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LAMPIRAN 1

KUESIONER

**Pengaruh Proses Rekrutmen dan Seleksi Terhadap Kinerja
Karyawan Pada PT. Angkasa Pura I (Persero) Bandara
Internasional Sultan Hasanuddin Makassar**

Lampiran : Kuisisioner Penelitian
Perihal : Permohonan Menjadi Responden

Kepada Yth.
Bapak/Ibu/Sdr(i) Responden
Di Tempat

Dengan Hormat,

Saya yang bertandatangan di bawah ini :

Nama : Muhammad Aji Nugroho
Pekerjaan : Mahasiswa Universitas Hasanuddin Makassar
Nomor Pokok : A211 04 774
Program Studi : Manajemen
Alamat : BTN Cinranae Jalan Jambu No.8

Pada saat ini sedang melaksanakan penelitian untuk penyusunan skripsi yang berjudul : **"Pengaruh Proses Rekrutmen dan Seleksi Terhadap Kinerja Karyawan Pada PT. Angkasa Pura I (Persero) Bandara Internasional Sultan Hasanuddin Makassar"**. Berkaitan dengan kegiatan pengumpulan data dan informasi untuk kebutuhan analisis, saya sangat mengharapkan bantuan Bapak/Ibu/Sdr(i) untuk mengisi kuisisioner. Atas perhatian, dan kerja sama Bapak/Ibu/Sdr(i) diucapkan terima kasih.

Makassar, Juni 2011

Hormat saya,

Peneliti

KUISIONER PENELITIAN

Mohon semua pertanyaan dan pernyataan hendaknya dijawab dengan sejujurnya, Identitas Bapak/Ibu/Sdr(i) akan kami jamin kerahasiaannya, dan hanya dipergunakan untuk keperluan ilmiah serta dimanfaatkan untuk tujuan akademis.

IDENTITAS RESPONDEN :

1. Nama (Boleh tidak diisi) :
2. Jenis Kelamin
 - Laki-laki
 - Perempuan
3. Usia
 - 21 – 30 tahun
 - 31 – 40 tahun
 - 41 – 50 tahun
 - Diatas 50 tahun
4. Pendidikan terakhir
 - SMA
 - Akademi (D3)
 - S1
 - Pasca sarjana
5. Lama bekerja di PT. Angkasa Pura I
 - 1 – 10 tahun
 - 11 – 20 tahun
 - Diatas 20 tahun

BAGIAN B

Berikut ini penilaian anda terhadap **Pengaruh Proses Rekrutmen dan Seleksi Terhadap Kinerja Karyawan Pada PT. Angkasa Pura I (Persero) Bandara Internasional Sultan Hasanuddin Makassar**".

Mohon anda memberi tanda silang (X) nomor yang disediakan sesuai dengan penilaian anda dalam menilai setiap item pertanyaan.

- 1 = Sangat Tidak Setuju 4 = Setuju
 2 = Tidak Setuju 5 = Sangat Setuju
 3 = Netral

VARIABEL INDEPENDEN PROSES REKRUTMEN						
Item Pertanyaan		Alternatif Jawaban				
		STS	TS	N	S	SS
1	Proses rekrutmen pada PT. Angkasa Pura I Bandar Udara Hasanuddin telah sesuai dengan job description					
2	Rekrutmen sesuai dengan kebijakan direksi PT. Angkasa Pura I Bandar Udara Hasanuddin					
3	Pelaksanaan rekrutmen dilakukan melalui pemanfaatan iklan surat kabar					
4	Metode rekrutmen berpengaruh terhadap perolehan karyawan yang berkualitas					
5	Metode rekrutmen telah dilakukan secara efisien dan efektif					
6	Proses rekrutmen telah meningkatkan kinerja karyawan					
7	Pelaksanaan rekrutmen bertujuan untuk mengisi jabatan karyawan yang lowong					

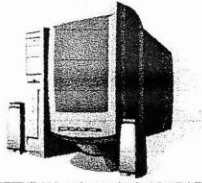
VARIABEL INDEPENDEN PROSES SELEKSI						
Item Pertanyaan		Alternatif Jawaban				
		STS	TS	N	S	SS
1	Pelaksanaan seleksi karyawan dilakukan melalui test potensi akademik					
2	Metode seleksi karyawan telah dilakukan secara efisien dan efektif					
3	Proses seleksi dilakukan melalui test psikologis					
4	Pelaksanaan seleksi karyawan dilakukan melalui test wawancara					
5	Kegiatan seleksi sesuai dengan tujuan pada PT. Angkasa Pura I Bandar Udara Hasanuddin					
6	Proses seleksi mampu meningkatkan kinerja karyawan					
7	Kebijakan seleksi dilakukan setelah dilakukan rekrutmen karyawan					

VARIABEL DEPENDEN KINERJA KARYAWAN						
Item Pertanyaan		Alternatif Jawaban				
		STS	TS	N	S	SS
1	Hasil pekerjaan karyawan sesuai dengan kualitas kerja					
2	Karyawan yang memiliki tanggung jawab yang tinggi dalam penyelesaian pekerjaan					
3	Kerja sama antar karyawan dengan rekan kerja karyawan telah memadai					
4	Kedisiplinan karyawan telah baik					
5	Pengetahuan dan keterampilan karyawan yang sudah baik					
6	Penanganan pekerjaan sesuai dengan waktu penyelesaian pekerjaan yang telah direncanakan					
7	Karyawan memiliki kemampuan dalam melakukan tugas dan pekerjaan					

LAMPIRAN 2

PROFIL

RESPONDEN



Lampiran 3 : Data Regresi

Kode Kuesioner	Variabel Dep (Y)	Variabel Independent	
		X1	X2
R1	31,00	27,00	30,00
R2	31,00	28,00	29,00
R3	35,00	29,00	29,00
R4	35,00	29,00	28,00
R5	29,00	28,00	28,00
R6	28,00	26,00	21,00
R7	26,00	26,00	21,00
R8	26,00	25,00	21,00
R9	23,00	22,00	21,00
R10	21,00	23,00	14,00
R11	21,00	14,00	14,00
R12	21,00	14,00	14,00
R13	21,00	19,00	14,00
R14	21,00	14,00	15,00
R15	21,00	28,00	15,00
R16	28,00	28,00	21,00
R17	28,00	28,00	21,00
R18	28,00	28,00	21,00
R19	28,00	28,00	21,00
R20	28,00	28,00	28,00
R21	22,00	21,00	21,00
R22	24,00	21,00	21,00
R23	26,00	27,00	21,00
R24	27,00	27,00	21,00
R25	23,00	21,00	21,00
R26	27,00	21,00	21,00
R27	21,00	21,00	21,00
R28	28,00	21,00	21,00
R29	28,00	21,00	21,00
R30	28,00	21,00	21,00
R31	28,00	21,00	21,00
R32	28,00	21,00	21,00
R33	28,00	21,00	23,00
R34	28,00	22,00	21,00
R35	28,00	21,00	21,00
R36	29,00	28,00	28,00
R37	29,00	28,00	28,00
R38	29,00	28,00	28,00
R39	30,00	28,00	28,00
R40	31,00	29,00	28,00
R41	29,00	28,00	28,00
R42	28,00	28,00	28,00
R43	29,00	28,00	28,00
R44	28,00	21,00	25,00
R45	26,00	21,00	21,00
R46	25,00	21,00	21,00
R47	25,00	21,00	21,00

R48	25,00	21,00	23,00
R49	27,00	25,00	24,00
R50	28,00	25,00	27,00
R51	27,00	25,00	27,00
R52	29,00	28,00	28,00
R53	31,00	28,00	28,00
R54	29,00	28,00	28,00
R55	31,00	28,00	28,00
R56	31,00	28,00	28,00
R57	30,00	28,00	28,00
R58	31,00	28,00	28,00
R59	27,00	25,00	26,00
R60	21,00	17,00	20,00
R61	21,00	14,00	14,00
R62	27,00	21,00	23,00
R63	26,00	22,00	25,00
R64	28,00	28,00	27,00
R65	29,00	28,00	28,00
R66	30,00	28,00	28,00
R67	31,00	28,00	29,00
R68	30,00	28,00	28,00
R69	28,00	24,00	25,00
R70	30,00	28,00	28,00
R71	29,00	28,00	28,00
R72	29,00	28,00	28,00
R73	30,00	28,00	28,00
R74	28,00	28,00	28,00
R75	26,00	21,00	22,00
R76	26,00	21,00	21,00
R77	25,00	21,00	21,00
R78	25,00	21,00	21,00
R79	26,00	21,00	21,00
R80	23,00	21,00	21,00
R81	26,00	21,00	21,00
R82	28,00	28,00	28,00
R83	29,00	28,00	28,00
R84	30,00	27,00	28,00
R85	31,00	28,00	30,00
R86	30,00	28,00	28,00
R87	30,00	28,00	28,00
R88	28,00	27,00	28,00
R89	27,00	27,00	28,00
R90	28,00	28,00	28,00
R91	28,00	29,00	29,00
R92	27,00	29,00	28,00
R93	29,00	28,00	21,00
R94	28,00	29,00	21,00
R95	27,00	29,00	21,00
R96	27,00	28,00	26,00
R97	23,00	28,00	29,00
R98	23,00	28,00	31,00
R99	34,00	28,00	29,00
R100	33,00	28,00	28,00

LAMPIRAN 3

ANALISIS STATISTIK

Frequencies

Statistics

		Jenis Kelamin Responden	Usia Responden	Jenjang Pendidikan Responden	Lama Bekerja
N	Valid	100	100	100	100
	Missing	0	0	0	0

Jenis Kelamin Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki Laki	62	62,0	62,0	62,0
	Perempuan	38	38,0	38,0	100,0
	Total	100	100,0	100,0	

Usia Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-30 tahun	48	48,0	48,0	48,0
	31-40 tahun	31	31,0	31,0	79,0
	41-50 tahun	18	18,0	18,0	97,0
	di atas 50 tahun	3	3,0	3,0	100,0
	Total	100	100,0	100,0	

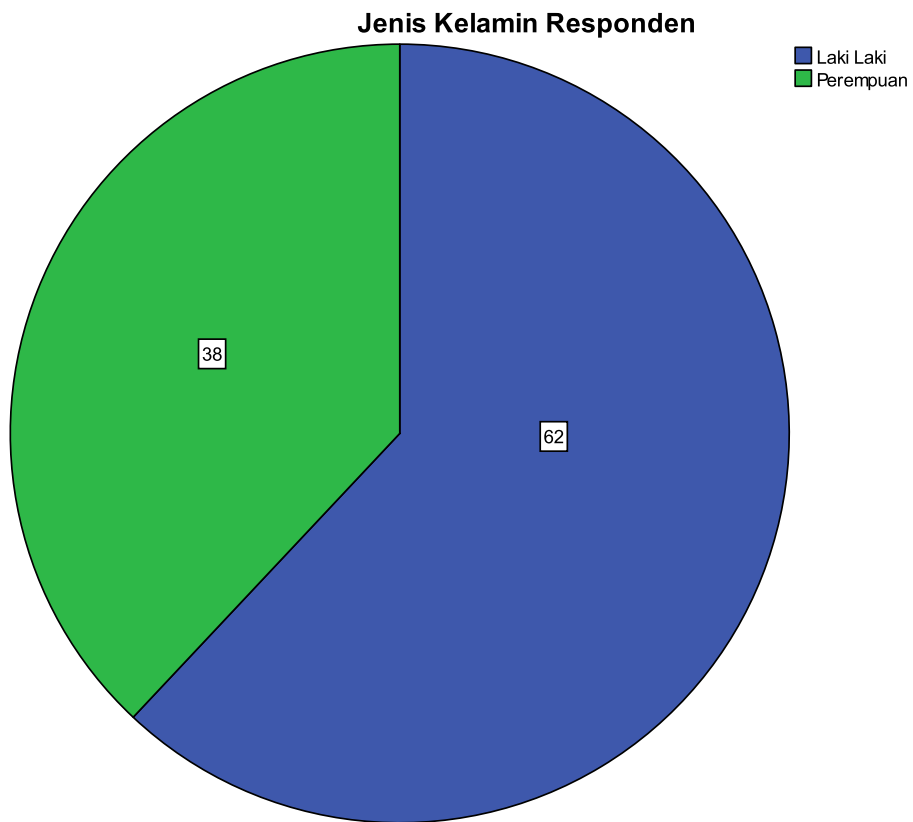
Jenjang Pendidikan Responden

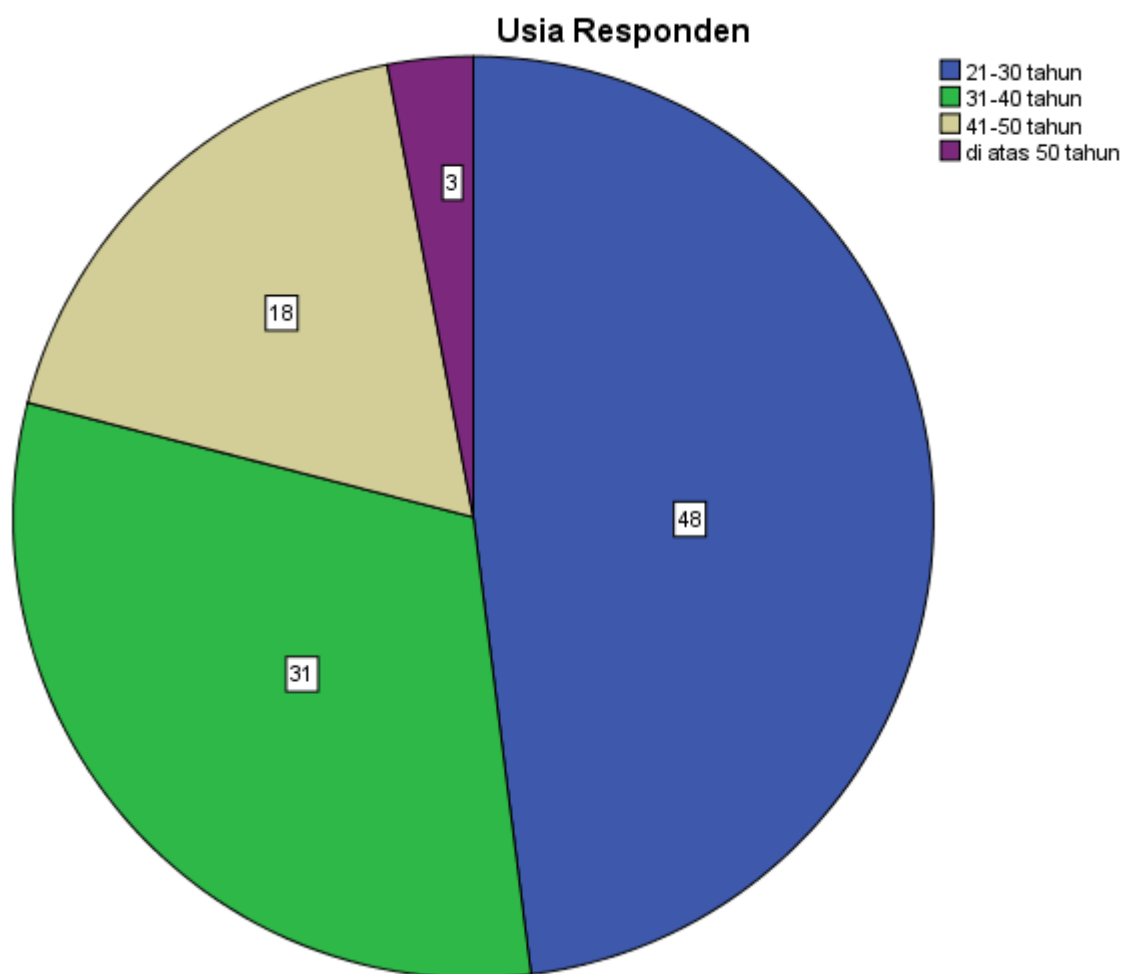
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Akademi (D.3)	17	17,0	17,0	17,0
	S.1	46	46,0	46,0	63,0
	Pasca Sarjana	37	37,0	37,0	100,0
	Total	100	100,0	100,0	

Lama Bekerja

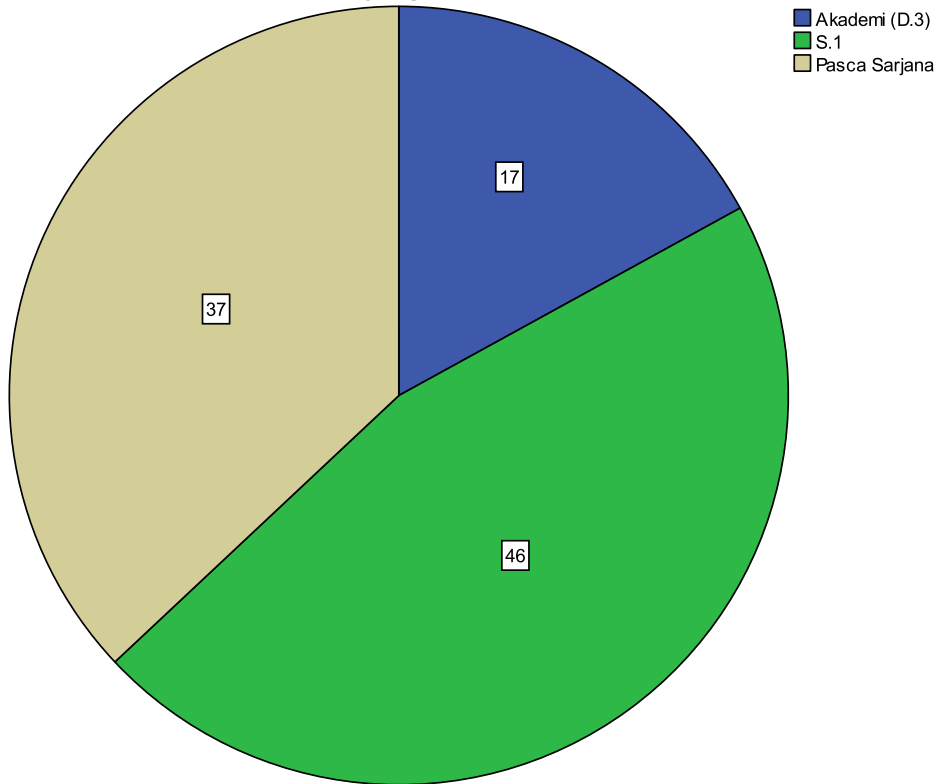
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-10 tahun	63	63,0	63,0	63,0
	11-20 tahun	26	26,0	26,0	89,0
	di atas 20 tahun	11	11,0	11,0	100,0
	Total	100	100,0	100,0	

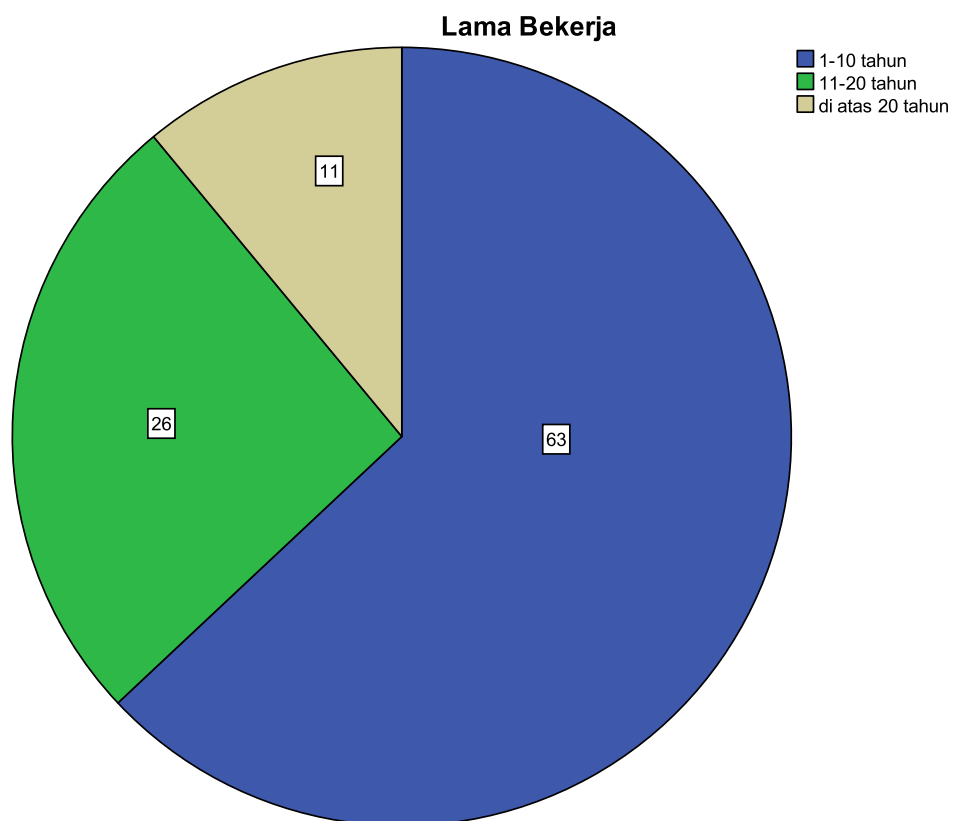
Pie Chart





Jenjang Pendidikan Responden





Frequencies

Statistics

		PR1	PR2	PR3	PR4	PR5	PR6	PR7
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0

Statistics

		PS1	PS2	PS3	PS4	PS5	PS6	PS7
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0

Statistics

		KK1	KK2	KK3	KK4	KK5	KK6	KK7
N	Valid	100	100	100	100	100	100	100
	Missing	0	0	0	0	0	0	0

Frequency Table

PR1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3,0	3,0	3,0
	TS	6	6,0	6,0	9,0
	N	38	38,0	38,0	47,0
	S	53	53,0	53,0	100,0
	Total	100	100,0	100,0	

PR2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3,0	3,0	3,0
	TS	6	6,0	6,0	9,0
	N	36	36,0	36,0	45,0
	S	52	52,0	52,0	97,0
	SS	3	3,0	3,0	100,0
	Total	100	100,0	100,0	

PR3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	3	3,0	3,0	5,0
	N	36	36,0	36,0	41,0
	S	53	53,0	53,0	94,0
	SS	6	6,0	6,0	100,0
	Total	100	100,0	100,0	

PR4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	4	4,0	4,0	5,0
	N	34	34,0	34,0	39,0
	S	56	56,0	56,0	95,0
	SS	5	5,0	5,0	100,0
	Total	100	100,0	100,0	

PR5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	4	4,0	4,0	5,0
	N	33	33,0	33,0	38,0
	S	54	54,0	54,0	92,0
	SS	8	8,0	8,0	100,0
	Total	100	100,0	100,0	

PR6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3,0	3,0	3,0
	N	32	32,0	32,0	35,0
	S	56	56,0	56,0	91,0
	SS	9	9,0	9,0	100,0
	Total	100	100,0	100,0	

PR7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3,0	3,0	3,0
	N	37	37,0	37,0	40,0
	S	53	53,0	53,0	93,0
	SS	7	7,0	7,0	100,0
	Total	100	100,0	100,0	

PS1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	6	6,0	6,0	7,0
	N	40	40,0	40,0	47,0
	S	48	48,0	48,0	95,0
	SS	5	5,0	5,0	100,0
	Total	100	100,0	100,0	

PS2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	7	7,0	7,0	8,0
	N	40	40,0	40,0	48,0
	S	48	48,0	48,0	96,0
	SS	4	4,0	4,0	100,0
	Total	100	100,0	100,0	

PS3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	9	9,0	9,0	10,0
	N	41	41,0	41,0	51,0
	S	46	46,0	46,0	97,0
	SS	3	3,0	3,0	100,0
	Total	100	100,0	100,0	

PS4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	7	7,0	7,0	8,0
	SS	40	40,0	40,0	48,0
	S	50	50,0	50,0	98,0
	SS	2	2,0	2,0	100,0
	Total	100	100,0	100,0	

PS5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3,0	3,0	3,0
	TS	4	4,0	4,0	7,0
	N	37	37,0	37,0	44,0
	S	51	51,0	51,0	95,0
	SS	5	5,0	5,0	100,0
	Total	100	100,0	100,0	

PS6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	5	5,0	5,0	6,0
	N	40	40,0	40,0	46,0
	S	51	51,0	51,0	97,0
	SS	3	3,0	3,0	100,0
	Total	100	100,0	100,0	

PS7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3,0	3,0	3,0
	TS	5	5,0	5,0	8,0
	N	40	40,0	40,0	48,0
	S	47	47,0	47,0	95,0
	SS	5	5,0	5,0	100,0
	Total	100	100,0	100,0	

KK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	3	3,0	3,0	4,0
	N	26	26,0	26,0	30,0
	S	58	58,0	58,0	88,0
	SS	12	12,0	12,0	100,0
	Total	100	100,0	100,0	

KK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	N	16	16,0	16,0	17,0
	S	63	63,0	63,0	80,0
	SS	20	20,0	20,0	100,0
	Total	100	100,0	100,0	

KK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	23	23,0	23,0	23,0
	S	63	63,0	63,0	86,0
	SS	14	14,0	14,0	100,0
	Total	100	100,0	100,0	

KK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	25	25,0	25,0	25,0
	S	60	60,0	60,0	85,0
	SS	15	15,0	15,0	100,0
	Total	100	100,0	100,0	

KK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	27	27,0	27,0	27,0
	S	49	49,0	49,0	76,0
	SS	24	24,0	24,0	100,0
	Total	100	100,0	100,0	

KK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	24	24,0	24,0	24,0
	S	60	60,0	60,0	84,0
	SS	16	16,0	16,0	100,0
	Total	100	100,0	100,0	

KK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	25	25,0	25,0	25,0
	S	57	57,0	57,0	82,0
	SS	18	18,0	18,0	100,0
	Total	100	100,0	100,0	

Correlations

Correlations

		PR1	PR2	PR3	PR4	PR5	PR6	PR7	Proses Rekrutment
PR1	Pearson Correlation	1	,682	,594	,596	,406	,405	,244	,722
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,015	,000
	N	100	100	100	100	100	100	100	100
PR2	Pearson Correlation	,682	1	,684	,729	,450	,256	,324	,763
	Sig. (2-tailed)	,000		,000	,000	,000	,010	,001	,000
	N	100	100	100	100	100	100	100	100
PR3	Pearson Correlation	,594	,684	1	,787	,724	,545	,473	,877
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000	,000
	N	100	100	100	100	100	100	100	100
PR4	Pearson Correlation	,596	,729	,787	1	,666	,549	,651	,904
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000
	N	100	100	100	100	100	100	100	100
PR5	Pearson Correlation	,406	,450	,724	,666	1	,587	,608	,804
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,000
	N	100	100	100	100	100	100	100	100
PR6	Pearson Correlation	,405	,256	,545	,549	,587	1	,720	,723
	Sig. (2-tailed)	,000	,010	,000	,000	,000		,000	,000
	N	100	100	100	100	100	100	100	100
PR7	Pearson Correlation	,244	,324	,473	,651	,608	,720	1	,714
	Sig. (2-tailed)	,015	,001	,000	,000	,000	,000		,000
	N	100	100	100	100	100	100	100	100
Proses Rekrutment	Pearson Correlation	,722	,763	,877	,904	,804	,723	,714	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	100	100	100	100	100	100	100	100

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

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

Correlations

Correlations

		PS1	PS2	PS3	PS4	PS5	PS6	PS7	Proses Seleksi
PS1	Pearson Correlation	1	.803**	.756**	.816**	.695**	.521**	.572**	.877**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
PS2	Pearson Correlation	.803**	1	.686**	.844**	.652**	.551**	.457**	.846**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
PS3	Pearson Correlation	.756**	.686**	1	.633**	.558**	.446**	.602**	.798**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
PS4	Pearson Correlation	.816**	.844**	.633**	1	.771**	.679**	.566**	.900**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
PS5	Pearson Correlation	.695**	.652**	.558**	.771**	1	.812**	.639**	.873**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100
PS6	Pearson Correlation	.521**	.551**	.446**	.679**	.812**	1	.718**	.803**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100
PS7	Pearson Correlation	.572**	.457**	.602**	.566**	.639**	.718**	1	.780**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100	100	100
Proses Seleksi	Pearson Correlation	.877**	.846**	.798**	.900**	.873**	.803**	.780**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100	100

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

Correlations

		Correlations							Kinerja Karyawan
		KK1	KK2	KK3	KK4	KK5	KK6	KK7	
KK1	Pearson Correlation	1	.355**	.543**	.212*	.369**	.264**	.364**	.671**
	Sig. (2-tailed)		.000	.000	.034	.000	.008	.000	.000
	N	100	100	100	100	100	100	100	100
KK2	Pearson Correlation	.355**	1	.504**	.410**	.334**	.382**	.343**	.694**
	Sig. (2-tailed)	.000		.000	.000	.001	.000	.000	.000
	N	100	100	100	100	100	100	100	100
KK3	Pearson Correlation	.543**	.504**	1	.375**	.366**	.431**	.366**	.748**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
KK4	Pearson Correlation	.212*	.410**	.375**	1	.285**	.260**	.278**	.584**
	Sig. (2-tailed)	.034	.000	.000		.004	.009	.005	.000
	N	100	100	100	100	100	100	100	100
KK5	Pearson Correlation	.369**	.334**	.366**	.285**	1	.397**	.425**	.683**
	Sig. (2-tailed)	.000	.001	.000	.004		.000	.000	.000
	N	100	100	100	100	100	100	100	100
KK6	Pearson Correlation	.264**	.382**	.431**	.260**	.397**	1	.500**	.674**
	Sig. (2-tailed)	.008	.000	.000	.009	.000		.000	.000
	N	100	100	100	100	100	100	100	100
KK7	Pearson Correlation	.364**	.343**	.366**	.278**	.425**	.500**	1	.691**
	Sig. (2-tailed)	.000	.000	.000	.005	.000	.000		.000
	N	100	100	100	100	100	100	100	100
Kinerja Karyawan	Pearson Correlation	.671**	.694**	.748**	.584**	.683**	.674**	.691**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100	100

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,897	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PR1	21,6300	11,973	,612	,892
PR2	21,5800	11,539	,657	,888
PR3	21,4600	11,059	,821	,867
PR4	21,4400	11,158	,862	,863
PR5	21,4000	11,535	,721	,879
PR6	21,3300	12,264	,626	,890
PR7	21,4000	12,364	,616	,891

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,929	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PS1	20,8000	13,818	,828	,913
PS2	20,8300	14,021	,786	,918
PS3	20,8900	14,281	,721	,924
PS4	20,8500	13,866	,861	,911
PS5	20,7900	13,521	,818	,914
PS6	20,8000	14,525	,735	,922
PS7	20,8400	14,095	,690	,928

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,802	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	23,6500	7,199	,506	,783
KK2	23,4000	7,394	,562	,771
KK3	23,5100	7,283	,641	,758
KK4	23,5200	7,848	,426	,794
KK5	23,4500	7,199	,527	,778
KK6	23,5000	7,485	,539	,775
KK7	23,4900	7,343	,554	,772

Regression**Variables Entered/Removed^b**

Model	Variables Entered	Variables Removed	Method
1	Proses Seleksi, Proses Rekrutment	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,766	,587	,579	2,02583	,587	68,990	2	97	,000

a. Predictors: (Constant), Proses Seleksi, Proses Rekrutment

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	566.271	2	283.136	68.990	.000 ^a
	Residual	398.089	97	4.104		
	Total	964.360	99			

a. Predictors: (Constant), Proses Seleksi, Proses Rekrutment

b. Dependent Variable: Kinerja Karyawan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.492	1.327		9.412	.000
	Proses Rekrutment	.247	.079	.313	3.115	.002
	Proses Seleksi	.360	.072	.501	4.984	.000

a. Dependent Variable: Kinerja Karyawan