

Lampiran 1

KUESIONER PENELITIAN

JUDUL PENELITIAN:

“ ANALISIS PENGARUH SUMBER REKRUTMEN TERHADAP KINERJA KARYAWAN (Studi Kasus pada Asuransi Jiwa Bersama Bumiputera 1912 Devisi Perseorangan Kantor Cabang Wlingi-Blitar) ”

Assalamu'alaikum Wr. Wb

Dalam rangka menunjang kegiatan penelitian yang akan saya lakukan untuk meraih gelar Sarjana Program Strata-I Jurusan Manajemen Fakultas Ekonomi UIN MAULANA MALIK IBRAHIM MALANG, saya sangat mengharapkan Bapak/Ibu/saudara(i) bersedia meluangkan waktu untuk mengisi pertanyaan yang saya ajukan dibawah ini. Kuesioner ini semata-mata hanya untuk kepentingan ilmiah. Oleh karena itu, saya menjamin kerahasiaan identitas dan jawaban yang diberikan sesuai dengan kode etik penelitian ilmiah, sehingga dapat memberikan sumbangan yang berarti pada penelitian ini. Atas bantuan dan kerjasama yang telah bapak/ibu/saudara(i) berikan, saya mengucapkan banyak terima kasih.

Wassalamu'alaikum Wr. Wb

Hormat Saya,

DEA TIRAWATI ARINTA

Petunjuk Pengisian Angket

1. Berilah tanda (√) pada pilihan jawaban yang Bapak/ Ibu/ Saudara/(i) anggap paling sesuai pada tempat yang telah disediakan.

2. Keterangan:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

Identitas Responden

Jenis Kelamin : a. Laki-laki b. Perempuan

Usia : a. 20-30th b. 30-40th c. 40-50th d. 50-60th

Lama Bekerja : a. <5th b. 5-10th c. 10-15th d. >15th

Pendidikan : a. SLTA b. Diploma c. S1 d. S2 e. S3

ANGKET 1

Sumber Rekrutmen (internal dan eksternal)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Sumber Rekrutmen (X)						
Internal (X1)						
1	Sumber internal perekrutan dapat diperoleh dari teman-teman/anggota keluarga dari tenaga kerja lama.					
2	Untuk mengisi lowongan pekerjaan yang kosong, perusahaan melakukan dengan cara promosi jabatan					
Eksternal (X2)						
1	Menurut saya, biro tenaga kerja pemerintah merupakan sumber untuk mendapatkan karyawan					
2	Menurut saya, rekrutmen dapat dilakukan melalui agen tenaga kerja.					

ANGKET 2

Kinerja

NO	PERNYATAAN	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Kinerja Karyawan (Y)						
Kuantitas						
1	Saya selalu menetapkan target dalam bekerja					
Kualitas						
2	Saya selalu menjaga kerapian, kebersihan, dan keteraturan saat bekerja					
Jangka Waktu						
3	Saya dapat menyelesaikan tugas sebelum dateline/batas waktu yang ditentukan					
Kehadiran/absensi						
4	Tingkat absensi saya tinggi selama bekerja ini					
Kerjasama tim						
5	Saya selalu terbuka dengan perbedaan pendapat orang lain					

Lampiran 2

DAFTAR PERTANYAAN

1. Apakah arti perekrutan menurut perusahaan?
2. Apakah tujuan perekrutan untuk perusahaan?
3. Sumber apa saja yang dipakai perusahaan untuk merekrut karyawan?
4. Metode apa saja yang dilakukan perusahaan untuk merekrut karyawan?
5. Syarat apa saja yang harus dimiliki oleh calon karyawan agar bisa diterima menjadi karyawan?
6. Bagaimana proses rekrutmen yang dilakukan oleh perusahaan?
7. Kendala apa yang dihadapi ketika melakukan rekrutmen?

Lampiran 3

Hasil Karakteristik Responden

nomor	jenis kelamin	Usia	lama bekerja	pendidikan
1	2	2	2	1
2	1	3	3	3
3	2	3	2	1
4	2	2	2	3
5	2	1	1	3
6	2	1	1	3
7	1	1	1	1
8	2	3	2	1
9	2	3	1	1
10	2	3	2	1
11	2	2	2	2
12	2	1	1	1
13	2	2	2	1
14	2	2	1	1
15	2	3	3	1
16	2	3	3	3
17	2	2	2	2
18	2	3	2	3
19	2	3	2	3
20	2	3	3	3
21	1	4	3	1
22	2	3	4	1
23	2	2	2	1
24	2	2	2	1
25	1	3	1	1
26	2	3	3	3
27	2	4	4	1
28	2	3	4	1
29	1	2	2	3
30	2	2	1	3
31	2	1	1	1
32	2	3	1	1
33	2	2	2	3
34	2	3	2	1
35	2	3	3	1

36	2	3	4	1
37	2	3	4	1
38	2	3	1	1
39	1	3	2	2
40	2	2	3	1
41	1	4	3	2
42	2	3	4	1

FREQUENCIES VARIABLES=gender usia periode pendidikan
/ORDER=ANALYSIS.

Statistics

		gender	usia	periode	pendidikan
N	Valid	42	42	42	42
	Missing	0	0	0	0

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	16.7	16.7	16.7
	2	35	83.3	83.3	100.0
Total		42	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	11.9	11.9	11.9
	2	12	28.6	28.6	40.5
	3	22	52.4	52.4	92.9
	4	3	7.1	7.1	100.0
Total		42	100.0	100.0	

Periode

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	26.2	26.2	26.2
	2	16	38.1	38.1	64.3
	3	9	21.4	21.4	85.7
	4	6	14.3	14.3	100.0
	Total	42	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	26	61.9	61.9	61.9
	2	4	9.5	9.5	71.4
	3	12	28.6	28.6	100.0
	Total	42	100.0	100.0	

37	4	4	4	4	4	5	4	3	4
38	4	5	4	4	5	5	5	5	5
39	4	5	5	5	5	4	4	4	4
40	4	4	5	5	4	4	4	5	5
41	5	4	4	4	4	5	4	4	4
42	5	5	5	5	4	4	4	3	4

Lampiran 5

Distribusi frekuensi Items

x1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.4	2.4	2.4
3	1	2.4	2.4	4.8
4	27	64.3	64.3	69.0
5	13	31.0	31.0	100.0
Total	42	100.0	100.0	

x1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	23	54.8	54.8	54.8
5	19	45.2	45.2	100.0
Total	42	100.0	100.0	

x2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	2.4	2.4	2.4
4	20	47.6	47.6	50.0
5	21	50.0	50.0	100.0
Total	42	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	1	2.4	2.4	4.8
	4	20	47.6	47.6	52.4
	5	20	47.6	47.6	100.0
	Total	42	100.0	100.0	

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	22	52.4	52.4	52.4
	5	20	47.6	47.6	100.0
	Total	42	100.0	100.0	

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	3	1	2.4	2.4	4.8
	4	23	54.8	54.8	59.5
	5	17	40.5	40.5	100.0
	Total	42	100.0	100.0	

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.4	2.4	2.4
	4	28	66.7	66.7	69.0
	5	13	31.0	31.0	100.0
	Total	42	100.0	100.0	

y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	11.9	11.9	11.9
	4	22	52.4	52.4	64.3
	5	15	35.7	35.7	100.0
	Total	42	100.0	100.0	

y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.8	4.8	4.8
	4	21	50.0	50.0	54.8
	5	19	45.2	45.2	100.0
	Total	42	100.0	100.0	

Lampiran 6

Ditribusi Validitas

X1

```

CORRELATIONS
/VARIABLES=x1.1 x1.2 x1
/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.
    
```

Correlations

		x1.1	x1.2	x1
x1.1	Pearson Correlation	1	.468**	.906**
	Sig. (2-tailed)		.002	.000
	N	42	42	42
x1.2	Pearson Correlation	.468**	1	.798**
	Sig. (2-tailed)	.002		.000
	N	42	42	42
x1	Pearson Correlation	.906**	.798**	1
	Sig. (2-tailed)	.000	.000	
	N	42	42	42

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

Correlations

		x1
x1.1	Pearson Correlation	.906**
	Sig. (2-tailed)	.000
	N	42
x1.2	Pearson Correlation	.798**
	Sig. (2-tailed)	.000
	N	42

X2

CORRELATIONS

/VARIABLES=x2.1 x2.2 x2

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		x2.1	x2.2	x2
x2.1	Pearson Correlation	1	.725**	.914**
	Sig. (2-tailed)		.000	.000
	N	42	42	42
x2.2	Pearson Correlation	.725**	1	.942**
	Sig. (2-tailed)	.000		.000
	N	42	42	42
x2	Pearson Correlation	.914**	.942**	1
	Sig. (2-tailed)	.000	.000	
	N	42	42	42

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

Correlations

		x2
x2.1	Pearson Correlation	.914**
	Sig. (2-tailed)	.000
	N	42
x2.2	Pearson Correlation	.942**
	Sig. (2-tailed)	.000
	N	42

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

Y

CORRELATIONS

/VARIABLES=y1.1 y1.2 y1.3 y1.4 y1.5 y
/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

		y1.1	y1.2	y1.3	y1.4	y1.5	y
y1.1	Pearson Correlation	1	.374*	.597**	.533**	.403**	.691**
	Sig. (2-tailed)		.015	.000	.000	.008	.000
	N	42	42	42	42	42	42
y1.2	Pearson Correlation	.374*	1	.660**	.443**	.541**	.776**
	Sig. (2-tailed)	.015		.000	.003	.000	.000
	N	42	42	42	42	42	42
y1.3	Pearson Correlation	.597**	.660**	1	.670**	.748**	.901**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	42	42	42	42	42	42
y1.4	Pearson Correlation	.533**	.443**	.670**	1	.694**	.827**
	Sig. (2-tailed)	.000	.003	.000		.000	.000
	N	42	42	42	42	42	42
y1.5	Pearson Correlation	.403**	.541**	.748**	.694**	1	.838**
	Sig. (2-tailed)	.008	.000	.000	.000		.000
	N	42	42	42	42	42	42
y	Pearson Correlation	.691**	.776**	.901**	.827**	.838**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42

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

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

Correlations

		Y
y1.1	Pearson Correlation	.691**
	Sig. (2-tailed)	.000
	N	42
y1.2	Pearson Correlation	.776**
	Sig. (2-tailed)	.000
	N	42
y1.3	Pearson Correlation	.901**
	Sig. (2-tailed)	.000
	N	42
y1.4	Pearson Correlation	.827**
	Sig. (2-tailed)	.000
	N	42
y1.5	Pearson Correlation	.838**
	Sig. (2-tailed)	.000
	N	42

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

RELIABILITAS

X1

```

GET
  FILE='H:\dea\DATA MENTAH.sav'.
DATASET NAME DataSet0 WINDOW=FRONT.
RELIABILITY
  /VARIABLES=x1.1 x1.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE

  /SUMMARY=TOTAL.
  
```

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded ^a	0	.0
	Total	42	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.611	2

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	4.4524	.254	.468	.a
x1.2	4.2143	.514	.468	.a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
8.6667	1.106	1.05152	2

X2

```
GET
  FILE='H:\dea\DATA MENTAH.sav'.
DATASET NAME DataSet0 WINDOW=FRONT.
RELIABILITY
  /VARIABLES=x2.1 x2.2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE

  /SUMMARY=TOTAL.
```

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded ^a	0	.0
	Total	42	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.832	2

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	4.4048	.442	.725	. ^a
x2.2	4.4762	.304	.725	. ^a

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
8.8810	1.278	1.13056	2

Y

```
GET
  FILE='H:\dea\DATA MENTAH.sav'.
DATASET NAME DataSet0 WINDOW=FRONT.
RELIABILITY
  /VARIABLES=y1.1 y1.2 y1.3 y1.4 y1.5
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE

  /SUMMARY=TOTAL.
```

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded ^a	0	.0
	Total	42	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.856	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1.1	17.2381	4.430	.556	.854
y1.2	17.4048	3.613	.595	.858
y1.3	17.4286	3.909	.847	.791
y1.4	17.4762	3.670	.704	.818
y1.5	17.3095	3.829	.738	.810

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21.7143	5.868	2.42231	5

Lampiran 7

Regresi Linier Berganda

```

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT C

  /METHOD=ENTER a b.
  
```

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.860 ^a	.740	.727	.25322

a. Predictors: (Constant), SUMBER EKSTERNAL, SUMBER INTERNAL

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.122	2	3.561	55.535	.000 ^a
	Residual	2.501	39	.064		
	Total	9.623	41			

a. Predictors: (Constant), SUMBER EKSTERNAL, SUMBER INTERNAL

b. Dependent Variable: KINERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	.707	.349		2.026	.050			

SUMBER INTERNAL	.378	.166	.410	2.274	.029	.833	.342	.186
SUMBER EKSTERNAL	.353	.134	.474	2.630	.012	.840	.388	.215

a. Dependent Variable: KINERJA



**KEMENTERIAN AGAMA
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BUKTI KONSULTASI

Nama : Dea Tirawati Arinta
NIM/Jurusan : 08510102/ Manajemen
Pembimbing : Dr. Achmad Sani Supriyanto, SE., M.Si
Judul Skripsi : Analisis Pengaruh Sumber Rekrutmen Terhadap Kinerja Karyawan (Studi Kasus pada Asuransi Jiwa Bersama Bumiputera 1912 Devisi Perseorangan Kantor Cabang Wlingi-Blitar)

No	Tanggal	Materi Konsultasi	Tanda Tangan Pembimbing
1	1 Oktober 2011	Pengajuan <i>Outline</i>	1.
2	10 Oktober 2011	Bab I, II, III Perlu di Revisi	2.
3	17 Oktober 2011	Revisi Model Konsep dan Hipotesis	3.
4	27 Oktober 2011	Bab I, II, III & Daftar Pustaka	4.
5	31 Oktober 2011	Acc Proposal	5.
5	05 November 2011	Seminar Proposal	6.
6	18 November 2011	Acc Revisi Proposal	
7	14 Januari 2012	Konsultasi Angket	7.
8	13 Maret 2012	Konsultasi Bab IV	8.
9	17 Maret 2012	konsultasi Bab V	9.
10	20 Maret 2012	Revisi bab I, II, III, IV, V	10.
11	22 Maret 2012	Acc Keseluruhan	11.

Malang, 22 April 2012
Mengetahui:
Ketua Jurusan Manajemen,

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