LAMPIRAN 1

Pengantar Kuesioner

Pengaruh Pelatihan Kerja, Lingkungan Kerja dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada Royal Hotel Jember

Kepada Yth. Bpk/Ibu Karyawan
Royal Hotel Jember
Di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul " Pengaruh Pelatihan Kerja, Lingkungan Kerja dan Komitmen Organisasi Terhadap Kinerja Karyawan Royal Hotel Jember" sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara/I untuk mengisi daftar pernyataan dibawah 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 terimakasih.

Lutfiatul Husnah
NIM. 1410411121

LAMPIRAN 7

HASIL UJI VALIDITAS

1. Pelatihan Kerja

```
CORRELATIONS
  /VARIABLES=PEL1 PEL2 PEL3 PEL4 TOTAL
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

		PEL1	PEL2	PEL3	PEL4	TOTAL
PEL1	Pearson Correlation	1	.077	.183	.068	.563**
	Sig. (2-tailed)		.586	.195	.633	.000
	N	52	52	52	52	52
PEL2	Pearson Correlation	.077	1	.182	.195	.576**
	Sig. (2-tailed)	.586		.197	.167	.000
	N	52	52	52	52	52
PEL3	Pearson Correlation	.183	.182	1	.154	.663**
	Sig. (2-tailed)	.195	.197		.277	.000
	N	52	52	52	52	52
PEL4	Pearson Correlation	.068	.195	.154	1	.573**
	Sig. (2-tailed)	.633	.167	.277		.000
	N	52	52	52	52	52
TOTAL	Pearson Correlation	.563**	.576**	.663**	.573**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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

2. Lingkungan Kerja

```
CORRELATIONS
  /VARIABLES=LING1 LING2 LING3 LING4 TOTAL1
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

		LING1	LING2	LING3	LING4	TOTAL1
LING1	Pearson Correlation	1	-.022	.249	.107	.560**
	Sig. (2-tailed)		.879	.075	.452	.000
	N	52	52	52	52	52
LING2	Pearson Correlation	-.022	1	-.006	.409**	.543**
	Sig. (2-tailed)	.879		.968	.003	.000
	N	52	52	52	52	52
LING3	Pearson Correlation	.249	-.006	1	.205	.587**
	Sig. (2-tailed)	.075	.968		.146	.000
	N	52	52	52	52	52
LING4	Pearson Correlation	.107	.409**	.205	1	.720**
	Sig. (2-tailed)	.452	.003	.146		.000
	N	52	52	52	52	52
TOTAL1	Pearson Correlation	.560**	.543**	.587**	.720**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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

3. Komitmen Organisasi

```
CORRELATIONS
  /VARIABLES=KOM1 KOM2 KOM3 TOTAL2
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

		KOM1	KOM2	KOM3	TOTAL2
KOM1	Pearson Correlation	1	.314*	.186	.711**
	Sig. (2-tailed)		.024	.187	.000
	N	52	52	52	52
KOM2	Pearson Correlation	.314*	1	.222	.698**
	Sig. (2-tailed)	.024		.114	.000
	N	52	52	52	52
KOM3	Pearson Correlation	.186	.222	1	.685**
	Sig. (2-tailed)	.187	.114		.000
	N	52	52	52	52
TOTAL2	Pearson Correlation	.711**	.698**	.685**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	52	52	52	52

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

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

4. Kinerja Karyawan

```
CORRELATIONS
  /VARIABLES=KIN1 KIN2 KIN3 KIN4 TOTAL3
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

		KIN1	KIN2	KIN3	KIN4	TOTAL3
KIN1	Pearson Correlation	1	.185	.292*	-.013	.666**
	Sig. (2-tailed)		.189	.035	.928	.000
	N	52	52	52	52	52
KIN2	Pearson Correlation	.185	1	.012	.102	.583**
	Sig. (2-tailed)	.189		.933	.473	.000
	N	52	52	52	52	52
KIN3	Pearson Correlation	.292*	.012	1	.033	.602**
	Sig. (2-tailed)	.035	.933		.816	.000
	N	52	52	52	52	52
KIN4	Pearson Correlation	-.013	.102	.033	1	.429**
	Sig. (2-tailed)	.928	.473	.816		.002
	N	52	52	52	52	52
TOTAL3	Pearson Correlation	.666**	.583**	.602**	.429**	1
	Sig. (2-tailed)	.000	.000	.000	.002	
	N	52	52	52	52	52

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

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

LAMPIRAN 8

HASIL UJI RELIABILITAS

1. Pelatihan Kerja

```
RELIABILITY
  /VARIABLES=PEL1 PEL2 PEL3 PEL4 TOTAL
  /SCALE('ALL VARIABLES') ALL

  /MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded[a]	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.718	5

2. Lingkungan Kerja

```
RELIABILITY
  /VARIABLES=LING1 LING2 LING3 LING4 TOTAL1
  /SCALE('ALL VARIABLES') ALL

  /MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded[a]	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.725	5

3. Komitmen Organisasi

```
RELIABILITY
  /VARIABLES=KOM1 KOM2 KOM3 TOTAL2
  /SCALE('ALL VARIABLES') ALL

  /MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded[a]	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.775	4

4. Kinerja Karyawan

```
RELIABILITY
  /VARIABLES=KIN1 KIN2 KIN3 KIN4 TOTAL3
  /SCALE('ALL VARIABLES') ALL

  /MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded[a]	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.701	5

LAMPIRAN 6

FREKUENSI PERNYATAAN RESPONDEN

1. Pelatihan Kerja (X_1)

Statistics

		X1.1	X1.2	X1.3	X1.4
N	Valid	52	52	52	52
	Missing	0	0	0	0

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	4	7.7	7.7	9.6
	4	42	80.8	80.8	90.4
	5	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	15.4	15.4	15.4
	4	41	78.8	78.8	94.2
	5	3	5.8	5.8	100.0
	Total	52	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	6	11.5	11.5	15.4
	4	38	73.1	73.1	88.5
	5	6	11.5	11.5	100.0
	Total	52	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.9	1.9	1.9
	3	8	15.4	15.4	17.3
	4	42	80.8	80.8	98.1
	5	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

2. Lingkungan Kerja (X_2)

Statistics

		X2.1	X2.2	X2.3	X2.4
N	Valid	52	52	52	52
	Missing	0	0	0	0

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	17.3	17.3	17.3
	4	36	69.2	69.2	86.5
	5	7	13.5	13.5	100.0
	Total	52	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	21.2	21.2	21.2
	4	38	73.1	73.1	94.2
	5	3	5.8	5.8	100.0
	Total	52	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	21.2	21.2	21.2
	4	37	71.2	71.2	92.3
	5	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	23.1	23.1	23.1
	4	34	65.4	65.4	88.5
	5	6	11.5	11.5	100.0
	Total	52	100.0	100.0	

3. Komitmen Organisasi (X_3)

Statistics

		X3.1	X3.2	X3.3
N	Valid	52	52	52
	Missing	0	0	0

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	26.9	26.9	26.9
	4	32	61.5	61.5	88.5
	5	6	11.5	11.5	100.0
	Total	52	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	19.2	19.2	19.2
	4	36	69.2	69.2	88.5
	5	6	11.5	11.5	100.0
	Total	52	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	21.2	21.2	21.2
	4	34	65.4	65.4	86.5
	5	7	13.5	13.5	100.0
	Total	52	100.0	100.0	

4. Kinerja Karyawan (Y)

Statistics

		Y.1	Y.2	Y.3	Y.4
N	Valid	52	52	52	52
	Missing	0	0	0	0

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	29	55.8	55.8	55.8
	5	23	44.2	44.2	100.0
	Total	52	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	28	53.8	53.8	53.8
	5	24	46.2	46.2	100.0
	Total	52	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	22	42.3	42.3	42.3
	5	30	57.7	57.7	100.0
	Total	52	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	11	21.2	21.2	21.2
	5	41	78.8	78.8	100.0
	Total	52	100.0	100.0	

LAMPIRAN 9

HASIL ANALISIS REGRESI LINIER BERGANDA

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT kinerja
  /METHOD=ENTER pelatihan lingkungan komitmen
  /SCATTERPLOT=(*SRESID ,*ZPRED)

  /RESIDUALS DURBIN HIST(ZRESID) NORM(ZRESID).
```

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	komitmen, pelatihan, lingkungan[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: kinerja

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.716[a]	.513	.483	.795	1.881

a. Predictors: (Constant), komitmen, pelatihan, lingkungan

b. Dependent Variable: kinerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	31.925	3	10.642	16.855	.000[a]
	Residual	30.306	48	.631		
	Total	62.231	51			

a. Predictors: (Constant), komitmen, pelatihan, lingkungan

b. Dependent Variable: kinerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9.403	1.706		5.511	.000		
	pelatihan	.396	.112	.437	3.533	.001	.662	1.511
	lingkungan	.332	.106	.397	3.125	.003	.630	1.587
	komitmen	-.214	.097	-.232	-2.208	.032	.917	1.090

a. Dependent Variable: kinerja

Collinearity Diagnostics[a]

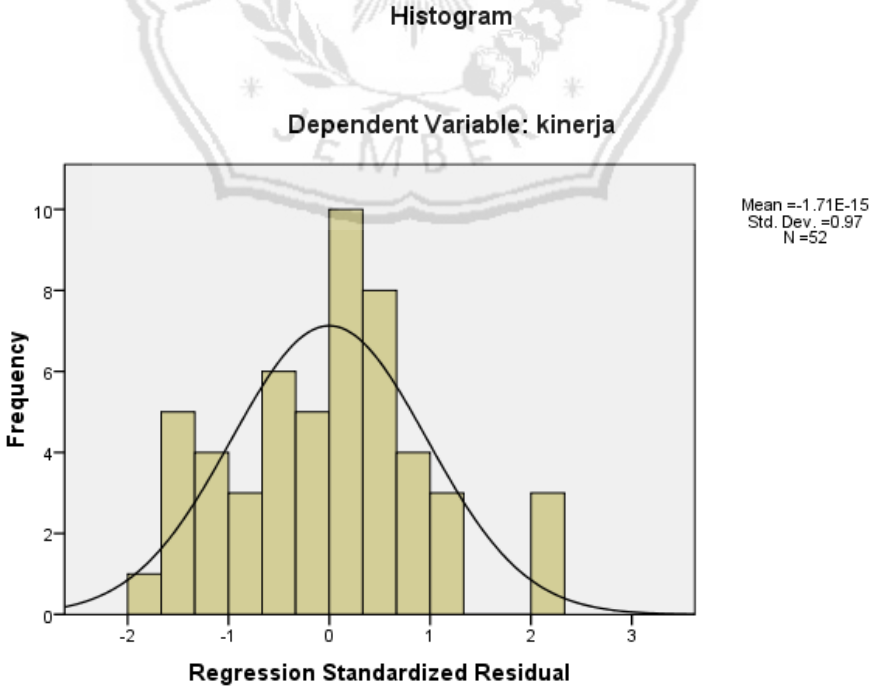
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	pelatihan	lingkungan	komitmen
1	1	3.986	1.000	.00	.00	.00	.00
	2	.008	22.743	.00	.09	.06	.87
	3	.003	34.240	.68	.00	.55	.06
	4	.002	40.093	.32	.91	.38	.07

a. Dependent Variable: kinerja

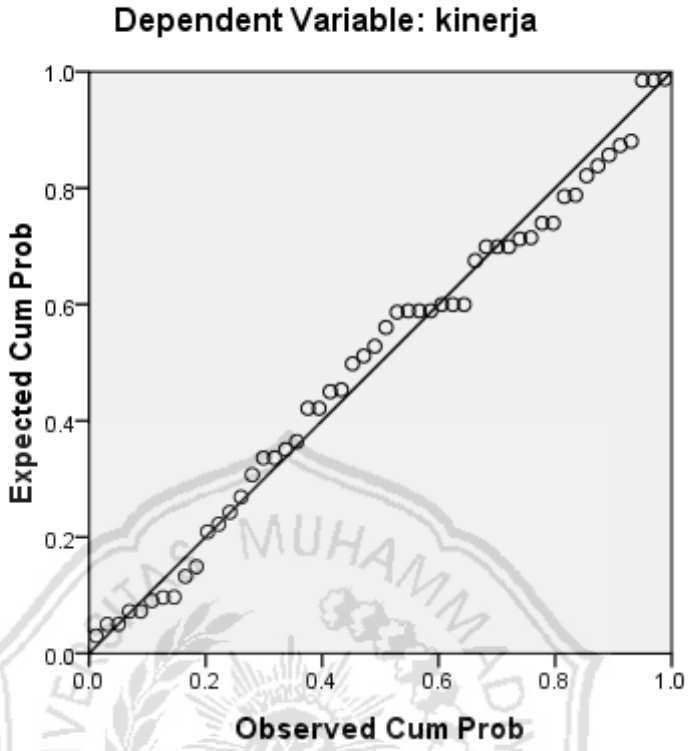
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	16.00	19.98	18.27	.791	52
Std. Predicted Value	-2.863	2.159	.000	1.000	52
Standard Error of Predicted Value	.119	.380	.211	.064	52
Adjusted Predicted Value	16.01	19.97	18.26	.793	52
Residual	-1.490	1.777	.000	.771	52
Std. Residual	-1.875	2.237	.000	.970	52
Stud. Residual	-1.896	2.421	.005	1.005	52
Deleted Residual	-1.524	2.082	.008	.829	52
Stud. Deleted Residual	-1.951	2.556	.007	1.026	52
Mahal. Distance	.163	10.677	2.942	2.433	52
Cook's Distance	.000	.251	.019	.037	52
Centered Leverage Value	.003	.209	.058	.048	52

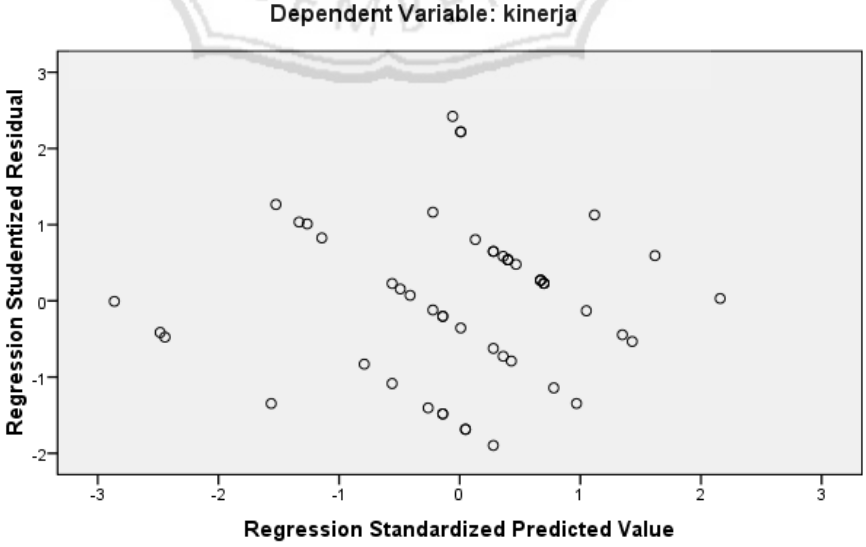
a. Dependent Variable: kinerja



Normal P-P Plot of Regression Standardized Residual



Scatterplot



UNIVERSITAS MUHAMMADIYAH
JEMBER

LAMPIRAN 11

DOKUMENTASI

hotel n' lounge
RECEPTION

Royal
hotel n' lounge

LAMPIRAN 10

HASIL UJI LINEARITAS

```
MEANS TABLES=kinerja BY pelatihan
  /CELLS MEAN COUNT STDDEV

  /STATISTICS LINEARITY.
```

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * pelatihan	52	100.0%	0	.0%	52	100.0%

Report

kinerja

pelatihan	Mean	N	Std. Deviation
12	16.00	2	.000
13	17.00	2	1.414
14	17.33	3	1.155
15	17.88	8	.835
16	18.46	28	.922
17	19.12	8	.835
18	19.00	1	.
Total	18.27	52	1.105

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kinerja * pelatihan	Between Groups	(Combined)	24.850	6	4.142	4.986	.001
		Linearity	24.229	1	24.229	29.167	.000
		Deviation from Linearity	.621	5	.124	.150	.979
	Within Groups		37.381	45	.831		
	Total		62.231	51			

Measures of Association

	R	R Squared	Eta	Eta Squared
kinerja * pelatihan	.624	.389	.632	.399

```
MEANS TABLES=kinerja BY lingkungan
  /CELLS MEAN COUNT STDDEV

  /STATISTICS LINEARITY.
```

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * lingkungan	52	100.0%	0	.0%	52	100.0%

Report

kinerja

lingkungan	Mean	N	Std. Deviation
12	16.00	1	.
13	16.00	2	.000
14	17.71	7	1.254
15	18.40	15	.737
16	18.25	16	1.000
17	18.71	7	.488
18	19.75	4	.500
Total	18.27	52	1.105

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kinerja * lingkungan	Between Groups	(Combined)	28.024	6	4.671	6.144	.000
		Linearity	21.242	1	21.242	27.944	.000
		Deviation from Linearity	6.782	5	1.356	1.784	.135
	Within Groups		34.207	45	.760		
	Total		62.231	51			

Measures of Association

	R	R Squared	Eta	Eta Squared
kinerja * lingkungan	.584	.341	.671	.450

```
MEANS TABLES=kinerja BY komitmen
  /CELLS MEAN COUNT STDDEV

  /STATISTICS LINEARITY.
```

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * komitmen	52	100.0%	0	.0%	52	100.0%

Report

kinerja

komitmen	Mean	N	Std. Deviation
9	19.00	3	.000
10	18.14	7	1.574
11	18.00	7	1.000
12	18.21	24	1.141
13	18.67	9	.866
14	17.50	2	.707
Total	18.27	52	1.105

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kinerja * komitmen	Between Groups	(Combined)	4.915	5	.983	.789	.563
		Linearity	.080	1	.080	.064	.801
		Deviation from Linearity	4.835	4	1.209	.970	.433
	Within Groups		57.315	46	1.246		
	Total		62.231	51			

Measures of Association

	R	R Squared	Eta	Eta Squared
kinerja * komitmen	-.036	.001	.281	.079

LAMPIRAN 2

Identitas Responden

Petunjuk pengisian :

1. Berilah tanda check list (√) pada kolom yang tersedia.
2. Jawaban Bapak/Ibu akan dijamin kerahasiaannya dan tidak akan berpengaruh terhadap karir saudara.

Nomor/Kode Responden : . . . . . . (diisi oleh peneliti)

1. Jenis kelamin : ( ) Laki-laki ( ) Perempuan
2. Usia : . . . . . tahun
3. Pendidikan Terakhir : ( ) SD/sederajat
   ( ) SMP/sederajat
   ( ) SMA/sederajat
   ( ) D3/sederajat
   ( ) S1/sederajat
4. Masa Kerja : . . . . . tahun
5. Status Perkawinan : ( ) Belum Menikah ( ) Menikah

LAMPIRAN 3

Petunjuk pengisian Kuesioner

Berikut ini terdapat beberapa pernyataan , secara seksama dan kemudian anda diminta mengemukakan pendapat anda dengan cara memberikan tanda chek list (√) pada jawaban yang dipilih.

No	Keterangan	Skor
1	Bila anda sangat setuju (SS)	**5**
2	Bila anda setuju (S)	**4**
3	Bila anda kurang setuju (KS)	**3**
4	Bila anda tidak setuju (TS)	**2**
5	Bila anda sangat tidak setuju (STS)	**1**

1. Pelatihan Kerja (X1)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Menurut anda, perusahaan memberikan pelatihan sesuai dengan bidang pekerjaan yang anda geluti					
2	Menurut and,a materi pelatihan yang diberikan sesuai dengan kebutuhan bidang pekerjaan					
3	Menurut anda, metode pelatihan dengan kelompok, konferensi, simulasi dan kerja tim dapat mempermudah anda memahami pelatihan yang diberikan					
4	Menurut anda, pelatih atau instruktur pelatihan sesuai dengan keahlian setiap bidang pekerjaan					

2. Lingkungan Kerja (X2)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Menurut anda, fasilitas yang tersedia di tempat kerja telah mendukung jalannya pekerjaan anda					
2	Menurut anda, didalam ruangan kerja, sirkulasi udara, pewarnaan dan pencahayaan tertata baik sehingga dapat menunjang anda dalam bekerja					
3	Menurut anda, hubungan komunikasi yang terbina antar karyawan berjalan harmonis					
4	Menurut anda, ditempat kerja anda hubungan komunikasi antara atasan dengan bawahan baik					

3. Komitmen Organisasi (X3)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Menurut anda, anda mempunyai perasaan keterlibatan yang kuat pada perusahaan					
2	Menurut anda, saat ini tetap bekerja di perusahaan merupakan kebutuhan sekaligus juga keinginan.					
3	Menurut anda, anda akan merasa sangat berat untuk meninggalkan perusahaan dan mencari perusahaan lain					

4. Kinerja Karyawan (Y)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Menurut anda, anda melakukan tugas pekerjaan dan melampui target pekerjaan					
2	Menurut anda, anda melakukan pekerjaan tepat waktu dengan hasil yang baik					
3	Menurut anda, anda mempunyai kemampuan dan kesediaan bekerja secara kreatif dalam menyelesaikan pekerjaan					
4	Menurut anda, anda mampu melaksanakan tugas tambahan yang diberikan dan dapat meminimalkan kesalahan.					