

Lampiran 1. Dokumentasi Kegiatan

Memberikan penjelasan terkait pernyataan yang tertera pada Angket Penelitian kepada Asisten Manajer bagian Teknik



Melakukan wawancara kepada Asisten Manajer bagian A.K.U untuk memperoleh data Pabrik Asembagus



Lampiran 2. Surat Ijin Penelitian dari Fakultas



PANITIA PELAKSANA PROGRAM
FAKULTAS SOSIAL DAN HUMANIORA
UNIVERSITAS NURUL JADID
PROBOLINGGO JAWA TIMUR

PP. Nurul Jadid
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☎ 08883077077
soshum@unuja.ac.id

N o m o r : NJ-T06/027/P3.FSH/A.6/3.2023
Lampiran : -
Perihal : Permohonan

Kepada:
Yth. General Manajer PG Asembagus Situbondo
di-

Tempat

Assalamu'alaikum Warahmatullahi Wababarakatuhu

Disampaikan dengan hormat, dalam upaya melengkapi Tugas Akhir (Skripsi) Mahasiswa Program Sarjana (S1) Fakultas Sosial dan Humaniora Universitas Nurul Jadid, kami bermaksud memohon rekomendasi untuk melakukan penelitian/observasi bagi mahasiswa kami berikut:

Nama : **TESA MURNI DIAH HARIYANTI**
NIM/Prodi : 2042400052 / Ekonomi
Judul Skripsi : Pengaruh Pelaksanaan Rekrutmen dan Seleksi Terhadap Kinerja Karyawan pada PTPN XI PG Asembagus

Sehubungan dengan hal tersebut kami mohon Saudara General Manajer PG Asembagus berkenan memberikan rekomendasi untuk kepentingan dimaksud. Demikian permohonan kami, atas perkenan dan kerjasamanya kami sampaikan terima kasih.

Wassalamu'alaikum Warahmatullahi Wababarakatuhu

Paiton, 11 Maret 2023
Ketua Panitia,



MUSHAFI, S.H.I., M.H.

Lampiran 3. Surat Ijin Penelitian dari Perusahaan

PG Assembagoes
Jl. Raya Situbondo Banyuwangi
Desa Trigonco Kec.Asembagus, Kab. Situbondo, Prov. Jatim
Telp. 0338-451018 Fax. 0338-451874 Email: assembagoes@sinergigula.com



Situbondo, 24 Maret 2023

Nomor : SG31-RUPA/230324.0026
Lampiran : -
Perihal : IJIN PENELITIAN

Kepada Yth.

KETUA PANITIA

Pelaksana Program Fakultas Sosial dan Humaniora

Universitas Nurul Jadid

Di Tempat

Berdasarkan surat Saudara No. NJ-T06/027/P3.FSH/A.6/3.2023 tanggal 11 Maret 2023 tentang Permohonan, dengan ini diberitahukan bahwa Pabrik Gula Assembagoes memberi ijin kepada :

No	Nama	NIM	Prodi
1	TESA MURNI DIAH HARIYANTI	2042400052	EKONOMI

Mahasiswa Program Sarjana (S1) Fakultas Sosial dan Humaniora Universitas Nurul Jadid untuk melaksanakan penelitian/observasi di Pabrik Gula Assembagoes – PT Sinergi Gula Nusantara.

Adapun ketentuan-ketentuan yang harus ditaati adalah sebagai berikut :

1. Tidak diperkenankan mengambil data yang berhubungan dengan keuangan dan rahasia Perusahaan
2. Biaya yang dikeluarkan untuk keperluan tersebut tidak menjadi tanggungan PG Assembagoes
3. Mematuhi dan menerapkan Protokol Kesehatan selama melakukan kegiatan Penelitian/observasi di PG Assembagoes
4. Memiliki kartu peserta BPJS Kesehatan & BPJS TK (JKM, JKK) yang masih aktif.
5. Selesai melaksanakan kegiatan, selambat-lambatnya 2 (dua) bulan yang bersangkutan wajib mengirimkan laporan hasil Penelitian/observasi

Demikian untuk menjadikan maklum.

PT SINERGI GULA NUSANTARA
PABRIK GULA ASSEMBAGOE



AKHLAK – Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif

PT Sinergi Gula Nusantara

Head Office
Graha Nusa Tiga
Jl. Proklamasi No. 25 Menteng Jakarta Pusat 10320
✉ contact@sinergigula.com

Representative Office
PTPN XI Building
Jl. Merak No. 1 Krembangan Surabaya 60175
🌐 www.sinergigula.com

Lampiran 4. Angket Penelitian

KUESIONER
PENGARUH REKRUTMEN DAN SELEKSI
TERHADAP KINERJA KARYAWAN

A. IDENTITAS

Nama :
 Jabatan Profesi :
 Jenis Kelamin :
 Usia :

B. PETUNJUK PENELITIAN

1. Isilah biodata anda terlebih dahulu.
2. Pilihlah salah satu jawaban yang sesuai dengan penilaian anda dengan cara memberikan tanda (√) pada salah satu kolom jawaban yang tersedia.
3. Keterangan :
 SS : Sangat Setuju
 S : Setuju
 CS : Cukup Setuju
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

C. DAFTAR PERNYATAAN

No	PERNYATAAN	SS	S	CS	TS	STS
REKRUTMEN (X1)						
1	Proses rekrutmen calon karyawan dilaksanakan dengan efektif dan efisien.					
2	Persyaratan merekrut calon karyawan sudah sesuai dengan jabatan yang di butuhkan Perusahaan.					
3	Dalam pelaksanaan proses rekrutmen instansi mengumumkan melalui media massa.					
4	Dalam pelaksanaan proses rekrutmen perusahaan terbuka untuk umum atau tidak terbatas pada					

	kalangan tertentu saja.					
SELEKSI (X2)						
5	Calon karyawan harus memiliki pengalaman di instansi sebelumnya sehingga ditempatkan di posisi yang sesuai dengan pengalaman.					
6	Telah menguasai pekerjaan dan peralatan kerja yang disediakan oleh karyawan kantor.					
7	Calon karyawan ditempatkan di posisi yang sesuai dengan latarbelakang pendidikan yang ditempuh.					
8	Calon karyawan mengikuti proses tes tertulis untuk mengetahui pengetahuan yang dimiliki.					
9	Calon karyawan menjalani proses tes wawancara untuk mengetahui informasi tentang diri karyawan.					
10	Calon karyawan harus melakukan tes kesehatan yang telah disediakan oleh Perusahaan.					
KINERJA KARYAWAN (Y)						
11	Hasil kerja yang diberikan karyawan sudah sesuai dengan peraturan kerja yang telah di tentukan Perusahaan.					
12	Karyawan menyelesaikan tugas dan tanggung jawab dengan kualitas yang baik.					
13	Inisiatif karyawan perlu dimasukkan ke dalam penilaian kerja.					
14	Kehadiran karyawan di kantor sesuai dengan jadwal yang telah di tentukan.					
15	Karyawan mampu bersikap loyal dan disiplin dalam bekerja baik secara individu maupun kelompok kerja.					

Lampiran 5. Data Responden

No	Rekrutmen (X1)				Total X1	Seleksi (X2)						Total X2	Kinerja (Y)					Total Y	Res
	X1.1	X1.2	X1.3	X1.4		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6		Y1	Y2	Y3	Y4	Y5		
1	4	5	5	5	19	4	4	4	4	4	4	24	5	5	4	4	5	23	1.82605
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Lampiran 6. Data Frekuensi

FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 Total_X1 X2.1 X2.2 X2.3 X2.4
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Jenis Kelamin				
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Valid	Laki-laki	53	75.7	75.7
	Perempuan	17	24.3	24.3
	Total	70	100.0	100.0

Umur/usia				
		Frequency	Percent	Valid Percent
Valid	20-30	18	25.7	25.7
	31-40	27	38.6	38.6
	41-50	21	30.0	30.0
	>50	4	5.7	5.7
	Total	70	100.0	100.0

Dasar Rekrutmen

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	11.4	11.4	11.4
	CS	16	22.9	22.9	34.3
	S	33	47.1	47.1	81.4
	SS	13	18.6	18.6	100.0
	Total	70	100.0	100.0	

Kualifikasi Rekrutmen

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	10.0	10.0	10.0
	CS	20	28.6	28.6	38.6
	S	28	40.0	40.0	78.6
	SS	15	21.4	21.4	100.0
	Total	70	100.0	100.0	

Metode Rekrutmen

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	10.0	10.0	10.0
	CS	22	31.4	31.4	41.4
	S	28	40.0	40.0	81.4
	SS	13	18.6	18.6	100.0
	Total	70	100.0	100.0	

Sumber Rekrutmen

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	8.6	8.6	8.6
	CS	19	27.1	27.1	35.7
	S	21	30.0	30.0	65.7
	SS	24	34.3	34.3	100.0
	Total	70	100.0	100.0	

Pengalaman

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	5.7	5.7	5.7
	TS	8	11.4	11.4	17.1
	CS	22	31.4	31.4	48.6
	S	25	35.7	35.7	84.3
	SS	11	15.7	15.7	100.0
	Total	70	100.0	100.0	

Kemampuan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	4.3	4.3	4.3
	TS	4	5.7	5.7	10.0
	CS	13	18.6	18.6	28.6
	S	42	60.0	60.0	88.6
	SS	8	11.4	11.4	100.0
	Total	70	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	12.9	12.9	12.9
	CS	22	31.4	31.4	44.3
	S	31	44.3	44.3	88.6
	SS	8	11.4	11.4	100.0
	Total	70	100.0	100.0	

Tes Tulis

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2.9	2.9	2.9
	TS	4	5.7	5.7	8.6
	CS	18	25.7	25.7	34.3
	S	29	41.4	41.4	75.7
	SS	17	24.3	24.3	100.0
	Total	70	100.0	100.0	

Tes Wawancara

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	4.3	4.3	4.3
	TS	6	8.6	8.6	12.9
	CS	9	12.9	12.9	25.7
	S	36	51.4	51.4	77.1
	SS	16	22.9	22.9	100.0
	Total	70	100.0	100.0	

Tes Kesehatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	7.1	7.1	7.1
	TS	2	2.9	2.9	10.0
	CS	14	20.0	20.0	30.0
	S	30	42.9	42.9	72.9
	SS	19	27.1	27.1	100.0
	Total	70	100.0	100.0	

Produktifitas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	16	22.9	22.9	22.9
	S	32	45.7	45.7	68.6
	SS	22	31.4	31.4	100.0
	Total	70	100.0	100.0	

Tanggung jawab

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	10	14.3	14.3	14.3
	CS	22	31.4	31.4	45.7
	S	24	34.3	34.3	80.0
	SS	14	20.0	20.0	100.0
	Total	70	100.0	100.0	

Kualitas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	11.4	11.4	11.4
	CS	26	37.1	37.1	48.6
	S	26	37.1	37.1	85.7
	SS	10	14.3	14.3	100.0
	Total	70	100.0	100.0	

Ketepatan Waktu

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	8.6	8.6	8.6
	CS	10	14.3	14.3	22.9
	S	38	54.3	54.3	77.1
	SS	16	22.9	22.9	100.0
	Total	70	100.0	100.0	

Efektivitas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2.9	2.9	2.9
	CS	24	34.3	34.3	37.1
	S	32	45.7	45.7	82.9
	SS	12	17.1	17.1	100.0
	Total	70	100.0	100.0	

Lampiran 7. Uji Validitas

CORRELATIONS

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Notes

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Input	Data	E:\Mata Kuliah\Alih jenjang\Skrripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1.4 Total_X1 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.12

Correlations

		X1.1	X1.2	X1.3	X1.4	Total_X1
X1.1	Pearson Correlation	1	.367**	.121	.363**	.646**
	Sig. (2-tailed)		.002	.317	.002	.000
	N	70	70	70	70	70
X1.2	Pearson Correlation	.367**	1	.261*	.518**	.755**
	Sig. (2-tailed)	.002		.029	.000	.000
	N	70	70	70	70	70
X1.3	Pearson Correlation	.121	.261*	1	.407**	.624**
	Sig. (2-tailed)	.317	.029		.000	.000
	N	70	70	70	70	70
X1.4	Pearson Correlation	.363**	.518**	.407**	1	.816**
	Sig. (2-tailed)	.002	.000	.000		.000
	N	70	70	70	70	70
Total_X1	Pearson Correlation	.646**	.755**	.624**	.816**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	70	70	70	70	70

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

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

CORRELATIONS

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 Total_X2

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Notes

Output Created		19-APR-2023 13:23:07
Comments		
Input	Data	E:\Mata Kuliah\Alih jenjang\Skripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 Total_X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.20

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total_X2
X2.1	Pearson Correlation	1	.398**	.144	.161	.331**	.052	.551**
	Sig. (2-tailed)		.001	.235	.182	.005	.671	.000
	N	70	70	70	70	70	70	70
X2.2	Pearson Correlation	.398**	1	.498**	.168	.427**	.270*	.695**
	Sig. (2-tailed)	.001		.000	.165	.000	.024	.000
	N	70	70	70	70	70	70	70
X2.3	Pearson Correlation	.144	.498**	1	.329**	.303*	.300*	.634**
	Sig. (2-tailed)	.235	.000		.005	.011	.012	.000
	N	70	70	70	70	70	70	70
X2.4	Pearson Correlation	.161	.168	.329**	1	.576**	.257*	.642**
	Sig. (2-tailed)	.182	.165	.005		.000	.032	.000
	N	70	70	70	70	70	70	70
X2.5	Pearson Correlation	.331**	.427**	.303*	.576**	1	.336**	.773**
	Sig. (2-tailed)	.005	.000	.011	.000		.004	.000
	N	70	70	70	70	70	70	70
X2.6	Pearson Correlation	.052	.270*	.300*	.257*	.336**	1	.588**
	Sig. (2-tailed)	.671	.024	.012	.032	.004		.000
	N	70	70	70	70	70	70	70
Total_X2	Pearson Correlation	.551**	.695**	.634**	.642**	.773**	.588**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	70	70	70	70	70	70	

CORRELATIONS

/VARIABLES=Y1 Y2 Y3 Y4 Y5 Total_Y

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Notes

Output Created	19-APR-2023 13:24:08	
Comments		
Input	Data	E:\Mata Kuliah\Alih jenjang\Skripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=Y1 Y2 Y3 Y4 Y5 Total_Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03

Correlations

		Y1	Y2	Y3	Y4	Y5	Total_Y
Y1	Pearson Correlation	1	.292*	.285*	.337**	.395**	.647**
	Sig. (2-tailed)		.014	.017	.004	.001	.000
	N	70	70	70	70	70	70
Y2	Pearson Correlation	.292*	1	.394**	.240*	.188	.654**
	Sig. (2-tailed)	.014		.001	.045	.120	.000
	N	70	70	70	70	70	70
Y3	Pearson Correlation	.285*	.394**	1	.297*	.446**	.718**
	Sig. (2-tailed)	.017	.001		.013	.000	.000
	N	70	70	70	70	70	70
Y4	Pearson Correlation	.337**	.240*	.297*	1	.506**	.688**
	Sig. (2-tailed)	.004	.045	.013		.000	.000
	N	70	70	70	70	70	70
Y5	Pearson Correlation	.395**	.188	.446**	.506**	1	.717**
	Sig. (2-tailed)	.001	.120	.000	.000		.000
	N	70	70	70	70	70	70
Total_Y	Pearson Correlation	.647**	.654**	.718**	.688**	.717**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	70	70	70	70	70	70

Lampiran 8. Uji Reliabilitas

RELIABILITY

/VARIABLES=X1.1 X1.2 X1.3 X1.4
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

Notes		
Output Created		19-APR-2023 13:16:33
Comments		
Input	Data	E:\Mata Kuliah\Alih jenjang\Skripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.50

Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics		
Cronbach's Alpha	N of Items	
.677	4	

RELIABILITY

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

Notes

Output Created		19-APR-2023 13:17:08
Comments		
Input	Data	E:\Mata Kuliah\Alih jenjang\Skripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.716	6

RELIABILITY

```

/VARIABLES=Y1 Y2 Y3 Y4 Y5
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Notes

Output Created	19-APR-2023 13:17:40	
Comments		
Input	Data	E:\Mata Kuliah\Alih jenjang\Skripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=Y1 Y2 Y3 Y4 Y5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00.06
	Elapsed Time	00:00:00.29

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.711	5

Lampiran 9. Uji Linieritas

MEANS TABLES=Y BY X1 X2
/CELLS=MEAN COUNT STDDEV
/STATISTICS LINEARITY.

Notes		
Output Created	19-APR-2023 13:35:41	
Comments		
Input	Data	E:\Mata Kuliah\Alih jenjang\Skripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
Missing Value Handling	Definition of Missing	For each dependent variable in a table, user-defined missing values for the dependent and all grouping variables are treated as missing.
	Cases Used	Cases used for each table have no missing values in any independent variable, and not all dependent variables have missing values.
Syntax	MEANS TABLES=Y BY X1 X2 /CELLS=MEAN COUNT STDDEV /STATISTICS LINEARITY.	
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03

Kinerja * Rekrutmen

Report

Kinerja			
Rekrutmen	Mean	N	Std. Deviation
8	18.00	1	.
9	16.00	1	.
10	14.00	1	.
11	17.25	4	2.217
12	15.33	3	1.528
13	16.86	7	1.952
14	18.87	15	2.949
15	19.22	9	1.641
16	20.71	7	2.138
17	19.50	10	2.014
18	19.50	2	.707
19	20.33	9	3.937
20	25.00	1	.
Total	18.91	70	2.873

ANOVA Table

			Mean Square	F	Sig.
Kinerja * Rekrutmen	Between Groups	(Combined)	16.291	2.483	.011
		Linearity	126.794	19.325	.000
		Deviation from Linearity	6.245	.952	.499
	Within Groups		6.561		
	Total				

Kinerja * Seleksi

Report

Kinerja			
Seleksi	Mean	N	Std. Deviation
12	20.00	2	1.414
13	20.00	1	.
14	16.00	2	2.828
15	17.00	1	.
16	25.00	1	.
17	19.67	3	.577
18	17.75	4	1.708
19	18.00	1	.
20	17.75	4	.500
21	17.83	6	2.041
22	18.50	4	3.317
23	18.14	7	4.100
24	19.55	11	3.857
25	19.67	15	2.664
26	18.60	5	3.050
27	21.00	2	.000
28	18.00	1	.
Total	18.91	70	2.873

ANOVA Table

		Mean Square	F	Sig.	
Kinerja * Seleksi	Between Groups	(Combined)	6.835	.787	.692
		Linearity	4.734	.545	.464
		Deviation from Linearity	6.976	.804	.669
	Within Groups		8.681		
	Total				

Lampiran 10. Normalitas

NPART TESTS

/K-S(NORMAL)=RES_1
/MISSING ANALYSIS.

Notes

Output Created	19-APR-2023 13:39:04	
Comments		
Input	Data	E:\Mata Kuliah\Alih jenjang\Skripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax	NPART TESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.	
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.05
	Number of Cases Allowed ^a	786432

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residual	
N		70
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.50831065
Most Extreme Differences	Absolute	.062
	Positive	.062
	Negative	-.056
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Lampiran 11. Uji Regresi Berganda

REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT Y
 /METHOD=ENTER X1 X2
 /SAVE RESID.

Notes

Output Created	19-APR-2023 13:40:14	
Comments		
Input	Data	E:\Mata Kuliah\Alih jenjang\Skripsi\data\Data Tabulasi 111.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	70
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax	REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 /SAVE RESID.	
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.09
	Memory Required	2944 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Seleksi, Rekrutmen ^b	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.488 ^a	.238	.215	2.545

a. Predictors: (Constant), Seleksi, Rekrutmen

b. Dependent Variable: Kinerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135.364	2	67.682	10.446	.000 ^b
	Residual	434.122	67	6.479		
	Total	569.486	69			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Seleksi, Rekrutmen

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.010	2.587		3.482	.001
	Rekrutmen	.524	.117	.480	4.490	.000
	Seleksi	.092	.080	.123	1.150	.254

a. Dependent Variable: Kinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	14.86	21.70	18.91	1.401	70
Residual	-6.253	7.182	.000	2.508	70
Std. Predicted Value	-2.896	1.987	.000	1.000	70
Std. Residual	-2.457	2.822	.000	.985	70

a. Dependent Variable: Kinerja

Lampiran 12. Uji t, Uji F, dan Uji R²

Uji t

Coefficients^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	9.010	2.587	3.482	.001
	Rekrutmen	.524	.117	.480	.000
	Seleksi	.092	.080	.123	.254

Uji F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135.364	2	67.682	10.446	.000 ^b
	Residual	434.122	67	6.479		
	Total	569.486	69			

Uji R²

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.488 ^a	.238	.215	2.545

RIWAYAT HIDUP

Tesa Murni Diah Hariyanti, biasa di panggil Tesa, lahir di Situbondo 08 Juni 1999. Penulis merupakan anak pertama (tunggal) dari Bapak Hariyanto dan Ibu Linayati. Menempuh pendidikan di TK Miftahul Ulum Bantal tahun 2003-2005, SDN 1 Awar-awar tahun 2005-2011, SMPN 2 Asembagus tahun 2011-2014, SMKN 1 Panji tahun 2014-2017.

Demikian pendidikan selanjutnya menjadi mahasiswi lulusan Diploma 3 di Universitas Negeri Jember Prodi Manajemen Perusahaan tahun 2017-2020, melanjutkan program Sarjana tahun 2020-2023, dan mengabdikan diri sebagai pengurus di wilayah Al-Hasyimiyah Pondok Pesantren Nurul jadid.

Dengan ketekunan, motivasi tinggi untuk terus belajar dan berusaha, penulis telah berhasil menyelesaikan skripsi ini. Semoga dengan penulisan skripsi ini mampu memberikan kontribusi yang positif pada dunia pendidikan.

Akhir kata penulis menyampaikan rasa syukur yang sebesar-besarnya atas terselesaikannya skripsi yang berjudul **“Pengaruh Rekrutmen dan Seleksi terhadap Kinerja Karyawan Tetap pada PT. Sinergi Gula Nusantara PG Asembagus”**