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LAMPIRAN

KUESIONER PENELITIAN

A. IDENTITAS RESPONDEN

1. Jenis kelamin:
 - Laki-laki
 - Perempuan
2. Usia:
 - 19-25 tahun
 - 26-35 tahun
 - 36-45 tahun
 - 46-55 tahun
 - >55 tahun
3. Tingkat pendidikan akhir:
 - Diploma
 - S1
 - S2
 - S3
 - Lain-lain

B. KUESIONER

Berilah jawaban pada kategori yang mewakili pendapat Anda atas beberapa pertanyaan dengan kategori pertanyaan sebagai berikut:

1. Sangat tidak setuju
2. Tidak setuju
3. Netral
4. Setuju
5. Sangat setuju

No.	Variabel	Item Pertanyaan
1.	Konflik	<ol style="list-style-type: none"> 1. Saya merasakan antara saya dan rekan kerja mempunyai berbagai pendapat yang berbeda mengenai organisasi atau pengelolaan dari pekerjaan. 2. Saya merasakan antara saya dan rekan kerja saya mempunyai perbedaan dalam menentukan solusi atas permasalahan yang berkaitan dengan pekerjaan. 3. Saya merasakan antara saya dan rekan kerja mempunyai perbedaan dalam menentukan cara penyelesaian pekerjaan. 4. Saya merasa lelah secara mental dengan pekerjaan saya.
2.	Lingkungan Kerja	<ol style="list-style-type: none"> 1. Tidak ada bau tidak sedap di tempat kerja. 2. Keamanan di tempat kerja sudah baik. 3. Pengawasan sudah dilakukan secara benar. 4. Suasana kerja antar karyawan baik. 5. Kompensasi yang diberikan sudah adil dan sesuai. 6. Aman dari bentuk intimidasi antar karyawan. 7. Komunikasi antar karyawan berjalan dengan baik.
3.	Kinerja Karyawan	<ol style="list-style-type: none"> 1. Saya mampu bekerja mencapai/melebihi target. 2. Saya mampu menyelesaikan pekerjaan dengan ketelitian yang tinggi. 3. Saya mampu meminimalkan kesalahan dalam menyelesaikan pekerjaan. 4. Saya mampu berinovasi dalam menyelesaikan pekerjaan. 5. Saya mampu menyelesaikan pekerjaan dengan tepat waktu. 6. Saya dapat menggunakan waktu dengan efektif & efisien. 7. Saya dapat bekerja dalam tim dengan baik. 8. Saya tidak memaksakan pendapat dalam diskusi/rapat.
4.	Komunikasi	<ol style="list-style-type: none"> 1. Saya senang menerima masukan dari rekan kerja. 2. Saya suka bersikap ramah saat berkomunikasi dengan rekan kerja. 3. Ketika saya bercerita mengenai kesulitan dalam suatu pekerjaan, rekan kerja suka memberikan

		<p>semangat.</p> <ol style="list-style-type: none">4. Saya merasa tenang ketika menceritakan permasalahan dalam pekerjaan kepada rekan kerja.5. Saya menanggapi dengan baik informasi yang disampaikan oleh rekan kerja.6. Saya berperilaku santun ketika berkomunikasi dengan rekan kerja.7. Saya mendengarkan dengan seksama apa yang disampaikan oleh rekan kerja.8. Saya berkomunikasi dengan setiap orang tanpa membeda-bedakan jabatan di kantor.9. Saya memiliki hubungan baik dengan semua pegawai di kantor.
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UJI VALIDITAS dan UJI RELIABILITAS

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Kinerja Karyawan	0,881	0,888	0,906	0,549
Komunikasi	0,884	0,888	0,906	0,518
Konflik Kerja	0,763	0,757	0,792	0,549
Lingkungan Kerja	0,904	0,915	0,924	0,635

	Kinerja Karyawan	Komunikasi	Konflik Kerja	Lingkungan Kerja
Kinerja Karyawan	0,741			
Komunikasi	0,612	0,720		
Konflik Kerja	-0,304	-0,208	0,741	
Lingkungan Kerja	0,449	0,427	-0,253	0,797

UJI MODEL STRUKTURAL

	R Square	R Square Adjusted
Kinerja Karyawan	0,439	0,424
Komunikasi	0,193	0,180

UJI HIPOTESIS

	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Komunikasi -> Kinerja Karyawan	0,072	6,848	0,000
Konflik Kerja -> Kinerja Karyawan	0,081	1,849	0,065
Konflik Kerja -> Komunikasi	0,110	0,974	0,331
Lingkungan Kerja -> Kinerja Karyawan	0,076	2,608	0,009
Lingkungan Kerja -> Komunikasi	0,088	4,558	0,000

	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Komunikasi -> Kinerja Karyawan			
Konflik Kerja -> Kinerja Karyawan	0,054	0,986	0,325
Konflik Kerja -> Komunikasi			
Lingkungan Kerja -> Kinerja Karyawan	0,058	3,417	0,001
Lingkungan Kerja -> Komunikasi			

HASIL TABULASI RESPON KUESIONER

KK1	KK2	KK3	KK4	LK1	LK2	LK3	LK4	LK5	LK6	LK7	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KN1	KN2	KN3	KN4	KN5
1	1	1	1	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5

1	4	1	1	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5
1	4	1	1	5	5	5	5	2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
2	1	2	2	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
2	2	2	2	5	5	5	5	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
1	1	1	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
1	4	1	1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
1	3	1	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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3	2	3	3	3	4	4	5	3	2	5	5	5	3	5	4	5	5	4	4	3	4	4	3
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1	4	1	1	5	5	5	5	2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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