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**Lampiran 1 :****KUESIONER PENELITIAN****PENGARUH PERSEPSI DUKUNGAN ORGANISASI DAN KOMUNIKASI ORGANISASI TERHADAP LOYALITAS KARYAWAN MELALUI KEPUASAN KERJA PADA PT. MULTIGUNA INTERNASIONAL PERSADA KANTOR REGIONAL JAWA TIMUR**

Responden yang terhormat,

Saya adalah mahasiswa Program Strata Satu Jurusan Manajemen Sumber Daya Manusia dari Universitas Narotama Surabaya. Tujuan dari kuesioner ini adalah untuk memperoleh data tentang pengaruh persepsi dukungan organisasi dan komunikasi organisasi terhadap loyalitas karyawan melalui kepuasan kerja pada PT. Multiguna Internasional Persada kantor regional Jawa Timur di Surabaya. Data Tersebut akan saya pergunakan untuk menyelesaikan Tugas Akhir (Skripsi) saya dalam memperoleh gelar Sarjana Manajemen.

Jawaban Saudara akan saya rahasiakan dan hanya akan saya pergunakan untuk keperluan penulisan skripsi ini saja.

Saya ucapkan terima kasih banyak atas partisipasinya.

**IDENTITAS RESPONDEN**

1. Nama :
2. Jenis Kelamin :
3. Usia :
4. Pendidikan :
5. Masa Kerja :

**PETUNJUK PENGISIAN :**

Berikan penilaian Bapak/Ibu/Sdr dengan memberikan tanda silang (X) pada kolom yang paling anda anggap tepat.

Keterangan Jawaban :

- |     |                       |
|-----|-----------------------|
| STS | : Sangat Tidak Setuju |
| TS  | : Tidak Setuju        |
| CS  | : Cukup Setuju        |
| S   | : Setuju              |
| SS  | : Sangat Setuju       |

### A. Persepsi Dukungan Organisasi

| NO | PERNYATAAN  | Jawaban |    |    |   |    |
|----|---|---------|----|----|---|----|
|    |   | 1       | 2  | 3  | 4 | 5  |
|    |   | STS     | TS | CS | S | SS |
| 1  | Saya selama bekerja diberikan penghargaan dalam bentuk finansial dan nonfinansial oleh perusahaan |         |    |    |   |    |
| 2  | Perusahaan berempati kepada saya selama menjalankan tugas   |         |    |    |   |    |
| 3  | Perusahaan memperhatikan kondisi emosi dan perasaan saya sebagai karyawan                         |         |    |    |   |    |

### B. Komunikasi Organisasi

| NO | PERNYATAAN   | Jawaban |    |    |   |    |
|----|--|---------|----|----|---|----|
|    |  | 1       | 2  | 3  | 4 | 5  |
|    |  | STS     | TS | CS | S | SS |
| 1  | Komunikasi yang berjalan di perusahaan cukup jelas sehingga dapat dipahami oleh manajemen, pimpinan dan karyawan               |         |    |    |   |    |
| 2  | Terdapat kesamaan di antara manajemen, pimpinan dan karyawan dalam memahami informasi yang dikomunikasikan di dalam perusahaan |         |    |    |   |    |
| 3  | Terjadi umpan balik dalam komunikasi yang dilakukan oleh manajemen, pimpinan dan karyawan di perusahaan                        |         |    |    |   |    |

### C. Kepuasan Kerja

| NO | PERNYATAAN   | Jawaban |    |    |   |    |
|----|--|---------|----|----|---|----|
|    |  | 1       | 2  | 3  | 4 | 5  |
|    |  | STS     | TS | CS | S | SS |
| 1  | Atasan bersikap adil dengan bawahannya   |         |    |    |   |    |
| 2  | Perusahaan memberikan peluang untuk promosi karyawan secara adil                 |         |    |    |   |    |
| 3  | Perusahaan memberikan fasilitas dan asuransi kepada karyawan                     |         |    |    |   |    |
| 4  | Perusahaan memberikan penghargaan sebagai rasa hormat kepada karyawan yang telah |         |    |    |   |    |

|   |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
|   | berkontribusi kepada perusahaan                        |  |  |  |  |  |
| 5 | Saya bekerja sesuai dengan Standar Operation Prosedure |  |  |  |  |  |

#### D. Loyalitas Karyawan

| NO | PERNYATAAN  | Jawaban |    |    |   |    |
|----|---|---------|----|----|---|----|
|    |   | 1       | 2  | 3  | 4 | 5  |
|    |   | STS     | TS | CS | S | SS |
| 1  | Saya patuh dengan peraturan yang ditetapkan oleh perusahaan                             |         |    |    |   |    |
| 2  | Saya bertanggung jawab dalam menjalankan pekerjaan                                      |         |    |    |   |    |
| 3  | Saya ikhlas dalam menjalankan tugas dan pekerjaan yang telah ditetapkan oleh perusahaan |         |    |    |   |    |
| 4  | Saya jujur dalam menjalankan tugas dan pekerjaan yang telah ditetapkan oleh perusahaan  |         |    |    |   |    |

#### Lampiran 2 :

#### REKAPITULASI JAWABAN RESPONDEN

#### Variabel Pemberian Persepsi Dukungan Organisasi

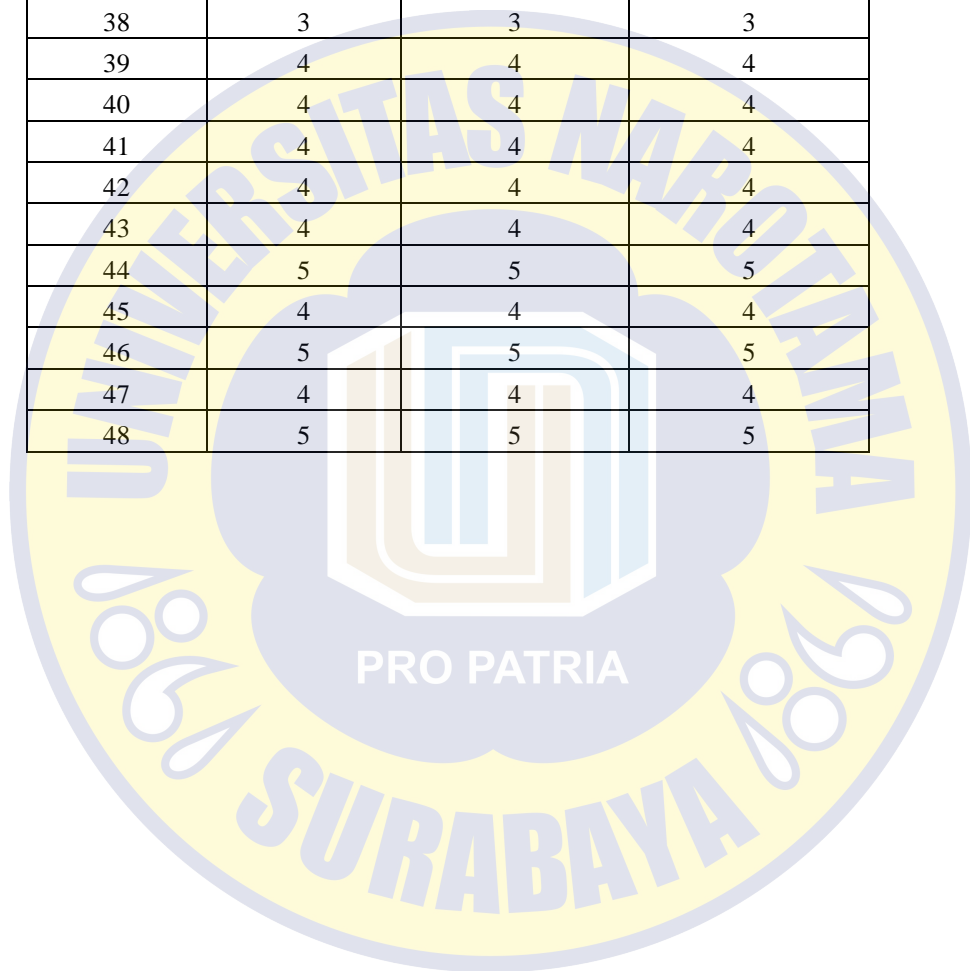
| Responden | PDO1 | PDO2 | PDO3 |
|-----------|------|------|------|
| 1         | 5    | 5    | 5    |
| 2         | 4    | 4    | 4    |
| 3         | 4    | 4    | 4    |
| 4         | 4    | 4    | 4    |
| 5         | 4    | 4    | 4    |
| 6         | 4    | 4    | 4    |
| 7         | 5    | 5    | 5    |
| 8         | 4    | 4    | 4    |
| 9         | 4    | 4    | 4    |
| 10        | 4    | 4    | 4    |
| 11        | 4    | 4    | 4    |
| 12        | 4    | 4    | 4    |
| 13        | 4    | 4    | 4    |
| 14        | 4    | 4    | 4    |
| 15        | 4    | 4    | 4    |

| <b>Responden</b> | <b>PDO1</b> | <b>PDO2</b> | <b>PDO3</b> |
|------------------|-------------|-------------|-------------|
| 16               | 4           | 4           | 4           |
| 17               | 4           | 4           | 4           |
| 18               | 4           | 4           | 4           |
| 19               | 4           | 4           | 4           |
| 20               | 4           | 4           | 4           |
| 21               | 3           | 3           | 4           |
| 22               | 3           | 3           | 3           |
| 23               | 3           | 3           | 3           |
| 24               | 3           | 3           | 3           |
| 25               | 3           | 3           | 3           |
| 26               | 3           | 3           | 3           |
| 27               | 3           | 3           | 3           |
| 28               | 3           | 3           | 3           |
| 29               | 3           | 3           | 3           |
| 30               | 3           | 3           | 3           |
| 31               | 3           | 3           | 3           |
| 32               | 3           | 3           | 3           |
| 33               | 3           | 3           | 3           |
| 34               | 4           | 4           | 4           |
| 35               | 5           | 5           | 5           |
| 36               | 4           | 4           | 4           |
| 37               | 4           | 4           | 4           |
| 38               | 4           | 4           | 4           |
| 39               | 4           | 4           | 4           |
| 40               | 4           | 4           | 4           |
| 41               | 5           | 5           | 5           |
| 42               | 4           | 4           | 4           |
| 43               | 5           | 5           | 5           |
| 44               | 4           | 4           | 4           |
| 45               | 5           | 5           | 5           |
| 46               | 5           | 5           | 5           |
| 47               | 5           | 5           | 5           |
| 48               | 5           | 5           | 5           |

### Variabel Komunikasi Organisasi

| Responden | KO1 | KO2 | KO3 |
|-----------|-----|-----|-----|
| 1         | 4   | 5   | 5   |
| 2         | 5   | 4   | 4   |
| 3         | 4   | 5   | 4   |
| 4         | 4   | 4   | 4   |
| 5         | 4   | 4   | 4   |
| 6         | 4   | 4   | 4   |
| 7         | 4   | 4   | 4   |
| 8         | 4   | 4   | 4   |
| 9         | 4   | 4   | 4   |
| 10        | 3   | 3   | 3   |
| 11        | 4   | 4   | 4   |
| 12        | 4   | 4   | 4   |
| 13        | 4   | 4   | 4   |
| 14        | 4   | 4   | 4   |
| 15        | 4   | 4   | 4   |
| 16        | 4   | 4   | 4   |
| 17        | 4   | 4   | 4   |
| 18        | 4   | 4   | 4   |
| 19        | 4   | 4   | 4   |
| 20        | 4   | 3   | 4   |
| 21        | 3   | 3   | 3   |
| 22        | 3   | 3   | 3   |
| 23        | 3   | 3   | 3   |
| 24        | 5   | 5   | 5   |
| 25        | 3   | 3   | 3   |
| 26        | 3   | 3   | 3   |
| 27        | 3   | 3   | 3   |
| 28        | 3   | 3   | 3   |
| 29        | 3   | 3   | 3   |
| 30        | 3   | 3   | 3   |
| 31        | 3   | 3   | 3   |
| 32        | 3   | 3   | 3   |

| <b>Responden</b> | <b>KO1</b> | <b>KO2</b> | <b>KO3</b> |
|------------------|------------|------------|------------|
| 33               | 3          | 3          | 3          |
| 34               | 4          | 4          | 4          |
| 35               | 4          | 4          | 4          |
| 36               | 4          | 3          | 4          |
| 37               | 3          | 3          | 3          |
| 38               | 3          | 3          | 3          |
| 39               | 4          | 4          | 4          |
| 40               | 4          | 4          | 4          |
| 41               | 4          | 4          | 4          |
| 42               | 4          | 4          | 4          |
| 43               | 4          | 4          | 4          |
| 44               | 5          | 5          | 5          |
| 45               | 4          | 4          | 4          |
| 46               | 5          | 5          | 5          |
| 47               | 4          | 4          | 4          |
| 48               | 5          | 5          | 5          |





### Variabel Kepuasan Kerja

| Responden | KK1 | KK2 | KK3 | KK4 | KK5 |
|-----------|-----|-----|-----|-----|-----|
| 1         | 4   | 5   | 4   | 5   | 4   |
| 2         | 4   | 4   | 4   | 4   | 4   |
| 3         | 4   | 4   | 4   | 4   | 4   |
| 4         | 4   | 4   | 4   | 4   | 4   |
| 5         | 4   | 4   | 4   | 4   | 2   |
| 6         | 4   | 4   | 4   | 4   | 2   |
| 7         | 4   | 4   | 4   | 4   | 2   |
| 8         | 3   | 3   | 3   | 3   | 3   |
| 9         | 4   | 4   | 4   | 3   | 3   |
| 10        | 4   | 4   | 4   | 3   | 3   |
| 11        | 4   | 4   | 4   | 3   | 3   |
| 12        | 4   | 4   | 4   | 3   | 3   |
| 13        | 4   | 4   | 4   | 3   | 3   |
| 14        | 4   | 4   | 4   | 3   | 3   |
| 15        | 4   | 4   | 4   | 3   | 3   |
| 16        | 4   | 4   | 4   | 3   | 3   |
| 17        | 4   | 4   | 4   | 3   | 3   |
| 18        | 4   | 3   | 4   | 3   | 3   |
| 19        | 3   | 3   | 3   | 3   | 3   |
| 20        | 3   | 3   | 3   | 3   | 3   |
| 21        | 3   | 3   | 3   | 3   | 3   |
| 22        | 5   | 5   | 5   | 5   | 5   |
| 23        | 3   | 3   | 3   | 3   | 3   |
| 24        | 3   | 3   | 3   | 3   | 3   |
| 25        | 3   | 3   | 3   | 3   | 3   |
| 26        | 3   | 3   | 3   | 3   | 3   |
| 27        | 3   | 3   | 3   | 3   | 3   |
| 28        | 3   | 3   | 3   | 3   | 3   |
| 29        | 3   | 3   | 3   | 3   | 3   |
| 30        | 3   | 3   | 3   | 3   | 3   |
| 31        | 3   | 3   | 3   | 3   | 3   |
| 32        | 4   | 4   | 4   | 4   | 4   |

| <b>Responden</b> | <b>KK1</b> | <b>KK2</b> | <b>KK3</b> | <b>KK4</b> | <b>KK5</b> |
|------------------|------------|------------|------------|------------|------------|
| 33               | 4          | 4          | 4          | 4          | 4          |
| 34               | 4          | 3          | 4          | 3          | 3          |
| 35               | 3          | 3          | 3          | 3          | 3          |
| 36               | 3          | 3          | 3          | 3          | 3          |
| 37               | 4          | 4          | 4          | 4          | 4          |
| 38               | 4          | 4          | 4          | 4          | 4          |
| 39               | 4          | 4          | 4          | 4          | 4          |
| 40               | 4          | 4          | 4          | 4          | 4          |
| 41               | 4          | 4          | 4          | 4          | 4          |
| 42               | 5          | 5          | 5          | 5          | 5          |
| 43               | 4          | 4          | 4          | 4          | 4          |
| 44               | 5          | 5          | 5          | 5          | 5          |
| 45               | 4          | 4          | 4          | 4          | 4          |
| 46               | 5          | 5          | 5          | 5          | 5          |
| 47               | 5          | 5          | 5          | 5          | 5          |
| 48               | 5          | 5          | 5          | 5          | 5          |

### Variabel Loyalitas Karyawan

| Responden | LK1 | LK2 | LK3 | LK4 |
|-----------|-----|-----|-----|-----|
| 1         | 5   | 5   | 5   | 4   |
| 2         | 4   | 4   | 4   | 5   |
| 3         | 4   | 4   | 4   | 4   |
| 4         | 4   | 4   | 4   | 5   |
| 5         | 4   | 4   | 4   | 4   |
| 6         | 4   | 4   | 4   | 4   |
| 7         | 5   | 4   | 4   | 5   |
| 8         | 4   | 4   | 3   | 4   |
| 9         | 4   | 4   | 4   | 5   |
| 10        | 4   | 3   | 4   | 4   |
| 11        | 4   | 4   | 4   | 4   |
| 12        | 4   | 4   | 4   | 5   |
| 13        | 4   | 4   | 4   | 4   |
| 14        | 4   | 4   | 4   | 4   |
| 15        | 4   | 4   | 4   | 5   |
| 16        | 4   | 4   | 4   | 4   |
| 17        | 4   | 4   | 4   | 5   |
| 18        | 4   | 4   | 3   | 4   |
| 19        | 4   | 4   | 3   | 4   |
| 20        | 4   | 4   | 3   | 5   |
| 21        | 4   | 3   | 3   | 4   |
| 22        | 3   | 3   | 5   | 5   |
| 23        | 3   | 3   | 3   | 4   |
| 24        | 3   | 5   | 3   | 4   |
| 25        | 3   | 3   | 3   | 4   |
| 26        | 3   | 3   | 3   | 5   |
| 27        | 3   | 3   | 3   | 4   |
| 28        | 3   | 3   | 3   | 5   |
| 29        | 3   | 3   | 3   | 4   |
| 30        | 3   | 3   | 3   | 4   |
| 31        | 3   | 3   | 3   | 5   |
| 32        | 3   | 3   | 4   | 4   |

| Responden | LK1 | LK2 | LK3 | LK4 |
|-----------|-----|-----|-----|-----|
| 33        | 3   | 3   | 4   | 5   |
| 34        | 4   | 4   | 3   | 4   |
| 35        | 5   | 4   | 3   | 4   |
| 36        | 4   | 4   | 3   | 5   |
| 37        | 4   | 3   | 4   | 4   |
| 38        | 4   | 3   | 4   | 5   |
| 39        | 4   | 4   | 4   | 5   |
| 40        | 4   | 4   | 4   | 5   |
| 41        | 5   | 4   | 4   | 4   |
| 42        | 4   | 4   | 5   | 5   |
| 43        | 5   | 4   | 4   | 4   |
| 44        | 4   | 5   | 5   | 4   |
| 45        | 5   | 4   | 4   | 5   |
| 46        | 5   | 5   | 5   | 4   |
| 47        | 5   | 4   | 5   | 5   |
| 48        | 5   | 5   | 5   | 4   |

### Lampiran 3 : Output SPSS

#### orrelations

#### Correlations

|                      |                     | PDO1   | PDO2   | PDO3   | Variabel<br>PDO |
|----------------------|---------------------|--------|--------|--------|-----------------|
| PDO1                 | Pearson Correlation | 1      | ,921** | ,907** | ,963**          |
|                      | Sig. (2-tailed)     |        | ,000   | ,000   | ,000            |
|                      | N                   | 48     | 48     | 48     | 48              |
| PDO2                 | Pearson Correlation | ,921** | 1      | ,986** | ,990**          |
|                      | Sig. (2-tailed)     | ,000   |        | ,000   | ,000            |
|                      | N                   | 48     | 48     | 48     | 48              |
| PDO3                 | Pearson Correlation | ,907** | ,986** | 1      | ,982**          |
|                      | Sig. (2-tailed)     | ,000   | ,000   |        | ,000            |
|                      | N                   | 48     | 48     | 48     | 48              |
| Variabel<br>1<br>PDO | Pearson Correlation | ,916** | ,995** | ,982** | ,988**          |
|                      | Sig. (2-tailed)     | ,000   | ,000   | ,000   |                 |
|                      | N                   | 48     | 48     | 48     | 48              |

|  |  |  |  |  |
|--|--|--|--|--|
|  |  |  |  |  |
|--|--|--|--|--|

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

## Reliability

Scale: ALL VARIABLES

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 48 | 96,0  |
|       | Excluded <sup>a</sup> | 2  | 4,0   |
|       | Total                 | 50 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,991             | 3          |

## Correlations

### Correlations

|             |                     | KO1    | KO2    | KO3    | Variabel KO |
|-------------|---------------------|--------|--------|--------|-------------|
| KO1         | Pearson Correlation | 1      | ,909** | ,891** | ,929**      |
|             | Sig. (2-tailed)     |        | ,000   | ,000   | ,000        |
|             | N                   | 48     | 48     | 48     | 48          |
| KO2         | Pearson Correlation | ,909** | 1      | ,934** | ,967**      |
|             | Sig. (2-tailed)     | ,000   |        | ,000   | ,000        |
|             | N                   | 48     | 48     | 48     | 48          |
| KO3         | Pearson Correlation | ,891** | ,934** | 1      | ,967**      |
|             | Sig. (2-tailed)     | ,000   | ,000   |        | ,000        |
|             | N                   | 48     | 48     | 48     | 48          |
| Variabel KO | Sig. (2-tailed)     | ,000   | ,000   | ,000   |             |
|             | N                   | 48     | 48     | 48     | 48          |

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

## Reliability

Scale: ALL VARIABLES

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 48 | 96,0  |
|       | Excluded <sup>a</sup> | 2  | 4,0   |
|       | Total                 | 50 | 100,0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,975             | 3          |

## Correlations

### Correlations

|     |                     | KK1    | KK2    | KK3    | KK4    | KK5    | Variabel KK |
|-----|---------------------|--------|--------|--------|--------|--------|-------------|
| KK1 | Pearson Correlation | 1      | ,924** | ,915** | ,869** | ,832** | ,941**      |
|     | Sig. (2-tailed)     |        | ,000   | ,000   | ,000   | ,000   | ,000        |
|     | N                   | 48     | 48     | 48     | 48     | 48     | 48          |
| KK2 | Pearson Correlation | ,924** | 1      | ,944** | ,925** | ,878** | ,969**      |
|     | Sig. (2-tailed)     | ,000   |        | ,000   | ,000   | ,000   | ,000        |
|     | N                   | 48     | 48     | 48     | 48     | 48     | 48          |
| KK3 | Pearson Correlation | ,915** | ,944** | 1      | ,946** | ,909** | ,978**      |
|     | Sig. (2-tailed)     | ,000   | ,000   |        | ,000   | ,000   | ,000        |
|     | N                   | 48     | 48     | 48     | 48     | 48     | 48          |
| KK4 | Pearson Correlation | ,869** | ,925** | ,946** | 1      | ,948** | ,975**      |
|     | Sig. (2-tailed)     | ,000   | ,000   | ,000   |        | ,000   | ,000        |
|     | N                   | 48     | 48     | 48     | 48     | 48     | 48          |
| KK5 | Pearson Correlation | ,832** | ,878** | ,909** | ,948** | 1      | ,951**      |

|             |                     |        |        |        |        |        |      |
|-------------|---------------------|--------|--------|--------|--------|--------|------|
|             | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   |        | ,000 |
|             | N                   | 48     | 48     | 48     | 48     | 48     | 48   |
| Variabel KK | Pearson Correlation | ,941** | ,969** | ,978** | ,975** | ,951** | 1    |
|             | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   |      |
|             | N                   | 48     | 48     | 48     | 48     | 48     | 48   |

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

### Reliability

Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 48 | 96,0  |
|       | Excluded <sup>a</sup> | 2  | 4,0   |
|       | Total                 | 50 | 100,0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,980             | 5          |

### Correlations

#### Correlations

|     |                     | LK1    | LK2    | LK3    | LK4    | Variabel LK |
|-----|---------------------|--------|--------|--------|--------|-------------|
| LK1 | Pearson Correlation | 1      | ,313** | ,296** | ,832** | ,694**      |
|     | Sig. (2-tailed)     |        | ,000   | ,000   | ,000   | ,000        |
|     | N                   | 164    | 164    | 164    | 48     | 164         |
| LK2 | Pearson Correlation | ,313** | 1      | ,560** | ,878** | ,810**      |
|     | Sig. (2-tailed)     | ,000   |        | ,000   | ,000   | ,000        |
|     | N                   | 164    | 164    | 164    | 48     | 164         |
| LK3 | Pearson Correlation | ,296** | ,560** | 1      | ,909** | ,806**      |
|     | Sig. (2-tailed)     | ,000   | ,000   | 0,000  | ,000   | ,000        |
|     | N                   | 164    | 164    | 164    | 48     | 164         |
|     | Pearson Correlation | ,832** | ,878** | ,909** | ,948** | 1           |

|             |                 |      |       |       |       |       |
|-------------|-----------------|------|-------|-------|-------|-------|
| Variabel LK | Sig. (2-tailed) | ,000 | 0,000 | 0,000 | 0,000 | 0,000 |
|             | N               | 48   | 48    | 48    | 48    | 48    |
|             | Sig. (2-tailed) |      |       |       |       |       |
|             | N               | 48   | 48    | 48    | 48    | 48    |

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

### Reliability

Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 48 | 96,0  |
|       | Excluded <sup>a</sup> | 2  | 4,0   |
|       | Total                 | 50 | 100,0 |

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

#### Reliability Statistics

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| ,657             | 3          |

### Regression

#### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered                         | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1     | Variabel PDO,<br>Variabel KO <sup>b</sup> |                   | Enter  |

a. Dependent Variable: Variabel KK

b. All requested variables entered.



**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,631 <sup>a</sup> | ,398     | ,390              | 3,098                      |

a. Predictors: (Constant), Variabel KO, Variabel PDO

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1021,725       | 2  | 510,863     | 53,213 | ,000 <sup>b</sup> |
|       | Residual   | 1545,665       | 47 | 9,600       |        |                   |
|       | Total      | 2567,390       | 49 |             |        |                   |

a. Dependent Variable: Variabel KK

b. Predictors: (Constant), Variabel PDO, Variabel KO

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

| Model |             | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-------------|-----------------------------|------------|---------------------------|-------|------|
|       |             | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)  | 4,988                       | 1,538      |                           | 3,244 | ,001 |
|       | Variabel PI | ,172                        | ,054       | ,204                      | 3,169 | ,002 |
|       | Variabel FK | ,540                        | ,065       | ,536                      | 8,333 | ,000 |

a. Dependent Variable: Variabel KK

**Regression****Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered   | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1     | Variabel KK,<br>Variabel PDO,<br>Variabel KO <sup>b</sup> |                   | Enter  |

a. Dependent Variable: Variabel LK

b. All requested variables entered.

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,983 <sup>a</sup> | ,966     | ,966              | ,342                       |

a. Predictors: (Constant), Variabel KK, Variabel PDO, Variabel KO

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F        | Sig.              |
|-------|------------|----------------|-----|-------------|----------|-------------------|
| 1     | Regression | 538,406        | 3   | 179,469     | 1534,220 | ,000 <sup>b</sup> |
|       | Residual   | 18,716         | 160 | ,117        |          |                   |
|       | Total      | 557,122        | 163 |             |          |                   |

a. Dependent Variable: Variabel LK

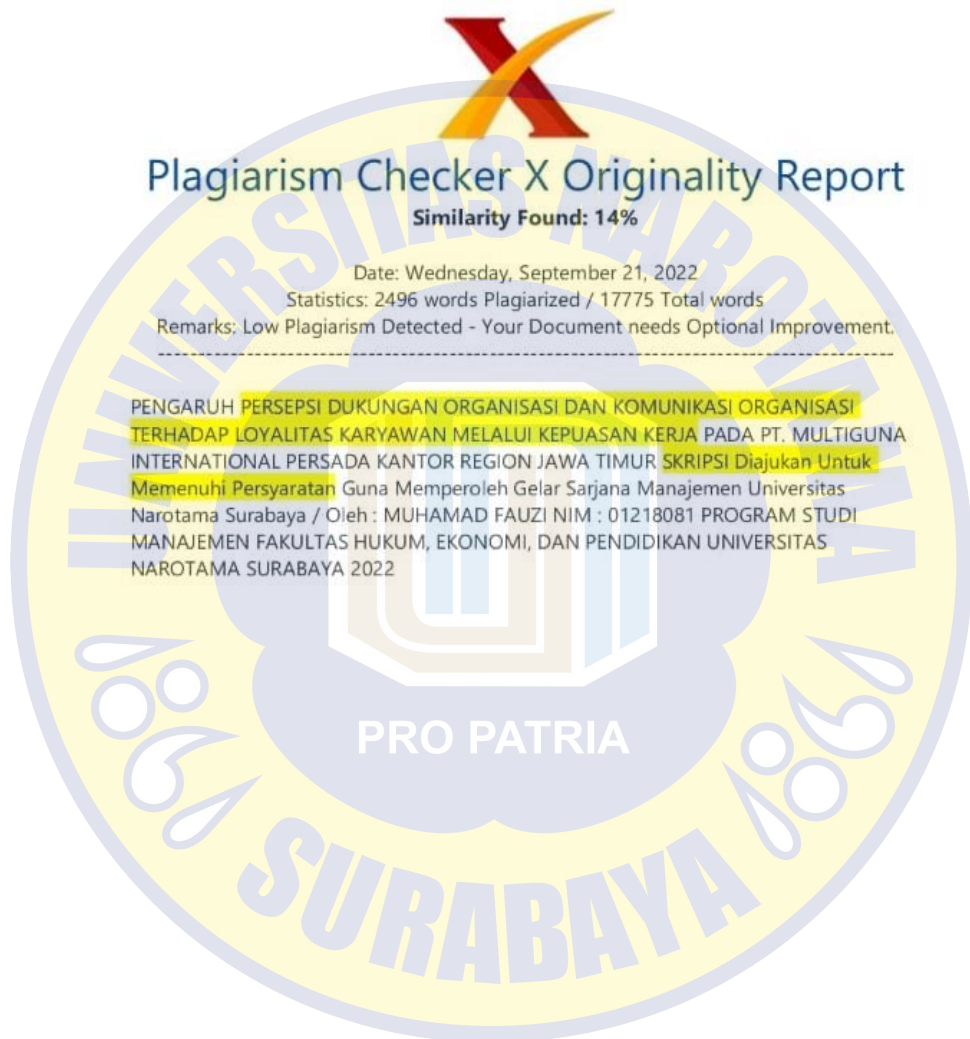
b. Predictors: (Constant), Variabel KK, Variabel PDO, Variabel KO

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

| Model |              | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|
|       |              | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)   | ,363                        | ,175       |                           | 2,072  | ,040 |
|       | Variabel PDO | ,172                        | ,006       | ,439                      | 27,920 | ,000 |
|       | Variabel KO  | ,210                        | ,009       | ,447                      | 24,498 | ,000 |
|       | Variabel KK  | ,171                        | ,009       | ,367                      | 19,630 | ,000 |

a. Dependent Variable: Variabel LK

## Lampiran 4 : Hasil Uji Plagiasi



Lampiraan 5 : Sertifikat Conference



## Lampiran 6 : Form Bimbingan Skripsi

**UNIVERSITAS**  
**Widyadarmasurabaya**

**FAKULTAS**  
**HUKUM, EKONOMI DAN PENDIDIKAN**

**BERITA ACARA BIMBINGAN SKRIPSI**

No. Dokumen : FM-FEB/05/07  
Tgl. Terbit : 01 Okt 2018  
Revisi : 00

1 NAMA MAHASISWA : MUHAMAD FAUZI  
2 NIM : 01218081  
3 FAKULTAS : EKONOMI DAN BISNIS  
4 PROGRAM STUDI : MANAJEMEN  
5 TOPIK SKRIPSI : MANAJEMEN SDM  
6 TANGGAL PENGHAJUAN : 21 Februari 2022  
7 NAMA PEMBIMBING I : IGA AJU NITYA DHARMANI S.ST., S.E., M.M  
8 NAMA PEMBIMBING II :  
9 URAIAN KONSULTASI :

| NO | TANGGAL      | JADWAL KEGIATAN PENELITIAN                   | MONITORING  |                    |
|----|--------------|--|---|--------------------|
|    |              |  | CATATAN   | PARAF PEMBIMBING   |
| 1  | 26/ Feb 22   | Observasi obyek penelitian                   | Penentuan judul dan obyek                             | <i>[Signature]</i> |
| 2  | 16/8 Mar 22  | Observasi terhadap fenomena bisnis/manajemen | Observasi dan tanya jawab kejurusan bisnis            | <i>[Signature]</i> |
| 3  | 21/ Apr 22   | Menentukan masalah penelitian                | ---   | <i>[Signature]</i> |
| 4  | 25/5 22      | Kajian teoritis & Empiris                    | Memang Sekeloa Apa yg terdapat di obyek penelitian    | <i>[Signature]</i> |
| 5  | 4/4 22       | Sintesa dan Rasionalisasi teori              | penelitian dari konsep ke dalam smp.                  | <i>[Signature]</i> |
| 6  | 22/4 22      | Pendekatan Metodologi penelitian             | pengumpulan data penelitian                           | <i>[Signature]</i> |
| 7  | 4/5 22       | Pembuatan instrument penelitian              | melakukan wawancara yang terdapat di obyek penelitian | <i>[Signature]</i> |
| 8  | 24/5 22      | Pengumpulan data                             | Penyisihan dan koreksi keabsahan                      | <i>[Signature]</i> |
| 9  | 9/6 22       | Tabulasi & Pengolahan Data                   | hasil wawancara terdapat 1 pengisi                    | <i>[Signature]</i> |
| 10 | 27/7 22      | Deskripsi Hasil Penelitian                   | penyusunan  | <i>[Signature]</i> |
| 11 | 23/7 22      | Intepretasi Hasil Penelitian                 | melengkapi hasil                                      | <i>[Signature]</i> |
| 12 | 20/7 31/7 07 | Kelengkapan Data                             |   | <i>[Signature]</i> |

Sidang Skripsi

10. TANGGAL SELESAI BIMBINGAN : 10 Agustus 2022.

11. TELAH DIEVALUASI DAN SIAP UNTUK DIUJI

SURABAYA, 10 Agustus 2022.

DOSEN PEMBIMBING : Iga Aju Nitya Dharmani S.ST., S.E., M.M

Ka. Prodi Manajemen : I Putu Artaya, SE., MM

## Lampiran 7 : Biodata Penulis



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## Pendidikan

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