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**Kuesioner Penelitian****PENGARUH PENGENDALIAN INTERN DAN KAPASITAS SUMBER  
DAYA MANUSIA TERHADAP KINERJA KARYAWAN PADA  
PT. MASTER TEKNOLOGI INDONESIA  
MEDAN**

Yth. Bapak/ Ibu  
Di tempat

Dengan hormat,

Dalam rangka penyusunan skripsi untuk menyelesaikan program studi Sarjana (S1) jurusan Akuntansi Fakultas Ekonomi Universitas Medan Area, saya mengharapkan kesediaan dan partisipasi Bapak/ Ibu untuk mengisi kuisisioner ini sesuai dengan keadaan sebenarnya di PT. Master Teknologi Indonesia Medan dengan jujur dan tanpa paksaan dari pihak manapun. Kerahasiaan Bapak/ Ibu akan dijaga sesuai dengan kode etik penelitian.

Atas perhatian dan bantuan Bapak/ Ibu dalam pengisian kuesioner ini, saya ucapkan terimakasih.

Penulis

Heni Rahmatia Matondang

**INFORMASI RESPONDEN****NO.Responden** :

1. Nama :
2. Jenis Kelamin : a. pria b. Wanita
3. Pendidikan : a. SLTA b. Akademi  
c. Sarjana d. Pascasarjana
4. Kelompok Usia : a. 17 – 25 Thn b. 26 – 30 Thn  
c. Diatas 31 Thn

**KUISIONER**

Isilah lembar pertanyaan dibawah ini tanpa kecuali sesuai dengan pendapat saudara dan kondisi di lingkungan kerja saudara. Beri tanda (√) pada kolom sebelah kanan sesuai dengan jawaban saudara. Penilaian dilakukan dengan skala berikut :

NO	Item Instrumen	Skor
1	SS ( Sangat Setuju )	5
2	S ( Setuju )	4
3	KS ( Kurang Setuju )	3
4	TS ( Tidak Setuju )	2
5	STS (Sangat Tidak Setuju)	1

**Pengendalian Internal (X<sub>1</sub>)**

<b>NO</b>	<b>Pertanyaan</b>	<b>SS</b>	<b>S</b>	<b>KS</b>	<b>TS</b>	<b>STS</b>
<b>1</b>	Apakah prosedur penugasan yang terintegrasi dari seluruh aktivitas pekerjaan sudah mencakup kerangka kerja, perencanaan, pelaksanaan, pengendalian dan pengawasan dalam mencapai tujuan perusahaan ?					
<b>2</b>	Apakah penerapan pengendalian memberikan dampak positif bagi seluruh komponen perusahaan					
<b>3</b>	Sistem pengendalian internal sudah mempunyai kebijakan dan prosedur yang dapat membantu meyakinkan bahwa tindakan yang diperlukan telah dilakukan dalam menghadapi risiko yang akan memengaruhi pencapaian misniya					
<b>4</b>	Informasi yang diperlukan telah dikomunikasikan ke seluruh bagian perusahaan untuk membantu pekerjaan masing masing bagian perusahaan tersebut					
<b>5</b>	Sudah tersedia prosedur kegiatan pemantauan yang efektif atas pelaksanaan pengendalian intenal, baik yang bersifat rutin maupun yang bersifat khusus					

**Kapasitas Sumberdaya Manusia (X<sub>2</sub>)**

NO	Pertanyaan	SS	S	KS	TS	STS
1	Setiap pekerjaan yang diberikan oleh perusahaan sudah sesuai dengan posisi masing – masing jabatan					
2	Memiliki kemampuan dalam mengerjakan tugas dan tanggung jawab yang diberikan perusahaan					
3	Jumlah sumberdaya manusia pada tiap – tiap posisi sesuai dengan kebutuhan pekerjaan perusahaan					
4	Sumberdaya manusia (karyawan) memiliki pengalaman dalam menjalankan tugas perusahaan					
5	Seleksi penerimaan karyawan atau sumberdaya manusia pada perusahaan					

**Kinerja Karyawan (Y)**

NO	Pertanyaan	SS	S	KS	TS	STS
1	Karyawan harus mentaati peraturan yang berlaku pada perusahaan					
2	Karyawan harus melakukan pekerjaan sesuai dengan jabatan, tugas dan tanggung jawab					
3	Kontrol yang dilakuan perusahaan menjadikan kemudahan dalam menjalankan tugas dan tanggung jawab					
4	Perusahaan telah memberikan fasilitas yang dibutuhkan karyawan guna menunjang kinerja.					
5	Perusahaan memberikan reward kepada karyawan					

## DATA KUESIONER PENELITIAN

Data Penelitian (X<sub>1</sub>)

No.	Pertanyaan					Total Skor
	1	2	3	4	5	
1	4	4	3	4	4	19
2	4	3	4	4	4	19
3	4	4	3	4	4	19
4	4	4	4	4	4	20
5	4	4	3	4	4	19
6	4	4	4	4	4	20
7	4	4	4	4	5	21
8	4	4	4	4	5	21
9	4	4	4	4	5	21
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26	5	5	4	4	4	22
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29	4	5	5	4	5	23
30	4	4	5	5	5	23

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39	4	5	5	5	5	24
40	5	5	5	5	4	24
41	5	4	4	5	4	22
42	4	5	4	5	5	23
43	5	5	4	5	5	24
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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





**Data Penelitian ( X2 )**

No.	Pertanyaan					Total Skor
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3	3	4	4	3	3	17
4	4	3	4	4	3	18
5	3	4	3	5	4	19
6	4	3	4	3	4	18
7	3	4	4	3	4	18
8	4	4	3	4	4	19
9	4	3	4	4	4	19
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28	4	3	5	5	4	21
29	5	5	5	4	5	24
30	5	4	5	5	5	24

31	5	5	5	4	5	24
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36	5	5	5	5	4	24
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46	5	5	5	5	5	25
47	5	5	5	5	4	24
48	5	4	5	5	5	24



**Data Penelitian (Y)**

No.	Pertanyaan					Total Skor
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10	4	4	4	4	4	20
11	4	4	5	4	4	21
12	4	4	4	4	4	20
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31	5	4	4	5	5	23
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43	5	5	4	5	5	24
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45	4	5	5	5	5	24
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48	5	5	5	5	5	25



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**JENIS\_KELAMIN**

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**Statistics**

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**PENDIDIKAN**

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Valid	SMA	2	4.2	4.2	4.2
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**USIA**

		Frequency	Percent	Valid Percent	Cumulative Percent
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### Statistics

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## Frequency Table

### P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	28	58.3	58.3	58.3
	Sangat Setuju	20	41.7	41.7	100.0
	Total	48	100.0	100.0	

**P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.1	2.1	2.1
	Setuju	29	60.4	60.4	62.5
	Sangat Setuju	18	37.5	37.5	100.0
	Total	48	100.0	100.0	

**P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	6.3	6.3	6.3
	Setuju	27	56.3	56.3	62.5
	Sangat Setuju	18	37.5	37.5	100.0
	Total	48	100.0	100.0	

**P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	25	52.1	52.1	52.1
	Sangat Setuju	23	47.9	47.9	100.0
	Total	48	100.0	100.0	

**P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	19	39.6	39.6	39.6
	Sangat Setuju	29	60.4	60.4	100.0
	Total	48	100.0	100.0	

FREQUENCIES VARIABLES=P6 P7 P8 P9 P10  
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## Frequencies

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	Cases Used	Statistics are based on all cases with valid data.
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### Statistics

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## Frequency Table

### P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	5	10.4	10.4	10.4
	Setuju	19	39.6	39.6	50.0
	Sangat Setuju	24	50.0	50.0	100.0
	Total	48	100.0	100.0	

**P7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	8	16.7	16.7	16.7
	Setuju	21	43.8	43.8	60.4
	Sangat Setuju	19	39.6	39.6	100.0
	Total	48	100.0	100.0	

**P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	6.3	6.3	6.3
	Setuju	13	27.1	27.1	33.3
	Sangat Setuju	32	66.7	66.7	100.0
	Total	48	100.0	100.0	

**P9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	4	8.3	8.3	8.3
	Setuju	21	43.8	43.8	52.1
	Sangat Setuju	23	47.9	47.9	100.0
	Total	48	100.0	100.0	

**P10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	4.2	4.2	4.2
	Setuju	28	58.3	58.3	62.5
	Sangat Setuju	18	37.5	37.5	100.0
	Total	48	100.0	100.0	

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## Frequencies

### Notes

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### Statistics

		P11	P12	P13	P14	P15
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## Frequency Table

### P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	27	56.3	56.3	56.3
	Sangat Setuju	21	43.8	43.8	100.0
	Total	48	100.0	100.0	

**P12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	4.2	4.2	4.2
	Setuju	28	58.3	58.3	62.5
	Sangat Setuju	18	37.5	37.5	100.0
	Total	48	100.0	100.0	

**P13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	4.2	4.2	4.2
	Setuju	26	54.2	54.2	58.3
	Sangat Setuju	20	41.7	41.7	100.0
	Total	48	100.0	100.0	

**P14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	25	52.1	52.1	52.1
	Sangat Setuju	23	47.9	47.9	100.0
	Total	48	100.0	100.0	

**P15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.1	2.1	2.1
	Setuju	19	39.6	39.6	41.7
	Sangat Setuju	28	58.3	58.3	100.0
	Total	48	100.0	100.0	

```

RELIABILITY
/VARIABLES=P1 P2 P3 P4 P5
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL.

```

## Reliability

Notes	
Output Created	18-AUG-2016 23:20:49
Comments	
Input	Active Dataset DataSet1 Filter <none> Weight <none> Split File <none> N of Rows in Working Data File 48 Matrix Input
Missing Value Handling	Definition of Missing User-defined missing values are treated as missing.  Cases Used Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=P1 P2 P3 P4 P5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL.
Resources	Processor Time 00:00:00.00 Elapsed Time 00:00:00.00

## Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	48	100.0
	Excluded <sup>a</sup>	0	.0
	Total	48	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.634	5

### Item Statistics

	Mean	Std. Deviation	N
P1	4.4167	.49822	48
P2	4.3542	.52550	48
P3	4.3125	.58913	48
P4	4.4792	.50485	48
P5	4.6042	.49420	48

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	17.7500	2.021	.360	.593
P2	17.8125	1.815	.486	.529
P3	17.8542	1.787	.410	.570
P4	17.6875	2.007	.363	.592
P5	17.5625	2.081	.319	.612

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
22.1667	2.780	1.66738	5

```

RELIABILITY
/VARIABLES=P6 P7 P8 P9 P10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL.

```

## Reliability

Notes	
Output Created	18-AUG-2016 23:21:43
Comments	
Input	Active Dataset Filter Weight Split File N of Rows in Working Data File Matrix Input
Missing Value Handling	Definition of Missing Cases Used
Syntax	DataSet1 <none> <none> <none> 48 User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure. RELIABILITY /VARIABLES=P6 P7 P8 P9 P10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL.
Resources	Processor Time Elapsed Time
	00:00:00.00 00:00:00.02

## Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	48	100.0
	Excluded <sup>a</sup>	0	.0
	Total	48	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.695	5

### Item Statistics

	Mean	Std. Deviation	N
P6	4.3958	.67602	48
P7	4.2292	.72169	48
P8	4.6042	.60983	48
P9	4.3958	.64378	48
P10	4.3333	.55862	48

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P6	17.5625	2.932	.557	.597
P7	17.7292	3.095	.419	.663
P8	17.3542	3.212	.501	.626
P9	17.5625	3.273	.426	.656
P10	17.6250	3.601	.361	.680



**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
21.9583	4.679	2.16312	5

```

RELIABILITY
/VARIABLES=P11 P12 P13 P14 P15
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL.
    
```

**Reliability**

**Notes**

Output Created		18-AUG-2016 23:22:07
Comments		
Input	Active Dataset Filter Weight Split File N of Rows in Working Data File Matrix Input	DataSet1 <none> <none> <none>
Missing Value Handling	Definition of Missing  Cases Used	User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=P11 P12 P13 P14 P15 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL.
Resources	Processor Time Elapsed Time	00:00:00.00 00:00:00.01

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	48	100.0
	Excluded <sup>a</sup>	0	.0
	Total	48	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.669	5

**Item Statistics**

	Mean	Std. Deviation	N
P11	4.4375	.50133	48
P12	4.3333	.55862	48
P13	4.3750	.56962	48
P14	4.4792	.50485	48
P15	4.5625	.54211	48

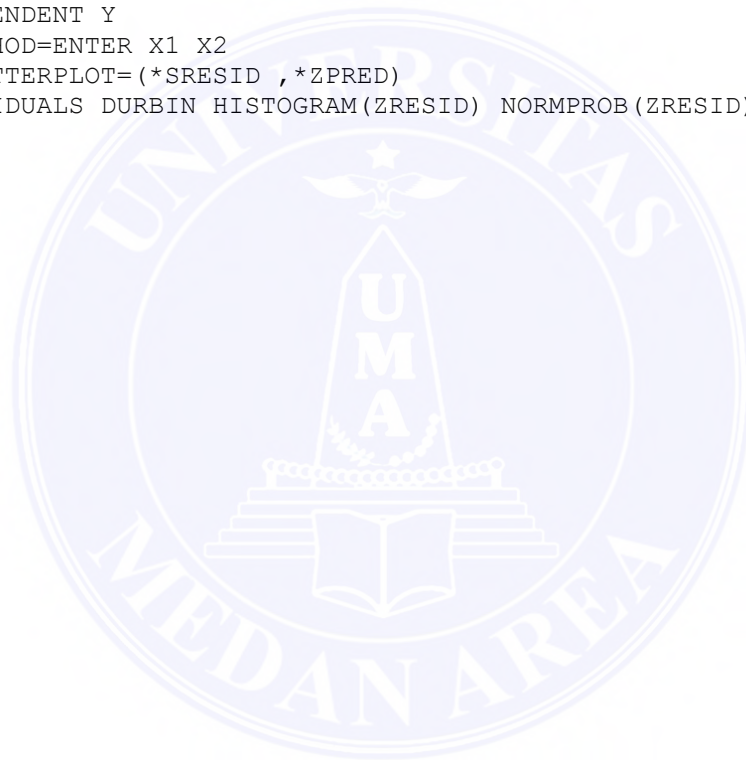
**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P11	17.7500	2.277	.373	.639
P12	17.8542	2.127	.400	.628
P13	17.8125	2.156	.366	.645
P14	17.7083	2.168	.450	.607
P15	17.6250	1.984	.533	.565

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
22.1875	3.092	1.75834	5

```
REGRESSION  
  /MISSING LISTWISE  
  /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL  
  /CRITERIA=PIN(.05) POUT(.10)  
  /NOORIGIN  
  /DEPENDENT Y  
  /METHOD=ENTER X1 X2  
  /SCATTERPLOT=(*SRESID ,*ZPRED)  
  /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID) .
```



## Regression

### Notes

Output Created		18-AUG-2016 23:35:00
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	48
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		<pre> REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID).</pre>
Resources	Processor Time	00:00:01.73
	Elapsed Time	00:00:01.82
	Memory Required	2020 bytes
	Additional Memory Required for Residual Plots	904 bytes

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	X2, X1 <sup>b</sup>	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.935 <sup>a</sup>	.873	.868	.63925	1.331

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	126.924	2	63.462	155.301	.000 <sup>b</sup>
	Residual	18.389	45	.409		
	Total	145.313	47			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.725	1.244		1.386	.172		
	X1	.542	.092	.514	5.917	.000	.372	2.688
	X2	.384	.071	.473	5.437	.000	.372	2.688

a. Dependent Variable: Y

**Coefficient Correlations<sup>a</sup>**

Model			X2	X1
1	Correlations	X2	1.000	-.792
		X1	-.792	1.000
	Covariances	X2	.005	-.005
		X1	-.005	.008

a. Dependent Variable: Y

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2.994	1.000	.00	.00	.00
	2	.005	24.932	.67	.01	.29
	3	.001	47.303	.33	.99	.71

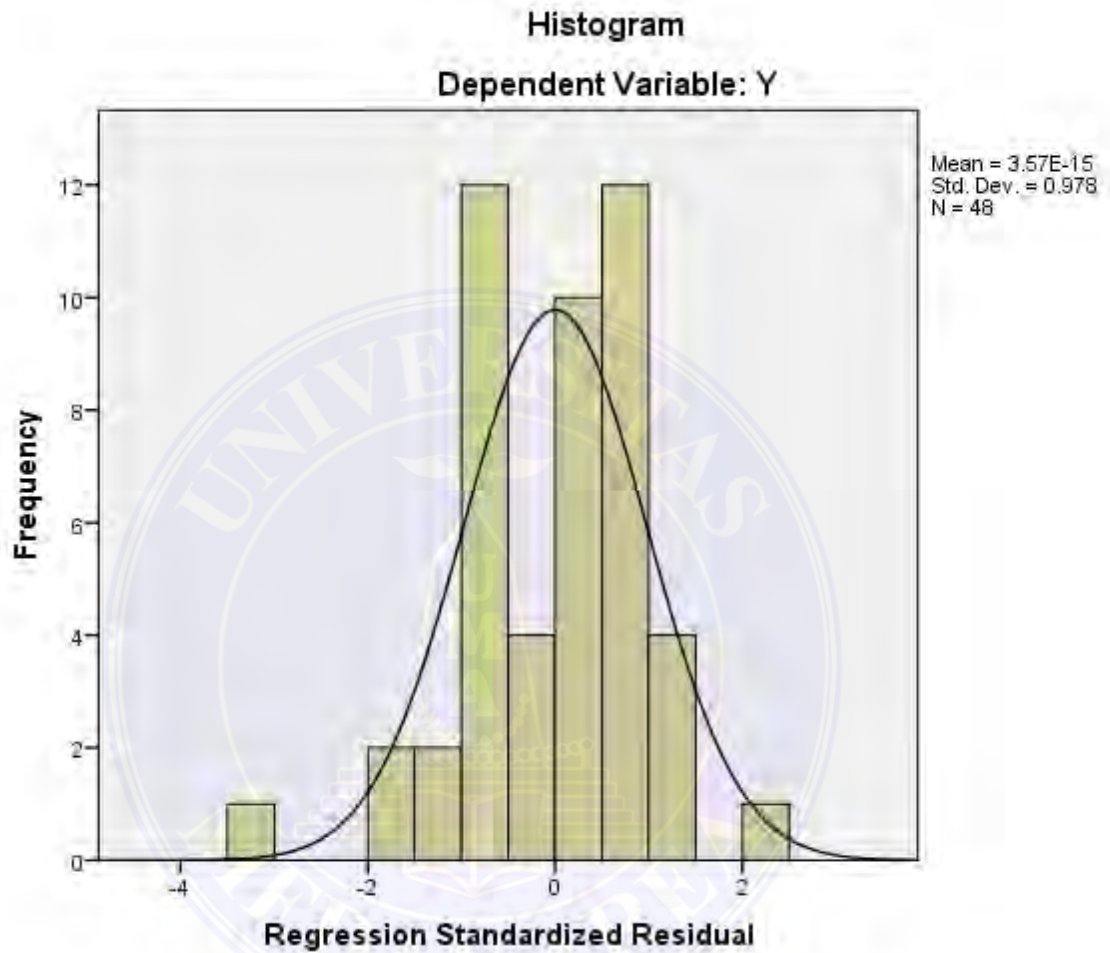
a. Dependent Variable: Y

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	18.5644	24.8933	22.1875	1.64332	48
Std. Predicted Value	-2.205	1.647	.000	1.000	48
Standard Error of Predicted Value	.094	.244	.155	.040	48
Adjusted Predicted Value	18.4976	24.8837	22.1836	1.64589	48
Residual	-2.18638	1.50264	.00000	.62550	48
Std. Residual	-3.420	2.351	.000	.978	48
Stud. Residual	-3.476	2.398	.003	1.002	48
Deleted Residual	-2.25857	1.56367	.00387	.65606	48
Stud. Deleted Residual	-4.019	2.539	-.007	1.054	48
Mahal. Distance	.036	5.853	1.958	1.496	48
Cook's Distance	.000	.133	.016	.023	48
Centered Leverage Value	.001	.125	.042	.032	48

a. Dependent Variable: Y

## Charts



### Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Y

