

Lampiran 1 : Jadwal Penelitian

JADWAL PENELITIAN

Kegiatan penelitian ini direncanakan berlangsung selama lima bulan dengan alokasi waktu seperti tercantum dalam tabel dibawah ini :

| No | Tahap dan Kegiatan Penelitian | Waktu (bulan) | | | | | |
|----|--|---------------|----|------|---|---|---|
| | | 2020 | | 2021 | | | |
| | | 11 | 12 | 1 | 2 | 3 | 4 |
| 1 | Persiapan Penyusunan Proposal Penelitian | √ | | | | | |
| 2 | Bimbingan Penyusunan Proposal Penelitian | √ | √ | √ | | | |
| 3 | Seminar Proposal Penelitian | | | √ | | | |
| 4 | Pengumpulan Data | | | √ | √ | | |
| 5 | Pengolahan dan Analisis Data | | | | √ | | |
| 6 | Penyusunan Laporan Hasil Penelitian | | | | √ | √ | |
| 7 | Uji Skripsi | | | | | | √ |

**Lampiran 2 : Data Ketidakhadiran Karyawan PT. PLN (Persero) UPT
Gresik Tahun 2019**

| No. | Nama | Jabatan/Bidang | Tanggal | Keterangan |
|-----|------------------------------|---|----------------------|------------|
| 1 | Nur Azis Prasetyo | Sie Jargitet Gresik | 2-4 Jan 2019 | Cuti |
| 2 | Indra Wahyudi | Bag Ren Dan Eval | 2-4 Jan 2019 | Cuti |
| 3 | Yuyun Agus Pribadi | Bag Ankin | 2-4 Jan 2019 | Cuti |
| 4 | Agoes Hermono | Bag Ankin | 2-4 Jan 2019 | Cuti |
| 5 | Rachmad Widi | Sie Har Gi | 04-Feb-19 | Cuti |
| 6 | Surahman | Sie Har Ring | 04-Feb-19 | Izin |
| 7 | Waloyo Eka Kuncoro | Sie Jargi Tandes Dan Darmo Grande | 04-Feb-19 | Cuti |
| 8 | Didik Suprijadi | Sie Jargi Cerme,Manyar Dan Maspion Sbm | 4, 6,7,8 Feb 2019 | Cuti |
| 9 | Yuli Winarko | Bag Kons | 4, 6,7,8 Feb 2019 | Cuti |
| 10 | Roedi Soetrisno | Sie Jargi Sampang Dan Pamekasan | 4, 6,7,8 Feb 2019 | Cuti |
| 11 | Imam Rachmad | Sie Har Ring | 08-Mar-19 | Izin |
| 12 | Soeminto | Urs K31 | 08-Mar-19 | Izin |
| 13 | Samsu Rochmad | Sie Jargi Sampang Dan Pamekasan | 08-Mar-19 | Cuti |
| 14 | Iswahyudi | Sie Jargi Gilitimur Dan Bangkalan | 08-Mar-19 | Cuti |
| 15 | Idham Ismail | Sie Jargi Cerme,Manyar Dan Maspion Sbm | 1-2 April 2019 | Cuti |
| 16 | Jatu Surya Nugraha | Urs Lakslk | 1-2 April 2019 | Cuti |
| 17 | Soenarto | Sie Har Ring | 1-2 April 2019 | Cuti |
| 18 | A. Rizal Oky Bachtiar | Urs Lakslk | 4-5 April 2019 | Cuti |
| 19 | Sujoko | Sie Jargi Cerme,Manyar&Maspion Sbm | 4-5 April 2019 | Cuti |
| 20 | Dwi Yusanto | Bag Keu Dan Adm | 4-5 April 2019 | Cuti |
| 21 | Bagus Roisman | Sie Jargi Tandes | 18-Apr-19 | Cuti |
| 22 | Hisyam Istahril Mu'az | Urs Laksk4 | 2-3 Mei 2019 | Cuti |
| 23 | Ahmad Bayhaki | Sie Jargi Sambikerep | 2-3 Mei 2019 | Cuti |
| 24 | Agus Sumardiyanto | Sie Enj | 31-Mei-19 | Cuti |
| 25 | Earrant Cliff Cosa Aranda | Sie Jargi Gilitimur Dan Bangkalan | 31-Mei-19 | Cuti |

| | | | | |
|----|------------------------------|---|----------------------|------|
| 26 | Fatkhur Rohman Hadi | Sie Jargi Alta Prima | 31-Mei-19 | Izin |
| 27 | Zainul Arifin | Sie Har Protek, Mtr Dan Otm | 31-Mei-19 | Cuti |
| 28 | Nadiprahas Mahavani | Sie Har Protek, Mtr Dan Otm | 9 Agustus 2019 | Izin |
| 29 | Jatu Surya Nugraha | Urs Lakslk | 9 Agustus 2019 | Izin |
| 30 | Bagus Cahyo Yuwono | Sie Jargi Pltu Gresik | 7-8 Nov 2019 | Cuti |
| 31 | Very Yogi Erdani | Sie Jargi Cerme, Manyar Dan Maspion Sbm | 7-8 Nov 2019 | Cuti |
| 32 | Agus Susanto | Sie Har Ring | 7-8 Nov 2019 | Cuti |
| 33 | Budi Setiyo Utomo | Urs Rendan | 23-Des-19 | Cuti |
| 34 | Hisyam Istahril Mu'az | Urs Laksk4 | 23,26,27 Des 2019 | Cuti |
| 35 | Sandy Fernando | Urs Laksk4 | 23,26,27,30 Des 2019 | Cuti |
| 36 | Mario Marthin | Sie Ren Pengushn | 23,26,27,30 Des 2019 | Cuti |
| 37 | Muhammad Namiruddin Al Hasan | Sie Jargi Pltu Gresik | 23,26,27,30 Des 2019 | Cuti |
| 38 | Mochammad Badrus Salam | Sie Adm Dan Mum | 26-Des-19 | Cuti |
| 39 | Fogi Asgrena Pahrezki | Sie Jargitet Gresik | 26-27 Des 2019 | Cuti |
| 40 | Roys Anwar Arif | Sie Jargitet Gresik | 26,27,30 Des 2019 | Cuti |
| 41 | Alif Rahmansyah Mahassin | Sie Jargi Tandes | 26,27,30 Des 2019 | Cuti |
| 42 | Wahyu Kurniawan | Sie Har Protek, Mtr Dan Otm | 26,27,30 Des 2019 | Cuti |
| 43 | Indra Wahyudi | Bag Ren Dan Eval | 26,27,30 Des 2019 | Cuti |
| 44 | Miftakhul Azis | Sie Har Gi | 26,27,30 Des 2019 | Cuti |
| 45 | Takhmil Imam Rifa'i | Sie Har Gi | 30-Des-19 | Izin |
| 46 | Muhammad Azwar | Sie Jargitet Gresik | 30-Des-19 | Izin |
| 47 | Hidayat Heru Prasetyo | Sie Keu Dan Akt | 30-Des-19 | Cuti |
| 48 | Hendri Prasetyo | Sie Dal Kons Dan Adm Kon | 30-Des-19 | Izin |
| 49 | R. Kaisar Habibil Iman | Sie Har Protek, Mtr Dan Otm | 30-Des-19 | Cuti |
| 50 | Dewi Elvinandari | Sie Har Gi | 30-Des-19 | Cuti |

**Lampiran 3 : Data Ketidakhadiran Karyawan PT. PLN (Persero) UPT
Gresik Tahun 2020**

| No. | Nama | Jabatan/Bidang | Tanggal | Keterangan |
|-----|--------------------------|--|----------------------|------------|
| 1 | Liza Lolita Putri | Sie Har Protek, Mtr Dan Otm | 2-3 Jan 2020 | Cuti |
| 2 | Yana Dharma Nugraha | Sie Jargi Sumenep | 2-3 Jan 2020 | Cuti |
| 3 | Ni Ketut Feny Krismawati | Sie Jargi Segoromadu, Barata Dan Smngs | 2-3 Jan 2020 | Izin |
| 4 | Surahman | Sie Har Ring | 2-3 Jan 2020 | Cuti |
| 5 | Alvina Fitri Amalia | Sie Ren Pengushn | 31-Jan-20 | Izin |
| 6 | Kristia Lila Gerhana | Spv Admum | 28-Feb-20 | Izin |
| 7 | Bagus Roisman | Sie Jargi Tandes | 23-24 Mar 2020 | Cuti |
| 8 | Waloyo Eka Kuncoro | Sie Jargi Tandes Dan Darmo Grande | 23-24 Mar 2020 | Cuti |
| 9 | Dewi Elvinandari | Sie Har Gi | 23-24 Mar 2020 | Cuti |
| 10 | Yuyun Agus Pribadi | Bag Ankin | 23-24 Mar 2020 | Cuti |
| 11 | Roys Anwar Arif | Sie Jargitet Gresik | 23,24,26,27 Mar 2020 | Cuti |
| 12 | Tomy Putra Wijaya | Sie Jargi Pltu Gresik | 09-Apr-20 | Cuti |
| 13 | Rudyantono | Sie Har Ring | 09-Apr-20 | Cuti |
| 14 | Rizky Dwi Harfian | Sie Har Gi | 09-Apr-20 | Izin |
| 15 | Moch Heri Amrizal | Sie Har Gi | 09-Apr-20 | Izin |
| 16 | Irfandi Pratama Sabar | Sie Jargi Petrokimia | 08-Mei-20 | Cuti |
| 17 | Jatu Surya Nugraha | Urs Lakslk | 08-Mei-20 | Cuti |
| 18 | Hidayat Heru Prasetyo | Sie Keu Dan Akt | 08-Mei-20 | Cuti |
| 19 | Robbyo Ardiles Pakpahan | Sie Har Protek, Mtr Dan Otm | 08-Mei-20 | Cuti |
| 20 | Bagus Roisman | Sie Jargi Tandes | 22-Mei-20 | Cuti |

| | | | | |
|----|------------------------------|---|--------------------|------|
| 21 | Takhmil Imam Rifa'i | Sie Har Gi | 22-Mei-20 | Cuti |
| 22 | Dewi Elvinandari | Sie Har Gi | 22-Mei-20 | Cuti |
| 23 | Adi Pamungkas | Urs Laksda | 16-Jun-20 | Cuti |
| 24 | Hisyam Istahril Mu'az | Urs Laksk4 | 14-15 Juli 2020 | Cuti |
| 25 | Choiriatus Saadah | Sie Adm Dan Mum | 23-24 Juli 2020 | Izin |
| 26 | Dwi Aries Sandy | Sie Jargi Segoromadu, Barata Dan Smngs | 30-Jul-20 | Cuti |
| 27 | Muhammad Ridwan | Sie Jargitet Gresik | 30-Jul-20 | Cuti |
| 28 | Choiriatus Saadah | Sie Adm Dan Mum | 06-Agu-20 | Izin |
| 29 | Raka Trialviano Bagus | Sie Jargi Cerme, Manyar Dan Maspion Sbm | 18-19 Agustus 2020 | Cuti |
| 30 | Sarah Aulia | Sie Har Gi | 18-19 Agustus 2020 | Cuti |
| 31 | Muhammad Namiruddin Al Hasan | Sie Jargi Pltu Gresik | 18-19 Agustus 2020 | Cuti |
| 32 | Fogi Asgrena Pahrezki | Sie Jargitet Gresik | 18-19 Agustus 2020 | Cuti |
| 33 | Adi Pamungkas | Urs Laksda | 08-Sep-20 | Izin |
| 34 | Yuyun Agus Pribadi | Bag Ankin | 08-Okt-20 | Cuti |
| 35 | Muhammad Azwar | Sie Jargitet Gresik | 26-27 Okt 2020 | Cuti |
| 36 | Dwi Rizky Maulidin | Sie Jargi Sambikerep | 26-27 Okt 2020 | Cuti |
| 37 | Irfandi Pratama Sabar | Sie Jargi Petrokimia | 26-27 Okt 2020 | Cuti |
| 38 | Sandy Fernando | Urs Laksk4 | 21-23 Des 2020 | Cuti |
| 39 | Tomy Putra Wijaya | Sie Jargi Pltu Gresik | 21-23 Des 2020 | Cuti |
| 40 | Muhammad Rizki | Sie Jargitet Gresik | 21-23 Des 2020 | Cuti |
| 41 | Ghalib Ramadhan | Sie Keu Dan Akt | 21-23 Des 2020 | Cuti |
| 42 | Mochammad Badrus Salam | Sie Adm Dan Mum | 21-23 Des 2020 | Cuti |

**Lampiran 4 : Data Pelatihan Karyawan PT. PLN (Persero) UPT Gresik
Periode Januari-Agustus 2020**

| Tanggal Pelaksanaan | Jumlah Karyawan | Jenis Pelatihan | Keterangan |
|---------------------|-----------------|---|--|
| 20-24 Januari 2020 | 6 | <ol style="list-style-type: none"> 1. Penginderaan noktah panas (hot spot) dengan menggunakan thermovisi 2. Pemeliharaan gardu induk SF6 / GIS. 3. Pengujian relai dasar. | 2 Karyawan ditunda pelaksanaan pelatihannya karena sedang dinas luar |
| 03-09 Februari 2020 | 3 | <ol style="list-style-type: none"> 1. Pemeliharaan pemutus tenaga, pemisah dan kompresor. 2. Pemeliharaan gardu induk SF6 / GIS. | Diikuti semua karyawan |
| 10-12 Februari 2020 | 2 | <ol style="list-style-type: none"> 1. Pengawas K2/K3 pada pekerjaan transmisi. | 1 Karyawan ditunda pelaksanaan pelatihannya karena sedang dinas luar |
| 10-19 Februari 2020 | 1 | <ol style="list-style-type: none"> 1. Pengoperasian gardu induk | Diikuti semua karyawan |
| 13-14 Februari 2020 | 1 | <ol style="list-style-type: none"> 1. Hirarc, jsa & working permit. | Diikuti semua karyawan |
| 17-19 Februari 2020 | 1 | <ol style="list-style-type: none"> 1. Pengawas K2/K3 pada pekerjaan transmisi. | 1 Karyawan ditunda pelaksanaan pelatihannya |
| 02-03 Maret 2020 | 2 | <ol style="list-style-type: none"> 1. Hirarc, jsa & working permit. 2. Asesmen peralatan primer gardu induk. | Diikuti semua karyawan |
| 02-06 Maret 2020 | 5 | <ol style="list-style-type: none"> 1. Operasi dan pemeliharaan SAS (substation automation system). 2. Inspeksi level 1 peralatan gardu induk dan saluran transmisi. 3. Penginderaan noktah panas (hot spot) dengan menggunakan thermovisi. | Diikuti semua karyawan |
| 04-06 Maret | 5 | <ol style="list-style-type: none"> 1. Pengawas K2/K3 pada pekerjaan transmisi. 2. Pemeliharaan peralatan switchgear. 3. Pemeliharaan on load tap changer trafo tenaga. | Diikuti semua karyawan |
| 09-10 Maret 2020 | 1 | <ol style="list-style-type: none"> 1. Hirarc, jsa & working permit. | Diikuti semua karyawan |

| | | | |
|-------------------------|----|--|--|
| 11-13 Maret 2020 | 10 | <ol style="list-style-type: none"> 1. Pengawas K2/K3 pada pekerjaan transmisi. 2. Pemeliharaan trafo arus, trafo tegangan dan lightning arrester. 3. Pengujian relai dasar. | 1 Karyawan ditunda pelaksanaan pelatihannya karena sedang melakukan pemeliharaan rutin |
| 27-30 April 2020 | 4 | <ol style="list-style-type: none"> 1. Tata nilai pln terbaik. 2. Hirarc, jsa & working permit. | Diikuti semua karyawan |
| 28 April-12 Mei 2020 | 1 | <ol style="list-style-type: none"> 1. Teknik desain detail instalasi relai proteksi, kontrol dan meter. | Diikuti semua karyawan |
| 04-06 Mei 2020 | 1 | <ol style="list-style-type: none"> 1. Public speaking juru bicara perusahaan (digital learning). | Diikuti semua karyawan |
| 04-08 Mei 2020 | 11 | <ol style="list-style-type: none"> 1. Pengawas K2/K3 pada pekerjaan transmisi. 2. Hirarc, JSA & working permit. 3. K2 dan K3 pada instalasi TT / TET untuk pelaksana pekerjaan. | Diikuti semua karyawan |
| 3 Juni 2020 | 1 | <ol style="list-style-type: none"> 1. Troubleshooting gardu induk. | Diikuti semua karyawan |
| 06-13 Juli 2020 | 1 | <ol style="list-style-type: none"> 1. Penyusunan spesifikasi teknik & rab sipil. | Diikuti semua karyawan |
| 13-22 Juli 2020 | 1 | <ol style="list-style-type: none"> 1. Analisis aliran daya dan hubung singkat. | Diikuti semua karyawan |
| 27-30 Juli 2020 | 12 | <ol style="list-style-type: none"> 1. Pengenalan partial discharge. 2. Pemeliharaan trafo arus, trafo tegangan dan lightning arrester. 3. Pengenalan partial discharge. 4. Pengujian relai lanjutan. | 2 Karyawan ditunda pelaksanaan pelatihannya karena sedang melakukan pemeliharaan rutin |
| 20 Juli-03 Agustus 2020 | 5 | <ol style="list-style-type: none"> 1. Asesmen peralatan primer gardu induk. 2. Manajemen aset untuk pemeliharaan penyaluran. | Diikuti semua karyawan |
| 27 Juli-04 Agustus 2020 | 2 | <ol style="list-style-type: none"> 1. Pemeliharaan peralatan gardu induk. 2. Pemeliharaan SUTT/SUTET kondisi bebas tegangan. | 2 Karyawan ditunda pelaksanaan pelatihannya karena sedang dinas luar |
| 03-25 Agustus 2020 | 1 | <ol style="list-style-type: none"> 1. Perhitungan setting proteksi gardu induk. | 1 Karyawan ditunda pelaksanaan pelatihannya karena sedang melakukan pemeliharaan rutin |
| 03-12 Agustus 2020 | 1 | <ol style="list-style-type: none"> 1. Analisis aliran daya dan hubung singkat. | Diikuti semua karyawan |

Lampiran 5 : Tabel Krejcie

| N | S | | | N | S | | | N | S | | |
|-----|-----|-----|-----|------|-----|-----|-----|---------|-----|-----|-----|
| | 1% | 5% | 10% | | 1% | 5% | 10% | | 1% | 5% | 10% |
| 10 | 10 | 10 | 10 | 280 | 197 | 155 | 138 | 2800 | 537 | 310 | 247 |
| 15 | 15 | 14 | 14 | 290 | 202 | 158 | 140 | 3000 | 543 | 312 | 248 |
| 20 | 19 | 19 | 19 | 300 | 207 | 161 | 143 | 3500 | 558 | 317 | 251 |
| 25 | 24 | 23 | 23 | 320 | 216 | 167 | 147 | 4000 | 569 | 320 | 254 |
| 30 | 29 | 28 | 27 | 340 | 225 | 172 | 151 | 4500 | 578 | 323 | 255 |
| 35 | 33 | 32 | 31 | 360 | 234 | 177 | 155 | 5000 | 586 | 326 | 257 |
| 40 | 38 | 36 | 35 | 380 | 242 | 182 | 158 | 6000 | 598 | 329 | 259 |
| 45 | 42 | 40 | 39 | 400 | 250 | 186 | 162 | 7000 | 606 | 332 | 261 |
| 50 | 47 | 44 | 42 | 420 | 257 | 191 | 165 | 8000 | 613 | 334 | 263 |
| 55 | 51 | 48 | 46 | 440 | 265 | 195 | 168 | 9000 | 618 | 335 | 263 |
| 60 | 55 | 51 | 49 | 460 | 272 | 198 | 171 | 10000 | 622 | 336 | 266 |
| 65 | 59 | 55 | 53 | 480 | 279 | 202 | 173 | 15000 | 635 | 340 | 267 |
| 70 | 63 | 58 | 56 | 500 | 285 | 205 | 176 | 20000 | 642 | 342 | 268 |
| 75 | 67 | 62 | 59 | 550 | 301 | 213 | 182 | 30000 | 649 | 344 | 269 |
| 80 | 71 | 65 | 62 | 600 | 315 | 221 | 187 | 40000 | 653 | 345 | 269 |
| 85 | 75 | 68 | 65 | 650 | 329 | 227 | 191 | 50000 | 655 | 346 | 270 |
| 90 | 79 | 72 | 68 | 700 | 341 | 233 | 195 | 75000 | 658 | 346 | 270 |
| 95 | 83 | 75 | 71 | 750 | 352 | 238 | 199 | 100000 | 659 | 347 | 270 |
| 100 | 87 | 78 | 73 | 800 | 363 | 243 | 202 | 150000 | 661 | 347 | 270 |
| 110 | 94 | 84 | 78 | 850 | 373 | 247 | 205 | 200000 | 661 | 347 | 270 |
| 120 | 102 | 89 | 83 | 900 | 382 | 251 | 208 | 250000 | 662 | 348 | 270 |
| 130 | 109 | 95 | 88 | 950 | 391 | 255 | 211 | 300000 | 662 | 348 | 270 |
| 140 | 116 | 100 | 92 | 1000 | 399 | 258 | 213 | 350000 | 662 | 348 | 270 |
| 150 | 122 | 105 | 97 | 1100 | 414 | 265 | 217 | 400000 | 662 | 348 | 270 |
| 160 | 129 | 110 | 101 | 1200 | 427 | 270 | 221 | 450000 | 663 | 348 | 270 |
| 170 | 135 | 114 | 105 | 1300 | 442 | 275 | 224 | 500000 | 663 | 348 | 270 |
| 180 | 142 | 119 | 108 | 1400 | 451 | 279 | 227 | 550000 | 663 | 348 | 270 |
| 190 | 148 | 123 | 112 | 1500 | 460 | 283 | 229 | 600000 | 663 | 348 | 270 |
| 200 | 154 | 127 | 115 | 1600 | 469 | 286 | 232 | 650000 | 663 | 348 | 270 |
| 210 | 160 | 131 | 118 | 1700 | 477 | 289 | 234 | 700000 | 663 | 348 | 270 |
| 220 | 171 | 135 | 122 | 1800 | 485 | 292 | 235 | 750000 | 663 | 348 | 270 |
| 230 | 176 | 139 | 125 | 1900 | 492 | 294 | 237 | 800000 | 663 | 348 | 271 |
| 240 | 182 | 142 | 127 | 2000 | 498 | 297 | 238 | 850000 | 663 | 348 | 271 |
| 250 | 187 | 146 | 130 | 2200 | 510 | 301 | 241 | 900000 | 663 | 348 | 271 |
| 260 | 190 | 149 | 133 | 2400 | 520 | 304 | 243 | 950000 | 663 | 348 | 271 |
| 270 | 192 | 152 | 135 | 2600 | 529 | 307 | 245 | 1000000 | 663 | 348 | 271 |
| | | | | | | | | ~ | 664 | 349 | 272 |

Lampiran 6 : Kuesioner Penelitian

KUESIONER

Assalamu'allaikum Wr. Wb.

Responden yang terhormat,

Saya adalah mahasiswa Universitas Muhammadiyah Gresik Program Studi Manajemen Fakultas Ekonomi dan Bisnis yang sedang menempuh tugas akhir (Skripsi) dalam menyelesaikan program Sarjana Strata satu (S1) dan sedang melakukan penelitian tentang “Pengaruh *Job Description*, Pelatihan, Lingkungan Kerja, Dan Komunikasi Interpersonal Terhadap Kinerja Karyawan Pada PT. PLN (Persero) UPT Gresik”. Bapak/Ibu/Saudara terpilih sebagai responden untuk memberikan pendapat/tanggapan terhadap kuesioner ini guna pengumpulan data penelitian.

Dalam menjawab kuesioner ini, dimohon kepada Bapak/Ibu/Saudara untuk memberikan jawaban yang sejujur-jujurnya dan sesuai dengan keadaan yang sebenarnya. Setiap data responden dan semua informasi yang diberikan akan dijamin kerahasiaannya. Adapun jawaban yang Bapak/Ibu/Saudara berikan tidak akan berpengaruh pada diri Bapak/Ibu/Saudara karena penelitian ini dilakukan semata-mata untuk pengembangan ilmu pengetahuan.

Besar harapan saya, Bapak/Ibu/Saudara bersedia untuk mengisi kuesioner ini. Atas kesediaannya saya ucapkan terima kasih.

Wassalamu'allaikum Wr.Wb.

Hormat Saya,

Triono

170301062

A. DATA RESPONDEN

Sebelum menjawab pertanyaan/pernyataan dalam kuesioner ini, saudara (responden) dimohon untuk mengisi data dibawah ini terlebih dahulu.

1. **Nama** :

2. **Jenis Kelamin** : Laki-laki / Perempuan
(Lingkari yang sesuai)

3. **Jabatan** :

- a. Manajer Bagian c. Pejabat
b. *Supervisor* d. Staf Umum
(Lingkari yang sesuai)

B. PETUNJUK PENGISIAN KUESIONER

1. Responden diharapkan membaca terlebih dahulu deskripsi masing-masing pertanyaan/pernyataan sebelum memberikan jawaban.
2. Responden dapat memberikan jawaban dengan memberikan tanda *check* (✓) pada salah satu pilihan jawaban yang tersedia. Hanya satu jawaban saja yang dimungkinkan untuk setiap pertanyaan/pernyataan.
3. Pada masing-masing pertanyaan/pernyataan terdapat lima alternatif jawaban yang mengacu pada teknik skala Likert, yaitu :
 - a. Sangat Setuju (SS) = 5
 - b. Setuju (S) = 4
 - c. Ragu-Ragu (RG) = 3
 - d. Tidak Setuju (TS) = 2
 - e. Sangat Tidak Setuju (STS) = 1

1. Job Description

| No | Pernyataan Responden | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | RG | TS | STS |
| 1 | Karyawan PT. PLN (Persero) UPT Gresik telah memahami tugas, wewenang dan tanggung jawab yang diemban dengan baik. | | | | | |
| 2 | Karyawan PT. PLN (Persero) UPT Gresik sudah melaksanakan pekerjaan dengan penuh tanggung jawab. | | | | | |
| 3 | Karyawan PT. PLN (Persero) UPT Gresik memiliki kecakapan dan pendidikan yang sudah sesuai dengan jabatan yang diemban. | | | | | |
| 4 | Karyawan PT. PLN (Persero) UPT Gresik sudah mampu melihat keadaan internal dan eksternal perusahaan dengan baik. | | | | | |
| 5 | Karyawan PT. PLN (Persero) UPT Gresik telah sesuai dengan kriteria yang ditentukan perusahaan pada setiap jabatannya. | | | | | |

2. Pelatihan

| No | Pernyataan Responden | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | RG | TS | STS |
| 1 | Karyawan PT. PLN (Persero) UPT Gresik diberikan pelatihan oleh instruktur yang memiliki kualifikasi yang memadai sesuai dengan bidangnya, profesional dan berkompeten. | | | | | |
| 2 | Karyawan PT. PLN (Persero) UPT Gresik telah diseleksi sebelum diberikan pelatihan berdasarkan persyaratan tertentu dan kualifikasi yang sesuai. | | | | | |
| 3 | Karyawan PT. PLN (Persero) UPT Gresik diberikan metode pelatihan yang efektif sesuai dengan jenis materi dan kemampuan peserta pelatihan. | | | | | |
| 4 | Karyawan PT. PLN (Persero) UPT Gresik diberikan materi pelatihan sesuai dengan tujuan pelatihan sumber daya manusia yang hendak dicapai oleh perusahaan. | | | | | |
| 5 | PT. PLN (Persero) UPT Gresik telah menetapkan tujuan sebelum melakukan pelatihan kepada karyawannya. | | | | | |

3. Lingkungan Kerja

| No | Pernyataan Responden | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | RG | TS | STS |
| 1 | Lingkungan kerja karyawan PT. PLN (Persero) UPT Gresik sudah memiliki penerangan lampu yang cukup sesuai dengan kebutuhan. | | | | | |
| 2 | Lingkungan kerja karyawan PT. PLN (Persero) UPT Gresik memiliki jendela yang cukup sehingga oksigen dapat masuk dengan baik. | | | | | |
| 3 | Lingkungan kerja karyawan PT. PLN (Persero) UPT Gresik memiliki tata warna yang bagus sehingga dapat merangsang semangat kerja. | | | | | |
| 4 | Lingkungan kerja karyawan PT. PLN (Persero) UPT Gresik memiliki dekorasi yang memberikan kenyamanan pada saat bekerja. | | | | | |
| 5 | Lingkungan kerja karyawan PT. PLN (Persero) UPT Gresik diberikan fasilitas musik yang dapat membangkitkan semangat dalam bekerja. | | | | | |
| 6 | Lingkungan kerja karyawan PT. PLN (Persero) UPT Gresik telah dibuat nyaman mungkin sehingga suara-suara mesin tidak mengganggu ketenangan dalam bekerja. | | | | | |
| 7 | Lingkungan kerja karyawan PT. PLN (Persero) UPT Gresik diberikan suhu udara yang sudah sesuai dengan kebutuhan sehingga memberikan kenyamanan dalam bekerja. | | | | | |
| 8 | Lingkungan kerja karyawan PT. PLN (Persero) UPT Gresik memiliki kelembaban udara yang baik sehingga tidak mengganggu konsentrasi pada saat bekerja. | | | | | |

4. Komunikasi Interpersonal

| No | Pernyataan Responden | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | RG | TS | STS |
| 1 | Karyawan PT. PLN (Persero) UPT Gresik selalu terbuka antar karyawan sehingga dapat menumbuhkan komunikasi interpersonal yang baik. | | | | | |
| 2 | Karyawan PT. PLN (Persero) UPT Gresik memiliki empati yang baik sehingga interaksi antar karyawan terjalin dengan baik. | | | | | |
| 3 | Karyawan PT. PLN (Persero) UPT Gresik saling memberikan dukungan antar karyawan sehingga komunikasi berlangsung efektif. | | | | | |
| 4 | Karyawan PT. PLN (Persero) UPT Gresik selalu mengedepankan rasa positif sehingga menciptakan komunikasi yang kondusif. | | | | | |
| 5 | Karyawan PT. PLN (Persero) UPT Gresik saling menghargai dan tidak membedakan antar karyawan. | | | | | |

5. Kinerja Karyawan

| No | Pernyataan Responden | Alternatif Jawaban | | | | |
|----|--|--------------------|---|----|----|-----|
| | | SS | S | RG | TS | STS |
| 1 | Karyawan PT. PLN (Persero) UPT Gresik dalam bekerja mampu mencapai kuantitas yang ditargetkan sebelumnya. | | | | | |
| 2 | Karyawan PT. PLN (Persero) UPT Gresik memiliki kualitas kerja yang baik. | | | | | |
| 3 | Karyawan PT. PLN (Persero) UPT Gresik mampu menyelesaikan pekerjaan sesuai jadwal yang ditentukan sebelumnya. | | | | | |
| 4 | Karyawan PT. PLN (Persero) UPT Gresik selalu hadir bekerja sesuai dengan peraturan perusahaan. | | | | | |
| 5 | Karyawan PT. PLN (Persero) UPT Gresik mampu bekerjasama dengan baik dalam menyelesaikan tugas dan tanggung jawabnya. | | | | | |

Responden,

(_____)

Lampiran 8 : r tabel

| | | | | | |
|-----|--------|--------|--------|--------|--------|
| 76 | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| 77 | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| 78 | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| 79 | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| 80 | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| 81 | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| 82 | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| 83 | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| 84 | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| 85 | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| 86 | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| 87 | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| 88 | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| 89 | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| 90 | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| 91 | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| 92 | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| 93 | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| 94 | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| 95 | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| 96 | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| 97 | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| 98 | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| 99 | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| 100 | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |
| 101 | 0.1630 | 0.1937 | 0.2290 | 0.2528 | 0.3196 |
| 102 | 0.1622 | 0.1927 | 0.2279 | 0.2515 | 0.3181 |
| 103 | 0.1614 | 0.1918 | 0.2268 | 0.2504 | 0.3166 |
| 104 | 0.1606 | 0.1909 | 0.2257 | 0.2492 | 0.3152 |
| 105 | 0.1599 | 0.1900 | 0.2247 | 0.2480 | 0.3137 |
| 106 | 0.1591 | 0.1891 | 0.2236 | 0.2469 | 0.3123 |
| 107 | 0.1584 | 0.1882 | 0.2226 | 0.2458 | 0.3109 |
| 108 | 0.1576 | 0.1874 | 0.2216 | 0.2446 | 0.3095 |
| 109 | 0.1569 | 0.1865 | 0.2206 | 0.2436 | 0.3082 |
| 110 | 0.1562 | 0.1857 | 0.2196 | 0.2425 | 0.3068 |
| 111 | 0.1555 | 0.1848 | 0.2186 | 0.2414 | 0.3055 |
| 112 | 0.1548 | 0.1840 | 0.2177 | 0.2403 | 0.3042 |
| 113 | 0.1541 | 0.1832 | 0.2167 | 0.2393 | 0.3029 |
| 114 | 0.1535 | 0.1824 | 0.2158 | 0.2383 | 0.3016 |
| 115 | 0.1528 | 0.1816 | 0.2149 | 0.2373 | 0.3004 |
| 116 | 0.1522 | 0.1809 | 0.2139 | 0.2363 | 0.2991 |

Lampiran 9 : t tabel

Titik Persentase Distribusi t (df = 81 –120)

| df \ Pr | 0.25 | 0.10 | 0.05 | 0.025 | 0.01 | 0.005 | 0.001 |
|---------|---------|---------|---------|---------|---------|---------|---------|
| | 0.50 | 0.20 | 0.10 | 0.050 | 0.02 | 0.010 | 0.002 |
| 81 | 0.67753 | 1.29209 | 1.66388 | 1.98969 | 2.37327 | 2.63790 | 3.19392 |
| 82 | 0.67749 | 1.29196 | 1.66365 | 1.98932 | 2.37269 | 2.63712 | 3.19262 |
| 83 | 0.67746 | 1.29183 | 1.66342 | 1.98896 | 2.37212 | 2.63637 | 3.19135 |
| 84 | 0.67742 | 1.29171 | 1.66320 | 1.98861 | 2.37156 | 2.63563 | 3.19011 |
| 85 | 0.67739 | 1.29159 | 1.66298 | 1.98827 | 2.37102 | 2.63491 | 3.18890 |
| 86 | 0.67735 | 1.29147 | 1.66277 | 1.98793 | 2.37049 | 2.63421 | 3.18772 |
| 87 | 0.67732 | 1.29136 | 1.66256 | 1.98761 | 2.36998 | 2.63353 | 3.18657 |
| 88 | 0.67729 | 1.29125 | 1.66235 | 1.98729 | 2.36947 | 2.63286 | 3.18544 |
| 89 | 0.67726 | 1.29114 | 1.66216 | 1.98698 | 2.36898 | 2.63220 | 3.18434 |
| 90 | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 |
| 91 | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 |
| 92 | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 |
| 93 | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 |
| 94 | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 |
| 95 | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 |
| 96 | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 |
| 97 | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 |
| 98 | 0.67700 | 1.29025 | 1.66055 | 1.98447 | 2.36500 | 2.62693 | 3.17549 |
| 99 | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 |
| 100 | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 |
| 101 | 0.67693 | 1.28999 | 1.66008 | 1.98373 | 2.36384 | 2.62539 | 3.17289 |
| 102 | 0.67690 | 1.28991 | 1.65993 | 1.98350 | 2.36346 | 2.62489 | 3.17206 |
| 103 | 0.67688 | 1.28982 | 1.65978 | 1.98326 | 2.36310 | 2.62441 | 3.17125 |
| 104 | 0.67686 | 1.28974 | 1.65964 | 1.98304 | 2.36274 | 2.62393 | 3.17045 |
| 105 | 0.67683 | 1.28967 | 1.65950 | 1.98282 | 2.36239 | 2.62347 | 3.16967 |
| 106 | 0.67681 | 1.28959 | 1.65936 | 1.98260 | 2.36204 | 2.62301 | 3.16890 |
| 107 | 0.67679 | 1.28951 | 1.65922 | 1.98238 | 2.36170 | 2.62256 | 3.16815 |
| 108 | 0.67677 | 1.28944 | 1.65909 | 1.98217 | 2.36137 | 2.62212 | 3.16741 |
| 109 | 0.67675 | 1.28937 | 1.65895 | 1.98197 | 2.36105 | 2.62169 | 3.16669 |
| 110 | 0.67673 | 1.28930 | 1.65882 | 1.98177 | 2.36073 | 2.62126 | 3.16598 |
| 111 | 0.67671 | 1.28922 | 1.65870 | 1.98157 | 2.36041 | 2.62085 | 3.16528 |
| 112 | 0.67669 | 1.28916 | 1.65857 | 1.98137 | 2.36010 | 2.62044 | 3.16460 |
| 113 | 0.67667 | 1.28909 | 1.65845 | 1.98118 | 2.35980 | 2.62004 | 3.16392 |
| 114 | 0.67665 | 1.28902 | 1.65833 | 1.98099 | 2.35950 | 2.61964 | 3.16326 |
| 115 | 0.67663 | 1.28896 | 1.65821 | 1.98081 | 2.35921 | 2.61926 | 3.16262 |
| 116 | 0.67661 | 1.28889 | 1.65810 | 1.98063 | 2.35892 | 2.61888 | 3.16198 |
| 117 | 0.67659 | 1.28883 | 1.65798 | 1.98045 | 2.35864 | 2.61850 | 3.16135 |
| 118 | 0.67657 | 1.28877 | 1.65787 | 1.98027 | 2.35837 | 2.61814 | 3.16074 |
| 119 | 0.67656 | 1.28871 | 1.65776 | 1.98010 | 2.35809 | 2.61778 | 3.16013 |
| 120 | 0.67654 | 1.28865 | 1.65765 | 1.97993 | 2.35782 | 2.61742 | 3.15954 |

Lampiran 10 : Frekuensi Jawaban Responden

Frequency Table

X1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 4 | 4.5 | 4.5 | 4.5 |
| | 3.00 | 13 | 14.6 | 14.6 | 19.1 |
| | 4.00 | 36 | 40.4 | 40.4 | 59.6 |
| | 5.00 | 36 | 40.4 | 40.4 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 5.6 | 5.6 | 5.6 |
| | 3.00 | 20 | 22.5 | 22.5 | 28.1 |
| | 4.00 | 37 | 41.6 | 41.6 | 69.7 |
| | 5.00 | 27 | 30.3 | 30.3 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 5.6 | 5.6 | 5.6 |
| | 3.00 | 15 | 16.9 | 16.9 | 22.5 |
| | 4.00 | 47 | 52.8 | 52.8 | 75.3 |
| | 5.00 | 22 | 24.7 | 24.7 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 6 | 6.7 | 6.7 | 6.7 |
| | 3.00 | 20 | 22.5 | 22.5 | 29.2 |
| | 4.00 | 42 | 47.2 | 47.2 | 76.4 |
| | 5.00 | 21 | 23.6 | 23.6 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.1 | 1.1 | 1.1 |
| | 2.00 | 4 | 4.5 | 4.5 | 5.6 |
| | 3.00 | 22 | 24.7 | 24.7 | 30.3 |
| | 4.00 | 31 | 34.8 | 34.8 | 65.2 |
| | 5.00 | 31 | 34.8 | 34.8 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 5.6 | 5.6 | 5.6 |
| | 3.00 | 20 | 22.5 | 22.5 | 28.1 |
| | 4.00 | 50 | 56.2 | 56.2 | 84.3 |
| | 5.00 | 14 | 15.7 | 15.7 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 4 | 4.5 | 4.5 | 4.5 |
| | 3.00 | 26 | 29.2 | 29.2 | 33.7 |
| | 4.00 | 43 | 48.3 | 48.3 | 82.0 |
| | 5.00 | 16 | 18.0 | 18.0 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 4 | 4.5 | 4.5 | 4.5 |
| | 3.00 | 25 | 28.1 | 28.1 | 32.6 |
| | 4.00 | 43 | 48.3 | 48.3 | 80.9 |
| | 5.00 | 17 | 19.1 | 19.1 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 12 | 13.5 | 13.5 | 13.5 |
| | 3.00 | 17 | 19.1 | 19.1 | 32.6 |
| | 4.00 | 36 | 40.4 | 40.4 | 73.0 |
| | 5.00 | 24 | 27.0 | 27.0 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 9 | 10.1 | 10.1 | 10.1 |
| | 3.00 | 21 | 23.6 | 23.6 | 33.7 |
| | 4.00 | 41 | 46.1 | 46.1 | 79.8 |
| | 5.00 | 18 | 20.2 | 20.2 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.1 | 1.1 | 1.1 |
| | 2.00 | 4 | 4.5 | 4.5 | 5.6 |
| | 3.00 | 18 | 20.2 | 20.2 | 25.8 |
| | 4.00 | 45 | 50.6 | 50.6 | 76.4 |
| | 5.00 | 21 | 23.6 | 23.6 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 10 | 11.2 | 11.2 | 11.2 |
| | 3.00 | 13 | 14.6 | 14.6 | 25.8 |
| | 4.00 | 49 | 55.1 | 55.1 | 80.9 |
| | 5.00 | 17 | 19.1 | 19.1 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 10 | 11.2 | 11.2 | 11.2 |
| | 3.00 | 14 | 15.7 | 15.7 | 27.0 |
| | 4.00 | 45 | 50.6 | 50.6 | 77.5 |
| | 5.00 | 20 | 22.5 | 22.5 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X3.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 10 | 11.2 | 11.2 | 11.2 |
| | 3.00 | 13 | 14.6 | 14.6 | 25.8 |
| | 4.00 | 47 | 52.8 | 52.8 | 78.7 |
| | 5.00 | 19 | 21.3 | 21.3 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X3.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 8 | 9.0 | 9.0 | 9.0 |
| | 3.00 | 29 | 32.6 | 32.6 | 41.6 |
| | 4.00 | 39 | 43.8 | 43.8 | 85.4 |
| | 5.00 | 13 | 14.6 | 14.6 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X3.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 2 | 2.2 | 2.2 | 2.2 |
| | 2.00 | 2 | 2.2 | 2.2 | 4.5 |
| | 3.00 | 19 | 21.3 | 21.3 | 25.8 |
| | 4.00 | 49 | 55.1 | 55.1 | 80.9 |
| | 5.00 | 17 | 19.1 | 19.1 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X3.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.1 | 1.1 | 1.1 |
| | 2.00 | 10 | 11.2 | 11.2 | 12.4 |
| | 3.00 | 27 | 30.3 | 30.3 | 42.7 |
| | 4.00 | 34 | 38.2 | 38.2 | 80.9 |
| | 5.00 | 17 | 19.1 | 19.1 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X3.8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.1 | 1.1 | 1.1 |
| | 2.00 | 7 | 7.9 | 7.9 | 9.0 |
| | 3.00 | 23 | 25.8 | 25.8 | 34.8 |
| | 4.00 | 42 | 47.2 | 47.2 | 82.0 |
| | 5.00 | 16 | 18.0 | 18.0 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.1 | 1.1 | 1.1 |
| | 2.00 | 7 | 7.9 | 7.9 | 9.0 |
| | 3.00 | 17 | 19.1 | 19.1 | 28.1 |
| | 4.00 | 35 | 39.3 | 39.3 | 67.4 |
| | 5.00 | 29 | 32.6 | 32.6 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 9 | 10.1 | 10.1 | 10.1 |
| | 3.00 | 15 | 16.9 | 16.9 | 27.0 |
| | 4.00 | 41 | 46.1 | 46.1 | 73.0 |
| | 5.00 | 24 | 27.0 | 27.0 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 9 | 10.1 | 10.1 | 10.1 |
| | 3.00 | 24 | 27.0 | 27.0 | 37.1 |
| | 4.00 | 41 | 46.1 | 46.1 | 83.1 |
| | 5.00 | 15 | 16.9 | 16.9 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X4.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 3.4 | 3.4 | 3.4 |
| | 3.00 | 25 | 28.1 | 28.1 | 31.5 |
| | 4.00 | 41 | 46.1 | 46.1 | 77.5 |
| | 5.00 | 20 | 22.5 | 22.5 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

X4.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.1 | 1.1 | 1.1 |
| | 2.00 | 6 | 6.7 | 6.7 | 7.9 |
| | 3.00 | 15 | 16.9 | 16.9 | 24.7 |
| | 4.00 | 49 | 55.1 | 55.1 | 79.8 |
| | 5.00 | 18 | 20.2 | 20.2 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Y1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 8 | 9.0 | 9.0 | 9.0 |
| | 3.00 | 18 | 20.2 | 20.2 | 29.2 |
| | 4.00 | 26 | 29.2 | 29.2 | 58.4 |
| | 5.00 | 37 | 41.6 | 41.6 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Y2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 3.4 | 3.4 | 3.4 |
| | 3.00 | 22 | 24.7 | 24.7 | 28.1 |
| | 4.00 | 40 | 44.9 | 44.9 | 73.0 |
| | 5.00 | 24 | 27.0 | 27.0 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Y3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 3.4 | 3.4 | 3.4 |
| | 3.00 | 23 | 25.8 | 25.8 | 29.2 |
| | 4.00 | 34 | 38.2 | 38.2 | 67.4 |
| | 5.00 | 29 | 32.6 | 32.6 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Y4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 6 | 6.7 | 6.7 | 6.7 |
| | 3.00 | 17 | 19.1 | 19.1 | 25.8 |
| | 4.00 | 36 | 40.4 | 40.4 | 66.3 |
| | 5.00 | 30 | 33.7 | 33.7 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Y5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 5.6 | 5.6 | 5.6 |
| | 3.00 | 10 | 11.2 | 11.2 | 16.9 |
| | 4.00 | 51 | 57.3 | 57.3 | 74.2 |
| | 5.00 | 23 | 25.8 | 25.8 | 100.0 |
| | Total | 89 | 100.0 | 100.0 | |

Lampiran 11 : Uji Validitas dan Reliabilitas

Correlations

Correlations

| | | X1 |
|------|---------------------|--------|
| X1.1 | Pearson Correlation | .811** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X1.2 | Pearson Correlation | .765** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X1.3 | Pearson Correlation | .805** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X1.4 | Pearson Correlation | .791** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X1.5 | Pearson Correlation | .762** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |

** . Correlation is significant at the 0.01 level

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 89 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 89 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .844 | 5 |

Correlations

Correlations

| | | X2 |
|------|---------------------|--------|
| X2.1 | Pearson Correlation | .768** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X2.2 | Pearson Correlation | .754** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X2.3 | Pearson Correlation | .677** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X2.4 | Pearson Correlation | .788** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X2.5 | Pearson Correlation | .777** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |

** . Correlation is significant at the 0.01 level

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 89 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 89 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .807 | 5 |

Correlations

Correlations

| | | X3 |
|------|---------------------|--------|
| X3.1 | Pearson Correlation | .679** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X3.2 | Pearson Correlation | .735** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X3.3 | Pearson Correlation | .741** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X3.4 | Pearson Correlation | .699** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X3.5 | Pearson Correlation | .680** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X3.6 | Pearson Correlation | .693** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X3.7 | Pearson Correlation | .641** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X3.8 | Pearson Correlation | .639** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |

** . Correlation is significant at the 0.01 level

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 89 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 89 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .840 | 8 |

Correlations

Correlations

| | | X4 |
|------|---------------------|--------|
| X4.1 | Pearson Correlation | .796** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X4.2 | Pearson Correlation | .815** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X4.3 | Pearson Correlation | .686** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X4.4 | Pearson Correlation | .771** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| X4.5 | Pearson Correlation | .690** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |

** . Correlation is significant at the 0.01 level

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 89 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 89 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .807 | 5 |

Correlations

Correlations

| | | Y |
|----|---------------------|--------|
| Y1 | Pearson Correlation | .845** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| Y2 | Pearson Correlation | .817** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| Y3 | Pearson Correlation | .794** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| Y4 | Pearson Correlation | .850** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |
| Y5 | Pearson Correlation | .791** |
| | Sig. (2-tailed) | .000 |
| | N | 89 |

** . Correlation is significant at the 0.01 level

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 89 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 89 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .876 | 5 |

Lampiran 12 : Asumsi Klasik

Model Summary^p

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .784 ^a | .614 | .596 | 2.26157 | 1.870 |

a. Predictors: (Constant), X4, X3, X1, X2

b. Dependent Variable: Y

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|----|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | X1 | .461 | 2.171 |
| | X2 | .452 | 2.213 |
| | X3 | .483 | 2.071 |
| | X4 | .595 | 1.680 |

a. Dependent Variable: Y

NPar Tests

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 89 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.20956999 |
| Most Extreme Differences | Absolute | .060 |
| | Positive | .054 |
| | Negative | -.060 |
| Kolmogorov-Smirnov Z | | .566 |
| Asymp. Sig. (2-tailed) | | .906 |

a. Test distribution is Normal.

b. Calculated from data.

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.830 | .927 | | 3.053 | .003 |
| | X1 | .013 | .056 | .036 | .228 | .820 |
| | X2 | -.086 | .060 | -.226 | -1.437 | .154 |
| | X3 | -.032 | .038 | -.128 | -.839 | .404 |
| | X4 | .070 | .050 | .193 | 1.406 | .163 |

a. Dependent Variable: AbsRes

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Y * X1 | Between Groups | (Combined) | 627.388 | 14 | 44.813 | 6.830 | .000 |
| | | Linearity | 506.444 | 1 | 506.444 | 77.191 | .000 |
| | | Deviation from Linearity | 120.944 | 13 | 9.303 | 1.418 | .172 |
| | Within Groups | | 485.510 | 74 | 6.561 | | |
| | Total | | 1112.899 | 88 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Y * X2 | Between Groups | (Combined) | 567.245 | 13 | 43.634 | 5.998 | .000 |
| | | Linearity | 496.659 | 1 | 496.659 | 68.266 | .000 |
| | | Deviation from Linearity | 70.586 | 12 | 5.882 | .809 | .641 |
| | Within Groups | | 545.654 | 75 | 7.275 | | |
| | Total | | 1112.899 | 88 | | | |

ANOVA Table

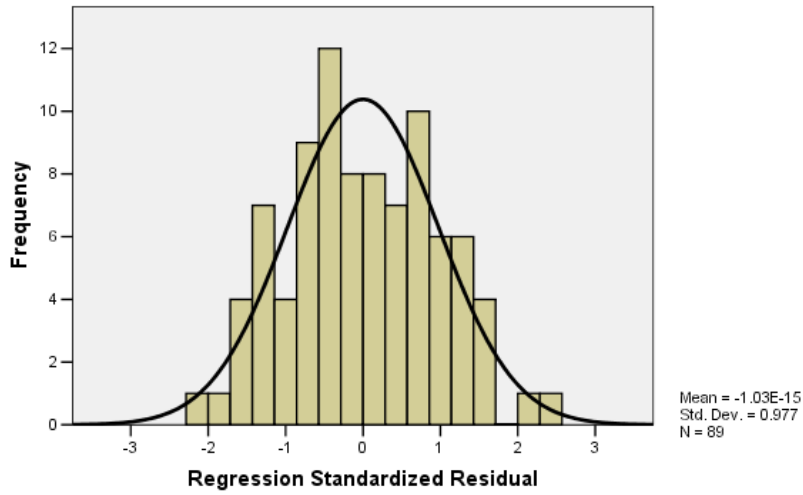
| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Y * X3 | Between Groups | (Combined) | 637.135 | 21 | 30.340 | 4.273 | .000 |
| | | Linearity | 498.300 | 1 | 498.300 | 70.174 | .000 |
| | | Deviation from Linearity | 138.834 | 20 | 6.942 | .978 | .499 |
| | Within Groups | | 475.764 | 67 | 7.101 | | |
| | Total | | 1112.899 | 88 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Y * X4 | Between Groups | (Combined) | 504.367 | 15 | 33.624 | 4.034 | .000 |
| | | Linearity | 409.389 | 1 | 409.389 | 49.111 | .000 |
| | | Deviation from Linearity | 94.978 | 14 | 6.784 | .814 | .652 |
| | Within Groups | | 608.532 | 73 | 8.336 | | |
| | Total | | 1112.899 | 88 | | | |

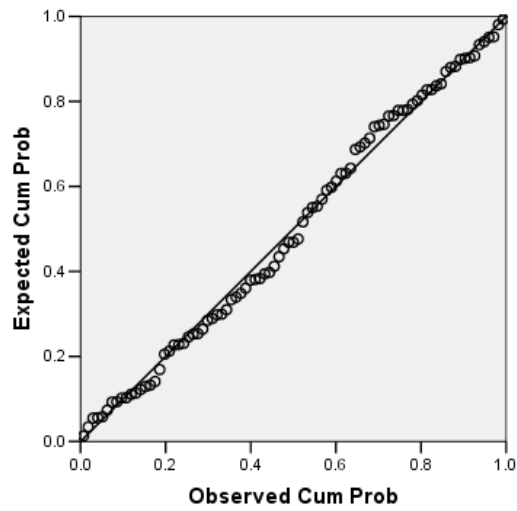
Histogram

Dependent Variable: Y



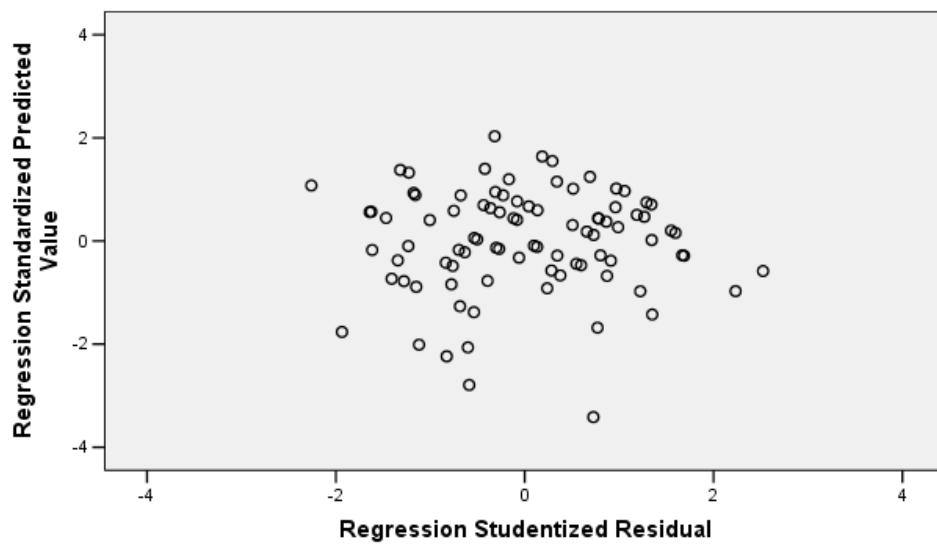
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Y



Scatterplot

Dependent Variable: Y



Lampiran 13 : Regresi Linier Berganda

Regression

Descriptive Statistics

| | Mean | Std. Deviation | N |
|----|---------|----------------|----|
| Y | 20.0337 | 3.55620 | 89 |
| X1 | 19.9551 | 3.38751 | 89 |
| X2 | 19.0112 | 3.18553 | 89 |
| X3 | 30.2809 | 4.83827 | 89 |
| X4 | 19.2809 | 3.32001 | 89 |

Correlations

| | | Y | X1 | X2 | X3 | X4 |
|---------------------|----|-------|-------|-------|-------|-------|
| Pearson Correlation | Y | 1.000 | .675 | .668 | .669 | .607 |
| | X1 | .675 | 1.000 | .645 | .653 | .561 |
| | X2 | .668 | .645 | 1.000 | .646 | .584 |
| | X3 | .669 | .653 | .646 | 1.000 | .502 |
| | X4 | .607 | .561 | .584 | .502 | 1.000 |
| Sig. (1-tailed) | Y | . | .000 | .000 | .000 | .000 |
| | X1 | .000 | . | .000 | .000 | .000 |
| | X2 | .000 | .000 | . | .000 | .000 |
| | X3 | .000 | .000 | .000 | . | .000 |
| | X4 | .000 | .000 | .000 | .000 | . |
| N | Y | 89 | 89 | 89 | 89 | 89 |
| | X1 | 89 | 89 | 89 | 89 | 89 |
| | X2 | 89 | 89 | 89 | 89 | 89 |
| | X3 | 89 | 89 | 89 | 89 | 89 |
| | X4 | 89 | 89 | 89 | 89 | 89 |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|-----------------------------|-------------------|--------|
| 1 | X4, X3, X1, X2 ^a | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .784 ^a | .614 | .596 | 2.26157 | 1.870 |

a. Predictors: (Constant), X4, X3, X1, X2

b. Dependent Variable: Y

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 683.265 | 4 | 170.816 | 33.397 | .000 ^a |
| | Residual | 429.634 | 84 | 5.115 | | |
| | Total | 1112.899 | 88 | | | |

a. Predictors: (Constant), X4, X3, X1, X2

b. Dependent Variable: Y

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .093 | 1.750 | | .053 | .958 |
| | X1 | .257 | .105 | .245 | 2.452 | .016 |
| | X2 | .243 | .113 | .217 | 2.155 | .034 |
| | X3 | .194 | .072 | .263 | 2.700 | .008 |
| | X4 | .225 | .094 | .210 | 2.389 | .019 |

a. Dependent Variable: Y



Lampiran 14 : Surat Keterangan Bebas Plagiat



PUSAT BISNIS DAN KERJASAMA
UNIVERSITAS MUHAMMADIYAH GRESIK



SURAT KETERANGAN BEBAS PLAGIAT

Saya yang bertanda tangan di bawah ini menyatakan nama yang di bawah ini:

Nama : Triono
NIM : 170301062
Fakultas / Prodi : Ekonomi dan Bisnis/ Manajemen
Perguruan Tinggi : Universitas Muhammadiyah Gresik
Judul Skripsi : Pengaruh Job Description, Pelatihan, Lingkungan Kerja dan Komunikasi Interpersonal Terhadap Kinerja Karyawan Pada PT PLN (Persero) UPT Gresik

Telah melakukan pengecekan plagiasi skripsi dengan hasil :

Referensi : 02%
Original : 77%
Plagiarism : 21%

Demikian surat keterangan ini dibuat untuk digunakan sebagaimana mestinya.

Gresik, 09 Maret 2021
Kepala Pusat Bisnis & Kerjasama FEB UMG


Wenti Krisnawati, S.E., M.SM
NIP: 03111709201

PUSAT
BISNIS DAN KERJASAMA

The Power of Islamic Entrepreneurship

Jl. Sumatera 101 Gresik Kota Baru (GKB) Gresik, 61121 Telp: (031) 3951414, Fax: (031) 3952585 Website: <http://www.umg.ac.id>, Email: info@umg.ac.id

Lampiran 15 : Daftar Perbaikan Skripsi Ujian Tingkat Sarjana (S-1)



UNIVERSITAS MUHAMMADIYAH GRESIK
FAKULTAS EKONOMI DAN BISNIS
Jl.Sumatera 101 GKB Gresik, Telp 0813324 6789

DAFTAR PERBAIKAN SKRIPSI UJIAN TINGKAT SARJANA (S-1) SEMESTER GENAP 2020 / 2021

Nama Penyaji : Triono
NIM : 170301062
Program Studi : Manajemen
Hari / Tanggal : Jum'at, 23 April 2021
Penguji I : **Abdurrahman Faris I.H.P., SE.,M.S.M**

| No. | Uraian | Halaman |
|-----|--|---------|
| 1. | Revisi Analisis Data Persamaan Regresi | |
| 2. | Revisi Interpretasi Hasil | |
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Acc Kuis
S.H.P.
17/4/21

Keterangan :
 1. Lembaran ini mohon dibawa dan ditunjukkan kepada dosen pembimbing saat melakukan perbaikan dan pengesahan berkas proposal / skripsi yang telah direvisi.
 2. Waktu perbaikan maksimal 1 (satu) bulan, Sejak dilakukan ujian.

Mengetahui,
Penguji I
S.H.P.
Abdurrahman Faris I.H.P., SE.,M.S.M



DAFTAR PERBAIKAN SKRIPSI UJIAN TINGKAT SARJANA (S-1)
SEMESTER GENAP 2020 / 2021

Nama Penyaji : Triono
NIM : 170301062
Program Studi : Manajemen
Hari / Tanggal : Jum'at, 23 April 2021
Penguji II : Anita Handayani, S.E., M.S.M

| No. | Uraian | Halaman |
|-----|------------------|---------|
| 1 | Teknik penulisan | |
| 2 | Revisi bab 4-5 | |
| 3 | Revisi Lampiran | |
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Keterangan :

1. Lembaran ini mohon dibawa dan ditunjukkan kepada dosen pembimbing saat melakukan perbaikan dan pengesahan berkas proposal / skripsi yang telah direvisi.
2. Waktu perbaikan maksimal 1 (satu) bulan, Sejak dilakukan ujian.

Mengetahui,
Penguji II

Anita Handayani, S.E., M.S.M

Lampiran 16 : Persetujuan Revisi Skripsi



UNIVERSITAS MUHAMMADIYAH GRESIK
FAKULTAS EKONOMI DAN BISNIS
Jl.Sumatera 101 GKB Gresik, Telp 0813324 6789

PERSETUJUAN REVISI SKRIPSI

Setelah kami teliti perbaikan revisi skripsi :

Nama : Triono
NIM : 170301062
Program Studi : Manajemen
Judul Skripsi : Pengaruh Job Description, Pelatihan, Lingkungan Kerja, dan Komunikasi Interpersonal Terhadap Kinerja Karyawan pada PT. PLN (Persero) UPT Gresik

Kami penguji dapat menyetujui perbaikan revisi skripsi tersebut.

| Nama Penguji | Tanda tangan persetujuan penguji | Tanggal Persetujuan |
|---|----------------------------------|---------------------|
| 1. Roziana Ainul Hidayati., SE.,M.Si 1. | | 1 |
| 2. - | 2 | 2 |
| 3. Abdurrahman Faris I.H.P., SE.,M.S.M3 | | 3 5/5 2021 |
| 4. Anita Handayani, S.E., M.S.M 4 | | 4 5/4 2021 |

Catatan :
Setiap mahasiswa/wi mengisi rangkap 2 (dua)

Lampiran 17 : Berita Acara Bimbingan Skripsi



UNIVERSITAS MUHAMMADIYAH GRESIK
FAKULTAS EKONOMI DAN BISNIS
Jl. Sumatera 101 GKB Gresik, Telp (031) 3951414

BERITA ACARA BIMBINGAN SKRIPSI

Nama Penyaji : Triono
 N IM : 170301062
 Program Studi : Manajemen
 Alamat / Tlp :
 Judul Skripsi : Pengaruh Job Description, Pelatihan, dan Lingkungan Kerja Terhadap Kinerja Pegawai PT PLN (Persero) UPT Gresik
 Pembimbing I : Roziana Ainul Hidayati, S.E., M.Si
 Pembimbing II :
 Konsultasi:

| Tanggal | Paraf Pembimbing | | KETERANGAN |
|------------------|------------------|----|---|
| | I | II | |
| 8 Desember 2020 | | | Revisi tujuan penelitian dan penambahan teori variabel |
| 15 Desember 2020 | | | Revisi hubungan antar paragraf |
| 22 Desember 2020 | | | Revisi penjelasan job description dan fenomena variabel |
| 8 Januari 2021 | | | Revisi Landasan teori dan jenis data penelitian |
| 15 Januari 2021 | | | Revisi proposal |
| 29 Januari 2021 | | | Revisi Kuesioner |
| 5 Februari 2021 | | | Revisi Karakteristik Responden |
| 10 Februari 2021 | | | Revisi penjelasan asumsi -asumsi Klasik Regresi |
| 19 Februari 2021 | | | Revisi penjelasan persamaan Regresi |
| 26 Februari 2021 | | | Revisi Interpretasi hasil |
| 5 Maret 2021 | | | Ac. Skripsi |
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Tanggal Pengajuan : 22 September 2020
 Batas Akhir Bimbingan :
 Selesai Penulisan :
 Tanggal Diujikan :

Prodi Manajemen

 Anita Handayani, SE., M.S.M

Dosen Pembimbing I

 Roziana Ainul Hidayati, S.E., M.Si

Dosen Pembimbing II