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LAMPIRAN

LAMPIRAN I**BIODATA DIRI MAHASISWA****Identitas Diri**

Nama : Iqra Fatwa Alam
Tempat, Tanggal Lahir : Palu, 06 November 2001
Jenis Kelamin : Laki-Laki
Agama : Islam
Alamat Rumah : Jalan Inspeksi PAM Nomor 10 C Makassar
Nomor Telepon : +62-822-7109-6572
E-mail : iqrafatwa01@gmail.com

Riwayat Pendidikan

2008 — 2014 : SD Inpres 3 Tatura Palu
2014 — 2017 : SMP Al-Azhar Mandiri Palu
2017 — 2020 : SMA Al-Azhar Mandiri Palu

Pengalaman Prestasi Akademik

1. Pendanaan Program Mahasiswa Wirausaha (PMW) Home Construction Problem Solution Application (HOCSA).
2. Pendanaan Program Pembinaan Mahasiswa Wirausaha (P2MW) CranCriks Keripik Ubi Jalar Makassar.

Demikian biodata ini dibuat dengan sebenarnya.

Makassar, 12 Juni 2024



Iqra Fatwa Alam

LAMPIRAN II

Data Sasaran Kinerja Pegawai BPSDM PROVINSI SULSEL TAHUN 2020

	NO	NILAI SKP	INTEGRITAS	KOMITMEN	DISIPLIN	KERJASAMA	STATUS PENILAIAN	JENIS JABATAN
1								
2	1	87.77	97	97	97	97	PNS	1
3	2	90.47	91	91	91	91	PNS	1
4	3	95.49	90	90	90	90	PNS	1
5	4	91.67	91	91	91	91	PNS	1
6	5	91.59	92	92	92	93	PNS	1
7	6	91.79	95	96	95	95	PNS	1
8	7	91.20	90	90	91	90	PNS	1
9	8	91.67	89	89	89	89	PNS	1
10	9	91.9	91	91	91	91	PNS	1
11	10	92.59	90	88	88	88	PNS	1
12	11	93.17	90	90	90	91	PNS	1
13	12	97.69	99	99	99,68	99	PNS	1
14	13	90.85	98	100	100	98	PNS	1
15	14	94.83	87	88	86	87	PNS	1
16	15	93.83	99	99	99	99	PNS	1
17	16	96.03	98	95	99,89	98	PNS	1
18	17	91.28	89	89	89	90	PNS	1
19	18	90.88	85	85	88	87	PNS	1
20	19	94.57	82	81	82	87	PNS	1
21	20	99.76	99	99	99	99	PNS	1
22	21	96.22	96	97	97	96	PNS	2
23	22	99.02	96	97	97	96	PNS	2
24	23	97.48	86	86	86	86	PNS	2
25	24	98.30	95	96	96	95	PNS	2
26	25	94.67	92	92	92	92	PNS	2
27	26	98.25	96	96	96	96	PNS	2
28	27	96.23	92	93	93	92	PNS	2
29	28	95.20	92	92	92	92	PNS	2
30	29	95.80	96	97	97	96	PNS	2

60	59	94.86	89	90	90	89	PNS	2
61	60	96.95	85	85	86	86	PNS	2
62	61	96.90	91	92	92	91	PNS	2
63	62	95.93	91	92	92	91	PNS	2
64	63	95.69	91	92	92	91	PNS	2
65	64	95.68	86	87	87	86	PNS	2
66	65	94.53	90	91	91	90	PNS	2
67	66	95.68	89	90	90	89	PNS	2
68	67	94.26	86	86	86	86	PNS	2
69	68	93.25	86	87	87	86	PNS	2
70	69	96.99	90	91	91	90	PNS	2
71	70	95.09	89	90	90	89	PNS	2
72	71	95.14	88	90	90	88	PNS	2
73	72	96.55	86	86	86	86	PNS	2
74	73	91.33	98	98	98	98	PNS	2
75	74	96.98	96	98	97	94	PNS	2
76	75	99.81	87	88	88	91	PNS	2
77	76	94.33	96	95	95	95	PNS	2
78	77	99.05	95	95	95	97	PNS	2
79	78	99.05	90	90	90	90	PNS	2
80	79	98.81	98	98	99,07	98	PNS	2
81	80	95.52	91	92	93	93	PNS	2
82	81	97.48	96	100	99,86	96	PNS	2
83	82	95.52	91	92	93	93	PNS	2
84	83	95.52	91	92	93	93	PNS	2
85	84	92.16	96	95	99,76	96	PNS	2
86	85	95	89	88	87	88	PNS	2
87	86	92.26	90	91	91	90	PNS	2
88	87	93.16	91	91	90	90	PNS	2

89	88	96.04	89	90	89	91	PNS	2
90	89	97	92	94,25	96,25	93,25	PNS	2
91	90	88.89	90	90	90	90	PNS	2
92	91	93.96	90	89	89	90	PNS	2
93	92	93.75	90	90	90	90	PNS	2
94	93	91.92	90	90	90	90	PNS	2
95	94	91.67	90	90	90	90	PNS	2
96	95	90.74	90,2	92	91	90	PNS	4
97	96	96.74	98	95	99,7	98	PNS	4
98	97	89.67	80,5	80,5	80,5	80,5	PNS	4
99	98	89.67	79	79	79	79	PNS	4
100	99	92.33	90	90	95	90	PNS	4
101	100	94.51	83	81	80	80	PNS	4
102	101	91.67	82	81	81	81	PNS	4
103	102	92	85	85	89	85	PNS	4
104	103	91.72	85	85	89	85	PNS	4
105	104	98.22	98	98	98	98	PNS	4
106	105	98.41	83	84	84	84	PNS	4
107	106	91.76	85	85	89	85	PNS	4
108	107	91.76	87	87	88	87	PNS	4
109	108	92,01	85	85	87	85	PNS	4
110	109	92.33	88	87	88	88	PNS	4
111	110	88.89	87	87	87	89	PNS	4
112	111	91.67	84	84	83	84	PNS	4
113	112	92.67	98	95	99,37	98	PNS	4
114	113	91.33	82	82	83	83	PNS	4
115	114	87	80	80	79	79	PNS	4
116	115	89,6	89	90	90	89	PNS	4
117	116	90.67	86	86	86	86	PNS	4
118	117	58.25	70,58	75,08	65	75	PNS	4
119	118	96.17	84	83	83	82	PNS	4
120	119	109.42	99	99	99	99	PNS	4
121	120	91.61	88	87	87	88	PNS	4
122	121	91.67	85	85	85	85	PNS	4
123	122	97.17	87,5	80,25	90,76	88,17	PNS	4

LAMPIRAN III**KUESIONER PENELITIAN**

Nama Mahasiswa : Iqra Fatwa Alam

Universitas : Universitas Hasanuddin

Fakultas : Ekonomi dan Bisnis

Program Studi : Manajemen

Judul Skripsi : Pengaruh Budaya Organisasi dan *Cultural Fit* terhadap
Kepuasan Gaya Supervisi di Badan Pengembangan Sumber
Daya Manusia Provinsi Sulawesi Selatan

**FORMULIR PENGISIAN KUESIONER PENELITIAN SKRIPSI UNTUK RESPONDEN
DI BADAN PENGEMBANGAN SUMBER DAYA MANUSIA PROVINSI SULAWESI
SELATAN**

A. Identitas Diri Responden

Nama :

Jenis Kelamin :

Usia :

Durasi lama bekerja di BPSDM Provinsi Sulsel :
(berdasarkan lama tahun dan bulan)

Bidang/divisi pekerjaan di BPSDM Provinsi Sulsel :

B. Item Pernyataan

Jumlah item pernyataan: 13 item pernyataan.

Instruksi: Setiap opsi menandakan tingkat persetujuan Anda terhadap setiap item pernyataan.

1. Opsi 1 = sangat tidak setuju
2. Opsi 2 = tidak setuju
3. Opsi 3 = kurang setuju/netral
4. Opsi 4 = setuju
5. Opsi 5 = sangat setuju

Mohon melingkari opsi persetujuan di setiap item sesuai dengan yang Anda rasakan.

Contohnya sebagai berikut:

Saya melakukan pekerjaan sesuai dengan prosedur yang ditetapkan.

1	2	3	4	5
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Opsi yang dilingkar adalah opsi nomor 4. Dengan demikian, responden setuju bahwa diri responden menjalankan pekerjaannya berdasarkan prosedur. Akan tetapi, ada kalanya diri responden luput dan sesekali melakukan pekerjaan yang tidak berdasarkan prosedur dengan alasan tertentu.

Pernyataan Kuesioner:

1. Saya melakukan pekerjaan sesuai dengan prosedur yang ditetapkan.

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

2. Saya patuh terhadap segala peraturan yang berlaku.

1	2	3	4	5
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3. Saya mendapatkan dorongan dalam mengemukakan suatu ide baru dalam organisasi (BPSDM Provinsi Sulsel).

1	2	3	4	5
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4. Saya menerima kegagalan.

1	2	3	4	5
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5. Saya menerima kritikan konstruktif.

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

6. Saya merasakan keharmonisan interpersonal dalam lingkungan kerja.

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

7. Saya dan rekan kerja saling mendukung dalam memecahkan masalah pekerjaan.

1	2	3	4	5
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8. Saya dan rekan kerja saling mendukung untuk memecahkan masalah di luar pekerjaan.

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

9. Saya dan rekan kerja saling percaya satu sama lain.

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

10. Saya mendapatkan bantuan dari sesama rekan kerja dalam menyelesaikan berbagai permasalahan.

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

11. Kapan pun saya membutuhkan bantuan, seorang supervisor selalu ada untuk membantu.

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

12. Supervisor tertentu akan selalu mendengarkan masalah saya dan membantu saya dalam menyelesaikan masalah tersebut.

1	2	3	4	5
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13. Sampai saat ini, saya sangat puas dengan pekerjaan saya.

1	2	3	4	5
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LAMPIRAN IV

HASIL PENGUJIAN SPSS

4.1 Uji Validitas Variabel Budaya Organisasi (X₁) dan Variabel Cultural Fit (X₂)

		Correlations										
		Kesesuaian. Prosedur	Kepatuhan	Inovasi	Penerimaan. Kegagalan	Penerimaan. Kritikan. Konstruktif	Keharmonisa n. Interpersonal	Dukungan. Pekerjaan	Dukungan. Luar. Pekerjaan	Kepercayaan	Bantuan. Rekan.Kerja	Budaya Organisasi
Kesesuaian.Prosedur	Pearson Correlation	1	.292*	.180	.217	.574**	.272*	.246	-.065	.109	-.061	.362**
	Sig. (2-tailed)		.034	.196	.119	.000	.049	.076	.643	.437	.664	.008
	N	53	53	53	53	53	53	53	53	53	53	53
Kepatuhan	Pearson Correlation	.292*	1	.358**	.125	.291*	.101	.120	-.012	.146	-.047	.315*
	Sig. (2-tailed)	.034		.009	.372	.035	.471	.390	.935	.298	.737	.022
	N	53	53	53	53	53	53	53	53	53	53	53
Inovasi	Pearson Correlation	.180	.358**	1	.137	.448**	.113	.387**	.165	.303*	.095	.476**
	Sig. (2-tailed)	.196	.009		.330	.001	.418	.004	.239	.027	.500	.000
	N	53	53	53	53	53	53	53	53	53	53	53
Penerimaan.Kegagalan	Pearson Correlation	.217	.125	.137	1	.521**	.295*	.368**	.477**	.368**	.498**	.716**
	Sig. (2-tailed)	.119	.372	.330		.000	.032	.007	.000	.007	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53
Penerimaan.Kritikan. Konstruktif	Pearson Correlation	.574**	.291*	.448**	.521**	1	.398**	.529**	.395**	.483**	.352**	.782**
	Sig. (2-tailed)	.000	.035	.001	.000		.003	.000	.003	.000	.010	.000
	N	53	53	53	53	53	53	53	53	53	53	53
Keharmonisan. Interpersonal	Pearson Correlation	.272*	.101	.113	.295*	.398**	1	.566**	.376**	.340*	.246	.588**
	Sig. (2-tailed)	.049	.471	.418	.032	.003		.000	.005	.013	.076	.000
	N	53	53	53	53	53	53	53	53	53	53	53
Dukungan.Pekerjaan	Pearson Correlation	.246	.120	.387**	.368**	.529**	.566**	1	.495**	.496**	.336*	.722**
	Sig. (2-tailed)	.076	.390	.004	.007	.000	.000		.000	.000	.014	.000
	N	53	53	53	53	53	53	53	53	53	53	53
Dukungan.Luar. Pekerjaan	Pearson Correlation	-.065	-.012	.165	.477**	.395**	.376**	.495**	1	.444**	.707**	.725**
	Sig. (2-tailed)	.643	.935	.239	.000	.003	.005	.000		.001	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53
Kepercayaan	Pearson Correlation	.109	.146	.303*	.368**	.483**	.340*	.496**	.444**	1	.431**	.674**
	Sig. (2-tailed)	.437	.298	.027	.007	.000	.013	.000	.001		.001	.000
	N	53	53	53	53	53	53	53	53	53	53	53
Bantuan.Rekan.Kerja	Pearson Correlation	-.061	-.047	.095	.498**	.352**	.246	.336*	.707**	.431**	1	.674**
	Sig. (2-tailed)	.664	.737	.500	.000	.010	.076	.014	.000	.001		.000
	N	53	53	53	53	53	53	53	53	53	53	53
Budaya Organisasi	Pearson Correlation	.362**	.315*	.476**	.716**	.782**	.588**	.722**	.725**	.674**	.674**	1
	Sig. (2-tailed)	.008	.022	.000	.000	.000	.000	.000	.000	.000	.000	
	N	53	53	53	53	53	53	53	53	53	53	53

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

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

4.2 Uji Validitas Variabel Kepuasan Gaya Supervisi (Y)

		Correlations			
		Keberadaan. Supervisor	Supervisor. yang.Solutif	Kepuasan. Kerja	Kepuasan Gaya Supervisi
Keberadaan.Supervisor	Pearson Correlation	1	.799**	.329*	.891**
	Sig. (2-tailed)		.000	.016	.000
	N	53	53	53	53
Supervisor.yang.Solutif	Pearson Correlation	.799**	1	.290*	.885**
	Sig. (2-tailed)	.000		.035	.000
	N	53	53	53	53
Kepuasan.Kerja	Pearson Correlation	.329*	.290*	1	.637**
	Sig. (2-tailed)	.016	.035		.000
	N	53	53	53	53
Kepuasan Gaya Supervisi	Pearson Correlation	.891**	.885**	.637**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	53	53	53	53

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

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

4.3 Uji Reliabilitas Variabel Budaya Organisasi (X_1) dan *Cultural Fit* (X_2)

Reliability Statistics

Cronbach's Alpha	N of Items
.808	10

4.4 Uji Reliabilitas Variabel Kepuasan Gaya Supervisi (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.738	3

4.5 Uji Hipotesis Statistik F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.505	1	45.505	23.846	.000 ^b
	Residual	97.325	51	1.908		
	Total	142.830	52			

a. Dependent Variable: Kepuasan Gaya Supervisi

b. Predictors: (Constant), Budaya Organisasi

4.6 Uji Hipotesis Analisis Regresi Sederhana

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.542	1.958		1.298	.200
	Budaya.Organisasi	.234	.048	.564	4.883	.000

a. Dependent Variable: Kepuasan.Gaya.Supervisi

4.7 Uji Hipotesis Independent Sample t-Test

Group Statistics

	Grouping	N	Mean	Std. Deviation	Std. Error Mean
Kepuasan.Gaya.Supervisi	1.00	25	4.0804	.48365	.09673
	2.00	28	3.9646	.61164	.11559

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Kepuasan.Gaya. Supervisi	Equal variances assumed	.382	.539	.758	51	.452	.11576	.15274	-.19088	.42240
	Equal variances not assumed			.768	50.304	.446	.11576	.15072	-.18693	.41845