



LAMPIRAN 1
Kuisisioner Penelitian

KUESIONER PENELITIAN

Identitas Peneliti

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Fakultas : Ekonomi

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul “Analisis Lingkungan Kerja, Pendidikan dan Komitmen Organisasi Terhadap Kinerja Karyawan Dira Shopping Balung” sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar Pernyataan yang saya sertakan di bawah ini.

Agar memperoleh masukan yang berarti, saya berharap kuesioner ini diisi dengan keadaan yang sebenarnya. Semua sumber dan data yang diperoleh dijamin kerahasiaannya.

Atas perhatian dan bantuannya saya mengucapkan banyak terimakasih.

Hormat saya,

Dimas Juniawan



LAMPIRAN 2
Identitas Responden

KUISIONER PENELITIAN

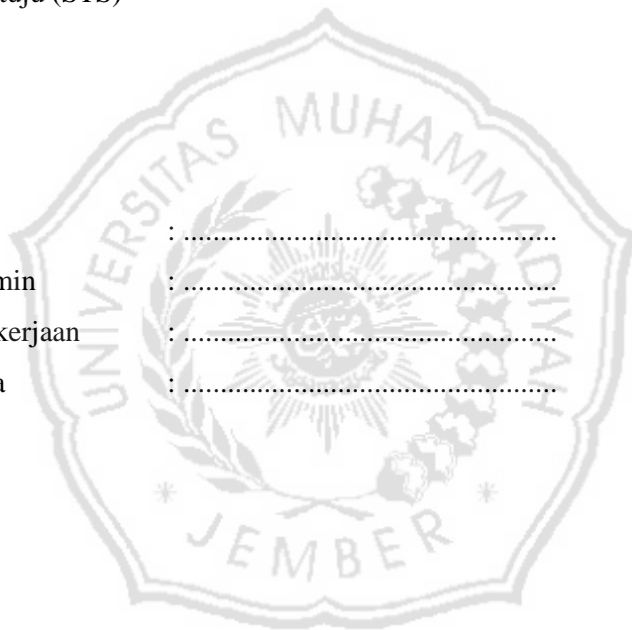
Petunjuk Pengisian:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

Identitas responden

1. Usia :
2. Jenis Kelamin :
3. Jabatan Pekerjaan :
4. Masa Kerja :





LAMPIRAN 3
Pengisian Kuisisioner

1. Pengembangan Karir (X1)

Nilai / Skor		5	4	3	2	1
No	Pernyataan	SS	S	N	TS	STS
1.	Saya diperlakukan dengan adil oleh atasan saya mengenai kepedulian dalam berkarir atau promosi					
2.	Saya mendapatkan informasi peluang promosi					
3.	Saya merasa puas dengan posisi saya saat ini					

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS: Sangat Tidak Setuju

2. Kompensasi Finansial (X2)

Nilai / Skor		5	4	3	2	1
No	Pernyataan	SS	S	N	TS	STS
1.	Saya menerima upah dan gaji sesuai dengan tugas dan tanggungjawab pekerjaan saya					
2.	Saya mendapatkan tunjangan dari perusahaan					
3.	Saat dinas dan atau bekerja saya menerima fasilitas dari perusahaan yang standar					

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS: Sangat Tidak Setuju

3. Komitmen Organisasi (X3)

Nilai / Skor		5	4	3	2	1
No	Pernyataan	SS	S	N	TS	STS
1.	Saya menerima atas kemauan-kemauan visi misi perusahaan yang saya ikuti					
2.	Saya loyalitas terhadap perusahaan yang saya ikuti saat ini					
3.	Saya bangga menjadi bagian dari perusahaan baik					

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS: Sangat Tidak Setuju

4. Kinerja Karyawan (Y)

Nilai / Skor		5	4	3	2	1
No	Pernyataan	SS	S	N	TS	STS
1.	Kualitas atas hasil pekerjaan yang saya lakukan baik					
2.	Saya selalu tepat waktu dalam melakukan pekerjaan yang sudah di tentukan					
3.	Dalam setiap pekerjaan saya selalu efektif dalam menyelesaikan bagian-bagian dari tugas dan tanggung jawab					

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS: Sangat Tidak Setuju



LAMPIRAN 4
Rekapitulasi Kuesioner

NO	X1.1	X1.2	X1.3	X1	X2.1	X2.2	X2.3	X2	X3.1	X3.2	X3.3	X3	Y1	Y2	Y3	y
1	4	4	4	4	5	5	3	4	3	4	2	3	4	4	5	4
2	5	3	4	4	3	4	4	4	5	3	1	3	4	4	4	4
3	5	3	4	4	4	4	4	4	4	2	3	3	4	4	5	4
4	4	5	4	4	4	4	4	4	5	4	5	5	4	4	4	4
5	4	4	5	4	4	4	5	4	4	3	5	4	4	5	4	4
6	5	4	4	4	5	3	4	4	2	3	4	3	4	4	4	4
7	5	4	5	5	5	5	4	5	4	4	4	4	4	4	5	4
8	5	4	4	4	4	5	4	4	4	4	4	4	4	5	5	5
9	4	4	4	4	4	4	4	4	4	4	4	4	5	4	5	5
10	5	5	5	5	5	5	5	5	4	5	5	5	5	5	4	5
11	5	4	4	4	3	4	4	4	4	4	4	4	4	5	4	4
12	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4
13	3	5	4	4	4	4	4	4	4	4	4	4	4	5	5	5
14	5	5	5	5	4	4	4	4	4	4	3	4	4	4	4	4
15	5	4	4	4	4	4	4	4	5	4	4	4	5	5	5	5
16	4	4	4	4	5	4	4	4	4	4	4	4	5	4	5	5
17	4	4	5	4	5	4	4	4	5	4	4	4	5	5	4	5
18	5	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4
19	4	4	4	4	4	4	4	4	4	4	4	4	5	4	5	5
20	4	4	4	4	3	4	5	4	5	5	3	4	5	4	5	5
21	3	4	4	4	5	5	5	5	4	5	4	4	5	5	5	5
22	5	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5
23	4	4	5	4	4	4	4	4	4	5	4	4	4	5	4	4
24	4	3	3	3	4	3	3	3	4	4	4	4	5	4	5	5
25	5	5	5	5	5	5	5	5	4	5	4	4	5	5	5	5
26	4	4	4	4	4	4	3	4	4	4	5	4	4	4	5	4
27	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4
28	4	4	4	4	5	4	4	4	4	4	3	4	5	5	5	5



LAMPIRAN 5
Frekuensi Pernyataan
Responden

Frekuensi Pernyataan Responden

1. Pengembangan Karir

Statistics

		X1.1	X1.2	X1.3	X1
N	Valid	50	50	50	50
	Missing	0	0	0	0
Mean		4.32	4.12	4.22	4.22
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Std. Deviation		.653	.521	.616	.407
Minimum		2	3	2	3
Maximum		5	5	5	5
Sum		216	206	211	211

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	2	4.0	4.0	6.0
	4	27	54.0	54.0	60.0
	5	20	40.0	40.0	100.0
	Total	50	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	8.0	8.0	8.0
	4	36	72.0	72.0	80.0
	5	10	20.0	20.0	100.0
	Total	50	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.0	2.0	2.0
3	2	4.0	4.0	6.0
Valid 4	32	64.0	64.0	70.0
5	15	30.0	30.0	100.0
Total	50	100.0	100.0	

X1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	4.0	4.0	4.0
4	3	6.0	6.0	10.0
Valid 4	21	42.0	42.0	52.0
5	14	28.0	28.0	80.0
5	4	8.0	8.0	88.0
5	6	12.0	12.0	100.0
Total	50	100.0	100.0	

2. Kompensasi Finansial**Statistics**

	X2.1	X2.2	X2.3	X2
N Valid	50	50	50	50
Missing	0	0	0	0
Mean	4.34	4.14	4.12	4.20
Median	4.00	4.00	4.00	4.00
Mode	4	4	4	4
Std. Deviation	.593	.452	.521	.375
Minimum	3	3	3	3
Maximum	5	5	5	5
Sum	217	207	206	210

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.0	6.0	6.0
4	27	54.0	54.0	60.0
5	20	40.0	40.0	100.0
Total	50	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	4.0	4.0	4.0
4	39	78.0	78.0	82.0
5	9	18.0	18.0	100.0
Total	50	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	8.0	8.0	8.0
4	36	72.0	72.0	80.0
5	10	20.0	20.0	100.0
Total	50	100.0	100.0	

X2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	2.0	2.0	2.0
4	3	6.0	6.0	8.0
4	25	50.0	50.0	58.0
4	12	24.0	24.0	82.0
5	4	8.0	8.0	90.0
5	5	10.0	10.0	100.0
Total	50	100.0	100.0	

3. Komitmen Organisasi

Statistics

		X3.1	X3.2	X3.3	X3
N	Valid	50	50	50	50
	Missing	0	0	0	0
Mean		4.12	4.02	3.82	3.99
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Std. Deviation		.558	.589	.748	.436
Minimum		2	2	1	3
Maximum		5	5	5	5
Sum		206	201	191	199

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	2	4.0	4.0	6.0
	4	37	74.0	74.0	80.0
	5	10	20.0	20.0	100.0
	Total	50	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.0	2.0	2.0
	3	5	10.0	10.0	12.0
	4	36	72.0	72.0	84.0
	5	8	16.0	16.0	100.0
	Total	50	100.0	100.0	

X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.0	2.0	2.0
2	1	2.0	2.0	4.0
3	10	20.0	20.0	24.0
4	32	64.0	64.0	88.0
5	6	12.0	12.0	100.0
Total	50	100.0	100.0	

X3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	10.0	10.0	10.0
4	7	14.0	14.0	24.0
4	23	46.0	46.0	70.0
4	11	22.0	22.0	92.0
5	3	6.0	6.0	98.0
5	1	2.0	2.0	100.0
Total	50	100.0	100.0	

4. Kinerja Karyawan**Statistics**

	Y1	Y2	Y3	Y
N Valid	50	50	50	50
N Missing	0	0	0	0
Mean	4.44	4.48	4.56	4.49
Median	4.00	4.00	5.00	4.67
Mode	4	4	5	5
Std. Deviation	.501	.505	.501	.338
Minimum	4	4	4	4
Maximum	5	5	5	5
Sum	222	224	228	225

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
4	28	56.0	56.0	56.0
Valid 5	22	44.0	44.0	100.0
Total	50	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
4	26	52.0	52.0	52.0
Valid 5	24	48.0	48.0	100.0
Total	50	100.0	100.0	

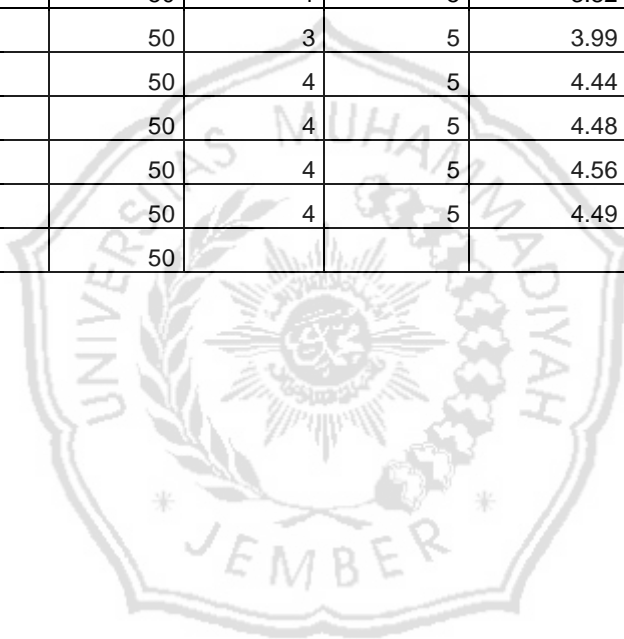
Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
4	22	44.0	44.0	44.0
Valid 5	28	56.0	56.0	100.0
Total	50	100.0	100.0	

Y

	Frequency	Percent	Valid Percent	Cumulative Percent
4	11	22.0	22.0	22.0
4	12	24.0	24.0	46.0
Valid 5	19	38.0	38.0	84.0
5	8	16.0	16.0	100.0
Total	50	100.0	100.0	

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	50	2	5	4.32	.653
X1.2	50	3	5	4.12	.521
X1.3	50	2	5	4.22	.616
X1	50	3	5	4.22	.407
X2.1	50	3	5	4.34	.593
X2.2	50	3	5	4.14	.452
X2.3	50	3	5	4.12	.521
X2	50	3	5	4.20	.375
X3.1	50	2	5	4.12	.558
X3.2	50	2	5	4.02	.589
X3.3	50	1	5	3.82	.748
X3	50	3	5	3.99	.436
Y1	50	4	5	4.44	.501
Y2	50	4	5	4.48	.505
Y3	50	4	5	4.56	.501
Y	50	4	5	4.49	.338
Valid N (listwise)	50				





LAMPIRAN 6
Hasil Uji Validitas

Uji validitas

1. Pengembangan Karir

		Correlations			
		x1.1	x1.2	x1.3	x1
x1.1	Pearson Correlation	1	.125	.177	.676**
	Sig. (2-tailed)		.387	.220	.000
	N	50	50	50	50
x1.2	Pearson Correlation	.125	1	.298*	.643**
	Sig. (2-tailed)	.387		.036	.000
	N	50	50	50	50
x1.3	Pearson Correlation	.177	.298*	1	.725**
	Sig. (2-tailed)	.220	.036		.000
	N	50	50	50	50
x1	Pearson Correlation	.676**	.643**	.725**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

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

2. Kompensasi Finansial

		Correlations			
		x2.1	x2.2	x2.3	x2
x2.1	Pearson Correlation	1	.352*	.130	.728**
	Sig. (2-tailed)		.012	.370	.000
	N	50	50	50	50
x2.2	Pearson Correlation	.352*	1	.361*	.754**
	Sig. (2-tailed)	.012		.010	.000
	N	50	50	50	50
x2.3	Pearson Correlation	.130	.361*	1	.676**
	Sig. (2-tailed)	.370	.010		.000
	N	50	50	50	50
x2	Pearson Correlation	.728**	.754**	.676**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

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

3. Komitmen Organisasi

Correlations

		x3.1	x3.2	x3.3	x3
x3.1	Pearson Correlation	1	.365**	.053	.621**
	Sig. (2-tailed)		.009	.716	.000
	N	50	50	50	50
x3.2	Pearson Correlation	.365**	1	.240	.743**
	Sig. (2-tailed)	.009		.093	.000
	N	50	50	50	50
x3.3	Pearson Correlation	.053	.240	1	.702**
	Sig. (2-tailed)	.716	.093		.000
	N	50	50	50	50
x3	Pearson Correlation	.621**	.743**	.702**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

4. Kinerja Karyawan

Correlations

		y1	y2	y3	y
y1	Pearson Correlation	1	.197	.299*	.739**
	Sig. (2-tailed)		.171	.035	.000
	N	50	50	50	50
y2	Pearson Correlation	.197	1	.045	.617**
	Sig. (2-tailed)	.171		.755	.000
	N	50	50	50	50
y3	Pearson Correlation	.299*	.045	1	.664**
	Sig. (2-tailed)	.035	.755		.000
	N	50	50	50	50
Y	Pearson Correlation	.739**	.617**	.664**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	50	50	50	50

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

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



LAMPIRAN 7
Hasil Uji Reliabilitas

UJI RELIABILITAS

1. Pengembangan Karir

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.710	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.32	.653	50
X1.2	4.12	.521	50
X1.3	4.22	.616	50
X1	4.22	.407	50

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	12.56	1.644	.350	.755
x1.2	12.76	1.837	.389	.707
x1.3	12.66	1.580	.450	.681
x1	12.66	1.494	1.000	.420

2. Kompensasi Finansial

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.760	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.34	.593	50
X2.2	4.14	.452	50
X2.3	4.12	.521	50
X2	4.20	.375	50

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2.1	12.46	1.306	.437	.792
x2.2	12.66	1.431	.568	.700
x2.3	12.68	1.465	.408	.787
x2	12.60	1.265	1.000	.520

3. Komitmen Organisasi

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.717	4

Item Statistics

	Mean	Std. Deviation	N
X3.1	4.12	.558	50
X3.2	4.02	.589	50
X3.3	3.82	.748	50
X3	3.99	.436	50

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x3.1	11.83	2.146	.359	.734
x3.2	11.93	1.865	.518	.647
x3.3	12.13	1.773	.358	.782
x3	11.96	1.713	1.000	.434

4. Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.698	4

Item Statistics

	Mean	Std. Deviation	N
Y1	4.44	.501	50
Y2	4.48	.505	50
Y3	4.56	.501	50
Y	4.49	.338	50

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1	13.53	1.079	.481	.638
y2	13.49	1.244	.296	.755
y3	13.41	1.182	.365	.712
y	13.48	1.030	1.000	.397



LAMPIRAN 8
Hasil Analisis Regresi Linear
Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.492 ^a	.242	.193	.304	1.783

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

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.358	3	.453	4.899	.005 ^b
	Residual	4.251	46	.092		
	Total	5.609	49			

a. Dependent Variable: Y

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.016	.594		6.766	.000		
	X1	-.429	.131	-.517	-3.264	.002	.657	1.521
	X2	.373	.144	.413	2.584	.013	.644	1.554
	X3	.181	.103	.233	1.752	.086	.931	1.075

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.983	1.000	.00	.00	.00	.00
	2	.009	20.817	.00	.14	.06	.79
	3	.004	31.403	.83	.41	.00	.21
	4	.003	34.292	.16	.45	.94	.00

a. Dependent Variable: Y

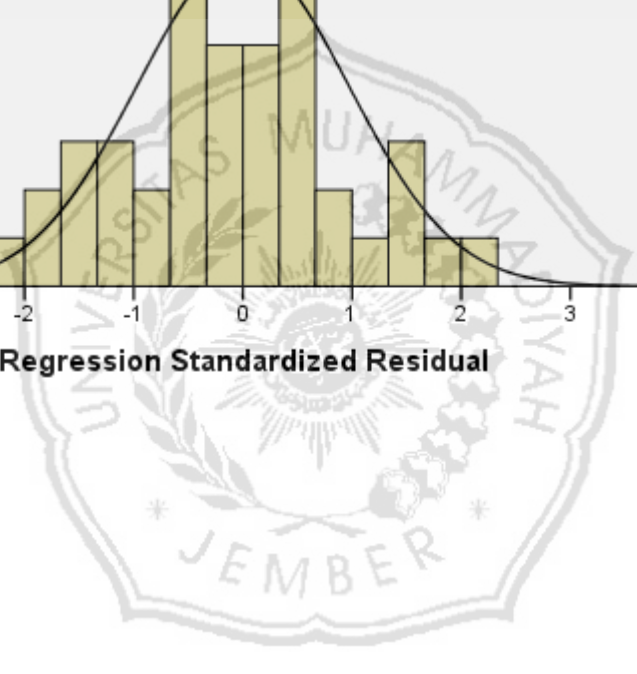
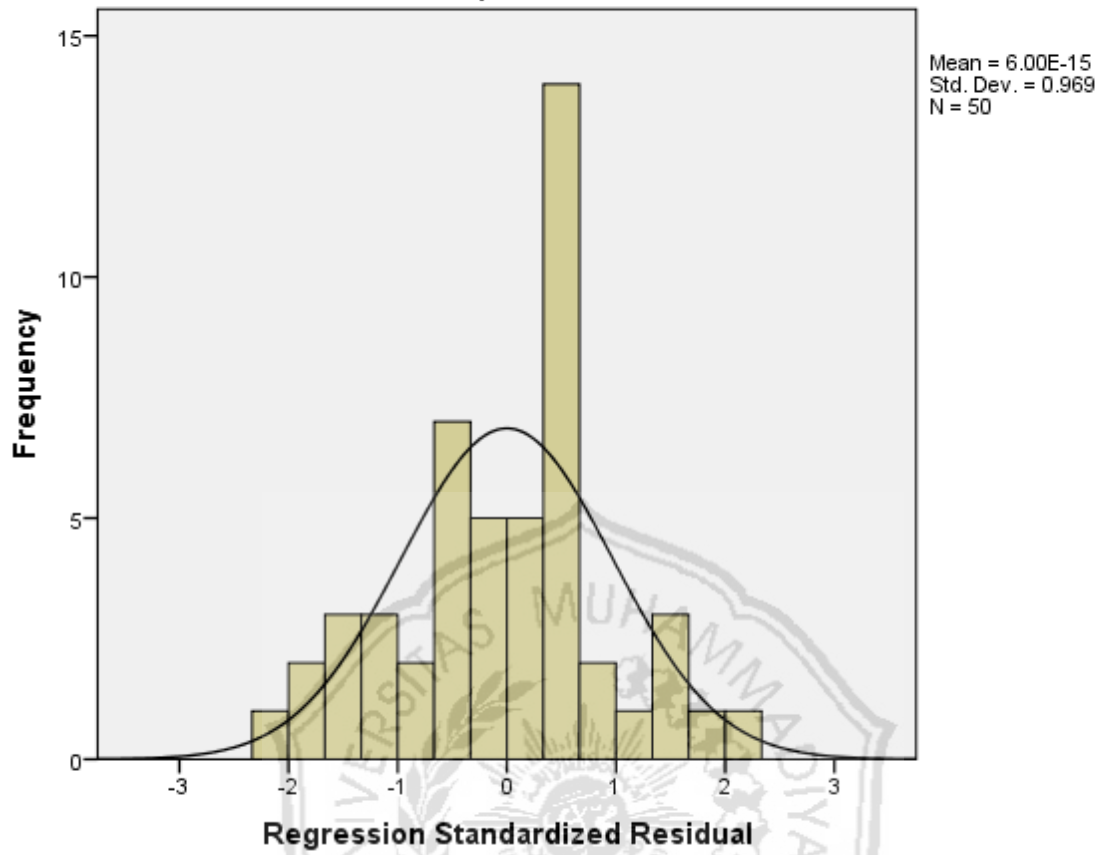
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	4.03	5.09	4.49	.166	50
Std. Predicted Value	-2.806	3.595	.000	1.000	50
Standard Error of Predicted Value	.046	.174	.081	.029	50
Adjusted Predicted Value	4.03	5.14	4.50	.170	50
Residual	-.640	.665	.000	.295	50
Std. Residual	-2.105	2.187	.000	.969	50
Stud. Residual	-2.148	2.304	-.006	1.010	50
Deleted Residual	-.666	.738	-.004	.320	50
Stud. Deleted Residual	-2.240	2.423	-.007	1.031	50
Mahal. Distance	.139	15.032	2.940	2.933	50
Cook's Distance	.000	.145	.022	.036	50
Centered Leverage Value	.003	.307	.060	.060	50

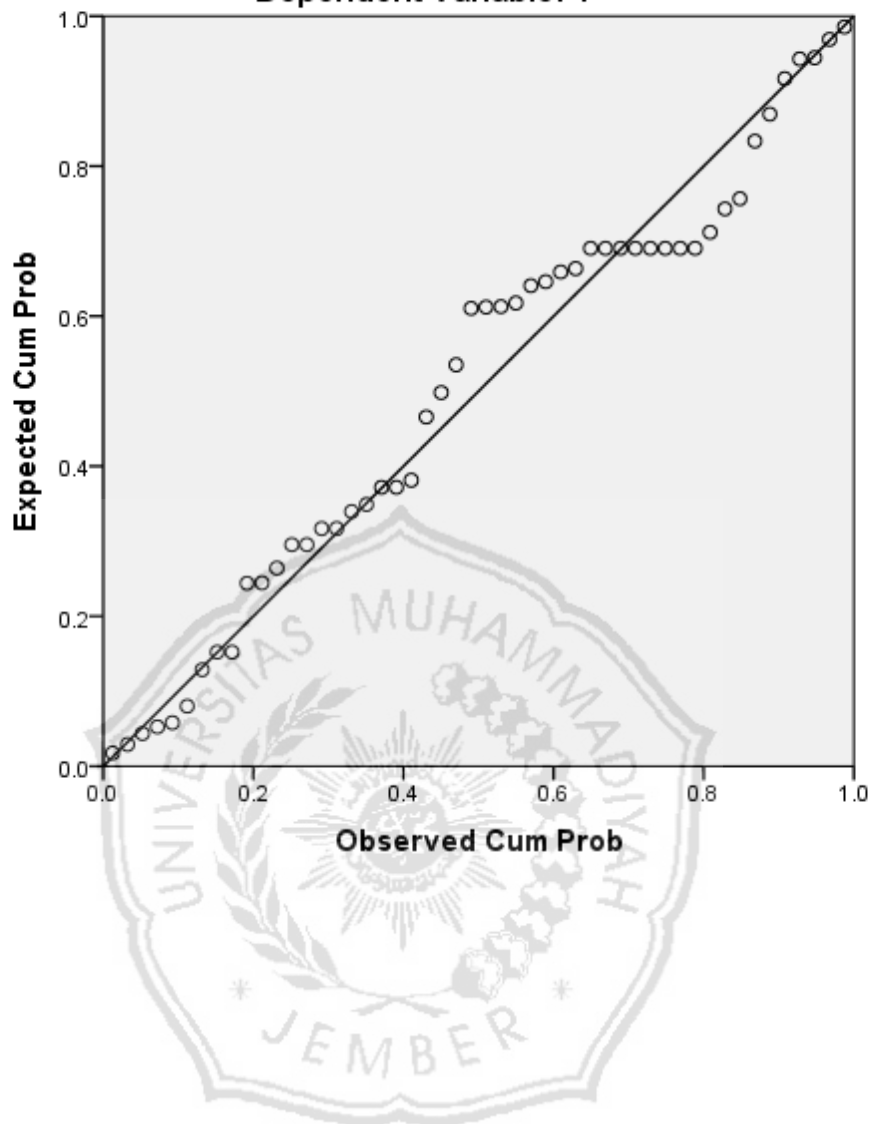
a. Dependent Variable: Y

Histogram

Dependent Variable: Y



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y



Scatterplot

Dependent Variable: Y

