

LAMPIRAN

Lampiran 1 : Profil Responden

| No. | Jenis Kelamin | Usia | Status | Pendidikan | Lama Bekerja |
|-----|---------------|---------------|---------|------------|--------------|
| 1 | Laki – Laki | < 30 tahun | Menikah | SMA | < 1 tahun |
| 2 | Laki – Laki | > 40 tahun | Menikah | SMA | < 1 tahun |
| 3 | Laki – Laki | < 30 tahun | Menikah | SMP | > 3 tahun |
| 4 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | > 3 tahun |
| 5 | Laki – Laki | < 30 tahun | Menikah | SMA | 1 – 3 tahun |
| 6 | Laki – Laki | 30 – 40 tahun | Menikah | SD | < 1 tahun |
| 7 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | < 1 tahun |
| 8 | Laki – Laki | > 40 tahun | Menikah | SMP | < 1 tahun |
| 9 | Laki – Laki | < 30 tahun | Menikah | SMP | > 3 tahun |
| 10 | Laki – Laki | > 40 tahun | Menikah | SMA | > 3 tahun |
| 11 | Laki – Laki | > 40 tahun | Menikah | SMA | 1 – 3 tahun |
| 12 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | < 1 tahun |
| 13 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | > 3 tahun |
| 14 | Laki – Laki | > 40 tahun | Menikah | SMP | < 1 tahun |
| 15 | Laki – Laki | 30 – 40 tahun | Menikah | SD | > 3 tahun |
| 16 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | 1 – 3 tahun |
| 17 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | > 3 tahun |

| | | | | | |
|----|-------------|---------------|---------------|-----|-------------|
| 18 | Laki – Laki | < 30 tahun | Belum menikah | SMA | > 3 tahun |
| 19 | Laki – Laki | > 40 tahun | Menikah | SD | < 1 tahun |
| 20 | Laki – Laki | 30 – 40 tahun | Menikah | SD | > 3 tahun |
| 21 | Laki – Laki | > 40 tahun | Menikah | SD | < 1 tahun |
| 22 | Laki – Laki | > 40 tahun | Menikah | SMA | 1 – 3 tahun |
| 23 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | < 1 tahun |
| 24 | Laki – Laki | > 40 tahun | Menikah | SMA | < 1 tahun |
| 25 | Laki – Laki | > 40 tahun | Menikah | SMA | > 3 tahun |
| 26 | Laki – Laki | > 40 tahun | Menikah | SMA | < 1 tahun |
| 27 | Laki – Laki | < 30 tahun | Belum menikah | SMA | < 1 tahun |
| 28 | Laki – Laki | > 40 tahun | Menikah | SMP | > 3 tahun |
| 29 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | 1 – 3 tahun |
| 30 | Laki – Laki | 30 – 40 tahun | Menikah | SD | < 1 tahun |
| 31 | Laki – Laki | > 40 tahun | Menikah | SD | > 3 tahun |
| 32 | Laki – Laki | > 40 tahun | Menikah | SMA | < 1 tahun |
| 33 | Laki – Laki | < 30 tahun | Belum menikah | SD | > 3 tahun |
| 34 | Laki – Laki | 30 – 40 tahun | Menikah | SMP | < 1 tahun |
| 35 | Laki – Laki | > 40 tahun | Menikah | SMA | > 3 tahun |
| 36 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | 1 – 3 tahun |
| 37 | Laki – Laki | < 30 tahun | Belum menikah | SMA | > 3 tahun |
| 38 | Laki – Laki | > 40 tahun | Menikah | SD | > 3 tahun |
| 39 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | 1 – 3 tahun |

| | | | | | |
|----|-------------|---------------|---------------|-----|-------------|
| 40 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | > 3 tahun |
| 41 | Laki – Laki | > 40 tahun | Menikah | SD | > 3 tahun |
| 42 | Laki – Laki | > 40 tahun | Menikah | SMA | < 1 tahun |
| 43 | Laki – Laki | < 30 tahun | Belum menikah | SMA | > 3 tahun |
| 44 | Laki – Laki | > 40 tahun | Menikah | SMP | < 1 tahun |
| 45 | Laki – Laki | > 40 tahun | Menikah | SMA | < 1 tahun |
| 46 | Laki – Laki | 30 – 40 tahun | Menikah | SMA | < 1 tahun |
| 47 | Laki – Laki | > 40 tahun | Menikah | SMA | < 1 tahun |
| 48 | Laki – Laki | 30 – 40 tahun | Belum menikah | SMP | 1 – 3 tahun |
| 49 | Laki – Laki | > 40 tahun | Menikah | SMA | > 3 tahun |
| 50 | Laku - Laki | < 30 tahun | Belum menikah | SMA | < 1 Tahun |
| 51 | Perempuan | < 30 tahun | Belum menikah | SMA | 1 – 3 tahun |
| 52 | Perempuan | < 30 tahun | Menikah | SMA | < 1 Tahun |
| 53 | Perempuan | 30 – 40 tahun | Menikah | SMA | < 1 tahun |
| 54 | Perempuan | 30 – 40 tahun | Menikah | SMA | 1 – 3 tahun |
| 55 | Perempuan | 30 – 40 tahun | Menikah | SMA | < 1 tahun |
| 56 | Perempuan | 30 – 40 tahun | Menikah | SMA | < 1 tahun |
| 57 | Perempuan | > 40 tahun | Menikah | SMA | 1 – 3 tahun |
| 58 | Perempuan | > 40 tahun | Menikah | SD | < 1 tahun |
| 59 | Perempuan | > 40 tahun | Menikah | SD | 1 – 3 tahun |
| 60 | Perempuan | > 40 tahun | Menikah | SMA | < 1 tahun |

Deskripsi Berdasarkan Jenis Kelamin

| | | Jenis Kelamin | | | Cumulative Percent |
|-------|-------------|---------------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | Laki - Laki | 50 | 83,3 | 83,3 | 83,3 |
| | Perempuan | 10 | 16,7 | 16,7 | 100,0 |
| | Total | 60 | 100,0 | 100,0 | |

Deskripsi Berdasarkan Usia

| | | Usia | | | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | < 30 tahun | 12 | 20,0 | 20,0 | 20,0 |
| | 30 - 40 tahun | 22 | 36,7 | 36,7 | 56,7 |
| | > 40 tahun | 26 | 43,3 | 43,3 | 100,0 |
| | Total | 60 | 100,0 | 100,0 | |

Deskripsi Berdasarkan Status

| | | Status | | | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | Menikah | 52 | 86,7 | 86,7 | 86,7 |
| | Belum Menikah | 8 | 13,3 | 13,3 | 100,0 |
| | Total | 60 | 100,0 | 100,0 | |

Deskripsi Berdasarkan Pendidikan

| | | Pendidikan | | | Cumulative Percent |
|-------|-------|------------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | SD | 12 | 20,0 | 20,0 | 20,0 |
| | SMP | 8 | 13,3 | 13,3 | 33,3 |
| | SMA | 40 | 66,7 | 66,7 | 100,0 |
| | Total | 60 | 100,0 | 100,0 | |

Deskripsi Berdasarkan Lama Bekerja

| | | Lama Kerja | | | Cumulative Percent |
|-------|-------------|------------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | < 1 tahun | 28 | 46,7 | 46,7 | 46,7 |
| | 1 - 3 tahun | 12 | 20,0 | 20,0 | 66,7 |
| | > 3 tahun | 20 | 33,3 | 33,3 | 100,0 |
| | Total | 60 | 100,0 | 100,0 | |

Lampiran 2 : Deskripsi Temuan Etika Kerja (X1)

| Descriptive Statistics | | | | | |
|------------------------|----|---------|---------|------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| X1.1 | 60 | 2 | 5 | 4,68 | ,624 |
| X1.2 | 60 | 2 | 5 | 4,73 | ,634 |
| X1.3 | 60 | 3 | 5 | 4,70 | ,561 |
| X1.4 | 60 | 3 | 5 | 4,73 | ,482 |
| X1.5 | 60 | 3 | 5 | 4,78 | ,524 |
| X1.6 | 60 | 2 | 5 | 4,78 | ,555 |
| X1.7 | 60 | 3 | 5 | 4,80 | ,443 |
| X1.8 | 60 | 3 | 5 | 4,82 | ,431 |
| Valid N (listwise) | 60 | | | | |

Lampiran 3 : Deskripsi Temuan Pengalaman Kerja (X2)

| Descriptive Statistics | | | | | |
|------------------------|----|---------|---------|------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| X2.1 | 60 | 2 | 5 | 4,63 | ,610 |
| X2.2 | 60 | 2 | 5 | 4,67 | ,629 |
| X2.3 | 60 | 3 | 5 | 4,70 | ,530 |
| X2.4 | 60 | 2 | 5 | 4,67 | ,601 |
| X2.5 | 60 | 3 | 5 | 4,65 | ,577 |
| X2.6 | 60 | 3 | 5 | 4,72 | ,490 |
| Valid N (listwise) | 60 | | | | |

Lampiran 4 : Deskripsi Temuan Human Capital (X3)

| Descriptive Statistics | | | | | |
|-------------------------------|----|---------|---------|------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| X3.1 | 60 | 2 | 5 | 4,62 | ,640 |
| X3.2 | 60 | 2 | 5 | 4,70 | ,591 |
| X3.3 | 60 | 2 | 5 | 4,70 | ,619 |
| X3.4 | 60 | 3 | 5 | 4,72 | ,490 |
| X3.5 | 60 | 3 | 5 | 4,68 | ,537 |
| X3.6 | 60 | 3 | 5 | 4,67 | ,542 |
| X3.7 | 60 | 3 | 5 | 4,72 | ,490 |
| X3.8 | 60 | 3 | 5 | 4,75 | ,508 |
| Valid N (listwise) | 60 | | | | |

Lampiran 5 : Deskripsi Temuan Kinerja Karyawan

| Descriptive Statistics | | | | | |
|-------------------------------|----|---------|---------|------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| Y.1 | 60 | 3 | 5 | 4,63 | ,581 |
| Y.2 | 60 | 3 | 5 | 4,75 | ,474 |
| Y.3 | 60 | 2 | 5 | 4,75 | ,600 |
| Y.4 | 60 | 4 | 5 | 4,78 | ,415 |
| Y.5 | 60 | 2 | 5 | 4,72 | ,585 |
| Y.6 | 60 | 3 | 5 | 4,78 | ,454 |
| Y.7 | 60 | 3 | 5 | 4,78 | ,454 |
| Y.8 | 60 | 3 | 5 | 4,77 | ,533 |
| Valid N (listwise) | 60 | | | | |

Lampiran 6 : Jawaban Responden Etika Kerja (X1)

| No. Responden | ETIKA KERJA | | | | | | | | X1 TOTAL |
|------------------|-------------|------|------|------|------|------|------|------|-------------|
| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 2 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 29 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 6 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |

| | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|
| 41 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 42 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 37 |
| 43 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 45 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 46 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 48 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 28 |
| 49 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 50 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 37 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 53 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 54 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 38 |
| 56 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 38 |
| 57 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 37 |
| 58 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 37 |
| 59 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 37 |
| 60 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 36 |

Lampiran 7 : : Jawaban Responden Pengalaman Kerja (X2)

| No. Responden | PENGALAMAN KERJA | | | | | | X2 TOTAL |
|------------------|------------------|------|------|------|------|------|----------|
| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | |
| 1 | 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 2 | 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 7 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 11 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 12 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 13 | 4 | 5 | 5 | 5 | 3 | 5 | 27 |
| 14 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 16 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 17 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 18 | 4 | 3 | 4 | 5 | 5 | 5 | 26 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 21 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 22 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 23 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 27 | 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 28 | 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 29 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 30 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 32 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 33 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 34 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 35 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 36 | 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 38 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 39 | 4 | 3 | 4 | 3 | 3 | 3 | 20 |
| 40 | 4 | 5 | 5 | 5 | 4 | 5 | 28 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 41 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 42 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 43 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 44 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 46 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 47 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 48 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 51 | 5 | 5 | 3 | 4 | 5 | 5 | 27 |
| 52 | 5 | 4 | 5 | 4 | 4 | 5 | 27 |
| 53 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 54 | 2 | 2 | 3 | 2 | 4 | 5 | 18 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 56 | 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 57 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 58 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 59 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 60 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |

Lampiran 8 : Jawaban Responden Human Capital (X3)

| No. Responden | HUMAN CAPITAL | | | | | | | | X3 TOTAL |
|------------------|---------------|------|------|------|------|------|------|------|-------------|
| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 38 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 32 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 8 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 37 |

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|----|---|---|---|---|---|---|---|---|----|
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 37 |
| 11 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 37 |
| 12 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 15 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 36 |
| 16 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 36 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 38 |
| 18 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 37 |
| 19 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 21 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 32 |
| 22 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 23 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 24 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 36 |
| 25 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 37 |
| 26 | 2 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 26 |
| 27 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 37 |
| 28 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 29 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 32 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 |
| 33 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 37 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 35 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 37 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 34 |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 39 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 37 |
| 40 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 42 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 38 |
| 43 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 37 |

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|----|---|---|---|---|---|---|---|---|----|
| 13 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 36 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 15 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 17 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 37 |
| 18 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 30 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 20 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 23 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 25 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 26 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 27 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 30 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 37 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 33 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 37 |
| 34 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 38 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 36 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 37 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 40 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 39 |
| 42 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 43 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 44 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 45 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 46 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |

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|----|---|---|---|---|---|---|---|---|----|
| 47 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 48 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 35 |
| 49 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 38 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 51 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 52 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 37 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 54 | 5 | 4 | 5 | 5 | 2 | 3 | 4 | 4 | 32 |
| 55 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 56 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 33 |
| 57 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 38 |
| 58 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 38 |
| 59 | 5 | 5 | 2 | 4 | 5 | 4 | 4 | 5 | 34 |
| 60 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 35 |

Lampiran 10 : Uji Validitas

Correlations

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1 Total |
|------|---------------------|--------|--------|--------|--------|--------|-------|------|-------|-------------|
| X1.1 | Pearson Correlation | 1 | ,725** | ,547** | ,334** | ,409** | -,006 | ,073 | ,158 | ,748** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,009 | ,001 | ,965 | ,577 | ,227 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.2 | Pearson Correlation | ,725** | 1 | ,628** | ,318* | ,384** | ,026 | ,048 | ,128 | ,757** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,013 | ,002 | ,846 | ,714 | ,330 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.3 | Pearson Correlation | ,547** | ,628** | 1 | ,263* | ,467** | ,169 | ,095 | -,021 | ,722** |

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

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

Correlations

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2 Total |
|----------|---------------------|--------|--------|--------|--------|--------|--------|----------|
| X2.1 | Pearson Correlation | 1 | ,427** | ,440** | ,493** | ,303* | ,157 | ,749** |
| | Sig. (2-tailed) | | ,001 | ,000 | ,000 | ,018 | ,231 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.2 | Pearson Correlation | ,427** | 1 | ,406** | ,508** | ,187 | ,073 | ,701** |
| | Sig. (2-tailed) | ,001 | | ,001 | ,000 | ,153 | ,578 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.3 | Pearson Correlation | ,440** | ,406** | 1 | ,478** | ,094 | -,007 | ,628** |
| | Sig. (2-tailed) | ,000 | ,001 | | ,000 | ,474 | ,961 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.4 | Pearson Correlation | ,493** | ,508** | ,478** | 1 | ,244 | ,249 | ,784** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,060 | ,055 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.5 | Pearson Correlation | ,303* | ,187 | ,094 | ,244 | 1 | ,243 | ,539** |
| | Sig. (2-tailed) | ,018 | ,153 | ,474 | ,060 | | ,062 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.6 | Pearson Correlation | ,157 | ,073 | -,007 | ,249 | ,243 | 1 | ,414** |
| | Sig. (2-tailed) | ,231 | ,578 | ,961 | ,055 | ,062 | | ,001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2 Total | Pearson Correlation | ,749** | ,701** | ,628** | ,784** | ,539** | ,414** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

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

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

| | | | | | | | | | | |
|----------|---------------------|--------|--------|--------|--------|--------|--------|--------|-------|--------|
| | Sig. (2-tailed) | ,005 | ,004 | ,442 | ,103 | ,236 | | ,103 | ,349 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3.7 | Pearson Correlation | ,188 | ,111 | ,050 | ,013 | -,089 | ,213 | 1 | ,119 | ,336** |
| | Sig. (2-tailed) | ,150 | ,398 | ,703 | ,922 | ,498 | ,103 | | ,365 | ,009 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3.8 | Pearson Correlation | ,169 | ,197 | -,027 | ,187 | ,264* | ,123 | ,119 | 1 | ,429** |
| | Sig. (2-tailed) | ,196 | ,130 | ,838 | ,153 | ,041 | ,349 | ,365 | | ,001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3 Total | Pearson Correlation | ,788** | ,720** | ,523** | ,570** | ,535** | ,561** | ,336** | ,429* | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,009 | ,001 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

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

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

| | | | | | | | | | | |
|---------|---------------------|-------|--------|-------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | ,930 | ,199 | ,312 | ,372 | | ,008 | ,105 | ,010 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.6 | Pearson Correlation | ,207 | ,138 | ,109 | ,196 | ,339** | 1 | ,590** | ,208 | ,613** |
| | Sig. (2-tailed) | ,112 | ,294 | ,408 | ,133 | ,008 | | ,000 | ,111 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.7 | Pearson Correlation | ,079 | -,020 | ,171 | ,286* | ,212 | ,590** | 1 | ,348** | ,580** |
| | Sig. (2-tailed) | ,548 | ,881 | ,192 | ,027 | ,105 | ,000 | | ,006 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.8 | Pearson Correlation | ,266* | ,235 | ,239 | ,151 | ,328* | ,208 | ,348** | 1 | ,651** |
| | Sig. (2-tailed) | ,040 | ,071 | ,066 | ,251 | ,010 | ,111 | ,006 | | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y Total | Pearson Correlation | ,567* | ,490** | ,540* | ,377** | ,501** | ,613** | ,580** | ,651** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,003 | ,000 | ,000 | ,000 | ,000 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

Etika

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

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

Lampiran 11 : Uji Realibilitas

Etika Kerja (X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,718 | 8 |

Pengalaman Kerja (X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,716 | 6 |

Human Capital (X3)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,695 | 8 |

Kinerja Karyawan (Y)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,650 | 8 |

Lampiran 12 : Uji Asumsi Klasik

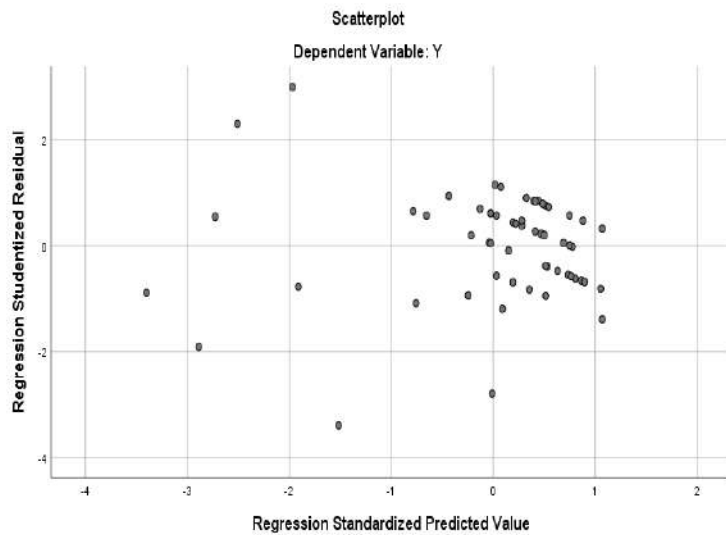
Uji Multikolinieritas

Coefficients^a

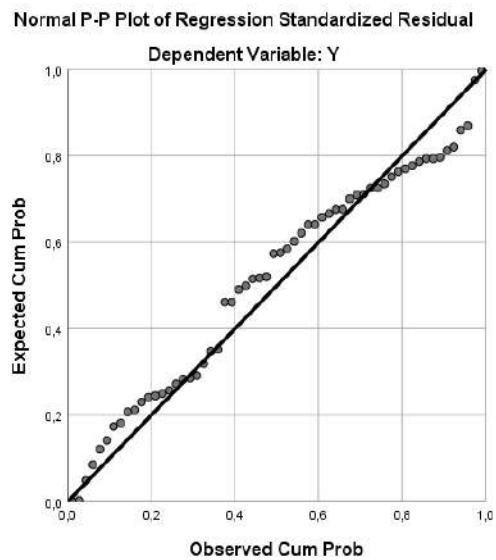
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 13,383 | 5,221 | | 2,563 | ,013 | | |
| | X1 | ,283 | ,096 | ,317 | 2,941 | ,005 | ,940 | 1,064 |
| | X2 | ,465 | ,108 | ,464 | 4,309 | ,000 | ,943 | 1,060 |
| | X3 | ,020 | ,093 | ,023 | ,218 | ,829 | ,993 | 1,007 |

a. Dependent Variable: Y

Uji Heteroskedastisitas



Uji Normalitas



One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 60 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 1,74023588 |
| Most Extreme Differences | Absolute | ,107 |
| | Positive | ,107 |
| | Negative | -,094 |
| Test Statistic | | ,107 |
| Asymp. Sig. (2-tailed) | | ,085 ^c |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 13 : Analisis Regresi Linire Berganda

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,623 ^a | ,388 | ,355 | 1,78624 |

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 113,256 | 3 | 37,752 | 11,832 | ,000 ^b |
| | Residual | 178,677 | 56 | 3,191 | | |
| | Total | 291,933 | 59 | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 13,383 | 5,221 | | 2,563 | ,013 | | |
| | X1 | ,283 | ,096 | ,317 | 2,941 | ,005 | ,940 | 1,064 |
| | X2 | ,465 | ,108 | ,464 | 4,309 | ,000 | ,943 | 1,060 |
| | X3 | ,020 | ,093 | ,023 | ,218 | ,829 | ,993 | 1,007 |

a. Dependent Variable: Y

Lampiran14 : Teknik Pengujian

Uji Parsial (Uji T)

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 13,383 | 5,221 | | 2,563 | ,013 | | |
| | X1 | ,283 | ,096 | ,317 | 2,941 | ,005 | ,940 | 1,064 |
| | X2 | ,465 | ,108 | ,464 | 4,309 | ,000 | ,943 | 1,060 |
| | X3 | ,020 | ,093 | ,023 | ,218 | ,829 | ,993 | 1,007 |

a. Dependent Variable: Y

Uji Simultan (Uji F)

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 113,256 | 3 | 37,752 | 11,832 | ,000 ^b |
| | Residual | 178,677 | 56 | 3,191 | | |
| | Total | 291,933 | 59 | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Koefisien Determinasi Berganda (R²)

Lampiran 15 : Kuisioner Penelitian

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,623 ^a | ,388 | ,355 | 1,78624 |

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Petunjuk Pengisian:

Pilihlah jawaban yang saudara anggap paling memenuhi persepsi saudara, dan berilah tanda thick mark (V) pada jawaban yang sesuai di kolom yang telah disediakan.

1. Sangat tidak setuju (STS)
2. Tidak setuju (TS)
3. Netral (N)


4. Setuju (S)
5. Sangat setuju (SS)

| No | Pertanyaan | STS | TS | N | S | SS |
|--|---|-----|----|---|---|----|
| I. Variabel Etika Kerja | | | | | | |
| a. Bertanggung jawab | | | | | | |
| 1. | Bekerja tuntas dan bertanggung jawab | | | | | |
| 2. | Bekerja dengan melakukan pekerjaan dengan penuh kejujuran | | | | | |
| b. Kerja yang positif | | | | | | |
| 3. | Bekerja sempurna dengan kerendahan hati | | | | | |
| 4. | Bekerja tulus dan penuh syukur | | | | | |
| c. Disiplin kerja | | | | | | |
| 5. | Saya selalu hadir tepat waktu pada jam kerja | | | | | |
| 6. | Saya selalu merapikan peralatan kerja setelah selesai dipakai | | | | | |
| d. Tekun | | | | | | |
| 7. | Bekerja dengan penuh semangat dan tekun | | | | | |
| 8. | Bekerja dengan disiplin dan mengikuti standard aturan perusahaan | | | | | |
| II. Variabel Pengalaman Kerja | | | | | | |
| a. Lama waktu/ Masa bekerja | | | | | | |
| 9. | Sudah cukup lama bekerja dalam bidang ini | | | | | |
| 10. | Saya sudah mempunyai pengalaman kerja di tempat sebelumnya | | | | | |
| b. Tingkat pengetahuan dan keterampilan | | | | | | |
| 11. | Saya memiliki kemahiran dalam melaksanakan tugas-tugas yang diberikan | | | | | |

| | | | | | | |
|---------------------------------------|---|--|--|--|--|--|
| 12. | Saya memiliki pengetahuan dan keterampilan yang sesuai dengan bidang pekerjaan | | | | | |
| c. Penguasaan pekerjaan dan peralatan | | | | | | |
| 13. | Saya dapat menguasai peralatan kerja yang disediakan | | | | | |
| 14. | Saya menguasai pekerjaan yang saya lakukan sekarang | | | | | |
| III. Variabel Human Capital | | | | | | |
| a. Pengetahuan (Knowledge) | | | | | | |
| 15. | Saya memiliki pengetahuan atas pekerjaan yang diberikan kepada saya | | | | | |
| 16. | Pengetahuan karyawan digunakan dalam tujuan perusahaan | | | | | |
| b. Keahlian (Expertise) | | | | | | |
| 17. | Karyawan memiliki keahlian dalam bidangnya | | | | | |
| 18. | Keahlian karyawan digunakan dalam tujuan perusahaan | | | | | |
| c. Kemampuan (Ability) | | | | | | |
| 19. | Saya memiliki kemampuan dalam menyelesaikan pekerjaan yang besar atau banyak yang telah diberikan kepada saya | | | | | |
| 20. | Karyawan memiliki kemampuan yang unik dan beda dengan karyawan lainnya. | | | | | |
| d. Keterampilan (Skill) | | | | | | |
| 21. | Saya memiliki keterampilan dalam mengelola produk | | | | | |
| 22. | Saya memiliki sifat kreatif, inovatif, dan cemerlang | | | | | |
| IV. Variabel Kinerja Karyawan | | | | | | |
| a. Kualitas kerja | | | | | | |

| | | | | | | |
|--------------------|---|--|--|--|--|--|
| 23. | Saya cermat dan meminimalisir kesalahan dalam bekerja | | | | | |
| 24. | Saya memenuhi syarat atau standard yang di tetapkan perusahaan | | | | | |
| b. Kuantitas kerja | | | | | | |
| 25. | Saya selalu mempunyai target dalam bekerja | | | | | |
| 26. | Saya selalu menyelesaikan pekerjaan dengan tepat waktu | | | | | |
| c. Keandalan kerja | | | | | | |
| 27. | Saya cepat dalam bertindak dan mengambil keputusan dalam pekerjaan | | | | | |
| 28. | Saya memiliki rasa antusias yang tinggi dalam pekerjaan | | | | | |
| d. Sikap kerja | | | | | | |
| 29. | Saya selalu berhati-hati, rajin dan bertanggung jawab dalam bekerja | | | | | |
| 30. | saya selalu teliti dalam menjalankan pekerjaan | | | | | |

Lampiran 16 : Surat Izin Penelitian

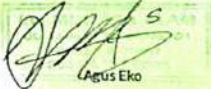
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Jl. Lingkar Timur No.01, Kec. Candi, Kab. Sidoarjo, Jawa Timur.


Nomor : 01/30/03/2022
Lampiran : -
Perihal : Balasan Permohonan Izin Untuk Melakukan Riset

Kepada Yth,
Bapak Dekan Fakultas Ekonomi
UNIVERSITAS 17 AGUSTUS 1945 SURABAYA
Jl. Semolowaru 45 Surabaya 60118
Di tempat

Dengan Hormat,
Yang bertanda tangan dibawah ini :
Nama : Agus Eko
Jabatan : Pemimpin
Menerangkan bahwa,
Nama : Ahmad Lutfi Indandy
NBI : 1211800051
Fakultas / Prodi : Ekonomi Manajemen


Telah kami setuju untuk melaksanakan penelitian di perusahaan kami sebagai syarat penyusunan skripsi dengan judul :
"PENGARUH ETIKA KERJA, PENGALAMAN KERJA, DAN HUMAN CAPITAL TERHADAP KINERJA KARYAWAN PADA CV. MUTIARA ALAM CANDI SIDOARJO"
Demikian surat ini kami sampaikan, dan atas kerjasamanya kami mengucapkan terimakasih

Surabaya, 30 Maret 2022
Hormat kami,
Pimpinan CV. Mutiara Alam

Agus Eko

 CS Dipindai dengan CamScanner

Lampiran 17 : Kartu Bimbingan

7/1/22, 9:16 AM Kartu bimbingan Ahmad Lutfi.jpg



UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA
FAKULTAS EKONOMI DAN BISNIS

SEMESTER
2021/2022

KARTU BIMBINGAN SERIPI

Nama Mahasiswa / NIM : *Ahmad Lutfi Indrayana 12120021*

Nama Pembimbing : *Dr. Ec. Johannes Sidiyasa, M.M.*

Judul Skripsi : *Pengaruh E-tuan pada Pemasaran Perto, dan Nuisan Capital Terhadap Kinerja Keuangan pada CV. Bujangga Alam, Condi Sidoarjo*

Mata Pelajaran Skripsi / Semester : *Tk. Ak.* Jadwal Bimbingan Tanggal

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Penyusunan : *1-7-2022*

Semester : *Tk. Ak.*

Panel Kapur : *Dr. Ec. Johannes Sidiyasa, M.M.*

Lampiran 18 : Hasil Cek Plagiasi

PENGARUH ETIKA KERJA, PENGALAMAN KERJA, DAN HUMAN CAPITAL TERHADAP KINERJA KARYAWAN PADA CV. MUTIARA ALAM, CANDI SIDOARJO

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