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Lampiran

Lampiran 1. Kuisioner Penelitian

No	Item Kuisioner	STS	TS	RR	S	SS
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	Career Planing					
1	Atasan langsung saya mengetahui aspirasi karir saya (My immediate supervisors are aware of my career Aspirations)					
2	Persyaratan pengembangan pribadi dan professional cocok dengan saya (My personal and professional development requirement are matched)					
3	Pilihan professional saya jelas untuk saya (My professional options are clear to me)					
4	Saya memiliki jenjang karir yang jelas (I have clear career paths)					
	Self-Managed team					
1	Tujuan perusahaan sejalan dengan tujuan tim/ divisi (Corporate and team goals are synchronized)					
2	Anggota tim mendorong lingkungan belajar dan berbagi keterampilan melalui pengetahuan mereka (Team members encourage a learning environment and share their skills and knowledge)					
3	Konsensus/kesepakatan bersama kolektif (Konsensus) digunakan untuk membuat keputusan. (Collective consensus is used to make decisions)					
	Performance management					
1	Perusahaan menyediakan sistem penilaian kinerja secara tertulis atau secara operasional. (The organization provides written and operational performance appraisal system)					
2	Kinerja karyawan dievaluasi dengan obyektif dan terukur. (Performance is evaluated based on objective and					

	quantifiable outcomes)					
3	Karyawan mendapat umpan balik dan konseling berdasarkan kinerja mereka. (Employees are given feedback and counseling based on their performance)					
4	Diskusi tentang tinjauan kinerja karyawan dilakukan dengan sangat profesional dan penuh perhatian. (Discussions about performance reviews are held with the utmost professionalism and care)					
	Planning of work					
1	Perencanaan kerja yang efektif membantu dalam penetapan dan pencapaian tujuan perusahaan. (Effective work planning aids in the establishment and achievement of corporate objectives)					
2	Setiap karyawan memiliki kemampuan untuk mempersiapkan dan melaksanakan kewajibannya sesuai dengan jadwal yang telah ditentukan. (Employees of the company have the capacity to prepare and carry out their obligations according to a predetermined schedule)					
3	Perencanaan kerja yang efektif akan meningkatkan kemampuan karyawan untuk fokus menyelesaikan pekerjaan yang harus dilakukan. (Effective work planning naturally improves employees' capacity to focus on completing their allocated obligations)					
	Efficiency of work					
1	Karyawan menunjukkan ketulusan, komitmen, dan kemampuan untuk bertanggung jawab. (Employees demonstrate sincerity, commitment and the capacity for accountability)					

2	Karyawan memiliki keahlian teknis dan profesional yang diperlukan untuk melaksanakan pekerjaan secara efektif. (Employees have the necessary technical and professional expertise to carry out their tasks effectively)					
3	Karyawan melaksanakan tanggung jawab sesuai dengan kebijakan dan prosedur yang telah ditetapkan. (Employees carry out their responsibilities in accordance with the established policies and procedures)					
	Making Efforts					
1	Karyawan termotivasi untuk melakukan lebih dari tugas yang diberikan karena rasa bangga terhadap pekerjaan tersebut. (Employees are motivated to go above and beyond their given duties by a sense of pride in their work)					
2	Karyawan tertarik untuk bekerja di luar jam kerja normal dan menunjukkan kesiapan untuk melakukannya. (Employees are interested in working outside of normal working hours and exhibit a readiness to do so)					
3	Karyawan yang menyelesaikan pekerjaan yang telah diberikan dengan sangat baik akan mendapatkan kenaikan gaji. (Employees are rewarded with additional benefits in order to encourage them to work more)					
4	Karyawan diberi tunjangan tambahan untuk mendorong mereka bekerja lebih giat. (Employees who carefully complete assigned obligations are granted salary increases)					
	Creativity and Innovation					
1	Karyawan sangat ingin meningkatkan praktik/ cara-cara kerja mereka. (Employees are eager to improve their working practices)					

2	Karyawan menahan diri untuk tidak meniru cara kerja karyawan lain dalam menyelesaikan masalah di pekerjaan. (Employees refrain from emulating others when it comes to resolving work-related issues)					
3	Karyawan mampu menyampaikan ide dan mengusulkan solusi untuk menyelesaikan masalah-masalah pekerjaan. (Employees of the company are capable of presenting ideas and proposing solutions to work-related issues)					
4	Karyawan memiliki kemampuan untuk mengekspresikan diri mereka secara bebas dan tanpa perlu serupa dengan karyawan lain. (Employees have the ability to express themselves freely and without cohesion)					

Lampiran 2. Popsurvey

Survei Selesai

Beri Ulasan ★★★★★

Download Hasil (Excel)

Kamu telah membuat survei dengan topik Survei tentang Praktik Sumber Daya Manusia..

Apakah kamu tertarik dibantu dengan layanan berikut untuk menambah wawasan riset kamu?

DETAIL SURVEI

DETAIL RESPONDEN

HASIL SURVEI

FITUR TAMBAHAN

✓ Total Responden Valid

Jumlah responden yang jawabannya valid

100 /100

👤 Total Responden

Jumlah responden yang menjawab surveimu

126

🕒 Durasi Survei

Total waktu survei berjalan sejak diluncurkan

0 Hari 12 Jam

Info Survei

Waktu Diluncurkan 15 Agustus 2025 22:40

Info Survei

Waktu Diluncurkan

15 Agustus 2025 22:40

Jenis Responden

Responden Populix

Judul Survei

Pengaruh Dimensi - dimensi Human Resource Practices (HRP) terhadap Kinerja karyawan

Deskripsi

Penelitian ini bertujuan untuk melihat pengaruh berbagai dimensi Human Resource Practices (HRP) terhadap Kinerja Karyawan di sektor perbankan. Tiga dimensi yang dikaji meliputi Career Planning, Self - Team Managed, dan Performance Management. Fokus penelitian ini adalah melihat bagaimana ketiga dimensi tersebut dapat meningkatkan kinerja karyawan dalam perusahaan. Hasil penelitian ini diharapkan bisa memberikan wawasan tentang peran penting Human Resource Practices dalam membentuk perilaku dan kinerja individu untuk membantu perusahaan mencapai tujuannya di tengah persaingan pasar Internasional.

Pertanyaan Screening

Ya

Total PopCoins

0 Coins

Top-Up sekarang, dapatkan extra PopCoins!

Promo

+ Top Up

Riwayat Transaksi

ID Transaksi	Tanggal Transaksi	Detail Produk	Metode Pembayaran	Status	Nominal
614140K22RI	15 Agustus 2025	Pengaruh Dimensi - dimensi Human Resource Practices (HRP) terhadap Kinerja karyawan	BNi Diskon Promo	Berhasil	IDR1.225.000 Lihat Resi

Lampiran 3. Pengolahan data SPSS

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.890 ^a	.792	.785	2.708

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2673.605	3	891.202	121.565	.000 ^b
	Residual	703.785	96	7.331		
	Total	3377.390	99			

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)	-1.771	3.432		-.516	.607
	X1	.905	.269	.251	3.360	.001
	X2	1.218	.324	.273	3.765	.000
	X3	1.703	.257	.464	6.624	.000

a. Dependent Variable: Y

Lampiran 4. Uji Realibilitas

Career Planning

Reliability Statistics

Cronbach's Alpha	N of Items
.624	4

Self Managed Team

Reliability Statistics

Cronbach's Alpha	N of Items
.808	3

Performance Management

Reliability Statistics

Cronbach's Alpha	N of Items
.869	4

Employee Performance

Reliability Statistics

Cronbach's Alpha	N of Items
.909	14

Lampiran 5. Uji validitas

Career Planning

Correlations

		CP1	CP2	CP3	CP4	TOTCP
CP1	Pearson Correlation	1	.341*	-.139	.200	.558**
	Sig. (2-tailed)		.036	.406	.228	.000
	N	38	38	38	38	38
CP2	Pearson Correlation	.341*	1	.413**	.489**	.808**
	Sig. (2-tailed)	.036		.010	.002	.000
	N	38	38	38	38	38
CP3	Pearson Correlation	-.139	.413**	1	.561**	.622**
	Sig. (2-tailed)	.406	.010		.000	.000
	N	38	38	38	38	38
CP4	Pearson Correlation	.200	.489**	.561**	1	.787**
	Sig. (2-tailed)	.228	.002	.000		.000
	N	38	38	38	38	38
TOTCP	Pearson Correlation	.558**	.808**	.622**	.787**	1

Sig. (2-tailed)	.000	.000	.000	.000
N	38	38	38	38

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

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

Self Managed Team

		Correlations			
		SMT1	SMT2	SMT3	TOTSMT
SMT1	Pearson Correlation	1	.673**	.587**	.871**
	Sig. (2-tailed)		.000	.000	.000
	N	38	38	38	38
SMT2	Pearson Correlation	.673**	1	.534**	.839**
	Sig. (2-tailed)	.000		.001	.000
	N	38	38	38	38
SMT3	Pearson Correlation	.587**	.534**	1	.853**
	Sig. (2-tailed)	.000	.001		.000
	N	38	38	38	38
TOTSMT	Pearson Correlation	.871**	.839**	.853**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	38	38	38	38

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

Performance Management

		Correlations				
		PM1	PM2	PM3	PM4	TOTPM
PM1	Pearson Correlation	1	.583**	.649**	.786**	.898**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	38	38	38	38	38
PM2	Pearson Correlation	.583**	1	.716**	.453**	.804**
	Sig. (2-tailed)	.000		.000	.004	.000
	N	38	38	38	38	38
PM3	Pearson Correlation	.649**	.716**	1	.546**	.859**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	38	38	38	38	38

PM4	Pearson Correlation	.786**	.453**	.546**	1	.825**
	Sig. (2-tailed)	.000	.004	.000		.000
	N	38	38	38	38	38
TOTPM	Pearson Correlation	.898**	.804**	.859**	.825**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	38	38	38	38	38

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

Employee Performance

Correlations

		EP1	EP2	EP3	EP4	EP5	EP6	EP7	EP8	EP9	EP10	EP11	EP12	EP13	EP14	TOT ALE P
EP1	Pearson Correlation	1	.306	.529*	.652*	.480*	.522*	.405*	.304	.460*	.402*	.448*	.232	.282	.448*	.659**
	Sig. (2-tailed)		.062	.001	.000	.002	.001	.012	.064	.004	.012	.005	.160	.086	.005	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP2	Pearson Correlation	.306	1	.521*	.480*	.386*	.258	.429*	.414*	.454*	.399*	.426*	.458*	.356*	.433*	.657**
	Sig. (2-tailed)	.062		.001	.002	.017	.118	.007	.010	.004	.013	.008	.004	.028	.007	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP3	Pearson Correlation	.529*	.521*	1	.433*	.521*	.284	.472*	.255	.266	.262	.568*	.358*	.392*	.387*	.632**
	Sig. (2-tailed)	.001	.001		.007	.001	.084	.003	.123	.107	.112	.000	.027	.015	.016	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP4	Pearson Correlation	.652*	.480*	.433*	1	.568*	.522*	.405*	.364*	.389*	.321*	.537*	.432*	.363*	.612*	.725**
	Sig. (2-tailed)	.000	.002	.007		.000	.001	.012	.025	.016	.049	.001	.007	.025	.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP5	Pearson Correlation	.480*	.386*	.521*	.568*	1	.258	.361*	.353*	.525*	.238	.336*	.392*	.437*	.433*	.648**
	Sig. (2-tailed)	.002	.017	.001	.000		.118	.026	.030	.001	.150	.039	.015	.006	.007	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP6	Pearson Correlation	.522*	.258	.284	.522*	.258	1	.281	.115	.350*	.360*	.392*	.444*	.399*	.318	.562**
	Sig. (2-tailed)	.001	.118	.084	.001	.118		.087	.491	.031	.026	.015	.005	.013	.052	.000

	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP7	Pearson	.405*	.429*	.472*	.405*	.361*	.281	1	.596*	.457*	.384*	.542*	.511*	.333*	.547*	.721**
	Correlation		*	*					*	*		*	*		*	
	Sig. (2-tailed)	.012	.007	.003	.012	.026	.087		.000	.004	.017	.000	.001	.041	.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP8	Pearson	.304	.414*	.255	.364*	.353*	.115	.596*	1	.533*	.443*	.342*	.498*	.495*	.489*	.682**
	Correlation		*		*	*		*		*	*		*	*	*	
	Sig. (2-tailed)	.064	.010	.123	.025	.030	.491	.000		.001	.005	.035	.001	.002	.002	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP9	Pearson	.460*	.454*	.266	.389*	.525*	.350*	.457*	.533*	1	.388*	.418*	.533*	.550*	.351*	.713**
	Correlation	*	*		*	*	*	*	*		*	*	*	*	*	
	Sig. (2-tailed)	.004	.004	.107	.016	.001	.031	.004	.001		.016	.009	.001	.000	.031	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP10	Pearson	.402*	.399*	.262	.321*	.238	.360*	.384*	.443*	.388*	1	.361*	.410*	.592*	.595*	.648**
	Correlation				*		*	*	*	*		*	*	*	*	*
	Sig. (2-tailed)	.012	.013	.112	.049	.150	.026	.017	.005	.016		.026	.011	.000	.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP11	Pearson	.448*	.426*	.568*	.537*	.336*	.392*	.542*	.342*	.418*	.361*	1	.439*	.559*	.544*	.712**
	Correlation	*	*	*	*	*	*	*	*	*	*		*	*	*	*
	Sig. (2-tailed)	.005	.008	.000	.001	.039	.015	.000	.035	.009	.026		.006	.000	.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP12	Pearson	.232	.458*	.358*	.432*	.392*	.444*	.511*	.498*	.533*	.410*	.439*	1	.546*	.451*	.720**
	Correlation		*	*	*	*	*	*	*	*	*	*		*	*	*
	Sig. (2-tailed)	.160	.004	.027	.007	.015	.005	.001	.001	.001	.011	.006		.000	.005	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP13	Pearson	.282	.356*	.392*	.363*	.437*	.399*	.333*	.495*	.550*	.592*	.559*	.546*	1	.475*	.713**
	Correlation		*	*	*	*	*	*	*	*	*	*	*		*	*
	Sig. (2-tailed)	.086	.028	.015	.025	.006	.013	.041	.002	.000	.000	.000	.000		.003	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
EP14	Pearson	.448*	.433*	.387*	.612*	.433*	.318	.547*	.489*	.351*	.595*	.544*	.451*	.475*	1	.740**
	Correlation	*	*	*	*	*		*	*	*	*	*	*	*	*	*
	Sig. (2-tailed)	.005	.007	.016	.000	.007	.052	.000	.002	.031	.000	.000	.005	.003		.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
TOT	Pearson	.659*	.657*	.632*	.725*	.648*	.562*	.721*	.682*	.713*	.648*	.712*	.720*	.713*	.740*	1
ALE	Correlation	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
P	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38

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

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

