

## **LAMPIRAN**

**Lamiran 1 : karakteristik responden**

| N<br>O | NAMA                           | JENS<br>KELAMI<br>N | USI<br>A | MASA<br>BEKERJ<br>A | PENDIDIKA<br>N | JABATA<br>N                                  |
|--------|--------------------------------|---------------------|----------|---------------------|----------------|--|
| 1      | Budi Rahadjo                   | Laki-laki           | 42       | < 1 thn             | S2             | PNS  |
| 2      | Nurlaile<br>Indah K.           | perempua<br>n       | 37       | > 5 thn             | S2             | PNS  |
| 3      | Dyah Prasati<br>Saptorini      | perempua<br>n       | 41       | > 5 thn             | S1             | PNS  |
| 4      | Samsul Arifin                  | Laki-laki           | 60       | > 5 thn             | S2             | PNS<br>(pensiun<br>sejak<br>januari<br>2022) |
| 5      | Partiwi<br>Agustia             | perempua<br>n       | 42       | > 5thn              | S2             | PNS  |
| 6      | Joko Budi<br>Sutrisno          | Laki-laki           | 42       | < 1thn              | S1             | PNS  |
| 7      | Herlan<br>Santoso              | Laki-laki           | 44       | > 5 thn             | S2             | PNS  |
| 8      | Edi Mukianto                   | Laki-laki           | 44       | > 5 thn             | S2             | PNS  |
| 9      | Sri Astutik                    | Perempua<br>n       | 40       | > 5 thn             | S2             | PNS  |
| 10     | Iskandar<br>Arief<br>Soemarto  | Laki-laki           | 45       | > 5 thn             | S1             | PNS  |
| 11     | Ainur Rofik                    | Laki-laki           | 57       | > 5thn              | S1             | PNS  |
| 12     | Ririn Endah<br>Hariyanti       | Perempua<br>n       | 47       | > 5 thn             | S1             | PNS  |
| 13     | Suhardi                        | Laki-laki           | 55       | > 5 thn             | S1             | PNS  |
| 14     | Dyah Woro<br>Sitaresmi         | Perempua<br>n       | 52       | > 5 thn             | S1             | PNS  |
| 15     | Issusilaningty<br>as Handayani | Perempua<br>n       | 44       | > 5 thn             | S2             | PNS  |
| 16     | Misriah                        | Laki-laki           | 50       | > 5 thn             | S1             | PNS  |
| 17     | Heru<br>Purnomo                | Laki-laki           | 53       | > 5 thn             | S2             | PNS  |

|    |                            |            |    |         |     |         |
|----|----------------------------|------------|----|---------|-----|---------|
| 18 | Mar'atus Solikhah          | Perempuan  | 57 | > 5 thn | S1  | PNS     |
| 19 | Muzayyin Arifin            | Laki-laki  | 52 | > 5 thn | S1  | PNS     |
| 20 | Utut Adianto Wahyu Widayat | Laki-laki  | 47 | > 5thn  | S1  | PNS     |
| 21 | Ireine Firsty Rahayu       | Perempuan  | 47 | > 5 thn | S1  | PNS     |
| 22 | Nurhadi                    | Laki-laki  | 54 | > 5 thn | S1  | PNS     |
| 23 | Samsul Arif                | Laki-laki  | 51 | > 5 thn | S1  | PNS     |
| 24 | Malikah                    | Perempuan  | 51 | > 5 thn | S1  | PNS     |
| 25 | Sumardi                    | Laki-laki  | 47 | > 5 thn | S1  | PNS     |
| 26 | Henri Permana              | Laki-laki  | 37 | < 3 thn | S2  | PNS     |
| 27 | M. Setyo Puji Rahadjo      | Laki-laki  | 37 | < 3 thn | S1  | PNS     |
| 28 | Maghfiroun Nisa            | Perempuan  | 27 | < 1 thn | S1  | PNS     |
| 29 | Dynar Hldajune Rizky       | Perempuan  | 27 | < 1 thn | D4  | PNS     |
| 30 | Rohmia Fina Ansori         | Perempuan  | 27 | < 1 thn | S1  | PNS     |
| 31 | Suprin                     | Laki -laki | 53 | > 5 thn | SMA | PNS     |
| 32 | Mat Arief                  | Laki-laki  | 57 | > 5 thn | SMA | PNS     |
| 33 | Retno Dimah Winarni        | Perempuan  | 22 | < 1thn  | D3  | PNS     |
| 34 | Dilla Salsabila            | Perempuan  | 22 | < 1thn  | D3  | PNS     |
| 35 | Suratno                    | Laki-laki  | 56 | > 5 thn | SMA | HONORER |
| 36 | Achmad Husain              | Laki-laki  | 56 | > 5 thn | S1  | HONORER |
| 37 | Shnta Resmi Tistisningtyas | Perempuan  | 47 | > 5 thn | S1  | HONORER |

|    |                          |           |    |         |     |         |
|----|--------------------------|-----------|----|---------|-----|---------|
| 38 | Efa Setianita            | Perempuan | 36 | > 5 thn | SMA | HONORER |
| 39 | Nur Jihan Kholishoh      | Perempuan | 37 | > 5 thn | S1  | HONORER |
| 40 | Nurchahyo Eka Patraditya | Laki-laki | 36 | > 1thn  | S1  | HONORER |
| 41 | Eko Prasetyanto          | Laki-laki | 45 | > 5 thn | S1  | HONORER |
| 42 | M.Indra Gunawan          | Laki-laki | 45 | > 5thn  | S1  | HONORER |
| 43 | Totok Hariadin           | Laki-laki | 45 | < 3 thn | SMA | HONORER |
| 44 | Bambang Irawan           | Laki-laki | 57 | > 5 thn | SMA | HONORER |
| 45 | Wiwik Suhartini          | Perempuan | 42 | > 5 thn | S1  | HONORER |
| 46 | M. Ardiyan Q.            | Laki-laki | 36 | > 5 thn | SMA | HONORER |
| 47 | Ach. Miftachul Arif      | Laki-laki | 25 | > 3 thn | SMA | HONORER |
| 48 | Abdul Basyir             | Laki-laki | 57 | > 5 thn | SMA | HONORER |
| 49 | Lailatul Infiyah         | Perempuan | 43 | > 4 thn | SMA | HONORER |
| 50 | Kris Wibowo              | Laki-laki | 45 | > 5thn  | SMA | HONORER |
| 51 | Arikah Awal Hadi         | Laki-laki | 45 | > 5 thn | SMA | HONORER |
| 52 | Moh. Eko                 | Laki-laki | 56 | > 5 thn | SMA | HONORER |
| 53 | Ayu Kumala Sari          | Perempuan | 42 | > 5 thn | SMA | HONORER |
| 54 | Nanang Suprayitno        | Laki-laki | 52 | > 5 thn | SMA | HONORER |

|    |         |           |    |         |     |             |
|----|---------|-----------|----|---------|-----|-------------|
| 55 | Riyanto | Laki-laki | 45 | > 5 thn | SMA | HONORE<br>R |
|----|---------|-----------|----|---------|-----|-------------|

**Lampiran 2 : hasil kuesioner**

| PROMOSI JABATAN (X) |     |     |     |     |     |     |     |     |       |
|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| RESPONDEN           | X-1 | X-2 | X-3 | X-4 | X-5 | X-6 | X-7 | X-8 | Total |
| 1                   | 5   | 4   | 4   | 4   | 5   | 4   | 5   | 5   | 36    |
| 2                   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 34    |
| 3                   | 5   | 4   | 5   | 4   | 5   | 5   | 5   | 5   | 38    |
| 4                   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 38    |
| 5                   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 34    |
| 6                   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 38    |
| 7                   | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 5   | 37    |
| 8                   | 4   | 4   | 4   | 4   | 4   | 3   | 5   | 5   | 33    |
| 9                   | 5   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 34    |
| 10                  | 5   | 5   | 5   | 4   | 4   | 3   | 2   | 3   | 31    |
| 11                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 40    |
| 12                  | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 39    |
| 13                  | 4   | 4   | 4   | 4   | 4   | 3   | 2   | 5   | 30    |
| 14                  | 4   | 4   | 4   | 4   | 4   | 3   | 3   | 3   | 29    |
| 15                  | 4   | 4   | 3   | 3   | 3   | 3   | 3   | 4   | 27    |
| 16                  | 5   | 5   | 5   | 5   | 5   | 5   | 3   | 3   | 36    |
| 17                  | 5   | 4   | 5   | 4   | 4   | 4   | 3   | 4   | 33    |
| 18                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 32    |
| 19                  | 5   | 3   | 3   | 3   | 4   | 3   | 2   | 2   | 25    |
| 20                  | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 39    |
| 21                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 40    |
| 22                  | 5   | 4   | 4   | 4   | 4   | 3   | 3   | 4   | 31    |
| 23                  | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 37    |
| 24                  | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 3   | 36    |
| 25                  | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 39    |
| 26                  | 4   | 3   | 3   | 3   | 4   | 4   | 5   | 3   | 29    |
| 27                  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 32    |
| 28                  | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 40    |
| 29                  | 5   | 5   | 4   | 5   | 5   | 4   | 3   | 4   | 35    |
| 30                  | 5   | 3   | 4   | 4   | 4   | 4   | 3   | 5   | 32    |
| 31                  | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 34    |

|    |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|----|
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 34 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 27 |
| 35 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 36 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 28 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 38 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 42 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 32 |
| 43 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 29 |
| 44 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 30 |
| 45 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 35 |
| 46 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 33 |
| 47 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 33 |
| 48 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 32 |
| 49 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 30 |
| 50 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 36 |
| 51 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 35 |
| 52 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 34 |
| 53 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| 54 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |

| PELATIHAN (Z) |     |     |     |     |     |       |
|---------------|-----|-----|-----|-----|-----|-------|
| RESPONDEN     | Z-1 | Z-2 | Z-3 | Z-4 | Z-5 | Total |
| 1             | 3   | 5   | 5   | 5   | 5   | 23    |
| 2             | 3   | 5   | 4   | 4   | 4   | 20    |
| 3             | 4   | 5   | 4   | 5   | 5   | 23    |
| 4             | 4   | 4   | 4   | 4   | 5   | 21    |
| 5             | 4   | 4   | 4   | 2   | 4   | 18    |
| 6             | 4   | 4   | 4   | 4   | 4   | 20    |
| 7             | 5   | 5   | 5   | 5   | 5   | 25    |
| 8             | 3   | 3   | 4   | 3   | 4   | 17    |

|    |   |   |   |   |   |    |
|----|---|---|---|---|---|----|
| 9  | 5 | 5 | 5 | 5 | 4 | 24 |
| 10 | 3 | 4 | 5 | 4 | 4 | 20 |
| 11 | 5 | 5 | 5 | 5 | 5 | 25 |
| 12 | 4 | 5 | 3 | 5 | 5 | 22 |
| 13 | 4 | 5 | 4 | 3 | 5 | 21 |
| 14 | 3 | 3 | 4 | 4 | 4 | 18 |
| 15 | 3 | 3 | 3 | 4 | 4 | 17 |
| 16 | 4 | 5 | 5 | 5 | 5 | 24 |
| 17 | 3 | 4 | 4 | 4 | 4 | 19 |
| 18 | 3 | 4 | 5 | 4 | 4 | 20 |
| 19 | 4 | 3 | 3 | 3 | 3 | 16 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 3 | 5 | 4 | 3 | 3 | 18 |
| 23 | 2 | 4 | 3 | 4 | 4 | 17 |
| 24 | 4 | 4 | 4 | 3 | 3 | 18 |
| 25 | 4 | 5 | 4 | 4 | 5 | 22 |
| 26 | 5 | 4 | 3 | 3 | 4 | 19 |
| 27 | 4 | 4 | 4 | 4 | 4 | 20 |
| 28 | 5 | 5 | 5 | 5 | 5 | 25 |
| 29 | 3 | 5 | 3 | 3 | 5 | 19 |
| 30 | 3 | 4 | 4 | 4 | 4 | 19 |
| 31 | 4 | 4 | 3 | 4 | 5 | 20 |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 |
| 33 | 3 | 4 | 4 | 4 | 4 | 19 |
| 34 | 4 | 4 | 4 | 4 | 4 | 20 |
| 35 | 4 | 5 | 5 | 5 | 5 | 24 |
| 36 | 3 | 4 | 3 | 3 | 4 | 17 |
| 37 | 4 | 4 | 4 | 4 | 4 | 20 |
| 38 | 3 | 3 | 4 | 4 | 4 | 18 |
| 39 | 4 | 5 | 4 | 4 | 5 | 22 |
| 40 | 3 | 3 | 4 | 3 | 4 | 17 |
| 41 | 4 | 4 | 4 | 5 | 5 | 22 |
| 42 | 3 | 4 | 4 | 4 | 4 | 19 |



|    |   |   |   |   |   |    |
|----|---|---|---|---|---|----|
| 43 | 3 | 5 | 5 | 3 | 4 | 20 |
| 44 | 4 | 4 | 5 | 4 | 4 | 21 |
| 45 | 3 | 5 | 4 | 4 | 5 | 21 |
| 46 | 3 | 4 | 4 | 5 | 5 | 21 |
| 47 | 4 | 4 | 5 | 5 | 4 | 22 |
| 48 | 5 | 5 | 3 | 4 | 4 | 21 |
| 49 | 3 | 3 | 4 | 4 | 5 | 19 |
| 50 | 4 | 4 | 4 | 5 | 3 | 20 |
| 51 | 4 | 5 | 4 | 3 | 3 | 19 |
| 52 | 4 | 4 | 3 | 5 | 3 | 19 |
| 53 | 3 | 4 | 3 | 5 | 5 | 20 |
| 54 | 3 | 3 | 4 | 5 | 5 | 20 |

| KINERJA PEGAWAI (Y) |     |     |     |     |     |     |       |
|---------------------|-----|-----|-----|-----|-----|-----|-------|
| RESPONDEN           | Y-1 | Y-2 | Y-3 | Y-4 | Y-5 | Y-6 | Total |
| 1                   | 5   | 5   | 5   | 5   | 5   | 5   | 30    |
| 2                   | 5   | 4   | 5   | 4   | 5   | 4   | 27    |
| 3                   | 5   | 5   | 5   | 5   | 4   | 4   | 28    |
| 4                   | 5   | 4   | 5   | 5   | 5   | 5   | 29    |
| 5                   | 5   | 4   | 4   | 5   | 4   | 4   | 26    |
| 6                   | 5   | 5   | 5   | 5   | 5   | 5   | 30    |
| 7                   | 5   | 5   | 5   | 5   | 5   | 5   | 30    |
| 8                   | 4   | 4   | 5   | 4   | 4   | 4   | 25    |
| 9                   | 5   | 5   | 5   | 5   | 5   | 5   | 30    |
| 10                  | 4   | 4   | 5   | 5   | 3   | 4   | 25    |
| 11                  | 5   | 5   | 5   | 5   | 5   | 5   | 30    |
| 12                  | 4   | 5   | 5   | 5   | 5   | 4   | 28    |
| 13                  | 5   | 3   | 5   | 5   | 4   | 5   | 27    |
| 14                  | 3   | 3   | 4   | 4   | 5   | 5   | 24    |
| 15                  | 3   | 4   | 4   | 3   | 4   | 3   | 21    |
| 16                  | 5   | 3   | 5   | 5   | 5   | 5   | 28    |
| 17                  | 4   | 2   | 4   | 4   | 4   | 3   | 21    |
| 18                  | 4   | 4   | 4   | 4   | 4   | 4   | 24    |
| 19                  | 3   | 3   | 3   | 3   | 3   | 3   | 18    |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 22 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 24 | 5 | 5 | 5 | 4 | 4 | 3 | 26 |
| 25 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 29 | 5 | 3 | 5 | 5 | 5 | 3 | 26 |
| 30 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 34 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 35 | 4 | 5 | 5 | 5 | 4 | 3 | 26 |
| 36 | 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 37 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 38 | 5 | 3 | 5 | 5 | 5 | 5 | 28 |
| 39 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 41 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 43 | 5 | 5 | 5 | 4 | 4 | 3 | 26 |
| 44 | 5 | 2 | 4 | 2 | 4 | 2 | 19 |
| 45 | 5 | 4 | 5 | 2 | 4 | 1 | 21 |
| 46 | 5 | 2 | 2 | 2 | 4 | 5 | 20 |
| 47 | 3 | 4 | 2 | 2 | 5 | 3 | 19 |
| 48 | 2 | 4 | 3 | 3 | 2 | 5 | 19 |
| 49 | 3 | 2 | 4 | 4 | 2 | 3 | 18 |
| 50 | 5 | 5 | 5 | 2 | 5 | 3 | 25 |
| 51 | 4 | 4 | 4 | 2 | 4 | 4 | 22 |
| 52 | 3 | 4 | 1 | 1 | 5 | 2 | 16 |
| 53 | 5 | 2 | 1 | 3 | 4 | 2 | 17 |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 54 | 2 | 5 | 4 | 4 | 4 | 3 | 22 |
|----|---|---|---|---|---|---|----|

### Lampiran 3 : kuesioner

#### SURAT PERMOHONAN PENGISIAN KUESIONER

Kepada Yth.  
Bapak/Ibu Pegawai  
Dinas Tenaga Kerja Kabupaten Gresik  
Di Tempat

Dengan hormat,

Saya mahasiswa Universitas 17 Agustus 1945 Surabaya Fakultas Ekonomi dan Bisnis Program Studi Manajemen Sumber Daya Manusia.

Nama : Kholifatul Jannah  
NBI : 1211800103

Mohon dukungan Bapak/Ibu untuk mengisi kuesioner yang saya ajukan, guna pembuatan/penulisan skripsi sebagai tugas akhir kuliah saya di Universitas 17 Agustus 1945 Surabaya. Dengan judul “Promosi Jabatan Dengan Pelatihan Sebagai Variabel Moderasi Untuk Meningkatkan Kinerja Pegawai Dinas Tenaga Kerja Kabupaten Gresik”.

Data yang Bapak/Ibu berikan sangat berarti bagi penelitian saya, dan akan saya jaga kerahasiaan identitasnya sebagai kode etik penelitian. Atas dukungan yang diberikan disampaikan terima kasih.

Mengetahui,

Pembimbing Magang,

Peneliti,

Kholifatul Jannah

M. Setyo Puji Raharjo, S.KM

#### LAMPIRAN KUESIONER

##### I. IDENTITAS RESPONDEN

1. Nama :
2. Jenis Kelamin : 1. Pria  2. Wanita
3. Usia.....Tahun

4. Pendidikan Terakhir : a, SMP  b. Srata 1   
 c. SMA  d. Srata 2
5. Masa Kerja : 1. tahun ke bawah  3. 1-3 tahun   
 2. 3-5 tahun  4. Di atas 5 tahun

## II. PETUNJUK PENGISIAN

Untuk pertanyaan di bawah ini pilihlah salah satu jawaban yang menurut Bapak/Ibu/Saudara paling tepat dengan cara menyilang (X) huruf pilihan yang tersedia, isilah jawaban sesuai dengan keadann yang sebenarnya.

Keterangan :

- SS** : Sangat Setuju  
**S** : Setuju  
**N** : Netral  
**TS** : Tidak Setuju  
**STS** : Sangat Tidak Setuju

## III. DAFTAR PERTANYAAN

| VARIABEL PROMOSI JABATAN<br>(X) |  |    |   |   |    |     |
|---------------------------------|--|----|---|---|----|-----|
| NO                              | PERTANYAAN   | SS | S | N | TS | STS |
| 1                               | Dalam bekerja saya selalu memiliki kejujuran                                 |    |   |   |    |     |
| 2                               | Saya memiliki tingkat kedisiplinan yang baik dalam bekerja.                  |    |   |   |    |     |
| 3                               | Saya selalu mentaati prosedur dan peraturan organisasi                       |    |   |   |    |     |
| 4                               | Saya mampu mengerjakan tugas dengan tepat waktu.                             |    |   |   |    |     |
| 5                               | Saya memiliki kinerja yang baik dalam menjalankan tugas dan tanggung jawab . |    |   |   |    |     |

|   |   |  |  |  |  |  |
|---|---|--|--|--|--|--|
| 6 | Saya memiliki tingkat kreatifitas yang baik dan selalu inovatif dalam melaksanakan tugas. |  |  |  |  |  |
| 7 | Saya memiliki ijazah dari pendidikan formal yang sesuai dengan syarat promosi jabatan.    |  |  |  |  |  |
| 8 | Atasan saya selalu berusaha memotivasi kerja para pegawai.                                |  |  |  |  |  |

| VARIABEL<br>PELATIHAN (Z) |  |    |   |   |    |     |
|---------------------------|--|----|---|---|----|-----|
| NO                        | PERTANYAAN   | SS | S | N | TS | STS |
| 1                         | Pegawai menerima pelatihan ditempat kerja secara teratur.                                  |    |   |   |    |     |
| 2                         | Pelatihan yang berkelanjutan akan meningkatkan ketrampilan pegawai.                        |    |   |   |    |     |
| 3                         | Pegawai di tunjuk untuk melakukan tugas diuar jobdesc agar dapat mengembangkan ketrampilan |    |   |   |    |     |
| 4                         | Pegawai dilatih melakukan pekerjaan lain yang menjadi tugas pokoknya.                      |    |   |   |    |     |
| 5                         | Pegawai dimotivasi untuk belajar ketrampilan.  |    |   |   |    |     |

| VARIABEL KINERJA PEGAWAI<br>(Y) |  |    |   |   |    |     |
|---------------------------------|--|----|---|---|----|-----|
| NO                              | PERTANYAAN   | SS | S | N | TS | STS |
| 1                               | Saya menyelesaikan tugas sesuai dengan bidang pekerjaan yang menjadi tugas pokok |    |   |   |    |     |

|   |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
| 2 | Saya bekerja sesuai dengan keahlian yang saya miliki     |  |  |  |  |  |
| 3 | Saya bertanggung jawab atas pekerjaan yang saya lakukan. |  |  |  |  |  |
| 4 | Saya bekerja dengan sepenuh hati                         |  |  |  |  |  |
| 5 | Saya berhasil dalam menyelesaikan tugas pokok.           |  |  |  |  |  |
| 6 | Saya mampu menyelesaikan masalah dalam pekerjaan sendiri |  |  |  |  |  |

**Lampiran 4 : Surat Penelitian dari Objek Penelitian**



**PEMERINTAH KABUPATEN GRESIK**  
**BADAN PERENCANAAN PEMBANGUNAN, PENELITIAN DAN**  
**PENGEMBANGAN DAERAH**

Jl. Dr. Wahidin Sudirohusodo No. 245 Telp. 3952825 – 30 psw. 209, 3952812  
Website : <http://bappeda.gresik.go.id> email : [bappeda@gresikkab.go.id](mailto:bappeda@gresikkab.go.id)

**GRESIK**

Gresik, 12 Mei 2022

Nomor : 070/223/437.71/2022  
Sifat : Penting  
Lampiran : 1 (Satu) Berkas  
Perihal : Rekomendasi Izin Penelitian/  
Survey/Riset/KKN/PKL

Kepada  
Yth. Dekan Fakultas Ekonomi dan  
Bisnis Universitas 17 Agustus  
1945 (UNTAG) Surabaya  
di –  
Surabaya

Dasar :

1. Peraturan Daerah Kabupaten Gresik Nomor 12 Tahun 2016 tentang Pembentukan Perangkat Daerah Kabupaten Gresik;
2. Peraturan Bupati Gresik Nomor 38 Tahun 2019 tentang Kedudukan, Susunan Organisasi, Tugas, Fungsi dan Tata Kerja Badan Perencanaan Pembangunan, Penelitian dan Pengembangan Kabupaten Gresik;
3. Surat dari Dekan Fakultas Ekonomi dan Bisnis Universitas 17 Agustus 1945 (UNTAG) Surabaya Nomor: 1509/K/FEB/V2022 tanggal 11 Mei 2022 Perihal Permohonan Ijin Penelitian.

Maka dengan ini Badan Perencanaan Pembangunan, Penelitian dan Pengembangan Kabupaten Gresik menyatakan tidak keberatan atas dilakukannya kegiatan yang dilakukan oleh:

1. Nama : Kholifatul Jannah
2. NIM/NIK/NIDN : 1211800103
3. Pekerjaan : Mahasiswa
4. Alamat : Sunan Giri 13 R RT/RW: 02/03, Ds. Sidomukti, Kec. Kebomas, Kab. Gresik
5. Keperluan dilakukannya Penelitian/Survey/Riset/KKN/PKL : Untuk Melaksanakan Penelitian dengan Judul "Promosi Jabatan Dengan Pelatihan Sebagai Variabel Moderator Untuk Meningkatkan Kinerja Pegawai Dinas Tenaga Kerja Kabupaten Gresik"
6. Tempat melakukan Penelitian/Survey/Riset/KKN/PKL : Dinas Tenaga Kerja Kab. Gresik
7. Waktu Pelaksanaan Penelitian/Survey/Riset/KKN/PKL : 12 Mei 2022 - 30 Juni 2022
8. Peserta/Pengikut : -



Dalam melakukan kegiatan Penelitian/Survey/Riset/KKN/PKL agar memperhatikan hal-hal sebagai berikut :

1. Sebelum dan setelah dilaksanakannya Penelitian/Survey/Riset/KKN/PKL diwajibkan melapor kepada Instansi terkait;
2. Tidak diperkenankan melaksanakan kegiatan lain diluar kegiatan Penelitian/ Survey/ Riset/ KKN /PKL yang dilakukan;
3. Setelah melakukan Penelitian/Survey/Riset/KKN/PKL selambat - lambatnya 1 (satu) bulan agar menyerahkan 1 (satu) ex. / buku hasil Penelitian/Survey/Riset/KKN/PKL kepada Bupati Gresik melalui Badan Perencanaan Pembangunan, Penelitian dan Pengembangan Kabupaten Gresik;
4. Dalam pelaksanaan wajib mematuhi Protokol Kesehatan sesuai dengan Peraturan yang berlaku.

Demikian rekomendasi ijin Penelitian/Survey/Riset/KKN/PKL ini dibuat, untuk dapat dipergunakan seperlunya.

**An.KEPALA BADAN PERENCANAAN PEMBANGUNAN,  
PENELITIAN DAN PENGEMBANGAN DAERAH  
KABUPATEN GRESIK  
Kabid. Penelitian dan Pengembangan**



**DHIANNITA TRIASTUTI, S.T**

Pembina

NIP. 19730416 199901 2 002

Tembusan :

1. Yth. Kepala Badan Kesatuan Bangsa dan Politik Kab. Gresik;
2. Yth. Kepala Dinas Tenaga Kerja Kab. Gresik;
3. Arsip.

**Lampiran 5 : uji validitas**  
**- Variabel Promosi Jabatan (X)**

| Correlations |                     |        |        |        |        |        |        |        |       |         |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|-------|---------|
|              |                     | X      | X2     | X3     | X4     | X5     | X6     | X7     | X8    | TOTAL X |
| X            | Pearson Correlation | 1      | .357** | .504** | .285*  | .374** | .186   | -.127  | .099  | .474**  |
|              | Sig. (2-tailed)     |        | .008   | .000   | .037   | .005   | .179   | .360   | .478  | .000    |
|              | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54    | 54      |
| X2           | Pearson Correlation | .357** | 1      | .525** | .525** | .627** | .381** | .107   | .123  | .668**  |
|              | Sig. (2-tailed)     | .008   |        | .000   | .000   | .000   | .005   | .443   | .376  | .000    |
|              | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54    | 54      |
| X3           | Pearson Correlation | .504** | .525** | 1      | .467** | .409** | .348** | .140   | .161  | .660**  |
|              | Sig. (2-tailed)     | .000   | .000   |        | .000   | .002   | .010   | .313   | .246  | .000    |
|              | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54    | 54      |
| X4           | Pearson Correlation | .285*  | .525** | .467** | 1      | .639** | .612** | .329*  | .344* | .798**  |
|              | Sig. (2-tailed)     | .037   | .000   | .000   |        | .000   | .000   | .015   | .011  | .000    |
|              | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54    | 54      |
| X5           | Pearson Correlation | .374** | .627** | .409** | .639** | 1      | .599** | .362** | .283* | .806**  |
|              | Sig. (2-tailed)     | .005   | .000   | .002   | .000   |        | .000   | .007   | .038  | .000    |
|              | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54    | 54      |

|  |                     |        |        |        |        |        |        |        |        |        |
|--|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X6   | Pearson Correlation | .186   | .381** | .348** | .612** | .599** | 1      | .425** | .244   | .735** |
|  | Sig. (2-tailed)     | .179   | .005   | .010   | .000   | .000   |        | .001   | .075   | .000   |
|  | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| X7   | Pearson Correlation | -.127  | .107   | .140   | .329*  | .362** | .425** | 1      | .379** | .552** |
|  | Sig. (2-tailed)     | .360   | .443   | .313   | .015   | .007   | .001   |        | .005   | .000   |
|  | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| X8   | Pearson Correlation | .099   | .123   | .161   | .344*  | .283*  | .244   | .379** | 1      | .530** |
|  | Sig. (2-tailed)     | .478   | .376   | .246   | .011   | .038   | .075   | .005   |        | .000   |
|  | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| TOTAL X  | Pearson Correlation | .474** | .668** | .660** | .798** | .806** | .735** | .552** | .530** | 1      |
|  | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|  | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |

**- Variabel Pelatihan (Z)**

|    |                     | Correlations |        |       |       |      | TOTAL Z |
|----|---------------------|--------------|--------|-------|-------|------|---------|
|    |                     | Z1           | Z2     | Z3    | Z4    | Z5   |         |
| Z1 | Pearson Correlation | 1            | .488** | .304* | .317* | .233 | .720**  |
|    | Sig. (2-tailed)     |              | .000   | .026  | .020  | .090 | .000    |
|    | N                   | 54           | 54     | 54    | 54    | 54   | 54      |

|         |                     |        |        |        |        |        |        |
|---------|---------------------|--------|--------|--------|--------|--------|--------|
| Z2      | Pearson Correlation | .488** | 1      | .307*  | .216   | .319*  | .688** |
|         | Sig. (2-tailed)     | .000   |        | .024   | .117   | .019   | .000   |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     |
| Z3      | Pearson Correlation | .304*  | .307*  | 1      | .321*  | .190   | .620** |
|         | Sig. (2-tailed)     | .026   | .024   |        | .018   | .168   | .000   |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     |
| Z4      | Pearson Correlation | .317*  | .216   | .321*  | 1      | .442** | .694** |
|         | Sig. (2-tailed)     | .020   | .117   | .018   |        | .001   | .000   |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     |
| Z5      | Pearson Correlation | .233   | .319*  | .190   | .442** | 1      | .633** |
|         | Sig. (2-tailed)     | .090   | .019   | .168   | .001   |        | .000   |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     |
| TOTAL Z | Pearson Correlation | .720** | .688** | .620** | .694** | .633** | 1      |
|         | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   |        |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     |

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

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

#### - Variabel Kinerja Pegawai (Y)

|    |                     | Correlations |        |        |        |        |        | TOTAL Y |
|----|---------------------|--------------|--------|--------|--------|--------|--------|---------|
|    |                     | Y1           | Y2     | Y3     | Y4     | Y5     | Y6     |         |
| Y1 | Pearson Correlation | 1            | .512** | .552** | .457** | .415** | .469** | .756**  |
|    | Sig. (2-tailed)     |              | .000   | .000   | .001   | .002   | .000   | .000    |
|    | N                   | 54           | 54     | 54     | 54     | 54     | 54     | 54      |
| Y2 | Pearson Correlation | .512**       | 1      | .533** | .433** | .402** | .277*  | .700**  |
|    | Sig. (2-tailed)     | .000         |        | .000   | .001   | .003   | .042   | .000    |

|         |                     |        |        |        |        |        |        |        |
|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| Y3      | Pearson Correlation | .552** | .533** | 1      | .695** | .574** | .342*  | .822** |
|         | Sig. (2-tailed)     | .000   | .000   |        | .000   | .000   | .011   | .000   |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| Y4      | Pearson Correlation | .457** | .433** | .695** | 1      | .515** | .517** | .802** |
|         | Sig. (2-tailed)     | .001   | .001   | .000   |        | .000   | .000   | .000   |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| Y5      | Pearson Correlation | .415** | .402** | .574** | .515** | 1      | .490** | .754** |
|         | Sig. (2-tailed)     | .002   | .003   | .000   | .000   |        | .000   | .000   |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| Y6      | Pearson Correlation | .469** | .277*  | .342*  | .517** | .490** | 1      | .679** |
|         | Sig. (2-tailed)     | .000   | .042   | .011   | .000   | .000   |        | .000   |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     |
| TOTAL Y | Pearson Correlation | .756** | .700** | .822** | .802** | .754** | .679** | 1      |
|         | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   |        |
|         | N                   | 54     | 54     | 54     | 54     | 54     | 54     | 54     |

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

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

**Lampiran 6 : Uji Realibilitas**  
**- Variabel Promosi Jabatan (X)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .797             | 8          |

**- Variabel Pelatihan (Z)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .695             | 5          |

**- Variabel Kinerja Pegawai (Y)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .847             | 6          |

**Lampiran 7 : uji normalitas**

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 54                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 1.80396514              |
| Most Extreme Differences         | Absolute       | .073                    |
|                                  | Positive       | .072                    |
|                                  | Negative       | -.073                   |
| Test Statistic                   |                | .073                    |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>     |

a. Test distribution is Normal.

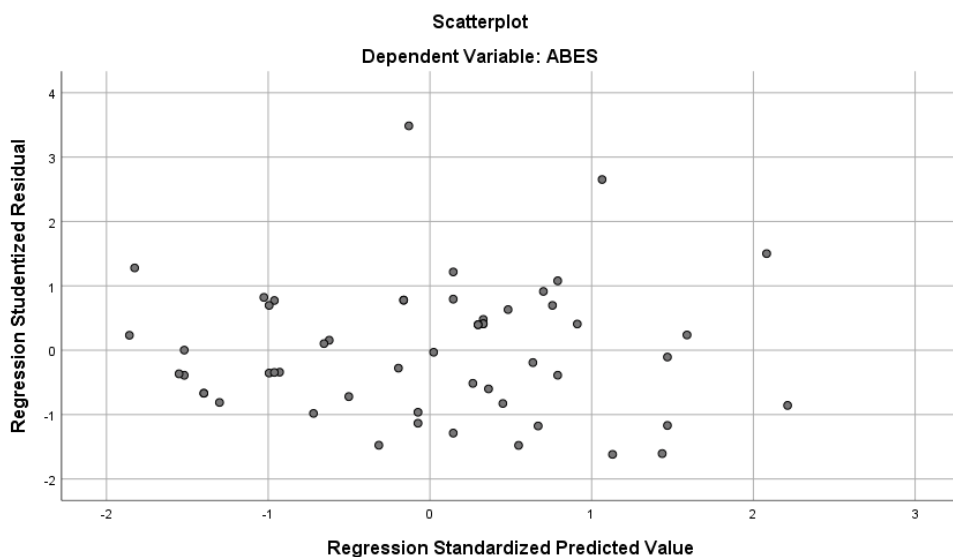
- b. Calculated from data.
- c. This is a lower bound of the true significance.

**Lampiran 8 : uji Multikolinieritas**

| Model        | Unstandardized Coefficients |            | Coefficients <sup>a</sup>      |        |      | Collinearity Statistics |       |
|--------------|-----------------------------|------------|--------------------------------|--------|------|-------------------------|-------|
|              | B                           | Std. Error | Standardized Coefficients Beta | t      | Sig. | Tolerance               | VIF   |
| 1 (Constant) | 2.517                       | 1.347      |                                | 1.869  | .067 |                         |       |
| TOTAL X      | .033                        | .044       | .121                           | .739   | .463 | .693                    | 1.443 |
| TOTAL Z      | -.104                       | .066       | -.260                          | -1.583 | .120 | .693                    | 1.443 |

a. Dependent Variabel: ABES

**Lampiran 9 : Uji Heteroskedastisitas**



### Lampiran 10 : uji regresi moderasi

1. Analisis Regresi Promosi jabatan (X) Terhadap Kinerja Pegawai (Y)

#### Coefficients<sup>a</sup>

| Model |                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
|       |                 | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)      | 7,539                       | 4,454      |                           | 1,693 | ,097 |
|       | promosi jabatan | ,521                        | ,131       | ,483                      | 3,980 | ,000 |

a. Dependent Variabel: kinerja pegawai

2. Analisis Regresi Pelatihan (Z) Terhadap Kinerja Pegawai (Y)

#### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 12,258                      | 4,511      |                           | 2,718 | ,009 |
|       | pelatihan  | ,636                        | ,221       | ,371                      | 2,879 | ,006 |

a. Dependent Variabel: kinerja pegawai

3. Analisis Regresi Promosi Jabatan (X) Dan Pelatihan (Z) Terhadap Kinerja Pegawai (Y)

#### Coefficients<sup>a</sup>

| Model |                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
|       |                 | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)      | 35,517                      | 36,763     |                           | ,966  | ,339 |
|       | pelatihan       | -1,281                      | 1,877      | -,747                     | -,683 | ,498 |
|       | promosi jabatan | -,438                       | 1,048      | -,406                     | -,418 | ,678 |
|       | x.z.t           | ,044                        | ,053       | 1,501                     | ,837  | ,407 |

a. Dependent Variabel: kinerja pegawai

### Lampiran 11 : Koefisien Determinasi (R<sup>2</sup>)

- Promosi jabatan (X) Terhadap Kinerja Pegawai (Y)

#### Model Summary



| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,483 <sup>a</sup> | ,234     | ,219              | 3,467                      |

a. Predictors: (Constant), promosi jabatan

- Pelatihan (Z) Terhadap Kinerja Pegawai (Y)

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,371 <sup>a</sup> | ,138     | ,121              | 3,678                      |

a. Predictors: (Constant), pelatihan

- Promosi jabatan (X) dan Pelatihan (Z) Terhadap Kinerja Pegawai (Y)

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,512 <sup>a</sup> | ,262     | ,218              | 3,468                      |

a. Predictors: (Constant), x.z.t, promosi jabatan, pelatihan

Lampiran 12 : kartu bimbingan

**UNIVERSITAS 17 AGUSTUS 1945 (UNTAG)**  
**FAKULTAS EKONOMI DAN BISNIS**  
Kampus 2, Sumbawatu 45 Surabaya 60118, Telp. (031) 5925289, E-mail: untagsu@untagsu.ac.id

**SEMESTER**  
~~Ganjil~~ Genap  
 2021/2022

**KARTU BIMBINGAN SKRIPSI**

Perpanjangan I \_\_\_\_\_

Semester : \_\_\_\_\_

Th. Ak. : \_\_\_\_\_

Paraf Kajar : \_\_\_\_\_

Sumbawa, ~~17~~ 17 Juni 2022 .

\_\_\_\_\_  
 ( Nama dan tanda tangan Pembimbing )

## Promosi Jabatan Dengan Pelatihan Sebagai Variable Moderasi Untuk Meningkatkan Kinerja Pegawai Dinas Tenaga Kerja Kabupaten Gresik

### ORIGINALITY REPORT

19%

SIMILARITY INDEX

17%

INTERNET SOURCES

4%

PUBLICATIONS

12%

STUDENT PAPERS

### PRIMARY SOURCES

|   |   |    |
|---|---|----|
| 1 | <a href="http://www.neliti.com">www.neliti.com</a><br>Internet Source                       | 7% |
| 2 | <a href="http://jurnal.untag-sby.ac.id">jurnal.untag-sby.ac.id</a><br>Internet Source       | 3% |
| 3 | <a href="http://repository.yudharta.ac.id">repository.yudharta.ac.id</a><br>Internet Source | 2% |
| 4 | <a href="http://vdocuments.mx">vdocuments.mx</a><br>Internet Source                         | 2% |
| 5 | <a href="http://journal.unismuh.ac.id">journal.unismuh.ac.id</a><br>Internet Source         | 2% |
| 6 | Submitted to Universitas Diponegoro<br>Student Paper  | 2% |
| 7 | <a href="http://repositori.usu.ac.id">repositori.usu.ac.id</a><br>Internet Source           | 2% |

Exclude quotes

On

Exclude matches

< 72 words