

LAMPIRAN

Lampiran
Lampiran 1. Kuesioner

Kepada Yth.
Bpk/Ibu yang terhormat

Dengan hormat,

Dalam rangka penelitian mengenai kinerja karyawan, saya Euis Wari Murti mahasiswa Universitas Muhammadiyah Kalimantan Timur Fakultas Ekonomi dan Bisnis program studi Manajemen melakukan penelitian dengan judul *Pengaruh Human Capital, Relational Capital, Organizational Capital* terhadap Kinerja Karyawan PT. Mahakam Berlian Samjaya. Oleh karena itu, saya ingin meminta bantuan kepada Bapak/Ibu agar berkenan mengisi kuesioner ini.

Semua informasi yang didapatkan dan terkumpul akan digunakan untuk kepentingan akademis dan akan dijaga kerahasiannya. Data yang terkumpul nantinya akan dianalisis dan disajikan secara keseluruhan.

Demikian permohonan saya ajukan. Atas kesediaan Bapak/Ibu untuk mengisi kuesioner ini, dan kerjasama Bapak/Ibu, kami ucapkan terima kasih.

Peneliti



Euis Wari Murti

Berikut ini merupakan pernyataan manajemen pengetahuan, keterampilan dan sikap kerja terhadap kinerja karyawan. Berikan tanda (✓) pada kolom yang telah disediakan dengan keterangan:

5= Sangat Setuju

4= Setuju

3= Netral

2= Tidak Setuju

1= Sangat Tidak Setuju

1. Kinerja Karyawan

| NO | PERNYATAAN | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Kemampuan yang dimiliki karyawan sebagai hasil pengalaman | | | | | |
| 2. | Dukungan yang diterima bagi karyawan sebagai pencapaian karir | | | | | |
| 3. | Motivasi dalam bekerja bagi karyawan yang jujur dan realistis | | | | | |
| 4. | Pekerjaan yang dilakukan karyawan sesuai dengan bidang keahliannya | | | | | |
| 5. | Hubungan karyawan dengan organisasi dapat menimbulkan tingkat kepuasan kerja | | | | | |

2. Human Capital

| NO | PERNYATAAN | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Kemampuan yang saya hasilkan mendukung keberhasilan dalam penyelesaian pekerjaan | | | | | |
| 2. | Mampu berinovasi dengan hal baru dalam setiap tahap pekerjaan | | | | | |
| 3. | Mampu menyampaikan ide-ide baru untuk menyelesaikan tugas | | | | | |
| 4. | Pengalaman kerja mampu meningkatkan keberhasilan dalam menuntaskan pekerjaan | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 5. | Mampu memberikan solusi untuk menyelesaikan permasalahan yang ada di antara karyawan maupun perusahaan | | | | | |
|----|--|--|--|--|--|--|

3. *Relational Capital*

| NO | PERNYATAAN | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Dalam perusahaan, memberikan saya peluang dalam menentukan gagasan/ide baru | | | | | |
| 2. | Menurut saya reputasi perusahaan dipengaruhi oleh kinerja karyawan | | | | | |
| 3. | Dalam perusahaan ini, saya dapat bertanggung jawab dalam mengambil keputusan dan bekerjasama dengan para mitra kerja | | | | | |
| 4. | Suasana lingkungan perusahaan sangat berpengaruh terhadap produktivitas dan kreativitas kerja | | | | | |

4. *Organizational Capital*

| NO | PERNYATAAN | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Budaya didalam perusahaan sudah berjalan dengan baik | | | | | |
| 2. | Saya memahami hubungan Struktur Organisasi dari faktor eksternal maupun internal | | | | | |
| 3. | Saya dapat mengerjakan pekerjaan secara tepat dan optimal didalam perusahaan | | | | | |
| 4. | Teknologi yang disediakan perusahaan sangat lengkap dan berfungsi dengan baik | | | | | |
| 5. | Setiap karyawan berbagi pengetahuan hanya kepada rekan kerja saja | | | | | |

Lampiran Perusahaan

SURAT KETERANGAN

Perihal : Surat Balasan Permohonan Ijin Penelitian

Kepada Yth,
Universitas Muhammadiyah
Kalimantan Timur

Dengan hormat,

Sehubungan dengan surat tanggal 03 April 2023 perihal permohonan izin penelitian untuk penyusunan Skripsi mahasiswa atas nama:

| No | Nama Mahasiswa | Jurusan | Nim |
|----|------------------------|---------|---------------|
| 1 | Erlangga Isma Nurhasan | SDM | 1911102431209 |
| 2 | Euis Wari Murti | SDM | 1911102431457 |
| 3 | Fadilah Madani | SDM | 1911102431036 |
| 4 | Farizal Muhammad Husni | SDM | 1911102431442 |
| 5 | Fery Saputra | SDM | 1911102431503 |

Kami sampaikan beberapa hal:

1. Pada dasarnya kami tidak keberatan, maka kami dapat mengizinkan pelaksanaan penelitian tersebut di tempat kami.
2. Izin melakukan penelitian diberikan untuk keperluan akademik.
3. Waktu pengambilan data harus dilakukan di waktu yang senggang dilakukan dengan menggunakan google form.

Demikian surat balasan dari kami, atas perhatiannya kami ucapkan terimakasih.

Samarinda, 02 Juni 2023

Hormat Kami,

PT. Mahakam Berlian Samjaya

 Authorized Dealer Mitsubishi
PT. MAHAKAM BERLIAN SAMJAYA
SAMARINDA
Leni Martini
Branc Manager

Lembar Saran dan Perbaikan Skripsi



UMKT
Program Studi
Manajemen

Kalimantan Timur
Berkeadilan Berkeadilan Berkeadilan

Fakultas Ekonomi, Bisnis dan Politik

Telp. 0541-748511 Fax.0541-766832

Website <http://manajemen.umkt.ac.id>

email manajemen@umkt.ac.id



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

LEMBAR SARAN DAN PERBAIKAN UJIAN HASIL SKRIPSI

Nama: Euis Wari Murti

NIM: 1911102431457

Judul: Pengaruh Human Capital, Relational Capital, Organizational Capital terhadap Kinerja Karyawan PT. Mahakam Berlian Samsaya

1) **Abstrak**

2) **I/Latar Belakang Masalah**

3) **II/Tinjauan Teori**

4) **III/Metode Penelitian**

5) **Saran dan Perbaikan Lain**

Jurnal : Hasil penelitian ambil yang penting saja, pembahasan Hasil penelitian harus lengkap
Bab 4 : perbaiki hasil uji T.

Penguji,

Dr. Fenty Fauziah, M.Si., Ak., CA
NIDN. 0105017507

Kampus 1 Jl. Ir. H. Juanda, No 15, Samarinda
Kampus 2 Jl. Pelita, Pesona Mahakam, Samarinda



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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

LEMBAR SARAN DAN PERBAIKAN UJIAN HASIL SKRIPSI

Nama: Euis Wari Murti

NIM: 1911102431457

Judul: Pengaruh Human Capital, Relational Capital, organizational Capital terhadap Kinerja karyawan PT. MAHAKAM BERLIAN Samarinda

1) Abstrak

2) I/Latar Belakang Masalah

3) II/Tinjauan Teori

4) III/Metode Penelitian

5) Saran dan Perbaikan Lain

Jurnal : Tambahkan nama dosen dan pengun, bagian latar belakang ditambahkan, Tinjauan Pustaka tambahkan, metode penelitian tambahkan Hasil dan pembahasan Fokus Pembahasan.
Skripsi : Bab 4. Beberapa penulisan masih berantakan

Penguji,

Nur Endah Ramayanti, S.Sos., M.CIL

NIDN. 1110258603

Kampus 1 Jl. Ir. H Juanda, No 15 Samarinda
Kampus 2 Jl. Pelita, Pesona Mahakam Samarinda

Lampiran 2. Data Tabulasi

Lampiran Data Variabel *Human Capital*

| No Responden | <i>Human Capital</i> | | | | | |
|--------------|----------------------|------|------|------|------|----------|
| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | TOTAL X1 |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 25 |
| 6 | 5 | 5 | 5 | 5 | 5 | 25 |
| 7 | 5 | 5 | 5 | 5 | 5 | 25 |
| 8 | 5 | 5 | 5 | 5 | 5 | 25 |
| 9 | 5 | 5 | 5 | 5 | 5 | 25 |
| 10 | 5 | 5 | 5 | 5 | 5 | 25 |
| 11 | 5 | 5 | 5 | 5 | 5 | 25 |
| 12 | 5 | 5 | 5 | 5 | 5 | 25 |
| 13 | 5 | 5 | 5 | 5 | 5 | 25 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 5 | 5 | 5 | 5 | 5 | 25 |
| 16 | 5 | 5 | 5 | 5 | 5 | 25 |
| 17 | 5 | 5 | 5 | 5 | 5 | 25 |
| 18 | 5 | 5 | 5 | 5 | 5 | 25 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 20 | 5 | 5 | 5 | 5 | 5 | 25 |
| 21 | 5 | 5 | 5 | 5 | 5 | 25 |
| 22 | 5 | 5 | 5 | 5 | 5 | 25 |
| 23 | 5 | 5 | 5 | 5 | 5 | 25 |
| 24 | 5 | 5 | 5 | 5 | 5 | 25 |
| 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 26 | 5 | 5 | 5 | 5 | 5 | 25 |
| 27 | 5 | 5 | 5 | 5 | 5 | 25 |
| 28 | 5 | 5 | 5 | 5 | 5 | 25 |
| 29 | 5 | 5 | 5 | 5 | 5 | 25 |
| 30 | 5 | 5 | 5 | 5 | 5 | 25 |
| 31 | 5 | 5 | 5 | 5 | 5 | 25 |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 |
| 33 | 5 | 5 | 5 | 5 | 5 | 25 |
| 34 | 5 | 5 | 5 | 5 | 5 | 25 |
| 35 | 5 | 5 | 5 | 5 | 5 | 25 |
| 36 | 5 | 5 | 5 | 5 | 5 | 25 |
| 37 | 5 | 5 | 5 | 5 | 5 | 25 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 38 | 5 | 5 | 5 | 5 | 5 | 25 |
| 39 | 5 | 5 | 5 | 5 | 5 | 25 |
| 40 | 5 | 5 | 5 | 5 | 5 | 25 |
| 41 | 5 | 5 | 5 | 5 | 5 | 25 |
| 42 | 5 | 5 | 5 | 5 | 5 | 25 |
| 43 | 5 | 5 | 5 | 5 | 5 | 25 |
| 44 | 5 | 5 | 5 | 5 | 5 | 25 |
| 45 | 5 | 5 | 4 | 5 | 5 | 24 |
| 46 | 5 | 4 | 4 | 5 | 5 | 23 |
| 47 | 5 | 4 | 4 | 5 | 5 | 23 |
| 48 | 5 | 4 | 4 | 5 | 5 | 23 |
| 49 | 5 | 4 | 4 | 5 | 5 | 23 |
| 50 | 4 | 4 | 4 | 5 | 5 | 22 |
| 51 | 4 | 4 | 4 | 5 | 5 | 22 |
| 52 | 4 | 4 | 4 | 5 | 5 | 22 |
| 53 | 4 | 4 | 4 | 4 | 4 | 20 |
| 54 | 4 | 4 | 4 | 4 | 4 | 20 |
| 55 | 4 | 4 | 4 | 4 | 4 | 20 |
| 56 | 4 | 4 | 4 | 4 | 4 | 20 |
| 57 | 4 | 4 | 4 | 4 | 4 | 20 |
| 58 | 4 | 4 | 4 | 4 | 4 | 20 |
| 59 | 4 | 4 | 4 | 4 | 4 | 20 |
| 60 | 4 | 4 | 4 | 4 | 4 | 20 |
| 61 | 4 | 4 | 4 | 4 | 4 | 20 |
| 62 | 4 | 4 | 4 | 4 | 4 | 20 |
| 63 | 4 | 4 | 4 | 4 | 4 | 20 |
| 64 | 4 | 4 | 4 | 4 | 4 | 20 |
| 65 | 4 | 4 | 4 | 4 | 4 | 20 |
| 66 | 4 | 4 | 4 | 4 | 4 | 20 |
| 67 | 4 | 4 | 4 | 4 | 4 | 20 |
| 68 | 4 | 4 | 4 | 4 | 4 | 20 |
| 69 | 4 | 4 | 4 | 4 | 4 | 20 |
| 70 | 4 | 4 | 4 | 4 | 4 | 20 |
| 71 | 4 | 4 | 4 | 4 | 4 | 20 |
| 72 | 4 | 4 | 4 | 4 | 4 | 20 |
| 73 | 4 | 4 | 4 | 4 | 4 | 20 |
| 74 | 4 | 4 | 4 | 4 | 4 | 20 |
| 75 | 4 | 4 | 4 | 4 | 4 | 20 |
| 76 | 4 | 4 | 4 | 4 | 4 | 20 |
| 77 | 4 | 4 | 4 | 4 | 4 | 20 |
| 78 | 4 | 4 | 4 | 4 | 4 | 20 |
| 79 | 4 | 4 | 4 | 4 | 4 | 20 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 80 | 4 | 4 | 4 | 4 | 4 | 20 |
| 81 | 4 | 4 | 4 | 4 | 4 | 20 |
| 82 | 4 | 4 | 4 | 4 | 4 | 20 |
| 83 | 4 | 4 | 4 | 4 | 4 | 20 |
| 84 | 4 | 4 | 4 | 4 | 4 | 20 |
| 85 | 4 | 4 | 4 | 4 | 4 | 20 |
| 86 | 4 | 4 | 4 | 4 | 4 | 20 |
| 87 | 4 | 4 | 3 | 4 | 4 | 19 |
| 88 | 4 | 4 | 3 | 4 | 3 | 18 |
| 89 | 4 | 4 | 3 | 4 | 3 | 18 |
| 90 | 4 | 4 | 3 | 4 | 3 | 18 |
| 91 | 4 | 4 | 3 | 4 | 3 | 18 |
| 92 | 4 | 4 | 3 | 3 | 3 | 17 |
| 93 | 4 | 3 | 3 | 3 | 3 | 16 |
| 94 | 4 | 3 | 3 | 3 | 3 | 16 |
| 95 | 3 | 3 | 3 | 3 | 3 | 15 |
| 96 | 3 | 3 | 3 | 3 | 3 | 15 |
| 97 | 3 | 3 | 3 | 3 | 3 | 15 |
| 98 | 3 | 3 | 3 | 3 | 2 | 14 |

Lampiran Data *Relational Capital*

| No Responden | <i>Relational Capital</i> | | | | |
|--------------|---------------------------|------|------|------|----------|
| | X2.1 | X2.2 | X2.3 | X2.4 | TOTAL X2 |
| 1 | 5 | 5 | 5 | 5 | 20 |
| 2 | 5 | 5 | 5 | 5 | 20 |
| 3 | 5 | 5 | 5 | 5 | 20 |
| 4 | 5 | 5 | 5 | 5 | 20 |
| 5 | 5 | 5 | 5 | 5 | 20 |
| 6 | 5 | 5 | 5 | 5 | 20 |
| 7 | 5 | 5 | 5 | 5 | 20 |
| 8 | 5 | 5 | 5 | 5 | 20 |
| 9 | 5 | 5 | 5 | 5 | 20 |
| 10 | 5 | 5 | 5 | 5 | 20 |
| 11 | 5 | 5 | 5 | 5 | 20 |
| 12 | 5 | 5 | 5 | 5 | 20 |
| 13 | 5 | 5 | 5 | 5 | 20 |
| 14 | 5 | 5 | 5 | 5 | 20 |
| 15 | 5 | 5 | 5 | 5 | 20 |
| 16 | 5 | 5 | 5 | 5 | 20 |
| 17 | 5 | 5 | 5 | 5 | 20 |
| 18 | 5 | 5 | 5 | 5 | 20 |

| | | | | | |
|----|---|---|---|---|----|
| 19 | 5 | 5 | 5 | 5 | 20 |
| 20 | 5 | 5 | 5 | 5 | 20 |
| 21 | 5 | 5 | 5 | 5 | 20 |
| 22 | 5 | 5 | 5 | 5 | 20 |
| 23 | 5 | 5 | 5 | 5 | 20 |
| 24 | 5 | 5 | 5 | 5 | 20 |
| 25 | 5 | 5 | 5 | 5 | 20 |
| 26 | 5 | 5 | 5 | 5 | 20 |
| 27 | 5 | 5 | 5 | 5 | 20 |
| 28 | 5 | 5 | 5 | 5 | 20 |
| 29 | 5 | 5 | 5 | 5 | 20 |
| 30 | 5 | 5 | 5 | 5 | 20 |
| 31 | 5 | 5 | 5 | 5 | 20 |
| 32 | 5 | 5 | 5 | 5 | 20 |
| 33 | 5 | 5 | 5 | 5 | 20 |
| 34 | 5 | 5 | 5 | 5 | 20 |
| 35 | 5 | 5 | 5 | 5 | 20 |
| 36 | 5 | 5 | 5 | 5 | 20 |
| 37 | 5 | 5 | 5 | 5 | 20 |
| 38 | 5 | 5 | 5 | 5 | 20 |
| 39 | 5 | 5 | 5 | 5 | 20 |
| 40 | 5 | 5 | 5 | 5 | 20 |
| 41 | 5 | 5 | 5 | 5 | 20 |
| 42 | 5 | 5 | 5 | 5 | 20 |
| 43 | 5 | 5 | 5 | 5 | 20 |
| 44 | 5 | 5 | 5 | 5 | 20 |
| 45 | 5 | 5 | 5 | 5 | 20 |
| 46 | 5 | 5 | 5 | 5 | 20 |
| 47 | 5 | 5 | 5 | 5 | 20 |
| 48 | 5 | 5 | 4 | 5 | 19 |
| 49 | 5 | 5 | 4 | 5 | 19 |
| 50 | 5 | 5 | 4 | 5 | 19 |
| 51 | 5 | 5 | 4 | 5 | 19 |
| 52 | 5 | 5 | 4 | 4 | 18 |
| 53 | 5 | 5 | 4 | 4 | 18 |
| 54 | 4 | 5 | 4 | 4 | 17 |
| 55 | 4 | 5 | 4 | 4 | 17 |
| 56 | 4 | 4 | 4 | 4 | 16 |
| 57 | 4 | 4 | 4 | 4 | 16 |
| 58 | 4 | 4 | 4 | 4 | 16 |
| 59 | 4 | 4 | 4 | 4 | 16 |
| 60 | 4 | 4 | 4 | 4 | 16 |

| | | | | | |
|----|---|---|---|---|----|
| 61 | 4 | 4 | 4 | 4 | 16 |
| 62 | 4 | 4 | 4 | 4 | 16 |
| 63 | 4 | 4 | 4 | 4 | 16 |
| 64 | 4 | 4 | 4 | 4 | 16 |
| 65 | 4 | 4 | 4 | 4 | 16 |
| 66 | 4 | 4 | 4 | 4 | 16 |
| 67 | 4 | 4 | 4 | 4 | 16 |
| 68 | 4 | 4 | 4 | 4 | 16 |
| 69 | 4 | 4 | 4 | 4 | 16 |
| 70 | 4 | 4 | 4 | 4 | 16 |
| 71 | 4 | 4 | 4 | 4 | 16 |
| 72 | 4 | 4 | 4 | 4 | 16 |
| 73 | 4 | 4 | 4 | 4 | 16 |
| 74 | 4 | 4 | 4 | 4 | 16 |
| 75 | 4 | 4 | 4 | 4 | 16 |
| 76 | 4 | 4 | 4 | 4 | 16 |
| 77 | 4 | 4 | 4 | 4 | 16 |
| 78 | 4 | 4 | 4 | 4 | 16 |
| 79 | 4 | 4 | 4 | 4 | 16 |
| 80 | 4 | 4 | 4 | 4 | 16 |
| 81 | 4 | 4 | 4 | 4 | 16 |
| 82 | 4 | 4 | 4 | 4 | 16 |
| 83 | 4 | 4 | 4 | 4 | 16 |
| 84 | 4 | 4 | 4 | 4 | 16 |
| 85 | 4 | 4 | 4 | 4 | 16 |
| 86 | 4 | 4 | 4 | 4 | 16 |
| 87 | 4 | 4 | 4 | 4 | 16 |
| 88 | 4 | 4 | 4 | 4 | 16 |
| 89 | 4 | 4 | 4 | 4 | 16 |
| 90 | 4 | 4 | 3 | 4 | 15 |
| 91 | 4 | 3 | 3 | 3 | 13 |
| 92 | 4 | 3 | 3 | 3 | 13 |
| 93 | 3 | 3 | 3 | 3 | 12 |
| 94 | 3 | 3 | 3 | 3 | 12 |
| 95 | 3 | 3 | 3 | 3 | 12 |
| 96 | 3 | 3 | 3 | 3 | 12 |
| 97 | 3 | 3 | 3 | 2 | 11 |
| 98 | 3 | 3 | 3 | 1 | 10 |

Lampiran Data *Organizational Capital*

| No Responden | <i>Organizational Capital</i> | | | | | TOTAL X3 |
|-----------------|-------------------------------|------|------|------|------|-------------|
| | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 5 | 5 | 5 | 5 | 4 | 24 |
| 3 | 5 | 5 | 5 | 5 | 3 | 23 |
| 4 | 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 5 | 5 | 5 | 3 | 23 |
| 6 | 5 | 5 | 5 | 5 | 5 | 25 |
| 7 | 5 | 5 | 5 | 5 | 3 | 23 |
| 8 | 5 | 5 | 5 | 5 | 3 | 23 |
| 9 | 5 | 5 | 5 | 5 | 3 | 23 |
| 10 | 5 | 5 | 5 | 5 | 4 | 24 |
| 11 | 5 | 5 | 5 | 5 | 5 | 25 |
| 12 | 5 | 5 | 5 | 5 | 3 | 23 |
| 13 | 5 | 5 | 5 | 5 | 4 | 24 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 5 | 5 | 5 | 5 | 3 | 23 |
| 16 | 5 | 5 | 5 | 5 | 5 | 25 |
| 17 | 5 | 5 | 5 | 5 | 3 | 23 |
| 18 | 5 | 5 | 5 | 5 | 3 | 23 |
| 19 | 5 | 5 | 5 | 5 | 4 | 24 |
| 20 | 5 | 5 | 5 | 5 | 4 | 24 |
| 21 | 5 | 5 | 5 | 5 | 4 | 24 |
| 22 | 5 | 5 | 5 | 5 | 3 | 23 |
| 23 | 5 | 5 | 5 | 5 | 4 | 24 |
| 24 | 5 | 5 | 5 | 5 | 5 | 25 |
| 25 | 5 | 5 | 5 | 5 | 4 | 24 |
| 26 | 5 | 5 | 5 | 5 | 4 | 24 |
| 27 | 5 | 5 | 5 | 5 | 3 | 23 |
| 28 | 5 | 5 | 5 | 5 | 2 | 22 |
| 29 | 5 | 5 | 5 | 5 | 4 | 24 |
| 30 | 5 | 5 | 5 | 5 | 4 | 24 |
| 31 | 5 | 5 | 5 | 5 | 3 | 23 |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 |
| 33 | 5 | 5 | 5 | 5 | 5 | 25 |
| 34 | 5 | 5 | 5 | 5 | 3 | 23 |
| 35 | 5 | 4 | 5 | 5 | 5 | 24 |
| 36 | 5 | 4 | 5 | 5 | 5 | 24 |
| 37 | 4 | 4 | 5 | 5 | 4 | 22 |
| 38 | 4 | 4 | 5 | 5 | 2 | 20 |
| 39 | 4 | 4 | 5 | 5 | 3 | 21 |
| 40 | 4 | 4 | 5 | 5 | 5 | 23 |

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|----|---|---|---|---|---|----|
| 41 | 4 | 4 | 5 | 5 | 3 | 21 |
| 42 | 4 | 4 | 4 | 5 | 5 | 22 |
| 43 | 4 | 4 | 4 | 5 | 5 | 22 |
| 44 | 4 | 4 | 4 | 5 | 5 | 22 |
| 45 | 4 | 4 | 4 | 4 | 4 | 20 |
| 46 | 4 | 4 | 4 | 4 | 4 | 20 |
| 47 | 4 | 4 | 4 | 4 | 5 | 21 |
| 48 | 4 | 4 | 4 | 4 | 3 | 19 |
| 49 | 4 | 4 | 4 | 4 | 3 | 19 |
| 50 | 4 | 4 | 4 | 4 | 2 | 18 |
| 51 | 4 | 4 | 4 | 4 | 4 | 20 |
| 52 | 4 | 4 | 4 | 4 | 3 | 19 |
| 53 | 4 | 4 | 4 | 4 | 3 | 19 |
| 54 | 4 | 4 | 4 | 4 | 3 | 19 |
| 55 | 4 | 4 | 4 | 4 | 4 | 20 |
| 56 | 4 | 4 | 4 | 4 | 4 | 20 |
| 57 | 4 | 4 | 4 | 4 | 4 | 20 |
| 58 | 4 | 4 | 4 | 4 | 5 | 21 |
| 59 | 4 | 4 | 4 | 4 | 3 | 19 |
| 60 | 4 | 4 | 4 | 4 | 4 | 20 |
| 61 | 4 | 4 | 4 | 4 | 4 | 20 |
| 62 | 4 | 4 | 4 | 4 | 4 | 20 |
| 63 | 4 | 4 | 4 | 4 | 5 | 21 |
| 64 | 4 | 4 | 4 | 4 | 3 | 19 |
| 65 | 4 | 4 | 4 | 4 | 4 | 20 |
| 66 | 4 | 4 | 4 | 4 | 4 | 20 |
| 67 | 4 | 4 | 4 | 4 | 5 | 21 |
| 68 | 4 | 4 | 4 | 4 | 4 | 20 |
| 69 | 4 | 4 | 4 | 4 | 3 | 19 |
| 70 | 4 | 4 | 4 | 4 | 5 | 21 |
| 71 | 4 | 4 | 4 | 4 | 4 | 20 |
| 72 | 4 | 4 | 4 | 4 | 5 | 21 |
| 73 | 4 | 4 | 4 | 4 | 5 | 21 |
| 74 | 4 | 4 | 4 | 4 | 4 | 20 |
| 75 | 4 | 4 | 4 | 4 | 4 | 20 |
| 76 | 4 | 4 | 4 | 4 | 4 | 20 |
| 77 | 4 | 4 | 4 | 4 | 4 | 20 |
| 78 | 4 | 4 | 4 | 4 | 4 | 20 |
| 79 | 4 | 4 | 4 | 4 | 4 | 20 |
| 80 | 4 | 4 | 4 | 4 | 4 | 20 |
| 81 | 4 | 4 | 4 | 4 | 5 | 21 |
| 82 | 4 | 4 | 4 | 4 | 5 | 21 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 83 | 4 | 4 | 4 | 4 | 5 | 21 |
| 84 | 4 | 4 | 4 | 4 | 5 | 21 |
| 85 | 3 | 4 | 4 | 4 | 5 | 20 |
| 86 | 3 | 4 | 4 | 4 | 3 | 18 |
| 87 | 3 | 4 | 4 | 4 | 4 | 19 |
| 88 | 3 | 3 | 3 | 4 | 2 | 15 |
| 89 | 3 | 3 | 3 | 4 | 5 | 18 |
| 90 | 3 | 3 | 3 | 3 | 4 | 16 |
| 91 | 3 | 3 | 3 | 3 | 5 | 17 |
| 92 | 3 | 3 | 3 | 3 | 5 | 17 |
| 93 | 3 | 3 | 3 | 3 | 5 | 17 |
| 94 | 3 | 3 | 3 | 3 | 5 | 17 |
| 95 | 3 | 3 | 3 | 3 | 5 | 17 |
| 96 | 3 | 3 | 3 | 3 | 5 | 17 |
| 97 | 2 | 2 | 3 | 3 | 5 | 15 |
| 98 | 2 | 2 | 3 | 3 | 5 | 15 |

Lampiran Data Kinerja Karyawan

| Nomor Responden | Kinerja Karyawan | | | | | Total_Y |
|-----------------|------------------|-----|-----|-----|-----|---------|
| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 5 | 5 | 5 | 5 | 25 |
| 6 | 5 | 5 | 5 | 5 | 5 | 25 |
| 7 | 5 | 5 | 5 | 5 | 5 | 25 |
| 8 | 5 | 5 | 5 | 5 | 5 | 25 |
| 9 | 5 | 5 | 5 | 5 | 5 | 25 |
| 10 | 5 | 5 | 5 | 5 | 5 | 25 |
| 11 | 5 | 5 | 5 | 5 | 5 | 25 |
| 12 | 5 | 5 | 5 | 5 | 5 | 25 |
| 13 | 5 | 5 | 5 | 5 | 5 | 25 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 5 | 5 | 5 | 5 | 5 | 25 |
| 16 | 5 | 5 | 5 | 5 | 5 | 25 |
| 17 | 5 | 5 | 5 | 5 | 5 | 25 |
| 18 | 5 | 5 | 5 | 5 | 5 | 25 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 20 | 5 | 5 | 5 | 5 | 5 | 25 |
| 21 | 5 | 5 | 5 | 5 | 5 | 25 |
| 22 | 5 | 5 | 5 | 5 | 5 | 25 |
| 23 | 5 | 5 | 5 | 5 | 5 | 25 |
| 24 | 5 | 5 | 5 | 5 | 5 | 25 |
| 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 26 | 5 | 5 | 5 | 5 | 5 | 25 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 27 | 5 | 5 | 5 | 5 | 5 | 25 |
| 28 | 5 | 5 | 5 | 5 | 5 | 25 |
| 29 | 5 | 5 | 5 | 5 | 5 | 25 |
| 30 | 5 | 5 | 5 | 5 | 5 | 25 |
| 31 | 5 | 5 | 5 | 5 | 5 | 25 |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 |
| 33 | 5 | 5 | 5 | 5 | 5 | 25 |
| 34 | 5 | 5 | 5 | 5 | 5 | 25 |
| 35 | 5 | 5 | 5 | 5 | 5 | 25 |
| 36 | 5 | 5 | 5 | 5 | 5 | 25 |
| 37 | 5 | 5 | 5 | 5 | 5 | 25 |
| 38 | 5 | 5 | 5 | 5 | 5 | 25 |
| 39 | 5 | 5 | 5 | 5 | 5 | 25 |
| 40 | 5 | 5 | 5 | 5 | 5 | 25 |
| 41 | 5 | 5 | 5 | 5 | 5 | 25 |
| 42 | 5 | 5 | 5 | 5 | 5 | 25 |
| 43 | 5 | 5 | 5 | 5 | 5 | 25 |
| 44 | 5 | 5 | 5 | 5 | 5 | 25 |
| 45 | 5 | 5 | 5 | 5 | 5 | 25 |
| 46 | 5 | 5 | 5 | 5 | 5 | 25 |
| 47 | 5 | 5 | 5 | 5 | 5 | 25 |
| 48 | 5 | 5 | 5 | 5 | 5 | 25 |
| 49 | 5 | 5 | 5 | 5 | 5 | 25 |
| 50 | 5 | 5 | 5 | 5 | 5 | 25 |
| 51 | 5 | 5 | 5 | 5 | 4 | 24 |
| 52 | 5 | 5 | 5 | 5 | 4 | 24 |
| 53 | 5 | 5 | 5 | 5 | 4 | 24 |
| 54 | 5 | 5 | 5 | 4 | 4 | 23 |
| 55 | 5 | 5 | 5 | 4 | 4 | 23 |
| 56 | 5 | 5 | 5 | 4 | 4 | 23 |
| 57 | 4 | 5 | 5 | 4 | 4 | 22 |
| 58 | 4 | 4 | 5 | 4 | 4 | 21 |
| 59 | 4 | 4 | 5 | 4 | 4 | 21 |
| 60 | 4 | 4 | 5 | 4 | 4 | 21 |
| 61 | 4 | 4 | 5 | 4 | 4 | 21 |
| 62 | 4 | 4 | 5 | 4 | 4 | 21 |
| 63 | 4 | 4 | 5 | 4 | 4 | 21 |
| 64 | 4 | 4 | 5 | 4 | 4 | 21 |
| 65 | 4 | 4 | 5 | 4 | 4 | 21 |
| 66 | 4 | 4 | 5 | 4 | 4 | 21 |
| 67 | 4 | 4 | 5 | 4 | 4 | 21 |
| 68 | 4 | 4 | 4 | 4 | 4 | 20 |
| 69 | 4 | 4 | 4 | 4 | 4 | 20 |
| 70 | 4 | 4 | 4 | 4 | 4 | 20 |
| 71 | 4 | 4 | 4 | 4 | 4 | 20 |
| 72 | 4 | 4 | 4 | 4 | 4 | 20 |
| 73 | 4 | 4 | 4 | 4 | 4 | 20 |
| 74 | 4 | 4 | 4 | 4 | 4 | 20 |
| 75 | 4 | 4 | 4 | 4 | 4 | 20 |
| 76 | 4 | 4 | 4 | 4 | 4 | 20 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 77 | 4 | 4 | 4 | 4 | 4 | 20 |
| 78 | 4 | 4 | 4 | 4 | 4 | 20 |
| 79 | 4 | 4 | 4 | 4 | 4 | 20 |
| 80 | 4 | 4 | 4 | 4 | 4 | 20 |
| 81 | 4 | 4 | 4 | 4 | 4 | 20 |
| 82 | 4 | 4 | 4 | 4 | 4 | 20 |
| 83 | 4 | 4 | 4 | 4 | 4 | 20 |
| 84 | 4 | 4 | 4 | 4 | 4 | 20 |
| 85 | 4 | 4 | 4 | 3 | 4 | 19 |
| 86 | 4 | 4 | 4 | 3 | 4 | 19 |
| 87 | 4 | 4 | 4 | 3 | 4 | 19 |
| 88 | 4 | 4 | 4 | 3 | 4 | 19 |
| 89 | 4 | 4 | 4 | 3 | 4 | 19 |
| 90 | 4 | 4 | 4 | 3 | 4 | 19 |
| 91 | 4 | 4 | 4 | 3 | 4 | 19 |
| 92 | 3 | 4 | 4 | 3 | 4 | 18 |
| 93 | 3 | 4 | 4 | 3 | 3 | 17 |
| 94 | 3 | 3 | 4 | 3 | 3 | 16 |
| 95 | 3 | 3 | 4 | 3 | 3 | 16 |
| 96 | 3 | 3 | 4 | 3 | 3 | 16 |
| 97 | 3 | 3 | 3 | 3 | 3 | 15 |
| 98 | 3 | 3 | 3 | 3 | 3 | 15 |

Lampiran

Hasil Pengolahan Data Menggunakan SPSS Versi 25.0

Uji Validitas Kinerja Karyawan

Correlations

| | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y |
|------|---------------------|--------|--------|--------|--------|--------|--------|
| Y1.1 | Pearson Correlation | 1 | .484** | .546** | .573** | .407** | .792** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| Y1.2 | Pearson Correlation | .484** | 1 | .496** | .495** | .390** | .746** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| Y1.3 | Pearson Correlation | .546** | .496** | 1 | .511** | .406** | .751** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| Y1.4 | Pearson Correlation | .573** | .495** | .511** | 1 | .415** | .812** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| Y1.5 | Pearson Correlation | .407** | .390** | .406** | .415** | 1 | .694** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| Y | Pearson Correlation | .792** | .746** | .751** | .812** | .694** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |

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

Uji Validitas *Human Capital*

Correlations

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1 |
|------|---------------------|--------|--------|--------|--------|--------|--------|
| X1.1 | Pearson Correlation | 1 | .682** | .607** | .521** | .440** | .761** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X1.2 | Pearson Correlation | .682** | 1 | .728** | .680** | .645** | .887** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X1.3 | Pearson Correlation | .607** | .728** | 1 | .582** | .713** | .874** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X1.4 | Pearson Correlation | .521** | .680** | .582** | 1 | .656** | .821** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X1.5 | Pearson Correlation | .440** | .645** | .713** | .656** | 1 | .840** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X1 | Pearson Correlation | .761** | .887** | .874** | .821** | .840** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |

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

Uji Validitas *Relational Capital*

Correlations

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2 |
|------|---------------------|--------|--------|--------|--------|--------|
| X2.1 | Pearson Correlation | 1 | .611** | .639** | .403** | .822** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 |
| X2.2 | Pearson Correlation | .611** | 1 | .435** | .597** | .834** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 |
| X2.3 | Pearson Correlation | .639** | .435** | 1 | .329** | .749** |
| | Sig. (2-tailed) | .000 | .000 | | .001 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 |
| X2.4 | Pearson Correlation | .403** | .597** | .329** | 1 | .759** |
| | Sig. (2-tailed) | .000 | .000 | .001 | | .000 |
| | N | 98 | 98 | 98 | 98 | 98 |
| X2 | Pearson Correlation | .822** | .834** | .749** | .759** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 98 | 98 | 98 | 98 | 98 |

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

Uji Validitas *Organizational Capital*

Correlations

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3 |
|------|---------------------|--------|--------|--------|--------|--------|--------|
| X3.1 | Pearson Correlation | 1 | .747** | .761** | .717** | .593** | .898** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X3.2 | Pearson Correlation | .747** | 1 | .708** | .657** | .575** | .865** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X3.3 | Pearson Correlation | .761** | .708** | 1 | .607** | .470** | .825** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X3.4 | Pearson Correlation | .717** | .657** | .607** | 1 | .624** | .845** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X3.5 | Pearson Correlation | .593** | .575** | .470** | .624** | 1 | .796** |

| | | | | | | | |
|----|---------------------|--------|--------|--------|--------|--------|------|
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |
| X3 | Pearson Correlation | .898** | .865** | .825** | .845** | .796** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 98 | 98 | 98 | 98 | 98 | 98 |

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

Uji Realibilitas Kinerja Karyawan

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 98 | 99.0 |
| | Excluded ^a | 1 | 1.0 |
| | Total | 99 | 100.0 |

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

Reliability Statistics

| Cronbach's | |
|------------|------------|
| Alpha | N of Items |
| .894 | 5 |

Uji Realibilitas *Human Capital*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 98 | 99.0 |
| | Excluded ^a | 1 | 1.0 |
| | Total | 99 | 100.0 |

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

Reliability Statistics

| Cronbach's | |
|------------|------------|
| Alpha | N of Items |
| .977 | 5 |

Uji Realibilitas *Relational Capital*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 98 | 99.0 |
| | Excluded ^a | 1 | 1.0 |
| | Total | 99 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .892 | 5 |

Uji Realibilitas *Organizational Capital*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 98 | 99.0 |
| | Excluded ^a | 1 | 1.0 |
| | Total | 99 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .796 | 4 |

Hasil Uji Regresi Linier Berganda

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .554 ^a | .306 | .284 | 1.832 |

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 139.349 | 3 | 46.450 | 13.841 | .000 ^b |
| | Residual | 315.467 | 94 | 3.356 | | |
| | Total | 454.816 | 97 | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.149 | .979 | | 3.217 | .002 |
| | X1 | .783 | .059 | .809 | 13.376 | .000 |
| | X2 | -.192 | .077 | -.103 | -2.491 | .014 |
| | X3 | .253 | .077 | .238 | 3.263 | .002 |

a. Dependent Variable: Y