

Lampiran 01. Surat Balasan Penelitian



SURAT - KETERANGAN NO. 004/BTR-EAM/VIII-2020

Yang bertanda tangan dibawah ini :

Nama : I Gst Ngurah Dharma Udyana
Pekerjaan : Karyawan Bali Taman Resort & Spa.
Jabatan : Executive Assistant Manager

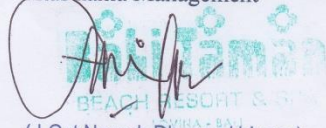
Menerangkan dengan sebenarnya bahwa :

Nama : Kadek Devi Permata Sari
Jurusan : Ekonomi Manajemen

Memang benar telah melakukan penelitian pada perusahaan kami, sejak 1 September 2019.

Demikian **Surat Keterangan** ini dibuat dengan sesungguhnya untuk dapat dipergunakan sebagaimana mestinya

Lovina, 22 Agustus 2020
Atas nama Management



(I Gst Ngurah Dharma Udyana)
Executive Assistant Manager

Lampiran 02.Data Penilaian Kinerja Karyawan

No	Nama	Dept	Juli - Des 18	Jan - Juni 19
1	KETUT ARNAWA	GARDENER	60	58
2	ADITYA WIDHYANTO	IT STAFF	65	65
3	KADEK KARTIKAWATI	ACCOUNTING STAFF	76	78
4	WAYAN EDY N	RESERVATION	68	70
5	KM BUDI ADNYANA	FB MANAGER		
6	L. MUDIANI	ACCOUNT OFFICER	90	92
7	MD DARMAWAN	ENGRG SUPERVISOR	78	80
8	GD. WARDANA	ENGRG STAFF	42	44
9	GEDE SURYA	ENGRG STAFF	48	51
10	KETUT WIRAT	SECURITY GUARD	40	41
11	KOMANG SUSILA	SECURITY GUARD	58	60
12	MARDIKA	SECURITY GUARD	50	54
13	PT KRISMAWAN	SECURITY GUARD	55	58
14	KD YUDANA	WAITER	66	90
15	KOMANG ARI SETIAWAN	WAITER	61	Berhenti
16	SRI ARTINI	WAITER	64	52
17	GST KOPANG S.	WAITER	67	60
18	KADEK DARMAWAN	WAITER	63	56
19	Gede Mardika	CHIEF		
20	PT KHARISMA ARISTIANI	HEAD COOK	97	87
21	NI KD TAMAN	COOK	61	50
22	NI WY SANTRI	COOK	62	50
23	LUH SARINI	COOK	66	52
24	W.SUMERTA YASA	COOK	61	51
25	KT GEDE AWAN	FO & SALES MANAGER		
26	NYM DESY A LESTARI	RECEPTIONIST	45	49
27	KD WIRA PRANATA	RECEPTIONIST	48	49
28	I GD JON SUKIADA	RECEPTIONIST	75	75
29	PT WIDHIASA	POOL ATTD.	59	59

30	MADE WISADA	HOUSEKEEPING SUPV		
31	I KT. ARNATA	BEL DRIVER	48	49
32	I PUTU ADI WIJAYA	HOUSEKEEPING ATTD	88	110
33	MADE SEPTRIANA	HOUSEKEEPING ATTD	60	65
34	KT SRI LABA	BEL DRIVER	52	54
35	LUH RAHAYU	LAUNDRY ATTENDANT	60	62
36	KOMANG ELVI DIANI	RECEPTIONIST	50	53
37	I G NGR DHARMA UDYANA	HR & ACCT MGR		
38	WAYAN SUDARTAYANA	GM		



Lampiran 03. Koesioner Penelitian



KUESIONER PENELITIAN SISTEM PENILAIAN KINERJA DAN PENGARUHNYA TERHADAP KINERJA KARYAWAN PADA HOTEL BALI TAMAN

PENGANTAR

Yth. Bpk/Ibu karyawan Hotel Bali Taman *Resort and Spa*

Sehubungan dengan adanya penelitian yang sedang saya kerjakan dengan judul **“Sistem Penilaian Kinerja Dan Pengaruhnya Terhadap Kinerja Karyawan Pada Hotel Bali Taman”** bersama ini saya mohon bantuan Bapak/Ibu untuk mengisi kuesioner. Seluruh data yang terkumpul melalui kuesioner ini adalah untuk tujuan akademis. Saya akan menjaga kerahasiaan data-data yang terkumpul. Oleh karena itu, saya sangat mengharapkan kuesioner ini dapat diisi secara lengkap dengan penilaian yang seobjektif mungkin. Akhir kata, saya mengucapkan terima kasih atas bantuan dan partisipasi Bapak/Ibu dalam mengisi kuesioner ini.

Identitas Responden

Nama :
Departemen :
Lama Bekerja :

Petunjuk Pengisian

Pilihlah jawaban yang paling tepat menurut anda dengan member tanda (√) pada salah satu pilihan nomor yang tersedia!

Pernyataan Berikut Berubungan Dengan Penilaian Kinerja

No	Pernyataan	STS	TS	N	S	SS
1	Penetapan Standar Kerja					
a	Sistem penilaian kinerja sesuai dengan tugas yang dikerjakan (<i>job description</i>).					
b	Tugas dan tanggung jawab yang saya kerjakan dinilai sesuai dengan standar penilaian kinerja.					
c	Standar kinerja diterangkan secara spesifik, sehingga saya dapat mematuhi dan menjalankannya.					
d	Saya dapat mengetahui dengan baik bagaimana mencapai kinerja dari standar penilaian perusahaan.					
2	Pelaksana Pengukuran Prestasi Kerja					
a	Saya memahami dengan baik sistem penilaian prestasi kerja di perusahaan.					
b	Penilaian kinerja yang dilaksanakan perusahaan dapat saya gunakan sebagai alat ukur prestasi kerja.					
3	Pengadaan Umpan Balik					
a	Setelah dilaksanakan penilaian kinerja, atasan memberikan penjelasan mengenai kekurangan dan perbaikan kinerja.					
b	Perusahaan selalu melakukan pembinaan terhadap karyawan yang memiliki kinerja rendah berdasarkan penilaian kinerja.					
c	Perusahaan selalu memberikan reward terhadap karyawan yang memiliki kinerja tinggi					

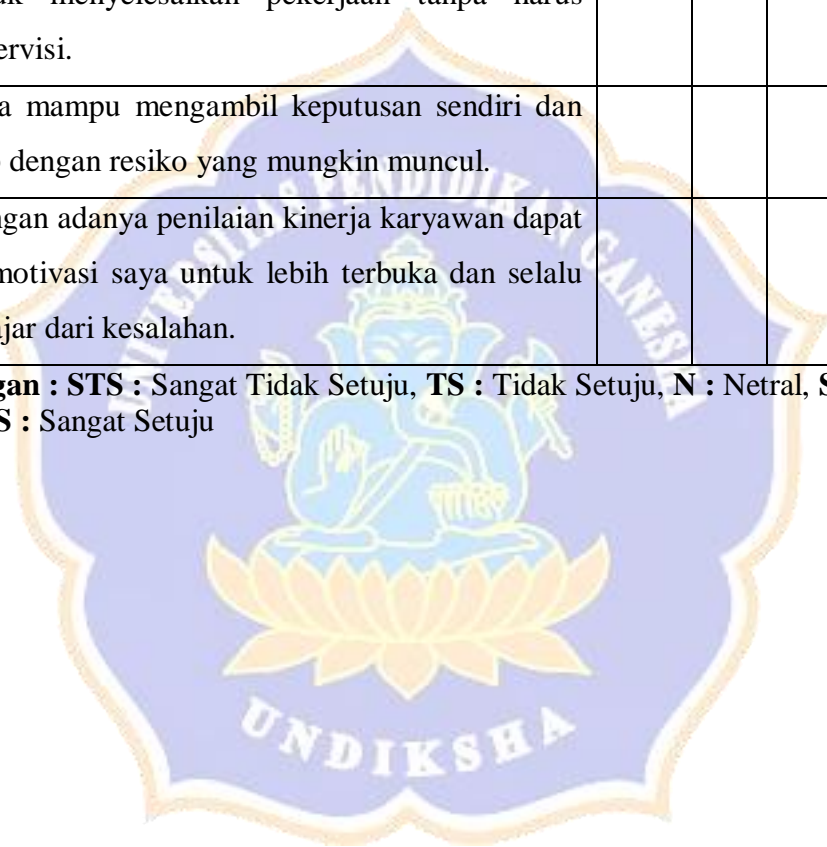
	berdasarkan hasil penilaian kinerja.					
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Pernyataan Berikut Berhubungan Dengan Kinerja

No	Pernyataan	STS	TS	N	S	SS
1	Kualitas					
a	Penilaian kinerja yang di laksanakan perusahaan memotivasi saya untuk menyelesaikan pekerjaan dengan rapi.					
b	Kualitas kerja saya semakin baik setelah adanya penilaian kinerja yang di laksanakan perusahaan.					
2	Kuantitas					
a	Dengan adanya penilaian kinerja karyawan dapat memotivasi saya untuk mampu menyelesaikan pekerjaan lebih dari volume yang ditentukan.					
b	Dengan adanya penilaian kinerja karyawan, volume pekerjaan yang saya terima sudah sesuai dengan kemampuan saya.					
3	Ketepatan Waktu					
a	Dalam penilaian kinerja, menyelesaikan pekerjaan tepat waktu merupakan faktor yang penting.					
b	Penilaian kinerja karyawan memotivasi saya untuk menyelesaikan pekerjaan sebelum batas waktu yang telah ditentukan.					
4	Efektivitas					
a	Dengan adanya penilaian kinerja karyawan dapat memotivasi saya untuk memiliki perencanaan kerja yang efektif dan efisien.					

b	Dengan adanya penilaian kinerja karyawan dapat memotivasi saya untuk menyelesaikan pekerjaan dengan praktis.					
c	Penilaian kinerja yang diterapkan perusahaan dapat memberikan dampak efektivitas manajemen dan kinerja saya.					
5	Kemandirian					
a	Penilaian kinerja karyawan memotivasi saya untuk menyelesaikan pekerjaan tanpa harus supervisi.					
b	Saya mampu mengambil keputusan sendiri dan siap dengan resiko yang mungkin muncul.					
c	Dengan adanya penilaian kinerja karyawan dapat memotivasi saya untuk lebih terbuka dan selalu belajar dari kesalahan.					

Keterangan : STS : Sangat Tidak Setuju, TS : Tidak Setuju, N : Netral, S : Setuju, SS : Sangat Setuju



Lampiran 04. Gambaran Umum Responden

Gambaran Umum Responden

Deskriptif	Keterangan	Frekuensi	Persentase (%)
Jenis Kelamin	Laki-Laki	26	70%
	Perempuan	11	30%
	Jumlah	37	37
Usia	15-20 tahun	1	2%
	21-25 tahun	4	11%
	26-30 tahun	5	14%
	31-35 tahun	3	8%
	36-40 tahun	6	16%
	41-45 tahun	5	14%
	46-50 tahun	10	27%
	51-55 tahun	3	8%
	Jumlah	37	37
Pendidikan Terakhir	SD	2	5%
	SMP	4	11%
	SMA/SMK	17	46%
	D3	11	30%
	S1	3	8%
	Jumlah	37	37
Lama Bekerja	< 5 Tahun	7	19%
	5-10 Tahun	8	22%
	> 10 Tahun	22	59%
		37	37



Lampiran 05. Hasil Data Pernyataan Responden

Res	Penilaian Kinerja (X1)									Total X	Kinerja Karyawan (Y)											Total Y	
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11		Y.12
1	4	5	4	4	4	5	5	4	4	39	4	5	4	5	4	5	4	5	4	5	4	5	54
2	4	4	4	4	5	4	4	4	5	38	5	4	4	5	4	5	4	4	5	4	4	4	52
3	4	4	4	5	4	4	4	5	4	38	4	4	5	4	4	5	4	5	4	4	5	4	52
4	4	4	3	4	4	3	3	4	4	33	4	4	4	4	4	3	4	4	4	4	4	4	47
5	5	4	4	4	5	5	4	4	4	39	4	5	4	5	4	5	4	5	4	5	4	5	54
6	4	4	4	5	5	4	4	4	5	39	4	5	4	5	5	5	4	5	4	5	4	5	55
7	4	4	5	4	4	4	5	4	4	38	5	4	5	4	4	5	4	4	5	5	4	4	53
8	4	4	4	4	4	4	4	4	4	36	4	4	4	4	4	4	4	4	4	4	5	4	49
9	4	4	5	5	4	4	4	5	4	39	4	5	5	5	4	5	4	5	4	5	4	5	55
10	4	4	4	3	4	4	4	4	4	35	4	4	4	4	4	4	4	4	4	4	4	4	48
11	4	4	4	4	4	4	4	4	4	36	4	4	4	4	4	4	4	4	4	4	4	5	49
12	4	5	4	4	4	5	4	4	4	38	4	4	5	4	5	4	4	5	4	4	5	5	53
13	5	4	4	4	5	4	4	4	4	38	4	5	4	4	5	4	4	5	5	4	4	5	53
14	4	5	4	5	4	5	4	5	4	40	4	4	4	4	4	5	4	4	5	4	5	5	51
15	4	5	5	5	5	5	4	5	4	42	5	5	5	4	5	4	5	4	5	4	5	4	55
16	4	5	4	5	5	4	5	4	5	41	5	4	4	5	4	4	5	5	4	4	5	4	53
17	3	4	4	4	4	4	4	4	3	34	3	4	4	4	4	4	4	4	4	4	4	3	46
18	4	4	4	4	4	4	4	5	4	37	4	4	4	4	4	4	4	4	5	4	4	5	50
19	5	5	5	5	5	5	5	5	5	45	5	5	5	5	5	5	5	5	5	5	5	5	60
20	4	4	4	4	4	4	4	4	4	36	4	4	4	4	4	4	4	4	4	5	4	4	49
21	5	4	5	5	5	5	4	5	4	42	5	5	5	4	5	5	5	4	5	4	5	4	56
22	4	4	5	4	5	4	5	4	5	40	4	5	4	4	5	4	5	4	4	5	4	4	52
23	5	4	5	5	5	4	5	5	5	43	5	5	4	5	5	4	5	5	5	4	5	4	56

24	5	5	4	5	5	5	5	5	5	44	5	5	5	5	5	4	5	5	4	5	5	5	58
25	4	4	4	5	4	5	4	5	5	40	4	4	4	5	4	4	5	4	5	4	4	5	52
26	4	4	4	4	4	4	4	4	5	37	4	4	4	4	4	4	4	5	4	4	5	4	50
27	4	4	4	4	4	4	5	4	4	37	4	4	4	4	4	5	4	4	5	4	5	4	51
28	4	4	4	5	4	4	4	5	5	39	5	5	5	4	5	5	4	5	5	5	4	5	57
29	4	4	5	4	4	4	5	5	4	39	5	5	5	5	5	5	4	5	5	4	5	5	58
30	5	4	4	4	5	4	5	4	5	40	4	5	4	5	4	4	5	4	4	5	5	4	53
31	4	5	5	4	5	5	5	4	5	42	5	4	5	5	4	5	5	5	4	5	4	5	56
32	4	5	4	4	4	5	5	5	5	41	5	4	5	4	5	4	5	4	5	4	5	4	54
33	5	5	5	4	5	5	5	5	5	44	4	5	5	5	5	5	5	5	5	5	5	5	59
34	4	4	4	4	4	5	4	4	4	37	4	4	4	4	5	4	4	5	4	5	4	4	51
35	5	5	4	5	4	5	5	5	5	43	5	5	5	5	4	5	5	4	5	5	5	4	57
36	5	4	5	4	4	5	5	5	4	41	5	4	5	5	5	4	5	4	5	4	5	4	55
37	4	4	4	4	4	4	4	4	3	35	4	4	4	4	4	4	4	4	4	4	4	4	48



Lampiran 06. Data Interval Penilaian Kinerja Karyawan

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	Jumlah
2,926	2,657	2,888	2,812	1,000	4,264	4,264	1,000	2,516	24,328
2,926	1,000	2,888	2,812	2,617	2,735	2,735	1,000	3,986	22,699
2,926	1,000	2,888	4,364	1,000	2,735	2,735	2,602	2,516	22,766
2,926	1,000	1,000	2,812	1,000	1,000	1,000	1,000	2,516	14,254
4,532	1,000	2,888	2,812	2,617	4,264	2,735	1,000	2,516	24,364
2,926	1,000	2,888	4,364	2,617	2,735	2,735	1,000	3,986	24,251
2,926	1,000	4,473	2,812	1,000	2,735	4,264	1,000	2,516	22,726
2,926	1,000	2,888	2,812	1,000	2,735	2,735	1,000	2,516	19,612
2,926	1,000	4,473	4,364	1,000	2,735	2,735	2,602	2,516	24,351
2,926	1,000	2,888	1,000	1,000	2,735	2,735	1,000	2,516	17,800
2,926	1,000	2,888	2,812	1,000	2,735	2,735	1,000	2,516	19,612
2,926	2,657	2,888	2,812	1,000	4,264	2,735	1,000	2,516	22,799
4,532	1,000	2,888	2,812	2,617	2,735	2,735	1,000	2,516	22,835
2,926	2,657	2,888	4,364	1,000	4,264	2,735	2,602	2,516	25,953
2,926	2,657	4,473	4,364	2,617	4,264	2,735	2,602	2,516	29,154
2,926	2,657	2,888	4,364	2,617	2,735	4,264	1,000	3,986	27,438
1,000	1,000	2,888	2,812	1,000	2,735	2,735	1,000	1,000	16,170
2,926	1,000	2,888	2,812	1,000	2,735	2,735	2,602	2,516	21,214
4,532	2,657	4,473	4,364	2,617	4,264	4,264	2,602	3,986	33,760
2,926	1,000	2,888	2,812	1,000	2,735	2,735	1,000	2,516	19,612
4,532	1,000	4,473	4,364	2,617	4,264	2,735	2,602	2,516	29,103
2,926	1,000	4,473	2,812	2,617	2,735	4,264	1,000	3,986	25,813
4,532	1,000	4,473	4,364	2,617	2,735	4,264	2,602	3,986	30,573
4,532	2,657	2,888	4,364	2,617	4,264	4,264	2,602	3,986	32,175
2,926	1,000	2,888	4,364	1,000	4,264	2,735	2,602	3,986	25,766
2,926	1,000	2,888	2,812	1,000	2,735	2,735	1,000	3,986	21,082
2,926	1,000	2,888	2,812	1,000	2,735	4,264	1,000	2,516	21,141
2,926	1,000	2,888	4,364	1,000	2,735	2,735	2,602	3,986	24,237
2,926	1,000	4,473	2,812	1,000	2,735	4,264	2,602	2,516	24,328
4,532	1,000	2,888	2,812	2,617	2,735	4,264	1,000	3,986	25,834
2,926	2,657	4,473	2,812	2,617	4,264	4,264	1,000	3,986	29,000
2,926	2,657	2,888	2,812	1,000	4,264	4,264	2,602	3,986	27,401
4,532	2,657	4,473	2,812	2,617	4,264	4,264	2,602	3,986	32,208
2,926	1,000	2,888	2,812	1,000	4,264	2,735	1,000	2,516	21,141
4,532	2,657	2,888	4,364	1,000	4,264	4,264	2,602	3,986	30,559
4,532	1,000	4,473	2,812	1,000	4,264	4,264	2,602	2,516	27,464
2,926	1,000	2,888	2,812	1,000	2,735	2,735	1,000	1,000	18,096

Lampiran 07. Data Interval Kinerja Karyawan

Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	jumlah
2,774	2,602	1,000	2,602	1,000	2,608	2,735	2,598	1,000	2,602	1,000	4,217	26,739
4,313	1,000	1,000	2,602	1,000	2,608	2,735	1,000	2,602	1,000	1,000	2,696	23,557
2,774	1,000	2,608	1,000	1,000	2,608	2,735	2,598	1,000	1,000	2,598	2,696	23,617
2,774	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,696	15,470
2,774	2,602	1,000	2,602	1,000	2,608	2,735	2,598	1,000	2,602	1,000	4,217	26,739
2,774	2,602	1,000	2,602	2,608	2,608	2,735	2,598	1,000	2,602	1,000	4,217	28,347
4,313	1,000	2,608	1,000	1,000	2,608	2,735	1,000	2,602	2,602	1,000	2,696	25,165
2,774	1,000	1,000	1,000	1,000	1,000	2,735	1,000	1,000	1,000	2,598	2,696	18,803
2,774	2,602	2,608	2,602	1,000	2,608	2,735	2,598	1,000	2,602	1,000	4,217	28,347
2,774	1,000	1,000	1,000	1,000	1,000	2,735	1,000	1,000	1,000	1,000	2,696	17,205
2,774	1,000	1,000	1,000	1,000	1,000	2,735	1,000	1,000	1,000	1,000	4,217	18,726
2,774	1,000	2,608	1,000	2,608	1,000	2,735	2,598	1,000	1,000	2,598	4,217	25,139
2,774	2,602	1,000	1,000	2,608	1,000	2,735	2,598	2,602	1,000	1,000	4,217	25,137
2,774	1,000	1,000	1,000	1,000	1,000	4,264	1,000	1,000	2,602	1,000	4,217	21,858
4,313	2,602	2,608	1,000	2,608	1,000	4,264	1,000	2,602	1,000	2,598	2,696	28,292
4,313	1,000	1,000	2,602	1,000	1,000	4,264	2,598	1,000	1,000	2,598	2,696	25,072
1,000	1,000	1,000	1,000	1,000	1,000	2,735	1,000	1,000	1,000	1,000	1,000	13,735
2,774	1,000	1,000	1,000	1,000	1,000	2,735	1,000	2,602	1,000	1,000	4,217	20,328
4,313	2,602	2,608	2,602	2,608	2,608	4,264	2,598	2,602	2,602	2,598	4,217	36,224
2,774	1,000	1,000	1,000	1,000	1,000	2,735	1,000	1,000	2,602	1,000	2,696	18,807
4,313	2,602	2,608	1,000	2,608	2,608	4,264	1,000	2,602	1,000	2,598	2,696	29,901
2,774	2,602	1,000	1,000	2,608	1,000	4,264	1,000	1,000	2,602	1,000	2,696	23,547
4,313	2,602	1,000	2,602	2,608	1,000	4,264	2,598	2,602	1,000	2,598	2,696	29,884
4,313	2,602	2,608	2,602	2,608	1,000	4,264	2,598	1,000	2,602	2,598	4,217	33,014
2,774	1,000	1,000	2,602	1,000	1,000	4,264	1,000	2,602	1,000	1,000	4,217	23,460
2,774	1,000	1,000	1,000	1,000	1,000	2,735	2,598	1,000	1,000	2,598	2,696	20,401
2,774	1,000	1,000	1,000	1,000	2,608	2,735	1,000	2,602	1,000	2,598	2,696	22,013
4,313	2,602	2,608	1,000	2,608	2,608	2,735	2,598	2,602	2,602	1,000	4,217	31,495

4,313	2,602	2,608	2,602	2,608	2,608	2,735	2,598	2,602	1,000	2,598	4,217	33,093
2,774	2,602	1,000	2,602	1,000	1,000	4,264	1,000	1,000	2,602	2,598	2,696	25,138
4,313	1,000	2,608	2,602	1,000	2,608	4,264	2,598	1,000	2,602	1,000	4,217	29,814
4,313	1,000	2,608	1,000	2,608	1,000	4,264	1,000	2,602	1,000	2,598	2,696	26,690
2,774	2,602	2,608	2,602	2,608	2,608	4,264	2,598	2,602	2,602	2,598	4,217	34,685
2,774	1,000	1,000	1,000	2,608	1,000	2,735	2,598	1,000	2,602	1,000	2,696	22,013
4,313	2,602	2,608	2,602	1,000	2,608	4,264	1,000	2,602	2,602	2,598	2,696	31,497
4,313	1,000	2,608	2,602	2,608	1,000	4,264	1,000	2,602	1,000	2,598	2,696	28,292
2,774	1,000	1,000	1,000	1,000	1,000	2,735	1,000	1,000	1,000	1,000	2,696	17,205



Lampiran 08. Tabulasi Data Analisis Regresi Linier Sederhana

No	X	Y
1	24,328	26,739
2	22,699	23,557
3	22,766	23,617
4	14,254	15,470
5	24,364	26,739
6	24,251	28,347
7	22,726	25,165
8	19,612	18,803
9	24,351	28,347
10	17,800	17,205
11	19,612	18,726
12	22,799	25,139
13	22,835	25,137
14	25,953	21,858
15	29,154	28,292
16	27,438	25,072
17	16,170	13,735
18	21,214	20,328
19	33,760	36,224
20	19,612	18,807
21	29,103	29,901
22	25,813	23,547
23	30,573	29,884
24	32,175	33,014
25	25,766	23,460
26	21,082	20,401
27	21,141	22,013
28	24,237	31,495
29	24,328	33,093
30	25,834	25,138
31	29,000	29,814
32	27,401	26,690
33	32,208	34,685
34	21,141	22,013
35	30,559	31,497
36	27,464	28,292
37	18,096	17,205



LAMPIRAN 09. HASIL UJI VALIDITAS DAN RELIABILITAS VARIABEL TERIKAT

1. Hasil Uji Validitas Kinerja Karyawan.

Correlations														
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	JML Y
Y.1	Pearson Correlation	1	.244	.594**	.347*	.387*	.283	.481*	.105	.553**	.039	.411*	.068	.672*
	Sig. (2-tailed)		.145	.000	.035	.018	.090	.003	.537	.000	.819	.011	.688	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.2	Pearson Correlation	.244	1	.279	.449*	.502*	.390*	.299	.399*	.229	.449*	.180	.353*	.704*
	Sig. (2-tailed)	.145		.094	.005	.002	.017	.072	.014	.172	.005	.285	.032	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.3	Pearson Correlation	.594*	.279	1	.168	.439*	.439*	.340*	.233	.390*	.168	.454**	.194	.694*
	Sig. (2-tailed)	.000	.094		.320	.007	.007	.039	.165	.017	.320	.005	.249	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.4	Pearson Correlation	.347*	.449*	.168	1	.057	.390*	.400*	.399*	.119	.339*	.180	.353*	.624*
	Sig. (2-tailed)	.035	.005	.320		.737	.017	.014	.014	.483	.040	.285	.032	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.5	Pearson Correlation	.387*	.502*	.439**	.057	1	-.009	.340*	.343*	.390*	.057	.343*	.194	.597*
	Sig. (2-tailed)	.018	.002	.000	.737		.957	.039	.037	.017	.737	.037	.249	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.6	Pearson Correlation	.283	.390*	.439**	.390*	-.009	1	-.069	.343*	.279	.390*	.012	.296	.549*
	Sig. (2-tailed)	.090	.017	.000	.017	.957		.684	.037	.094	.017	.944	.075	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.7	Pearson Correlation	.481*	.299	.340*	.400*	.340*	-.069	1	-.044	.299	.197	.461**	.030	.560*
	Sig. (2-tailed)	.003	.072	.039	.014	.039	.684		.798	.072	.242	.004	.860	.000
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.8	Pearson Correlation	.105	.399*	.233	.399*	.343*	.343*	-.044	1	-.148	.290	.129	.510*	.525*
	Sig. (2-tailed)	.537	.014	.165	.014	.037	.037	.798		.382	.082	.445	.001	.001

	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.9	Pearson Correlation	.553*	.229	.390*	.119	.390*	.279	.299	-.148	1	-.211	.290	.052	.480*
	Sig. (2-tailed)	.000	.172	.017	.483	.017	.094	.072	.382		.209	.082	.762	.003
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.10	Pearson Correlation	.039	.449*	.168	.339*	.057	.390*	.197	.290	-.211	1	-.353*	.416*	
	Sig. (2-tailed)	.819	.005	.320	.040	.737	.017	.242	.082	.209		.124	.032	.010
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.11	Pearson Correlation	.411*	.180	.454**	.180	.343*	.012	.461*	.129	.290	-.257	1	-.189	.445*
	Sig. (2-tailed)	.011	.285	.005	.285	.037	.944	.004	.445	.082	.124		.263	.006
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
Y.12	Pearson Correlation	.068	.353*	.194	.353*	.194	.296	.030	.510*	.052	.353*	-.189	1	.482*
	Sig. (2-tailed)	.688	.032	.249	.032	.249	.075	.860	.001	.762	.032	.263		.003
	N	37	37	37	37	37	37	37	37	37	37	37	37	37
JMLY	Pearson Correlation	.672*	.704*	.694**	.624*	.597*	.549*	.560*	.525*	.480**	.416*	.445**	.482*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.003	.010	.006	.003	
	N	37	37	37	37	37	37	37	37	37	37	37	37	37

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

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

2. Hasil Uji Reliabilitas Kinerja Karyawan

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.803	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	48.65	9.734	.572	.776
Y.2	48.57	9.752	.618	.773
Y.3	48.59	9.803	.607	.774
Y.4	48.57	10.030	.522	.782
Y.5	48.59	10.137	.492	.785
Y.6	48.59	10.303	.436	.790
Y.7	48.62	10.131	.437	.790
Y.8	48.54	10.366	.407	.792
Y.9	48.57	10.530	.357	.797
Y.10	48.57	10.752	.285	.803
Y.11	48.54	10.644	.317	.801
Y.12	48.59	10.414	.345	.799



LAMPIRAN 10. HASIL UJI VALIDITAS DAN RELIABILITAS VARIABEL BEBAS

1. Hasil Uji Validitas Penilaian Kinerja Karyawan

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	JMLX
X1.1	Pearson Correlation	1	.160	.284	.221	.525*	.370*	.370*	.347*	.367*	.650**
	Sig. (2-tailed)		.343	.089	.190	.001	.024	.024	.035	.026	.000
	N	37	37	37	37	37	37	37	37	37	37
X1.2	Pearson Correlation	.160	1	.121	.275	.224	.642*	.422**	.268	.320	.609**
	Sig. (2-tailed)	.343		.475	.099	.182	.000	.009	.109	.054	.000
	N	37	37	37	37	37	37	37	37	37	37
X1.3	Pearson Correlation	.284	.121	1	.181	.358*	.322	.523**	.400*	.138	.594**
	Sig. (2-tailed)	.089	.475		.283	.030	.052	.001	.014	.414	.000
	N	37	37	37	37	37	37	37	37	37	37
X1.4	Pearson Correlation	.221	.275	.181	1	.262	.236	.044	.607**	.338*	.568**
	Sig. (2-tailed)	.190	.099	.283		.117	.159	.795	.000	.041	.000
	N	37	37	37	37	37	37	37	37	37	37
X1.5	Pearson Correlation	.525**	.224	.358*	.262	1	.176	.280	-.006	.488**	.590**
	Sig. (2-tailed)	.001	.182	.030	.117		.296	.093	.972	.002	.000
	N	37	37	37	37	37	37	37	37	37	37
X1.6	Pearson Correlation	.370*	.642**	.322	.236	.176	1	.346*	.400*	.180	.655**
	Sig. (2-tailed)	.024	.000	.052	.159	.296		.036	.014	.285	.000
	N	37	37	37	37	37	37	37	37	37	37
X1.7	Pearson Correlation	.370*	.422**	.523*	.044	.280	.346*	1	.197	.440**	.655**
	Sig. (2-tailed)	.024	.009	.001	.795	.093	.036		.242	.006	.000
	N	37	37	37	37	37	37	37	37	37	37
X1.8	Pearson Correlation	.347*	.268	.400*	.607*	-.006	.400*	.197	1	.224	.614**
	Sig. (2-tailed)	.035	.109	.014	.000	.972	.014	.242		.183	.000
	N	37	37	37	37	37	37	37	37	37	37
X1.9	Pearson Correlation	.367*	.320	.138	.338*	.488*	.180	.440**	.224	1	.641**
	Sig. (2-tailed)	.026	.054	.414	.041	.002	.285	.006	.183		.000
	N	37	37	37	37	37	37	37	37	37	37
JMLX	Pearson Correlation	.650**	.609**	.594*	.568*	.590*	.655*	.655**	.614**	.641**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	37	37	37	37	37	37	37	37	37	37

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

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

2. Hasil Uji Reliabilitas Penilaian Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded ^a	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.799	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	34.81	6.769	.533	.773
X1.2	34.76	6.967	.492	.779
X1.3	34.78	6.896	.461	.783
X1.4	34.73	6.925	.423	.788
X1.5	34.68	6.947	.462	.782
X1.6	34.68	6.614	.526	.774
X1.7	34.68	6.614	.526	.774
X1.8	34.62	6.853	.487	.779
X1.9	34.70	6.548	.496	.779

LAMPIRAN 11. Output SPSS Analisis Regresi Linier Sederhana

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.888 ^a	.789	.783	1.611

a. Predictors: (Constant), PenilaianKinerja

b. Dependent Variable: KinerjaKaryawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	339.194	1	339.194	130.738	.000 ^b
	Residual	90.806	35	2.594		
	Total	430.000	36			

a. Dependent Variable: KinerjaKaryawan

b. Predictors: (Constant), PenilaianKinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	11.603	3.630		3.196	.003
	PenilaianKinerja	1.060	.093	.888	11.434	.000

a. Dependent Variable: KinerjaKaryawan

