	30
13	5	5	5	5	5	5	30
14	5	5	5	5	5	5	30
15	5	5	5	5	5	5	30
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28	5	5	5	5	5	5	30
29	5	4	5	5	5	4	28
30	4	4	4	4	4	4	24

MOTIVASI KERJA										
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TX2
5	5	4	5	5	5	5	5	4	5	48
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5	5	5	5	5	5	5	5	5	5	50
4	3	2	4	3	2	2	3	4	3	30
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5	4	5	5	4	5	4	5	5	4	46
5	4	5	5	4	5	4	5	5	4	46
2	4	3	2	4	4	3	4	2	4	32
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5	5	5	5	5	5	5	5	5	5	50
3	2	3	3	2	3	3	4	3	2	28
3	2	3	3	2	3	3	2	3	2	26
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5	5	5	5	5	5	5	5	5	5	50
4	5	5	4	5	5	5	4	5	5	47
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b. Data Ordinal Sampel Besar

RES	KOMPETENSI SOSIAL						
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TX1
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37	5	5	4	4	5	5	28
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MOTIVASI KERJA										
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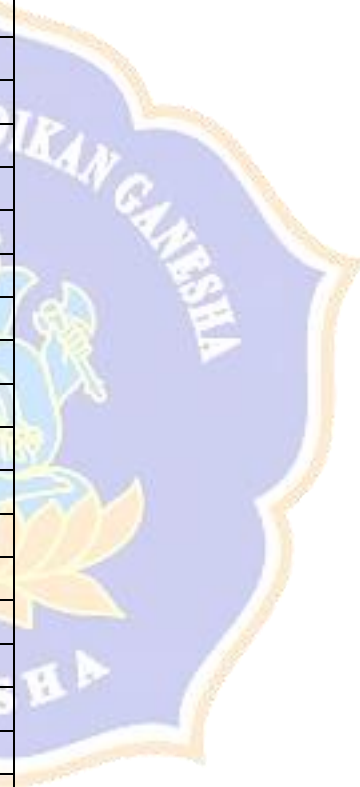
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KINERJA KARYAWAN							
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3	2	3	3	2	3	3	19
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4	5	5	4	5	5	4	32
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
4	5	5	4	5	5	4	32
5	4	4	5	4	4	5	31
4	5	4	4	5	4	4	30
5	5	4	5	5	4	5	33
3	2	3	3	2	3	3	19
5	4	4	5	4	4	5	31
4	5	5	4	5	5	4	32
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	5	4	5	5	4	5	33

2	3	2	2	3	2	2	16
5	4	5	5	4	5	5	33
5	5	4	5	5	4	5	33
5	5	5	5	5	5	5	35
3	2	3	3	2	3	3	19
5	4	4	5	4	4	5	31
3	4	4	3	4	4	3	25
4	4	3	4	4	3	4	26
2	3	2	2	3	2	2	16
5	5	4	5	5	4	5	33
5	5	5	5	5	5	5	35
3	2	3	3	2	3	3	19
5	4	4	5	4	4	5	31
4	5	5	4	5	5	4	32
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	4	5	5	4	5	5	33
5	5	4	5	5	4	5	33
5	5	5	5	5	5	5	35
3	2	3	3	2	3	3	19
5	5	4	5	5	4	5	33
5	4	4	5	4	4	5	31
4	5	5	4	5	5	4	32
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	4	5	5	4	5	5	33
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	4	4	5	4	4	5	31
4	5	5	4	5	5	4	32
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	4	5	5	4	5	5	33
5	5	4	5	5	4	5	33
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16
5	4	4	5	4	4	5	31
5	5	4	5	5	4	5	33
4	5	5	4	5	5	4	32
4	3	3	4	3	3	4	24



4	5	3	4	5	3	4	28
5	5	4	5	5	4	5	33
3	4	3	3	4	3	3	23
4	5	4	4	5	4	4	30
3	5	5	3	5	5	3	29
2	3	3	2	3	3	2	18
3	4	2	3	4	2	3	21
2	2	2	2	2	2	2	14
4	5	4	4	5	4	4	30
4	3	3	4	3	3	4	24
5	5	4	5	5	4	5	33
4	5	5	4	5	5	4	32
5	5	4	5	5	4	5	33
2	3	2	2	3	2	2	16



Lampiran 03. Data Interval Penelitian

a. Data Interval Sampel Kecil

RES	KOMPETENSI SOSIAL					
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
1	3.449	2.401	3.449	3.449	3.449	2.401
2	3.449	3.634	3.449	3.449	3.449	3.634
3	3.449	3.634	3.449	3.449	3.449	3.634
4	3.449	3.634	3.449	3.449	3.449	3.634
5	2.217	3.634	2.217	2.217	2.217	3.634
6	3.449	3.634	3.449	3.449	3.449	3.634
7	2.217	3.634	2.217	2.217	2.217	3.634
8	3.449	3.634	3.449	3.449	3.449	3.634
9	1.000	2.401	1.000	1.000	1.000	2.401
10	1.640	1.000	1.640	1.640	1.640	1.000
11	1.640	1.000	1.640	1.640	1.640	1.000
12	3.449	3.634	3.449	3.449	3.449	3.634
13	3.449	3.634	3.449	3.449	3.449	3.634
14	3.449	3.634	3.449	3.449	3.449	3.634
15	3.449	3.634	3.449	3.449	3.449	3.634
16	2.217	3.634	2.217	2.217	2.217	3.634
17	2.217	3.634	2.217	2.217	2.217	3.634
18	3.449	3.634	3.449	3.449	3.449	3.634
19	1.000	1.734	1.000	1.000	1.000	1.734
20	3.449	3.634	3.449	3.449	3.449	3.634
21	2.217	1.734	2.217	2.217	2.217	1.734
22	2.217	1.734	2.217	2.217	2.217	1.734
23	3.449	2.401	3.449	3.449	3.449	2.401
24	3.449	2.401	3.449	3.449	3.449	2.401
25	1.000	2.401	1.000	1.000	1.000	2.401
26	3.449	2.401	3.449	3.449	3.449	2.401
27	2.217	3.634	2.217	2.217	2.217	3.634
28	3.449	3.634	3.449	3.449	3.449	3.634
29	3.449	2.401	3.449	3.449	3.449	2.401
30	2.217	2.401	2.217	2.217	2.217	2.401

MOTIVASI KERJA									
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10
3.685	3.847	2.681	3.685	3.847	3.584	3.847	3.634	2.681	3.847
1.000	1.943	2.681	1.000	1.943	1.000	2.724	1.943	1.000	1.943
3.685	3.847	3.791	3.685	3.847	3.584	3.847	3.634	3.791	3.847
2.447	1.943	1.000	2.447	1.943	1.000	1.000	1.943	2.681	1.943
2.447	1.943	1.000	2.447	1.943	1.879	1.000	1.943	2.681	1.943
3.685	2.724	3.791	3.685	2.724	3.584	2.724	3.634	3.791	2.724
3.685	2.724	3.791	3.685	2.724	3.584	2.724	3.634	3.791	2.724
1.000	2.724	1.943	1.000	2.724	2.458	1.943	2.551	1.000	2.724
3.685	2.724	3.791	3.685	2.724	3.584	3.847	3.634	3.791	2.724
3.685	3.847	3.791	3.685	3.847	3.584	3.847	3.634	3.791	3.847
3.685	3.847	3.791	3.685	3.847	3.584	3.847	3.634	3.791	3.847
1.734	1.000	1.943	1.734	1.000	1.879	1.943	2.551	1.943	1.000
1.734	1.000	1.943	1.734	1.000	1.879	1.943	1.000	1.943	1.000
2.447	1.943	1.943	2.447	1.943	1.879	1.943	1.000	2.681	1.943
3.685	3.847	3.791	3.685	3.847	3.584	3.847	3.634	3.791	3.847
3.685	3.847	3.791	3.685	3.847	2.458	2.724	1.943	1.943	3.847
2.447	2.724	3.791	2.447	2.724	2.458	2.724	2.551	2.681	2.724
3.685	3.847	2.681	3.685	3.847	3.584	3.847	3.634	2.681	3.847
2.447	1.943	1.943	2.447	1.943	3.584	1.943	3.634	3.791	1.943
3.685	3.847	3.791	3.685	3.847	3.584	3.847	2.551	1.943	3.847
3.685	3.847	3.791	3.685	3.847	3.584	3.847	3.634	2.681	3.847
3.685	1.943	1.943	3.685	1.943	3.584	2.724	3.634	2.681	1.943
3.685	2.724	2.681	3.685	2.724	2.458	2.724	3.634	3.791	2.724
3.685	3.847	3.791	3.685	3.847	3.584	3.847	1.943	1.943	3.847
1.734	2.724	2.681	1.734	2.724	2.458	2.724	1.943	1.943	2.724
2.447	2.724	2.681	2.447	2.724	1.879	1.943	3.634	3.791	2.724
2.447	2.724	2.681	2.447	2.724	3.584	3.847	3.634	3.791	2.724
3.685	3.847	3.791	3.685	3.847	3.584	3.847	3.634	3.791	3.847
2.447	3.847	3.791	2.447	3.847	3.584	3.847	2.551	3.791	3.847
2.447	3.847	2.681	2.447	3.847	3.584	2.724	3.634	3.791	3.847

KINERJA KARYAWAN						
Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	T.7
2.401	3.449	2.401	2.401	3.449	2.401	2.401
3.634	3.449	3.634	3.634	3.449	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
3.634	2.217	3.634	3.634	2.217	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
3.634	2.217	3.634	3.634	2.217	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
2.401	1.000	2.401	2.401	1.000	2.401	2.401
1.000	1.640	1.000	1.000	1.640	1.000	1.000
1.000	1.640	1.000	1.000	1.640	1.000	1.000
3.634	3.449	3.634	3.634	3.449	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
3.634	2.217	3.634	3.634	2.217	3.634	3.634
3.634	2.217	3.634	3.634	2.217	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
1.734	1.000	1.734	1.734	1.000	1.734	1.734
3.634	3.449	3.634	3.634	3.449	3.634	3.634
1.734	2.217	1.734	1.734	2.217	1.734	1.734
1.734	2.217	1.734	1.734	2.217	1.734	1.734
2.401	3.449	2.401	2.401	3.449	2.401	2.401
2.401	3.449	2.401	2.401	3.449	2.401	2.401
2.401	1.000	2.401	2.401	1.000	2.401	2.401
2.401	3.449	2.401	2.401	3.449	2.401	2.401
3.634	2.217	3.634	3.634	2.217	3.634	3.634
3.634	3.449	3.634	3.634	3.449	3.634	3.634
2.401	3.449	2.401	2.401	3.449	2.401	2.401
2.401	2.217	2.401	2.401	2.217	2.401	2.401



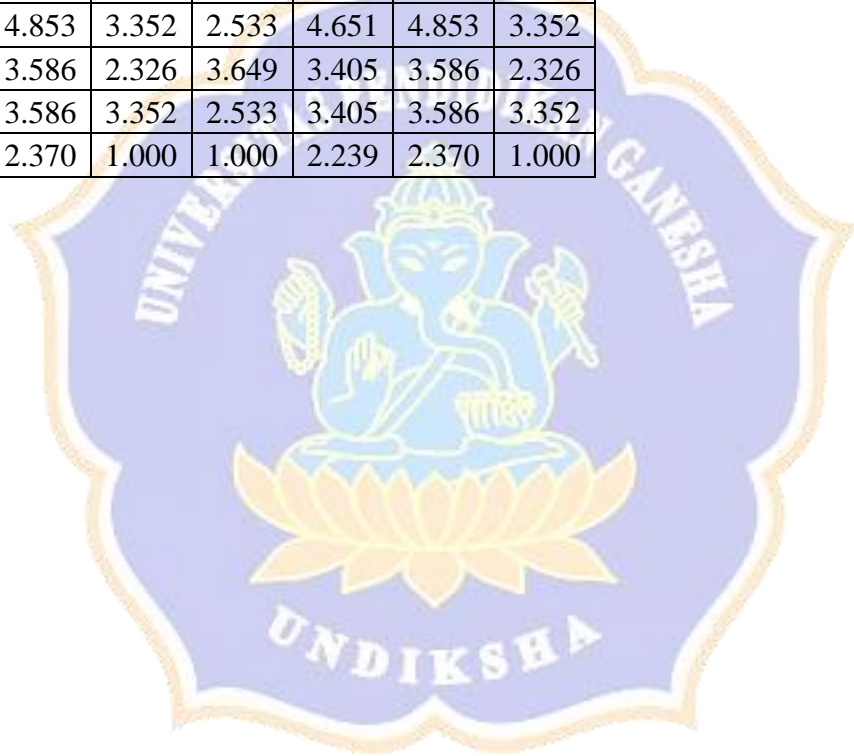
b. Data Interval Sampel Besar

RES	KOMPETENSI SOSIAL					
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
1	3.586	2.326	1.814	3.405	3.586	2.326
2	3.586	3.352	2.533	3.405	3.586	3.352
3	3.586	1.796	1.814	1.000	3.586	1.796
4	3.586	2.326	2.533	3.405	3.586	2.326
5	3.586	1.796	3.649	3.405	3.586	1.796
6	2.370	1.000	1.814	2.239	2.370	1.000
7	2.370	1.796	1.000	2.239	2.370	1.796
8	1.000	1.000	1.000	1.000	1.000	1.000
9	3.586	2.326	2.533	3.405	3.586	2.326
10	3.586	2.326	1.814	2.239	3.586	2.326
11	4.853	3.352	2.533	4.651	4.853	3.352
12	3.586	2.326	3.649	3.405	3.586	2.326
13	3.586	3.352	2.533	3.405	3.586	3.352
14	2.370	1.000	1.000	2.239	2.370	1.000
15	2.370	1.796	1.000	2.239	2.370	1.796
16	3.586	1.796	3.649	3.405	3.586	1.796
17	3.586	3.352	2.533	3.405	3.586	3.352
18	2.370	1.000	1.000	2.239	2.370	1.000
19	3.586	2.326	3.649	3.405	3.586	2.326
20	3.586	2.326	3.649	3.405	3.586	2.326
21	3.586	3.352	2.533	3.405	3.586	3.352
22	3.586	2.326	3.649	3.405	3.586	2.326
23	2.370	1.000	1.000	2.239	2.370	1.000
24	3.586	2.326	3.649	3.405	3.586	2.326
25	2.370	1.796	1.814	2.239	2.370	1.796
26	4.853	3.352	3.649	4.651	4.853	3.352
27	3.586	2.326	3.649	3.405	3.586	2.326
28	3.586	3.352	2.533	3.405	3.586	3.352
29	2.370	1.000	1.000	2.239	2.370	1.000
30	3.586	2.326	3.649	3.405	3.586	2.326
31	3.586	3.352	3.649	3.405	3.586	3.352
32	4.853	2.326	2.533	4.651	4.853	2.326
33	3.586	3.352	2.533	3.405	3.586	3.352
34	2.370	1.796	1.814	2.239	2.370	1.796
35	4.853	3.352	2.533	4.651	4.853	3.352
36	3.586	2.326	3.649	3.405	3.586	2.326

37	4.853	3.352	2.533	3.405	4.853	3.352
38	2.370	1.000	1.000	2.239	2.370	1.000
39	3.586	3.352	2.533	3.405	3.586	3.352
40	2.370	1.000	1.000	2.239	2.370	1.000
41	3.586	3.352	3.649	3.405	3.586	3.352
42	4.853	3.352	2.533	4.651	4.853	3.352
43	3.586	3.352	3.649	3.405	3.586	3.352
44	2.370	1.796	1.814	2.239	2.370	1.796
45	4.853	3.352	2.533	4.651	4.853	3.352
46	2.370	1.796	2.533	2.239	2.370	1.796
47	2.370	2.326	1.814	2.239	2.370	2.326
48	2.370	1.000	1.000	2.239	2.370	1.000
49	4.853	3.352	2.533	4.651	4.853	3.352
50	3.586	3.352	3.649	3.405	3.586	3.352
51	2.370	1.796	1.814	2.239	2.370	1.796
52	4.853	3.352	2.533	4.651	4.853	3.352
53	3.586	2.326	3.649	3.405	3.586	2.326
54	3.586	3.352	2.533	3.405	3.586	3.352
55	2.370	1.000	1.000	2.239	2.370	1.000
56	3.586	3.352	2.533	3.405	3.586	3.352
57	2.370	1.000	1.000	2.239	2.370	1.000
58	4.853	3.352	2.533	3.405	4.853	3.352
59	2.370	1.000	1.000	2.239	2.370	1.000
60	3.586	3.352	3.649	3.405	3.586	3.352
61	4.853	3.352	2.533	4.651	4.853	3.352
62	3.586	3.352	3.649	3.405	3.586	3.352
63	2.370	1.796	1.814	2.239	2.370	1.796
64	4.853	3.352	2.533	4.651	4.853	3.352
65	4.853	3.352	2.533	4.651	4.853	3.352
66	3.586	2.326	3.649	3.405	3.586	2.326
67	3.586	3.352	2.533	3.405	3.586	3.352
68	2.370	1.000	1.000	2.239	2.370	1.000
69	3.586	3.352	2.533	3.405	3.586	3.352
70	2.370	1.000	1.000	2.239	2.370	1.000
71	3.586	3.352	2.533	3.405	3.586	3.352
72	2.370	1.000	1.000	2.239	2.370	1.000
73	3.586	3.352	3.649	3.405	3.586	3.352
74	4.853	3.352	2.533	4.651	4.853	3.352
75	3.586	3.352	2.533	3.405	3.586	3.352
76	2.370	1.000	1.000	2.239	2.370	1.000
77	4.853	3.352	2.533	4.651	4.853	3.352



78	4.853	3.352	2.533	4.651	4.853	3.352
79	3.586	2.326	3.649	3.405	3.586	2.326
80	2.370	2.326	1.814	2.239	2.370	2.326
81	3.586	2.326	1.814	3.405	3.586	2.326
82	3.586	3.352	2.533	3.405	3.586	3.352
83	3.586	1.796	1.814	1.000	3.586	1.796
84	3.586	2.326	2.533	3.405	3.586	2.326
85	3.586	1.796	3.649	3.405	3.586	1.796
86	2.370	1.000	1.814	2.239	2.370	1.000
87	2.370	1.796	1.000	2.239	2.370	1.796
88	1.000	1.000	1.000	1.000	1.000	1.000
89	3.586	2.326	2.533	3.405	3.586	2.326
90	3.586	2.326	1.814	2.239	3.586	2.326
91	4.853	3.352	2.533	4.651	4.853	3.352
92	3.586	2.326	3.649	3.405	3.586	2.326
93	3.586	3.352	2.533	3.405	3.586	3.352
94	2.370	1.000	1.000	2.239	2.370	1.000



MOTIVASI KERJA									
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10
2.447	2.435	2.447	3.655	3.139	2.216	2.447	3.478	3.346	2.326
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
3.596	1.768	3.581	2.604	3.139	1.721	3.596	1.742	1.700	1.796
3.596	2.435	3.581	3.655	4.196	2.216	3.596	2.365	2.241	2.326
3.596	1.768	2.447	3.655	2.330	1.721	3.596	2.365	3.346	1.796
1.000	1.000	1.000	1.969	3.139	2.216	1.000	1.742	2.241	1.000
2.447	1.000	2.447	2.604	3.139	1.721	2.447	1.742	1.700	1.796
2.447	1.768	2.447	1.000	1.000	1.000	2.447	1.000	1.000	1.000
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	2.326
2.447	1.768	3.581	1.969	2.330	2.216	2.447	2.365	2.241	2.326
3.596	2.435	4.735	3.655	4.196	3.280	3.596	2.365	3.346	3.352
3.596	2.435	4.735	3.655	3.139	2.216	3.596	3.478	3.346	2.326
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
2.447	1.000	2.447	2.604	3.139	1.721	2.447	1.742	1.700	1.796
2.447	1.768	2.447	1.969	3.139	2.216	2.447	3.478	3.346	1.796
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
4.763	3.575	3.581	3.655	4.196	3.280	4.763	2.365	2.241	2.326
3.596	3.575	4.735	3.655	4.196	3.280	3.596	2.365	3.346	2.326
4.763	3.575	4.735	2.604	4.196	3.280	4.763	3.478	3.346	3.352
4.763	3.575	3.581	3.655	4.196	2.216	4.763	2.365	2.241	2.326
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
4.763	3.575	3.581	3.655	4.196	2.216	4.763	2.365	2.241	2.326
2.447	1.000	2.447	1.000	2.330	1.000	2.447	1.000	1.000	1.796
4.763	3.575	4.735	3.655	4.196	3.280	4.763	3.478	3.346	3.352
4.763	3.575	4.735	3.655	3.139	2.216	4.763	3.478	3.346	2.326
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
4.763	3.575	3.581	3.655	4.196	2.216	4.763	2.365	2.241	2.326
4.763	2.435	3.581	2.604	4.196	3.280	4.763	3.478	3.346	3.352
3.596	2.435	3.581	3.655	4.196	3.280	3.596	3.478	3.346	2.326
3.596	3.575	3.581	3.655	4.196	3.280	3.596	3.478	3.346	3.352
2.447	1.000	2.447	1.000	2.330	1.000	2.447	1.000	1.000	1.796
4.763	3.575	4.735	2.604	4.196	2.216	4.763	3.478	3.346	3.352
4.763	3.575	4.735	3.655	3.139	2.216	4.763	3.478	3.346	2.326
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352

2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
4.763	2.435	3.581	2.604	4.196	2.216	4.763	3.478	3.346	3.352
3.596	2.435	4.735	3.655	4.196	3.280	3.596	3.478	3.346	3.352
3.596	3.575	3.581	3.655	3.139	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.000	2.330	1.000	2.447	1.000	1.000	1.796
4.763	3.575	4.735	2.604	4.196	2.216	4.763	3.478	3.346	3.352
3.596	2.435	3.581	2.604	2.330	1.721	3.596	2.365	2.241	1.796
2.447	1.768	2.447	2.604	3.139	2.216	2.447	1.742	1.700	2.326
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
3.596	2.435	4.735	3.655	4.196	3.280	3.596	3.478	3.346	3.352
3.596	3.575	3.581	3.655	3.139	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.000	2.330	1.000	2.447	1.000	1.000	1.796
4.763	3.575	4.735	2.604	4.196	2.216	4.763	3.478	3.346	3.352
4.763	3.575	4.735	3.655	3.139	2.216	4.763	3.478	3.346	2.326
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
4.763	2.435	3.581	2.604	4.196	2.216	4.763	3.478	3.346	3.352
3.596	2.435	4.735	3.655	4.196	3.280	3.596	3.478	3.346	3.352
3.596	3.575	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.000	2.330	1.000	2.447	1.000	1.000	1.796
4.763	3.575	4.735	3.655	4.196	3.280	4.763	3.478	3.346	3.352
4.763	3.575	4.735	2.604	4.196	2.216	4.763	3.478	3.346	3.352
4.763	3.575	4.735	3.655	3.139	2.216	4.763	3.478	3.346	2.326
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.742	1.000	1.000
4.763	2.435	3.581	2.604	4.196	2.216	4.763	3.478	3.346	3.352
3.596	2.435	4.735	3.655	4.196	3.280	3.596	3.478	3.346	3.352
3.596	2.435	3.581	3.655	4.196	3.280	3.596	3.478	3.346	2.326
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.742	1.700	2.326

2.447	2.435	2.447	3.655	3.139	2.216	2.447	3.478	3.346	2.326
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
3.596	1.768	3.581	2.604	3.139	1.721	3.596	1.742	1.700	1.796
3.596	2.435	3.581	3.655	4.196	2.216	3.596	2.365	2.241	2.326
3.596	1.768	2.447	3.655	2.330	1.721	3.596	2.365	3.346	1.796
1.000	1.000	1.000	1.969	3.139	2.216	1.000	1.742	2.241	1.000
2.447	1.000	2.447	2.604	3.139	1.721	2.447	1.742	1.700	1.796
2.447	1.768	2.447	1.000	1.000	1.000	2.447	1.000	1.000	1.000
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	2.326
2.447	1.768	3.581	1.969	2.330	2.216	2.447	2.365	2.241	2.326
3.596	2.435	4.735	3.655	4.196	3.280	3.596	2.365	3.346	3.352
3.596	2.435	4.735	3.655	3.139	2.216	3.596	3.478	3.346	2.326
3.596	2.435	3.581	3.655	4.196	3.280	3.596	2.365	2.241	3.352
2.447	1.000	2.447	1.969	2.330	1.000	2.447	1.000	1.000	1.000



KINERJA KARYAWAN						
Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7
2.326	3.655	1.814	2.326	3.655	1.814	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.796	2.604	1.814	1.796	2.604	1.814	1.796
2.326	3.655	2.547	2.326	3.655	2.547	2.326
1.796	3.655	3.675	1.796	3.655	3.675	1.796
1.000	1.969	1.814	1.000	1.969	1.814	1.000
1.796	2.604	1.000	1.796	2.604	1.000	1.796
1.000	1.000	1.000	1.000	1.000	1.000	1.000
2.326	3.655	2.547	2.326	3.655	2.547	2.326
2.326	1.969	1.814	2.326	1.969	1.814	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
2.326	3.655	3.675	2.326	3.655	3.675	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
1.796	2.604	1.000	1.796	2.604	1.000	1.796
1.796	1.969	3.675	1.796	1.969	3.675	1.796
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
2.326	3.655	3.675	2.326	3.655	3.675	2.326
2.326	3.655	3.675	2.326	3.655	3.675	2.326
3.352	2.604	2.547	3.352	2.604	2.547	3.352
2.326	3.655	3.675	2.326	3.655	3.675	2.326
1.000	1.969	1.000	1.000	1.969	1.000	1.000
2.326	3.655	3.675	2.326	3.655	3.675	2.326
1.796	1.000	1.814	1.796	1.000	1.814	1.796
3.352	3.655	3.675	3.352	3.655	3.675	3.352
2.326	3.655	3.675	2.326	3.655	3.675	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
2.326	3.655	3.675	2.326	3.655	3.675	2.326
3.352	2.604	2.547	3.352	2.604	2.547	3.352
2.326	3.655	2.547	2.326	3.655	2.547	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.796	1.000	1.814	1.796	1.000	1.814	1.796
3.352	2.604	2.547	3.352	2.604	2.547	3.352
2.326	3.655	3.675	2.326	3.655	3.675	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	3.655	2.547	3.352	3.655	2.547	3.352



1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	2.604	3.675	3.352	2.604	3.675	3.352
3.352	3.655	2.547	3.352	3.655	2.547	3.352
3.352	3.655	3.675	3.352	3.655	3.675	3.352
1.796	1.000	1.814	1.796	1.000	1.814	1.796
3.352	2.604	2.547	3.352	2.604	2.547	3.352
1.796	2.604	2.547	1.796	2.604	2.547	1.796
2.326	2.604	1.814	2.326	2.604	1.814	2.326
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	3.655	2.547	3.352	3.655	2.547	3.352
3.352	3.655	3.675	3.352	3.655	3.675	3.352
1.796	1.000	1.814	1.796	1.000	1.814	1.796
3.352	2.604	2.547	3.352	2.604	2.547	3.352
2.326	3.655	3.675	2.326	3.655	3.675	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	2.604	3.675	3.352	2.604	3.675	3.352
3.352	3.655	2.547	3.352	3.655	2.547	3.352
3.352	3.655	3.675	3.352	3.655	3.675	3.352
1.796	1.000	1.814	1.796	1.000	1.814	1.796
3.352	3.655	2.547	3.352	3.655	2.547	3.352
3.352	2.604	2.547	3.352	2.604	2.547	3.352
2.326	3.655	3.675	2.326	3.655	3.675	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	2.604	3.675	3.352	2.604	3.675	3.352
3.352	3.655	2.547	3.352	3.655	2.547	3.352
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000
3.352	2.604	2.547	3.352	2.604	2.547	3.352
3.352	3.655	2.547	3.352	3.655	2.547	3.352
2.326	3.655	3.675	2.326	3.655	3.675	2.326
2.326	1.969	1.814	2.326	1.969	1.814	2.326



2.326	3.655	1.814	2.326	3.655	1.814	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.796	2.604	1.814	1.796	2.604	1.814	1.796
2.326	3.655	2.547	2.326	3.655	2.547	2.326
1.796	3.655	3.675	1.796	3.655	3.675	1.796
1.000	1.969	1.814	1.000	1.969	1.814	1.000
1.796	2.604	1.000	1.796	2.604	1.000	1.796
1.000	1.000	1.000	1.000	1.000	1.000	1.000
2.326	3.655	2.547	2.326	3.655	2.547	2.326
2.326	1.969	1.814	2.326	1.969	1.814	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
2.326	3.655	3.675	2.326	3.655	3.675	2.326
3.352	3.655	2.547	3.352	3.655	2.547	3.352
1.000	1.969	1.000	1.000	1.969	1.000	1.000



Lampiran 04. Output Hasil Uji Realibilitas dan Uji Validitas**Hasil Uji Realibilitas Sampel Kecil (Kompetensi Sosial)****Reliability Statistics**

Cronbach's Alpha	N of Items
.954	6

Hasil Uji Realibilitas Sampel Kecil (Motivasi Kerja)**Reliability Statistics**

Cronbach's Alpha	N of Items
.942	10

Hasil Uji Realibilitas Sampel Kecil (Kinerja Karyawan)**Reliability Statistics**

Cronbach's Alpha	N of Items
.963	7



Hasil Uji Realibilitas Sampel Besar (Kompetensi Sosial)**Reliability Statistics**

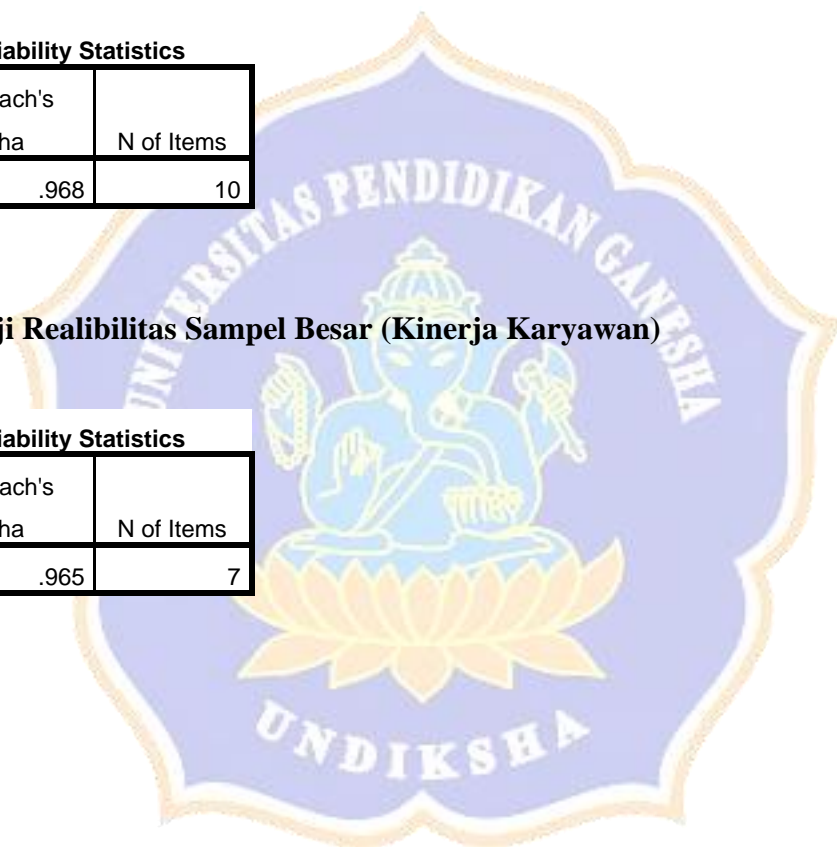
Cronbach's Alpha	N of Items
.950	6

Hasil Uji Realibilitas Sampel Besar (Motivasi Kerja)**Reliability Statistics**

Cronbach's Alpha	N of Items
.968	10

Hasil Uji Realibilitas Sampel Besar (Kinerja Karyawan)**Reliability Statistics**

Cronbach's Alpha	N of Items
.965	7



Hasil Uji Validitas Sampel Kecil (Kompetensi Sosial)

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TX1
X1.1	Pearson Correlation	1	.568**	1.000**	1.000**	1.000**	.568**	.957**
	Sig. (2-tailed)		.001	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.568**	1	.568**	.568**	.568**	1.000**	.782**
	Sig. (2-tailed)	.001		.001	.001	.001	.000	.000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	1.000**	.568**	1	1.000**	1.000**	.568**	.957**
	Sig. (2-tailed)	.000	.001		.000	.000	.001	.000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	1.000**	.568**	1.000**	1	1.000**	.568**	.957**
	Sig. (2-tailed)	.000	.001	.000		.000	.001	.000
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	1.000**	.568**	1.000**	1.000**	1	.568**	.957**
	Sig. (2-tailed)	.000	.001	.000	.000		.001	.000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.568**	1.000**	.568**	.568**	.568**	1	.782**
	Sig. (2-tailed)	.001	.000	.001	.001	.001		.000
	N	30	30	30	30	30	30	30
TX1	Pearson Correlation	.957**	.782**	.957**	.957**	.957**	.782**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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



Hasil Uji Validitas Sampel Kecil (Motivasi Kerja)

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TX2
X2.1 Pearson Correlation	1	.593**	.534**	1.000**	.593**	.660**	.554**	.520**	.612**	.593**	.815**
Sig. (2-tailed)		.001	.002	.000	.001	.000	.002	.003	.000	.001	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.2 Pearson Correlation	.593**	1	.761**	.593**	1.000**	.695**	.775**	.475**	.318	1.000**	.887**
Sig. (2-tailed)	.001		.000	.001	.000	.000	.000	.008	.087	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.3 Pearson Correlation	.534**	.761**	1	.534**	.761**	.638**	.835**	.425*	.308	.761**	.808**
Sig. (2-tailed)	.002	.000		.002	.000	.000	.000	.019	.097	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.4 Pearson Correlation	1.000**	.593**	.534**	1	.593**	.660**	.554**	.520**	.612**	.593**	.815**
Sig. (2-tailed)	.000	.001	.002		.001	.000	.002	.003	.000	.001	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.5 Pearson Correlation	.593**	1.000**	.761**	.593**	1	.695**	.775**	.475**	.318	1.000**	.887**
Sig. (2-tailed)	.001	.000	.000	.001		.000	.000	.008	.087	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.6 Pearson Correlation	.660**	.695**	.638**	.660**	.695**	1	.768**	.690**	.495**	.695**	.863**
Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.005	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.7 Pearson Correlation	.554**	.775**	.835**	.554**	.775**	.768**	1	.511**	.281	.775**	.841**
Sig. (2-tailed)	.002	.000	.000	.002	.000	.000		.004	.133	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.8 Pearson Correlation	.520**	.475**	.425*	.520**	.475**	.690**	.511**	1	.671**	.475**	.713**
Sig. (2-tailed)	.003	.008	.019	.003	.008	.000	.004		.000	.008	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.9 Pearson Correlation	.612**	.318	.308	.612**	.318	.495**	.281	.671**	1	.318	.608**
Sig. (2-tailed)	.000	.087	.097	.000	.087	.005	.133	.000		.087	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.10 Pearson Correlation	.593**	1.000**	.761**	.593**	1.000**	.695**	.775**	.475**	.318	1	.887**
Sig. (2-tailed)	.001	.000	.000	.001	.000	.000	.000	.008	.087		.000
N	30	30	30	30	30	30	30	30	30	30	30
TX2 Pearson Correlation	.815**	.887**	.808**	.815**	.887**	.863**	.841**	.713**	.608**	.887**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	30	30	30	30	30	30	30	30	30	30	30

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

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

Hasil Uji Validitas Sampel Kecil (Kinerja Karyawan)

		Correlations							
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	TY
Y.1	Pearson Correlation	1	.568**	1.000**	1.000**	.568**	1.000**	1.000**	.962**
	Sig. (2-tailed)		.001	.000	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.568**	1	.568**	.568**	1.000**	.568**	.568**	.771**
	Sig. (2-tailed)	.001		.001	.001	.000	.001	.001	.000
	N	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	1.000**	.568**	1	1.000**	.568**	1.000**	1.000**	.962**
	Sig. (2-tailed)	.000	.001		.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	1.000**	.568**	1.000**	1	.568**	1.000**	1.000**	.962**
	Sig. (2-tailed)	.000	.001	.000		.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.568**	1.000**	.568**	.568**	1	.568**	.568**	.771**
	Sig. (2-tailed)	.001	.000	.001	.001		.001	.001	.000
	N	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	1.000**	.568**	1.000**	1.000**	.568**	1	1.000**	.962**
	Sig. (2-tailed)	.000	.001	.000	.000	.001		.000	.000
	N	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	1.000**	.568**	1.000**	1.000**	.568**	1.000**	1	.962**
	Sig. (2-tailed)	.000	.001	.000	.000	.001	.000		.000
	N	30	30	30	30	30	30	30	30
TY	Pearson Correlation	.962**	.771**	.962**	.962**	.771**	.962**	.962**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30

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

Hasil Uji Validitas Sampel Besar (Kompetensi Sosial)

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TX1
X1.1	Pearson Correlation	1	.811**	.664**	.894**	1.000**	.811**	.923**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	94	94	94	94	94	94	94
X1.2	Pearson Correlation	.811**	1	.734**	.785**	.811**	1.000**	.952**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	94	94	94	94	94	94	94
X1.3	Pearson Correlation	.664**	.734**	1	.677**	.664**	.734**	.830**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	94	94	94	94	94	94	94
X1.4	Pearson Correlation	.894**	.785**	.677**	1	.894**	.785**	.900**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	94	94	94	94	94	94	94
X1.5	Pearson Correlation	1.000**	.811**	.664**	.894**	1	.811**	.923**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	94	94	94	94	94	94	94
X1.6	Pearson Correlation	.811**	1.000**	.734**	.785**	.811**	1	.952**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	94	94	94	94	94	94	94
TX1	Pearson Correlation	.923**	.952**	.830**	.900**	.923**	.952**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	94	94	94	94	94	94	94

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



Hasil Uji Validitas Sampel Besar (Motivasi Kerja)

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TX2
X2.1 Pearson Correlation	1	.860**	.802**	.639**	.687**	.585**	1.000**	.745**	.696**	.714**	.849**
Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.2 Pearson Correlation	.860**	1	.819**	.782**	.756**	.801**	.860**	.840**	.809**	.811**	.935**
Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.3 Pearson Correlation	.802**	.819**	1	.657**	.662**	.671**	.802**	.764**	.725**	.754**	.849**
Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.4 Pearson Correlation	.639**	.782**	.657**	1	.792**	.840**	.639**	.758**	.760**	.738**	.862**
Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.5 Pearson Correlation	.687**	.756**	.662**	.792**	1	.888**	.687**	.755**	.738**	.853**	.884**
Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.6 Pearson Correlation	.585**	.801**	.671**	.840**	.888**	1	.585**	.806**	.811**	.877**	.900**
Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.7 Pearson Correlation	1.000**	.860**	.802**	.639**	.687**	.585**	1	.745**	.696**	.714**	.849**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.8 Pearson Correlation	.745**	.840**	.764**	.758**	.755**	.806**	.745**	1	.969**	.811**	.929**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.9 Pearson Correlation	.696**	.809**	.725**	.760**	.738**	.811**	.696**	.969**	1	.774**	.907**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
N	94	94	94	94	94	94	94	94	94	94	94
X2.10 Pearson Correlation	.714**	.811**	.754**	.738**	.853**	.877**	.714**	.811**	.774**	1	.912**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
N	94	94	94	94	94	94	94	94	94	94	94
TX2 Pearson Correlation	.849**	.935**	.849**	.862**	.884**	.900**	.849**	.929**	.907**	.912**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	94	94	94	94	94	94	94	94	94	94	94

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

Hasil Uji Validitas Sampel Besar (Kinerja Karyawan)

		Correlations							
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	TY
Y.1	Pearson Correlation	1	.738**	.730**	1.000**	.738**	.730**	1.000**	.940**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
	N	94	94	94	94	94	94	94	94
Y.2	Pearson Correlation	.738**	1	.725**	.738**	1.000**	.725**	.738**	.884**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000
	N	94	94	94	94	94	94	94	94
Y.3	Pearson Correlation	.730**	.725**	1	.730**	.725**	1.000**	.730**	.884**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000
	N	94	94	94	94	94	94	94	94
Y.4	Pearson Correlation	1.000**	.738**	.730**	1	.738**	.730**	1.000**	.940**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
	N	94	94	94	94	94	94	94	94
Y.5	Pearson Correlation	.738**	1.000**	.725**	.738**	1	.725**	.738**	.884**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000
	N	94	94	94	94	94	94	94	94
Y.6	Pearson Correlation	.730**	.725**	1.000**	.730**	.725**	1	.730**	.884**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000
	N	94	94	94	94	94	94	94	94
Y.7	Pearson Correlation	1.000**	.738**	.730**	1.000**	.738**	.730**	1	.940**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	94	94	94	94	94	94	94	94
TY	Pearson Correlation	.940**	.884**	.884**	.940**	.884**	.884**	.940**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	94	94	94	94	94	94	94	94

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

Lampiran 05. Output Analisis Jalur

Regression

a. Pengaruh Kompetensi Sosial (X_1) dan Motivasi Kerja (X_2) Terhadap Kinerja Karyawan (Y)

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	.976 ^a	.952	.951	1.53709	.952	907.649	2	91	.000

a. Predictors: (Constant), TX2, TX1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4288.914	2	2144.457	907.649	.000 ^b
	Residual	215.001	91	2.363		
	Total	4503.915	93			

a. Dependent Variable: TY

b. Predictors: (Constant), TX2, TX1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	2.687	.722		3.719	.000			
	TX1	.550	.112	.408	4.926	.000	.963	.459	.113
	TX2	.448	.064	.577	6.974	.000	.969	.590	.160

a. Dependent Variable: TY

**b. Pengaruh Kompetensi Sosial (X_1) Terhadap Kinerja Karyawan (Y)
melalui Motivasi Kerja (X_2)**

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	.961 ^a	.923	.923	1.43611	.923	1110.070	1	92	.000

a. Predictors: (Constant), TX2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2289.418	1	2289.418	1110.070	.000 ^b
	Residual	189.742	92	2.062		
	Total	2479.160	93			

a. Dependent Variable: TX1

b. Predictors: (Constant), TX2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	1.431	.658		2.174	.032			
	TX2	.553	.017	.961	33.318	.000	.961	.961	.961

a. Dependent Variable: TX1

Lampiran 06 : Deskripsi Data Responden

UMUR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	29	30.9	30.9	30.9
	31-40	52	55.3	55.3	86.2
	41-50	13	13.8	13.8	100.0
	Total	94	100.0	100.0	

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI-LAKI	77	81.9	81.9	81.9
	PEREMPUAN	17	18.1	18.1	100.0
	Total	94	100.0	100.0	

