

LAMPIRAN

LAMPIRAN 1

Kuesioner Penelitian

PENGARUH *SELF EFFICACY* DAN PENGEMBANGAN KARIR TERHADAP KINERJA KARYAWAN PT.TELKOM BLIMBING

Bapak/Ibu, saudara/i responden yang terhormat,

Dalam rangka pengumpulan data untuk sebuah penelitian dan kepentingan ilmiah,
Saya :

Nama : Hebbi Endar Sapvriti

NIM : 11510142

JU\urusan : Ekonomi/ Manajemen

Memohon kesediaan bantuannya untuk menjawab dan mengisi beberapa pertanyaan
dari kuesioner yang diberikan di bawah ini.

Atas waktu yang Anda luangkan, Saya ucapkan banyak terima kasih.

I. IDENTITAS RESPONDEN

Nama :(boleh tidak diisi)

Umur : tahun

Jenis kelamin : Laki-laki / Perempuan (Coret yang tidak perlu)

Pendidikan terakhir :

Masa kerja :

II. PETUNJUK PENGISIAN

1. Jawablah setiap pertanyaan sesuai dengan pendapat Anda.
2. Pilihlah jawaban dengan memberi tanda silang (X) pada salah satu jawaban yang paling sesuai menurut Anda.

Keterangan:

SS : Sangat Setuju S : Setuju

N : Netral KS : Kurang Setuju TS : Tidak Setuju

Daftar pernyataan yang berkaitan dengan *self efficacy* (Keyakinan diri)

NO	DAFTAR PERNYATAAN	SS	S	N	KS	TS
1	Saya optimis dengan kemampuan saya					
2	Saya mampu memotivasi diri saya untuk melaksanakan pekerjaan dengan baik.					
3	Saya tidak pernah khawatir dengan kegagalan					
4	Saya dapat mengendalikan diri saya dengan baik dan fokus pada pekerjaan saya dalam keadaan apapun.					
5	saya mampu memperbaiki pekerjaan saya dengan baik apabila terjadi kesalahan.					
6	Saya mampu memprediksi kegiatan-kegiatan yang akan berpengaruh pada masa depan.					
7	Orang lain percaya pada kemampuan yang saya miliki					

Daftar Pernyataan yang berkaitan dengan pengembangan karir

NO	PERNYATAAN	SS	S	N	KS	TS
1	Perusahaan mendukung dalam hal moril dan juga materil untuk karir karyawan					
2	Perusahaan menempatkan saya pada bidang yang sesuai dengan kemampuan saya					
3	Perusahaan memberikan promosi untuk kenaikan jabatan karyawan					
4	Perusahaan memberikan pelatihan yang cukup untuk meningkatkan kemampuan dalam kinerja karyawan					
5	Saya memiliki perencanaan kerja yang baik					
6	Perusahaan membantu saya dalam peningkatan karir saya					
7	Perusahaan menilai keterampilan karyawan untuk peningkatan karir karyawan					

Daftar pernyataan yang berkaitan dengan kinerja karyawan

NO	PERNYATAAN	SS	S	N	KS	TS
1	Saya mampu mengembangkan kreatifitas saya dengan baik					
2	Saya mengerjakan suatu pekerjaan dengan cekatan					

3	Saya bekerja dengan jujur					
4	Saya menaati peraturan kerja dari perusahaan dengan baik.					
5	Saya dapat melakukan proses kerja dengan baik sesuai standard perusahaan					
6	Skill yang saya miliki sesuai dengan pekerjaan yang saya kerjakan					
7	Saya dapat dengan cepat menyesuaikan diri pada setiap keputusan – keputusan baru yang diambil perusahaan.					
8	Saya mengerjakan suatu pekerjaan dengan penuh perhitungan					
9	Saya dapat bekerja sama dengan baik dalam team.					
10	Saya memiliki tanggung jawab terhadap pekerjaan saya					

Terima kasih atas kerja sama Bapak/Ibu.

Semoga kesuksesan selalu mengiringi langkah kita

x2	Pearson	.522**	.422**	.629**	.766**	.570**	.642**	.569**	1
	Correlation								
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	
	N	63	63	63	63	63	63	63	63

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

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

Correlations

	y1.1	y1.2	y1.3	y1.4	y1.5	y1.6	y1.7	y1.8	y1.9	y1.10	y
y1.1 Pearson	1	.428**	.236	.261*	.113	.174	.094	.138	.108	.194	.436**
Correlation											
Sig. (2-tailed)		.000	.063	.039	.379	.174	.462	.282	.400	.128	.000
N	63	63	63	63	63	63	63	63	63	63	63
y1.2 Pearson	.428**	1	.447**	.300*	.376**	.457**	.391**	.470**	.407**	.525**	.736**
Correlation											
Sig. (2-tailed)	.000		.000	.017	.002	.000	.002	.000	.001	.000	.000
N	63	63	63	63	63	63	63	63	63	63	63
y1.3 Pearson	.236	.447**	1	.642**	.540**	.312*	.355**	.292*	.292*	.413**	.674**
Correlation											
Sig. (2-tailed)	.063	.000		.000	.000	.013	.004	.020	.020	.001	.000
N	63	63	63	63	63	63	63	63	63	63	63
y1.4 Pearson	.261*	.300*	.642**	1	.645**	.358**	.220	.351**	.306*	.402**	.669**
Correlation											
Sig. (2-tailed)	.039	.017	.000		.000	.004	.084	.005	.015	.001	.000
N	63	63	63	63	63	63	63	63	63	63	63
y1.5 Pearson	.113	.376**	.540**	.645**	1	.496**	.303*	.378**	.275*	.498**	.689**
Correlation											
Sig. (2-tailed)	.379	.002	.000	.000		.000	.016	.002	.029	.000	.000
N	63	63	63	63	63	63	63	63	63	63	63
y1.6 Pearson	.174	.457**	.312*	.358**	.496**	1	.497**	.546**	.301*	.453**	.704**
Correlation											
Sig. (2-tailed)	.174	.000	.013	.004	.000		.000	.000	.016	.000	.000
N	63	63	63	63	63	63	63	63	63	63	63
y1.7 Pearson	.094	.391**	.355**	.220	.303*	.497**	1	.494**	.288*	.504**	.630**
Correlation											
Sig. (2-tailed)	.462	.002	.004	.084	.016	.000		.000	.022	.000	.000

N		63	63	63	63	63	63	63	63	63	63	63
y1.8	Pearson Correlation	.138	.470**	.292*	.351**	.378**	.546**	.494**	1	.491**	.440**	.702**
	Sig. (2-tailed)	.282	.000	.020	.005	.002	.000	.000		.000	.000	.000
	N	63	63	63	63	63	63	63	63	63	63	63
y1.9	Pearson Correlation	.108	.407**	.292*	.306*	.275*	.301*	.288*	.491**	1	.593**	.608**
	Sig. (2-tailed)	.400	.001	.020	.015	.029	.016	.022	.000		.000	.000
	N	63	63	63	63	63	63	63	63	63	63	63
y1.10	Pearson Correlation	.194	.525**	.413**	.402**	.498**	.453**	.504**	.440**	.593**	1	.752**
	Sig. (2-tailed)	.128	.000	.001	.001	.000	.000	.000	.000	.000		.000
	N	63	63	63	63	63	63	63	63	63	63	63
y	Pearson Correlation	.436**	.736**	.674**	.669**	.689**	.704**	.630**	.702**	.608**	.752**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	63	63	63	63	63	63	63	63	63	63	63

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

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

UJI RELIABILITY

Reliability

Case Processing Summary

		N	%
Cases	Valid	63	100.0
	Excluded ^a	0	.0
	Total	63	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items

Reliability Statistics

Cronbach's Alpha	N of Items
.718	7

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	26.19	4.737	.488	.673
x1.2	26.10	4.894	.366	.699
x1.3	26.19	4.608	.468	.675
x1.4	26.25	4.418	.535	.658
x1.5	26.13	4.306	.655	.631
x1.6	26.41	4.795	.290	.724
x1.7	26.44	4.799	.280	.727

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
30.62	6.046	2.459	7

```
RELIABILITY
/VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2.6 x2.7
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=SCALE

/SUMMARY=TOTAL.
```

Reliability

Case Processing Summary

		N	%
Cases	Valid	63	100.0
	Excluded ^a	0	.0
	Total	63	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.687	7

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	25.10	5.184	.297	.680
x2.2	25.17	5.598	.216	.695
x2.3	25.14	4.770	.422	.645
x2.4	25.10	4.507	.637	.585
x2.5	25.19	5.092	.374	.658
x2.6	25.22	4.853	.462	.634
x2.7	25.27	5.136	.380	.656

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
29.37	6.494	2.548	7

```
RELIABILITY
/VARIABLES=y1.1 y1.2 y1.3 y1.4 y1.5 y1.6 y1.7 y1.8 y1.9 y1.10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=SCALE

/SUMMARY=TOTAL.
```

Reliability

Case Processing Summary

		N	%
Cases	Valid	63	100.0
	Excluded ^a	0	.0
	Total	63	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.852	10

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	39.08	10.590	.281	.865
y1.2	39.05	9.498	.648	.830
y1.3	38.92	10.010	.586	.836
y1.4	38.97	9.967	.576	.837
y1.5	38.98	9.919	.602	.835
y1.6	38.95	9.594	.605	.834
y1.7	38.97	9.999	.522	.841
y1.8	38.89	9.649	.606	.834
y1.9	38.83	10.179	.504	.843
y1.10	38.94	9.770	.681	.828

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
43.29	12.046	3.471	10

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT y

/METHOD=ENTER x1 x2.

```

LAMPIRAN 4

UJI ASUMSI KLASIK
UJI MULTIKOLINEARITAS

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.551 ^a	.304	.281	2.94389

a. Predictors: (Constant), x2, x1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	226.867	2	113.434	13.089	.000 ^a
	Residual	519.990	60	8.667		
	Total	746.857	62			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14.325	5.673		2.525	.014		
	x1	.511	.157	.362	3.250	.002	.934	1.071
	x2	.453	.152	.333	2.985	.004	.934	1.071

a. Dependent Variable: y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	x1	x2
1	1	2.992	1.000	.00	.00	.00
	2	.005	24.166	.01	.48	.77
	3	.003	32.534	.99	.52	.23

a. Dependent Variable: y

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT y
/METHOD=ENTER x1 x2

/SAVE RESID.
    
```

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.551 ^a	.304	.281	2.94389

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	226.867	2	113.434	13.089	.000 ^a
	Residual	519.990	60	8.667		
	Total	746.857	62			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14.325	5.673		2.525	.014		
	x1	.511	.157	.362	3.250	.002	.934	1.071
	x2	.453	.152	.333	2.985	.004	.934	1.071

a. Dependent Variable: y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	x1	x2
1	1	2.992	1.000	.00	.00	.00
	2	.005	24.166	.01	.48	.77
	3	.003	32.534	.99	.52	.23

a. Dependent Variable: y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	39.4575	47.5675	43.2857	1.91289	63
Residual	-5.12750	6.49737	.00000	2.89602	63
Std. Predicted Value	-2.001	2.238	.000	1.000	63
Std. Residual	-1.742	2.207	.000	.984	63

a. Dependent Variable: y

```

COMPUTE abs=ABS(RES_1).
EXECUTE.
NONPAR CORR
/VARIABLES=x1 x2 abs
/PRINT=SPEARMAN TWOTAIL NOSIG

/MISSING=PAIRWISE.

```

Nonparametric Correlations

Correlations

			x1	x2	abs
Spearman's rho	x1	Correlation Coefficient	1.000	.223	.211
		Sig. (2-tailed)	.	.078	.096
		N	63	63	63
	x2	Correlation Coefficient	.223	1.000	.061
		Sig. (2-tailed)	.078	.	.634
		N	63	63	63
	abs	Correlation Coefficient	.211	.061	1.000
		Sig. (2-tailed)	.096	.634	.
		N	63	63	63

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT y
/METHOD=ENTER x1 x2
/RESIDUALS DURBIN

/SAVE RESID.
    
```

AUTOKORELASI

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.551 ^a	.304	.281	2.94389	2.119

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	226.867	2	113.434	13.089	.000 ^a
	Residual	519.990	60	8.667		
	Total	746.857	62			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.325	5.673		2.525	.014
	x1	.511	.157	.362	3.250	.002
	x2	.453	.152	.333	2.985	.004

a. Dependent Variable: y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	39.4575	47.5675	43.2857	1.91289	63
Residual	-5.12750	6.49737	.00000	2.89602	63
Std. Predicted Value	-2.001	2.238	.000	1.000	63
Std. Residual	-1.742	2.207	.000	.984	63

a. Dependent Variable: y

NPART TESTS
 /K-S (NORMAL) =RES_1
 /MISSING ANALYSIS.

NORMALITAS

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		63
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	2.89602078
Most Extreme Differences	Absolute	.131
	Positive	.131
	Negative	-.066
Kolmogorov-Smirnov Z		1.037
Asymp. Sig. (2-tailed)		.233

a. Test distribution is Normal.

```
REGRESSION
/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA ZPP
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT y
/METHOD=ENTER x1 x2

/SAVE RESID.
```

LAMPIRAN 5

REGRESI LINEAR BERGANDA

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
y	43.2857	3.47075	63
x1	30.6190	2.45888	63
x2	29.3651	2.54825	63

Correlations

		y	x1	x2
Pearson Correlation	y	1.000	.448	.426
	x1	.448	1.000	.257
	x2	.426	.257	1.000
Sig. (1-tailed)	y	.	.000	.000
	x1	.000	.	.021
	x2	.000	.021	.
N	y	63	63	63
	x1	63	63	63
	x2	63	63	63

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: y

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.551 ^a	.304	.281	2.94389

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	226.867	2	113.434	13.089	.000 ^a
	Residual	519.990	60	8.667		
	Total	746.857	62			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	14.325	5.673		2.525	.014			
	x1	.511	.157	.362	3.250	.002	.448	.387	.350
	x2	.453	.152	.333	2.985	.004	.426	.360	.322

a. Dependent Variable: y

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	39.4575	47.5675	43.2857	1.91289	63
Residual	-5.12750	6.49737	.00000	2.89602	63
Std. Predicted Value	-2.001	2.238	.000	1.000	63
Std. Residual	-1.742	2.207	.000	.984	63

a. Dependent Variable: y