

Lampiran 1**KUESIONER****Pengaruh Etika Kerja Islami Terhadap Kinerja Karyawan di
Pegadaian Syariah Cabang Blauran Surabaya**

Kepada Yth.

Bapak/ Ibu/ Saudara/ i.....

Di tempat

Assalamu'alaikum. wr. wb.

Dalam rangka penyelesaian tugas akhir (skripsi) pada Fakultas Ekonomi program Strata Satu (S1) Universitas Muhammadiyah Surabaya, maka dengan ini saya sangat mengharapkan partisipasi Bpk/ Ibu/ Saudara/ i untuk dapat meluangkan sedikit waktu dan dapat membantu saya dalam menjawab beberapa pernyataan di bawah ini:

Petunjuk Pengisian :

Beri tanda (√) untuk jawaban yang anda pilih.

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak setuju

STS : Sangat Tidak Setuju

Pernyataan untuk variabel Murah Hati (X1)

| No. | Pernyataan | SS | S | N | TS | STS |
|-----|--|----|---|---|----|-----|
| 1 | Dalam melaksanakan pekerjaan selalu bersikap ramah dan sopan. | | | | | |
| 2. | Dalam melaksanakan pekerjaan memiliki rasa tanggung jawab yang penuh terhadap pekerjaan. | | | | | |
| 3. | Dalam melaksanakan pekerjaan tidak pernah bersikap arogan terhadap rekan yang lainnya. | | | | | |

Pernyataan untuk variabel Motivasi Untuk Berbakti (X2)

| No. | Pernyataan | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1 | Dalam melaksanakan pekerjaan selalu mendahulukan kepentingan perusahaan. | | | | | |
| 2. | Bekerja dengan niat utama mengabdikan pada masyarakat. | | | | | |
| 3. | Dalam melaksanakan pekerjaan tulus dan ikhlas dalam membantu dan melayani masyarakat. | | | | | |

Pernyataan untuk variabel Niat/Ingat Allah (X3)

| No. | Pernyataan | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1 | Dalam melaksanakan pekerjaan meniatkan dalam hati sebagai ibadah karena Allah SWT. | | | | | |
| 2. | Dalam melaksanakan pekerjaan selalu berkelakuan yang baik dan benar menurut syari'at Islam. | | | | | |
| 3. | Dalam melaksanakan pekerjaan tidak meninggalkan kewajiban sholat lima waktu. | | | | | |

Pernyataan untuk variabel Kinerja Karyawan (Y)

| No. | Pernyataan | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| 1 | Dapat melaksanakan pekerjaan dengan optimal dan telah memenuhi kualitas kerja yang ditargetkan. | | | | | |
| 2. | Dapat menyelesaikan pekerjaan dengan tepat waktu. | | | | | |
| 3. | Bersedia melakukan pekerjaan tanpa diperintah atasan. | | | | | |
| 4. | Telah menguasai pekerjaan dengan baik sesuai bakat dan keterampilan. | | | | | |
| 5. | Aktif berkomunikasi terhadap rekan kerja yang lainnya. | | | | | |

Lampiran 2

Variabel Penelitian Murah Hati (X1) Frequencies

Statistics

| | | X1.1 | X1.2 | X1.3 |
|----------------|---------|------|------|------|
| N | Valid | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 |
| Mean | | 3.22 | 3.38 | 3.86 |
| Std. Deviation | | .630 | .594 | .481 |

Frequency Table

X1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 4 | 10.8 | 10.8 | 10.8 |
| | Netral | 21 | 56.8 | 56.8 | 67.6 |
| | Setuju | 12 | 32.4 | 32.4 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

X1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 2 | 5.4 | 5.4 | 5.4 |
| | Netral | 19 | 51.4 | 51.4 | 56.8 |
| | Setuju | 16 | 43.2 | 43.2 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

X1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 7 | 18.9 | 18.9 | 18.9 |
| | Setuju | 28 | 75.7 | 75.7 | 94.6 |
| | Sangat setuju | 2 | 5.4 | 5.4 | 100.0 |
| Total | | 37 | 100.0 | 100.0 | |

Motivasi untuk berbakti (X2) Frequencies

Statistics

| | | X2.1 | X2.2 | X2.3 |
|----------------|---------|------|------|------|
| N | Valid | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 |
| Mean | | 3.03 | 3.62 | 3.86 |
| Std. Deviation | | .645 | .681 | .948 |

Frequency Table

X2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 7 | 18.9 | 18.9 | 18.9 |
| | Netral | 22 | 59.5 | 59.5 | 78.4 |
| | Setuju | 8 | 21.6 | 21.6 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

X2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 3 | 8.1 | 8.1 | 8.1 |
| | Netral | 9 | 24.3 | 24.3 | 32.4 |
| | Setuju | 24 | 64.9 | 64.9 | 97.3 |
| | Sangat setuju | 1 | 2.7 | 2.7 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

X2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat tidak setuju | 1 | 2.7 | 2.7 | 2.7 |
| | Tidak setuju | 1 | 2.7 | 2.7 | 5.4 |
| | Netral | 10 | 27.0 | 27.0 | 32.4 |
| | Setuju | 15 | 40.5 | 40.5 | 73.0 |
| | Sangat setuju | 10 | 27.0 | 27.0 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Ingat Allah/Niat (X3) Frequencies

Statistics

| | | X3.1 | X3.2 | X3.3 |
|----------------|---------|------|------|------|
| N | Valid | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 |
| Mean | | 3.43 | 2.92 | 3.11 |
| Std. Deviation | | .647 | .682 | .658 |

Frequency Table

X3.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|--------------|-----------|---------|---------------|------------------------|
| Valid | Tidak setuju | 3 | 8.1 | 8.1 | 8.1 |
| | Netral | 15 | 40.5 | 40.5 | 48.6 |
| | Setuju | 19 | 51.4 | 51.4 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

X3.2

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|---------------------|-----------|---------|---------------|------------------------|
| Valid | Sangat tidak setuju | 1 | 2.7 | 2.7 | 2.7 |
| | Tidak setuju | 7 | 18.9 | 18.9 | 21.6 |
| | Netral | 23 | 62.2 | 62.2 | 83.8 |
| | Setuju | 6 | 16.2 | 16.2 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

X3.3

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|--------------|-----------|---------|---------------|------------------------|
| Valid | Tidak setuju | 6 | 16.2 | 16.2 | 16.2 |
| | Netral | 21 | 56.8 | 56.8 | 73.0 |
| | Setuju | 10 | 27.0 | 27.0 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Kinerja Karyawan (Y)

Statistics

| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 |
|----------------|---------|------|------|------|--------|--------|
| N | Valid | 37 | 37 | 37 | 37 | 37 |
| | Missing | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.22 | 3.68 | 3.22 | 3.7838 | 3.9459 |
| Std. Deviation | | .584 | .530 | .630 | .41734 | .22924 |

Y.1

| | | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|-------|--------------|-----------|---------|---------------|------------------------|
| Valid | Tidak setuju | 3 | 8.1 | 8.1 | 8.1 |
| | Netral | 23 | 62.2 | 62.2 | 70.3 |
| | Setuju | 11 | 29.7 | 29.7 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Y.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 1 | 2.7 | 2.7 | 2.7 |
| | Netral | 10 | 27.0 | 27.0 | 29.7 |
| | Setuju | 26 | 70.3 | 70.3 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Y.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak setuju | 4 | 10.8 | 10.8 | 10.8 |
| | Netral | 21 | 56.8 | 56.8 | 67.6 |
| | Setuju | 12 | 32.4 | 32.4 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Y.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Netral | 8 | 21.6 | 21.6 | 21.6 |
| | Setuju | 29 | 78.4 | 78.4 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Y.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Netral | 2 | 5.4 | 5.4 | 5.4 |
| | Setuju | 35 | 94.6 | 94.6 | 100.0 |
| | Total | 37 | 100.0 | 100.0 | |

Lampiran 3

Uji Validitas Correlations

Correlations

| | | X1.1 | X1.2 | X1.3 | Sum_X1 |
|--------|---------------------|--------|--------|--------|--------|
| X1.1 | Pearson Correlation | 1 | .551** | .356 | .829** |
| | Sig. (2-tailed) | | .002 | .053 | .000 |
| | N | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .551** | 1 | .555** | .843** |
| | Sig. (2-tailed) | .002 | | .001 | .000 |
| | N | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .356 | .555** | 1 | .754** |
| | Sig. (2-tailed) | .053 | .001 | | .000 |
| | N | 30 | 30 | 30 | 30 |
| Sum_X1 | Pearson Correlation | .829** | .843** | .754** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 |

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

Correlations

Correlations

| | | X2.1 | X2.2 | X2.3 | Sum_X2 |
|--------|---------------------|--------|--------|--------|--------|
| X2.1 | Pearson Correlation | 1 | .618** | .365* | .864** |
| | Sig. (2-tailed) | | .000 | .047 | .000 |
| | N | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .618** | 1 | .195 | .781** |
| | Sig. (2-tailed) | .000 | | .302 | .000 |
| | N | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .365* | .195 | 1 | .669** |
| | Sig. (2-tailed) | .047 | .302 | | .000 |
| | N | 30 | 30 | 30 | 30 |
| Sum_X2 | Pearson Correlation | .864** | .781** | .669** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 |

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

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

Correlations

Correlations

| | | X3.1 | X3.2 | X3.3 | Sum_X3 |
|--------|---------------------|--------|--------|--------|--------|
| X3.1 | Pearson Correlation | 1 | .698** | .218 | .824** |
| | Sig. (2-tailed) | | .000 | .248 | .000 |
| | N | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .698** | 1 | .222 | .782** |
| | Sig. (2-tailed) | .000 | | .237 | .000 |
| | N | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .218 | .222 | 1 | .681** |
| | Sig. (2-tailed) | .248 | .237 | | .000 |
| | N | 30 | 30 | 30 | 30 |
| Sum_X3 | Pearson Correlation | .824** | .782** | .681** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 |

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

Correlations

Correlations

| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Sum_Y |
|-------|---------------------|--------|--------|--------|--------|--------|--------|
| Y.1 | Pearson Correlation | 1 | .486** | .117 | .297 | .149 | .644** |
| | Sig. (2-tailed) | | .006 | .538 | .111 | .433 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .486** | 1 | .152 | .289 | .144 | .653** |
| | Sig. (2-tailed) | .006 | | .424 | .122 | .447 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .117 | .152 | 1 | .460* | .328 | .574** |
| | Sig. (2-tailed) | .538 | .424 | | .011 | .077 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .297 | .289 | .460* | 1 | .500** | .770** |
| | Sig. (2-tailed) | .111 | .122 | .011 | | .005 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .149 | .144 | .328 | .500** | 1 | .644** |
| | Sig. (2-tailed) | .433 | .447 | .077 | .005 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |
| Sum_Y | Pearson Correlation | .644** | .653** | .574** | .770** | .644** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

Uji Validitas

| Variabel | Pernyataan | Koefisien Korelasi (r hitung) | Kesimpulan |
|---|------------|-------------------------------------|------------|
| Murah Hati (X_1) | $X_{1.1}$ | 0.829 | Valid |
| | $X_{1.2}$ | 0.843 | Valid |
| | $X_{1.3}$ | 0.754 | Valid |
| Motivasi untuk Berbakti (X_2) | $X_{2.1}$ | 0.864 | Valid |
| | $X_{2.2}$ | 0.781 | Valid |
| | $X_{2.3}$ | 0.669 | Valid |
| Ingat Allah/Niat (X_3) | $X_{3.1}$ | 0.824 | Valid |
| | $X_{3.2}$ | 0.782 | Valid |
| | $X_{3.3}$ | 0.681 | Valid |
| Kinerja Karyawan (Y) | $Y_{.1}$ | 0.644 | Valid |
| | $Y_{.2}$ | 0.653 | Valid |
| | $Y_{.3}$ | 0.574 | Valid |
| | $Y_{.4}$ | 0.770 | Valid |
| | $Y_{.5}$ | 0.644 | Valid |

Lampiran 4

Uji Reliabilitas Murah Hati (X1) Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .722 | 3 |

Motivasi untuk berbakti (X2) Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .663 | 3 |

Ingat Allah/Niat (X3) Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| | |
|---------------------|------------|
| Cronbach's Alpha | N of Items |
| .607 | 3 |

**Kinerja Karyawan (Y)
Reliability****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| | |
|---------------------|------------|
| Cronbach's Alpha | N of Items |
| .672 | 5 |

Uji Reliabilitas

| Variabel | Alpha | Kesimpulan |
|-----------------------------------|-------|------------|
| Murah Hati (X_1) | 0.722 | Reliabel |
| Motivasi untuk Berbakti (X_2) | 0.663 | Reliabel |
| Ingat Allah/Niat (X_3) | 0.607 | Reliabel |
| Kinerja Karyawan (Y) | 0.672 | Reliabel |

Lampiran 5

Uji Asumsi Klasik

Normalitas

NPar Tests

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 37 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .19153565 |
| Most Extreme Differences | Absolute | .099 |
| | Positive | .099 |
| | Negative | -.060 |
| Kolmogorov-Smirnov Z | | .605 |
| Asymp. Sig. (2-tailed) | | .857 |

a. Test distribution is Normal.

b. Calculated from data.

Autokorelasi

Model Summary

| Model | Durbin-Watson |
|-------|---------------|
| 1 | 1.905 |

Multikolinearitas

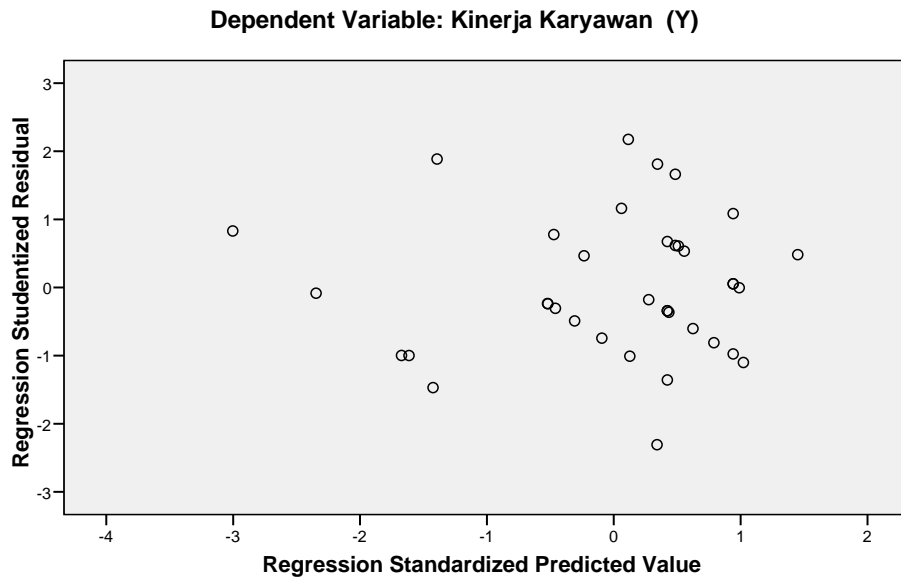
Coefficients^a

| Model | | Collinearity Statistics | |
|-------|------------------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Murah Hati (X1) | .745 | 1.342 |
| | Motivasi untuk berbakti (X2) | .751 | 1.332 |
| | Ingat Allah/Niat (X3) | .752 | 1.329 |

a. Dependent Variable: Kinerja Karyawan (Y)

Heterokedastisitas Charts

Scatterplot



Lampiran 6

Regresi Linear Berganda

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Ingat Allah/Niat (X3), Motivasi untuk berbakti (X2), Murah Hati (X1) | . | Enter |

- a. All requested variables entered.
b. Dependent Variable: Kinerja Karyawan (Y)

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .776 ^a | .602 | .566 | .20005 |

- a. Predictors: (Constant), Ingat Allah/Niat (X3), Motivasi untuk berbakti (X2), Murah Hati (X1)

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 2.000 | 3 | .667 | 16.661 | .000 ^a |
| | Residual | 1.321 | 33 | .040 | | |
| | Total | 3.321 | 36 | | | |

- a. Predictors: (Constant), Ingat Allah/Niat (X3), Motivasi untuk berbakti (X2), Murah Hati (X1)
b. Dependent Variable: Kinerja Karyawan (Y)

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | |
|-------|------------------------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part |
| 1 | (Constant) | 1.660 | .286 | | 5.802 | .000 | | | |
| | Murah Hati (X1) | .202 | .087 | .295 | 2.321 | .027 | .590 | .375 | .255 |
| | Motivasi untuk berbakti (X2) | .153 | .060 | .325 | 2.568 | .015 | .604 | .408 | .282 |
| | Ingat Allah/Niat (X3) | .211 | .072 | .368 | 2.911 | .006 | .629 | .452 | .320 |

- a. Dependent Variable: Kinerja Karyawan (Y)

Lampiran 7 Dokumentasi Kegiatan



Gambar 1. Foto Pegadaian Syariah Cabang Blauran Surabaya tampak depan.



Gambar 2. Transaksi di Pegadaian Syariah Cabang Blauran antara nasabah dan kasir.



Gambar 3. Foto bersama Bpk. Zainudin selaku pimpinan Cabang Pegadaian Syariah Cabang Blauran