

## LAMPIRAN

### KUISIONER PENELITIAN

Bapak/Ibu yang terhormat,

Bersama ini saya mengharap kesediaan Bapak/Ibu untuk mengisi kuisisioner penelitian ini. Penelitian ini merupakan rancangan pembuatan skripsi sebagai salah satu syarat untuk menyelesaikan program S1 Pada Program Studi Manajemen Fakultas Ekonomi Universitas Muhammadiyah Ponorogo. Jawaban yang Bapak/Ibu berikan sangat berarti bagi penelitian ini. Kerahasiaan jawaban dijamin sepenuhnya dan tidak mempengaruhi penilaian Bapak/Ibu. Atas kerjasamanya saya ucapkan terimakasih.

#### 1. Identitas responden

- Nama / Inisial :  Laki-laki  Perempuan
- Usia :  SD/Sederajat  Diploma
- Jenis kelamin :  SMP/Sederajat  S1
- Pendidikan terakhir :  SMA/Sederajat  S2/Spesialis
- Status Kepegawaian :  Tetap  Tidak tetap  Kontrak
- Penghasilan Per Bulan :  ≤ Rp. 1.000.000,-  
 Rp. 1.000.000, - Rp. 3.000.000,-  
 Rp. 2.000.000, - Rp. 4.000.000,-  
 Rp. 3.000.000, - Rp. 6.000.000,-  
 ≥ Rp. 6.000.000,-
- Jabatan :
- Masa Kerja :

#### II. Petunjuk Pengisian

Berilah penilaian atas diri anda berdasarkan pernyataan dibawah ini dengan member tanda check list ( √ ) pada salah satu dari lima kolom yang tersedia dengan keterangan sebagai berikut :

| <b>SS</b>     | <b>S</b> | <b>N</b> | <b>TS</b>    | <b>STS</b>          |
|---------------|----------|----------|--------------|---------------------|
| SANGAT SETUJU | SETUJU   | NETRAL   | TIDAK SETUJU | SANGAT TIDAK SETUJU |

1 . Variabel *Intelligence Quotient (IQ) (X1)*

| NO  | PERNYATAAN   | TANGGAPAN |   |   |    |     |
|---|--|-----------|---|---|----|-----|
|   |  | SS        | S | N | TS | STS |
| <b>Indikator Kemampuan memecahkan masalah</b> |  |           |   |   |    |     |
| 1.  | Saya mampu menunjukkan pengetahuan mengeni nmasalah yang dihadapi  |           |   |   |    |     |
| 2.  | Saya selalu berpikir analitis dalam setiap pengambilan keputusan   |           |   |   |    |     |
| 3.  | Saya mampu menyelesaikan masalah secara optimal  |           |   |   |    |     |
| 4.  | Saya mampu menunjukkan pikiran jernih  |           |   |   |    |     |
| <b>Indicator Intelegensi Verbal</b>           |  |           |   |   |    |     |
| 5.  | Saya mempunyai kemampuan berbicara dengan baik   |           |   |   |    |     |
| 6.  | Saya sangat penasaran jika suatu pekerjaan yang rumit atau soal yang berhubungan dengan angka belum diketahui hasil yang benar |           |   |   |    |     |
| 7   | Saya ingin lebih mengetahui hal-hal yang belum saya Ketahui  |           |   |   |    |     |
| 8.  | Saya memiliki kemampuan kosakata yang baik   |           |   |   |    |     |
| <b>Indikator Intelegensi Praktis</b>          |  |           |   |   |    |     |
| 9.  | Saya memiliki kemampuan berkomunikasi secara sistematis dalam penempatan posisi diri   |           |   |   |    |     |
| 10.   | Saya mengetahui cara mencapai tujuan   |           |   |   |    |     |
| 11.   | Saya menyadari terhadap dunia sekeliling   |           |   |   |    |     |
| 12.   | Saya selalu menunjukkan minat terhadap dunia luar  |           |   |   |    |     |

2 . Variabel *Emotional Quotients* (EQ) (X2)

| NO                                  | PERNYATAAN  | TANGGAPAN |   |   |    |     |
|-------------------------------------|---|-----------|---|---|----|-----|
|                                     |   | SS        | S | N | TS | STS |
| <b>Indikator Kecerdasan Diri</b>    |   |           |   |   |    |     |
| 1.                                  | Saya dapat mengetahui yang saya miliki  |           |   |   |    |     |
| 2.                                  | Saya selalu mengintrospeksi diri saya   |           |   |   |    |     |
| 3.                                  | Saya mempunyai kemampuan untuk mendapatkan yang saya inginkan                                     |           |   |   |    |     |
| <b>Indikator Pengaturan Diri</b>    |   |           |   |   |    |     |
| 4.                                  | Saya dapat mengendalikan emosi diri dalam situasi apapun  |           |   |   |    |     |
| 5.                                  | Saya mampu menanggapi secara efektif  |           |   |   |    |     |
| 6.                                  | Saya mempunyai banyak teman dekat dengan latar belakang yang beragam                              |           |   |   |    |     |
| 7.                                  | Saya suka mencoba-coba hal baru   |           |   |   |    |     |
| <b>Indikator Motivasi</b>           |   |           |   |   |    |     |
| 8.                                  | Saya mampu memberikan dorongan untuk selalu maju (meningkatkan prestasi) kepada diri saya sendiri |           |   |   |    |     |
| 9.                                  | Komitmen yang saya buat harus tercapai, meskipun penuh pengorbanan                                |           |   |   |    |     |
| 10.                                 | Saya selalu memiliki inisiatif untuk menciptakan hal-hal baru                                     |           |   |   |    |     |
| <b>Indikator Empati</b>             |   |           |   |   |    |     |
| 11.                                 | Saya mampu memahami orang lain  |           |   |   |    |     |
| 12.                                 | Saya berusaha memenuhi kebutuhan orang lain dengan berorientasi kepada pelayanan                  |           |   |   |    |     |
| 13.                                 | Saya berusaha menumbuhkan kemampuan orang lain untuk memenuhi perkembangan orang lain             |           |   |   |    |     |
| <b>Indikator Ketrampilan Sosial</b> |   |           |   |   |    |     |
| 14.                                 | Saya dapat memecahkan masalah   |           |   |   |    |     |

|     |  |  |  |  |  |  |
|-----|--|--|--|--|--|--|
|     | ketika banyak perbedaan pendapat yang mengakibatkan konflik  |  |  |  |  |  |
| 15. | Saya mampu menginspirasi suatu kelompok  |  |  |  |  |  |
| 16. | Saya berpedoman pada etika ketika berhubungan dengan orang lain  |  |  |  |  |  |
| 17. | Saya mampu memberi suasana yang hidup dalam berdiskusi   |  |  |  |  |  |
| 18. | Saya mampu melakukan kooperasi yang baik sehingga dapat bekerja sama dengan orang lain demi tujuan bersama |  |  |  |  |  |
| 19. | Saya selalu mudah untuk beradaptasi dengan orang lain  |  |  |  |  |  |

### 3 . Variabel *Spiritual Quotients* (SQ) (X3)

| NO | PERNYATAAN  | TANGGAPAN |   |   |    |     |
|----|---|-----------|---|---|----|-----|
|    |   | SS        | S | N | TS | STS |
|    | <b>Indikator Bersikap Fleksibel</b>   |           |   |   |    |     |
| 1. | Saya mudah menerima pendapat orang lain secara terbuka  |           |   |   |    |     |
| 2. | Saya dapat segera mengalihkan perasaan saya dari satu situasi ke situasi lain yang berbeda    |           |   |   |    |     |
|    | <b>Indikator Kesadaran Diri</b>   |           |   |   |    |     |
| 3. | Saya menyadari posisi saya diantara teman-teman saya  |           |   |   |    |     |
| 4. | Saya tahu tujuan hidup saya   |           |   |   |    |     |
|    | <b>Indikator Menghadapi dan Memanfaatkan Penderitaan</b>                                      |           |   |   |    |     |
| 5. | Cobaan yang datang dari Tuhan saya anggap sebagai ujian keimanan                              |           |   |   |    |     |
| 6. | Biasanya saya bersikap sabar dan menerima kesusahan   |           |   |   |    |     |
| 7. | Saya selalu selalu berpikir positif dalam menghadapi berbagai persoalan hidup yang saya alami |           |   |   |    |     |
|    | <b>Indikator Menghadapi dan Melampaui Perasaan Sakit</b>                                      |           |   |   |    |     |
| 8. | Saya bisa terima ketika mengetahui hasil kerja tidak sesuai dengan harapan                    |           |   |   |    |     |



|  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|
|  | saya   |  |  |  |  |  |
| 9.   | Saya sangat mudah memaafkan seseorang yang telah menyakiti   |  |  |  |  |  |
| <b>Indikator Keengganan untuk Menyebabkan Kerugian</b> |  |  |  |  |  |  |
| 10.  | Biasanya saya segera menyelesaikan pekerjaan yang sudah saya rencanakan dengan tidak mengulur-ulur waktu |  |  |  |  |  |
| 11.  | Saya selalu berusaha tidak melakukan tindakan yang menyebabkan kerugian kepada makhluk hidup             |  |  |  |  |  |
| <b>Indikator Kualitas Hidup</b>                        |  |  |  |  |  |  |
| 12.  | Ketika dalam suatu perdebatan, saya lebih baik mengalah meskipun pendapat saya lebih baik                |  |  |  |  |  |
| 13.  | Saya selalu berpijak pada kebenaran  |  |  |  |  |  |
| <b>Indikator Berpandangan Holistik</b>                 |  |  |  |  |  |  |
| 14.  | Saya berlaku sesuai dengan norma social  |  |  |  |  |  |

## 4. Variabel kinerja Karyawan (Y)

| NO                            | PERNYATAAN  | TANGGAPAN |   |   |    |     |
|-------------------------------|---|-----------|---|---|----|-----|
|                               |   | SS        | S | N | TS | STS |
| <b>Indikator Kualitas</b>     |   |           |   |   |    |     |
| 1.                            | Saya paham pekerjaan yang saya lakukan                                |           |   |   |    |     |
| 2.                            | Saya selalu mengerjakan pekerjaan dengan teliti                       |           |   |   |    |     |
| 3.                            | Saya sangat disiplin dalam bekerja                                    |           |   |   |    |     |
| <b>Indikator kuantitas</b>    |   |           |   |   |    |     |
| 4.                            | Saya selalu mampu mengerjakan pekerjaan sesuai target yang ditentukan |           |   |   |    |     |
| 5.                            | Saya selalu menetapkan target dalam bekerja                           |           |   |   |    |     |
| 6.                            | Saya berusaha memenuhi target pekerjaan yang telah saya rencanakan    |           |   |   |    |     |
| <b>Indikator jangka waktu</b> |   |           |   |   |    |     |
| 7.                            | Saya selalu tepat waktu dalam menyelesaikan pekerjaan                 |           |   |   |    |     |
| 8.                            | Saya tidak pernah menunda-nunda                                       |           |   |   |    |     |

|   |   |  |  |  |  |  |
|---|---|--|--|--|--|--|
|   | pekerjaan   |  |  |  |  |  |
| 9.  | Saya selalu menyelesaikan pekerjaan dengan cepat  |  |  |  |  |  |
| <b>Indikator Kehadiran ditempat kerja</b> |   |  |  |  |  |  |
| 10.                                       | Saya selalu masuk dan pulang kerja tepat waktu  |  |  |  |  |  |
| 11.                                       | Saya tidak pernah meninggalkan tempat kerja tanpa ijin                                  |  |  |  |  |  |
| <b>Indikator kerjasama (Kooperatif)</b>   |   |  |  |  |  |  |
| 12.                                       | Saya mampu bekerja sama dengan rekan kerja saya   |  |  |  |  |  |
| 13.                                       | Saya selalu terbuka dengan pendapat oranglain   |  |  |  |  |  |
| 14.                                       | Saya selalu berusaha menjadi orang yang dapat diandalkan oleh orang lain (Kelompok/Tim) |  |  |  |  |  |



### Hasil Tabulasi dari responden

IQ

| No Res | Jawaban pertanyaan |   |   |   |   |   |   |   |   |    |    |    |
|--------|--------------------|---|---|---|---|---|---|---|---|----|----|----|
|        | 1                  | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1      | 4                  | 4 | 1 | 4 | 4 | 2 | 4 | 4 | 1 | 4  | 4  | 2  |
| 2      | 1                  | 1 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3  | 3  | 3  |
| 3      | 4                  | 4 | 3 | 5 | 5 | 4 | 2 | 5 | 5 | 5  | 4  | 3  |
| 4      | 3                  | 2 | 2 | 5 | 3 | 2 | 4 | 3 | 5 | 4  | 4  | 4  |
| 5      | 4                  | 3 | 3 | 5 | 3 | 2 | 4 | 3 | 4 | 4  | 3  | 3  |
| 6      | 4                  | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 4  | 4  | 3  |
| 7      | 2                  | 1 | 1 | 5 | 3 | 1 | 4 | 1 | 5 | 5  | 4  | 4  |
| 8      | 2                  | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3  | 4  | 3  |
| 9      | 2                  | 1 | 1 | 5 | 3 | 1 | 4 | 1 | 5 | 4  | 4  | 3  |
| 10     | 3                  | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 3  | 4  |
| 11     | 4                  | 3 | 2 | 5 | 2 | 3 | 2 | 4 | 5 | 5  | 3  | 4  |
| 12     | 4                  | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 4  | 3  | 4  |
| 13     | 4                  | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4  | 4  | 4  |
| 14     | 5                  | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 3  | 4  | 3  |
| 15     | 5                  | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 3  | 4  | 3  |
| 16     | 4                  | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4  | 4  | 4  |
| 17     | 4                  | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4  | 4  | 3  |
| 18     | 4                  | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4  | 4  | 4  |
| 19     | 4                  | 3 | 3 | 3 | 3 | 3 | 2 | 5 | 3 | 3  | 4  | 2  |
| 20     | 4                  | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 4  | 4  | 3  |
| 21     | 4                  | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3  | 3  | 2  |
| 22     | 4                  | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 4  | 4  | 2  |
| 23     | 4                  | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4  | 3  | 3  |
| 24     | 5                  | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3  | 3  | 4  |
| 25     | 4                  | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4  | 4  | 4  |
| 26     | 5                  | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4  | 4  | 4  |
| 27     | 4                  | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4  | 4  | 4  |
| 28     | 4                  | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4  | 4  | 4  |
| 29     | 5                  | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4  | 4  | 3  |
| 30     | 4                  | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 3  | 4  | 3  |
| 31     | 4                  | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3  | 3  | 3  |
| 32     | 4                  | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3  | 3  | 3  |
| 33     | 5                  | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4  | 3  | 3  |
| 34     | 4                  | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 3  | 4  | 3  |
| 35     | 4                  | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4  | 4  | 3  |
| 36     | 5                  | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4  | 4  | 3  |
| 37     | 4                  | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4  | 4  | 3  |

|    |   |   |   |   |   |   |   |   |   |   |   |   |
|----|---|---|---|---|---|---|---|---|---|---|---|---|
| 38 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 |
| 39 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 5 | 3 | 3 | 2 | 3 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3 |
| 41 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 |
| 42 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 43 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 45 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 |
| 46 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| 47 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 3 |
| 48 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 |
| 49 | 3 | 3 | 2 | 3 | 2 | 3 | 1 | 3 | 3 | 4 | 2 | 3 |
| 50 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 5 | 4 | 4 | 3 |
| 51 | 3 | 3 | 2 | 3 | 2 | 3 | 1 | 2 | 3 | 2 | 3 | 4 |
| 52 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 4 |
| 53 | 5 | 5 | 1 | 4 | 3 | 4 | 4 | 2 | 3 | 2 | 3 | 3 |
| 54 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 3 |
| 55 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 1 | 4 | 3 | 4 | 3 |
| 56 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 |
| 57 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |
| 58 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 |
| 59 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 |
| 60 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 61 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 |
| 62 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 63 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 |
| 64 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 65 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 |
| 66 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 4 |
| 67 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 68 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 69 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 |
| 70 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 72 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 73 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |



EQ

| No Res | Jawaban pertanyaan |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|--------|--------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|        | 1                  | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 1      | 4                  | 4 | 1 | 4 | 4 | 2 | 4 | 4 | 1 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 |
| 2      | 1                  | 1 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| 3      | 4                  | 4 | 3 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 2 | 5 | 5 | 4 | 4 |
| 4      | 3                  | 2 | 2 | 5 | 3 | 2 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 2 | 4 | 3 | 3 | 4 | 4 |
| 5      | 4                  | 3 | 3 | 5 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 2 | 4 | 3 | 3 | 3 | 3 |
| 6      | 4                  | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 |
| 7      | 2                  | 1 | 1 | 5 | 3 | 1 | 4 | 1 | 5 | 5 | 4 | 4 | 5 | 3 | 1 | 4 | 1 | 1 | 4 | 4 |
| 8      | 2                  | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| 9      | 2                  | 1 | 1 | 5 | 3 | 1 | 4 | 1 | 5 | 4 | 4 | 3 | 5 | 3 | 1 | 4 | 1 | 1 | 3 | 3 |
| 10     | 3                  | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11     | 4                  | 3 | 2 | 5 | 2 | 3 | 2 | 4 | 5 | 5 | 3 | 4 | 5 | 2 | 3 | 2 | 4 | 4 | 4 | 4 |
| 12     | 4                  | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 3 |
| 13     | 4                  | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 3 | 3 |
| 14     | 5                  | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 3 |
| 15     | 5                  | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 3 |
| 16     | 4                  | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 17     | 4                  | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 3 |
| 18     | 4                  | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 4 |
| 19     | 4                  | 3 | 3 | 3 | 3 | 3 | 2 | 5 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 |
| 20     | 4                  | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 |
| 21     | 4                  | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 22     | 4                  | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 23     | 4                  | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 |
| 24     | 5                  | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 25     | 4                  | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 26     | 5                  | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 27     | 4                  | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 |
| 28     | 4                  | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 29     | 5                  | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 30     | 4                  | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
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| No Res | Jawaban pertanyaan |   |   |   |   |   |   |   |   |    |    |    |    |    |
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| 4      | 3                  | 2 | 2 | 5 | 3 | 2 | 4 | 3 | 5 | 4  | 4  | 4  | 4  | 4  |
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**UNIVERSITAS MUHAMMADIYAH PONOROGO**  
**FAKULTAS EKONOMI**

Jl. Budi Utomo No. 10 Ponorogo 63471 Jawa Timur Indonesia  
Telp (0352) 481124, Fax. (0352) 461796, e-mail : akademik@umpo.ac.id Website : www.umpo.ac.id  
Akreditasi Institusi oleh BAN-PT = B  
(SK Nomor 169/SK/Akred/PT/IV/2015)

**BERITA ACARA BIMBINGAN SKRIPSI**

1. Nama Mahasiswa : **COKRO SURYO WICAKSONO**
2. NIM : 16414277
3. Jurusan : Manajemen
4. Bidang : MSDM
5. Alamat : Ds. Jambangan Timur, RT. 01 RW. 01, Kec.  
Kawedanan, Kab. Magetan
6. Judul Skripsi : Pengaruh Intelligence Quotient (IQ), Emotional  
Quotient (EQ), Spiritual Quotient (SQ) Terhadap  
Kinerja Karyawan di Pondok Modern Darussalam  
Gontor Ponorogo
7. Masa Pembimbingan : September 2018 s/d Agustus 2019
8. Tanggal Mengajukan Skripsi :
9. Konsultasi :

| Tanggal Disetujui | BAB                   | Paraf Pembimbing |
|-------------------|-----------------------|------------------|
| 1/4 '15           | Revisi proposal.      | [Signature]      |
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| 14/4 - 2019       | Revisi proposal       | [Signature]      |
| 1/5 - 2019        | Acc proposal          | [Signature]      |
| 20/5 2019         | Revisi BAB I, II, III | [Signature]      |
| 22/5 2019         | Acc BAB I, II, III    | [Signature]      |
| 24/5 - 2019       | Revisi Bab I - II     | [Signature]      |
| 20/6 - 2019       | Acc Bab I - III       | [Signature]      |
| 4/7 - 2019        | Revisi BAB IV - V     | [Signature]      |
| 9/7 - 2019        | Acc BAB IV - V        | [Signature]      |
| 12/7 - 2019       | Revisi Bab IV - V     | [Signature]      |

10. Tanggal Selesai Penulisan Skripsi : \_\_\_\_\_
11. Keterangan Bimbingan Telah selesai : \_\_\_\_\_
12. Telah Di Evaluasi/Di Uji Dengan Nilai : \_\_\_\_\_ (angka)  
\_\_\_\_\_ (huruf)

Pembimbing,

**Dra. UMI FARIDA, MM**  
NIK. 19610110 199112 13

Ponorogo, 4 Maret 2019

**TITI RAPINI, SE, MM**  
NIK. 19630505 199003 2 003

