



LAMPIRAN 1
Pengantar Kuesioner

Pengantar Kuesioner



KUESIONER PENELITIAN ANALISIS PERBANDINGAN KINERJA ANTARA KARYAWAN TETAP DAN KARYAWAN ALIH DAYA (OUTSOURCING)

(PT. Bank Mandiri Syariah Kc Rogojampi Banyuwangi)

KUESIONER PENELITIAN

Assalamualaikum Wr. Wb

Bapak/Ibu/Sdr/i yang saya hormati, saya Mahasiswa Universitas Muhammadiyah Jember sedang melakukan penelitian di Kantor Bank Syariah Mandiri kcp Banyuwangi Rogojampi. Penelitian yang saya lakukan berjudul "Analisis perbedaan kinerja antara karyawan tetap dan karyawan alih daya (*outsourcing*)". Penelitian ini merupakan rancangan dalam pembuatan skripsi.

Saya memohon kesediaan Bapak/Ibu/Sdr/i untuk meluangkan waktu sejenak guna mengisi angket ini. Saya berharap Bapak/Ibu/Sdr/i menjawab dengan leluasa, sesuai dengan apa yang Bapak/Ibu/Sdr/i rasakan, lakukan dan alami, bukan apa yang seharusnya atau yang ideal. Bapak/Ibu/Sdr/i diharapkan menjawab dengan jujur dan terbuka, sebab tidak ada jawaban yang benar atau salah. Sesuai dengan kode etik penelitian, saya menjamin kerahasiaan semua data. Kesediaan Bapak/Ibu/Sdr/i mengisi angket ini adalah bantuan yang tak ternilai bagi saya. Akhirnya, saya sampaikan terima kasih atas kerjasamanya. Selamat bekerja dan semoga sukses !



LAMPIRAN 2
Petunjuk Pengisian
Kuesionern Penelitian

1. Petunjuk Pengisian

Pilihlah jawaban berikut sesuai dengan jawaban yang anda yakini dengan cara memberikan (✓) mulai dari angka 1 - 10 pada jawaban yang sesuai dengan pendapat anda !

Identitas Responden

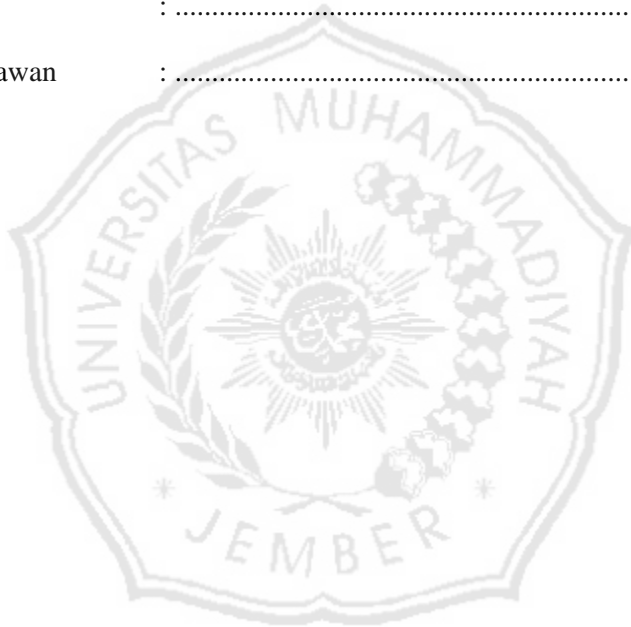
Jenis Kelamin : a. laki-laki (.....) b. Perempuan (.....)

Umur :

Pendidikan terakhir :

Masa Kerja :

Status karyawan :





LAMPIRAN 3
Kuesionern Penelitian



LAMPIRAN 4
Rekapitulasi Kuesioner

No	Kuantitas							jumlah
Responden	x1	x2	x3	x4	x5	x6	x7	x1
1	2	2	7	3	3	3	3	23
2	10	10	9	10	9	9	9	66
3	9	8	8	8	8	8	8	57
4	8	9	9	9	9	10	10	64
5	9	5	4	7	8	9	4	46
6	7	8	8	9	8	9	7	56
7	5	5	6	4	6	4	5	35
8	8	5	8	4	9	7	5	46
9	5	6	5	5	6	6	5	38
10	8	7	7	7	8	7	9	53
11	7	6	9	9	9	5	6	51
12	9	8	5	8	6	9	6	51
13	8	5	6	7	8	8	9	51
14	9	9	5	4	8	7	6	48
15	6	6	8	5	9	10	7	51
16	4	6	5	9	8	7	6	45
17	9	6	8	5	9	8	8	53
18	6	7	7	8	5	9	5	47
19	8	7	5	5	5	6	7	43
20	6	7	8	5	9	4	7	46
21	9	8	9	9	7	5	6	53
22	5	5	4	4	7	8	6	39
23	6	5	8	7	6	9	4	45
24	7	8	5	6	7	5	8	46
25	7	6	8	5	7	9	5	47
26	9	8	6	5	7	9	5	49
27	8	9	7	6	8	9	7	54
28	8	7	9	6	5	7	9	51

No	Kualitas						Jumlah
Responden	x1	x2	x3	x4	x5	x6	
1	8	7	7	6	6	7	41
2	7	6	8	7	5	8	41
3	4	4	5	5	4	4	26
4	8	4	5	7	8	4	8
5	6	5	6	5	6	5	33
6	8	10	9	7	8	8	50
7	8	9	9	9	6	5	46
8	7	10	10	8	9	9	53
9	7	8	8	8	7	8	46
10	8	9	8	8	7	6	46
11	2	3	2	3	3	3	16
12	6	7	5	8	8	9	43
13	6	7	4	4	5	7	33
14	7	8	5	6	4	8	38
15	8	8	8	6	5	7	42
16	9	8	9	7	6	5	44
17	4	5	6	7	8	9	39
18	8	7	6	9	7	5	42
19	5	5	5	8	7	6	36
20	4	7	8	9	6	8	42
21	5	5	6	7	6	9	38
22	6	7	7	8	5	9	42
23	6	8	5	9	8	8	44
24	8	7	8	8	6	5	42
25	9	9	7	6	5	4	40
26	7	8	6	5	8	9	43
27	9	9	8	7	9	7	49
28	6	7	8	9	6	5	41

No	Ketepatan waktu							Jumlah
Responden	x1	x2	x3	x4	x5	x6	x7	x1
1	2	3	2	2	3	2	3	17
2	9	9	10	10	9	10	9	66
3	8	9	6	8	9	6	8	54
4	10	8	6	9	9	9	6	57
5	9	7	8	5	5	5	4	43
6	7	9	8	8	7	8	6	53
7	5	6	6	6	5	6	5	39
8	8	8	8	6	7	9	8	54
9	5	5	5	6	6	3	4	34
10	8	7	8	7	8	8	8	54
11	5	6	5	4	6	7	6	39
12	7	8	6	9	5	5	9	49
13	8	6	4	4	9	6	9	46
14	4	4	8	6	5	8	5	40
15	9	6	8	7	5	6	9	50
16	9	6	5	4	9	7	6	46
17	6	7	8	5	8	9	5	48
18	8	8	7	4	4	7	9	47
19	8	9	7	6	5	6	4	45
20	7	6	8	9	6	6	5	47
21	5	6	5	8	7	5	9	45
22	9	6	8	5	4	4	6	42
23	7	6	5	8	7	6	5	44
24	5	5	9	4	9	9	6	47
25	3	6	8	4	9	6	5	41
26	6	9	8	4	6	9	7	49
27	6	7	8	5	4	6	8	44
28	9	6	7	8	5	8	5	48

No	Efektivitas					Jumlah
Responden	x1	x2	x3	x4	x5	x1
1	5	7	9	8	6	35
2	6	7	5	8	9	35
3	4	3	3	5	5	20
4	8	8	5	6	7	34
5	7	6	7	6	7	33
6	8	9	7	6	9	39
7	7	6	8	9	6	36
8	8	6	8	8	9	39
9	8	9	8	7	8	40
10	9	10	7	6	5	37
11	3	3	2	3	3	14
12	9	6	5	8	7	35
13	6	7	4	3	2	22
14	4	6	7	5	8	30
15	9	6	7	5	4	31
16	8	6	4	6	9	33
17	4	3	2	6	9	24
18	7	9	4	3	4	27
19	6	6	9	5	6	32
20	8	4	3	9	7	31
21	5	8	7	9	6	35
22	9	10	8	9	9	45
23	5	5	6	4	9	29
24	7	8	9	7	4	35
25	9	7	4	3	7	30
26	6	3	8	7	5	29
27	7	5	4	9	6	31
28	7	6	5	3	9	30



LAMPIRAN 5
Hasil Uji Reabilitas

1. Frekuensi Jawaban Responden Kuantitas

Case Processing Summary

		N	%
Cases	Valid	28	100.0
	Excluded ^a	0	.0
	Total	28	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.799	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ku1	41.14	50.571	.641	.752
ku2	41.64	51.275	.678	.746
ku3	41.46	59.962	.325	.807
ku4	41.96	51.665	.543	.771
ku5	41.07	55.995	.534	.774
ku6	41.00	54.889	.423	.795
ku7	41.86	52.497	.593	.762

2. Frekuensi Jawaban Responden Kualitas

Case Processing Summary

		N	%
Cases	Valid	28	100.0
	Excluded ^a	0	.0
	Total	28	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.789	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
kua1	33.79	39.212	.501	.767
kua2	33.39	34.025	.739	.705
kua3	33.71	34.952	.693	.718
kua4	33.43	40.180	.523	.762
kua5	34.07	40.217	.542	.758
kua6	33.75	42.491	.291	.819

3. Frekuensi Jawaban Responden Ketetapan Waktu

Case Processing Summary

		N	%
Cases	Valid	28	100.0
	Excluded ^a	0	.0
	Total	28	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.777	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
kt1	39.1429	53.460	.538	.741
kt2	39.2857	55.841	.655	.724
kt3	39.1786	58.152	.465	.755
kt4	39.8929	55.358	.461	.757
kt5	39.5357	59.221	.368	.774
kt6	39.3571	52.683	.613	.725
kt7	39.6071	57.655	.436	.761

4. Frekuensi Jawaban Responden Efektifitas

Case Processing Summary

		N	%
Cases	Valid	28	100.0
	Excluded ^a	0	.0
	Total	28	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.628	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ef1	25.0714	29.402	.457	.544
ef2	25.4286	27.365	.452	.538
ef3	25.9286	26.661	.440	.543
ef4	25.6429	28.683	.369	.580
ef5	25.2143	31.952	.214	.655



LAMPIRAN 6
Hasi Uji Validitas

	Sig. (2-tailed)	.011	.002	.092	.042	.015	.250		.000
	N	28	28	28	28	28	28	28	28
juml	Pearson Correlation	.762**	.780**	.493**	.697**	.660**	.604**	.721**	1
	Sig. (2-tailed)	.000	.000	.008	.000	.000	.001	.000	
	N	28	28	28	28	28	28	28	28

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

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



2. Kualitas

Correlations

		kua1	kua2	kua3	kua4	kua5	kua6	jmlh
kua1	Pearson Correlation	1	.685**	.595**	.254	.323	-.059	.429*
	Sig. (2-tailed)		.000	.001	.193	.093	.767	.023
	N	28	28	28	28	28	28	28
kua2	Pearson Correlation	.685**	1	.701**	.381*	.387*	.335	.827**
	Sig. (2-tailed)	.000		.000	.045	.042	.081	.000
	N	28	28	28	28	28	28	28
kua3	Pearson Correlation	.595**	.701**	1	.538**	.340	.209	.725**
	Sig. (2-tailed)	.001	.000		.003	.077	.285	.000
	N	28	28	28	28	28	28	28
kua4	Pearson Correlation	.254	.381*	.538**	1	.483**	.235	.515**
	Sig. (2-tailed)	.193	.045	.003		.009	.229	.005
	N	28	28	28	28	28	28	28
kua5	Pearson Correlation	.323	.387*	.340	.483**	1	.409*	.408*
	Sig. (2-tailed)	.093	.042	.077	.009		.031	.031
	N	28	28	28	28	28	28	28
kua6	Pearson Correlation	-.059	.335	.209	.235	.409*	1	.553**
	Sig. (2-tailed)	.767	.081	.285	.229	.031		.002
	N	28	28	28	28	28	28	28
jmlh	Pearson Correlation	.429*	.827**	.725**	.515**	.408*	.553**	1

Sig. (2-tailed)	.023	.000	.000	.005	.031	.002	
N	28	28	28	28	28	28	28

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

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



3. Ketetapan Waktu

Correlations

		kt1	kt2	kt3	kt4	kt5	kt6	kt7	jml
kt1	Pearson Correlation	1	.559**	.285	.450*	.181	.317	.366	.695**
	Sig. (2-tailed)		.002	.141	.016	.356	.100	.056	.000
	N	28	28	28	28	28	28	28	28
kt2	Pearson Correlation	.559**	1	.416*	.417*	.247	.470*	.433*	.753**
	Sig. (2-tailed)	.002		.028	.027	.205	.012	.021	.000
	N	28	28	28	28	28	28	28	28
kt3	Pearson Correlation	.285	.416*	1	.265	.127	.608**	.192	.617**
	Sig. (2-tailed)	.141	.028		.172	.520	.001	.327	.000
	N	28	28	28	28	28	28	28	28
kt4	Pearson Correlation	.450*	.417*	.265	1	.216	.245	.279	.638**
	Sig. (2-tailed)	.016	.027	.172		.269	.209	.150	.000
	N	28	28	28	28	28	28	28	28
kt5	Pearson Correlation	.181	.247	.127	.216	1	.513**	.228	.551**
	Sig. (2-tailed)	.356	.205	.520	.269		.005	.242	.002
	N	28	28	28	28	28	28	28	28
kt6	Pearson Correlation	.317	.470*	.608**	.245	.513**	1	.286	.743**
	Sig. (2-tailed)	.100	.012	.001	.209	.005		.140	.000
	N	28	28	28	28	28	28	28	28
kt7	Pearson Correlation	.366	.433*	.192	.279	.228	.286	1	.604**
	Sig. (2-tailed)	.056	.021	.327	.150	.242	.140		.001

	N	28	28	28	28	28	28	28	28
jml	Pearson Correlation	.695**	.753**	.617**	.638**	.551**	.743**	.604**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.002	.000	.001	
	N	28	28	28	28	28	28	28	28

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

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



4. Efektifitas

Correlations

		ef1	ef2	ef3	ef4	ef5	jml
ef1	Pearson Correlation	1	.094	-.120	-.072	-.127	-.014
	Sig. (2-tailed)		.636	.543	.717	.520	.943
	N	28	28	28	28	28	28
ef2	Pearson Correlation	.094	1	.555**	.236	.226	.177
	Sig. (2-tailed)	.636		.002	.226	.247	.369
	N	28	28	28	28	28	28
ef3	Pearson Correlation	-.120	.555**	1	.462*	.105	.082
	Sig. (2-tailed)	.543	.002		.013	.594	.678
	N	28	28	28	28	28	28
ef4	Pearson Correlation	-.072	.236	.462*	1	.367	.073
	Sig. (2-tailed)	.717	.226	.013		.055	.711
	N	28	28	28	28	28	28
ef5	Pearson Correlation	-.127	.226	.105	.367	1	.277
	Sig. (2-tailed)	.520	.247	.594	.055		.154
	N	28	28	28	28	28	28
jml	Pearson Correlation	-.014	.177	.082	.073	.277	1
	Sig. (2-tailed)	.943	.369	.678	.711	.154	
	N	28	28	28	28	28	28

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

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



LAMPIRAN 8
Hasil Uji T-Tes

Group Statistics

jenis		N	Mean	Std. Deviation	Std. Error Mean
x1	karyawan tetap	10	48.40	13.542	4.282
	karyawan tidak tetap	18	48.33	3.941	.929
x2	karyawan tetap	10	39.00	13.491	4.266
	karyawan tidak tetap	18	39.67	6.860	1.617
x3	karyawan tetap	10	47.10	14.114	4.463
	karyawan tidak tetap	18	45.39	3.202	.755
x4	karyawan tetap	10	34.80	5.692	1.800
	karyawan tidak tetap	18	30.17	6.336	1.493
jumlah	karyawan tetap	10	169.30	27.500	8.696
	karyawan tidak tetap	18	163.56	13.129	3.095

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
x1	Equal variances assumed	17.105	.000	.020	26	.984	.067	3.384	-6.890	7.023
	Equal variances not assumed			.015	9.855	.988	.067	4.382	-9.716	9.849

x2	Equal variances assumed	4.995	.034	-.175	26	.863	-.667	3.819	-8.517	7.184
	Equal variances not assumed			-.146	11.644	.886	-.667	4.562	10.641	9.307
x3	Equal variances assumed	19.507	.000	.499	26	.622	1.711	3.431	-5.341	8.763
	Equal variances not assumed			.378	9.518	.714	1.711	4.527	-8.445	11.867
x4	Equal variances assumed	.099	.755	1.919	26	.066	4.633	2.414	-.329	9.596
	Equal variances not assumed			1.981	20.510	.061	4.633	2.339	-.238	9.504
jumlah	Equal variances assumed	8.766	.006	.753	26	.458	5.744	7.632	-9.944	21.433
	Equal variances not assumed			.622	11.328	.546	5.744	9.230	14.500	25.989

Correlations

		ef1	ef2	ef3	ef4	ef5	t11
ef1	Pearson Correlation	1	.555**	.236	.226	.177	.a
	Sig. (2-tailed)		.002	.226	.247	.369	.
	N	28	28	28	28	28	0
ef2	Pearson Correlation	.555**	1	.462*	.105	.082	.a
	Sig. (2-tailed)	.002		.013	.594	.678	.

	N	28	28	28	28	28	0
ef3	Pearson Correlation	.236	.462*	1	.367	.073	. ^a
	Sig. (2-tailed)	.226	.013		.055	.711	.
	N	28	28	28	28	28	0
ef4	Pearson Correlation	.226	.105	.367	1	.277	. ^a
	Sig. (2-tailed)	.247	.594	.055		.154	.
	N	28	28	28	28	28	0
ef5	Pearson Correlation	.177	.082	.073	.277	1	. ^a
	Sig. (2-tailed)	.369	.678	.711	.154		.
	N	28	28	28	28	28	0
ttl	Pearson Correlation	. ^a	. ^a	. ^a	. ^a	. ^a	. ^a
	Sig. (2-tailed)
	N	0	0	0	0	0	0

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

a. Cannot be computed because at least one of the variables is constant.

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