

Daftar Pustaka

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LAMPIRAN 1

KUESIONER PENELITIAN

Assalamu'alaikum Wr.Wb.

Salam sejahtera.

Sehubungan dengan tujuan untuk meyelesaikan penelitian, maka Saya:

Nama : Joko Wardiyanto

Status : Mahasiswa Program Magister Sains Ilmu Manajemen Universitas
Gadjah Mada

Memohon kesediaan Bapak/Ibu untuk berpartisipasi sebagai responden dengan
mengisi kuesioner berikut ini.

Ketepatan pengukuran variabel dalam penelitian yang saya lakukan akan sangat
bergantung pada **kebenaran dan kejujuran Bapak/Ibu dalam mengisi semua
pertanyaan. Tidak ada jawaban benar atau salah.** Oleh karena itu, saya mohon
agar sekiranya Bapak/Ibu dapat memberikan jawaban sesuai dengan yang dirasakan
dan keadaan yang sebenarnya.

Adapun informasi yang didapatkan akan saya gunakan untuk kepentingan akademis
dan akan dijamin kerahasiaannya. Data yang terkumpul akan dianalisis dalam
bentuk agregat (tanpa mencantumkan nama pribadi orang dan instansi) sehingga
data akan tersaji dalam bentuk keseluruhan dan bukan data individu.

Atas kesediaan dan partisipasi Bapak/Ibu dalam meluangkan waktu mengisi
kuesioner ini, saya ucapkan banyak terima kasih.

Yogyakarta, Juni 2019

Hormat saya,

Joko Wardiyanto

Peneliti

DATA PRIBADI

Nama :

Jenis Kelamin : ☐ Pria ☐ Wanita

Usia : ☐ < 21 tahun ☐ 21-30 tahun
☐ 31-40 tahun ☐ 41-50 tahun
☐ > 50 tahun

E-mail :

Tingkat Pendidikan : ☐ SMA ☐ Diploma ☐ S1 ☐ S2 ☐ S3

Jabatan Posisi Kerja / Organisasi :

Masa Kerja di Jabatan Posisi Saat Ini ☐ :1-5 tahun ☐ 6-10 tahun
☐ : 11-15 tahun ☐ 16-20 tahun
☐ : > 20 tahun

Masa Kerja di Organisasi Saat Ini : ☐ 1-5 tahun ☐ 6-10 tahun
☐ 11-15 tahun ☐ 16-20 tahun
☐ > 20 tahun

Jenis Organisasi Ini : ☐ Profit ☐ Non Profit

PETUNJUK PENGISIAN

Mohon untuk memberi tanda centang (✓) pada salah satu kolom yang disediakan dan diisi sesuai dengan keadaan sebenarnya yang dirasakan Bapak/Ibu pada setiap pertanyaan berikut. Responden diminta melakukan penilaian terhadap diri sendiri.

1	2	3	4	5
Sangat Tidak Setuju (STS)	Tidak Setuju (TS)	Netral (N)	Setuju (S)	Sangat Setuju (SS)

No	Pertanyaan	STS	TS	N	S	SS
PKO1	Saya membantu pekerjaan orang lain yang tidak hadir (absen).					
PKO2	Sau mau memberikan waktu saya untuk membantu orang lain yang memiliki masalah pekerjaan yang berhubungan (berkaitan).					
PKO3	Saya mau memindahkan jadwal kerja saya untuk mengakomodasi karyawan lain yang mengajukan cuti.					
PKO4	Saya turun tangan (bertindak) untuk membuat karyawan baru merasa diterima dalam kelompok kerja.					
PKO5	Saya menunjukkan perhatian yang tulus dan sopan terhadap rekan kerja, baik					

	dalam situasi bisnis maupun pribadi/personal.					
PKO6	Saya menyisihkan waktu untuk membantu rekan kerja yang tengah memiliki masalah baik urusan pekerjaan maupun <i>non-pekerjaan</i> .					
PKO7	Saya membantu orang lain dengan tugasnya.					
PKO8	Saya berbagi perlengkapan/peralatan pribadi dengan orang lain untuk membantu pekerjaan mereka.					
PKO9	Saya menghadiri kegiatan yang tidak diwajibkan namun dapat membantu citra organisasi.					
PKO10	Saya mengikuti perkembangan dalam organisasi.					
PKO11	Saya membela organisasi ketika karyawan lain mengkritiknya.					
PKO12	Saya menunjukkan kebanggaan ketika mewakili organisasi di masyarakat/publik.					
PKO13	Saya menawarkan ide-ide untuk meningkatkan fungsi organisasi.					
PKO14	Saya menunjukkan loyalitas pada organisasi.					
PKO15	Saya mengambil tindakan untuk melindungi organisasi dari potensi masalah.					
PKO16	Saya menunjukkan perhatian terkait citra organisasi.					

STS	TS	N	S	SS
Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju

No	Item Pertanyaan	STS	TS	N	S	SS
KE1	Atasan saya bertingkah laku secara etis dalam kehidupan pribadinya.					
KE2	Atasan saya mengartikan kesuksesan tidak hanya pada hasil tetapi juga pada cara yang diperoleh.					
KE3	Atasan saya mau mendengarkan apa yang dikatakan karyawan.					
KE4	Atasan saya membahas etika bisnis atau nilai-nilai bisnis dengan karyawan.					

KE5	Atasan saya membuat keputusan yang adil dan seimbang.					
KE6	Atasan saya dapat dipercaya.					
KE7	Atasan saya mendisiplinkan karyawan yang melanggar standar etika.					
KE8	Atasan saya memberikan contoh bagaimana melakukan hal-hal dengan cara yang benar menurut etika.					
KE9	Atasan saya memikirkan dan memperhatikan hal-hal terbaik untuk karyawan.					
KE10	Ketika membuat keputusan, atasan saya bertanya, "hal besar apa yang seharusnya dilakukan?"					

Mohon memberikan respon pada pernyataan berikut mengenai Perilaku Bapak/Ibu sendiri. Berilah tanda (√) pada pilihan Bapak/Ibu

- SS = Sangat Setuju
 S = Setuju
 N = Netral
 TS = Tidak Setuju
 STS = Sangat Tidak Setuju

No	Item Pertanyaan	STS	TS	N	S	SS
PP1	Pekerjaan yang saya lakukan sangatlah berarti bagi saya.					
PP2	Saya telah menguasai keahlian yang diperlukan pada pekerjaan saya.					
PP3	Pengaruh saya terhadap departemen kerja saya besar.					
PP4	Saya dapat menentukan sikap saya tentang cara menyelesaikan pekerja saya.					
PP5	Saya memiliki pengaruh yang signifikan terhadap sesuatu yang terjadi pada departemen saya.					
PP6	Saya percaya diri atas kemampuan saya pada pekerjaan yang saya lakukan.					
PP7	Saya memiliki kontrol yang cukup besar terhadap sesuatu yang terjadi pada departemen saya.					
PP8	Saya merasa yakin pada kemampuan saya dalam melakukan aktivitas pekerjaan saya.					
PP9	Aktivitas pekerjaan saya sehari-hari sangat berarti bagi diri saya.					

PP10	Saya memiliki otonomi yang signifikan untuk menentukan sikap dalam melakukan pekerjaan saya.					
PP11	Saya memiliki kesempatan dan kebebasan pribadi untuk menentukan cara menyelesaikan pekerjaan saya.					
PP12	Pekerjaan yang saya lakukan sangatlah penting bagi saya.					

STS	TS	N	S	SS
Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju

No	Item Pertanyaan	Skala				
		STS	TS	N	S	SS
KES1	Emosi saya terkuras oleh pekerjaan saya.					
KES2	Di penghujung hari, energi saya telah habis terpakai.					
KES3	Saya lelah ketika bangun di pagi hari dan harus menghadapi hari lainnya di tempat kerja.					
KES4	Bekerja dengan orang-orang benar-benar menegangkan bagi saya.					
KES5	Saya lelah dengan pekerjaan saya.					
KES6	Saya frustrasi dengan pekerjaan saya.					
KES7	Saya bekerja terlalu berat dalam pekerjaan saya.					
KES8	Saya tertekan dalam bekerja dan berkontak langsung dengan orang lain.					
KES9	Saya sudah berada di batas akhir ketahanan diri saya.					