

# **LAMPIRAN-LAMPIRAN**

**Tabel Kisi-kisi Instrumen Pengawasan**

<b>No</b>	<b>Idikator</b>	<b>Nomor Item Pernyataan</b>	<b>Jumlah</b>
1	Menentukan ukuran	1,2,3	3
2	Mengadakan penilaian	4,5	2
3	Perbandingan antara pelaksanaan pekerjaan	6,7	2
4	Melakukan perbaikan	8,9,10	3

**Tabel Kisi-kisi Instrumen Penilaian Kinerja**

<b>No</b>	<b>Idikator</b>	<b>Nomor Item Pernyataan</b>	<b>Jumlah</b>
1	Prestasi Kerja,	1,2	2
2	Rasa Tanggungjawab,	3	1
3	Kesetiaan dan Pengabdian, Prakarsa,	4,5	2
4	Kejujuran,	6	1
5	Disiplin,	7,8	2
6	Kerjasama,	9	1
7	Kepemimpinan	10	1

**Tabel Kisi-kisi Instrumen Kinerja**

<b>No</b>	<b>Idikator</b>	<b>Nomor Item Pernyataan</b>	<b>Jumlah</b>
1	Kualitas,	1,2,3,4	4
2	Kuantitas,	5,6,7	3
3	Ketepatan waktu,	8,9	2
4	Evektifitas,	10	1
5	Kemandirian,	11,12	2

## **Kuisisioner Penelitian Skripsi**

**Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Pringsewu Lampung**

**Tahun 2020**

Responden yang terhormat,

Dalam rangka menyelesaikan tugas akhir/skripsi yang akan menganalisis kinerja Karyawan Pada Perusahaan Jati Anugerah dengan judul penelitian “Pengaruh Pengawasan Dan Penilaian Kerja Terhadap Kinerja Karyawan Pada Perusahaan Jati Anugerah Tahun 2020” saya mahasiswa dari Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Pringsewu Lampung ingin meminta bantuan kepada Bapak/Ibu/Saudara untuk membantu saya mengisi kuisisioner ini. Kuisisioner ini bertujuan untuk kepentingan ilmiah, oleh karena itu jawaban yang Bapak/Ibu/Saudara berikan besar manfaatnya bagi pengembangan ilmu. Kuisisioner ini tidak ada hubungannya dengan status dan kedudukan Bapak/Ibu/Saudara di kantor, maka jawaban yang benar adalah jawaban yang benar-benar menggambarkan keadaan Bapak/Ibu/Saudara.

Saya mengucapkan banyak terimakasih atas bantuan dan kerjasama yang telah Bapak/Ibu/Saudara berikan. Besar harapan saya untuk menerima kembali angket ini.

Hormat Saya

**FEBY NINGTYAS**

## I. Identitas Responden

1. Nama (jika berkehendak) :.....

2. Usia : .....

3. Jenis Kelamin : a. Laki-laki            b. Wanita

### Petunjuk Pengisian

1. Mohon kuisisioner ini diisi secara lengkap dari seluruh pernyataan yang telah disediakan.
2. Berilah tanda (✓) pada kolom jawaban yang tersedia.
3. Terdapat 5 (lima) alternatif pengisian jawaban, yaitu :
  - SS     = Sangat Setuju            (5)
  - S      = Setuju                        (4)
  - KS     = Kurang Setuju                (3)
  - TS     = Tidak Setuju                    (2)
  - STS    = Sangat Tidak Setuju            (1)

## II. Daftar Pertanyaan Penelitian

No	Pernyataan Pengawasan					
		SS	S	KS	TS	STS
1	Ukuran produk disesuaikan dengan konsep					
2	Setiap pengerjaan karyawan selalu menentukan ukuran					
3	Ukuran yang dipakai sesuai dengan prosedur kerja					
4	Perusahaan selalu mengevaluasi kerja					
5	Perusahaan selalu melakukan pengawasan terhadap karyawannya					
6	Perusahaan selalu mengadakan perbandingan antara pelaksanaan pekerjaan					
7	Perusahaan selalu membandingkan setiap produk yang dibuat					
8	Perusahaan selalu melakukan perbaikan terhadap kinerja					
9	Perusahaan selalu memfasilitasi peralatan yang kurang					
10	Perbaikan yang dilakukan perusahaan secara rutin					

No	Pernyataan Penilaian Kerja					
		SS	S	KS	TS	STS
1	Prestasi kerja karyawan meningkat					
2	Karyawan memiliki prestasi dan kemampuan dalam bekerja					
3	Karyawan didalam menjalankan pekerjaannya penuh dengan tanggung jawab					
4	Karyawan dalam bekerja selalu setia					
5	Karyawan dalam bekerja selalu prakarsa					
6	Karyawan dalam bekerja selalu jujur dan dapat dipercaya					
7	Karyawan selalu disiplin dalam bekerja					
8	Karyawan dalam bekerja selalu tepat waktu					
9	Karyawan dapat bekerjasama dengan baik kepada karyawan lain					
10	Pimpinan selalu bersikap baik dan mampu memimpin dengan baik perusahaannya					

No	Pernyataan Kinerja					
		SS	S	KS	TS	STS
1	Tingkat pencapaian volume kerja yang pegawai hasilkan telah sesuai dengan harapan kantor					
2	Kuantitas pekerjaan yang diberikan sudah sesuai dengan kemampuan pegawai					
3	Pegawai selalu berusaha mencapai target kerja yang telah diberikan					
4	Pegawai mengerjakan suatu pekerjaan dengan penuh perhitungan					
5	Pegawai mengerjakan suatu pekerjaan dengan cermat dan teliti					
6	Kemampuan yang dimiliki pegawai sesuai dengan beban tugas pekerjaan yang diberikan					
7	Standar kualitas kerja yang telah ditetapkan oleh kantor dapat diselesaikan oleh pegawai dengan baik					
8	Untuk menghasilkan pekerjaan yang praktis dan efektif pegawai proaktif dalam mencari tata kerja yang dianggap lebih efektif dan efisien dalam					



	penyelesaian pekerjaan					
9	Pegawai mengerjakan suatu pekerjaan dengan cekatan dan tidak menunda-nunda					
10	Pegawai selalu efektif dalam penyelesaian pekerjaan					
11	Pegawai selalu menyelesaikan tugasnya dengan kemampuan yang dimiliki sendiri					
12	Pegawai selalu menggunakan teknik dalam menyelesaikan pekerjaan					

**TABULASI SKOR UJI TRY OUT VARIABEL PENGAWASAN (X1)**

NO	PERNYATAAN										JUMLAH SKOR
	Menentukan ukuran			Mengadakan penilaian		Perbandingan antara pelaksanaan pekerjaan		Melakukan perbaikan			
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
1	5	5	5	5	5	4	4	5	5	4	47
2	2	3	3	3	4	3	3	5	4	3	33
3	4	4	3	4	4	4	4	4	4	4	39
4	4	4	4	4	4	4	4	4	3	4	39
5	5	3	5	5	5	5	3	5	5	5	46
6	5	4	4	5	4	3	4	4	4	3	40
7	3	3	3	3	3	3	3	3	3	3	30
8	3	3	3	3	3	3	3	3	3	3	30
9	5	5	5	5	5	4	5	5	5	5	49
10	5	5	5	5	4	5	5	5	4	5	48

**TABULASI SKOR UJI TRY OUT VARIABEL PENILAIAN KINERJA (X2)**

NO	PERNYATAAN										TOTAL SKOR
	Prestasi Kerja		Rasa Tanggungjawab	Kesetiaan dan Pengabdian, Prakarsa		Kejujuran	Disiplin		Kerjasama	Kepemimpinan	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
1	3	3	3	5	5	4	4	5	5	4	41
2	2	3	3	3	4	3	3	3	4	3	31
3	4	4	3	4	4	4	4	4	4	4	39
4	4	4	3	3	4	4	4	3	3	4	36
5	5	4	5	5	5	5	3	5	5	5	47
6	5	4	3	3	3	3	3	3	3	3	33
7	3	3	3	3	3	3	3	3	3	3	30
8	3	3	3	3	3	3	3	3	3	3	30
9	5	5	5	5	5	4	5	5	5	5	49
10	5	5	5	5	4	5	5	5	4	5	48









18	5	5	5	5	4	5	5	4	5	5	48
19	5	4	5	5	5	5	3	4	5	4	45
20	4	4	4	3	4	4	3	4	4	4	38
21	3	3	3	3	3	3	3	3	3	3	30
22	5	4	5	5	5	5	4	4	5	4	46
23	5	5	5	5	5	5	5	4	5	4	48
24	5	3	5	5	5	5	3	4	5	4	44
25	4	4	4	3	4	4	3	4	4	4	38





18	5	5	5	5	4	5	5	4	5	5	5	5	58
19	5	4	5	5	5	5	3	4	5	4	5	3	53
20	4	4	4	3	4	4	3	4	4	4	4	3	45
21	3	3	3	3	3	3	3	3	3	3	3	3	36
22	5	4	5	5	5	5	4	4	5	4	5	4	55
23	5	5	5	5	5	5	5	4	5	4	5	5	58
24	5	3	5	5	5	5	3	4	5	4	5	3	52
25	4	4	4	3	4	4	3	4	4	4	4	3	45

## HASIL UJI TRY OUT VALIDITAS DAN RELIABILITAS VARIABEL PENGAWASAN (X1) PADA 10 ORANG KARYAWAN JATI UKIR

### UJI VALIDITAS

#### Correlations

		item1	item2	item3	item4	item5	item6	item7	item8	item9	item10	totalitem
Pengawasan	Pearson Correlation	1	.870**	.690*	.497	.247	.614	.454	.497	.219	.680*	.698*
	Sig. (2-tailed)		.001	.027	.143	.491	.059	.188	.143	.543	.030	.025
Pengawasan	Pearson Correlation	.870**	1	.758*	.538	.345	.643*	.753*	.538	.290	.772**	.777**
	Sig. (2-tailed)	.001		.011	.108	.329	.045	.012	.108	.417	.009	.008
Pengawasan	Pearson Correlation	.690*	.758*	1	.763*	.563	.758*	.531	.763*	.604	.867**	.875**
	Sig. (2-tailed)	.027	.011		.010	.090	.011	.114	.010	.064	.001	.001
Pengawasan	Pearson Correlation	.497	.538	.763*	1	.821**	.822**	.638*	1.000**	.881**	.881**	.935**
	Sig. (2-tailed)	.143	.108	.010		.004	.004	.047	.000	.001	.001	.000
Pengawasan	Pearson Correlation	.247	.345	.563	.821**	1	.690*	.496	.821**	.933**	.777**	.790**
	Sig. (2-tailed)	.491	.329	.090	.004		.027	.145	.004	.000	.008	.006
Pengawasan	Pearson Correlation	.614	.643*	.758*	.822**	.690*	1	.582	.822**	.611	.933**	.889**
	Sig. (2-tailed)	.059	.045	.011	.004	.027		.078	.004	.060	.000	.001
Pengawasan	Pearson Correlation	.454	.753*	.531	.638*	.496	.582	1	.638*	.416	.724*	.734*
	Sig. (2-tailed)	.188	.012	.114	.047	.145	.078		.047	.232	.018	.016
Pengawasan	Pearson Correlation	.497	.538	.763*	1.000**	.821**	.822**	.638*	1	.881**	.881**	.935**

	Sig. (2-tailed)	.143	.108	.010	.000	.004	.004	.047	.001	.001	.000	
	N	10	10	10	10	10	10	10	10	10	10	
Pengawasan	Pearson Correlation	.219	.290	.604	.881**	.933**	.611	.416	.881**	1	.710*	.777**
	Sig. (2-tailed)	.543	.417	.064	.001	.000	.060	.232	.001		.021	.008
	N	10	10	10	10	10	10	10	10	10	10	10
Pengawasan	Pearson Correlation	.680*	.772**	.867**	.881**	.777**	.933**	.724*	.881**	.710*	1	.978**
	Sig. (2-tailed)	.030	.009	.001	.001	.008	.000	.018	.001	.021		.000
	N	10	10	10	10	10	10	10	10	10	10	10
totalitem	Pearson Correlation	.698*	.777**	.875**	.935**	.790**	.889**	.734*	.935**	.777**	.978**	1
	Sig. (2-tailed)	.025	.008	.001	.000	.006	.001	.016	.000	.008	.000	
	N	10	10	10	10	10	10	10	10	10	10	10

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

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

## RELIABILITAS

### Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded	0	0.0

### Reliability Statistics

Cronbach's Alpha	N of Items
.951	10

a. Listwise deletion based on all variables in the

## HASIL UJI TRY OUT VALIDITAS DAN RELIABILITAS VARIABEL PENILAIAN KERJA (X2) PADA 10 ORANG KARYAWAN JATI UKIR

### A. UJI VALIDITAS

#### Correlations

		item1	item2	item3	item4	item5	item6	item7	item8	item9	item10	totalitem
Penilaian Kerja	Pearson Correlation	1	.703	.857**	.967**	.670	.666	.666	.454	.618	.703	.883**
	Sig. (2-tailed)		.023	.002	.000	.034	.036	.036	.188	.057	.023	.001
Penilaian Kerja	Pearson Correlation	.703	1	.673	.718	.533	.450	.933**	.509	.466	.565	.783**
	Sig. (2-tailed)	.023		.033	.019	.113	.191	.000	.133	.174	.089	.007
Penilaian Kerja	Pearson Correlation	.857**	.673	1	.898**	.799**	.747	.598	.716	.722	.808**	.935**
	Sig. (2-tailed)	.002	.033		.000	.006	.013	.068	.020	.018	.005	.000
Penilaian Kerja	Pearson Correlation	.967**	.718	.898**	1	.787**	.674	.674	.646	.740	.718	.940**
	Sig. (2-tailed)	.000	.019	.000		.007	.032	.032	.044	.014	.019	.000
Penilaian Kerja	Pearson Correlation	.670	.533	.799**	.787**	1	.611	.420	.860**	.922**	.705	.863**
	Sig. (2-tailed)	.034	.113	.006	.007		.061	.227	.001	.000	.023	.001
Penilaian Kerja	Pearson Correlation	.666	.450	.747	.674	.611	1	.464	.616	.518	.933**	.794**
	Sig. (2-tailed)	.036	.191	.013	.032	.061		.176	.058	.125	.000	.006
Penilaian Kerja	Pearson Correlation	.666	.933**	.598	.674	.420	.464	1	.445	.345	.611	.736
	Sig. (2-tailed)	.036	.000	.068	.032	.227	.176		.198	.329	.060	.015

Penilaian Kerja	Pearson Correlation	.454	.509	.716 <sup>*</sup>	.646 <sup>*</sup>	.860 <sup>**</sup>	.616	.445	1	.826 <sup>**</sup>	.663 <sup>*</sup>	.788 <sup>**</sup>
	Sig. (2-tailed)	.188	.133	.020	.044	.001	.058	.198		.003	.037	.007
	N	10	10	10	10	10	10	10	10	10	10	10
Penilaian Kerja	Pearson Correlation	.618	.466	.722 <sup>*</sup>	.740 <sup>*</sup>	.922 <sup>**</sup>	.518	.345	.826 <sup>**</sup>	1	.622	.801 <sup>**</sup>
	Sig. (2-tailed)	.057	.174	.018	.014	.000	.125	.329	.003		.055	.005
	N	10	10	10	10	10	10	10	10	10	10	10
Penilaian Kerja	Pearson Correlation	.703 <sup>*</sup>	.565	.808 <sup>**</sup>	.718 <sup>*</sup>	.705 <sup>*</sup>	.933 <sup>**</sup>	.611	.663 <sup>*</sup>	.622	1	.870 <sup>**</sup>
	Sig. (2-tailed)	.023	.089	.005	.019	.023	.000	.060	.037	.055		.001
	N	10	10	10	10	10	10	10	10	10	10	10
totalitem	Pearson Correlation	.883 <sup>**</sup>	.783 <sup>**</sup>	.935 <sup>**</sup>	.940 <sup>**</sup>	.863 <sup>**</sup>	.794 <sup>**</sup>	.736 <sup>*</sup>	.788 <sup>**</sup>	.801 <sup>**</sup>	.870 <sup>**</sup>	1
	Sig. (2-tailed)	.001	.007	.000	.000	.001	.006	.015	.007	.005	.001	
	N	10	10	10	10	10	10	10	10	10	10	10

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

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

## B. RELIABILITAS

### Case Processing Summary

		Number of Cases	Percentage
Cases	Valid	10	100.0
	Excluded	0	0.0

### Reliability Statistics

Cronbach's Alpha	N of Items
.953	10

a. Listwise deletion based on all variables in the



Kinerja	Pearson Correlation	1.000**	.873**	.829**	.873**	1.000**	.854**	.829**	1	.829**	.678*	1.000**	.854**	.974**
	Sig. (2-tailed)	.000	.001	.003	.001	.000	.002	.003		.003	.031	.000	.002	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Kinerja	Pearson Correlation	.829**	.753*	.821**	.924**	.829**	.858**	.643*	.829**	1	.710*	.829**	.858**	.905**
	Sig. (2-tailed)	.003	.012	.004	.000	.003	.001	.045	.003		.022	.003	.001	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Kinerja	Pearson Correlation	.678*	.820**	.710*	.820**	.678*	.609	.501	.678*	.710*	1	.678*	.609	.769**
	Sig. (2-tailed)	.031	.004	.022	.004	.031	.062	.140	.031	.022		.031	.062	.009
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Kinerja	Pearson Correlation	1.000**	.873**	.829**	.873**	1.000**	.854**	.829**	1.000**	.829**	.678*	1	.854**	.974**
	Sig. (2-tailed)	.000	.001	.003	.001	.000	.002	.003	.000	.003	.031		.002	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Kinerja	Pearson Correlation	.854**	.646*	.858**	.793**	.854**	1.000**	.705*	.854**	.858**	.609	.854**	1	.910**
	Sig. (2-tailed)	.002	.044	.001	.006	.002	.000	.023	.002	.001	.062	.002		.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
totalitem	Pearson Correlation	.974**	.883**	.905**	.913**	.974**	.910**	.827**	.974**	.905**	.769**	.974**	.910**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.003	.000	.000	.009	.000	.000	
	N	10	10	10	10	10	10	10	10	10	10	10	10	10

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

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

## B. RELIABILITAS

### Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded <sup>a</sup>	0	0

### Reliability Statistics

Cronbach's	

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



**HASIL UJI RESMI VALIDITAS DAN RELIABILITAS VARIABEL PENGAWASAN (X1) PADA 25 ORANG KARYAWAN PERUSAHAAN JATI ANUGERAH**

**A. UJI VALIDITAS**

**Correlations**

		item1	item2	item3	item4	item5	item6	item7	item8	item9	item10	Totalitem
Pengawasan	Pearson Correlation	1	.316	.864**	.528**	.610**	.623**	.241	.292	.473'	.255	.691**
	Sig. (2-tailed)		.124	.000	.007	.001	.001	.246	.157	.017	.219	.000
Pengawasan	Pearson Correlation	.316	1	.415'	.705**	.444'	.375	.675**	.509**	.413'	.483'	.708**
	Sig. (2-tailed)	.124		.039	.000	.026	.065	.000	.009	.040	.015	.000
Pengawasan	Pearson Correlation	.864**	.415'	1	.578**	.663**	.611**	.329	.443'	.409'	.298	.744**
	Sig. (2-tailed)	.000	.039		.002	.000	.001	.108	.027	.042	.148	.000
Pengawasan	Pearson Correlation	.528**	.705**	.578**	1	.684**	.573**	.530**	.433'	.598**	.397'	.806**
	Sig. (2-tailed)	.007	.000	.002		.000	.003	.006	.030	.002	.050	.000
Pengawasan	Pearson Correlation	.610**	.444'	.663**	.684**	1	.576**	.223	.474'	.592**	.402'	.747**
	Sig. (2-tailed)	.001	.026	.000	.000		.003	.285	.017	.002	.047	.000
Pengawasan	Pearson Correlation	.623**	.375	.611**	.573**	.576**	1	.527**	.722**	.924**	.764**	.868**
	Sig. (2-tailed)	.001	.065	.001	.003	.003		.007	.000	.000	.000	.000
Pengawasan	Pearson Correlation	.241	.675**	.329	.530**	.223	.527**	1	.651**	.543**	.662**	.707**
	Sig. (2-tailed)	.246	.000	.108	.006	.285	.007		.000	.005	.000	.000

N		25	25	25	25	25	25	25	25	25	25	25
Pengawasan	Pearson Correlation	.292	.509**	.443*	.433*	.474*	.722**	.651**	1	.706**	.789**	.770**
	Sig. (2-tailed)	.157	.009	.027	.030	.017	.000	.000		.000	.000	.000
Pengawasan	Pearson Correlation	.473*	.413*	.409*	.598**	.592**	.924**	.543**	.706**	1	.802**	.836**
	Sig. (2-tailed)	.017	.040	.042	.002	.002	.000	.005	.000		.000	.000
Pengawasan	Pearson Correlation	.255	.483*	.298	.397*	.402*	.764**	.662**	.789**	.802**	1	.749**
	Sig. (2-tailed)	.219	.015	.148	.050	.047	.000	.000	.000	.000		.000
totalitem	Pearson Correlation	.691**	.708**	.744**	.806**	.747**	.868**	.707**	.770**	.836**	.749**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

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

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

## B. RELIABILITAS

**Case Processing Summary**

		N	%
Cases	Valid	25	100.0
	Excluded	0	0.0

**Reliability Statistics**

Cronbach's Alpha	N of Items
.917	10

a. Listwise deletion based on all variables in the



N		25	25	25	25	25	25	25	25	25	25	25
Penilaian	Pearson Correlation	1.000**	.736**	1.000**	.517**	.676**	.316	.332	1	.234	.706**	.834**
Kerja	Sig. (2-tailed)	.000	.000	.000	.008	.000	.123	.105		.261	.000	.000
Penilaian	Pearson Correlation	.234	.115	.234	.276	.492	.806**	.845**	.234	1	.506**	.663**
Kerja	Sig. (2-tailed)	.261	.585	.261	.182	.012	.000	.000	.261		.010	.000
Penilaian	Pearson Correlation	.706**	.742**	.706**	.832**	.950**	.328	.344	.706**	.506**	1	.858**
Kerja	Sig. (2-tailed)	.000	.000	.000	.000	.000	.110	.093	.000	.010		.000
totalitem	Pearson Correlation	.834**	.733**	.834**	.673**	.858**	.671**	.688**	.834**	.663**	.858**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

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

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

## B. RELIABILITAS

### Case Processing Summary

		Valid	Excluded
Cases	Valid	25	100.0

### Reliability Statistics

Cronbach's Alpha	N of Items
.914	10

a. Listwise deletion based on all variables in the

**HASIL UJI RESMI VALIDITAS DAN RELIABILITAS VARIABEL KINERJA (Y) PADA 25 ORANG KARYAWAN PERUSAHAAN JATI ANUGERAH**

**A. VALIDITAS**

**Correlations**

		item1	item2	item3	item4	item5	item6	item7	item8	item9	item10	item11	item12	totalitem
Kinerja	Pearson Correlation	1	.521**	.857**	.601**	.637**	.670**	.357	.374	.688**	.628**	.670**	.357	.784**
	Sig. (2-tailed)		.008	.000	.001	.001	.000	.080	.065	.000	.001	.000	.080	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25
Kinerja	Pearson Correlation	.521**	1	.592**	.583**	.265	.324	.714**	.439	.373	.836**	.324	.714**	.713**
	Sig. (2-tailed)	.008		.002	.002	.200	.114	.000	.028	.066	.000	.114	.000	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25
Kinerja	Pearson Correlation	.857**	.592**	1	.637**	.609**	.574**	.369	.418	.520**	.620**	.574**	.369	.762**
	Sig. (2-tailed)	.000	.002		.001	.001	.003	.069	.037	.008	.001	.003	.069	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25
Kinerja	Pearson Correlation	.601**	.583**	.637**	1	.398	.553**	.420	.366	.465	.569**	.553**	.420	.708**
	Sig. (2-tailed)	.001	.002	.001		.049	.004	.036	.072	.019	.003	.004	.036	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25
Kinerja	Pearson Correlation	.637**	.265	.609**	.398	1	.788**	.364	.648**	.827**	.369	.788**	.364	.752**
	Sig. (2-tailed)	.001	.200	.001	.049		.000	.073	.000	.000	.070	.000	.073	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25
Kinerja	Pearson Correlation	.670**	.324	.574**	.553**	.788**	1	.532**	.764**	.932**	.490	1.000**	.532**	.867**
	Sig. (2-tailed)	.000	.114	.003	.004	.000		.006	.000	.000	.013	.000	.006	.000
	N	25	25	25	25	25	25	25	25	25	25	25	25	25
Kinerja	Pearson Correlation	.357	.714**	.369	.420	.364	.532**	1	.639**	.600**	.589**	.532**	1.000**	.763**
	Sig. (2-tailed)	.080	.000	.069	.036	.073	.006		.001	.002	.002	.006	.000	.000

N		25	25	25	25	25	25	25	25	25	25	25	25	25
Kinerja	Pearson Correlation	.374	.439*	.418*	.366	.648**	.764**	.639**	1	.752**	.503*	.764**	.639**	.769**
	Sig. (2-tailed)	.065	.028	.037	.072	.000	.000	.001		.000	.010	.000	.001	.000
Kinerja	Pearson Correlation	.688**	.373	.520**	.465*	.827**	.932**	.600**	.752**	1	.529**	.932**	.600**	.873**
	Sig. (2-tailed)	.000	.066	.008	.019	.000	.000	.002	.000		.007	.000	.002	.000
Kinerja	Pearson Correlation	.628**	.836**	.620**	.569**	.369	.490*	.589**	.503*	.529**	1	.490*	.589**	.762**
	Sig. (2-tailed)	.001	.000	.001	.003	.070	.013	.002	.010	.007		.013	.002	.000
Kinerja	Pearson Correlation	.670**	.324	.574**	.553**	.788**	1.000**	.532**	.764**	.932**	.490*	1	.532**	.867**
	Sig. (2-tailed)	.000	.114	.003	.004	.000	.000	.006	.000	.000	.013		.006	.000
Kinerja	Pearson Correlation	.357	.714**	.369	.420*	.364	.532**	1.000**	.639**	.600**	.589**	.532**	1	.763**
	Sig. (2-tailed)	.080	.000	.069	.036	.073	.006	.000	.001	.002	.002	.006		.000
totalitem	Pearson Correlation	.784**	.713**	.762**	.708**	.752**	.867**	.763**	.769**	.873**	.762**	.867**	.763**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000

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

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

## B. RELIABILITAS

Case Processing Summary

		N	%
Cases	Valid	25	100.0
	Excluded	0	0

Reliability Statistics

Cronbach's Alpha	N of Items
.940	12

**Case Processing Summary**

		N	%
Cases	Valid	25	100.0
	Excluded <sup>a</sup>	0	.0
	Total	25	100.0

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

**HASIL UJI REGRESI BERGANDA PADA VARIABEL PENGAWASAN (X1) DAN PENILAIAN KERJA (X2) TERHADAP KINERJA (Y) PADA 25 ORANG KARYAWAN PERUSAHAAN JATI ANUGERAH**

**Descriptive Statistics**

	Mean	Std. Deviation	N
Pengawasan	49.64	7.011	25
Penilaian Kerja	42.60	5.568	25
Kinerja	44.28	5.748	25

**Correlations**

		Komunikasi	Motivasi	Kinerja
Pearson Correlation	Pengawasan	1.000	.786	.543
	Penilaian Kerja	.786	1.000	.304
	Kinerja	.543	.304	1.000
Sig. (1-tailed)	Pengawasan	.	.000	.003
	Penilaian Kerja	.000	.	.070
	Kinerja	.003	.070	.
N	Pengawasan	25	25	25
	Penilaian Kerja	25	25	25
	Kinerja	25	25	25

**Variables Entered/Removed**

Model	Variables Entered	Variables Removed	Method
1	Pengawasan, Penilaian Kerja <sup>a</sup>		Enter

a. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.848 <sup>a</sup>	.720	.694	3.877	.720	28.245	2	22	.000

a. Predictors: (Constant), Pengawasan, Penilaian Kerja



**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.848 <sup>a</sup>	.720	.694	3.877	.720	28.245	2	22	.000

a. Predictors: (Constant), Pengawasan, Penilaian Kerja

b. Dependent Variable: Kinerja

**ANOVA<sup>b</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	849.088	2	424.544	28.245	.000 <sup>a</sup>
	Residual	330.672	22	15.031		
	Total	1179.760	24			

a. Predictors: (Constant), Pengawasan, Penilaian Kerja

b. Dependent Variable: Kinerja

**Coefficients<sup>a</sup>**

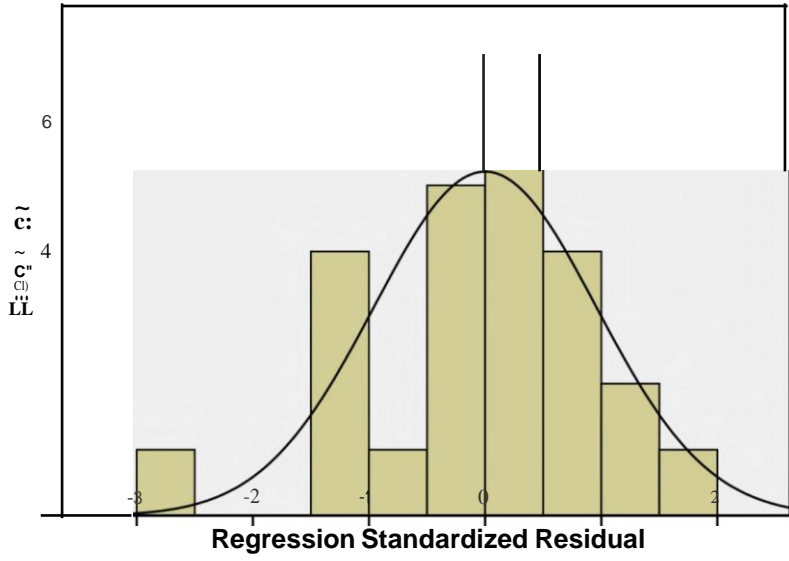
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
		1	(Constant)	-5.152		
	Pengawasan	.861	.149	.684	5.773	.000
	Penilaian Kerja	.409	.145	.335	2.828	.010

a. Dependent Variable: Kinerja

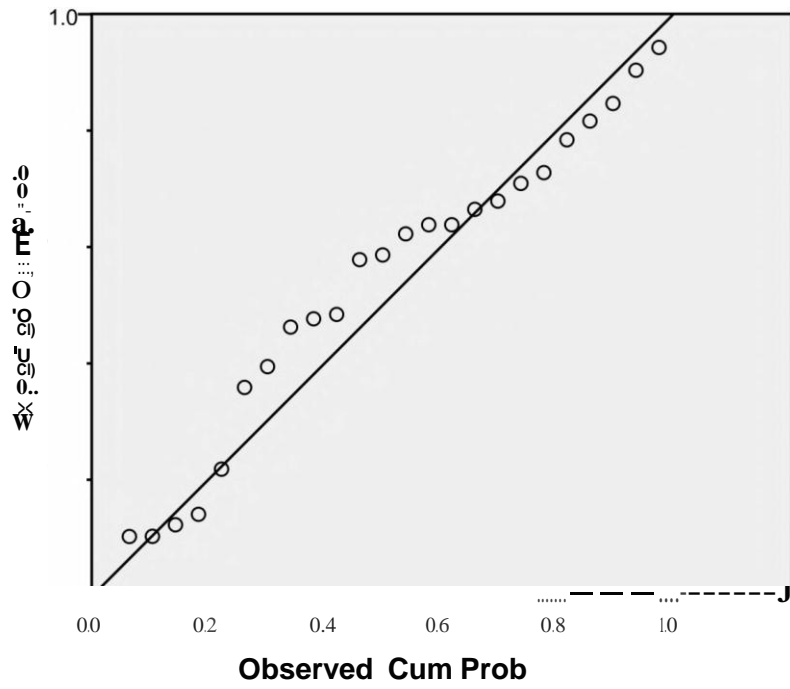
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	32.95	58.35	49.64	5.948	25
Residual	-10.469	6.123	.000	3.712	25
Std. Predicted Value	-2.806	1.465	.000	1.000	25
Std. Residual	-2.700	1.579	.000	.957	25

a. Dependent Variable: Kinerja



Mean = -6.94E-17  
 Std. Dev. = 0.957  
 N = 25



Tabel nilai-nilai distribusi T  
(menurut Sugiyono)

a untuk uji dua pihak (two tail test)						
	0.50	0.20	0.10	0.05	0.02	0.01
a. untuk uji satu-htk (one tau test)						
dk	0.25	0.10	(0.05)	0.025	0.01	0.005
1	1,000	3,078	6,314	12,706	31,821	63,657
2	0,816	1,886	2,920	4,303	6,965	9,925
3	0,741	1,638	2,353	3,182	4,541	5,841
4	0,717	1,533	2,132	2,776	3,747	4,604
5	0,727	1,476	2,015	2,571	~.365	4,032
6	0,718	1,440	1,943	2,447	3,143	3,707
7	0,711	1,415	1,895	2,365	2,998	3,499
8	0,100	1,397	1,860	2,306	2,896	3,355
9	0,703	1,383	1,833	2,262	2,821	3,250
10	0,700	1,372	1,812	2,228	2,764	3,169
11	0,697	1,363	1,796	2,201	2,718	3,106
12	0,695	1,356	1,782	2,179	2,681	3,055
13	0,692	1,350	1,771	2,160	2,650	3,012
14	0,691	1,345	1,761	2,145	2,624	2,977
17	0,688	1,333	1,740	2,131	2,602	2,947
18	0,688	1,330	1,734	2,120	2,583	2,921
19	0,687	1,328	1,729	2,110	2,567	2,898
20	0,687	1,325	1,725	2,101	2,552	2,878
21	0,686	1,323	1,721	2,093	2,539	2,861
22	0,686	1,321	1,717	2,086	2,528	2,845
24	0,685	1,319	1,711	2,080	2,518	2,831
25	0,685	1,318	1,711	2,074	2,508	2,819
26	0,684	1,316	1,706	2,069	2,500	Z.SOR
27	0,684	1,315	1,703	2,064	2,500	2,797
28	0,683	1,315	1,701	2,060	2,492	2,797
29	0,683	1,310	1,697	2,056	2,485	2,787
30	0,683	1,310	1,697	2,052	2,485	2,787
40	0,581	1,303	1,684	2,048	2,479	2,779
60	0,679	1,296	1,671	2,042	2,473	2,771
120	0,677	1,289	1,658	2,021	2,467	2,763
∞	0,674	1,282	1,645	2,000	2,462	2,756
						2,750
						2,704
						2,660
						2,617
						2,576

**TABEL 3**  
NILAI-NILAI r POOUCT MOMENT

N			N	Tarat Signi6knn		N		
	5%	1%		8~	.1-..		51'	1%
3	0,997	0,999	27	0,381	0,487	SS	0,266	0,345
~	0,950	0,990	26	0,374	0,478	60	0,2,54	p.330
S	0,878	0,95i	29	0,387	0,470	65	0,244	0,317
6	0,811	0,917	30	0,361	0,463-	10	0,235	0,306
7	0,754	0,674	31	0,355	0,456	75	0,727	0,296
8	0,707	0,834	32	0,349	0,449	80	0,220	0,286
9	0,666	0,798	33	0,344	0,442	85	0,213	0,278
10	0,632	0,765	34	0,339	0,436	90	0,207	0,270
		0,735	35	0,334	0,430	95	0,200	0,262
11	0,600	0,708	36	0,329	0,424	100	0,188	0,255
12	0,576	0,684	37	0,325	0,41 e	125	0,176	0,230
13	0,553	0,664						
15	0,514	0,641	39	0,316	0,408	175	0,148	0,194
16	0,497	0,673	40	0,312	0,400	200	0,138	0,181
17	0,482	0,605	41	0,308	0,398	300	0,113.	0,148
18	0,461	0,590	~	0,304	0,393	400	0,098	0,128
19	0,456	0,575	43	0,301	0,389	500	0,088	0,115
20	0,444	0,561	44.	0,297	0,384	600	0,080	0,108
21	0,433	0,549	.CS	0,294	0,380	700	0,074	0,097
22	0,423	0,537	46	0,291	0,376	800	0,070	0,091
23	0,413	0,526	47	0,288	0,372	900	0,066	0,086
24	0,404	0,615	.ta	0,284	0,368	1000	0,062	0,081
25	0,396	0,505	•S	0,281	0,364			
26	0,388	0,498	50	0,279	0,361			

TABEL F

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91



