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Kuesioner

Peneliti

Saya **Natalia Sampe**, mahasiswi program Magister Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Hasanuddin. Saat ini saya sedang melakukan penelitian mengenai kinerja karyawan, yang membutuhkan partisipasi Anda.

Deskripsi

Survei ini merupakan penelitian mengenai kepuasan dan kinerja di tempat kerja.

Prosedur Pengerjaan Survei

Jika Anda:

(1) karyawan yang berstatus sebagai organik atau non organik (2) masa kerja minimal 2 tahun dan (3) setuju untuk berpartisipasi dalam survei ini, maka Anda akan menjawab beberapa pertanyaan mengenai atasan langsung dan diri Anda selama kurang lebih 15 menit.

Partisipasi Bersifat Sukarela

Anda dapat memilih untuk berpartisipasi atau tidak berpartisipasi dalam survei ini.

Potensi Risiko untuk Partisipan

Tidak ada potensi risiko yang serius dalam survei ini. Namun, ada kemungkinan Anda akan merasa jenuh atau lelah yang masih wajar dalam merespon setiap pertanyaan.

Kerahasiaan dan Perlindungan Data

Kami menjamin kerahasiaan data yang diperoleh dari survey ini. Oleh karena itu, Anda dipersilahkan menjawab setiap pertanyaan dalam survei ini secara jujur dan terbuka

Kontak

Jika Anda butuh informasi lebih lanjut atau ada pertanyaan mengenai survei ini silakan hubungi kami di: 081341189964

1. Data Demografi

Inisial	:	
Jenis Kelamin	:	L/P
Usia	:	(___) tahun
Pendidikan Terakhir	:	a. Diploma b. Sarjana c. S2 d. S3
Masa Kerja	:	(___) tahun

2. Variabel Kepemimpinan

Instruksi Pengerjaan:

Berikut adalah pernyataan mengenai **kepemimpinan**, silakan berikan respons Anda sesuai dengan petunjuk berikut:

Sangat tidak setuju	Tidak setuju	Ragu-ragu	Setuju	Sangat setuju
1	2	3	4	5

No	Pernyataan	Ops				
		1	2	3	4	5
1.	Pemimpin memberikan bimbingan yang jelas terkait tugas dan tanggung jawab					
2.	Pemimpin memberikan panduan yang cukup dalam menghadapi situasi yang kompleks atau tidak terduga					
3.	Pemimpin memberikan umpan balik yang konstruktif dan mendukung terhadap kinerja dan kontribusi saya					
4.	Pemimpin mampu menginspirasi dan memotivasi saya dalam mencapai tujuan bersama					
5.	Pimpinan memberikan dukungan dan bantuan ketika menghadapi kesulitan dalam pekerjaan					
6.	Pimpinan memberikan sasaran dan ekspektasi yang sangat jelas dari tugas atau tujuan yang dihadapi					

3. Variabel Penilaian Kinerja

No	Pernyataan	Ops				
		1	2	3	4	5
7.	Pekerjaan saya telah mencapai standar kualitas yang telah ditetapkan oleh bank BRI					
8.	Saya sangat teliti dan akurat dalam melaksanakan pekerjaan					
9.	Saya memahami tanggung jawab dan tugas dengan baik di tempat kerja					
10.	Saya memiliki pengetahuan dan keterampilan yang memadai untuk melaksanakan tugas dan tanggung jawab					
11.	Sering berkolaborasi dengan rekan kerja dalam menyelesaikan tugas di tempat kerja					
12.	Memiliki kesempatan untuk berkontribusi dalam diskusi atau pengambilan keputusan dalam tim atau kelompok kerja					

4. Variabel Kepuasan Kerja

No	Pernyataan	Opsi				
		1	2	3	4	5
13.	Pekerjaan saya telah sesuai dengan minat dan passion					
14.	Pekerjaan saya memberikan tantangan dan kesempatan untuk tumbuh dan berkembang					
15.	Saya puas dengan tingkat gaji dan tunjangan yang diterima					
16.	Saya memperoleh kesempatan untuk mendapatkan kenaikan gaji berdasarkan kinerja atau pencapaian kerja					
17.	Perusahaan memberikan kesempatan promosi yang adil dan berdasarkan kinerja dan pencapaian kerja					
18.	Adanya transparansi dan komunikasi dari perusahaan terkait peluang promosi					
19.	Saya puas terhadap fasilitas dan peralatan kerja yang disediakan perusahaan					
20.	Perusahaan memberikan dukungan dan fasilitas untuk menjaga kesehatan dan kesejahteraan karyawan					

5. Variabel Kinerja Karyawan

No	Pernyataan	Opsi				
		1	2	3	4	5
21.	Saya dapat menyelesaikan tugas kantor dengan baik					
22.	Hasil pekerjaan saya telah sesuai dengan standar kualitas perusahaan					
23.	Saya dapat menyelesaikan tugas kantor sesuai dengan job description agar tujuan perusahaan tercapai					
24.	Saya dapat melampaui target pekerjaan yang ditetapkan perusahaan					
25.	Seluruh tugas yang diberikan dapat dilaksanakan dalam waktu yang telah ditentukan					
26.	Saya dapat menyelesaikan pekerjaan secara efisien					
27.	Saya memiliki kemampuan dalam bekerja dengan baik jika menggunakan peralatan dan fasilitas kantor					
28.	Saya dan rekan kerja lainnya berupaya untuk mencapai misi dan tujuan perusahaan					
29.	Saya dapat memahami masalah kantor yang sulit dan memberikan solusi dengan cepat					
30.	Saya dapat menyelesaikan masalah pekerjaan dengan mandiri					

LAMPIRAN

Responden	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
1	5	4	4	5	5	5
2	4	4	4	4	1	4
3	5	5	4	5	2	4
4	5	5	5	5	5	5
5	1	2	2	2	1	1
6	5	5	5	5	5	5
7	4	4	4	4	4	4
8	5	5	5	5	5	3
9	4	4	4	5	2	4
10	4	4	4	4	4	4
11	5	5	5	5	3	4
12	5	5	5	5	5	5
13	5	5	5	5	5	3
14	5	5	5	5	5	5
15	4	4	5	5	5	5
16	5	5	5	5	5	5
17	2	2	2	2	2	2
18	5	5	4	5	5	5
19	2	1	5	5	5	5
20	4	3	5	5	4	4
21	4	4	5	5	5	5
22	5	5	5	5	3	4
23	4	4	5	5	5	5
24	5	5	5	5	5	5
25	5	5	4	4	5	4
26	4	4	5	5	3	4
27	4	4	5	5	2	4
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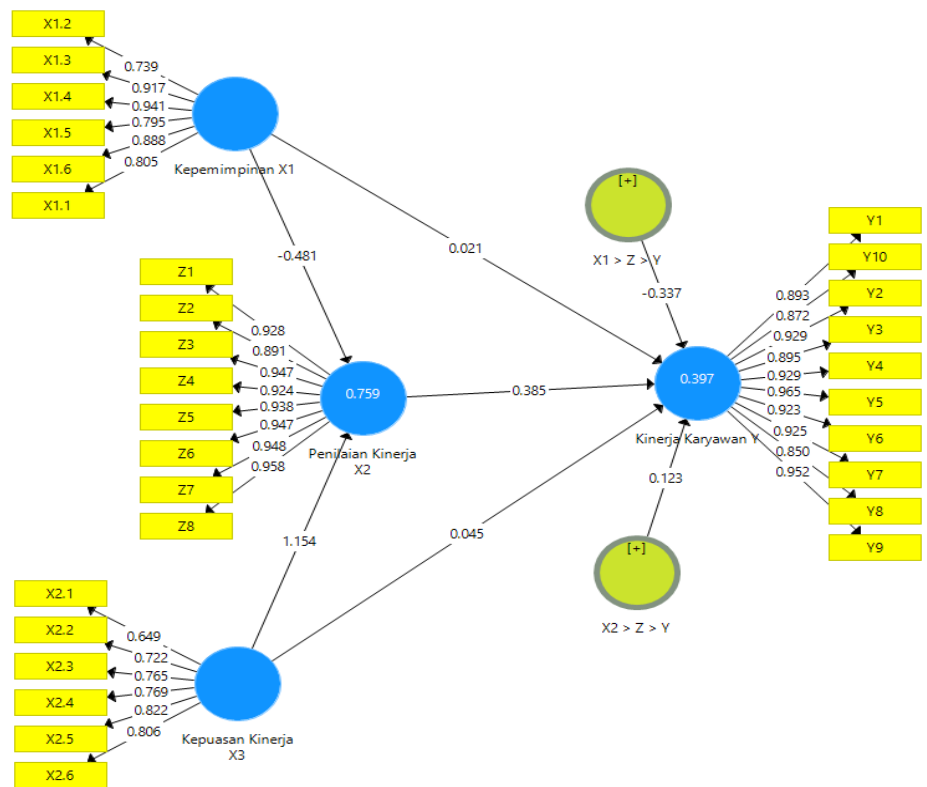
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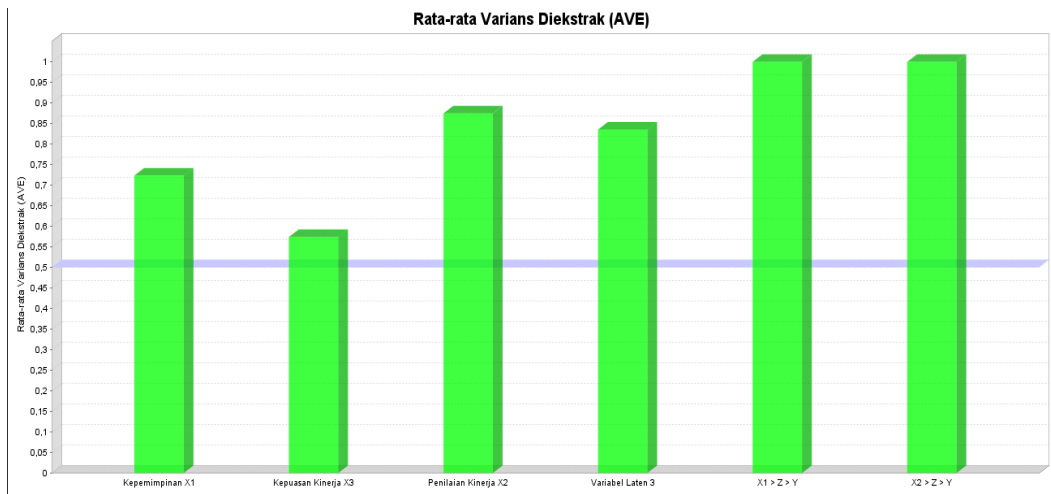
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	Kepemimpinan X1	Kepuasan Kinerja Z	Kinerja Karyawan Y	Penilaian Kinerja X2	X1 > Z > Y	X2 > Z > Y
X1.1	0,805					
X1.2	0,739					
X1.3	0,917					
X1.4	0,941					
X1.5	0,795					
X1.6	0,888					
X2.2		0,722				
X2.3		0,765				
X2.4		0,769				
X2.5		0,822				
X2.6		0,806				
Y1			0,893			
Y10			0,872			
Y2			0,929			
Y3			0,895			
Y4			0,929			
Y5			0,965			
Y6			0,923			
Y7			0,925			
Y8			0,850			
Y9			0,952			

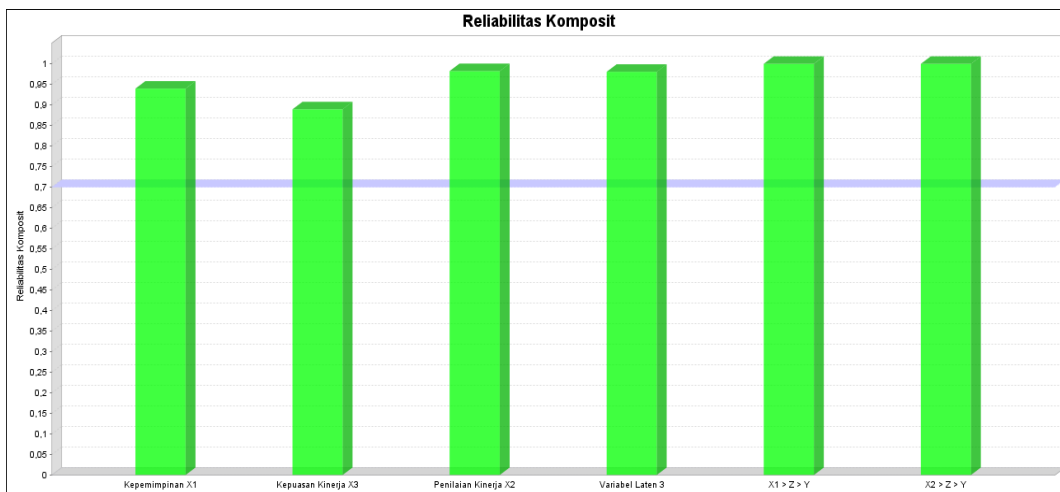
Z1				0,928		
Z2				0,891		
Z3				0,947		
Z4				0,924		
Z5				0,938		
Z6				0,947		
Z7				0,948		
Z8				0,958		



	Rata-rata Varians Diekstrak (AVE)
Kepemimpinan X1	0,723
Penilaian Kinerja X2	0,875
Kepuasan Kinerja Z	0,574
Kinerja Karyawan Y	0,835
X1 > Z > Y	1,000
X2 > Z > Y	1,000

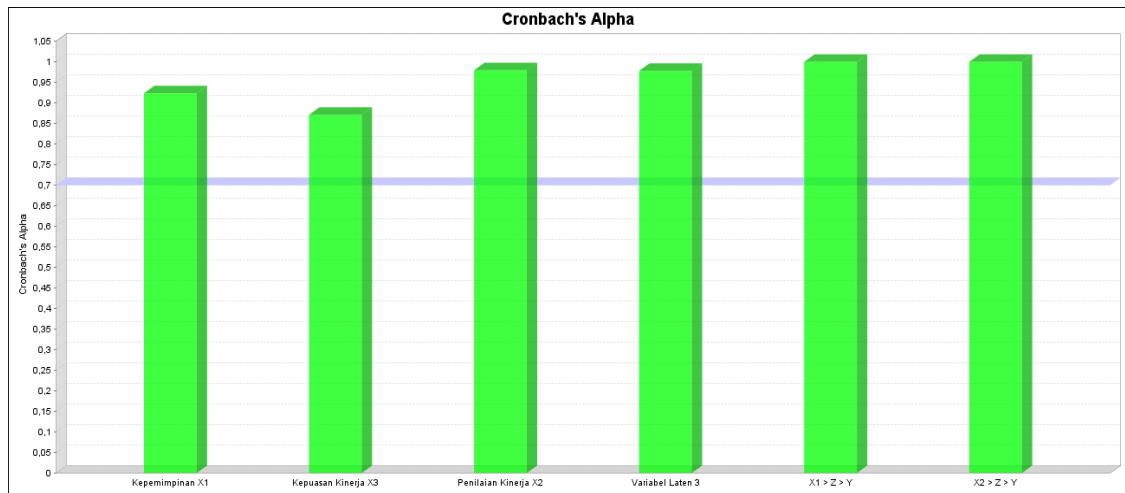


	Reliabilitas Komposit
Kepemimpinan X1	0,940
Penilaian Kinerja X2	0,982
Kepuasan Kinerja Z	0,889
Kinerja Karyawan Y	0,981
X1 > Z > Y	1,000
X2 > Z > Y	1,000



	Cronbach's Alpha
Kepemimpinan X1	0,923
Penilaian Kinerja X2	0,979

Kepuasan Kinerja Z	0,871
Kinerja Karyawan Y	0,978
X1 > Z > Y	1,000
X2 > Z > Y	1,000



	Rata-rata Varians Diekstrak (AVE)	Akar AVE
Kepemimpinan X1	0,723	0,850
Kepuasan Kinerja Z	0,574	0,757
Penilaian Kinerja X2	0,875	0,935
Kinerja Karyawan Y	0,835	0,913
X1 > Z > Y	1,000	1
X2 > Z > Y	1,000	1

	Sampel Asli (O)	Rata-rata Sampel (M)	Standar Deviasi (STDEV)	T Statistik (O/STDEV)	P Values
Kepemimpinan X1 -> Kinerja Karyawan Y	0,168	0,190	0,113	1,483	0,139
Penilaian Kinerja X2 -> Kinerja	0,308	0,297	0,142	2,170	0,030

Karyawan Y					
Kepemimpinan X1 -> Kepuasan Kerja Z	-0,439	-0,415	0,107	4,124	0,000
Penilaian Kinerja X2 -> Kepuasan Kerja Z	1,103	1,095	0,081	13,537	0,000
Kepuasan Kerja Z -> Kinerja Karyawan Y	0,444	0,443	0,153	2,902	0,004
X1 > Z > Y -> Kinerja Karyawan Y	-0,306	-0,308	0,124	2,466	0,014
X2 > Z > Y -> Kinerja Karyawan Y	0,143	0,145	0,114	1,257	0,210

	R Square	Adjusted R Square
Kinerja Karyawan Y	0,397	0,370
Penilaian Kinerja X2	0,759	0,754

	Model Saturated	Model Estimasi
SRMR	0,025	0,028
d_ ULS	7,230	7,621
d_ G	3,961	4,281
Chi-Square	1828,859	1884,145
NFI	0,690	0,680