LAMPIRAN

Lampiran 1 Kuesioner Penelitian

NO.	PERNYATAAN (Kemampuan kerja)	SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya memiliki keterampilan yang sesuai dengan bidang pekerjaan yang saya laksanakan.					
2.	Saya mampu memahami dan melaksanakan prosedur kerja dengan baik.					
3.	Saya mampu menyelesaikan pekerjaan sesuai dengan tugas yang diberikan.					
4.	Saya mampu bekerja secara efektif dalam mencapai target pekerjaan.					
5.	Saya mampu menyesuaikan diri dengan perubahan dalam lingkungan kerja.					
6.	Saya mampu bekerja sama dengan rekan kerja dalam menyelesaikan pekerjaan.					
7.	Saya memiliki pengetahuan yang cukup dalam mendukung pelaksanaan pekerjaan.					
8.	Saya mampu menyelesaikan pekerjaan sesuai dengan waktu yang telah ditentukan.					

NO.	PERNYATAAN (Kepuasan Kerja)	SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya merasa puas terhadap pekerjaan yang saya jalankan saat ini.					
2.	Saya merasa nyaman dengan lingkungan kerja di tempat kerja.					
3.	Hubungan kerja yang baik dengan rekan kerja membuat saya lebih semangat bekerja.					
4.	Dukungan dari atasan meningkatkan motivasi saya dalam bekerja.					
5.	Penghargaan terhadap hasil kerja membuat saya terdorong untuk bekerja lebih baik.					
6.	Lingkungan kerja yang kondusif membantu saya bekerja lebih optimal.					
7.	Fasilitas kerja yang tersedia mendukung kenyamanan saya dalam bekerja.					
8.	Kepuasan kerja membuat saya lebih semangat dalam menyelesaikan tugas.					

NO.	PERNYATAAN (Kinerja Pegawai)	SS	S	N	TS	STS
		5	4	3	2	1
1.	Saya mampu menyelesaikan pekerjaan sesuai dengan target yang telah ditetapkan.					
2.	Saya mampu menghasilkan kualitas kerja yang baik dalam setiap pekerjaan.					
3.	Saya menunjukkan kedisiplinan dalam melaksanakan pekerjaan.					
4.	Saya hadir dan melaksanakan pekerjaan sesuai dengan jam kerja yang ditentukan.					
5.	Saya bertanggung jawab terhadap pekerjaan yang telah diberikan.					
6.	Saya mampu bekerja secara produktif dalam menyelesaikan tugas.					
7.	Saya mampu menyelesaikan pekerjaan dengan tingkat kesalahan yang rendah.					
8.	Saya berupaya memberikan hasil kerja yang optimal dalam setiap tugas.					

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Lampiran 2 Deskripsi Data Respoden

Jenis Kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	44	48.9	48.9	48.9
	Perempuan	46	51.1	51.1	100.0
	Total	90	100.0	100.0	

Usia					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 Tahun	28	31.1	31.1	31.1
	31-40 Tahun	47	52.2	52.2	83.3
	41-50 Tahun	13	14.4	14.4	97.8
	>50 Tahun	2	2.2	2.2	100.0
	Total	90	100.0	100.0	

Pendidikan Terakhir					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA/SMK	27	30.0	30.0	30.0
	Diploma	7	7.8	7.8	37.8
	S1	54	60.0	60.0	97.8
	S2	2	2.2	2.2	100.0
	Total	90	100.0	100.0	

Lampiran 3 Tabulasi Data Responden

No	Kemampuan Kerja								TX1	Kepuasan Kerja								TX2	Kinerja Pegawai								TY
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	
1	4	5	5	5	4	4	4	5	36	3	3	3	3	3	3	3	3	24	4	4	4	3	4	5	3	3	30
2	4	5	4	4	4	3	3	4	31	4	5	4	5	4	5	4	3	34	4	4	5	4	3	4	4	4	32
3	5	5	5	5	5	5	5	5	40	5	4	5	4	4	4	3	4	33	5	5	5	5	5	5	5	5	40
4	5	5	4	4	5	4	5	4	36	3	3	3	3	3	3	3	3	24	4	4	4	3	4	4	3	5	31
5	4	4	4	4	5	4	4	3	32	3	3	3	3	3	3	3	3	24	4	4	5	4	5	4	4	3	33
6	4	4	5	4	5	3	3	3	31	3	3	3	3	3	3	3	3	24	4	3	4	3	4	5	4	3	30
7	5	5	5	5	5	5	5	5	40	3	3	3	3	3	4	3	3	25	5	5	4	4	5	5	4	3	35
8	4	5	5	4	5	5	4	3	35	4	5	5	4	4	4	4	3	33	4	5	5	5	5	5	5	5	39
9	4	4	4	4	4	4	4	3	31	4	3	4	3	4	3	4	3	28	5	5	4	3	4	4	3	3	31
10	5	5	4	5	4	3	3	4	33	3	3	3	3	3	3	3	3	24	3	4	4	5	3	4	4	3	30
11	5	5	5	5	5	5	5	5	40	5	5	4	3	4	5	4	3	33	4	5	5	4	5	4	5	4	36
12	4	4	4	3	4	5	3	3	30	4	3	4	3	4	5	4	3	30	5	5	5	5	4	4	5	5	38
13	5	5	5	5	5	5	5	5	40	3	3	4	5	4	3	4	5	31	5	5	5	5	5	4	4	4	37
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15	5	5	5	5	5	5	5	5	40	4	4	4	3	4	3	3	3	28	5	5	4	4	4	5	5	5	37
16	4	4	5	4	5	4	4	3	33	4	3	4	3	4	4	3	2	27	4	5	4	4	4	5	4	2	32
17	4	3	3	3	4	4	4	3	28	3	3	4	3	4	4	4	3	28	5	4	4	4	5	5	3	4	34
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89	5	5	4	3	4	5	4	3	33	4	4	4	5	4	4	3	3	31	5	5	4	5	4	3	3	4	33
90	4	3	4	3	4	5	4	3	30	3	3	3	3	3	3	3	3	24	5	5	5	4	4	5	4	3	35

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Lampiran 4 Hasil Output SPSS Uji Validitas dan Reliabilitas Sampel Penelitian

1. Uji Validitas dan Uji Reliabilitas Kemampuan Kerja (X1)

a. Uji Validitas dan Reliabilitas dengan N : 90

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TX1
X1.1	Pearson Correlation	1	.315**	.318**	.291**	.447**	.412**	.270**	.464**	.591**
	Sig. (2-tailed)		.003	.002	.005	.000	.000	.010	.000	.000
	N	90	90	90	90	90	90	90	90	90
X1.2	Pearson Correlation	.315**	1	.441**	.527**	.393**	.338**	.318**	.458**	.673**
	Sig. (2-tailed)	.003		.000	.000	.000	.001	.002	.000	.000
	N	90	90	90	90	90	90	90	90	90
X1.3	Pearson Correlation	.318**	.441**	1	.624**	.545**	.344**	.434**	.600**	.736**
	Sig. (2-tailed)	.002	.000		.000	.000	.001	.000	.000	.000
	N	90	90	90	90	90	90	90	90	90
X1.4	Pearson Correlation	.291**	.527**	.624**	1	.382**	.377**	.458**	.657**	.774**
	Sig. (2-tailed)	.005	.000	.000		.000	.000	.000	.000	.000
	N	90	90	90	90	90	90	90	90	90

X1.5	Pearson Correlation	.447**	.393**	.545**	.382**	1	.453**	.495**	.486**	.708**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	90	90	90	90	90	90	90	90	90
X1.6	Pearson Correlation	.412**	.338**	.344**	.377**	.453**	1	.533**	.419**	.676**
	Sig. (2-tailed)	.000	.001	.001	.000	.000		.000	.000	.000
	N	90	90	90	90	90	90	90	90	90
X1.7	Pearson Correlation	.270**	.318**	.434**	.458**	.495**	.533**	1	.582**	.721**
	Sig. (2-tailed)	.010	.002	.000	.000	.000	.000		.000	.000
	N	90	90	90	90	90	90	90	90	90
X1.8	Pearson Correlation	.464**	.458**	.600**	.657**	.486**	.419**	.582**	1	.834**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	90	90	90	90	90	90	90	90	90
TX1	Pearson Correlation	.591**	.673**	.736**	.774**	.708**	.676**	.721**	.834**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90	90	90	90

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.860	8

2. Uji Validitas dan Reliabilitas Kepuasan Kerja (X2)

a. Uji Validitas dan Reliabilitas dengan N : 90

Correlations										
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	TX2
X2.1	Pearson Correlation	1	.484**	.439**	.232*	.526**	.390**	.128	.151	.661**
	Sig. (2-tailed)		.000	.000	.028	.000	.000	.230	.156	.000
	N	90	90	90	90	90	90	90	90	90
X2.2	Pearson Correlation	.484**	1	.592**	.463**	.486**	.420**	.291**	.122	.771**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.005	.253	.000
	N	90	90	90	90	90	90	90	90	90
X2.3	Pearson Correlation	.439**	.592**	1	.502**	.504**	.337**	.348**	.268*	.775**
	Sig. (2-tailed)	.000	.000		.000	.000	.001	.001	.011	.000
	N	90	90	90	90	90	90	90	90	90
X2.4	Pearson Correlation	.232*	.463**	.502**	1	.270*	.166	.241*	.434**	.645**
	Sig. (2-tailed)	.028	.000	.000		.010	.119	.022	.000	.000
	N	90	90	90	90	90	90	90	90	90
X2.5	Pearson Correlation	.526**	.486**	.504**	.270*	1	.456**	.398**	.132	.736**
	Sig. (2-tailed)	.000	.000	.000	.010		.000	.000	.214	.000
	N	90	90	90	90	90	90	90	90	90
X2.6	Pearson Correlation	.390**	.420**	.337**	.166	.456**	1	.398**	-.043	.612**
	Sig. (2-tailed)	.000	.000	.001	.119	.000		.000	.690	.000
	N	90	90	90	90	90	90	90	90	90
X2.7	Pearson Correlation	.128	.291**	.348**	.241*	.398**	.398**	1	.111	.538**
	Sig. (2-tailed)	.230	.005	.001	.022	.000	.000		.298	.000
	N	90	90	90	90	90	90	90	90	90
X2.8	Pearson Correlation	.151	.122	.268*	.434**	.132	-.043	.111	1	.403**
	Sig. (2-tailed)	.156	.253	.011	.000	.214	.690	.298		.000
	N	90	90	90	90	90	90	90	90	90

TX2	Pearson Correlation	.661**	.771**	.775**	.645**	.736**	.612**	.538**	.403**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90	90	90	90
**. 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	N of Items
.802	8

3. Uj Validitas dan Reliabilitas Kinerja Pegawai (Y)

a. Uji Validitas dan Reliabilitas N : 90

Correlations										
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	TY
Y1	Pearson Correlation	1	.176	-.051	-.028	.340**	.075	-.012	.087	.320**
	Sig. (2-tailed)		.097	.634	.793	.001	.483	.913	.416	.002
	N	90	90	90	90	90	90	90	90	90
Y2	Pearson Correlation	.176	1	.298**	.377**	.259*	.134	.279**	.248*	.625**
	Sig. (2-tailed)	.097		.004	.000	.014	.209	.008	.019	.000
	N	90	90	90	90	90	90	90	90	90
Y3	Pearson Correlation	-.051	.298**	1	.409**	.274**	.076	.193	.224*	.506**
	Sig. (2-tailed)	.634	.004		.000	.009	.476	.068	.033	.000
	N	90	90	90	90	90	90	90	90	90

Y4	Pearson Correlation	-.028	.377**	.409**	1	.244*	.034	.253*	.318**	.605**
	Sig. (2-tailed)	.793	.000	.000		.021	.754	.016	.002	.000
	N	90	90	90	90	90	90	90	90	90
Y5	Pearson Correlation	.340**	.259*	.274**	.244*	1	.437**	.412**	.137	.658**
	Sig. (2-tailed)	.001	.014	.009	.021		.000	.000	.199	.000
	N	90	90	90	90	90	90	90	90	90
Y6	Pearson Correlation	.075	.134	.076	.034	.437**	1	.442**	-.060	.459**
	Sig. (2-tailed)	.483	.209	.476	.754	.000		.000	.574	.000
	N	90	90	90	90	90	90	90	90	90
Y7	Pearson Correlation	-.012	.279**	.193	.253*	.412**	.442**	1	.461**	.695**
	Sig. (2-tailed)	.913	.008	.068	.016	.000	.000		.000	.000
	N	90	90	90	90	90	90	90	90	90
Y8	Pearson Correlation	.087	.248*	.224*	.318**	.137	-.060	.461**	1	.593**
	Sig. (2-tailed)	.416	.019	.033	.002	.199	.574	.000		.000
	N	90	90	90	90	90	90	90	90	90
TY	Pearson Correlation	.320**	.625**	.506**	.605**	.658**	.459**	.695**	.593**	1
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.000	.000	.000	
	N	90	90	90	90	90	90	90	90	90

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

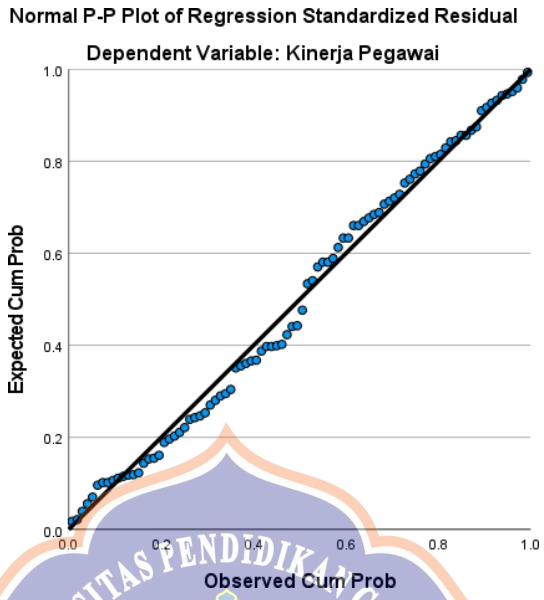
*. Correlation is significant at the 0.05 level (2-tailed).

Reliability Statistics	
Cronbach's Alpha	N of Items
.684	8

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Lampiran 5 . Hasil Output SPSS Uji Asumsi Klasik

1. Uji Normalitas dan *Kolmogorov-smirnov*



One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		90
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.80766724
Most Extreme Differences	Absolute	.066
	Positive	.066
	Negative	-.051

Test Statistic			.066
Asymp. Sig. (2-tailed)[c]			.200[d]
Monte Carlo Sig. (2-tailed)[e]	Sig.		.434
	99% Confidence Interval	Lower Bound	.422
		Upper Bound	.447

a. Test distribution is Normal.

b. Calculated from data.

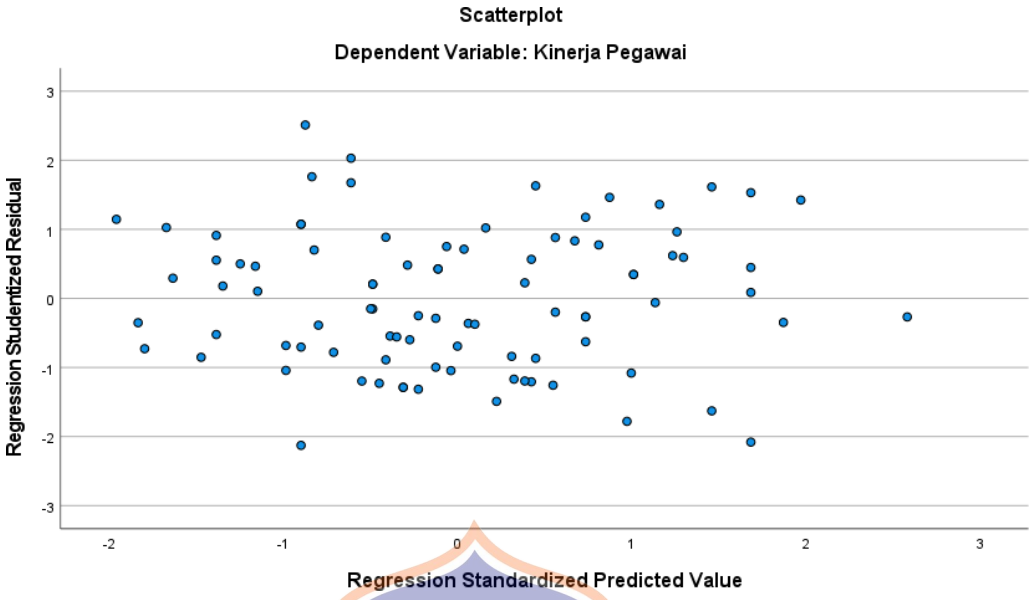
c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.
e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

2. Uji Multikolinieritas

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	20.801	3.700		5.622	.000		
	Kemampuan Kerja	.175	.074	.237	2.361	.020	.995	1.005
	Kepuasan Kerja	.242	.085	.286	2.853	.005	.995	1.005
a. Dependent Variable: Kinerja Pegawai								

3. Uji Heteroskedastitas dan Uji Gletjer



Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.448	1.952		.742	.460
	Kemampuan Kerja	-.023	.039	-.062	-.582	.562
	Kepuasan Kerja	.055	.045	.131	1.235	.220

a. Dependent Variable: Abs_RES

Lampiran 6 Hasil Output SPSS Analisis Regresi Linear Berganda

1. Determinasi R

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.358[a]	.128	.108	2.83976
a. Predictors: (Constant), Kepuasan Kerja, Kemampuan Kerja				

2. Uji F

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	103.136	2	51.568	6.395	.003[b]
	Residual	701.587	87	8.064		
	Total	804.722	89			
a. Dependent Variable: Kinerja Pegawai						
b. Predictors: (Constant), Kepuasan Kerja, Kemampuan Kerja						

3. Uji T

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.801	3.700		5.622	.000
	Kemampuan Kerja	.175	.074	.237	2.361	.020
	Kepuasan Kerja	.242	.085	.286	2.853	.005
a. Dependent Variable: Kinerja Pegawai						