

LAMPIRAN 1
KUESIONER PENELITIAN

**PENGARUH REKRUTMEN, SELEKSI, DAN LINGKUNGAN KERJA
TERHADAP KINERJA KARYAWAN PADA BAGIAN TEKNIK
PESAWAT PT. MERPATI MAINTENANCE FACILITY SIDOARJO**

Petunjuk Pengisian

1. Pernyataan yang ada, mohon dibaca dan dipahami dengan sebaik-baiknya, serta jawablah sesuai dengan praktek kerja atau keadaan kerja Bapak/Ibu/Saudara(i) yang sebenarnya.
2. Setiap pernyataan diikuti oleh lima (5) pilihan jawaban yaitu
 - SS : Sangat Setuju
 - S : Setuju
 - N : Netral
 - TS : Tidak Setuju
 - STS : Sangat Tidak Setuju
 Bapak/Ibu/Saudara(i) cukup memilih salah satu dari lima (5) jawaban yang tersedia.
3. Cara menjawabnya adalah dengan memberi tanda ceklis (√) pada salah satu alternatif jawaban yang telah disediakan yang sesuai dengan kondisi Bapak/Ibu/Saudara(i) alami.
4. Kuesioner ini dapat digunakan secara optimal apabila seluruh pernyataan telah terjawab, oleh karena itu Bapak/Ibu/Saudara(i) saat mengembalikan kuesioner ini, harus mengisi pernyataan tanpa ada yang terlewat.

IDENTITAS RESPONDEN

(Untuk Karyawan)

Nama Responden :

Usia : Tahun

Jenis Kelamin : Pria Wanita

Pendidikan Terakhir :

Lama Bekerja :

Jabatan :

1. REKRUTMEN (X_1)

| No. | PERNYATAAN | SS | S | N | TS | STS |
|------------------------|---|----|---|---|----|-----|
| Dasar Aturan Rekrutmen | | | | | | |
| 1. | Proses rekrutmen sesuai dengan Job Description | | | | | |
| 2. | Proses Perekrutan karyawan dilakukan untuk mengisi jabatan yang kosong | | | | | |
| Sumber Rekrutmen | | | | | | |
| 3. | Perusahaan merekrut karyawan melalui sumber eksternal (iklan, outsourcing, dsb). | | | | | |
| 4. | Sumber rekrutmen diperoleh dari penyaringan dan pemberian kesempatan pada karyawan yang sudah ada | | | | | |
| Metode Rekrutmen | | | | | | |
| 5. | Metode rekrutmen yang diterapkan oleh perusahaan sudah berjalan dengan efektif. | | | | | |
| 6. | Perusahaan menggunakan sarana teknologi informasi dan komunikasi yang baik dalam metode perekrutan. | | | | | |

2. SELEKSI (X_2)

| No. | PERNYATAAN | SS | S | N | TS | STS |
|----------------------------------|------------|----|---|---|----|-----|
| Seleksi Administrasi Persyaratan | | | | | | |

| | | | | | | |
|---------------------------|---|--|--|--|--|--|
| 1. | Kelengkapan administrasi pelamar digunakan sebagai dasar penerimaan karyawan | | | | | |
| Tes Kemampuan Akademik | | | | | | |
| 2. | Pengetahuan akademik dipergunakan sebagai dasar penerimaan karyawan | | | | | |
| 3. | Informasi diri yang tepat dan jujur dipergunakan sebagai dasar penerimaan karyawan | | | | | |
| 4. | Tes tertulis dilakukan perusahaan sebagai dasar penerimaan karyawan | | | | | |
| Wawancara Seleksi | | | | | | |
| 5. | Hasil wawancara dipergunakan sebagai dasar penerimaan karyawan | | | | | |
| 6. | Wawancara dilakukan oleh petugas yang memiliki pengalaman dan pengetahuan dalam bekerja | | | | | |
| Evaluasi Medis | | | | | | |
| 7. | Tes kesehatan yang dilakukan oleh tenaga medis dipergunakan sebagai dasar penerimaan karyawan | | | | | |
| Wawancara Atasan Langsung | | | | | | |
| 8. | Wawancara yang dilakukan oleh atasan langsung dipergunakan sebagai dasar penerimaan karyawan | | | | | |
| Keputusan Penerimaan | | | | | | |
| 9. | Keputusan diterimanya karyawan baru diputuskan oleh tim penerimaan karyawan baru | | | | | |

3. LINGKUNGAN KERJA (X3)

| No | Pernyataan | SS | S | N | TS | STS |
|---------------------------------|--|----|---|---|----|-----|
| Penerangan di tempat kerja | | | | | | |
| 1 | Penerangan lampu dalam ruang kerja saudara telah memadai untuk membantu kelancaran dalam melakukan pekerjaan | | | | | |
| Suhu udara di tempat kerja | | | | | | |
| 2 | Temperatur di ruang kerja sesuai dengan kebutuhan karyawan | | | | | |
| Sirkulasi udara di tempat kerja | | | | | | |
| 3 | Sirkulasi udara di tempat kerja membuat saudara nyaman dalam bekerja | | | | | |
| Kebisingan di tempat kerja | | | | | | |
| 4 | Tidak ada suara bising ditempat kerja yang mengganggu konsentrasi saudara dalam bekerja | | | | | |
| Getaran mekanis di tempat kerja | | | | | | |
| 5 | Getaran mekanis ditempat kerja tidak mengganggu konsentrasi saudara dalam bekerja | | | | | |
| Bau tidak sedap di tempat kerja | | | | | | |
| 6 | Tempat kerja saya jauh dari bau-bau yang tidak sedap | | | | | |

| Tata warna di tempat kerja | | | | | |
|----------------------------|---|--|--|--|--|
| 7 | Tata warna ruangan di tempat kerja dapat meningkatkan saudara semangat dalam bekerja | | | | |
| Dekorasi di tempat kerja | | | | | |
| 8 | Penataan ruang kerja memberikan kenyamanan saudara dalam bekerja | | | | |
| Musik di tempat kerja | | | | | |
| 9 | Adanya musik di tempat kerja dapat meningkatkan kinerja saudara dalam bekerja | | | | |
| Keamanan di tempat kerja | | | | | |
| 10 | Adanya jaminan keamanan lingkungan yang diberikan perusahaan | | | | |
| Hubungan Karyawan | | | | | |
| 11 | Hubungan kerja antara pimpinan dengan karyawan pada tempat kerja sudah terjalin dengan baik | | | | |

KUESIONER PENILAIAN KINERJA KARYAWAN

(Diisi Oleh Atasan)

Sehubungan dengan diadakannya penelitian tentang kinerja karyawan pada PT. Merpati Maintenance Facility Sidoarjo, saya mohon bantuan Bapak/Ibu untuk dapat mengisi kuesioner berikut dengan memberikan tanda check list (√) pada kotak yang sesuai dengan tingkah laku yang ditunjukkan oleh bawahan Bapak/Ibu. Adapun ketentuan penilaian dalam kuesioner ini adalah sebagai berikut :

1. Sangat Setuju (SS) diberi skor 5
2. Setuju (S) diberi skor 4
3. Netral (N) diberi skor 3
4. Tidak Setuju (TS) diberi skor 2
5. Sangat Tidak Setuju (STS) diberi skor 1

Identitas Bapak/Ibu tidak dicantumkan dalam kuesioner ini, untuk itu saya mohon penilaian sejujurnya untuk peningkatan kinerja bawahan Bapak/Ibu. Atas bantuan dan kerjasama Bapak/Ibu saya ucapkan terima kasih.

Nama yang dinilai :

Bagian/Departemen :

KINERJA KARYAWAN (Y)

| No | Pernyataan | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| A. | Kualitas Kerja | | | | | |
| 1 | Menurut pendapat saudara karyawan yang namanya tersebut diatas dapat menyelesaikan pekerjaan dengan rapih. | | | | | |
| 2 | Menurut pendapat saudara karyawan yang namanya tersebut diatas memiliki kemampuan untuk | | | | | |

| | | | | | | |
|----------|---|--|--|--|--|--|
| | menyelesaikan tugas dengan baik dan teliti | | | | | |
| 3 | Menurut pendapat saudara karyawan yang namanya tersebut diatas telah sesuai dengan pencapaian target yang ditentukan oleh perusahaan. | | | | | |
| B | Kuantitas Kerja | | | | | |
| 1 | Menurut pendapat saudara karyawan yang namanya tersebut diatas dapat melakukan tugas dengan cepat namun memiliki hasil yang baik. | | | | | |
| 2 | Menurut pendapat saudara karyawan yang namanya tersebut diatas memiliki hasil yang baik sesuai dengan harapan | | | | | |
| C | Tanggung Jawab | | | | | |
| 1 | Menurut pendapat saudara karyawan yang namanya tersebut diatas dapat mengerjakan pekerjaan yang sudah ditentukan dengan benar sampai pekerjaan itu selesai. | | | | | |
| 2 | Menurut pendapat saudara karyawan yang namanya tersebut diatas dapat memanfaatkan sarana prasarana yang disediakan dengan baik. | | | | | |
| 3 | Menurut pendapat saudara karyawan yang namanya tersebut diatas cepat dalam bertindak dan mengambil keputusan. | | | | | |
| D | Kerjasama | | | | | |
| 1 | Menurut pendapat saudara karyawan yang namanya tersebut diatas saling bekerja sama dan saling membantu saat terjadi masalah dalam pekerjaan. | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| 2 | Menurut pendapat saudara karyawan yang namanya tersebut diatas dapat menjalin kekompakan saat bekerja. | | | | | |
| E | Inisiatif | | | | | |
| 1 | Menurut pendapat saudara karyawan yang namanya tersebut diatas dapat bekerja secara mandiri tanpa bergantung kepada rekan kerja yang lain. | | | | | |

LAMPIRAN 2
Tabulasi Data Jawaban Responden

| INSTRUMEN VARIABEL REKRUTMEN | | | | | | HASIL |
|------------------------------|------|------|------|------|------|-------|
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | |
| 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 5 | 4 | 5 | 4 | 5 | 4 | 27 |
| 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |

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|---|---|---|---|---|---|----|
| 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 5 | 4 | 5 | 5 | 5 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 3 | 5 | 5 | 5 | 5 | 4 | 27 |
| 4 | 4 | 4 | 5 | 3 | 3 | 23 |
| 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 4 | 4 | 5 | 5 | 5 | 3 | 26 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 5 | 4 | 5 | 5 | 4 | 4 | 27 |

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|---|---|---|---|---|---|----|
| 5 | 5 | 4 | 4 | 5 | 4 | 27 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 4 | 5 | 4 | 4 | 5 | 27 |
| 5 | 4 | 5 | 5 | 5 | 4 | 28 |
| 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 5 | 4 | 5 | 5 | 5 | 4 | 28 |
| 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 5 | 4 | 5 | 5 | 5 | 4 | 28 |
| 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |

| INSTRUMEN VARIABEL SELEKSI | | | | | | | | | HASIL |
|----------------------------|------|------|------|------|------|------|------|------|-------|
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 38 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|
| 5 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 39 |
| 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 40 |
| 3 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 37 |
| 3 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 38 |
| 4 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 35 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 42 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 42 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 43 |
| 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 43 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 41 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 43 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 43 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 41 |
| 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 38 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 29 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 43 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 43 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 41 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |

| INSTRUMEN VARIABEL LINGKUNGAN KERJA | | | | | | | | | | | HASIL |
|-------------------------------------|------|------|------|------|------|------|------|------|-------|-------|-------|
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 48 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 40 |
| 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 39 |
| 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 37 |
| 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 37 |
| 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 40 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 37 |
| 4 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 44 |
| 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 4 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 45 |
| 3 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 43 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 45 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 47 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 49 |

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|---|---|---|---|---|---|---|---|---|---|---|----|
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 49 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 50 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 50 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 49 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 46 |
| 3 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 48 |
| 5 | 5 | 5 | 3 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 45 |
| 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 4 | 44 |
| 5 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 4 | 3 | 5 | 43 |
| 5 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 5 | 42 |
| 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 3 | 5 | 3 | 44 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 48 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 51 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 51 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 51 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 49 |
| 4 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 38 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 2 | 42 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 3 | 46 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 39 |
| 4 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 34 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 2 | 3 | 36 |
| 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 43 |
| 5 | 5 | 5 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 38 |
| 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 34 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 40 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 42 |
| 5 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 38 |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 38 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 3 | 43 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 47 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 54 |
| 5 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 48 |
| 4 | 4 | 4 | 3 | 2 | 1 | 3 | 4 | 3 | 4 | 4 | 36 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 39 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 47 |
| 5 | 5 | 5 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 5 | 44 |
| 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 45 |
| 4 | 3 | 3 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 43 |
| 5 | 3 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 3 | 43 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 43 |
| 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 49 |
| 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 44 |
| 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 49 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 41 |
| 5 | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 43 |
| 4 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 42 |
| 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 47 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 50 |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 49 |
| 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 47 |
| 4 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 3 | 2 | 40 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 48 |

| INSTRUMEN KINERJA KARYAWAN | | | | | | | | | | | HASIL |
|----------------------------|----|----|----|----|----|----|----|----|-----|-----|-------|
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 50 |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 39 |
| 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 2 | 40 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 37 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 39 |
| 4 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 39 |
| 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 36 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 45 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 46 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 46 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 44 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 46 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 46 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 47 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 47 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 2 | 44 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 48 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 47 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 51 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 51 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 52 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 51 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 51 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 51 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 52 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 51 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 2 | 45 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 46 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 47 |

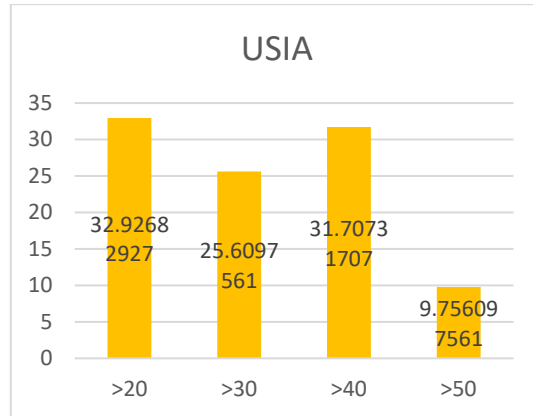
| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 48 |
| 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 50 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 48 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 48 |
| 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 46 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 46 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 46 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 44 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 46 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 47 |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 47 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 48 |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 49 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 49 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 49 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 49 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 48 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 45 |
| 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 42 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 40 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 52 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 48 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 48 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 49 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 49 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 49 |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|----|
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 47 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 48 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 51 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 49 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 51 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 51 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 50 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 50 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 51 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 50 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 51 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 49 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 49 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 49 |
| 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 49 |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 49 |
| 5 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 4 | 3 | 3 | 42 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 3 | 46 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 49 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 49 |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 50 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 49 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 47 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 41 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 49 |

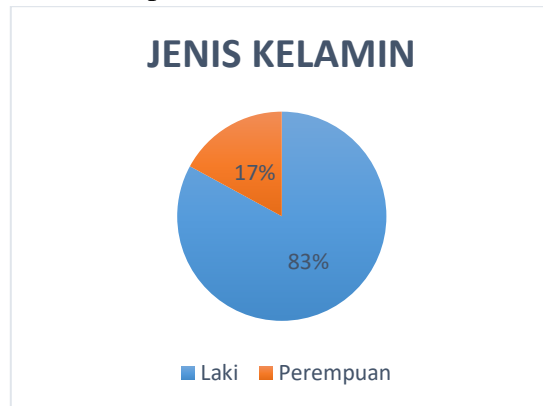
LAMPIRAN 3

Statistik Deskriptif

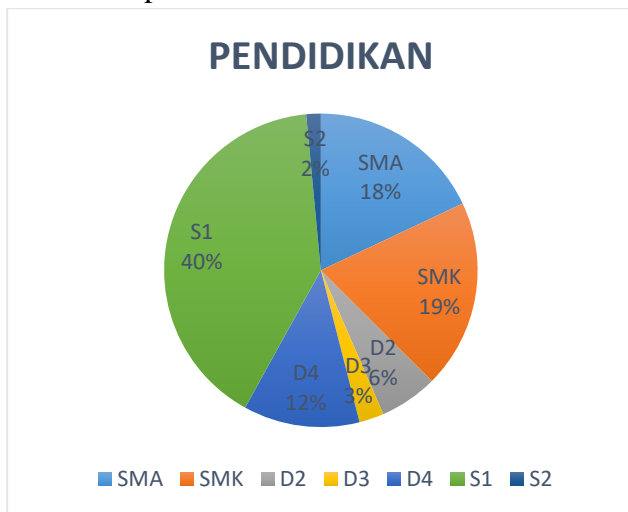
1. Daftar Responden Berdasarkan Usia



2. Daftar Responden Berdasarkan Jenis Kelamin



3. Daftar Responden Berdasarkan Pendidikan



Hasil Analisis Deskriptif Variabel Penelitian

Rekrutmen (X1)

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X1.1 | 82 | 3 | 5 | 4.70 | .489 |
| X1.2 | 82 | 4 | 5 | 4.66 | .477 |
| X1.3 | 82 | 4 | 5 | 4.76 | .432 |
| X1.4 | 82 | 4 | 5 | 4.65 | .481 |
| X1.5 | 82 | 3 | 5 | 4.68 | .518 |
| X1.6 | 82 | 3 | 5 | 4.46 | .549 |
| Valid N (listwise) | 82 | | | 4.65 | |

Seleksi (X2)

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|-----------------------|----|---------|---------|------|-------------------|
| X2.1 | 82 | 3 | 5 | 4.51 | .614 |
| X2.2 | 82 | 3 | 5 | 4.72 | .573 |
| X2.3 | 82 | 3 | 5 | 4.79 | .464 |
| X2.4 | 82 | 3 | 5 | 4.80 | .483 |
| X2.5 | 82 | 3 | 5 | 4.74 | .517 |
| X2.6 | 82 | 3 | 5 | 4.80 | .456 |
| X2.7 | 82 | 3 | 5 | 4.77 | .479 |
| X2.8 | 82 | 3 | 5 | 4.79 | .490 |
| X2.9 | 82 | 3 | 5 | 4.79 | .437 |
| Valid N (listwise) | 82 | | | | |

Lingkungan Kerja (X3)

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X2.1 | 82 | 3 | 5 | 4.20 | .675 |
| X2.2 | 82 | 3 | 5 | 3.99 | .619 |
| X2.3 | 82 | 3 | 5 | 4.02 | .720 |
| X2.4 | 82 | 2 | 5 | 4.00 | .816 |
| X2.5 | 82 | 2 | 5 | 3.98 | .889 |
| X2.6 | 82 | 1 | 5 | 3.89 | .916 |
| X2.7 | 82 | 2 | 5 | 4.00 | .786 |
| X2.8 | 82 | 2 | 5 | 4.17 | .814 |
| X2.9 | 82 | 2 | 5 | 3.83 | .767 |
| X2.10 | 82 | 2 | 5 | 4.13 | .766 |
| X2.11 | 82 | 2 | 5 | 4.07 | .798 |
| Valid N (listwise) | 82 | | | | |

Kinerja Karyawan (Y)

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|-------|----|---------|---------|------|----------------|
| X2.1 | 82 | 4 | 5 | 4.44 | .499 |
| X2.2 | 82 | 3 | 5 | 4.55 | .548 |
| X2.3 | 82 | 3 | 5 | 4.23 | .594 |
| X2.4 | 82 | 3 | 5 | 4.29 | |
| X2.5 | 82 | 3 | 5 | 4.29 | |
| X2.6 | 82 | 3 | 5 | 4.40 | .563 |
| X2.7 | 82 | 3 | 5 | 4.32 | .589 |
| X2.8 | 82 | 3 | 5 | 4.28 | .614 |
| X2.9 | 82 | 3 | 5 | 4.34 | .652 |
| X2.10 | 82 | 3 | 5 | 4.27 | .522 |
| X2.11 | 82 | 2 | 5 | 3.80 | .987 |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X2.1 | 82 | 4 | 5 | 4.44 | .499 |
| X2.2 | 82 | 3 | 5 | 4.55 | .548 |
| X2.3 | 82 | 3 | 5 | 4.23 | .594 |
| X2.4 | 82 | 3 | 5 | 4.29 | |
| X2.5 | 82 | 3 | 5 | 4.29 | |
| X2.6 | 82 | 3 | 5 | 4.40 | .563 |
| X2.7 | 82 | 3 | 5 | 4.32 | .589 |
| X2.8 | 82 | 3 | 5 | 4.28 | .614 |
| X2.9 | 82 | 3 | 5 | 4.34 | .652 |
| X2.10 | 82 | 3 | 5 | 4.27 | .522 |
| Valid N (listwise) | 82 | | | | |

LAMPIRAN 4

Uji Instrumen

1. Uji Validitas

Rekrutmen (X1)

| | | Correlations | | | | | | |
|------|---------------------|--------------|-------|-------|-------|-------|-------|-------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1 |
| X1.1 | Pearson Correlation | 1 | ,025 | ,053 | -,202 | -,094 | ,027 | ,338* |
| | Sig. (2-tailed) | | ,827 | ,638 | ,069 | ,402 | ,810 | ,002 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X1.2 | Pearson Correlation | ,025 | 1 | -,110 | -,156 | -,144 | -,001 | ,251* |
| | Sig. (2-tailed) | ,827 | | ,327 | ,161 | ,198 | ,992 | ,023 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X1.3 | Pearson Correlation | ,053 | -,110 | 1 | ,055 | ,036 | -,090 | ,346* |
| | Sig. (2-tailed) | ,638 | ,327 | | ,623 | ,746 | ,420 | ,001 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X1.4 | Pearson Correlation | -,202 | -,156 | ,055 | 1 | ,040 | ,067 | ,335* |
| | Sig. (2-tailed) | ,069 | ,161 | ,623 | | ,722 | ,548 | ,002 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X1.5 | Pearson Correlation | -,094 | -,144 | ,036 | ,040 | 1 | ,219* | ,481* |
| | Sig. (2-tailed) | ,402 | ,198 | ,746 | ,722 | | ,048 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X1.6 | Pearson Correlation | ,027 | -,001 | -,090 | ,067 | ,219* | 1 | ,576* |

| | | | | | | | | | | | |
|--|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X2. 5 | Pearson Correlation | ,107 | ,088 | ,342** | ,342** | 1 | ,152 | ,356** | ,178 | ,145 | ,573** |
| | Sig. (2-tailed) | ,337 | ,431 | ,002 | ,002 | | ,173 | ,001 | ,110 | ,195 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X2. 6 | Pearson Correlation | -,035 | ,071 | ,273* | ,161 | ,152 | 1 | ,129 | ,203 | ,352** | ,457** |
| | Sig. (2-tailed) | ,752 | ,524 | ,013 | ,148 | ,173 | | ,247 | ,067 | ,001 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X2. 7 | Pearson Correlation | ,115 | ,075 | ,336** | ,282* | ,356** | ,129 | 1 | ,161 | ,063 | ,525** |
| | Sig. (2-tailed) | ,305 | ,502 | ,002 | ,010 | ,001 | ,247 | | ,149 | ,577 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X2. 8 | Pearson Correlation | ,193 | ,318** | ,243* | ,453** | ,178 | ,203 | ,161 | 1 | ,027 | ,593** |
| | Sig. (2-tailed) | ,082 | ,004 | ,028 | ,000 | ,110 | ,067 | ,149 | | ,807 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X2. 9 | Pearson Correlation | -,060 | -,087 | ,151 | ,040 | ,145 | ,352** | ,063 | ,027 | 1 | ,305** |
| | Sig. (2-tailed) | ,595 | ,436 | ,177 | ,722 | ,195 | ,001 | ,577 | ,807 | | ,005 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X2 | Pearson Correlation | ,447** | ,512** | ,593** | ,682** | ,573** | ,457** | ,525** | ,593** | ,305** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,005 | |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |

Lingkungan Kerja (X3)

| Correlations | | | | | | | | | | | | | |
|--------------|------------------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|-----------|------------|
| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.1 0 | X3.1 1 | X3 |
| X3 .1 | Pearson Correlation | 1 | ,272 * | ,448 ** | ,134 | ,276 * | ,235 * | - ,023 | ,253 * | - ,126 | ,235 * | ,111 | ,470 ** |
| | Sig. (2- tailed) | | ,013 | ,000 | ,228 | ,012 | ,034 | ,835 | ,022 | ,260 | ,033 | ,322 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .2 | Pearson Correlation | ,272 * | 1 | ,555 ** | ,269 * | ,179 | - ,198 | ,051 | ,102 | - ,213 | - ,023 | - ,023 | ,297 ** |
| | Sig. (2- tailed) | ,013 | | ,000 | ,015 | ,107 | ,074 | ,650 | ,360 | ,055 | ,841 | ,836 | ,007 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .3 | Pearson Correlation | ,448 ** | ,555 ** | 1 | ,252 * | ,213 | - ,089 | ,087 | ,140 | - ,216 | - ,140 | ,083 | ,371 ** |
| | Sig. (2- tailed) | ,000 | ,000 | | ,022 | ,054 | ,424 | ,435 | ,208 | ,051 | ,208 | ,459 | ,001 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .4 | Pearson Correlation | ,134 | ,269 * | ,252 * | 1 | ,630 ** | ,495 ** | ,404 ** | ,297 ** | - ,020 | ,138 | ,190 | ,689 ** |
| | Sig. (2- tailed) | ,228 | ,015 | ,022 | | ,000 | ,000 | ,000 | ,007 | ,860 | ,216 | ,088 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .5 | Pearson Correlation | ,276 * | ,179 | ,213 | ,630 ** | 1 | ,588 ** | ,407 ** | ,262 * | ,012 | ,114 | ,020 | ,682 ** |
| | Sig. (2- tailed) | ,012 | ,107 | ,054 | ,000 | | ,000 | ,000 | ,017 | ,915 | ,309 | ,859 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .6 | Pearson Correlation | ,235 * | - ,198 | - ,089 | ,495 ** | ,588 ** | 1 | ,343 ** | ,257 * | ,114 | ,215 | ,062 | ,582 ** |
| | Sig. (2- tailed) | ,034 | ,074 | ,424 | ,000 | ,000 | | ,002 | ,020 | ,310 | ,053 | ,581 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .7 | Pearson Correlation | - ,023 | ,051 | ,087 | ,404 ** | ,407 ** | ,343 ** | 1 | ,348 ** | ,061 | ,144 | ,059 | ,529 ** |
| | Sig. (2- tailed) | ,835 | ,650 | ,435 | ,000 | ,000 | ,002 | | ,001 | ,583 | ,198 | ,598 | ,000 |

| | | | | | | | | | | | | | |
|--|------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .8 | Pearson Correlation | ,253 * | ,102 | ,140 | ,297 ** | ,262 * | ,257 * | ,348 ** | 1 | ,423 ** | ,399 ** | ,361 ** | ,685 ** |
| | Sig. (2- tailed) | ,022 | ,360 | ,208 | ,007 | ,017 | ,020 | ,001 | | ,000 | ,000 | ,001 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .9 | Pearson Correlation | - ,126 | - ,213 | - ,216 | - ,020 | ,012 | ,114 | ,061 | ,423 ** | 1 | ,355 ** | ,384 ** | ,329 ** |
| | Sig. (2- tailed) | ,260 | ,055 | ,051 | ,860 | ,915 | ,310 | ,583 | ,000 | | ,001 | ,000 | ,003 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .10 | Pearson Correlation | ,235 * | - ,023 | - ,140 | ,138 | ,114 | ,215 | ,144 | ,399 ** | ,355 ** | 1 | ,388 ** | ,503 ** |
| | Sig. (2- tailed) | ,033 | ,841 | ,208 | ,216 | ,309 | ,053 | ,198 | ,000 | ,001 | | ,000 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 .11 | Pearson Correlation | ,111 | - ,023 | ,083 | ,190 | ,020 | ,062 | ,059 | ,361 ** | ,384 ** | ,388 ** | 1 | ,467 ** |
| | Sig. (2- tailed) | ,322 | ,836 | ,459 | ,088 | ,859 | ,581 | ,598 | ,001 | ,000 | ,000 | | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| X3 | Pearson Correlation | ,470 ** | ,297 ** | ,371 ** | ,689 ** | ,682 ** | ,582 ** | ,529 ** | ,685 ** | ,329 ** | ,503 ** | ,467 ** | 1 |
| | Sig. (2- tailed) | ,000 | ,007 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,003 | ,000 | ,000 | |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |

Kinerja Karyawan (Y)

| Correlations | | | | | | | | | | | | | |
|--------------|------------------------|------|-----------|------------|------------|------|------|------------|------------|------|-----------|------------|------------|
| | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.1 0 | Y1.1 1 | Y |
| Y1 .1 | Pearson Correlation | 1 | - ,124 | ,319 ** | ,363 ** | ,106 | ,066 | ,426 ** | ,399 ** | ,103 | - ,031 | ,577 ** | ,574 ** |
| | Sig. (2- tailed) | | ,265 | ,004 | ,001 | ,345 | ,554 | ,000 | ,000 | ,359 | ,781 | ,000 | ,000 |

| | | | | | | | | | | | | | |
|----------|------------------------|------------|-----------|------------|------------|------------|------------|------------|------------|------------|-----------|------------|------------|
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .2 | Pearson Correlation | - ,124 | 1 | ,211 | ,032 | ,228 * | ,156 | - ,031 | ,161 | ,264 * | ,083 | ,086 | ,345 ** |
| | Sig. (2- tailed) | ,265 | | ,057 | ,773 | ,040 | ,163 | ,780 | ,149 | ,017 | ,458 | ,441 | ,001 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .3 | Pearson Correlation | ,319 ** | ,211 | 1 | ,196 | ,160 | ,308 ** | ,132 | ,293 ** | ,494 ** | ,115 | ,394 ** | ,639 ** |
| | Sig. (2- tailed) | ,004 | ,057 | | ,078 | ,151 | ,005 | ,237 | ,007 | ,000 | ,302 | ,000 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .4 | Pearson Correlation | ,363 ** | ,032 | ,196 | 1 | ,184 | ,051 | ,330 ** | ,114 | ,092 | ,187 | ,275 * | ,483 ** |
| | Sig. (2- tailed) | ,001 | ,773 | ,078 | | ,097 | ,650 | ,002 | ,308 | ,411 | ,093 | ,012 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .5 | Pearson Correlation | ,106 | ,228 * | ,160 | ,184 | 1 | - ,101 | ,258 * | ,079 | ,289 ** | ,187 | ,275 * | ,465 ** |
| | Sig. (2- tailed) | ,345 | ,040 | ,151 | ,097 | | ,367 | ,019 | ,480 | ,008 | ,093 | ,012 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .6 | Pearson Correlation | ,066 | ,156 | ,308 ** | ,051 | - ,101 | 1 | - ,069 | ,241 * | ,092 | ,216 | ,276 * | ,390 ** |
| | Sig. (2- tailed) | ,554 | ,163 | ,005 | ,650 | ,367 | | ,536 | ,029 | ,412 | ,051 | ,012 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .7 | Pearson Correlation | ,426 ** | - ,031 | ,132 | ,330 ** | ,258 * | - ,069 | 1 | ,185 | - ,007 | ,151 | ,367 ** | ,481 ** |
| | Sig. (2- tailed) | ,000 | ,780 | ,237 | ,002 | ,019 | ,536 | | ,096 | ,950 | ,177 | ,001 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .8 | Pearson Correlation | ,399 ** | ,161 | ,293 ** | ,114 | ,079 | ,241 * | ,185 | 1 | ,189 | ,070 | ,499 ** | ,585 ** |
| | Sig. (2- tailed) | ,000 | ,149 | ,007 | ,308 | ,480 | ,029 | ,096 | | ,088 | ,530 | ,000 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .9 | Pearson Correlation | ,103 | ,264 * | ,494 ** | ,092 | ,289 ** | ,092 | - ,007 | ,189 | 1 | - ,055 | ,393 ** | ,529 ** |

| | | | | | | | | | | | | | |
|--|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | ,359 | ,017 | ,000 | ,411 | ,008 | ,412 | ,950 | ,088 | | ,625 | ,000 | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .10 | Pearson Correlation | -,031 | ,083 | ,115 | ,187 | ,187 | ,216 | ,151 | ,070 | -,055 | 1 | ,079 | ,318** |
| | Sig. (2-tailed) | ,781 | ,458 | ,302 | ,093 | ,093 | ,051 | ,177 | ,530 | ,625 | | ,481 | ,004 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y1 .11 | Pearson Correlation | ,577** | ,086 | ,394** | ,275* | ,275* | ,276* | ,367** | ,499** | ,393** | ,079 | 1 | ,799** |
| | Sig. (2-tailed) | ,000 | ,441 | ,000 | ,012 | ,012 | ,012 | ,001 | ,000 | ,000 | ,481 | | ,000 |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| Y | Pearson Correlation | ,574** | ,345** | ,639** | ,483** | ,465** | ,390** | ,481** | ,585** | ,529** | ,318** | ,799** | 1 |
| | Sig. (2-tailed) | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,004 | ,000 | |
| | N | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |

2. Uji Reliabilitas

Rekrutmen (X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,560 | 7 |

Seleksi (X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,718 | 10 |

Lingkungan Kerja (X3)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,725 | 12 |

Kinerja Karyawan (Y)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,726 | 12 |

LAMPIRAN 5

Uji Asumsi Klasik, Uji Regresi Linier Berganda, Uji Koefisien Determinasi (R²), Uji F, Uji t

1. Uji Asumsi Klasik

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandar dized Residual |
|-------------------------------------|-----------------------------|----------------------------------|
| N | | 82 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 2,4576687 8 |
| | Most Extreme Differences | Absolute Positive Negative |
| Test Statistic | | ,059 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

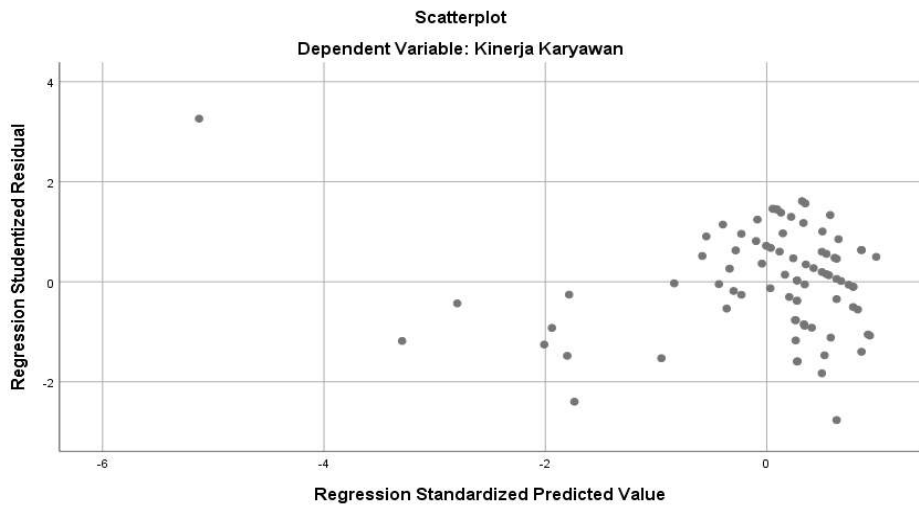
d. This is a lower bound of the true significance.

Uji Multikolinieritas

| Collinearity Statistic | | | |
|------------------------|-----------|-------|-----------------------------------|
| Variabel | Tolerance | VIF | Keterangan |
| (Constant) | | | |
| Rekrutmen | 0,823 | 1,215 | Tidak Adanya Multikolinieritas |

| | | | |
|------------------|-------|-------|--------------------------------|
| Seleksi | 0,818 | 1,223 | Tidak Adanya Multikolinieritas |
| Lingkungan Kerja | 0,688 | 1,454 | Tidak Adanya Multikolinieritas |

Uji Heteroskedastisitas



2. Uji Regresi Linier Berganda

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 14,725 | 8,467 | | 1,739 | ,086 |
| | Rekrutmen | ,536 | ,264 | ,175 | 2,030 | ,046 |
| | Seleksi | ,910 | ,131 | ,601 | 6,959 | ,000 |
| | Lingkungan Kerja | ,193 | ,075 | ,242 | 2,567 | ,012 |

a. Dependent Variable: Kinerja Karyawan

3. Uji Koefisien Determinasi (R²)

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,724 ^a | ,524 | ,506 | 2,504 |

a. Predictors: (Constant), Lingkungan Kerja, Rekrutmen, Seleksi

b. Dependent Variable: Kinerja Karyawan

4. Uji F (Simultan)

ANOVA^a

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 539,347 | 3 | 179,782 | 28,662 | ,000 ^b |
| | Residual | 489,251 | 78 | 6,272 | | |
| | Total | 1028,598 | 81 | | | |

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Lingkungan Kerja, Rekrutmen, Seleksi

5. Uji t (Parsial)

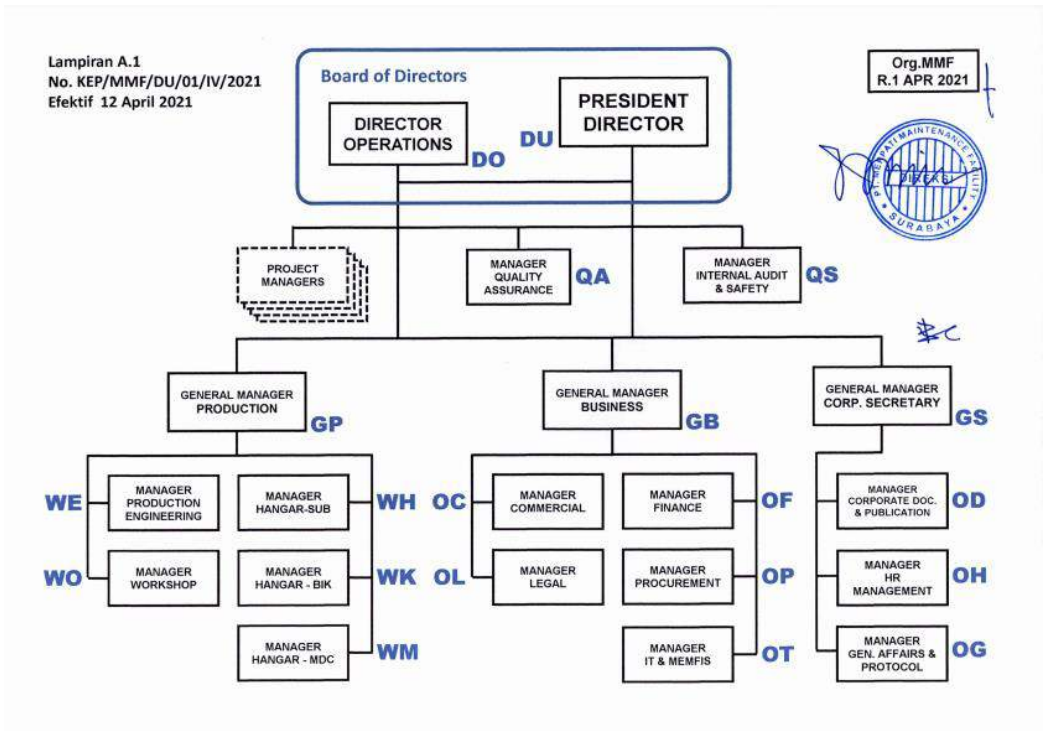
Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 14,725 | 8,467 | | 1,739 | ,086 |
| | Rekrutmen | ,536 | ,264 | ,175 | 2,030 | ,046 |
| | Seleksi | ,910 | ,131 | ,601 | 6,959 | ,000 |
| | Lingkungan Kerja | ,193 | ,075 | ,242 | 2,567 | ,012 |

a. Dependent Variable: Kinerja Karyawan

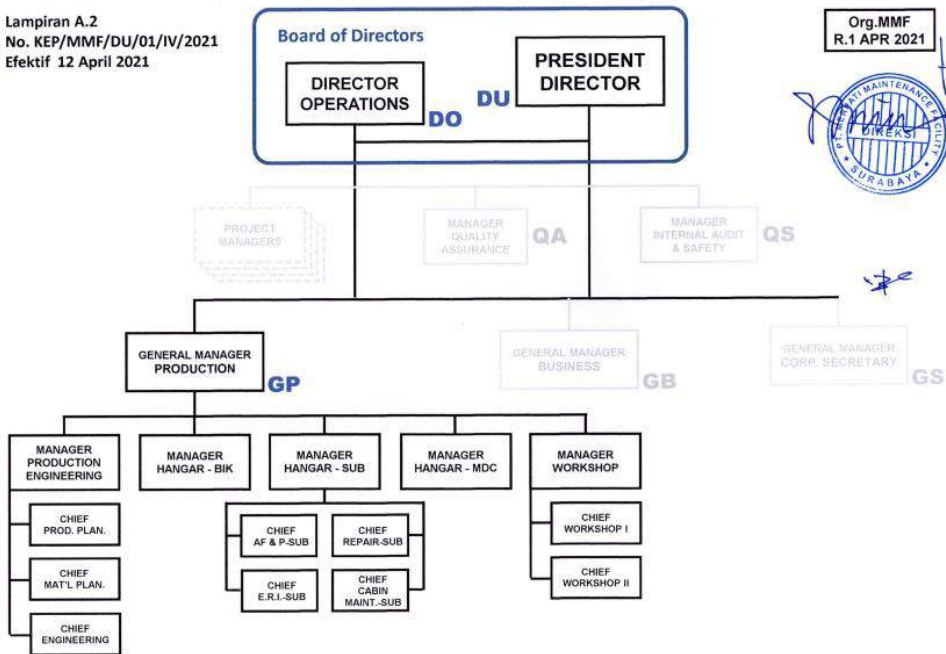
LAMPIRAN 6

Sruktur Organisasi PT. Merpati Maintenance Facility Sidoarjo



Struktur Bagian Teknik Pesawat PT. Merpati Maintenance Facility Sidoarjo


Lampiran A.2
 No. KEP/MMF/DU/01/IV/2021
 Efektif 12 April 2021



LAMPIRAN 7

Kartu Bimbingan Skripsi

16 MAR 2021




UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA
FAKULTAS EKONOMI DAN BISNIS
Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp (031) 5925289, 081216781170 E-mail: feb@untag-sby.ac.id

SEMESTER

Gasal / Genap

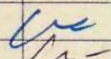
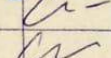
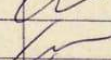
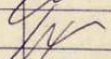
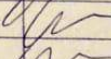
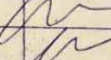
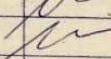
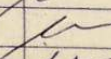
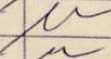
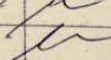
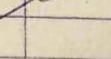
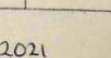
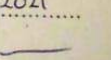
2020 / 2021

KARTU BIMBINGAN SKRIPSI



Nama Mahasiswa / NBI : Adinda Permatasari / 1211700192
 Nama Pembimbing : Drs. Kridho HG, MM
 Judul Skripsi : Pengaruh Rekrutmen, Seleksi, dan lingkungan kerja terhadap Kinerja karyawan pada Bagian Teknik Pesawat PT. Merpati Maintenance Facility Sidoarjo

Mulai Program Skripsi : Semester Thn. Ak. Selesai Bimbingan Tanggal

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| | | BAB / HAL | KETERANGAN REVISI | |
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| 2. | Kamis/01/4/21 | Proposal | Proposal Acc |  |
| 3. | Kamis/08/4/21 | BAB 1 | Bab 1 Revisi |  |
| 4. | Kamis/15/4/21 | BAB 1 | Bab 1 Acc |  |
| 5. | Kamis/22/4/21 | BAB 2 | Bab 2 Acc |  |
| 6. | Kamis/29/4/21 | BAB 3 | Bab 3 Revisi |  |
| 7. | Senin/3/5/21 | BAB 3 | Bab 3 Revisi |  |
| 8. | Rabu/5/5/21 | BAB 3 | Bab 3 Acc |  |
| 9. | Kamis/6/5/21 | Kuisisioner | Kuisisioner Revisi |  |
| 10. | Senin/10/5/21 | Kuisisioner | Kuisisioner Revisi |  |
| 11. | Selasa/11/5/21 | Kuisisioner | Kuisisioner Revisi |  |
| 12. | Kamis/3/6/21 | Bab 4 & 5 | Bab 4 & 5 Revisi |  |
| 13. | Kamis/10/6/21 | Bab 4 & 5 | Bab 4 & 5 Acc |  |
| | | | | |

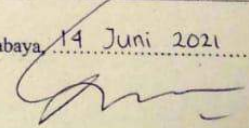
Perpanjangan I _____

Semester : _____

Th. Ak. : _____

Paraf Kajur : _____

Surabaya, 14 Juni 2021



(Nama dan tanda tangan Pembimbing)

LAMPIRAN 8

Surat Balasan dari PT. Merpati Maintenance Facility Sidoarjo

Logo



PT MERPATI MAINTENANCE FACILITY

Members of PT Merpati Nusantara Airlines (Persero)
Bandara Internasional Juanda, Desa Beto, Kecamatan Sedati, Sidoarjo
Website : <http://www.ptmmf.co.id> Telp/Fax : 031-8686300 Email : sekretariat@ptmmf.co.id

Nomor : MMF/DU/349/ADM/IV/2021 Sidoarjo, 15 April 2021
Lampiran : -
Perihal : Permohonan Ijin Untuk Mengadakan Penelitian

Kepada Yth.
Dekan Fakultas Ekonomi dan Bisnis
Universitas 17 Agustus 1945 (UNTAG) Surabaya
Jl. Semolowaru 45 Surabaya

Dengan hormat,

Merujuk pada surat Saudara nomor 586/K/FEB/IV/2021 Tanggal 01 April 2021, perihal Permohonan Ijin Untuk Mengadakan Penelitian di PT Merpati Maintenance Facility untuk penyusunan Skripsi Program Strata I kepada Mahasiswa :

Nama : Adinda Permatasari
N.P.M : 1211700192
Fakultas / Program Studi : Ekonomi Manajemen
Alamat : Jl. Anusanata Gg. Arwana 65e Sawotratap, Sidoarjo
Telp / HP : 089604496989

Bersama ini kami sampaikan bahwa mahasiswa di atas dapat kami terima untuk melakukan penelitian di perusahaan kami. Mohon untuk segera konfirmasi kepada pihak perusahaan perihal jadwal pelaksanaan penelitian.

Selama pelaksanaan penelitian mohon untuk tetap mentaati Peraturan Perusahaan yang berlaku dan Mematuhi Protokol COVID-19 yaitu memakai masker, membawa *Hand sanitizer* atau cuci tangan setelah melakukan kegiatan, serta menjaga jarak.

Demikian disampaikan, atas perhatiannya diucapkan terima kasih.

PT MERPATI MAINTENANCE FACILITY



ROWIN H. MANGKOESOEBROTO
DIREKTUR UTAMA

LAMPIRAN 9

PENGARUH REKRUTMEN, SELEKSI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA BAGIAN TEKNIK PESAWAT PT. MERPATI MAINTENANCE FACILITY SIDOARJO

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