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LAMPIRAN

KUESIONER

A. Identitas Responden

Nama :
 Usia :
 Jenis Kelamin :
 Lama Bekerja :

Usia (X₁)		Iya	Tidak	Keterangan
1.	Apakah anda merasa usia mempengaruhi capaian panen anda			
2.	Apakah anda merasa usia produktif mempengaruhi peningkatan produktivitas anda			
3.	Apakah anda merasa usia tidak produktif mempengaruhi penurunan produktivitas anda			
4.	Apakah anda merasa usia muda lebih semangat dari usia tua			
5.	Apakah anda merasa usia tua sudah berkurang semangat dalam bekerja			
Lama Bekerja (X₂)		Iya	Tidak	Keterangan
6.	Anda sudah lama bekerja diperusahaan ini			
7.	Menurut anda apakah semakin lama anda bekerja menunjukkan loyalitas anda			
8.	Apakah menurut anda semakin lama bekerja mempengaruhi skill memanen anda			
9.	Apakah semakin lama anda bekerja mempengaruhi produktivitas panen anda			
10.	Apakah ada tantangan selama anda bekerja			

Tanggungjawab Keluarga (X₃)		Iya	Tidak	Keterangan
11.	Anda memiliki tanggungan keluarga			
12.	Apakah gaji cukup memenuhi kebutuhan keluarga			
13.	Apakah tanggungan keluarga mempengaruhi kinerja anda			
14.	Apakah anda bisa mengelola waktu kerja dan keluarga			
15.	Apakah perusahaan memberikan tunjangan untuk keluarga			
Kinerja		Pernah	Tidak pernah	Keterangan
16.	Anda memanen dengan target 1,4 ton/hk			
17.	Anda memanem buah mentah dihancurkan			
18.	Anda memotong tangkai buah 2,5 cm atau cangkem kodok			
19.	Berapa songgo pelepah dan anda memastikan menyusun pelepah rapi digawangan			
20.	Anda memastikan semua brondolan dimasukan kedalam karung			
21.	Anda memastikan semua buah yang dipanen dan brondolan dalam karung diangkut ke TPH			
22.	Apa anda bekerja 8 jam penuh dihari biasa dan 5 jam dihari jumat			

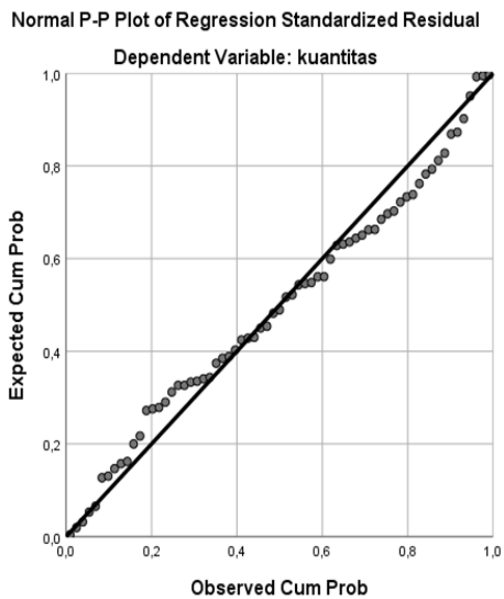
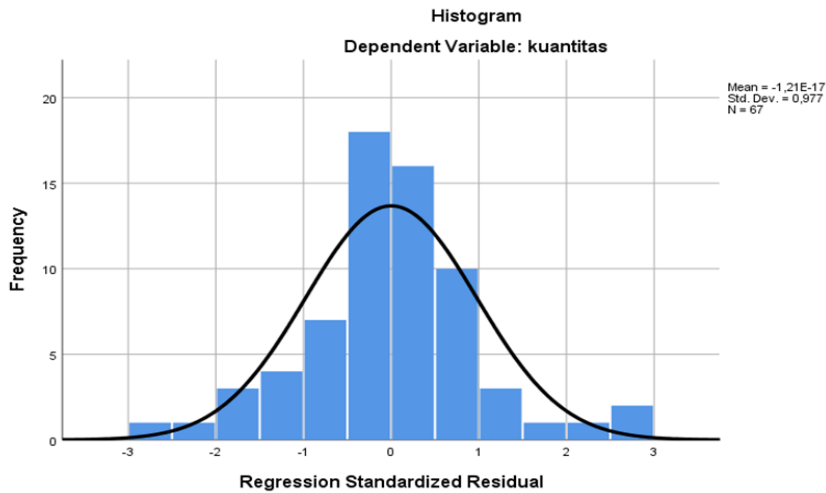
Dokumentasi bersama staff PT Rimba Harapan Sakti Estate 2 Kabupaten Seruyan Kalimantan Tengah.



Dokumentasi bersama responden karyawan panen PT Rimba Harapan Sakti Estate 2 Kabupaten Seruyan Kalimantan Tengah.



Tabulasi dan Hasil Pengolahan Data



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		67
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,92688523
Most Extreme Differences	Absolute	,088
	Positive	,078
	Negative	-,088

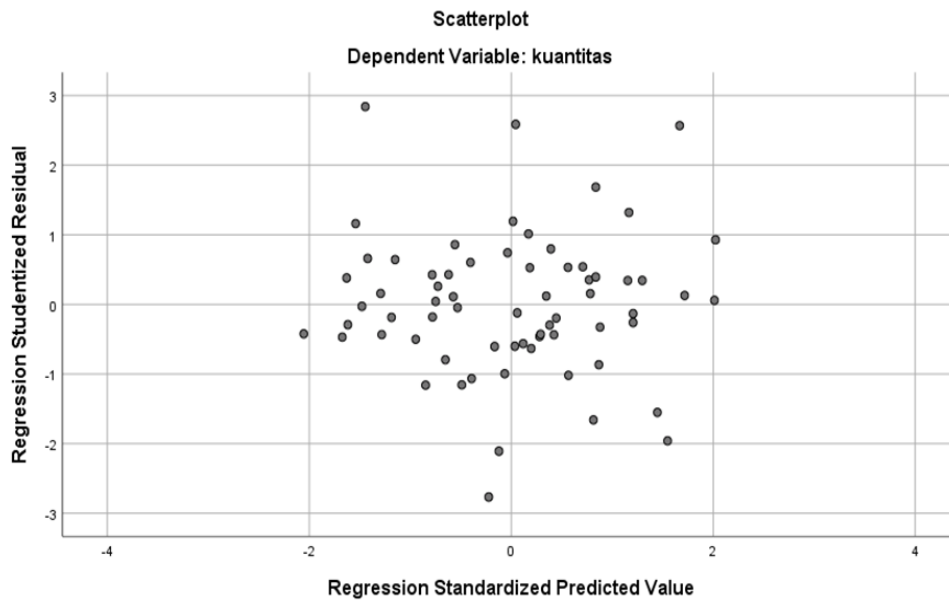
Test Statistic	,088
Asymp. Sig. (2-tailed)	,200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,050	,523		,096	,924		
	usia	,039	,014	,315	2,857	,006	,815	1,227
	lama bekerja	,134	,043	,346	3,102	,003	,797	1,255
	tanggung keluarga	,164	,079	,208	2,066	,043	,973	1,028

a. Dependent Variable: kuantitas



Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	,048	,523		,093	,926
	usia	,039	,014	,315	2,861	,006
	lama bekerja	,134	,043	,346	3,103	,003
	tanggung keluarga	,164	,079	,208	2,066	,043

a. Dependent Variable: kinerja karyawan
Sumber : Data Primer Diolah (2025)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,614 ^a	,377	,347	,94866

a. Predictors: (Constant), tanggungan keluarga, usia, lama bekerja
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34,283	3	11,428	12,698	,000 ^b
	Residual	56,697	63	,900		
	Total	90,980	66			

a. Dependent Variable: kinerja karyawan

b. Predictors: (Constant), tanggungan keluarga, usia, lama bekerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	,048	,523		,093	,926
	usia	,039	,014	,315	2,861	,006
	lama bekerja	,134	,043	,346	3,103	,003
	tanggung keluarga	,164	,079	,208	2,066	,043

a. Dependent Variable: kinerja karyawan

No	Nama	Usia (X1)	Lama Bekerja (X2)	Tanggungjan Keluarga (X3)	Tandan Buah Segar (Y)
1	ABD. SYAIFUDIN	44	4	1	3,020
2	ACHMAD ICHSAN	28	1	0	1,290
3	AGOS MUSOLIM	49	7	3	3,090
4	AHMAD FAJAR	36	6	5	2,900
5	AHMAD NUROHIM	40	4	1	2,710
6	ALI	26	6	2	2,030
7	ANDI ACHMAD	32	10	1	2,690
8	ARKADIUS SUNI ELU	27	3	2	1,430
9	ARSIM	37	6	3	5,220
10	ARTAM	40	4	5	2,580
11	BAMBANG	31	3	1	1,970
12	BARTOLOMEUS OBE	40	4	2	1,480
13	BENEDIKTUS ATOK	51	6	1	3,120
14	BUSRO	28	7	5	2,320
15	CERJU GONCALVES DA CRUZ	19	2	4	4,270
16	DARMAN	45	10	4	2,370
17	DARMIN	48	8	2	3,470
18	EFFENDIY	34	6	1	2,450
19	EGIDIUS EKO	19	2	3	1,120
20	FERDINANDUS FAHIK	48	11	5	5,050
21	FIRMANTO	49	5	2	2,530
22	FLAVIANUS MBELU	45	4	2	1,710
23	GABRIEL	24	2	2	1,930
24	GIYATNO	48	2	1	3,130
25	HABIB ARROIS	45	9	6	4,110
26	HARTONO	31	4	3	1,540
27	HENDRI	40	4	3	2,070
28	HENRI SETIAWAN	29	3	3	1,610
29	HERU SANJAYA	31	13	1	3,620
30	HIDAYAT PUJI SARWONO	37	4	1	2,590
31	ISMAWADI	31	5	0	2,520
32	KISWANTO	48	6	1	3,380
33	KIYONO	39	8	6	3,390
34	MIKRON TOISPAI	23	4	1	2,710
35	MOHAMMAD ARIFIN	34	4	3	1,320
36	MUCHAFIDIN	44	8	2	2,210
37	MUH. HAERIL JAOHARI	31	2	1	1,670
38	MUHAMAD SARDI	39	8	6	3,510
39	MUSBARIK	57	12	2	4,260
40	NGASRI	44	10	3	4,820
41	NURPADI	28	2	3	1,730
42	NURUL HADI	43	13	3	6,270
43	PARNO	48	6	4	2,580
44	PUJI ROHANI	51	3	2	3,850
45	RISU	49	8	2	4,930
46	RIYANTO	30	8	3	2,230
47	ROMUALDUS MANO	21	4	2	2,340
48	ROPI'IN	39	6	4	2,750
49	SAHUR	45	8	1	3,780
50	SAIMIN	25	3	1	1,320
51	SUGIANTO	34	5	2	2,330
52	SUPRIADI	39	9	3	3,770
53	SUWITO	45	13	2	2,110
54	TAHONO	48	12	1	4,000
55	TAUHID	48	10	2	3,910
56	TLOTOR	50	3	2	3,410
57	TUMINO	46	5	2	2,320
58	WAHDIANOR	35	6	3	1,770
59	WANTOKO	47	7	3	3,640
60	YAKOBUS ENI	40	4	0	1,080
61	YAKOBUS KOLO	37	3	6	3,780
62	YANDI	52	7	2	1,810
63	YANUARIUS OBE	44	6	3	2,650
64	YEREMIAS ABI	22	5	4	2,470
65	YOHANES BATAN	30	5	2	2,260
66	YOHANES VERGILIUS MAU	49	8	2	3,730
67	YULIUS ANGGO ATE	26	9	2	900
	Rata Rata				16,662

No	Nama	Usia					Lama Kerja					Tanggungan Keluarga					Kinerja					
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	ABD. SYAIFUDIN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	X
2	ACHMAD ICHSAN	X	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
3	AGOS MUSOLIM	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
4	AHMAD FAJAR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
5	AHMAD NUROHIM	✓	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
6	ALI	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7	ANDI ACHMAD	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
8	ARKADIUS SUNI ELU	✓	✓	X	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
9	ARSIM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
10	ARTAM	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
11	BAMBANG	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
12	BARTOLOMEUS OBE	✓	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
13	BENEDIKTUS ATOK	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
14	BUSRO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
15	CERJU GONCALVES DA CRUZ	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
16	DARMAN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
17	DARMIN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
18	EFFENDIY	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
19	EGIDIUS EKO	X	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
20	FERDINANDUS FAHIK	X	✓	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
21	FIRMANTO	✓	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
22	FLAVIANUS MBELU	X	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
23	GABRIEL	✓	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
24	GIYATNO	✓	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
25	HABIB ARROIS	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
26	HARTONO	✓	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
27	HENDRI	✓	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
28	HENRI SETIAWAN	✓	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
29	HERU SANIAYA	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
30	HIDAYAT PUJI SARWONO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
31	ISMAWADI	X	✓	X	✓	X	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
32	KISWANTO	X	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
33	KIYONO	✓	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
34	MIKRON TOISPAI	✓	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
35	MOHAMMAD ARIFIN	X	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
36	MUCHAFIDIN	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
37	MUH. HAERIL JAQHARI	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
38	MUHAMMAD SARDI	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
39	MUSBARIK	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
40	NGASRI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
41	NURPADI	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
42	NURUL HADI	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
43	PARNO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
44	PUJI ROHANI	✓	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
45	RISU	✓	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
46	RIYANTO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
47	ROMUALDUS MANO	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
48	ROFIN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
49	SAHLR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
50	SAMIN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
51	SUGIANTO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
52	SUPRIADI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
53	SUWITO	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
54	TAHONO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
55	TAUHD	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
56	TLOTOR	✓	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
57	TUMINO	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
58	WAHDIANOR	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
59	WANTOKO	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
60	YAKOBUS ENI	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
61	YAKOBUS KOLO	✓	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
62	YANDI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
63	YANUARIUS OBE	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
64	YEREMIAS ABI	X	✓	X	✓	X	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
65	YOHANES BATAN	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
66	YOHANES VERGILUS MAU	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
67	YULIUS ANGGO ATE	X	✓	X	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
	Jumlah Iya	44	67	36	66	33	53	67	67	67	67	65	67	67	67	67	67	21	67	67	67	65
	Jumlah Tidak	23	0	31	1	34	14	0	0	0	0	2	0	0	0	0	0	46	0	0	0	2