

LAMPIRAN

1.Lampiran

KUESIONER PENELITIAN

Lampiran : Kuesioner Penelitian

Perihal : Permohonan Menjadi Responden Penelitian

Kepada

Yth. Bapak/Ibu/Sdr(i) Responden

Karyawan PT. Tanjung Prima Tanjung Enim

Dengan Hormat,

Sehubungan dengan saat ini saya sedang melaksanakan penelitian sebagai tugas akhir dengan judul “Pengaruh Proses Rekrutmen Terhadap Kinerja Karyawan PT. TANJUNG PRIMA Tanjung Enim ”. Berkaitan dengan hal ini, mohon kiranya Bapak/Ibu/Sdr(i) berkenan untuk mengisi kuesioner dengan jujur dan sebenarnya, karena identitas dan jawaban dari responden terjaga kerahasiaannya dan kuisoneer ini tidak akan berpengaruh apapun terhadap responden karena hanya digunakan untuk keperluan ilmiah serta dimanfaatkan untuk tujuan akademis. Atas perhatian dan kerjasama Bapak/Ibu/Sdr(i) diucapkan terima kasih.

Peneliti

Zazkia Novera

I. PETUNJUK PENGISIAN KUESIONER:

1. Mohon diisi identitas responden sesuai dengan yang terlampir.
2. Saat responden mengisi jawaban diharapkan memberikan jawaban yang paling sesuai dengan persepsi Bapak/Ibu terhadap penelitian ini.
3. Responden diharapkan mengisi tanda ceklist (✓) pada pernyataan yang telah tersedia. Isilah daftar pernyataan sesuai dengan keadaan yang responden rasakan atau alami di PT Tanjung Prima Tanjung Enim
4. Pilihlah jawaban sangat tidak setuju (STS), tidak setuju (TS), netral (N), setuju (S) dan sangat setuju (SS).

II. IDENTITAS RESPONDEN:

Nama Responden.....(boleh tidak diisi)

Jenis Kelamin :

Usia :

Laki-Laki

Perempuan Laki - Laki

25 - 35 Tahun

36 – 45 Tahun

46 – 56 Tahun

Pendidikan Terakhir .

SMP

Masa Kerja : 1-3 Tah SMA

4-6

D3

S1

Tahun

7-10

Tahun

III. Variabel Rekrutmen

Variabel Independen Rekrutmen (X)						
NO	Pernyataan	STS	TS	N	S	SS
1.	Menurut saya PT Tanjung Prima sudah memiliki aturan yang jelas.					
2.	Saya telah memenuhi persyaratan khusus yang ada di PT Tanjung Prima					
3.	Proses rekrutmen sudah sesuai dengan job description.					
4.	Saya telah memenuhi persyaratan umum sesuai bidang pekerjaan.					
5.	Persyaratan rekrutmen telah dilakukan secara efektif dan efisien.					
6.	Pengalaman kerja karyawan sudah baik.					
7.	Pengalaman saya bekerja sudah sesuai sesuai PT Tanjung Prima					
8.	Prestasi saya dalam bekerja sudah cukup					
9.	Sumber perolehan karyawan berpengaruh terhadap perolehan karyawan yang berkualitas					
10.	Prestasi saya setiap tahun selalu berkembang					
11.	Proses wawancara saya sudah baik.					
12.	Saya menjalani proses wawancara agar mengetahui kemampuan saya sudah baik.					
13.	Potensi akademik saya sudah baik.					
14.	Kemampuan kekompakan antar karyawan lain saya sudah cukup					
15.	Keampuan dalam bekerja saya sudah baik.					

IV. Kinerja Karyawan

Variabel Dependen Kinerja Karyawan (Y)						
No	Pernyataan	STS	TS	N	S	SS
1.	Tingkat keterampilan karyawan dalam bekerja sudah baik.					
2.	Saya sudah teliti dalam bekerja.					
3.	Tingkat kerapihan dalam menyelesaikan pekerjaan sudah baik.					
4.	Saya sudah mencapai target dalam bekerja .					
5.	Saya memiliki kemampuan dan pengetahuan yang baik dalam bekerja					
6.	Saya menjalin hubungan yang baik antar karyawan lainnya.					
7.	Tingkat kekompakan antar karyawan sangat baik.					
8.	Tingkat pekerjaan atau tugas yang saya hasilkan baik					
9.	Saya sangat bertanggung jawab dalam menyelesaikan pekerjaan					
10.	Tingkat dalam pengambilan keputusan saya dalam bekerja sudah baik					
11.	Kehadiran saya sudah baik					
12.	Saya memiliki Kemampuan mengambil keputusan sesuai perintah					
13.	Saya selalu bekerja tepat waktu.					
14.	saya bertanggung jawab melakukan pekerjaannya.					
15.	Saya melakukan pekerjaan sesuai standard PT Tanjung Prima					

Lampiran 2 Hasil Uji SPSS

Frequency Rekrutmen

X.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	3	18	34.6	34.6	38.5
	4	21	40.4	40.4	78.8
	5	11	21.2	21.2	100.0
	Total	52	100.0	100.0	

X.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.8	5.8	5.8
	3	15	28.8	28.8	34.6
	4	22	42.3	42.3	76.9
	5	12	23.1	23.1	100.0
	Total	52	100.0	100.0	

X.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7	7.7
	3	18	34.6	34.6	42.3
	4	22	42.3	42.3	84.6
	5	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

X.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	2	3.8	3.8	5.8
	3	13	25.0	25.0	30.8
	4	19	36.5	36.5	67.3
	5	17	32.7	32.7	100.0
	Total	52	100.0	100.0	

X.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	2	1	1.9	1.9	5.8
	3	13	25.0	25.0	30.8
	4	20	38.5	38.5	69.2
	5	15	28.8	28.8	98.1
	6	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

X.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.8	3.8	3.8
	3	14	26.9	26.9	30.8
	4	22	42.3	42.3	73.1
	5	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

X.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	2	3	5.8	5.8	9.6
	3	16	30.8	30.8	40.4
	4	15	28.8	28.8	69.2
	5	16	30.8	30.8	100.0
	Total	52	100.0	100.0	

X.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	2	3	5.8	5.8	9.6
	3	12	23.1	23.1	32.7
	4	17	32.7	32.7	65.4
	5	18	34.6	34.6	100.0
	Total	52	100.0	100.0	

X.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.8	3.8	3.8
	2	2	3.8	3.8	7.7
	3	14	26.9	26.9	34.6
	4	19	36.5	36.5	71.2
	5	15	28.8	28.8	100.0
	Total	52	100.0	100.0	

X.10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.8	5.8
	3	10	19.2	25.0
	4	22	42.3	67.3
	5	17	32.7	100.0
Total	52	100.0	100.0	

X.11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7
	3	20	38.5	46.2
	4	16	30.8	76.9
	5	12	23.1	100.0
Total	52	100.0	100.0	

X.12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9
	2	1	1.9	3.8
	3	15	28.8	32.7
	4	18	34.6	67.3
	5	17	32.7	100.0
Total	52	100.0	100.0	

X.13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9
	2	8	15.4	17.3
	3	16	30.8	48.1
	4	17	32.7	80.8
	5	10	19.2	100.0
Total	52	100.0	100.0	

X.14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9
	2	5	9.6	11.5
	3	18	34.6	46.2
	4	16	30.8	76.9
	5	12	23.1	100.0
Total	52	100.0	100.0	

X.15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	5.8	5.8
	2	2	3.8	9.6
	3	10	19.2	28.8
	4	20	38.5	67.3
	5	17	32.7	100.0
Total	52	100.0	100.0	

Frequency Kinerja

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9
	2	3	5.8	7.7
	3	11	21.2	28.8
	4	19	36.5	65.4
	5	18	34.6	100.0
Total	52	100.0	100.0	

Y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7
	3	18	34.6	42.3
	4	19	36.5	78.8
	5	11	21.2	100.0
Total	52	100.0	100.0	

Y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.7	7.7
	3	12	23.1	30.8
	4	20	38.5	69.2
	5	16	30.8	100.0
Total	52	100.0	100.0	

Y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	13.5	13.5
	3	15	28.8	42.3
	4	17	32.7	75.0
	5	13	25.0	100.0
Total	52	100.0	100.0	

Y.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9
	2	2	3.8	5.8
	3	9	17.3	23.1
	4	19	36.5	59.6
	5	21	40.4	100.0
Total	52	100.0	100.0	

Y.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9
	2	3	5.8	7.7
	3	8	15.4	23.1
	4	22	42.3	65.4
	5	18	34.6	100.0
Total	52	100.0	100.0	

Y.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.8	5.8
	3	10	19.2	25.0
	4	23	44.2	69.2
	5	16	30.8	100.0
Total	52	100.0	100.0	

Y.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9
	2	1	1.9	3.8
	3	8	15.4	19.2
	4	23	44.2	63.5
	5	19	36.5	100.0
Total	52	100.0	100.0	

Y.9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.9	1.9	1.9
2	2	3.8	3.8	5.8
3	14	26.9	26.9	32.7
4	19	36.5	36.5	69.2
5	16	30.8	30.8	100.0
Total	52	100.0	100.0	

Y.10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.9	1.9	1.9
2	1	1.9	1.9	3.8
3	14	26.9	26.9	30.8
4	17	32.7	32.7	63.5
5	19	36.5	36.5	100.0
Total	52	100.0	100.0	

Y.11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.8	3.8	3.8
3	14	26.9	26.9	30.8
4	22	42.3	42.3	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

Y.12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.8	3.8	3.8
3	12	23.1	23.1	26.9
4	24	46.2	46.2	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

Y.13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3.8	3.8	3.8
3	7	13.5	13.5	17.3
4	24	46.2	46.2	63.5
5	19	36.5	36.5	100.0
Total	52	100.0	100.0	

Y.14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3.8	3.8	3.8
	3	19.2	19.2	23.1
	4	36.5	36.5	59.6
	5	40.4	40.4	100.0
Total	52	100.0	100.0	

Y.15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1.9	1.9	1.9
	2	1.9	1.9	3.8
	3	11.5	11.5	15.4
	4	32.7	32.7	48.1
	5	51.9	51.9	100.0
Total	52	100.0	100.0	

Regression

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.955	5.621		2.838	.007
	Rekrutmen	.768	.098	.744	7.874	.000

a. Dependent Variable: Kineja

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.744 ^a	.554	.545	5.10948

a. Predictors: (Constant), rekrutmen

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1618.718	1	1618.718	62.004	.000 ^b
	Residual	1305.340	50	26.107		
	Total	2924.058	51			

a. Dependent Variable: Kinerja (Y)
b. Predictors: (Constant), Rekrutmen (X)

Uji Realibilitas

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.837	15

3.Lampiran Uji Validitas Variabel Rekrutmen

X.1	Pearson Correlation	1	.142	.265	.337*	.309*	.380**	.020	.363**	.284*	.297*	.115	.231	.056	.131	.377**	.561*
	Sig. (2-tailed)		.315	.057	.015	.026	.006	.890	.008	.041	.033	.416	.099	.693	.355	.006	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.2	Pearson Correlation	.142	1	.270	.011	.274*	.227	.338*	.063	.077	.266	.130	.256	.081	.061	.229	.436*
	Sig. (2-tailed)	.315		.053	.936	.049	.105	.014	.658	.588	.056	.357	.067	.568	.665	.103	.001
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.3	Pearson Correlation	.265	.270	1	.195	.242	.353*	-.003	.020	.112	-.018	.241	.199	.030	.033	.276*	.400*
	Sig. (2-tailed)	.057	.053		.167	.084	.010	.981	.888	.430	.902	.085	.158	.831	.816	.048	.003
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.4	Pearson Correlation	.337*	.011	.195	1	.314*	.337*	.044	.297*	.489**	.189	.469**	.178	.188	.221	.162	.582*
	Sig. (2-tailed)	.015	.936	.167		.023	.015	.758	.032	.000	.181	.000	.226	.181	.116	.253	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.5	Pearson Correlation	.309*	.274*	.242	.314*	1	.153	.285*	.222	.211	.330*	.286*	.362**	.425**	.124	.288*	.643*
	Sig. (2-tailed)	.026	.049	.084	.023		.279	.041	.113	.133	.017	.040	.008	.002	.382	.038	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.6	Pearson Correlation	.380**	.227	.353*	.337*	.153	1	-.129	.297*	.190	.056	.249	-.131	.069	.105	.247	.427*
	Sig. (2-tailed)	.006	.105	.015	.015	.279		.363	.034	.177	.695	.075	.355	.625	.458	.078	.002
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.7	Pearson Correlation	.020	.337*	-.003	.044	.285*	-.129	1	.128	.070	.400**	.224	.316*	.232	.227	.326*	.477*
	Sig. (2-tailed)	.890	.015	.986	.758	.041	.363		.364	.623	.003	.111	.021	.098	.105	.019	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.8	Pearson Correlation	.363**	.061	.026	.297*	.222	.297*	.128	1	.106	.148	.023	.245	.107	.015	.287*	.451*
	Sig. (2-tailed)	.008	.658	.888	.032	.113	.034	.363		.455	.295	.872	.079	.450	.919	.039	.001
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52

X.9	Pearson Correlation	.284*	.077	.112	.489**	.211	.190	.070	.106	1	.267	.276*	.132	.160	.260	.104	.495*
	Sig. (2-tailed)	.041	.588	.430	.000	.133	.177	.623	.455		.056	.048	.349	.257	.063	.462	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.10	Pearson Correlation	.297*	.266	-.018	.189	.330*	.056	.400**	.148	.267	1	-.041	.384**	.162	.274*	.371**	.540*
	Sig. (2-tailed)	.033	.056	.902	.181	.017	.695	.003	.295	.056		.771	.005	.252	.049	.007	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.11	Pearson Correlation	.115	.130	.241	.469**	.286*	.249	.224	.023	.276*	-.041	1	.116	.273*	.151	.217	.489*
	Sig. (2-tailed)	.416	.357	.085	.000	.040	.075	.111	.872	.048	.771		.415	.050	.285	.122	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.12	Pearson Correlation	.231	.256	.199	.171	.362**	-.131	.316*	.245	.132	.384**	.116	1	.011	.267	.413**	.529*
	Sig. (2-tailed)	.099	.067	.158	.226	.008	.355	.025	.079	.349	.005	.415		.937	.056	.002	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.13	Pearson Correlation	.056	.081	.030	.188	.425**	.069	.232	.107	.160	.162	.273*	.011	1	.054	.329*	.437*
	Sig. (2-tailed)	.693	.568	.831	.181	.002	.625	.098	.450	.257	.252	.050	.937		.706	.017	.001
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.14	Pearson Correlation	.131	.061	.033	.221	.124	.105	.227	.015	.260	.274*	.151	.267	.054	1	.280*	.430*
	Sig. (2-tailed)	.355	.665	.816	.116	.382	.458	.105	.919	.063	.049	.285	.056	.706		.045	.001
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
X.15	Pearson Correlation	.377**	.229	.276*	.162	.288*	.247	.326*	.287*	.104	.371**	.217	.413**	.329*	.280*	1	.658*
	Sig. (2-tailed)	.006	.103	.043	.253	.038	.078	.019	.039	.462	.007	.122	.002	.017	.045		.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
Rekrutmen (X)	Pearson Correlation	.561**	.436**	.400**	.582**	.643**	.427**	.477**	.451**	.495**	.540**	.489**	.529**	.437**	.430**	.658**	1
	Sig. (2-tailed)	.000	.001	.003	.000	.000	.002	.000	.001	.000	.000	.000	.000	.001	.001	.000	
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52

Lampiran Variabel Kinerja

X.1		Sig. (2-tailed)		.315	.057	.015	.314*	.380**									
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.142	1	.01270	.274*	.227	.338*	.077	.266	.130	.256	.081	.061	.229	.436**		
	Sig. (2-tailed)	.315		.936	.049	.105	.014	.658	.588	.056	.357	.067	.568	.665	.103	.001	
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.265	.270	1	.195	.242	.353*	-.003	.022	.118	-.018	.245	.199	.030	.036*	.270**	.400**
	Sig. (2-tailed)	.057	.053		.167	.084	.010	.981	.880	.432	.902	.085	.158	.831	.816	.048	.003
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.337*	.0115	.195	1	.314*	.337*	.044	.297	.489**	.189	.469**	.171	.188	.221	.162	.582**
	Sig. (2-tailed)	.015	.936	.0167		.023	.015	.758	.032	.000	.181	.000	.226	.181	.116	.253	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.309*	.274*	.314*	1	.153	.285*	.222	.211	.330*	.286*	.362**	.425**	.124	.288*	.643**	
	Sig. (2-tailed)	.026	.049	.0203		.279	.041	.113	.133	.017	.043	.008	.002	.382	.038	.000	
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.380**	.227	.337*	.153	1	-.129	.294*	.190	.056	.249	-.131	.069	.105	.247	.427**	
	Sig. (2-tailed)	.006	.105	.015	.279		.363	.034	.177	.695	.075	.355	.625	.458	.078	.002	
	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	X.7																

	Pearson Correlation	.020	.338	-.003	.044	.285	-.129	1	.128	.070	.400**	.224	.316*	.232	.227	.326*	.477**
	Sig. (2-tailed)	.890	.014	.981	.758	.041	.363		.364	.623	.003	.111	.022	.098	.105	.019	.000
X.8	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.363**	.063	.020	.297*	.222	.294*	.128	1	.106	.148	.023	.245	.107	.015	.287*	.451**
	Sig. (2-tailed)	.008	.658	.888	.032	.113	.034	.364		.455	.295	.872	.079	.450	.919	.039	.001
X.9	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.284*	.071	.112	.489**	.211	.190	.070	.106	1	.267	.276*	.132	.160	.260	.104	.495**
	Sig. (2-tailed)	.041	.588	.330	.000	.133	.177	.623	.455		.056	.048	.349	.257	.063	.462	.000
X.10	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.297*	.266	-.018	.189	.330*	.056	.400**	.148	.267	1	-.041	.384**	.162	.274*	.371**	.540**
	Sig. (2-tailed)	.033	.056	.902	.181	.017	.695	.003	.295	.056		.771	.005	.252	.049	.007	.000
X.11	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.115	.130	.024	.469**	.286*	.249	.224	.023	.276*	-.041	1	.116	.273*	.151	.217	.489**
	Sig. (2-tailed)	.416	.357	.855	.000	.040	.075	.111	.872	.048	.771		.415	.050	.285	.122	.000
X.12	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.231	.256	.199	.171	.362**	-.131	.316*	.245	.132	.384**	.116	1	.011	.267	.413**	.529**
	Sig. (2-tailed)	.099	.067	.588	.226	.008	.355	.022	.079	.349	.005	.415		.937	.056	.002	.000

X.13	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.056	.081	.030	.188	.425**	.069	.232	.107	.160	.162	.273*	.011	1	.054	.329*	.437**
	Sig. (2-tailed)	.693	.568	.831	.181	.002	.625	.098	.450	.257	.252	.050	.937		.706	.017	.001
X.14	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.131	.061	.033	.221	.124	.105	.227	.015	.260	.274*	.151	.267	.054	1	.280*	.430**
	Sig. (2-tailed)	.355	.665	.816	.116	.382	.458	.105	.919	.063	.049	.285	.056	.706		.045	.001
X.15	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.377**	.229	.076*	.162	.288*	.247	.326*	.287*	.104	.371**	.217	.413**	.329*	.280*	1	.658**
	Sig. (2-tailed)	.006	.103	.488	.253	.038	.078	.019	.039	.462	.007	.122	.002	.017	.045		.000
Rekrutmen (X)	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.561**	.436**	.00**	.582**	.643**	.427**	.477**	.451**	.495**	.540**	.489**	.529**	.437**	.430**	.658**	1
	Sig. (2-tailed)	.000	.001	.003	.000	.000	.002	.000	.001	.000	.000	.000	.000	.001	.001	.000	
X.1	N	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	1	.142	.065	.337*	.309*	.380**	.020	.363**	.284*	.297*	.115	.231	.056	.131	.377**	.561**
	Sig. (2-tailed)		.315	.057	.015	.026	.006	.890	.008	.041	.033	.416	.099	.693	.355	.006	.000

X.2