

## BAGIAN I

### KUESIONER

#### PENGARUH REKRUTMENT (LOWONGAN) KARYAWAN, PLACEMENT (PENEMPATAN) KARYAWAN, DAN PENGGUNAAN STRUKTUR ORGANISASI FUNGSIONAL TERHADAP PRODUKTIVITAS KARYAWAN (STUDI PADA PT.WASA MITRA ENGINEERING CABANG SMELTING GRESIK)

#### DATA DIRI RESPONDEN

1. Nama :
2. Jenis Kelamin : a. Laki-Laki b. Perempuan
3. Usia : <20 <30 <40 <50
4. Pendidikan terakhir : a. SMP b. SMA c.

D3/S1/S2/S3

## BAGIAN II

1. Jawablah masing-masing pernyataan dibawah ini dengan memberi tanda (X) pada kolom yang telah tersedia, sesuai dengan penilaian anda dan berikan alasannya.
2. Keterangan jawaban sebagai berikut :
  - STS : Sangat Tidak Setuju
  - TS : Tidak Setuju

- R : Rago-ragu
- S : Setuju
- SS : Sangat Setuju

3. Keterangan skor

- STS : 1
- TS : 2
- R : 3
- S : 4
- SS : 5

1. REKRUTMENT KARYAWAN (X1)

| NO | PERNYATAAN   | STS | TS | R | S | SS |
|----|--|-----|----|---|---|----|
| 1. | Proses Rekrutment pada PT.Wasa Mitra Engineering telah sesuai dengan job description                                 |     |    |   |   |    |
| 2. | Perekrutan karyawan dilaksanakan bertujuan untuk mengisi jabatan kosong  |     |    |   |   |    |
| 3. | Sumber perolehan pegawai berpengaruh terhadap perolehan karyawan yang berkualitas                                    |     |    |   |   |    |
| 4. | Sumber pegawai didapatkan dari kandidat dari luar maupun dalam PT.Wasa Mitra Engineering                             |     |    |   |   |    |
| 5. | Proses rekrutment sudah dilaksanakan sesuai dengan metode perekrutan pegawai dan kebijakan PT.Wasa Mitra Engineering |     |    |   |   |    |
| 6. | Metode rekrutment telah dilakukan secara efisien dan efektif   |     |    |   |   |    |

2. PLACEMENT (PENEMPATAN) KARYAWAN (X2)

| NO | PERNYATAAN   | STS | TS | R | S | SS |
|----|--|-----|----|---|---|----|
| 1. | Saya bekerja di PT.Wasa Mitra Engineering ini sudah sesuai dengan keahlian yang saya miliki    |     |    |   |   |    |
| 2. | Dalam bekerja, saya sudah menempuh pendidikan Formal (Pendidikan akademis)                     |     |    |   |   |    |
| 3. | Menurut saya semakin lamanya seseorang bekerja maka semakin meningkatnya pengalaman kerja      |     |    |   |   |    |
| 4. | Saya bekerja di PT.Wasa Mitra Engineering sudah memahami peralatan kerja yang telah disediakan |     |    |   |   |    |
| 5. | Saya memiliki kesehatan yang baik dalam menjalankan pekerjaan di PT.Wasa Mitra Engineering     |     |    |   |   |    |
| 6. | Menurut saya mental karyawan sangat dibutuhkan dalam menjalankan pekerjaan                     |     |    |   |   |    |

|   |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
| 7 | Usia atau umur sudah sesuai dengan standar UU Tenaga Kerja PT.Wasa Mitra Engineering       |  |  |  |  |  |
| 8 | Menurut saya usia sangat mempengaruhi kinerja setiap karyawan di PT.Wasa Mitra Engineering |  |  |  |  |  |

### 3. PENGGUNAAN STRUKTUR ORGANISASI FUNGSIONAL (X3)

| NO | PERNYATAAN   | STS | TS | R | S | SS |
|----|--|-----|----|---|---|----|
| 1. | Sistematisnya proses pendelegasian wewenang dan tanggung jawab dari tingkat atas sampai bawah                      |     |    |   |   |    |
| 2, | Struktur organisasi paling bawah patuh terhadap struktur yang lebih tinggi ketika menerima perintah                |     |    |   |   |    |
| 3  | Selama bekerja jarang terjadi konflik antara rekan atau dengan atasan terhadap suatu persoalan yang muncul         |     |    |   |   |    |
| 4  | Struktur organisasi menghindari manajemen konflik dalam mengatur karyawan untuk menghindari gesekan antar karyawan |     |    |   |   |    |

### 4. PRODUKTIVITAS KARYAWAN (Y)

| NO | PERNYATAAN   | STS | TS | R | S | SS |
|----|--|-----|----|---|---|----|
| 1. | Saya memiliki kemampuan yang sesuai dengan bidang pekerjaan saya               |     |    |   |   |    |
| 2. | Hasil kerja saya semakin meningkat karena kemampuan yang saya miliki           |     |    |   |   |    |
| 3. | Saya menyelesaikan pekerjaan saya sesuai dengan waktu yang dijadwalkan         |     |    |   |   |    |
| 4. | Jika dibandingkan dengan waktu lalu, hasil kerja saya meningkat                |     |    |   |   |    |
| 5. | Saya sudah puas dengan hasil kerja saya selama ini                             |     |    |   |   |    |
| 6. | Saya selalu bersemangat ketika bekerja   |     |    |   |   |    |
| 7. | Saya yakin ketika bersemangat dalam bekerja hasil pekerjaan akan meningkat     |     |    |   |   |    |
| 8. | Saya meneliti ulang hasil pekerjaan saya                                       |     |    |   |   |    |
| 9  | Menurut sayatidak perlu bersusah payah dalam bekerja karena hasilnya sama saja |     |    |   |   |    |
| 10 | Saya berusaha mencapai target yang diberikan oleh PT.Wasa Mitra Engineering    |     |    |   |   |    |
| 11 | Membuat jadwal pekerjaan hanya membuang waktu                                  |     |    |   |   |    |
| 12 | Saya selalu mencoba hal-hal baru dalam menyelesaikan pekerjaan                 |     |    |   |   |    |

## Uji Validitas X1

|                          | x1.1   |        |         | x1.4   | x1.5    | x1.6    | jml.   |
|--------------------------|--------|--------|---------|--------|---------|---------|--------|
| x1.1 Pearson Correlation | 1      | .569   | .821**  | .711*  | .821**  | .821**  | .845** |
| Sig. (2-tailed)          |        | .086   | .004    | .021   | .004    | .004    | .002   |
| N                        | 10     | 10     | 10      | 10     | 10      | 10      | 10     |
| x1.2 Pearson Correlation | .569   | 1      | .856**  | .737*  | .856**  | .856**  | .875** |
| Sig. (2-tailed)          | .086   |        | .002    | .015   | .002    | .002    | .001   |
| N                        | 10     | 10     | 10      | 10     | 10      | 10      | 10     |
| x1.3 Pearson Correlation | .821** | .856** | 1       | .856** | 1.000** | 1.000** | .990** |
| Sig. (2-tailed)          | .004   | .002   |         | .002   | .000    | .000    | .000   |
| N                        | 10     | 10     | 10      | 10     | 10      | 10      | 10     |
| x1.4 Pearson Correlation | .711*  | .737*  | .856**  | 1      | .856**  | .856**  | .899** |
| Sig. (2-tailed)          | .021   | .015   | .002    |        | .002    | .002    | .000   |
| N                        | 10     | 10     | 10      | 10     | 10      | 10      | 10     |
| x1.5 Pearson Correlation | .821** | .856** | 1.000** | .856** | 1       | 1.000** | .990** |
| Sig. (2-tailed)          | .004   | .002   | .000    | .002   |         | .000    | .000   |



|      |                     |        |         |         |         |         |         |         |         |        |
|------|---------------------|--------|---------|---------|---------|---------|---------|---------|---------|--------|
|      | Sig. (2-tailed)     | .019   |         | .060    | .271    | .000    | .000    | .060    | .271    | .004   |
|      | N                   | 10     | 10      | 10      | 10      | 10      | 10      | 10      | 10      | 10     |
| x2.3 | Pearson Correlation | .881** | .612    | 1       | .629    | .612    | .612    | 1.000** | .629    | .862** |
|      | Sig. (2-tailed)     | .001   | .060    |         | .051    | .060    | .060    | .000    | .051    | .001   |
|      | N                   | 10     | 10      | 10      | 10      | 10      | 10      | 10      | 10      | 10     |
| x2.4 | Pearson Correlation | .868** | .385    | .629    | 1       | .385    | .385    | .629    | 1.000** | .815** |
|      | Sig. (2-tailed)     | .001   | .271    | .051    |         | .271    | .271    | .051    | .000    | .004   |
|      | N                   | 10     | 10      | 10      | 10      | 10      | 10      | 10      | 10      | 10     |
| x2.5 | Pearson Correlation | .719*  | 1.000** | .612    | .385    | 1       | 1.000** | .612    | .385    | .817** |
|      | Sig. (2-tailed)     | .019   | .000    | .060    | .271    |         | .000    | .060    | .271    | .004   |
|      | N                   | 10     | 10      | 10      | 10      | 10      | 10      | 10      | 10      | 10     |
| x2.6 | Pearson Correlation | .719*  | 1.000** | .612    | .385    | 1.000** | 1       | .612    | .385    | .817** |
|      | Sig. (2-tailed)     | .019   | .000    | .060    | .271    | .000    |         | .060    | .271    | .004   |
|      | N                   | 10     | 10      | 10      | 10      | 10      | 10      | 10      | 10      | 10     |
| x2.7 | Pearson Correlation | .881** | .612    | 1.000** | .629    | .612    | .612    | 1       | .629    | .862** |
|      | Sig. (2-tailed)     | .001   | .060    | .000    | .051    | .060    | .060    |         | .051    | .001   |
|      | N                   | 10     | 10      | 10      | 10      | 10      | 10      | 10      | 10      | 10     |
| x2.8 | Pearson Correlation | .868** | .385    | .629    | 1.000** | .385    | .385    | .629    | 1       | .815** |
|      | Sig. (2-tailed)     | .001   | .271    | .051    | .000    | .271    | .271    | .051    |         | .004   |
|      | N                   | 10     | 10      | 10      | 10      | 10      | 10      | 10      | 10      | 10     |
| jml. | Pearson Correlation | .986** | .817**  | .862**  | .815**  | .817**  | .817**  | .862**  | .815**  | 1      |
|      | Sig. (2-tailed)     | .000   | .004    | .001    | .004    | .004    | .004    | .001    | .004    |        |
|      | N                   | 10     | 10      | 10      | 10      | 10      | 10      | 10      | 10      | 10     |

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

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

Uji Validitas X3

**Correlations**

|      |                     | x3.1  | x3.2   | x3.3   | x3.4   | jml.   |
|------|---------------------|-------|--------|--------|--------|--------|
| x3.1 | Pearson Correlation | 1     | .551   | .484   | .604   | .730*  |
|      | Sig. (2-tailed)     |       | .099   | .156   | .065   | .017   |
|      | N                   | 10    | 10     | 10     | 10     | 10     |
| x3.2 | Pearson Correlation | .551  | 1      | .866** | .872** | .941** |
|      | Sig. (2-tailed)     | .099  |        | .001   | .001   | .000   |
|      | N                   | 10    | 10     | 10     | 10     | 10     |
| x3.3 | Pearson Correlation | .484  | .866** | 1      | .839** | .903** |
|      | Sig. (2-tailed)     | .156  | .001   |        | .002   | .000   |
|      | N                   | 10    | 10     | 10     | 10     | 10     |
| x3.4 | Pearson Correlation | .604  | .872** | .839** | 1      | .949** |
|      | Sig. (2-tailed)     | .065  | .001   | .002   |        | .000   |
|      | N                   | 10    | 10     | 10     | 10     | 10     |
| jml. | Pearson Correlation | .730* | .941** | .903** | .949** | 1      |
|      | Sig. (2-tailed)     | .017  | .000   | .000   | .000   |        |
|      | N                   | 10    | 10     | 10     | 10     | 10     |

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

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





## Uji Validitas Y

### Correlations

| y1.2   | y1.3   | y1.4   | y1.5   | y1.6   | y1.7    | y1.8    | y1.9   | y1.10   | y1.11   | y1.12   | jml.   |
|--------|--------|--------|--------|--------|---------|---------|--------|---------|---------|---------|--------|
| .551   | .484   | .604   | .874** | .429   | 1.000** | .604    | .607   | .484    | .604    | .604    | .746*  |
| .099   | .156   | .065   | .001   | .217   | .000    | .065    | .063   | .156    | .065    | .065    | .013   |
| 10     | 10     | 10     | 10     | 10     | 10      | 10      | 10     | 10      | 10      | 10      | 10     |
| 1      | .866** | .872** | .599   | .835** | .551    | .872**  | .835** | .866**  | .872**  | .872**  | .924** |
|        | .001   | .001   | .067   | .003   | .099    | .001    | .003   | .001    | .001    | .001    | .000   |
| 10     | 10     | 10     | 10     | 10     | 10      | 10      | 10     | 10      | 10      | 10      | 10     |
| .866** | 1      | .839** | .547   | .738*  | .484    | .839**  | .738*  | 1.000** | .839**  | .839**  | .885** |
| .001   |        | .002   | .101   | .015   | .156    | .002    | .015   | .000    | .002    | .002    | .001   |
| 10     | 10     | 10     | 10     | 10     | 10      | 10      | 10     | 10      | 10      | 10      | 10     |
| .872** | .839** | 1      | .472   | .822** | .604    | 1.000** | .822** | .839**  | 1.000** | 1.000** | .958** |
| .001   | .002   |        | .168   | .003   | .065    | .000    | .003   | .002    | .000    | .000    | .000   |
| 10     | 10     | 10     | 10     | 10     | 10      | 10      | 10     | 10      | 10      | 10      | 10     |
| .599   | .547   | .472   | 1      | .318   | .874**  | .472    | .621   | .547    | .472    | .472    | .687*  |
| .067   | .101   | .168   |        | .371   | .001    | .168    | .055   | .101    | .168    | .168    | .028   |
| 10     | 10     | 10     | 10     | 10     | 10      | 10      | 10     | 10      | 10      | 10      | 10     |
| .835** | .738*  | .822** | .318   | 1      | .429    | .822**  | .592   | .738*   | .822**  | .822**  | .808** |
| .003   | .015   | .003   | .371   |        | .217    | .003    | .071   | .015    | .003    | .003    | .005   |
| 10     | 10     | 10     | 10     | 10     | 10      | 10      | 10     | 10      | 10      | 10      | 10     |
| .551   | .484   | .604   | .874** | .429   | 1       | .604    | .607   | .484    | .604    | .604    | .746*  |
| .099   | .156   | .065   | .001   | .217   |         | .065    | .063   | .156    | .065    | .065    | .013   |

|        |         |         |       |        |       |         |        |        |         |         |    |        |
|--------|---------|---------|-------|--------|-------|---------|--------|--------|---------|---------|----|--------|
| 10     | 10      | 10      | 10    | 10     | 10    | 10      | 10     | 10     | 10      | 10      | 10 | 10     |
| .872** | .839**  | 1.000** | .472  | .822** | .604  | 1       | .822** | .839** | 1.000** | 1.000** |    | .958** |
| .001   | .002    | .000    | .168  | .003   | .065  |         | .003   | .002   | .000    | .000    |    | .000   |
| 10     | 10      | 10      | 10    | 10     | 10    | 10      | 10     | 10     | 10      | 10      |    | 10     |
| .835** | .738*   | .822**  | .621  | .592   | .607  | .822**  | 1      | .738*  | .822**  | .822**  |    | .868** |
| .003   | .015    | .003    | .055  | .071   | .063  | .003    |        | .015   | .003    | .003    |    | .001   |
| 10     | 10      | 10      | 10    | 10     | 10    | 10      | 10     | 10     | 10      | 10      |    | 10     |
| .866** | 1.000** | .839**  | .547  | .738*  | .484  | .839**  | .738*  | 1      | .839**  | .839**  |    | .885** |
| .001   | .000    | .002    | .101  | .015   | .156  | .002    | .015   |        | .002    | .002    |    | .001   |
| 10     | 10      | 10      | 10    | 10     | 10    | 10      | 10     | 10     | 10      | 10      |    | 10     |
| .872** | .839**  | 1.000** | .472  | .822** | .604  | 1.000** | .822** | .839** | 1       | 1.000** |    | .958** |
| .001   | .002    | .000    | .168  | .003   | .065  | .000    | .003   | .002   |         | .000    |    | .000   |
| 10     | 10      | 10      | 10    | 10     | 10    | 10      | 10     | 10     | 10      | 10      |    | 10     |
| .872** | .839**  | 1.000** | .472  | .822** | .604  | 1.000** | .822** | .839** | 1.000** |         | 1  | .958** |
| .001   | .002    | .000    | .168  | .003   | .065  | .000    | .003   | .002   | .000    |         |    | .000   |
| 10     | 10      | 10      | 10    | 10     | 10    | 10      | 10     | 10     | 10      |         | 10 | 10     |
| .924** | .885**  | .958**  | .687* | .808** | .746* | .958**  | .868** | .885** | .958**  | .958**  |    | 1      |
| .000   | .001    | .000    | .028  | .005   | .013  | .000    | .001   | .001   | .000    | .000    |    |        |
| 10     | 10      | 10      | 10    | 10     | 10    | 10      | 10     | 10     | 10      | 10      |    | 10     |

(2-tailed).

(2-tailed).

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 10 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 10 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .969             | 6          |

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 10 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 10 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .939             | 8          |

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 10 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 10 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .903             | 4          |

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 10 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 10 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .969             | 12         |

### Uji Asumsi Klasik

### Uji Multikolonieritas

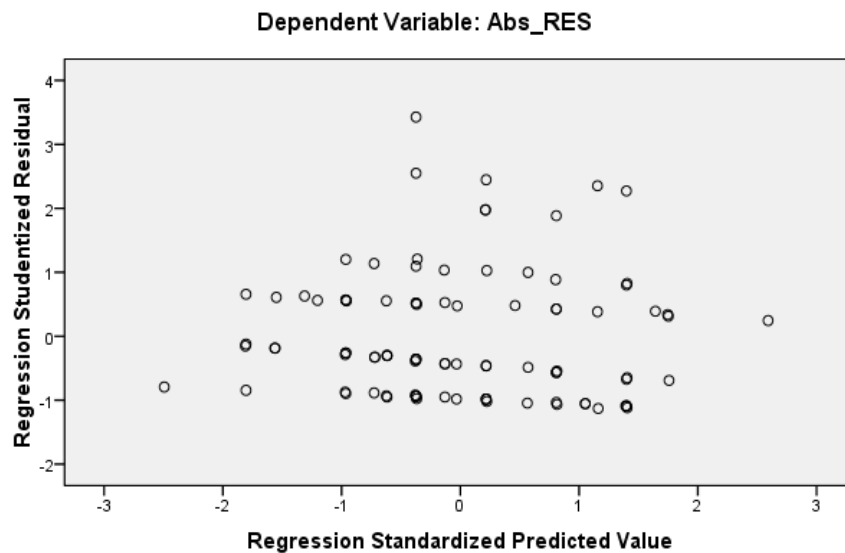
**Coefficients<sup>a</sup>**

| Model | Unstandardized Coefficients |            | Standardized Coefficients | T    | Sig.   | Collinearity Statistics |      |       |
|-------|-----------------------------|------------|---------------------------|------|--------|-------------------------|------|-------|
|       | B                           | Std. Error | Beta                      |      |        | Tolerance               | VIF  |       |
| 1     | (Constant)                  | -4.322     | 2.075                     |      | -2.083 | .040                    |      |       |
|       | X1                          | .865       | .147                      | .385 | 5.874  | .000                    | .112 | 8.893 |
|       | X2                          | 1.028      | .122                      | .646 | 8.422  | .000                    | .112 | 8.895 |
|       | X3                          | .813       | .150                      | .380 | 5.752  | .002                    | .998 | 1.002 |

a. Dependent Variable: Y

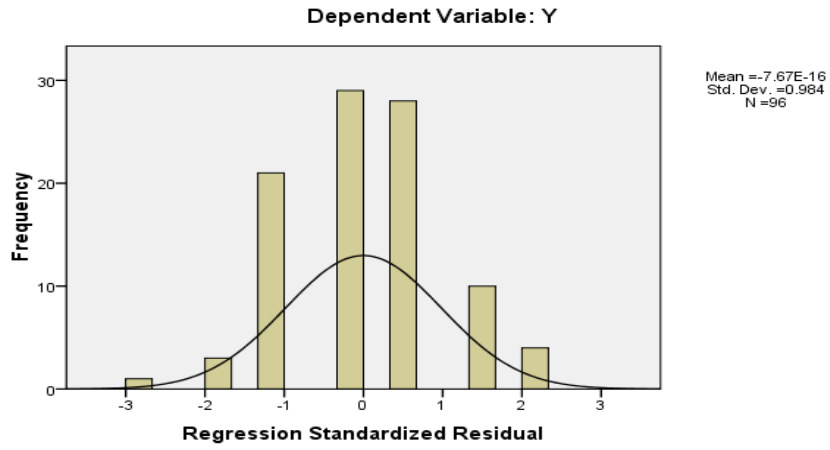
### Uji Heterokedastisitas

**Scatterplot**

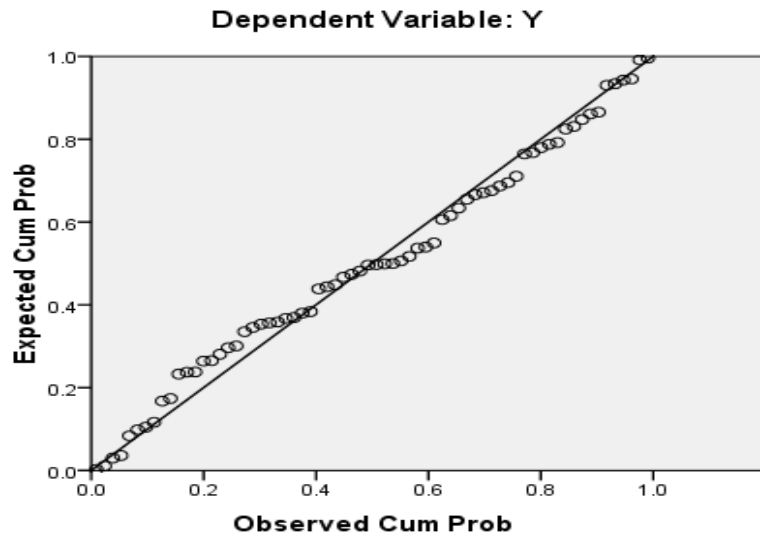


### Uji Normalitas

Histogram



Normal P-P Plot of Regression Standardized Residual





## Regression

**Variables Entered/Removed<sup>b</sup>**

| Model | Variables Entered   | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1     | Penggunaan Struktur Organisasi (X3), Rekrutment (X1), Placement (X2) <sup>a</sup> |                   | Enter  |

a. All requested variables entered.

b. Dependent Variable: Produktivitas Karyawan (Y)

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .921 <sup>a</sup> | .848     | .843              | 2.53850                    |

a. Predictors: (Constant), Penggunaan Struktur Organisasi (X3), Rekrutment (X1), Placement (X2)

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 3316.644       | 3  | 1105.548    | 171.563 | .000 <sup>a</sup> |
|       | Residual   | 592.846        | 92 | 6.444       |         |                   |
|       | Total      | 3909.490       | 95 |             |         |                   |

a. Predictors: (Constant), Penggunaan Struktur Organisasi (X3), Rekrutment (X1), Placement (X2)

b. Dependent Variable: Produktivitas Karyawan (Y)


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

| Model | Unstandardized Coefficients         |            | Standardized Coefficients | t    | Sig.   |      |
|-------|-------------------------------------|------------|---------------------------|------|--------|------|
|       | B                                   | Std. Error | Beta                      |      |        |      |
| 1     | (Constant)                          | -4.322     | 2.075                     |      | -2.083 | .040 |
|       | Rekrutment (X1)                     | .865       | .147                      | .385 | 5.874  | .000 |
|       | Placement (X2)                      | 1.028      | .122                      | .646 | 8.422  | .000 |
|       | Penggunaan Struktur Organisasi (X3) | .813       | .150                      | .380 | 5.752  | .002 |

a. Dependent Variable: Produktivitas Karyawan (Y)

### Lembar Perbaikan Skripsi

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 Program Studi : Manajemen  
 Tanggal Ujian : 13 November 2019  
 Judul Skripsi : Pengaruh recruitment, placement dan penggunaan  
struktur organisasi Ransyronal terhadap produktivitas  
 Penguji III : .....

| No | BAB | Hal | Saran  |
|----|-----|-----|--|
| 1  |     |     | Teori tentang organisasi fungsional (pembuatan struktur)                             |
| 2  |     |     | penelitian tentang perbandingan skripsi (penggunaan kalimat tag hal dll)             |
| 3  |     |     | Definisi operasional variabel & paragraf   |
| 4  |     |     | penggunaan tag variabel dan hasil penelitian & paragraf                              |
|    |     |     |  |
|    |     |     |  |
|    |     |     |  |
|    |     |     | <b>Paraf</b>   |
|    |     |     |  |

Mengetahui,  
Ketua Program Studi Manajemen

**Budi Utami, SE., MM**  
NIDN. 0719097101

**Catatan :**

- Revisi paling lambat 2 (dua) minggu setelah ujian sidang Skripsi dilaksanakan.

### Lembar Perbaikan Skripsi

Nama : Dimas Tri Ramadani  
 NIM : 315102070001  
 Program Studi : manajemen  
 Tanggal Ujian : 13 Desember 2019  
 Judul Skripsi : Pengaruh Perencanaan, Placemen dan Penggunaan  
 Struktur Organisasi: Fungsional Terhadap Produktivitas  
 Penguji II :

| No | BAB | Hal | Saran  |
|----|-----|-----|--|
|    |     | ①   | Kata² proposal Masih banyak. ✓                   |
|    |     | ②   | Kata, huruf di koreksikan sesuai buku pedoman. ✓ |
|    |     | ③   | Penataan jrh, sps, halaman, di perhatikan ✓      |
|    |     | ④   | Sumber tabel ? ✓                                 |
|    |     | 5   |  |
|    |     |     |  |
|    |     |     |  |
|    |     |     |  |
|    |     |     |  |
|    |     |     |  |
|    |     |     |  |
|    |     |     |  |
|    |     |     |  |
|    |     |     | <b>Paraf</b>                                     |
|    |     |     | A.   |

Mengetahui,  
Ketua Program Studi Manajemen

**Budi Utami, SE., MM**  
NIDN. 0719097101

**Catatan :**

- Revisi paling lambat 2 (dua) minggu setelah ujian sidang Skripsi dilaksanakan.

**Lembar Perbaikan Skripsi**

Nama : Dimas Tri Romadloni  
 NIM : 5-12-02-030-001  
 Program Studi : Manajemen  
 Tanggal Ujian : 13 November 2019  
 Judul Skripsi : Pengaruh Perencanaan, Placement, dan Penggunaan Struktur Organisasi Fungsional terhadap Produktivitas  
 Penguji I : \_\_\_\_\_

| No | BAB | Hal | Saran   |
|----|-----|-----|---|
|    |     | ①   | Abstrak ✓   |
|    |     | ②   | Margin ✓ 4-4-3-3 → berlaku di hal. depan & belakang                           |
|    |     | ③   | Daftar Isi ✓  |
|    |     | ④   | Reduksional ✓<br>Layout ✓<br>Arial ✓  |
|    |     | ⑤   | Kumusan Masalah + Tujuan Penelitian → hipotesis ✓                             |
|    |     | ⑥   | Populasi → sampel = di Faktor <del>Entitas</del> digunakan apa?               |
|    |     | ⑦   | DOV (X1) → 3<br>↳ Kuisioner = 7<br>DOV (X2) → 4<br>↳ 8<br>DOV (X3) → 2<br>↳ 2 |
|    |     |     | DOV (Y) → 6<br>↳ 2  |
|    |     | ⑧   | Daftar Pustaka dibenahi <sup>ditikan</sup> sumber referensi ✓                 |
|    |     | ⑨   | Pengelompokan pertanyaan kuisioner berdasarkan kategori indikator → ⑦         |
|    |     |     | <b>Paraf</b>  |
|    |     |     | 2   |

Mengetahui,  
Ketua Program Studi Manajemen

**Budi Utami, SE., MM**  
NIDN. 0719097101

**Catatan :**  
- Revisi paling lambat 2 (dua) minggu setelah ujian sidang Skripsi dilaksanakan.



UNIVERSITAS ISLAM MAJAPAHIT (UNIM)  
FAKULTAS EKONOMI

Status : Terakreditasi BAN-PT

Program Studi Manajemen  
No. 176/SK/BAN-PT/Akred/S/VI/2014

Program Studi Akuntansi  
No. 359/SK/BAN-PT/Akred/S/IX/2014

Kampus : Jl. Raya Jabon Km. 0,7 Mojokerto Telp./Fax. 0321-399474 [www.unim.ac.id](http://www.unim.ac.id) ; E-mail : [unim\\_mjk@yahoo.com](mailto:unim_mjk@yahoo.com)

**Berita Acara**

Sidang Skripsi Prodi Manajemen, Fakultas Ekonomi  
Universitas Islam Majapahit

Pada hari ..... tanggal ..... Program Studi Manajemen Fakultas  
Ekonomi Universitas Islam Majapahit telah mengadakan Sidang Skripsi untuk mahasiswa,  
dengan keterangan sebagai berikut:

1. Nama : Dinasti Romadoni
2. NIM : 3-15-02-03-0-041
3. Jurusan : Manajemen
4. Hari / Tanggal : Rabu, 13 November 2019
5. Judul : Pengaruh Rekrutment,  
placement, dan penggunaan struktur  
organisasi fungsional terhadap  
produktivitas karyawan

Mojokerto, ..... 2019

| Penguji     | Nama Dosen          | Tanda Tangan |
|-------------|---------------------|--------------|
| Penguji I   | Budi Utami, SE., MM |              |
| Penguji II  | Eng. S. MM          |              |
| Penguji III | M. Syamsul H        |              |



## PT. WASA MITRA ENGINEERING

Kantor Pusat : Jl. Raya Cakung Cilincing Km. 1 No. 11, Jakarta Timur 13910 Phone : (62) 021-4604958 (Hunting) Fax : (62) 021-4606940  
Kantor Proyek : Jl. Raya Roomo no. 388 Manyar Gresik Jawa Timur 61151 Phone : (62) 031-3952334 Fax : (62) 031-3956602



Certificate No. ID07/0631

Yang bertanda tangan dibawah ini kami;

1. Nama : Moh. Rawie
2. Tempat Tgl Lahir : Sampang 24, October 1973
3. Jabatan : HRD & System

Menerangkan Bahwa;

1. Nama : DIMAS TRI ROMADHONI
2. Tempat Tgl Lahir : Mojokerto, 03 Februari 1997
3. Alama : Ds.Pesanggrahan Rt.01 Rw.08  
Kec.Kueroje Kab. Mojokerto

Dengan ini menerangkan bahwa yang bersangkutan diatas adalah benar benar telah melakukan penelitian sebagai bahan Skripsi di PT.Wasa Mitra Engineering dari tanggal 8 Juli 2019 s/d 22 Juli 2019.

Demikian surat keterangan ini kami buat dengan sebenarnya dan dapat dipergunakan sebagai mana mestinya.

Gresik, 26 Juli 2019  
PT. WASA MITRA ENGINEERING

  
  
**MOH.RAWIE**  
HRD & System



# UNIVERSITAS ISLAM MAJAPAHIT ( UNIM )

JL. RAYA JABON KM. 0,7 TELP. (0321) 399474  
MOJOKERTO

## BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : Dimas Tri Romadoni
2. Nomor Induk Mahasiswa : 5.13.02.03.0.041
3. Fakultas : Ekonomi
4. Program Studi : Manajemen
5. Judul Skripsi : Pengaruh Recruitment, Placement, dan Penggunaan struktur Organisasi Fungsional Terhadap Produktivitas
6. Tanggal pengajuan skripsi : .....
7. Pembimbing : Kasnowo S.Sos.I.MM
8. Konsultasi/Bimbingan : .....

| TANGGAL    | PARAF PEMBIMBING | KETERANGAN     |
|------------|------------------|----------------|
| 9-5-2019   |                  | Latur Belahang |
| 21-5-2019  |                  | Teori (BAB I)  |
| 10-6-2019  |                  | BAB II - III   |
| 24-6-2019  |                  | Metodologi     |
| 1-7-2019   |                  | acc lampiro    |
| 12-7-2019  |                  | BAB IV         |
| 8-10-2019  |                  | BAB IV         |
| 15-11-2019 |                  | BAB IV         |
| 28-11-2019 |                  | ACC Sidang     |

9. Tanggal Selesai Menulis skripsi : .....
10. Keterangan : .....
11. Telah dievaluasi/diuji dengan nilai : .....

Dosen Pembimbing,

Dekan,





# UNIVERSITAS ISLAM MAJAPAHIT ( UNIM )

JL. RAYA JABON KM. 0,7 TELP. (0321) 399474  
MOJOKERTO

## BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : Dimas Tri Ramadoni
2. Nomor Induk Mahasiswa : 5-15-02-03-0-091
3. Fakultas : Ekonomi
4. Program Studi : Manajemen
5. Judul Skripsi : Pengaruh Recruitment, Placement, dan Penempatan ~~system~~ struktur organisasi fungsional terhadap produktivitas
6. Tanggal pengajuan skripsi : .....
7. Pembimbing : Eny Setyaningsih SE-MM
8. Konsultasi/Bimbingan : .....

| TANGGAL    | PARAF PEMBIMBING | KETERANGAN               |
|------------|------------------|--------------------------|
| 30-4-2019  | A                | Pengajuan proposal.      |
| 7-5-2019   | A                | Rersi Metodologi         |
| 13-5-2019  | A                | Rersi DAJ, footnote      |
| 29-5-2019  | A                | Rersi lampir.            |
| 3-6-2019   | A                | Pengajuan bab 4-5.       |
| 27-6-2019  | A                | Rersi pembahasan & bab 4 |
| 28-10-2019 | A                | Rersi Abstraks           |
| 19-11-2019 | A                | Rersi bab 4.             |
| 28/11/2019 | A                | Rersi 1-5                |

9. Tanggal Selesai Menulis skripsi : .....
10. Keterangan : .....
11. Telah dievaluasi/diuji dengan nilai : .....

Dosen Pembimbing,

Dekan,