

## KUESIONER PENELITIAN

Judul : “Pengaruh Motivasi, Komunikasi dan Kompetensi Terhadap Kinerja Karyawan di PT. Mandala Multifinance Tbk, Cabang Pangkalpinang”

### A. Identitas responden

- a. Jenis Kelamin :  Laki-Laki  Perempuan
- b. Pekerjaan :  Formal  Informal
- c. Alamat :
- d. Usia :  Dibawah 18 Tahun  
 18 – 30 Tahun  
 >30 Tahun

### B. Petunjuk pengisian

Berilah jawaban pada pernyataan-pernyataan berikut dengan memberikan tanda centang ( ✓ ) pada kolom jawaban berdasarkan pendapat, apa yang anda rasakan atau berdasarkan pengalaman pribadi anda.

### B. Keterangan:

**SS : Sangat Setuju**

**S : Setuju**

**RR : Ragu-Ragu**

**TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**

**Motivasi (X<sub>1</sub>)**

No	Pertanyaan	SS	S	RR	TS	STS
1	Saya mempunyai dorongan dari dalam diri atau semangat dalam bekerja untuk mencapai pekerjaan yang lebih baik					
2	Saya mempunyai kemauan dalam menyelesaikan pekerjaan dengan profesional					
3	Saya dengan sukarela melakukan pekerjaan yang diminta pimpinan atau atasan sekalipun diluar tugas dan kewajiban saya					
4	Saya bersemangat dalam bekerja karena sesuai dengan keahlian yang saya miliki					
5	Saya bertanggung jawab atas pekerjaan yang diberikan kepada saya					
6	Saya selalu melaksanakan kewajiban yang telah diberikan kepada saya					
7	Tujuan perusahaan dalam mensejahterkan karyawan membuat saya termotivasi dalam bekerja					

**Komunikasi (X<sub>2</sub>)**

No	Pertanyaan	SS	S	RR	TS	STS
1	Dalam berkomunikasi saya selalu memahami dengan baik apa yang dimaksud oleh pimpinan					
2	Komunikasi yang terjadi sangat menyenangkan antara saya dengan pimpinan					
3	Komunikasi yang terjadi sangat menyenangkan antara saya dengan karyawan lain					
4	Komunikasi yang terjadi dalam perusahaan dapat mempengaruhi sikap saya dalam bekerja					
5	Saya mempunyai komunikasi yang baik untuk menjadikan hubungan yang semakin baik terhadap pimpinan					
6	Saya mempunyai hubungan komunikasi yang baik terhadap sesama karyawan					
7	Tindakan yang saya lakukan sesuai dengan perintah yang telah dikomunikasikan					

**Kompetensi (X<sub>3</sub>)**

No	Pertanyaan	SS	S	RR	TS	STS
1	Saya memiliki pengetahuan yang baik dalam pekerjaan yang saya kerjakan					
2	Pekerjaan yang saya kerjakan sesuai dengan ilmu pengetahuan yang saya miliki					
3	Saya memiliki keterampilan yang baik dalam pekerjaan saya					
4	Keterampilan yang saya miliki sesuai dengan pekerjaan yang saya kerjakan					
5	Saya mempunyai sikap kerja yang baik dalam melakukan pekerjaan					
6	Sikap kerja saya mempengaruhi hasil kerja saya					
7	Saya mempunyai sikap kerja yang profesional dalam pekerjaan saya					

#### Kinerja (Y)

No	Pertanyaan	SS	S	RR	TS	STS
1	Kualitas hasil kerja saya mampu menetapkan/menentukan target dalam pekerjaan					
2	Kuantitas hasil kerja saya dapat memenuhi target pekerjaan yang telah direncanakan					
3	Saya memiliki tanggung jawab yang tinggi terhadap pekerjaan					
4	Tanggung jawab saya dalam pekerjaan saya kerjakan dengan baik					
5	Saya dapat bekerja sama dengan karyawan lain untuk mencapai tujuan perusahaan yang baik					
6	Kerja sama saya dengan karyawan lain terjalin dengan baik					
7	Saya memiliki inisiatif yang tinggi dalam melakukan pekerjaan yang baik					

Sumber : Diolah peneliti (2016)

## Lampiran 2

### Tabulasi Jawaban Responden

Tabulasi Variabel Motivasi (X1)

NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	Skor
1	4	3	3	5	4	4	4	27
2	3	3	4	3	4	3	4	24
3	5	4	3	4	5	4	5	30
4	3	2	1	2	1	2	2	13
5	2	3	2	3	3	2	1	16
6	5	4	3	4	4	3	4	27
7	4	3	4	3	3	4	3	24
8	3	3	4	3	4	3	3	23
9	3	2	2	3	2	1	2	15
10	5	3	4	5	4	5	4	30
11	4	4	4	3	4	4	3	26
12	2	3	2	1	2	3	2	15
13	4	3	4	4	5	4	3	27
14	3	4	3	4	3	4	3	24
15	5	4	3	3	4	3	4	26
16	4	3	1	3	4	4	3	22
17	1	5	4	3	4	3	4	24
18	2	2	1	2	3	2	2	14
19	3	4	3	5	3	3	3	24
20	4	5	3	3	1	3	4	23
21	5	4	3	4	4	4	3	27
22	3	3	2	3	3	3	2	19
23	4	5	4	4	4	4	3	28
24	2	3	3	1	3	2	2	16
25	3	2	1	2	3	2	1	14
26	4	3	4	3	4	5	4	27
27	5	4	3	3	5	4	3	27
28	3	2	4	3	4	3	2	21
29	4	3	3	2	4	3	4	23
30	3	2	3	2	3	4	3	20
31	4	3	3	5	4	4	4	27
32	3	3	4	3	4	3	4	24
33	5	4	3	4	5	4	5	30
34	3	2	1	2	1	2	2	13
35	2	3	2	3	3	2	1	16
36	5	4	3	4	4	3	4	27
37	4	3	4	3	3	4	3	24
38	3	3	4	3	4	3	3	23
39	3	2	2	3	2	1	2	15
40	5	3	4	5	4	5	4	30
41	4	4	4	3	4	4	3	26
42	2	3	2	1	2	3	2	15
43	4	3	4	4	5	4	3	27
44	3	4	3	4	3	4	3	24

45	5	4	3	3	4	3	4	26
46	4	3	1	3	4	4	3	22
47	1	5	4	3	4	3	4	24
48	2	2	1	2	3	2	2	14

Tabulasi Variabel Komunikasi (X2)

NO	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	Skor
1	4	5	4	5	4	3	4	29
2	3	4	4	3	2	3	3	22
3	4	3	3	4	4	4	4	26
4	2	3	4	3	2	3	2	19
5	3	4	3	2	3	2	3	20
6	4	4	5	4	3	4	3	27
7	4	5	4	3	4	4	3	27
8	5	4	3	4	3	3	4	26
9	3	4	3	4	3	3	2	22
10	4	5	5	4	4	5	4	31
11	4	4	3	3	3	4	3	24
12	3	3	2	2	3	2	3	18
13	4	3	4	3	4	3	4	25
14	3	4	3	4	3	4	3	24
15	5	4	4	3	4	3	4	27
16	4	3	3	4	3	4	3	24
17	3	4	3	1	4	3	2	20
18	2	3	4	3	1	3	2	18
19	3	4	5	4	3	3	4	26
20	4	5	4	1	3	4	3	24
21	4	3	3	4	4	3	3	24
22	3	2	2	3	3	4	3	20
23	4	3	3	4	4	3	4	25
24	3	4	1	2	3	2	3	18
25	2	3	4	3	2	1	2	17
26	3	2	2	4	3	3	3	20
27	4	5	3	2	3	4	4	25
28	3	4	2	3	2	3	3	20
29	4	5	4	3	3	4	4	27
30	3	4	3	2	1	4	3	20
31	4	5	4	5	4	3	4	29
32	3	4	4	3	2	3	3	22
33	4	3	3	4	4	4	4	26
34	2	3	4	3	2	3	2	19
35	3	4	3	2	3	2	3	20
36	4	4	5	4	3	4	3	27
37	4	5	4	3	4	4	3	27
38	5	4	3	4	3	3	4	26
39	3	4	3	4	3	3	2	22
40	4	5	5	4	4	5	4	31
41	4	4	3	3	3	4	3	24
42	3	3	2	2	3	2	3	18
43	4	3	4	3	4	3	4	25

44	3	4	3	4	3	4	3	24
45	5	4	4	3	4	3	4	27
46	4	3	3	4	3	4	3	24
47	3	4	3	1	4	3	2	20
48	2	3	4	3	1	3	2	18

Tabulasi Variabel Kompetensi (X3)

NO	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Skor
1	4	5	4	5	4	3	4	29
2	3	4	4	3	2	3	3	22
3	4	3	3	4	4	4	4	26
4	2	3	4	3	2	3	2	19
5	3	4	3	2	3	2	3	20
6	4	4	5	4	3	4	3	27
7	4	5	4	3	2	4	3	25
8	5	4	3	4	3	3	4	26
9	3	4	3	4	3	3	2	22
10	4	5	5	3	4	5	4	30
11	4	4	3	3	3	4	3	24
12	3	3	2	2	3	2	3	18
13	4	3	4	3	4	3	4	25
14	3	4	3	4	3	4	3	24
15	5	3	4	3	4	2	3	24
16	4	3	1	3	3	4	3	21
17	3	2	3	2	1	2	3	16
18	2	3	2	3	1	3	2	16
19	2	4	3	2	1	3	4	19
20	4	5	4	3	3	4	3	26
21	4	3	3	4	4	3	3	24
22	3	2	1	3	3	4	3	19
23	4	3	1	4	4	3	4	23
24	3	2	3	2	3	2	3	18
25	2	3	4	3	2	1	2	17
26	3	3	1	3	4	1	3	18
27	4	5	3	3	3	4	4	26
28	3	4	3	3	2	2	3	20
29	4	3	3	3	4	1	4	22
30	1	3	1	2	1	3	3	14
31	4	5	4	5	4	3	4	29
32	3	4	4	3	2	3	3	22
33	4	3	3	4	4	4	4	26
34	2	3	4	3	2	3	2	19
35	3	4	3	2	3	2	3	20
36	4	4	5	4	3	4	3	27
37	4	5	4	3	2	4	3	25
38	5	4	3	4	3	3	4	26
39	3	4	3	4	3	3	2	22
40	4	5	5	3	4	5	4	30
41	4	4	3	3	3	4	3	24
42	3	3	2	2	3	2	3	18
43	4	3	4	3	4	3	4	25
44	3	4	3	4	3	4	3	24

45	5	3	4	3	4	2	3	24
46	4	3	1	3	3	4	3	21
47	3	2	3	2	1	2	3	16
48	2	3	2	3	1	3	2	16

Tabulasi Variabel Kinerja (Y)

NO	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Skor
1	5	5	4	5	4	5	4	32
2	4	4	5	4	3	4	4	28
3	5	5	4	5	4	5	4	32
4	3	4	3	4	3	4	3	24
5	4	3	4	3	3	2	3	22
6	5	4	4	4	4	5	4	30
7	5	4	4	5	4	4	5	31
8	4	5	5	4	5	5	4	32
9	3	4	4	5	4	3	3	26
10	5	5	5	5	4	5	4	33
11	4	4	4	4	5	4	3	28
12	5	3	2	3	4	3	2	22
13	4	5	4	4	5	4	3	29
14	5	4	5	5	4	3	4	30
15	4	5	5	4	5	5	4	32
16	5	4	4	3	4	4	3	27
17	4	5	4	5	4	5	4	31
18	3	4	5	4	4	3	2	25
19	5	4	5	4	5	4	5	32
20	4	5	4	5	5	4	4	31
21	5	5	4	4	4	3	4	29
22	4	4	3	4	5	4	3	27
23	5	4	5	5	4	5	4	32
24	4	3	3	4	3	3	4	24
25	3	4	4	3	4	4	3	25
26	5	5	5	4	3	4	4	30
27	5	4	5	5	4	5	4	32
28	4	3	4	4	3	4	4	26
29	5	5	4	3	4	5	5	31
30	4	3	4	5	4	4	4	28
31	5	5	4	5	4	5	4	32
32	4	4	5	4	3	4	4	28
33	5	5	4	5	4	5	4	32
34	3	4	3	4	3	4	3	24
35	4	3	4	3	3	2	3	22
36	5	4	4	4	4	5	4	30
37	5	4	4	5	4	4	5	31
38	4	5	5	4	5	5	4	32
39	3	4	4	5	4	3	3	26
40	5	5	5	5	4	5	4	33
41	4	4	4	4	5	4	3	28
42	5	3	2	3	4	3	2	22
43	4	5	4	4	5	4	3	29
44	5	4	5	5	4	3	4	30
45	4	5	5	4	5	5	4	32

46	5	4	4	3	4	4	3	27
47	4	5	4	5	4	5	4	31
48	3	4	5	4	4	3	2	25







### LAMPIRAN 3

### HASIL VALIDITAS

#### Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.Total
X1.1	Pearson Correlation	1	,228	,254	,543**	,455**	,566**	,563**	,706**
	Sig. (2-tailed)		,120	,081	,000	,001	,000	,000	,000
	N	48	48	48	48	48	48	48	48
X1.2	Pearson Correlation	,228	1	,470**	,372**	,348*	,387**	,561**	,625**
	Sig. (2-tailed)	,120		,001	,009	,015	,007	,000	,000
	N	48	48	48	48	48	48	48	48
X1.3	Pearson Correlation	,254	,470**	1	,433**	,541**	,552**	,558**	,729**
	Sig. (2-tailed)	,081	,001		,002	,000	,000	,000	,000
	N	48	48	48	48	48	48	48	48
X1.4	Pearson Correlation	,543**	,372**	,433**	1	,493**	,534**	,526**	,751**
	Sig. (2-tailed)	,000	,009	,002		,000	,000	,000	,000
	N	48	48	48	48	48	48	48	48
X1.5	Pearson Correlation	,455**	,348*	,541**	,493**	1	,578**	,555**	,764**
	Sig. (2-tailed)	,001	,015	,000	,000		,000	,000	,000
	N	48	48	48	48	48	48	48	48
X1.6	Pearson Correlation	,566**	,387**	,552**	,534**	,578**	1	,596**	,807**
	Sig. (2-tailed)	,000	,007	,000	,000	,000		,000	,000
	N	48	48	48	48	48	48	48	48
X1.7	Pearson Correlation	,563**	,561**	,558**	,526**	,555**	,596**	1	,833**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000		,000
	N	48	48	48	48	48	48	48	48
X1.Total	Pearson Correlation	,706**	,625**	,729**	,751**	,764**	,807**	,833**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	48	48	48	48	48	48	48	48

\*\* . 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	X2.7	X2.Total
X2.1	Pearson Correlation	1	,367*	,149	,291*	,661**	,401**	,764**	,793**
	Sig. (2-tailed)		,010	,313	,045	,000	,005	,000	,000
	N	48	48	48	48	48	48	48	48
X2.2	Pearson Correlation	,367*	1	,392**	-,031	,247	,331*	,278	,564**
	Sig. (2-tailed)	,010		,006	,833	,091	,021	,055	,000
	N	48	48	48	48	48	48	48	48
X2.3	Pearson Correlation	,149	,392**	1	,279	,066	,333*	,169	,551**
	Sig. (2-tailed)	,313	,006		,055	,658	,021	,250	,000
	N	48	48	48	48	48	48	48	48
X2.4	Pearson Correlation	,291*	-,031	,279	1	,190	,288*	,363*	,559**
	Sig. (2-tailed)	,045	,833	,055		,196	,047	,011	,000
	N	48	48	48	48	48	48	48	48
X2.5	Pearson Correlation	,661**	,247	,066	,190	1	,215	,543**	,642**
	Sig. (2-tailed)	,000	,091	,658	,196		,142	,000	,000
	N	48	48	48	48	48	48	48	48
X2.6	Pearson Correlation	,401**	,331*	,333*	,288*	,215	1	,297*	,636**
	Sig. (2-tailed)	,005	,021	,021	,047	,142		,040	,000
	N	48	48	48	48	48	48	48	48
X2.7	Pearson Correlation	,764**	,278	,169	,363*	,543**	,297*	1	,742**
	Sig. (2-tailed)	,000	,055	,250	,011	,000	,040		,000
	N	48	48	48	48	48	48	48	48
X2.Total	Pearson Correlation	,793**	,564**	,551**	,559**	,642**	,636**	,742**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	48	48	48	48	48	48	48	48

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

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

**Correlations**

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.Total
X3.1	Pearson Correlation	1	,293*	,287*	,428**	,692**	,260	,580**	,765**
	Sig. (2-tailed)		,043	,048	,002	,000	,075	,000	,000
	N	48	48	48	48	48	48	48	48
X3.2	Pearson Correlation	,293*	1	,498**	,377**	,162	,482**	,259	,682**
	Sig. (2-tailed)	,043		,000	,008	,272	,001	,075	,000
	N	48	48	48	48	48	48	48	48
X3.3	Pearson Correlation	,287*	,498**	1	,228	,152	,210	,122	,591**
	Sig. (2-tailed)	,048	,000		,119	,302	,152	,409	,000
	N	48	48	48	48	48	48	48	48
X3.4	Pearson Correlation	,428*	,377**	,228	1	,474**	,355*	,211	,660**
	Sig. (2-tailed)	,002	,008	,119		,001	,013	,151	,000
	N	48	48	48	48	48	48	48	48
X3.5	Pearson Correlation	,692*	,162	,152	,474**	1	,119	,528**	,673**
	Sig. (2-tailed)	,000	,272	,302	,001		,419	,000	,000
	N	48	48	48	48	48	48	48	48
X3.6	Pearson Correlation	,260	,482**	,210	,355*	,119	1	,219	,589**
	Sig. (2-tailed)	,075	,001	,152	,013	,419		,134	,000
	N	48	48	48	48	48	48	48	48
X3.7	Pearson Correlation	,580*	,259	,122	,211	,528**	,219	1	,597**
	Sig. (2-tailed)	,000	,075	,409	,151	,000	,134		,000
	N	48	48	48	48	48	48	48	48
X3.Total	Pearson Correlation	,765*	,682**	,591**	,660**	,673**	,589**	,597**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	48	48	48	48	48	48	48	48

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

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

**Correlations**

	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y.Total
Y Pearson Correlation	1	,152	,059	,119	,062	,312*	,490**	,493**
1 Sig. (2-tailed)		,301	,691	,420	,673	,031	,000	,000
N	48	48	48	48	48	48	48	48
Y Pearson Correlation	,152	1	,415**	,376**	,451**	,655**	,369**	,760**
2 Sig. (2-tailed)	,301		,003	,009	,001	,000	,010	,000
N	48	48	48	48	48	48	48	48
Y Pearson Correlation	,059	,415**	1	,330*	,159	,279	,408**	,595**
3 Sig. (2-tailed)	,691	,003		,022	,280	,055	,004	,000
N	48	48	48	48	48	48	48	48
Y Pearson Correlation	,119	,376**	,330*	1	,118	,360*	,460**	,616**
4 Sig. (2-tailed)	,420	,009	,022		,423	,012	,001	,000
N	48	48	48	48	48	48	48	48
Y Pearson Correlation	,062	,451**	,159	,118	1	,337*	,032	,460**
5 Sig. (2-tailed)	,673	,001	,280	,423		,019	,828	,001
N	48	48	48	48	48	48	48	48
Y Pearson Correlation	,312*	,655**	,279	,360*	,337*	1	,524**	,791**
6 Sig. (2-tailed)	,031	,000	,055	,012	,019		,000	,000
N	48	48	48	48	48	48	48	48
Y Pearson Correlation	,490**	,369**	,408**	,460**	,032	,524**	1	,747**
7 Sig. (2-tailed)	,000	,010	,004	,001	,828	,000		,000
N	48	48	48	48	48	48	48	48
Y Pearson Correlation	,493**	,760**	,595**	,616**	,460**	,791**	,747**	1
. Sig. (2-tailed)	,000	,000	,000	,000	,001	,000	,000	
T o t a l N	48	48	48	48	48	48	48	48

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

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

## LAMPIRAN 4

### FREKUENSI TABULASI

#### Frekuensi Variabel Motivasi

		Statistics						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0
Mean		3,48	3,25	2,92	3,15	3,48	3,25	3,04
Std. Error of Mean		,160	,125	,151	,146	,146	,138	,143
Median		3,50	3,00	3,00	3,00	4,00	3,00	3,00
Std. Deviation		1,111	,863	1,048	1,010	1,010	,957	,988
Variance		1,234	,745	1,099	1,021	1,021	,915	,977
Skewness		-,286	,311	-,637	-,046	-,845	-,381	-,224
Std. Error of Skewness		,343	,343	,343	,343	,343	,343	,343
Range		4	3	3	4	4	4	4
Minimum		1	2	1	1	1	1	1
Maximum		5	5	4	5	5	5	5
Sum		167	156	140	151	167	156	146

#### Frekuensi Tabel Motivasi

##### X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	4,2	4,2	4,2
	TS	7	14,6	14,6	18,8
	RR	15	31,3	31,3	50,0
	S	14	29,2	29,2	79,2
	SS	10	20,8	20,8	100,0
	Total	48	100,0	100,0	

##### X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	18,8	18,8	18,8
	RR	22	45,8	45,8	64,6
	S	13	27,1	27,1	91,7
	SS	4	8,3	8,3	100,0
	Total	48	100,0	100,0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	14,6	14,6	14,6
	TS	7	14,6	14,6	29,2
	RR	17	35,4	35,4	64,6
	S	17	35,4	35,4	100,0
	Total	48	100,0	100,0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	6,3	6,3	6,3
	TS	7	14,6	14,6	20,8
	RR	23	47,9	47,9	68,8
	S	10	20,8	20,8	89,6
	SS	5	10,4	10,4	100,0
	Total	48	100,0	100,0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	STS	3	6,3	6,3	6,3
	TS	4	8,3	8,3	14,6
	RR	13	27,1	27,1	41,7
	S	23	47,9	47,9	89,6
	SS	5	10,4	10,4	100,0
	Total	48	100,0	100,0	

#### X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	4,2	4,2	4,2
	TS	8	16,7	16,7	20,8
	RR	17	35,4	35,4	56,3
	S	18	37,5	37,5	93,8
	SS	3	6,3	6,3	100,0
	Total	48	100,0	100,0	

#### X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	6,3	6,3	6,3
	TS	11	22,9	22,9	29,2
	RR	17	35,4	35,4	64,6
	S	15	31,3	31,3	95,8
	SS	2	4,2	4,2	100,0
	Total	48	100,0	100,0	

### Frekuensi Variabel Komunikasi

#### Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0



Mean	3,50	3,79	3,42	3,19	3,08	3,29	3,15
Std. Error of Mean	,115	,115	,129	,139	,122	,115	,103
Std. Deviation	,799	,798	,895	,960	,846	,798	,714
Variance	,638	,637	,801	,922	,716	,637	,510
Skewness	-,131	-,125	-,203	-,544	-,822	-,322	-,222
Std. Error of Skewness	,343	,343	,343	,343	,343	,343	,343
Range	3	3	4	4	3	4	2
Minimum	2	2	1	1	1	1	2
Maximum	5	5	5	5	4	5	4
Sum	168	182	164	153	148	158	151

### Frekuensi Table Komunikasi

**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	10,4	10,4	10,4
RR	18	37,5	37,5	47,9
S	21	43,8	43,8	91,7
SS	4	8,3	8,3	100,0
Total	48	100,0	100,0	

**X2.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4,2	4,2	4,2
RR	15	31,3	31,3	35,4
S	22	45,8	45,8	81,3
SS	9	18,8	18,8	100,0
Total	48	100,0	100,0	

**X2.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2,1	2,1	2,1
TS	5	10,4	10,4	12,5
RR	20	41,7	41,7	54,2

	S	17	35,4	35,4	89,6
	SS	5	10,4	10,4	100,0
	Total	48	100,0	100,0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	6,3	6,3	6,3
	TS	7	14,6	14,6	20,8
	RR	18	37,5	37,5	58,3
	S	18	37,5	37,5	95,8
	SS	2	4,2	4,2	100,0
	Total	48	100,0	100,0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	6,3	6,3	6,3
	TS	6	12,5	12,5	18,8
	RR	23	47,9	47,9	66,7
	S	16	33,3	33,3	100,0
	Total	48	100,0	100,0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2,1	2,1	2,1
	TS	5	10,4	10,4	12,5
	RR	23	47,9	47,9	60,4
	S	17	35,4	35,4	95,8
	SS	2	4,2	4,2	100,0
	Total	48	100,0	100,0	

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	18,8	18,8	18,8
	RR	23	47,9	47,9	66,7
	S	16	33,3	33,3	100,0
	Total	48	100,0	100,0	

**Frekuensi Variabel Kompetensi****Statistics**

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7
N	Valid	48	48	48	48	48	48	48
	Missing	0	0	0	0	0	0	0
Mean		3,44	3,58	3,13	3,15	2,88	3,06	3,15
Std. Error of Mean		,129	,126	,159	,111	,142	,141	,094
Std. Deviation		,897	,871	1,104	,772	,981	,976	,652
Variance		,805	,759	1,218	,595	,963	,953	,425
Skewness		-,451	,136	-,455	,320	-,586	-,272	-,151
Std. Error of Skewness		,343	,343	,343	,343	,343	,343	,343
Range		4	3	4	3	3	4	2
Minimum		1	2	1	2	1	1	2
Maximum		5	5	5	5	4	5	4
Sum		165	172	150	151	138	147	151

**Frekuensi Tabel Kompetensi****X3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2,1	2,1	2,1
	TS	6	12,5	12,5	14,6
	RR	16	33,3	33,3	47,9
	S	21	43,8	43,8	91,7
	SS	4	8,3	8,3	100,0
	Total	48	100,0	100,0	

**X3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	8,3	8,3	8,3
	RR	20	41,7	41,7	50,0
	S	16	33,3	33,3	83,3
	SS	8	16,7	16,7	100,0
	Total	48	100,0	100,0	

**X3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	12,5	12,5	12,5
	TS	4	8,3	8,3	20,8
	RR	20	41,7	41,7	62,5
	S	14	29,2	29,2	91,7
	SS	4	8,3	8,3	100,0
	Total	48	100,0	100,0	

**X3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	18,8	18,8	18,8
	RR	25	52,1	52,1	70,8
	S	12	25,0	25,0	95,8
	SS	2	4,2	4,2	100,0
	Total	48	100,0	100,0	

**X3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	12,5	12,5	12,5
	TS	8	16,7	16,7	29,2
	RR	20	41,7	41,7	70,8

S	14	29,2	29,2	100,0
Total	48	100,0	100,0	

**X3.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	6,3	6,3	6,3
TS	10	20,8	20,8	27,1
RR	18	37,5	37,5	64,6
S	15	31,3	31,3	95,8
SS	2	4,2	4,2	100,0
Total	48	100,0	100,0	

**X3.7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	7	14,6	14,6	14,6
RR	27	56,3	56,3	70,8
S	14	29,2	29,2	100,0
Total	48	100,0	100,0	

**Frekuensi Variabel Kinerja**

**Statistics**

	Y1	Y2	Y3	Y4	Y5	Y6	Y7
N Valid	48	48	48	48	48	48	48
Missing	0	0	0	0	0	0	0
Mean	4,31	4,23	4,17	4,21	4,04	4,06	3,63
Std. Error of Mean	,104	,100	,109	,103	,094	,124	,110
Std. Deviation	,719	,692	,753	,713	,651	,861	,761
Variance	,517	,478	,567	,509	,424	,741	,580
Skewness	-,552	-,338	-,912	-,329	-,040	-,541	-,443

Std. Error of Skewness	,343	,343	,343	,343	,343	,343	,343
Range	2	2	3	2	2	3	3
Minimum	3	3	2	3	3	2	2
Maximum	5	5	5	5	5	5	5
Sum	207	203	200	202	194	195	174

### Frekuensi Tabel Kinerja

#### Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR	7	14,6	14,6	14,6
	S	19	39,6	39,6	54,2
	SS	22	45,8	45,8	100,0
	Total	48	100,0	100,0	

#### Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR	7	14,6	14,6	14,6
	S	23	47,9	47,9	62,5
	SS	18	37,5	37,5	100,0
	Total	48	100,0	100,0	

#### Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,2	4,2	4,2
	RR	4	8,3	8,3	12,5
	S	26	54,2	54,2	66,7
	SS	16	33,3	33,3	100,0
	Total	48	100,0	100,0	

#### Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR	8	16,7	16,7	16,7

S	22	45,8	45,8	62,5
SS	18	37,5	37,5	100,0
Total	48	100,0	100,0	

**Y5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid RR	9	18,8	18,8	18,8
S	28	58,3	58,3	77,1
SS	11	22,9	22,9	100,0
Total	48	100,0	100,0	

**Y6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4,2	4,2	4,2
RR	10	20,8	20,8	25,0
S	19	39,6	39,6	64,6
SS	17	35,4	35,4	100,0
Total	48	100,0	100,0	

**Y7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	8,3	8,3	8,3
RR	14	29,2	29,2	37,5
S	26	54,2	54,2	91,7
SS	4	8,3	8,3	100,0
Total	48	100,0	100,0	

**LAMPIRAN 5**  
**HASIL RELIABILITAS**

**Reliability**

**Scale: MOTIVASI**

**Case Processing Summary**

		N	%
Cases	Valid	48	100,0
	Excluded <sup>a</sup>	0	,0
	Total	48	100,0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,866	,867	7

**Item Statistics**

	Mean	Std. Deviation	N
X1.1	3,48	1,111	48
X1.2	3,25	,863	48
X1.3	2,92	1,048	48
X1.4	3,15	1,010	48
X1.5	3,48	1,010	48
X1.6	3,25	,957	48
X1.7	3,04	,988	48



**Inter-Item Covariance Matrix**

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7
X1.1	1,234	,218	,296	,609	,510	,601	,618
X1.2	,218	,745	,426	,324	,303	,319	,479
X1.3	,296	,426	1,099	,459	,573	,553	,578
X1.4	,609	,324	,459	1,021	,503	,516	,526
X1.5	,510	,303	,573	,503	1,021	,559	,554
X1.6	,601	,319	,553	,516	,559	,915	,564
X1.7	,618	,479	,578	,526	,554	,564	,977

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	19,08	20,248	,571	,500	,858
X1.2	19,31	22,305	,508	,369	,863
X1.3	19,65	20,319	,610	,485	,851
X1.4	19,42	20,291	,646	,435	,846
X1.5	19,08	20,163	,662	,461	,843
X1.6	19,31	20,049	,727	,547	,835
X1.7	19,52	19,574	,759	,604	,830

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
22,56	27,187	5,214	7

**Reliability****Scale: KOMUNIKASI****Case Processing Summary**

		N	%
Cases	Valid	48	100,0
	Excluded <sup>a</sup>	0	,0
	Total	48	100,0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,751	,762	7

**Item Statistics**

	Mean	Std. Deviation	N
X2.1	3,50	,799	48
X2.2	3,79	,798	48
X2.3	3,42	,895	48
X2.4	3,19	,960	48
X2.5	3,08	,846	48
X2.6	3,29	,798	48
X2.7	3,15	,714	48

**Inter-Item Covariance Matrix**

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7
X2.1	,638	,234	,106	,223	,447	,255	,436
X2.2	,234	,637	,280	-,024	,167	,211	,159
X2.3	,106	,280	,801	,239	,050	,238	,108
X2.4	,223	-,024	,239	,922	,154	,221	,249
X2.5	,447	,167	,050	,154	,716	,145	,328
X2.6	,255	,211	,238	,221	,145	,637	,169
X2.7	,436	,159	,108	,249	,328	,169	,510

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	19,92	9,610	,687	,707	,673
X2.2	19,62	10,963	,389	,327	,738
X2.3	20,00	10,809	,347	,274	,749
X2.4	20,23	10,606	,340	,267	,754
X2.5	20,33	10,355	,474	,444	,720
X2.6	20,12	10,537	,479	,277	,719
X2.7	20,27	10,244	,634	,611	,690

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
23,42	13,652	3,695	7

**Reliability**

**Scale: KOMPETENSI**

**Case Processing Summary**

		N	%
Cases	Valid	48	100,0
	Excluded <sup>a</sup>	0	,0
	Total	48	100,0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,763	,775	7

**Item Statistics**

	Mean	Std. Deviation	N
X3.1	3,44	,897	48
X3.2	3,58	,871	48
X3.3	3,13	1,104	48
X3.4	3,15	,772	48
X3.5	2,88	,981	48
X3.6	3,06	,976	48
X3.7	3,15	,652	48

**Inter-Item Covariance Matrix**

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7
X3.1	,805	,229	,285	,297	,609	,227	,339
X3.2	,229	,759	,479	,254	,138	,410	,147
X3.3	,285	,479	1,218	,194	,165	,226	,088
X3.4	,297	,254	,194	,595	,359	,267	,106
X3.5	,609	,138	,165	,359	,963	,114	,338
X3.6	,227	,410	,226	,267	,114	,953	,140
X3.7	,339	,147	,088	,106	,338	,140	,425

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X3.1	18,94	11,762	,645	,587	,699
X3.2	18,79	12,466	,538	,439	,723
X3.3	19,25	12,447	,369	,284	,766
X3.4	19,23	12,989	,531	,373	,727
X3.5	19,50	12,128	,504	,572	,729
X3.6	19,31	12,815	,396	,292	,754
X3.7	19,23	13,797	,478	,409	,740

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
22,38	16,537	4,067	7

**Reliability****Scale: KINERJA****Case Processing Summary**

		N	%
Cases	Valid	48	100,0
	Excluded <sup>a</sup>	0	,0
	Total	48	100,0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,762	,757	7

**Item Statistics**

	Mean	Std. Deviation	N
Y1	4,31	,719	48
Y2	4,23	,692	48
Y3	4,17	,753	48
Y4	4,21	,713	48
Y5	4,04	,651	48
Y6	4,06	,861	48
Y7	3,63	,761	48

**Inter-Item Covariance Matrix**

	Y1	Y2	Y3	Y4	Y5	Y6	Y7
Y1	,517	,076	,032	,061	,029	,193	,269
Y2	,076	,478	,216	,185	,203	,390	,194
Y3	,032	,216	,567	,177	,078	,181	,234
Y4	,061	,185	,177	,509	,055	,221	,250
Y5	,029	,203	,078	,055	,424	,189	,016
Y6	,193	,390	,181	,221	,189	,741	,343

Y7	,269	,194	,234	,250	,016	,343	,580
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**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1	24,33	9,163	,303	,286	,768
Y2	24,42	7,993	,647	,550	,699
Y3	24,48	8,595	,416	,287	,746
Y4	24,44	8,592	,454	,280	,738
Y5	24,60	9,436	,285	,244	,769
Y6	24,58	7,227	,655	,542	,689
Y7	25,02	7,808	,614	,547	,703

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
28,65	11,000	3,317	7

## DAFTAR RIWAYAT HIDUP

Nama : Nurul Khamila  
Tempat, Tanggal Lahir : Lampung, 02 Agustus 1994  
Jenis Kelamin : Perempuan  
Agama : Islam  
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### **Pendidikan Formal**

- a. 2012-2017 : UNIVERSITAS BANGKA BELITUNG  
(Fakultas Ekonomi, Jurusan Manajemen)  
Pangkalpinang
- b. 2009-2012 : SMK Negeri 4 Pangkalbalam
- c. 2006-2009 : SMP Negeri 4 Ampui
- d. 2000-2006 : SD Negeri 23 Selindung Baru