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[Penerapannya-Pada Lingkungan-Sekitar,Diakses](#) 29 oktober 15,



Lampiran 1

KUISIONER PENELITIAN

PENGARUH BUDAYA KERJA DAN INOVASI KERJA TERHADAP KINERJA KARYAWAN PADA PT. PERKEBUNAN NUSANTARA III (PERSERO) KEBUN GUNUNG PAMELA

Bersama ini saya mohon kesediaan Bapak/Ibu untuk mengisi daftar kuisisioner yang diberikan. Informasi yang Bapak/Ibu berikan merupakan bantuan yang sangat berarti bagi saya dalam menyelesaikan penelitian ini. Atas bantuan dan perhatian Bapak/Ibu, saya ucapkan terima kasih.

A. Petunjuk Pengisian

Berilah tanda ceklis (√) pada salah satu jawaban yang sesuai dengan pendapat Bapak/Ibu pada kolom yang telah disediakan.

Keterangan :

STS : Sangat Tidak Setuju

TS : Tidak Setuju

KS : Kurang Setuju

S : Setuju

SS : Sangat Setuju

B. Identitas Responden

Nama	
Jenis Kelamin	Pria/Wanita
Usia	
Pendidikan Terakhir	SLTA/D1/D3/S1/S2
Lama Bekerja	

Budaya Kerja (X₁)

No	Pernyataan	SS	S	KS	TS	STS
1	Saya selalu mengevaluasi hasil pekerjaan yang telah saya kerjakan sebagai pedoman pekerjaan yang akan datang					
2	Dalam melaksanakan pekerjaan saya melakukan koordinasi dengan rekan kerja dari pimpinan					
3	Saya selalu berusaha untuk menghemat waktu dalam melaksanakan kerja					

Inovasi Kerja (X₂)

No	Pernyataan	SS	S	KS	TS	STS
1	Atasan saya sangat memberikan dorongan untuk karyawan agar selalu berprestasi					
2	Anda menggunakan waktu luang untuk kegiatan yang bermanfaat sebagai pengembangan kemampuan anda					
3	Saya bertanggung jawab terhadap pekerjaan yang saya lakukan					

Kinerja (Y)

No	Pernyataan	SS	S	KS	TS	STS
1	Saya mampu menyelesaikan pekerjaan lebih banyak dari standar yang telah ditetapkan					
2	Saya menjalankan pekerjaan sesuai dengan kapasitas yang diberikan perusahaan					
3	Saya selalu menyelesaikan pekerjaan dengan tepat waktu					
4	Saya selalu menyelesaikan pekerjaan dengan teliti					
5	Saya memiliki tanggung jawab terhadap pekerjaan yang dilakukan					

Terima kasih atas bantuan Bapak/Ibu, Saudara/Saudari yang telah mengisi kuesioner ini. Atas perhatian dan kerja samanya Saya ucapkan Terima Kasih banyak.

Lampiran 2

UJI VALIDITAS DAN RELIABILITAS RESPONDEN

VARIABEL BEBAS X_1 (BUDAYA KERJA)

Res	Jawaban Responden Variabel Bebas X_1		
	P1	P2	P3
1	5	5	5
2	5	5	5
3	5	3	5
4	5	5	5
5	4	4	4
6	5	5	5
7	4	4	4
8	5	5	5
9	5	5	5
10	3	3	4
11	4	4	5
12	5	5	5
13	5	5	4
14	5	5	5
15	5	5	5

UJI VALIDITAS DAN RELIABILITAS RESPONDEN

VARIABEL BEBAS X₂ (INOVASI KERJA)

Res	Jawaban Responden Variabel Bebas X2		
	P4	P5	P6
1	5	5	5
2	3	5	5
3	5	3	5
4	5	5	5
5	4	4	4
6	5	5	5
7	4	4	4
8	5	5	5
9	5	5	5
10	4	3	3
11	5	4	4
12	5	5	5
13	4	5	5
14	5	4	5
15	5	5	5

UJI VALIDITAS DAN RELIABILITAS RESPONDEN

VARIABEL TERIKAT Y (KINERJA KARYAWAN)

Res	Jawaban Responden Variabel Terikat Y				
	P7	P8	P9	P10	P11
1	5	5	5	5	5
2	5	5	5	5	4
3	5	5	5	5	5
4	4	5	5	5	4
5	4	4	4	4	4
6	4	5	5	5	5
7	4	4	4	4	4
8	5	5	5	5	5
9	5	5	5	5	5
10	4	3	5	5	4
11	4	4	5	5	4
12	5	4	5	4	4
13	4	5	5	5	4
14	4	5	5	5	4
15	5	4	5	5	4

Lampiran 3

HASIL UJI VALIDITAS DAN RELIABILITAS

1. VARIABEL BEBAS X_1 (BUDAYA KERJA)

Reliability

RELIABILITY

/VARIABLES=VAR00001 VAR00002 VAR00003

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE SCALE

/SUMMARY=TOTAL MEANS VARIANCE COV CORR.

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	15	100.0
	Excluded ^a	0	.0
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.813	.828	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
VAR00001	9.2667	1.067	.822	.680	.571
VAR00002	9.4000	.971	.663	.531	.784
VAR00003	9.2000	1.600	.592	.458	.833

2. VARIABEL BEBAS X_2 (INOVASI KERJA)

Reliability

RELIABILITY

/VARIABLES=VAR00004 VAR00005 VAR00006

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE SCALE

/SUMMARY=TOTAL MEANS VARIANCE COV CORR.

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	15	100.0
	Excluded ^a	0	.0
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.650	.655	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
VAR00004	9.1333	1.552	.554	.163	.798

VAR00005	9.2667	1.067	.578	.473	.536
VAR00006	9.0667	1.067	.710	.537	.614

3. VARIABEL TERIKAT Y (KINERJA KARYAWAN)

Reliability

RELIABILITY

/VARIABLES=VAR00007 VAR00008 VAR00009 VAR00010 VAR00011

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE SCALE

/SUMMARY=TOTAL MEANS VARIANCE COV CORR.

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	15	100.0
	Excluded ^a	0	.0
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.746	.767	5

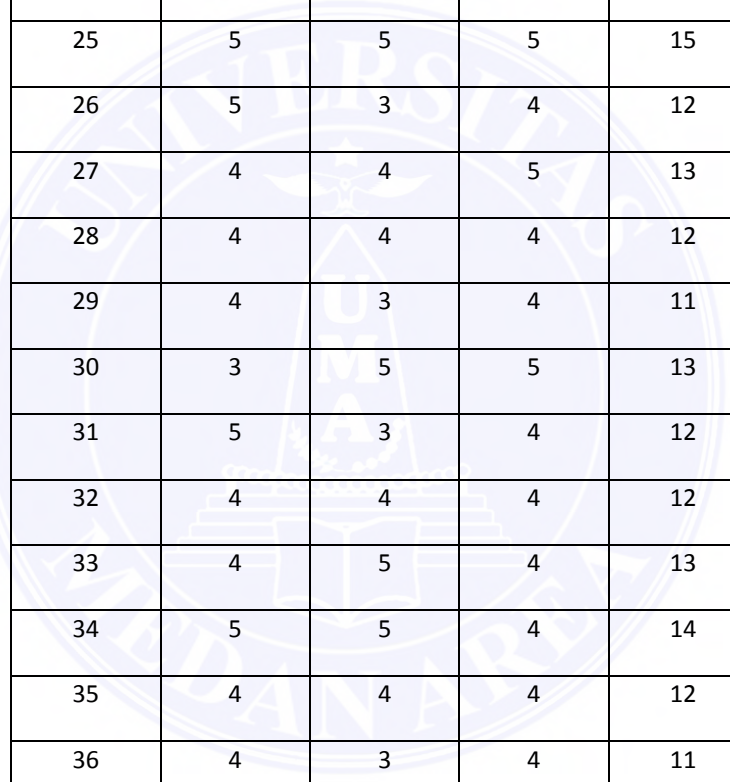
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
VAR00007	18.5333	2.124	.605	.405	.741
VAR00008	18.4667	1.695	.557	.354	.704
VAR00009	18.1333	2.267	.575	.704	.695
VAR00010	18.2000	2.171	.559	.709	.696
VAR00011	18.6667	1.952	.594	.444	.670

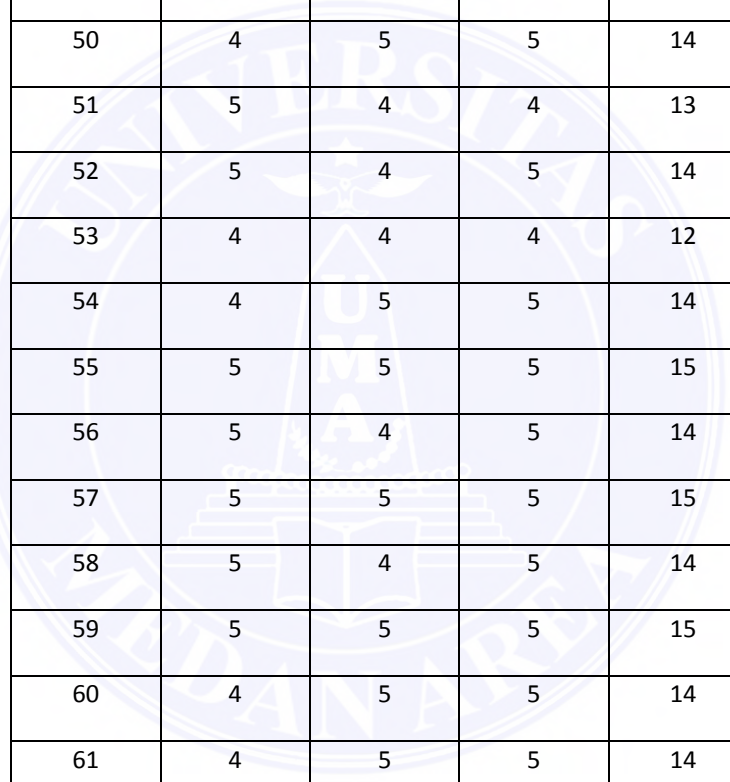
Lampiran 4

DISTRIBUSI JAWABAN RESPONDEN PENELITIAN VARIABEL BEBAS X_1 (BUDAYA KERJA)

No.	BUDAYA KERJA			X_1
	P1	P2	P3	
1	4	5	4	13
2	4	5	4	13
3	5	5	5	15
4	3	3	4	10
5	4	4	5	13
6	4	4	4	12
7	4	5	5	14
8	5	4	5	14
9	4	5	5	14
10	5	4	5	14
11	5	4	5	14
12	4	5	4	13
13	3	3	3	9
14	4	5	5	14
15	3	4	3	10
16	4	4	5	13
17	5	4	4	13



18	5	4	4	13
19	4	4	4	12
20	5	3	5	13
21	4	4	4	12
22	4	4	4	12
23	3	4	4	11
24	4	3	5	12
25	5	5	5	15
26	5	3	4	12
27	4	4	5	13
28	4	4	4	12
29	4	3	4	11
30	3	5	5	13
31	5	3	4	12
32	4	4	4	12
33	4	5	4	13
34	5	5	4	14
35	4	4	4	12
36	4	3	4	11
37	5	4	4	13
38	5	5	4	14
39	4	4	4	12
40	4	3	4	11
41	4	5	4	13
42	4	5	4	13



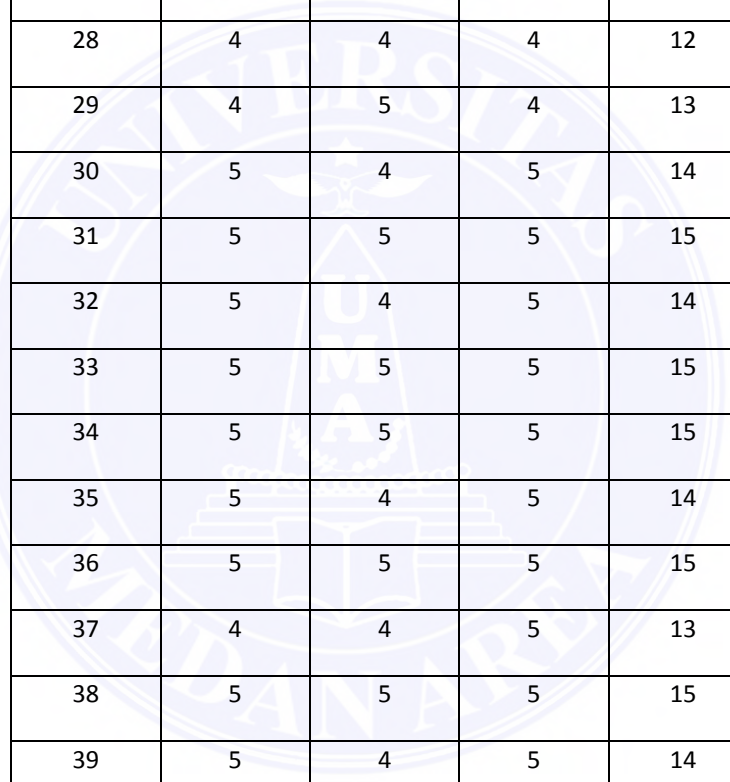
43	5	5	5	15
44	5	4	5	14
45	5	4	4	13
46	5	3	3	11
47	5	5	5	15
48	4	5	5	14
49	3	5	5	13
50	4	5	5	14
51	5	4	4	13
52	5	4	5	14
53	4	4	4	12
54	4	5	5	14
55	5	5	5	15
56	5	4	5	14
57	5	5	5	15
58	5	4	5	14
59	5	5	5	15
60	4	5	5	14
61	4	5	5	14
62	3	5	5	13
63	5	4	4	13
64	5	4	4	13
65	5	4	5	14
66	5	4	4	13
67	4	5	5	14

68	3	5	5	13
69	4	4	5	13
70	5	5	5	15
71	5	4	5	14
72	4	5	5	14
73	4	5	5	14
74	5	5	5	15
75	5	5	5	15
76	5	4	4	13
77	5	5	5	15
78	5	5	5	15
79	4	5	5	14
80	4	5	5	14
81	3	3	5	11
82	5	4	5	14
83	5	5	5	15
84	4	4	3	11
85	4	5	4	13
86	5	4	5	14
87	5	5	5	15
88	5	5	5	15
89	5	5	5	15

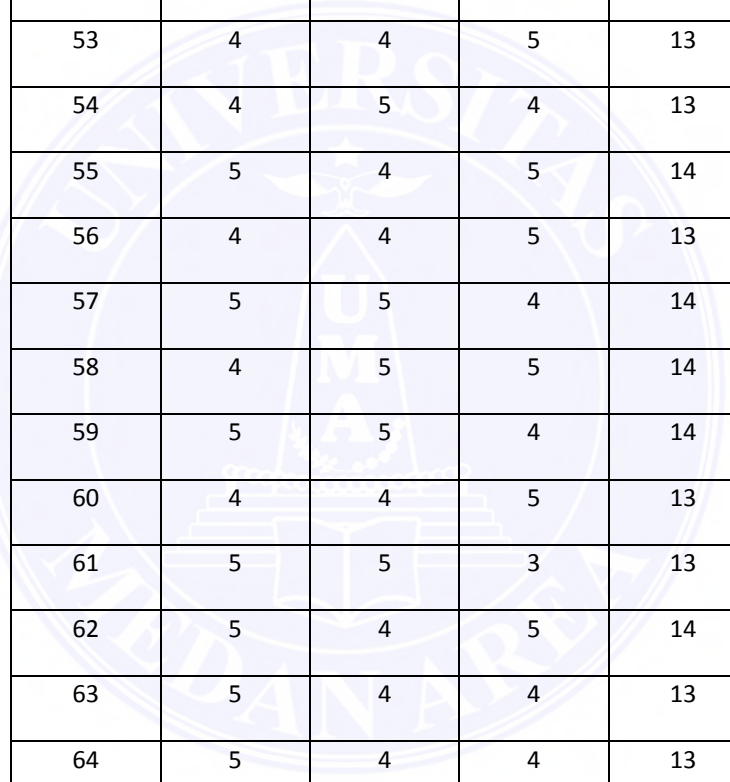
DISTRIBUSI JAWABAN RESPONDEN PENELITIAN

VARIABEL BEBAS X_2 (INOVASI KERJA)

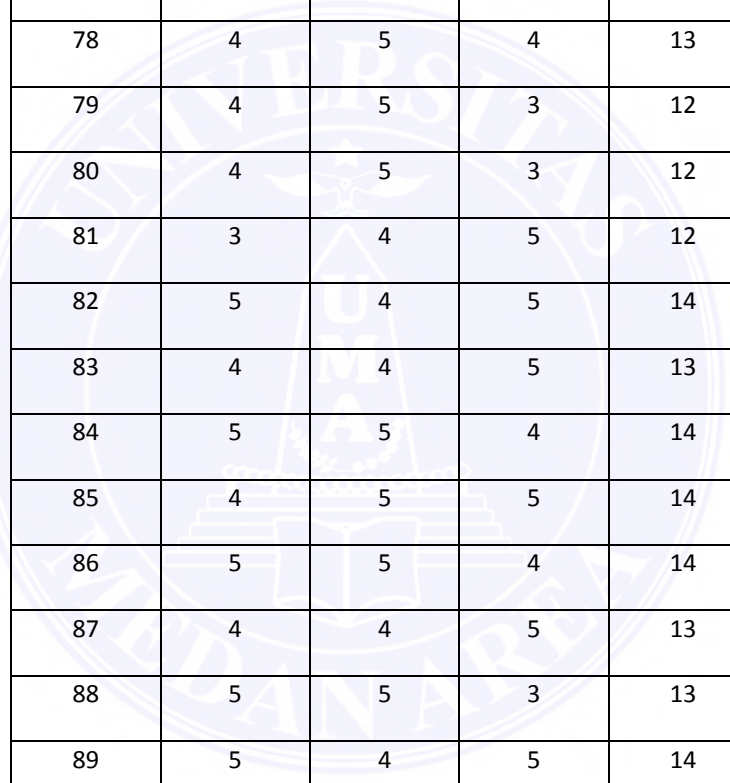
No.	INOVASI KERJA			X_2
	P4	P5	P6	
1	5	5	5	15
2	3	5	4	12
3	5	5	5	15
4	5	5	5	15
5	2	4	4	10
6	5	5	5	15
7	5	5	5	15
8	4	3	4	11
9	4	4	4	12
10	3	4	4	11
11	5	4	4	13
12	4	5	5	14
13	4	4	4	12
14	5	5	5	15
15	3	5	4	12
16	4	5	5	14
17	5	4	5	14
18	5	4	5	14
19	5	4	5	14
20	3	5	4	12



21	4	4	4	12
22	5	5	5	15
23	5	5	5	15
24	5	4	5	14
25	3	4	4	11
26	4	5	5	14
27	3	4	4	11
28	4	4	4	12
29	4	5	4	13
30	5	4	5	14
31	5	5	5	15
32	5	4	5	14
33	5	5	5	15
34	5	5	5	15
35	5	4	5	14
36	5	5	5	15
37	4	4	5	13
38	5	5	5	15
39	5	4	5	14
40	5	5	5	15
41	5	5	5	15
42	3	5	4	12
43	5	5	5	15
44	5	5	5	15
45	4	5	3	12



46	4	5	3	12
47	4	5	5	14
48	4	5	4	13
49	5	4	5	14
50	4	5	5	14
51	3	5	4	12
52	4	5	4	13
53	4	4	5	13
54	4	5	4	13
55	5	4	5	14
56	4	4	5	13
57	5	5	4	14
58	4	5	5	14
59	5	5	4	14
60	4	4	5	13
61	5	5	3	13
62	5	4	5	14
63	5	4	4	13
64	5	4	4	13
65	4	5	5	14
66	4	5	5	14
67	4	5	4	13
68	5	4	4	13
69	4	5	5	14
70	3	5	4	12



71	4	5	5	14
72	4	4	3	11
73	4	5	4	13
74	5	4	5	14
75	4	4	5	13
76	5	5	4	14
77	4	5	3	12
78	4	5	4	13
79	4	5	3	12
80	4	5	3	12
81	3	4	5	12
82	5	4	5	14
83	4	4	5	13
84	5	5	4	14
85	4	5	5	14
86	5	5	4	14
87	4	4	5	13
88	5	5	3	13
89	5	4	5	14

DISTRIBUSI JAWABAN RESPONDEN PENELITIAN

VARIABEL TERIKAT Y (KINERJA KARYAWAN)

No.	KINERJA KARYAWAN					Y
	P7	P8	P9	P10	P11	
1	4	5	4	4	5	22
2	3	3	4	4	4	18
3	4	5	5	5	5	24
4	4	5	3	4	5	21
5	4	2	4	5	4	19
6	4	5	4	4	5	22
7	4	5	4	5	5	23
8	4	4	5	5	4	22
9	5	4	4	5	4	22
10	4	3	5	5	4	21
11	5	5	5	5	4	24
12	4	4	4	4	5	21
13	3	4	3	3	4	17
14	4	5	4	5	5	23
15	4	3	3	3	4	17
16	4	4	4	5	5	22
17	5	5	5	4	5	24
18	5	5	5	4	5	24
19	4	5	4	4	5	22
20	5	3	5	5	4	22

21	5	4	4	4	4	21
22	4	5	4	4	5	22
23	3	5	3	4	5	20
24	5	5	4	5	5	24
25	5	3	5	5	4	22
26	4	4	5	4	5	22
27	4	3	4	5	4	20
28	4	4	4	4	4	20
29	5	4	4	4	4	21
30	5	5	3	5	5	23
31	4	5	5	4	5	23
32	4	5	4	4	5	22
33	4	5	4	4	5	22
34	4	5	5	4	5	23
35	4	5	4	4	5	22
36	4	5	4	4	5	22
37	4	4	5	4	5	22
38	4	5	5	4	5	23
39	4	5	4	4	5	22
40	4	5	4	4	5	22
41	4	5	4	4	5	22
42	3	3	4	4	4	18
43	4	5	5	5	5	24
44	5	5	5	5	5	25
45	5	5	5	4	5	24

46	5	5	5	4	5	24
47	5	5	5	5	5	25
48	4	5	4	4	5	22
49	5	4	5	5	4	23
50	4	5	4	5	5	23
51	5	5	5	5	5	25
52	5	4	5	4	5	23
53	3	5	5	5	4	22
54	4	5	5	4	5	23
55	5	5	5	5	4	24
56	5	4	5	5	4	23
57	5	5	5	5	5	25
58	5	5	5	4	5	24
59	5	5	5	5	5	25
60	4	5	4	4	5	22
61	4	5	4	4	5	22
62	5	4	5	5	4	23
63	5	4	5	5	4	23
64	5	5	5	5	5	25
65	5	5	5	4	5	24
66	5	5	5	5	5	25
67	4	5	4	4	5	22
68	5	4	5	5	4	23
69	4	5	4	5	5	23
70	5	5	5	5	5	25

71	5	4	5	4	5	23
72	3	5	5	5	4	22
73	4	5	5	4	5	23
74	5	5	5	5	4	24
75	5	4	5	5	4	23
76	5	5	5	5	5	25
77	5	5	5	4	5	24
78	5	5	5	5	5	25
79	4	5	4	4	5	22
80	4	5	4	4	5	22
81	5	4	5	5	4	23
82	5	5	5	4	5	24
83	5	5	5	4	5	24
84	5	5	5	5	5	25
85	4	5	4	4	5	22
86	5	4	5	5	4	23
87	4	5	4	5	5	23
88	5	5	5	5	5	25
89	5	4	5	4	5	23

Lampiran 5

FREKUENSI DISTRIBUSI JAWABAN RESPONDEN

1. FREKUENSI VARIABEL BEBAS X_1 (BUDAYA KERJA)

Frequencies

FREQUENCIES VARIABLES=VAR00001 VAR00002 VAR00003

/ORDER=ANALYSIS.

VAR00001

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	10.1	10.1	10.1
4	38	42.7	42.7	52.8
5	42	47.2	47.2	100.0
Total	89	100.0	100.0	

VAR00002

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	12.4	12.4	12.4
4	36	40.4	40.4	52.8
5	42	47.2	47.2	100.0
Total	89	100.0	100.0	

VAR00003

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	4.5	4.5	4.5
	4	34	38.2	38.2	42.7
	5	51	57.3	57.3	100.0
	Total	89	100.0	100.0	

2. FREKUENSI VARIABEL BEBAS X₂ (INOVASI KERJA

Frequencies

FREQUENCIES VARIABLES=VAR00004 VAR00005 VAR00006

/ORDER=ANALYSIS.

VAR00004

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.1	1.1
	3	10	11.2	11.2	12.4
	4	36	40.4	40.4	52.8
	5	42	47.2	47.2	100.0
	Total	89	100.0	100.0	

VAR00005

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.1	1.1	1.1
	4	35	39.3	39.3	40.4
	5	53	59.6	59.6	100.0
	Total	89	100.0	100.0	

VAR00006

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	9.0	9.0	9.0
	4	31	34.8	34.8	43.8
	5	50	56.2	56.2	100.0
	Total	89	100.0	100.0	

3. FREKUENSI VARIABEL TERIKAT Y (KINERJA KARYAWAN)

Frequencies

FREQUENCIES VARIABLES=VAR00007 VAR00008 VAR00009 VAR00010 VAR00011

/ORDER=ANALYSIS.

VAR00007

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	6.7	6.7	6.7
4	41	46.1	46.1	52.8
5	42	47.2	47.2	100.0
Total	89	100.0	100.0	

VAR00008

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.1	1.1	1.1
3	7	7.9	7.9	9.0
4	21	23.6	23.6	32.6
5	60	67.4	67.4	100.0
Total	89	100.0	100.0	

VAR00009

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	5.6	5.6	5.6
	4	34	38.2	38.2	43.8
	5	50	56.2	56.2	100.0
	Total	89	100.0	100.0	

VAR00010

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	2.2	2.2	2.2
	4	45	50.6	50.6	52.8
	5	42	47.2	47.2	100.0
	Total	89	100.0	100.0	

VAR00011

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	27	30.3	30.3	30.3
	5	62	69.7	69.7	100.0

VAR00011

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	27	30.3	30.3	30.3
5	62	69.7	69.7	100.0
Total	89	100.0	100.0	

Lampiran 6

**HASIL PENGOLAHAN DATA
DISTRIBUSI JAWABAN RESPONDEN**

Regression

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X1 X2.

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Inovasi Kerja, Budaya Kerja ^a		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
1	.627 ^a	.393	.379	1.36180

a. Predictors: (Constant), Inovasi Kerja, Budaya Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	103.278	2	51.639	27.845	.000 ^a
	Residual	159.486	86	1.854		
	Total	262.764	88			

a. Predictors: (Constant), Inovasi Kerja, Budaya Kerja

b. Dependent Variable: Kinerja Karyawan

Coefficients^a

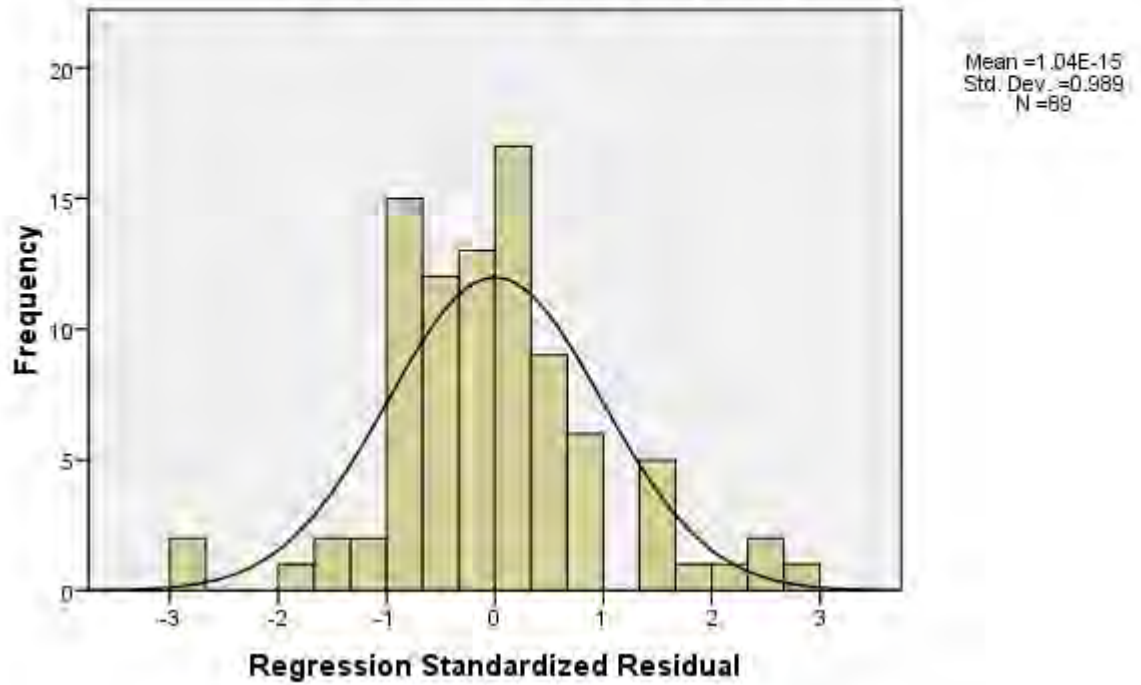
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.640	2.223		2.986	.004
	Budaya Kerja	.691	.108	.537	6.378	.000
	Inovasi Kerja	.510	.120	.358	4.253	.000

a. Dependent Variable: Kinerja Karyawan

Charts

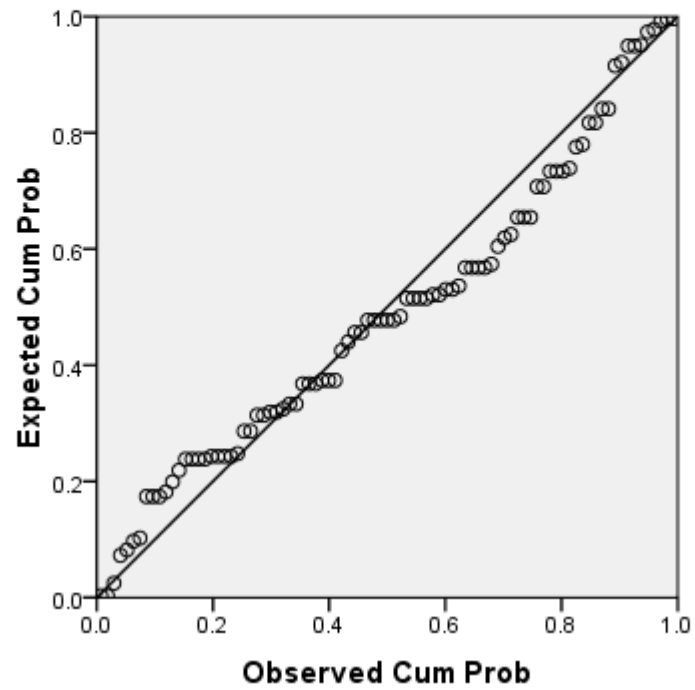
Histogram

Dependent Variable: Kinerja Karyawan



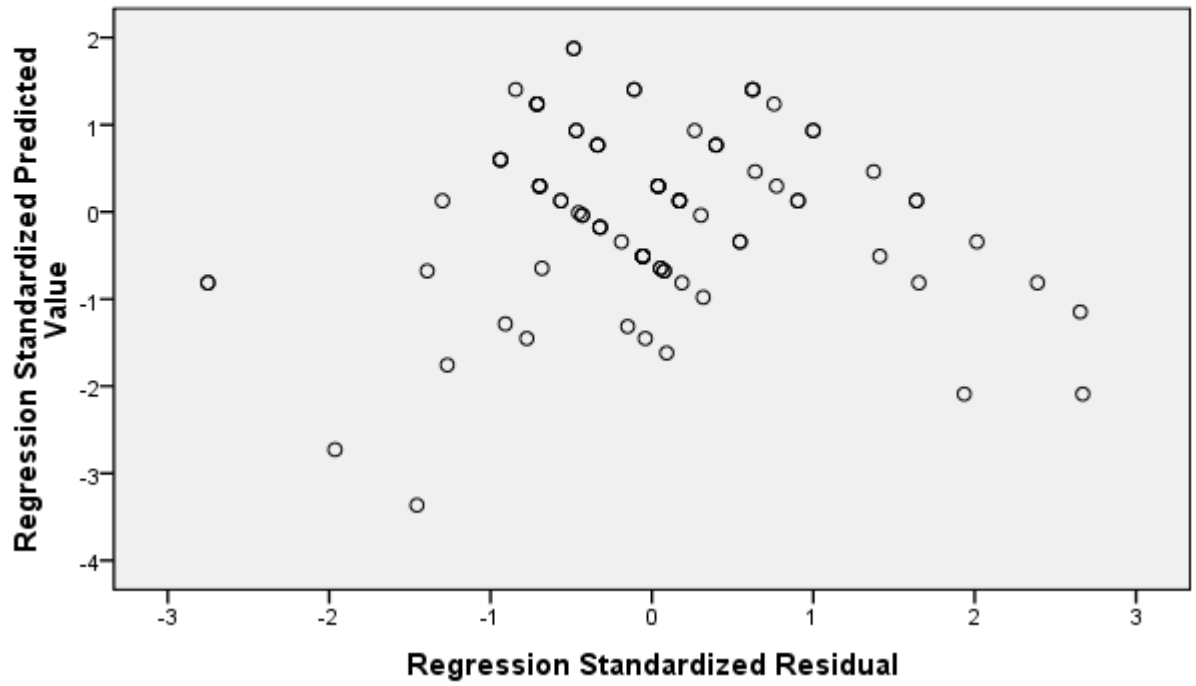
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Karyawan



Scatterplot

Dependent Variable: Kinerja Karyawan



Explore

EXAMINE VARIABLES=Y X1 X2

/PLOT BOXPLOT STEMLEAF NPLOT

/COMPARE GROUP

/STATISTICS DESCRIPTIVES

/CINTERVAL 95

/MISSING LISTWISE

/NOTOTAL.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Kinerja Karyawan	89	100.0%	0	.0%	89	100.0%
Budaya Kerja	89	100.0%	0	.0%	89	100.0%
Inovasi Kerja	89	100.0%	0	.0%	89	100.0%

Descriptives

		Statistic	Std. Error
Kinerja Karyawan	Mean	22.6292	.18317
	95% Confidence Interval for Lower Bound	22.2652	

	Mean	Upper Bound	22.9932	
	5% Trimmed Mean		22.7740	
	Median		23.0000	
	Variance		2.986	
	Std. Deviation		1.72799	
	Minimum		17.00	
	Maximum		25.00	
	Range		8.00	
	Interquartile Range		2.00	
	Skewness		-1.095	.255
	Kurtosis		1.965	.506
Budaya Kerja	Mean		13.2472	.14229
	95% Confidence Interval for Mean	Lower Bound	12.9644	
		Upper Bound	13.5300	
	5% Trimmed Mean		13.3246	
	Median		13.0000	
	Variance		1.802	
	Std. Deviation		1.34233	
	Minimum		9.00	
	Maximum		15.00	
	Range		6.00	

	Interquartile Range	1.50	
	Skewness	-.725	.255
	Kurtosis	.323	.506
Inovasi Kerja	Mean	13.3933	.12846
	95% Confidence Interval for Mean		
	Lower Bound	13.1380	
	Upper Bound	13.6485	
	5% Trimmed Mean	13.4494	
	Median	14.0000	
	Variance	1.469	
	Std. Deviation	1.21185	
	Minimum	10.00	
	Maximum	15.00	
	Range	5.00	
	Interquartile Range	1.50	
	Skewness	-.489	.255
	Kurtosis	-.427	.506

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.

Kinerja Karyawan	.212	89	.000	.884	89	.000
Budaya Kerja	.184	89	.000	.909	89	.000
Inovasi Kerja	.220	89	.000	.906	89	.000

a. Lilliefors Significance Correction

Nonparametric Correlation

COMPUTE ABS_RES=ABS(RES_1).

EXECUTE.

NONPAR CORR

/VARIABLES=X1 X2 ABS_RES

/PRINT=SPEARMAN TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

			Budaya Kerja	Inovasi Kerja	ABS_RES
Spearman's rho	Budaya Kerja	Correlation Coefficient	1.000	-.093	-.069
		Sig. (2-tailed)	.	.387	.521
		N	89	89	89
	Inovasi Kerja	Correlation Coefficient	-.093	1.000	-.100
		Sig. (2-tailed)	.387	.	.353
		N	89	89	89
	ABS_RES	Correlation Coefficient	-.069	-.100	1.000
		Sig. (2-tailed)	.521	.353	.

Correlations

			Budaya Kerja	Inovasi Kerja	ABS_RES
Spearman's rho	Budaya Kerja	Correlation Coefficient	1.000	-.093	-.069
		Sig. (2-tailed)	.	.387	.521
		N	89	89	89
	Inovasi Kerja	Correlation Coefficient	-.093	1.000	-.100
		Sig. (2-tailed)	.387	.	.353
		N	89	89	89
	ABS_RES	Correlation Coefficient	-.069	-.100	1.000
		Sig. (2-tailed)	.521	.353	.
		N	89	89	89

Nonparametric Correlation

NONPAR CORR

/VARIABLES=Y X1 X2

/PRINT=SPEARMAN TWOTAIL NOSIG

/MISSING=PAIRWISE

Correlations

			Kinerja Karyawan	Budaya Kerja	Inovasi Kerja
Spearman's rho	Kinerja Karyawan	Correlation Coefficient	1.000	.479**	.216*
		Sig. (2-tailed)	.	.000	.042

	N		89	89	89
Budaya Kerja	Correlation Coefficient		.479**	1.000	-.093
	Sig. (2-tailed)		.000	.	.387
	N		89	89	89
Inovasi Kerja	Correlation Coefficient		.216*	-.093	1.000
	Sig. (2-tailed)		.042	.387	.
	N		89	89	89

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

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

Lampiran 7

TABEL NILAI – NILAI r PRODUCT MOMENT

N	Tarf Signifikan		N	Tarf Signifikan	
	5%	1%		5%	1%
3	0,997	0,999	38	0,320	0,413
4	0,950	0,990	39	0,316	0,408
5	0,878	0,959	40	0,312	0,403
6	0,811	0,917	41	0,308	0,398
7	0,754	0,874	42	0,304	0,393
8	0,707	0,834	43	0,301	0,389
9	0,666	0,798	44	0,297	0,384

10	0,632	0,765	45	0,294	0,380
11	0,602	0,735	46	0,291	0,376
12	0,576	0,708	47	0,288	0,372
13	0,553	0,684	48	0,284	0,368
14	0,532	0,661	49	0,281	0,364
15	0,514	0,641	50	0,270	0,361
16	0,497	0,623	55	0,266	0,345
17	0,482	0,606	60	0,254	0,330
18	0,468	0,590	65	0,244	0,317
19	0,454	0,575	70	0,235	0,306
20	0,44	0,561	75	0,227	0,296
21	0,433	0,549	80	0,220	0,286
22	0,423	0,537	85	0,213	0,278
23	0,413	0,526	90	0,207	0,270
24	0,404	0,515	95	0,202	0,263
25	0,396	0,505	100	0,195	0,256
26	0,388	0,496	125	0,176	0,230
27	0,382	0,487	150	0,159	0,210
28	0,374	0,478	175	0,148	0,194
29	0,367	0,470	200	0,138	0,181
30	0,361	0,463	300	0,113	0,148
31	0,355	0,456	400	0,098	0,128
32	0,449	0,449	500	0,088	0,115
33	0,344	0,442	600	0,080	0,105

34	0,339	0,436	700	0,074	0,097
35	0,334	0,430	800	0,070	0,091
36	0,329	0,424	900	0,065	0,086
37	0,325	0,418	1000	0,062	0,081

Sumber : Sugiono 2009



Lampiran 8

TABEL UJI PARSIAL (UJI t)

Derajat signifikasi untuk One-Tailed Test						
dk	0,10	0,05	0,025	0,01	0,005	0,0005
	Derajat signifikasi untuk Two-Tailed Test					
	0,20	0,10	0,05	0,02	0,01	0,001
1	3,078	6,314	12,706	31,821	63,657	636,619
2	1,886	2,920	4,303	6,965	9,925	31,598
3	1,638	2,353	3,182	4,541	5,841	12,598
4	1,533	2,132	2,776	3,747	4,604	8,610

5	1,476	2,015	2,571	3,365	4,032	6,859
6	1,440	1,943	2,447	3,143	3,707	5,959
7	1,415	1,895	2,365	2,998	3,499	5,405
8	1,397	1,860	2,306	2,896	3,355	5,041
9	1,383	1,833	2,262	2,821	3,250	4781
10	1,372	1,812	2,228	2,764	3,169	4,587
11	1,363	1,796	2,201	2,718	3,106	4,437
12	1,356	1,782	2,179	2,681	3,055	4,318
13	1,350	1,771	2,160	2,650	3,012	4,221
14	1,345	1,761	2,145	2,624	2,977	4,140
15	1,341	1,753	2,131	2,602	2,947	4,073
16	1,337	1,746	2,120	2,583	2,921	4,015
17	1,333	1,740	2,110	2,567	2,898	3,965
18	1,330	1,734	2,101	2,552	2,878	3,933
19	1,328	1,729	2,093	2,539	2,861	3,883
20	1,325	1,725	2,086	2,528	2,845	3,850
21	1,323	1,721	2,080	2,518	2,831	3,819
22	1,321	1,717	2,074	2,508	2,819	3,792
23	1,319	1,714	2,069	2,500	2,807	3,767
24	1,318	1,711	2,064	2,492	2,797	3,745
25	1,316	1,708	2,060	2,485	2,787	3,725
26	1,315	1,706	2,056	2,479	2,779	3,707
27	1,314	1,703	2,052	2,473	2,771	3,690
28	1,313	1,701	2,048	2,467	2,763	3,674

29	1,311	1,699	2,045	2,462	2,756	3,659
30	1,310	1,697	2,042	2,457	2,750	3,646
40	1,303	1,684	2,021	2,423	2,704	3,551
60	1,296	1,671	2,000	2,390	2,660	3,460
120	1,289	1,658	1,980	2,358	2,617	3,373
-	1,282	1,645	1,960	2,326	2,576	3,297

Sumber : Sugiyono 2009



SLampiran 9

TABEL UJI SIMULTAN (UJI F)

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
91	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.90	1.86	1.83	1.80	1.78
92	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94	1.89	1.86	1.83	1.80	1.78
93	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.78
94	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.83	1.80	1.77
95	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93	1.89	1.86	1.82	1.80	1.77
96	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
97	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93	1.89	1.85	1.82	1.80	1.77
98	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
99	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93	1.89	1.85	1.82	1.79	1.77
100	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93	1.89	1.85	1.82	1.79	1.77
101	3.94	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.93	1.88	1.85	1.82	1.79	1.77
102	3.93	3.09	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.77
103	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.76
104	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.82	1.79	1.76
105	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.85	1.81	1.79	1.76
106	3.93	3.08	2.69	2.46	2.30	2.19	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.79	1.76
107	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.79	1.76
108	3.93	3.08	2.69	2.46	2.30	2.18	2.10	2.03	1.97	1.92	1.88	1.84	1.81	1.78	1.76
109	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
110	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
111	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.97	1.92	1.88	1.84	1.81	1.78	1.76
112	3.93	3.08	2.69	2.45	2.30	2.18	2.09	2.02	1.96	1.92	1.88	1.84	1.81	1.78	1.76
113	3.93	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.92	1.87	1.84	1.81	1.78	1.76
114	3.92	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
115	3.92	3.08	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
116	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.81	1.78	1.75
117	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.80	1.78	1.75
118	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.84	1.80	1.78	1.75
119	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.78	1.75
120	3.92	3.07	2.68	2.45	2.29	2.18	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.78	1.75
121	3.92	3.07	2.68	2.45	2.29	2.17	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.77	1.75
122	3.92	3.07	2.68	2.45	2.29	2.17	2.09	2.02	1.96	1.91	1.87	1.83	1.80	1.77	1.75
123	3.92	3.07	2.68	2.45	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
124	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
125	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.96	1.91	1.87	1.83	1.80	1.77	1.75
126	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.87	1.83	1.80	1.77	1.75
127	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.86	1.83	1.80	1.77	1.75
128	3.92	3.07	2.68	2.44	2.29	2.17	2.08	2.01	1.95	1.91	1.86	1.83	1.80	1.77	1.75
129	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
130	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
131	3.91	3.07	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.80	1.77	1.74
132	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
133	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
134	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.83	1.79	1.77	1.74
135	3.91	3.06	2.67	2.44	2.28	2.17	2.08	2.01	1.95	1.90	1.86	1.82	1.79	1.77	1.74