

LAMPIRAN 1



PENGANTAR KUESIONER

KUESIONER PENELITIAN

PERBANDINGAN PRESTASI KERJA ANTARA KARYAWAN TETAP DAN TIDAK TETAP PADA BANK TABUNGAN NEGARA CABANG JEMBER

Kepada :

Yth. Bapak/Ibu/Sdr responden

Di tempat

Dengan hormat,

Kuesioner ini ditujukan untuk karyawan guna memperoleh data yang akan dipergunakan untuk penulisan tugas akhir (skripsi) sebagai salah satu syarat untuk memperoleh gelar sarjana. Adapaun judul yang saya buat yaitu **"PERBANDINGAN PRESTASI KERJA ANTARA KARYAWAN TETAP DAN TIDAK TETAP PADA BANK TABUNGAN NEGARA CABANG JEMBER"** Dengan segenap kerendahan hati, saya memohon kesediaan Bapak/Ibu untuk bersedia meluangkan waktu mengisi kuesioner ini dengan jujur dan apa adanya.

Informasi Bapak/Ibu berikan hanya digunakan kepentingan terbatas, dalam artian hanya diperlukan untuk penelitian ini saja. Peneliti menjamin rahasia pribadi juga jawaban Bapak/Ibu dalam memberikan kebenaran data pada peneliti.

Atas bantuan dan kerjasamanya Bapak/Ibu/Saudara saya ucapkan terimakasih.

Hormat Saya,

Marini
Nim 1510411269

KUESIONER

PETUNJUK PENGISIAN KUESIONER :

1. Responden diharapkan membaca terlebih dahulu diskripsi masing-masing pertanyaan sebelum memberikan jawaban.
2. Responden dapat memberikan jawaban dengan memberikan tanda centang pada salah satu pilihan jawaban yang tersedia. Hanya satu jawaban sajan yang di mungkinkan untuk setiap pertanyaan.
3. Islah sevara singkat apabila asa pertanyaan yang membutuhkan penjelasan.
4. Pada masing-masing pertanyaan terdapat lima alternative jawaban yang mengacu pada teknik skala likert, yaitu:
 - Sangat setuju (SS) = 5
 - Setuju (S) = 4
 - Netral (N) = 3
 - Tidak Setuju (TS) = 2
 - Sangat Tidak Setuju (STS) = 1
5. Data responden dan semua informasi yang diberikan akan **dijamin kerahasiaannya**, oleh sebab itu dimohon untuk mengisi kuesioner dengan sebenarnya dan seobjektif mungkin.

1. Hasil Kerja

No	Pendapat tentang prestasi kerja	Alternatif Jawaban				
		SS	S	N	TS	STS
1.	Saya berusaha meningkatkan kualitas kerja untuk hasil kerja lebih baik .					
2.	Saya berusaha meningkatkan kuantitas kerja untuk hasil kerja yang lebih baik					
3.	Saya berusaha selectif dalam mengerjakan pekerjaan yang di berikan					

2. Pengetahuan Pekerjaan

No	Pendapat tentang prestasi kerja	Alternatif Jawaban				
		SS	S	N	TS	STS
1.	Saya selalu berusaha meningkatkan kemampuan kerja					
2.	Saya selalu mengikuti pelatihan yang di berikan perusahaan					
3.	Saya selalu melakukan pekerjaan dengan teliti.					

3. Inisiatif

No	Pendapat tentang prestasi kerja	Alternatif Jawaban				
		SS	S	N	TS	STS
1.	Saya selalu bertindak cepat dalam melakukan pekerjaan					
2.	Saya selalu aktif dalam mengikuti kegiatan yang diadakan di perusahaan					
3.	Saya selalu bersiap apabila dibutuhkan perusahaan.					

4. Kecakapan Mental

No	Pendapat tentang prestasi kerja	Alternatif Jawaban				
		SS	S	N	TS	STS
1.	Saya melakukan pekerjaan sesuai dengan kemampuan					
2.	Saya berusaha mengerjakan tugas dengan					

	cepat.					
3.	Saya berusaha menyesuaikan pekerjaan yang di berikan.					

5. Sikap

No	Pendapat tentang prestasi kerja	Alternatif Jawaban				
		SS	S	N	TS	STS
1.	Saya menjunjung tinggi kejujuran dalam melakukan tugas.					
2.	Saya merasa mempunyai tanggung jawab tinggi dalam melaksanakan tugas					
3.	Saya selalu sopan dalam bersosialisasi dengan karyawan lain dan nasabah.					

6. Disiplin Waktu dan Absensi

No	Pendapat tentang prestasi kerja	Alternatif Jawaban				
		SS	S	N	TS	STS
1.	Saya mampu menyelesaikan tugas sesuai waktu yang di berikan					
2.	Saya selalu datang lebih awal pada saat diadakan rapat					
3.	Saya selalu hadir tepat waktu setiap harinya.					

LAMPIRAN 2

REKAPITULASI DATA JAWABAN RESPONDEN KARYAWAN TETAP

No	X1.1	X1.2	X1.3	Variabel X1	X2.1	X2.2	X2.3	Variabel X2	X3.1	X3.2	X3.3	Variabel X3	X4.1	X4.2	X4.3	Variabel X4	X5.1	X5.2	X5.3	VARIABEL X5	X6.1	X6.2	X6.3	VARIABEL X6
1	4	1	4	3,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00
2	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00
3	5	5	4	4,67	5	5	4	4,67	4	4	4	4,00	4	4	4	4,00	5	5	5	5,00	5	4	5	4,67
4	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00
5	3	4	3	3,33	4	4	4	4,00	4	3	3	3,33	4	3	3	3,33	4	4	4	4,00	5	5	5	5,00
6	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00
7	4	3	4	3,67	4	4	4	4,00	4	3	3	3,33	4	4	4	4,00	3	3	3	3,00	5	5	5	5,00
8	5	5	5	5,00	4	4	4	4,00	3	2	1	2,33	5	4	4	4,33	5	4	5	4,67	4	4	5	4,33
9	5	2	5	4,00	4	4	4	4,00	5	5	3	4,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00
10	3	4	3	3,33	4	4	4	4,00	4	3	3	3,33	4	4	4	4,00	5	5	5	5,00	4	4	4	4,00
11	3	3	3	3,00	3	3	3	3,00	3	3	3	3,00	3	3	3	3,00	3	3	3	3,00	3	3	3	3,00
12	3	4	3	3,33	4	4	4	4,00	4	4	4	4,00	4	5	4	4,33	5	4	5	4,67	5	5	5	5,00
13	3	4	4	3,67	4	4	3	3,67	4	4	2	3,00	4	5	1	3,33	4	4	4	4,00	5	3	5	4,33
14	4	3	4	3,67	4	4	4	4,00	5	3	3	3,33	5	4	5	4,67	5	5	5	5,00	4	4	4	4,00
15	4	5	4	4,33	4	4	4	4,00	3	2	1	2,33	3	3	3	3,00	4	5	4	4,33	5	5	5	5,00
16	3	4	3	3,33	4	4	4	4,00	3	3	4	3,67	4	3	3	3,33	5	5	5	5,00	5	5	5	5,00
17	4	5	4	4,33	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	4	4	4	4,00
18	4	4	4	4,00	5	5	5	5,00	4	5	4	4,67	4	5	3	4,00	4	5	1	3,33	4	3	2	3,00
19	3	3	3	3,00	3	3	3	3,00	3	4	4	3,67	5	5	3	4,33	3	3	3	3,00	4	5	4	4,33
20	4	4	4	4,00	5	5	5	5,00	4	5	4	4,67	4	5	3	4,00	5	5	5	5,00	4	4	4	4,00
21	5	1	5	3,67	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00
22	5	5	5	5,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	5	5	5	5,00	4	4	4	4,00
23	4	5	4	4,33	5	5	4	4,67	4	3	4	3,67	3	4	3	3,33	4	4	4	4,00	4	4	4	4,00
24	4	2	4	3,33	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	5	5	5	5,00	4	4	4	4,00
25	4	4	4	4,00	4	4	4	4,00	3	3	3	3,33	3	3	3	3,00	3	3	3	3,00	3	3	3	3,00
26	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	4	4	4	4,00
27	4	3	4	3,67	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00
28	4	4	4	4,00	4	4	4	4,00	5	5	5	4,67	5	5	5	5,00	5	5	5	5,00	4	4	4	4,00
29	4	3	3	3,33	4	4	3	3,67	4	4	4	3,67	3	3	3	3,00	4	3	3	3,33	5	5	5	5,00
30	4	4	3	3,67	5	5	5	5,00	3	1	4	3,33	5	2	1	2,67	4	2	2	2,67	4	5	5	4,67

REKAPITULASI DATA RESPONDEN KARYAWAN TIDAK TETAP

No	X1.1	X1.2	X1.3	Variabel X1	X2.1	X2.2	X2.3	Variabel X2	X3.1	X3.2	X3.3	Variabel X3	X4.1	X4.2	X4.3	Variabel X4	X5.1	X5.2	X5.3	VARIABEL X5	X6.1	X6.2	X6.3	VARIABEL X6
1	4	4	4	4,00	4	4	4	4,00	4	4	3	3,67	5	4	3	4,00	4	3	3	3,33	4	3	4	3,67
2	4	4	4	4,00	4	4	4	4,00	4	3	3	3,33	5	5	4	4,67	5	5	3	4,33	4	4	3	3,67
3	5	4	5	4,67	5	5	4	4,67	5	4	3	4,00	5	4	2	3,67	5	5	1	3,67	4	4	3	3,67
4	4	4	4	4,00	4	4	4	4,00	5	4	5	4,67	5	4	4	4,33	4	4	5	4,33	5	5	5	5,00
5	5	3	5	4,33	4	4	4	4,00	4	4	4	4,00	5	4	4	4,33	5	5	5	5,00	5	4	5	4,67
6	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	4	4	4	4,00	3	3	3	3,00
7	5	5	5	5,00	4	4	4	4,00	4	5	4	4,33	5	4	3	4,00	4	3	4	3,67	4	5	5	4,67
8	4	4	5	4,33	4	4	4	4,00	4	4	5	4,33	5	4	3	4,00	4	3	4	3,67	4	5	5	4,67
9	5	5	5	5,00	4	4	4	4,00	5	5	3	4,33	3	3	3	3,00	4	3	4	3,67	4	4	4	4,00
10	4	4	4	4,00	4	4	4	4,00	3	3	4	3,33	4	3	4	3,67	4	4	4	4,00	3	3	3	3,00
11	3	3	3	3,00	3	3	3	3,00	5	5	5	5,00	4	4	4	4,00	4	3	3	3,33	3	3	3	3,00
12	5	5	5	5,00	4	4	4	4,00	5	5	5	5,00	5	5	5	5,00	4	4	4	4,00	3	2	3	2,67
13	5	5	5	5,00	4	4	3	3,67	5	5	5	5,00	5	5	5	5,00	4	4	4	4,00	4	5	5	4,67
14	4	4	4	4,00	4	4	4	4,00	5	4	5	4,67	5	4	5	4,67	4	4	4	4,00	5	5	5	5,00
15	5	5	5	5,00	4	4	4	4,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00
16	5	5	5	5,00	4	4	4	4,00	5	5	4	4,67	5	5	5	5,00	5	5	5	5,00	4	4	4	4,00
17	4	4	4	4,00	5	5	5	5,00	5	5	5	5,00	5	5	4	4,67	4	4	4	4,00	4	4	4	4,00
18	4	3	2	3,00	5	5	5	5,00	5	5	4	4,67	5	4	4	4,33	5	5	5	5,00	5	5	5	5,00
19	4	5	4	4,33	3	3	3	3,00	5	5	4	4,67	4	4	5	4,33	5	5	5	5,00	5	5	5	5,00
20	4	4	4	4,00	5	5	5	5,00	5	5	5	5,00	5	5	4	4,67	5	4	5	4,67	5	5	5	5,00
21	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	4	5	4,67	5	5	5	5,00	5	5	5	5,00
22	3	3	3	3,00	4	4	4	4,00	4	5	4	4,33	4	4	4	4,00	4	4	5	4,33	5	5	5	5,00
23	4	4	4	4,00	5	5	4	4,67	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00
24	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00
25	4	4	4	4,00	4	4	4	4,00	5	2	1	2,67	5	4	5	4,67	4	4	2	3,33	4	1	3	2,67
26	4	4	4	4,00	5	5	5	5,00	4	3	3	3,33	3	3	3	3,00	3	3	3	3,00	3	3	3	3,00
27	4	4	4	4,00	4	4	4	4,00	4	4	3	3,67	4	3	4	3,67	4	4	4	4,00	4	4	4	4,00
28	4	4	4	4,00	4	4	4	4,00	3	3	3	3,00	3	3	3	3,00	3	3	3	3,00	3	3	3	3,00
29	5	5	5	5,00	4	4	3	3,67	1	2	3	2,00	4	4	4	4,00	4	4	4	4,00	4	4	4	4,00
30	4	5	5	4,67	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00	5	5	5	5,00

LAMPIRAN 3

HASIL UJI VALIDITAS KARYAWAN TETAP

Correlations

		X1.1	X1.2	X1.3	Hasil kerja
X1.1	Pearson Correlation	1	.087	.861**	.691**
	Sig. (2-tailed)		.648	.000	.000
	N	30	30	30	30
X1.2	Pearson Correlation	.087	1	.064	.633**
	Sig. (2-tailed)	.648		.737	.000
	N	30	30	30	30
X1.3	Pearson Correlation	.861**	.064	1	.713**
	Sig. (2-tailed)	.000	.737		.000
	N	30	30	30	30
Hasil kerja	Pearson Correlation	.691**	.633**	.713**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Correlations

		X2.1	X2.2	X2.3	pengetahuan pekerjaan
X2.1	Pearson Correlation	1	1.000**	.829**	.829**
	Sig. (2-tailed)		.000	.000	.000
	N	30	30	30	30
X2.2	Pearson Correlation	1.000**	1	.829**	.829**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X2.3	Pearson Correlation	.829**	.829**	1	1.000**
	Sig. (2-tailed)	.000	.000		.000
	N	30	30	30	30
pengetahuan pekerjaan	Pearson Correlation	.829**	.829**	1.000**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Correlations

		X3.1	X3.2	X3.3	inisiatif
X3.1	Pearson Correlation	1	.716**	.531**	.732**
	Sig. (2-tailed)		.000	.003	.000
	N	30	30	30	30
X3.2	Pearson Correlation	.716**	1	.634**	.823**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X3.3	Pearson Correlation	.531**	.634**	1	.824**
	Sig. (2-tailed)	.003	.000		.000
	N	30	30	30	30
inisiatif	Pearson Correlation	.732**	.823**	.824**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Correlations

		X4.1	X4.2	X4.3	kecakapan mental
X4.1	Pearson Correlation	1	.496**	.444*	.615**
	Sig. (2-tailed)		.005	.014	.000
	N	30	30	30	30
X4.2	Pearson Correlation	.496**	1	.499**	.810**
	Sig. (2-tailed)	.005		.005	.000
	N	30	30	30	30
X4.3	Pearson Correlation	.444*	.499**	1	.876**
	Sig. (2-tailed)	.014	.005		.000
	N	30	30	30	30
kecakapan mental	Pearson Correlation	.615**	.810**	.876**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

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

Correlations

		X5.1	X5.2	X5.3	sikap
X5.1	Pearson Correlation	1	.778**	.782**	.833**
	Sig. (2-tailed)		.000	.000	.000
	N	30	30	30	30
X5.2	Pearson Correlation	.778**	1	.666**	.893**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X5.3	Pearson Correlation	.782**	.666**	1	.905**
	Sig. (2-tailed)	.000	.000		.000
	N	30	30	30	30
sikap	Pearson Correlation	.833**	.893**	.905**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Correlations

		X6.1	X6.2	X6.3	disiplin waktu
X6.1	Pearson Correlation	1	.673**	.795**	.872**
	Sig. (2-tailed)		.000	.000	.000
	N	30	30	30	30
X6.2	Pearson Correlation	.673**	1	.738**	.882**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X6.3	Pearson Correlation	.795**	.738**	1	.844**
	Sig. (2-tailed)	.000	.000		.000
	N	30	30	30	30
disiplin waktu	Pearson Correlation	.872**	.882**	.844**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

HASIL UJI VALIDITAS KARYAWAN TIDAK TETAP

Correlations

		X1.1	X1.2	X1.3	HASIL KERJA
X1.1	Pearson Correlation	1	.673**	.795**	.872**
	Sig. (2-tailed)		.000	.000	.000
	N	30	30	30	30
X1.2	Pearson Correlation	.673**	1	.738**	.882**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X1.3	Pearson Correlation	.795**	.738**	1	.844**
	Sig. (2-tailed)	.000	.000		.000
	N	30	30	30	30
HASIL KERJA	Pearson Correlation	.872**	.882**	.844**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Correlations

		X2.1	X2.2	X2.3	PENGETAHUAN PEKERJAAN
X2.1	Pearson Correlation	1	1.000**	.829**	.829**
	Sig. (2-tailed)		.000	.000	.000
	N	30	30	30	30
X2.2	Pearson Correlation	1.000**	1	.829**	.829**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X2.3	Pearson Correlation	.829**	.829**	1	1.000**
	Sig. (2-tailed)	.000	.000		.000
	N	30	30	30	30
PENGETAHUAN PEKERJAAN	Pearson Correlation	.829**	.829**	1.000**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

Correlations

		X3.1	X3.2	X3.3	INISIATIF
X3.1	Pearson Correlation	1	.672**	.384*	.676**
	Sig. (2-tailed)		.000	.036	.000
	N	30	30	30	30
X3.2	Pearson Correlation	.672**	1	.700**	.883**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X3.3	Pearson Correlation	.384*	.700**	1	.859**
	Sig. (2-tailed)	.036	.000		.000
	N	30	30	30	30
INISIATIF	Pearson Correlation	.676**	.883**	.859**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

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

Correlations

		X4.1	X4.2	X4.3	KECAKAPAN MENTAL
X4.1	Pearson Correlation	1	.739**	.379*	.641**
	Sig. (2-tailed)		.000	.039	.000
	N	30	30	30	30
X4.2	Pearson Correlation	.739**	1	.555**	.873**
	Sig. (2-tailed)	.000		.001	.000
	N	30	30	30	30
X4.3	Pearson Correlation	.379*	.555**	1	.726**
	Sig. (2-tailed)	.039	.001		.000
	N	30	30	30	30
KECAKAPAN MENTAL	Pearson Correlation	.641**	.873**	.726**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

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

Correlations

		X5.1	X5.2	X5.3	SIKAP
X5.1	Pearson Correlation	1	.846**	.388'	.704**
	Sig. (2-tailed)		.000	.034	.000
	N	30	30	30	30
X5.2	Pearson Correlation	.846**	1	.359	.838**
	Sig. (2-tailed)	.000		.051	.000
	N	30	30	30	30
X5.3	Pearson Correlation	.388'	.359	1	.768**
	Sig. (2-tailed)	.034	.051		.000
	N	30	30	30	30
SIKAP	Pearson Correlation	.704**	.838**	.768**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

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

Correlations

		X6.1	X6.2	X6.3	DISIPLIN WAKTU
X6.1	Pearson Correlation	1	.734**	.854**	.848**
	Sig. (2-tailed)		.000	.000	.000
	N	30	30	30	30
X6.2	Pearson Correlation	.734**	1	.853**	.910**
	Sig. (2-tailed)	.000		.000	.000
	N	30	30	30	30
X6.3	Pearson Correlation	.854**	.853**	1	.891**
	Sig. (2-tailed)	.000	.000		.000
	N	30	30	30	30
DISIPLIN WAKTU	Pearson Correlation	.848**	.910**	.891**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

LAMPIRAN 4

HASIL UJI REABILITAS KARYAWAN TETAP

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.480	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.957	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.819	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.719	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.879	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.889	3

UJI REABILITAS KARYAWAN TIDAK TETAP

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.889	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.957	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.808	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.778	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.718	3

Scale: ALL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.919	3

LAMPIRAN 5

DISTRIBUSI FREKUENSI JAWABAN RESPONDEN KARYAWAN TETAP

→ Frequency

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	23.3	23.3	23.3
4	16	53.3	53.3	76.7
5	7	23.3	23.3	100.0
Total	30	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.7	6.7	6.7
2	2	6.7	6.7	13.3
3	6	20.0	20.0	33.3
4	12	40.0	40.0	73.3
5	8	26.7	26.7	100.0
Total	30	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	26.7	26.7	26.7
4	16	53.3	53.3	80.0
5	6	20.0	20.0	100.0
Total	30	100.0	100.0	

Frequency

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.7	6.7	6.7
	4	19	63.3	63.3	70.0
	5	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.7	6.7	6.7
	4	19	63.3	63.3	70.0
	5	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13.3	13.3	13.3
	4	19	63.3	63.3	76.7
	5	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

➔ **Frequency**

X3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	23.3	23.3	23.3
4	16	53.3	53.3	76.7
5	7	23.3	23.3	100.0
Total	30	100.0	100.0	

X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.3	3.3	3.3
2	2	6.7	6.7	10.0
3	8	26.7	26.7	36.7
4	11	36.7	36.7	73.3
5	8	26.7	26.7	100.0
Total	30	100.0	100.0	

X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.7	6.7	6.7
2	1	3.3	3.3	10.0
3	7	23.3	23.3	33.3
4	15	50.0	50.0	83.3
5	5	16.7	16.7	100.0
Total	30	100.0	100.0	

→ Frequency

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	16.7	16.7	16.7
	4	15	50.0	50.0	66.7
	5	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

X4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.3	3.3	3.3
	3	6	20.0	20.0	23.3
	4	12	40.0	40.0	63.3
	5	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

X4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	3	10	33.3	33.3	40.0
	4	11	36.7	36.7	76.7
	5	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

Frequency

X5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13.3	13.3	13.3
	4	11	36.7	36.7	50.0
	5	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

X5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.3	3.3	3.3
	3	5	16.7	16.7	20.0
	4	9	30.0	30.0	50.0
	5	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

X5.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	1	3.3	3.3	6.7
	3	5	16.7	16.7	23.3
	4	8	26.7	26.7	50.0
	5	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

→ Frequency

X6.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.7	6.7	6.7
	4	17	56.7	56.7	63.3
	5	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

X6.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13.3	13.3	13.3
	4	15	50.0	50.0	63.3
	5	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

X6.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.3	3.3	3.3
	3	2	6.7	6.7	10.0
	4	14	46.7	46.7	56.7
	5	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

DISTRIBUSI FREKUENSI JAWABAN RESPONDEN KARYAWAN TIDAK TETAP

→ Frequency

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.7	6.7	6.7
	4	17	56.7	56.7	63.3
	5	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13.3	13.3	13.3
	4	15	50.0	50.0	63.3
	5	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.3	3.3	3.3
	3	2	6.7	6.7	10.0
	4	14	46.7	46.7	56.7
	5	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

→ Frequency

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.7	6.7	6.7
	4	19	63.3	63.3	70.0
	5	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.7	6.7	6.7
	4	19	63.3	63.3	70.0
	5	9	30.0	30.0	100.0
	Total	30	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	13.3	13.3	13.3
	4	19	63.3	63.3	76.7
	5	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

→ Frequency

X3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.3	3.3	3.3
3	2	6.7	6.7	10.0
4	9	30.0	30.0	40.0
5	18	60.0	60.0	100.0
Total	30	100.0	100.0	

X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.7	6.7	6.7
3	4	13.3	13.3	20.0
4	8	26.7	26.7	46.7
5	16	53.3	53.3	100.0
Total	30	100.0	100.0	

X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.3	3.3	3.3
3	8	26.7	26.7	30.0
4	8	26.7	26.7	56.7
5	13	43.3	43.3	100.0
Total	30	100.0	100.0	

Frequency

X4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	10.0	10.0	10.0
4	7	23.3	23.3	33.3
5	20	66.7	66.7	100.0
Total	30	100.0	100.0	

X4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	16.7	16.7	16.7
4	15	50.0	50.0	66.7
5	10	33.3	33.3	100.0
Total	30	100.0	100.0	

X4.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.3	3.3	3.3
3	6	20.0	20.0	23.3
4	12	40.0	40.0	63.3
5	11	36.7	36.7	100.0
Total	30	100.0	100.0	

Frequency

X5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	6.7	6.7	6.7
	4	17	56.7	56.7	63.3
	5	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

X5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	23.3	23.3	23.3
	4	13	43.3	43.3	66.7
	5	10	33.3	33.3	100.0
	Total	30	100.0	100.0	

X5.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	1	3.3	3.3	6.7
	3	5	16.7	16.7	23.3
	4	12	40.0	40.0	63.3
	5	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

Frequency

X6.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	20.0	20.0	20.0
4	13	43.3	43.3	63.3
5	11	36.7	36.7	100.0
Total	30	100.0	100.0	

X6.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.3	3.3	3.3
2	1	3.3	3.3	6.7
3	6	20.0	20.0	26.7
4	9	30.0	30.0	56.7
5	13	43.3	43.3	100.0
Total	30	100.0	100.0	

X6.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	30.0	30.0	30.0
4	7	23.3	23.3	53.3
5	14	46.7	46.7	100.0
Total	30	100.0	100.0	

LAMPIRAN 6

REKAPITULASI DATA PERHITUNGAN UJI T-test

Paired Sample Test (Hasil Kerja)

Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 KARYAWAN_TETAP	3.6333	30	.71840	.13116
KARYAWAN_TIDAK_TETAP	4.2000	30	.61026	.11142

Paired Samples Correlations

	N	Correlation	Sig.
Pair 1 KARYAWAN_TETAP & KARYAWAN_TIDAK_TETAP	30	.220	.242

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 KARYAWAN_TETAP - KARYAWAN_TIDAK_TETAP	.56667	1.04000	.18988	-.95501	-.17832	-2.984	29	.006

Paired Sample Test (Pengetahuan Pekerjaan)

Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 KARYAWAN_TETAP	4.1000	30	.60743	.11090
KARYAWAN_TIDAK_TETAP	3.5667	30	.97143	.17736

Paired Samples Correlations

	N	Correlation	Sig.
Pair 1 KARYAWAN_TETAP & KARYAWAN_TIDAK_TETAP	30	.134	.479

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 KARYAWAN_TETAP - KARYAWAN_TIDAK_TETAP	.53333	1.07425	.19613	.13220	.93447	2.719	29	.011

Paired Sample Test (Inisiatif)

Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	KARYAWAN_TETAP	3.6000	30	.81368	.14856
	KARYAWAN_TIDAK_TETAP	4.0000	30	.90972	.16609

Paired Samples Correlations

		N	Correlation	Sig.
Pair 1	KARYAWAN_TETAP & KARYAWAN_TIDAK_TETAP	30	.047	.807

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 KARYAWAN_TETAP - KARYAWAN_TIDAK_TETAP	.40000	1.19193	.21762	-.84507	.04507	-1.838	29	.076

Paired Sample Test (Kecakapan Mental)

Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 KARYAWAN_TETAP	3.8667	30	.77608	.14169
KARYAWAN_TIDAK_TETAP	4.0333	30	.66868	.12208

Paired Samples Correlations

	N	Correlation	Sig.
Pair 1 KARYAWAN_TETAP & KARYAWAN_TIDAK_TETAP	30	.523	.003

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 KARYAWAN_TETAP - KARYAWAN_TIDAK_TETAP	-.16667	1.26173	.23036	-.63780	.30447	-.724	29	.475

Paired Sample Test (Sikap)

Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	KARYAWAN_TETAP	4.1667	30	.87428	.15962
	KARYAWAN_TIDAK_TETAP	3.9667	30	.76489	.13965

Paired Samples Correlations

		N	Correlation	Sig.
Pair 1	KARYAWAN_TETAP & KARYAWAN_TIDAK_TETAP	30	.146	.441

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 KARYAWAN_TETAP - KARYAWAN_TIDAK_TETAP	.20000	1.24291	.22692	-.26411	.66411	.881	29	.385

Paired Sample Test (Disiplin kerja)

Paired Samples Statistics

	Mean	N	Std. Deviation	Std. Error Mean
Pair 1 KARYAWAN_TETAP	4.2069	29	.61987	.11511
KARYAWAN_TIDAK_TETAP	3.9655	29	.94426	.17534

Paired Samples Correlations

	N	Correlation	Sig.
Pair 1 KARYAWAN_TETAP & KARYAWAN_TIDAK_TETAP	29	.135	.486

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 KARYAWAN_TETAP - KARYAWAN_TIDAK_TETAP	.24138	1.05746	.19637	-.16086	.64362	1.229	28	.229

