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**LAMPIRAN**

Lampiran 1

Lembar Kuesioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Knowledge* ,*Skill ,*Dan *Ability* Terhadap Kinerja Karyawan UD. Edi *Muffler* Desa Tarub-Tegal

Kepada Yth

Sdr/i. Responden

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr/i untuk mengisi kuesioner yang telah saya sediakan.

Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Sdr/i selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, saya ucapkan banyak terima kasih.

|  |  |  |
| --- | --- | --- |
|  |  | Tegal, Maret 2022 |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  | Firman Nasuha |

**KARAKTERISTIK RESPONDEN**

1. **PETUNTUK PENGISIAN**
2. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk mengisi seluruh pernyataan yang ada.
3. Beri tanda (√) pada kolom yang tersedia.
4. **DATA RESPONDEN**
5. Jenis Kelamin : Laki-laki
6. Pendidikan Terakhir : SD

SMP

SMA/SMK

1. Umur : < 20 tahun

> 20 tahun

1. Masa Kerja : < 1 tahun

1-5 tahun

6-10 tahun

> 11 tahun

1. **KETERANGAN JAWABAN**

Sangat Setuju (SS)

Setuju (S)

Netral (N)

Tidak Setuju (TS)

Sangat Tidak Setuju (STS)

1. **KINERJA KARYAWAN**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Karyawan mampu melaksanakan pekerjaan dengan cepat. |  |  |  |  |  |
| 2 | Karyawan merasa puas bekerja karena pekerjaan yang dilakukan sesuai dengan minat. |  |  |  |  |  |
| 3 | Karyawan Melaksanakan pekerjaan sesuai dengan kemampuan yang dimiliki. |  |  |  |  |  |
| 4 | Karyawan Mampu melaksanakan tugas dengan rapi. |  |  |  |  |  |
| 5 | Dalam bekerja karyawan memiliki tingkat keberhasilan yang baik. |  |  |  |  |  |
| 6 | Karyawan Terus berusaha untuk meningkatkan hasil kerja sebaik mungkin. |  |  |  |  |  |
| 7 | Karyawan Bertanggung jawab penuh atas keputusan yang diambil. |  |  |  |  |  |
| 8 | Karyawan Bertanggung jawab penuh dengan sarana dan prasarana yang dimiliki perusahaan. |  |  |  |  |  |
| 9 | Karyawan Mampu bekerja sama dengan rekan kerja untuk tercapainya tujuan perusahaan. |  |  |  |  |  |
| 10 | Karyawan Berhubungan baik dengan atasan untuk bekerja sama dalam mencapai tujuan perusahaan. |  |  |  |  |  |
| 11 | Karyawan Mampu untuk bekerja sama dengan kompak bersama karyawan lain. |  |  |  |  |  |
| 12 | Karyawan Mampu bekerja secara mandiri dalam menyelesaikan pekerjaan yang diberikan. |  |  |  |  |  |

1. ***KNOWLEDGE***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Kesesuaian latar belakang Pendidikan karyawan berpengaruh terhadap *Knowledge* (Pengetahuan) yang diberikan. |  |  |  |  |  |
| 2 | Pengetahuan pegawai mempengaruhi tingkat *Knowledge* (Pengetahuan) yang diterima. |  |  |  |  |  |
| 3 | Pemahaman pegawai mempengaruhi tingkat *Knowledge* (Pengetahuan) pekerjaan yang akan dilakukan. |  |  |  |  |  |
| 4 | Karyawan bekerja dengan pengalaman kerja yang baik sehingga dapat melaksanakan pekerjaan dengan baik juga. |  |  |  |  |  |
| 5 | Karyawan memiliki prestasi kerja yang baik sehingga dapat melaksanakan pekerjaan dengan baik . |  |  |  |  |  |
| 6 | Merasa tenang karena lokasi kerja yang nyaman membuat ketenangan bagi karyawan . |  |  |  |  |  |
| 7 | Kehadiran mempengaruhi tingkat *Knowledge* (pengetahuan) karyawan mengenai pekerjaan yang akan dilakukan |  |  |  |  |  |
| 8 | Kepatuhan pegawai berpengaruh terhadap *Knowledge* (Pengetahuan) yang di berikan . |  |  |  |  |  |
| 9 | Karyawan mampu menjaga sikap saling menghormati antar rekan kerja |  |  |  |  |  |

1. ***SKILL***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Kecakapan karyawan dalam menguasai pekerjaan sangat berpengaruh dalam melaksanakan pekerjaan. |  |  |  |  |  |
| 2 | Kemampuan karyawan dalam menyelesaikan pekerjaan dengan baik merupakan kewajiban pegawai. |  |  |  |  |  |
| 3 | Karyawan mampu menyelesaikan pekerjaan dengan teliti. |  |  |  |  |  |
| 4 | Karyawan mampu mengendalikan diri dalam bekerja untuk mencapai hasil yang optimal. |  |  |  |  |  |
| 5 | Karyawan harus memiliki kepercayaan diri dalam menyelesaikan pekerjaan untuk mencapai hasil yang baik. |  |  |  |  |  |
| 6 | Karyawan mampu berkomitmen dalam pekerjaan |  |  |  |  |  |
| 7 | Karyawan mampu melatih diri untuk menjadi lebih baik dalam pekerjaan |  |  |  |  |  |

1. ***ABILITY***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Karyawan mampu memecahkan masalah dalam pekerjaan. |  |  |  |  |  |
| 2 | Karyawan mampu menciptakan ide atau gagasan baru. |  |  |  |  |  |
| 3 | Karyawan mampu melaksanakan tugas dengan baik dalam pekerjaan. |  |  |  |  |  |
| 4 | Karyawan harus memiliki tingkat kemampuan yang baik dalam bekerja untuk mencapai hasil kerja yang maksimal. |  |  |  |  |  |
| 5 | Karyawan mampu menguasai pekerjaan dengan baik. |  |  |  |  |  |
| 6 | Karyawan mampu mentaati peraturan dalam bekerja. |  |  |  |  |  |
| 7 | Karyawan mampu berkomitmen dalam mengerjakan tugas. |  |  |  |  |  |
| 8 | Karyawan berani menanggung risiko dalam bekerja. |  |  |  |  |  |

**Lampiran**

Jawaban responden variabel Y

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| no | item 1 | item 2 | item 3 | item 4 | item 5 | item 6 | item 7 | item 8 | item 9 | item 10 | total |
| 1 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 40 |
| 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 31 |
| 3 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 2 | 5 | 3 | 30 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 6 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 7 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 35 |
| 8 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 9 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 42 |
| 10 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 40 |
| 11 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 40 |
| 12 | 5 | 5 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 3 | 37 |
| 13 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 45 |
| 14 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 40 |
| 15 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 16 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 17 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 29 |
| 18 | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 43 |
| 19 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 3 | 5 | 40 |
| 20 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 39 |
| 21 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 22 | 4 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 32 |
| 23 | 5 | 3 | 5 | 5 | 2 | 5 | 4 | 5 | 3 | 4 | 41 |
| 24 | 2 | 2 | 5 | 2 | 2 | 4 | 3 | 3 | 4 | 5 | 32 |
| 25 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 31 |
| 26 | 4 | 5 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 32 |
| 27 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 29 |
| 28 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 3 | 2 | 3 | 33 |
| 29 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 36 |
| 30 | 5 | 3 | 5 | 5 | 2 | 5 | 4 | 5 | 3 | 4 | 41 |
| 31 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |

Jawaban responden variabel X1

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| no | item 1 | item 2 | item 3 | item 4 | item 5 | item 6 | item 7 | total |
| 1 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 29 |
| 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 21 |
| 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 27 |
| 4 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 23 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 32 |
| 6 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 32 |
| 7 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 26 |
| 8 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 32 |
| 9 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 29 |
| 10 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 28 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 12 | 5 | 3 | 4 | 3 | 4 | 2 | 3 | 24 |
| 13 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 31 |
| 14 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 29 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 33 |
| 16 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 30 |
| 17 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 23 |
| 18 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 28 |
| 19 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 31 |
| 20 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 26 |
| 21 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 31 |
| 22 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 21 |
| 23 | 3 | 5 | 5 | 2 | 5 | 4 | 4 | 28 |
| 24 | 2 | 5 | 2 | 2 | 4 | 3 | 5 | 23 |
| 25 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 23 |
| 26 | 5 | 3 | 3 | 2 | 3 | 3 | 3 | 22 |
| 27 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 23 |
| 28 | 4 | 4 | 2 | 3 | 4 | 2 | 3 | 22 |
| 29 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 27 |
| 30 | 4 | 4 | 2 | 3 | 4 | 2 | 3 | 22 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 33 |

Jawaban responden variabel X2

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| no | item 1 | item 2 | item 3 | item 4 | item 5 | item 6 | item 7 | item 8 | total |
| 1 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 34 |
| 2 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 33 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 29 |
| 5 | 2 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 25 |
| 6 | 4 | 3 | 2 | 1 | 2 | 3 | 1 | 2 | 18 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 |
| 8 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 26 |
| 9 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 31 |
| 10 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 11 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 31 |
| 12 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 34 |
| 13 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 31 |
| 14 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 23 |
| 15 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 22 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 28 |
| 17 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 29 |
| 18 | 3 | 3 | 2 | 3 | 4 | 5 | 4 | 2 | 26 |
| 19 | 4 | 4 | 3 | 2 | 2 | 2 | 1 | 3 | 21 |
| 20 | 2 | 4 | 2 | 3 | 2 | 3 | 3 | 2 | 21 |
| 21 | 2 | 2 | 3 | 2 | 3 | 3 | 1 | 3 | 19 |
| 22 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 2 | 21 |
| 23 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 16 |
| 24 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 2 | 22 |
| 25 | 2 | 3 | 1 | 2 | 3 | 2 | 3 | 1 | 17 |
| 26 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 22 |
| 27 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 22 |
| 28 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 23 |
| 29 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 24 |
| 30 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 22 |
| 31 | 4 | 4 | 3 | 5 | 3 | 2 | 2 | 3 | 26 |

Jawaban responden variabel X3

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| no | item 1 | item 2 | item 3 | item 4 | item 5 | item 6 | item 7 | item 8 | total |
| 1 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 21 |
| 2 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 32 |
| 3 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 32 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 6 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 33 |
| 7 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 28 |
| 8 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 27 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 10 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 24 |
| 11 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 24 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 27 |
| 13 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 14 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 37 |
| 15 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 34 |
| 16 | 3 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 34 |
| 17 | 2 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 25 |
| 18 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 22 |
| 19 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 31 |
| 20 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 31 |
| 21 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 19 |
| 22 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 24 |
| 23 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 30 |
| 24 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 25 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 26 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 27 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 36 |
| 28 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 31 |
| 29 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 38 |
| 30 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 24 |
| 31 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 32 |

MSI X1

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** |
| 4,877 | 3,120 | 5,012 | 3,581 | 2,342 | 2,226 | 4,882 | 4,957 | 5,186 |
| 2,136 | 3,120 | 5,012 | 3,581 | 4,163 | 2,226 | 3,614 | 3,904 | 5,186 |
| 3,323 | 3,120 | 3,794 | 3,581 | 3,371 | 3,284 | 3,614 | 3,904 | 3,994 |
| 2,136 | 3,120 | 3,794 | 3,581 | 2,342 | 2,226 | 3,614 | 3,904 | 3,994 |
| 1,000 | 3,120 | 3,794 | 3,581 | 1,000 | 1,000 | 2,509 | 3,904 | 3,994 |
| 2,136 | 2,137 | 2,680 | 2,693 | 1,000 | 1,000 | 2,509 | 2,751 | 2,642 |
| 3,323 | 3,120 | 3,794 | 3,581 | 2,342 | 2,226 | 1,698 | 1,544 | 3,994 |
| 3,323 | 3,120 | 3,794 | 3,581 | 1,000 | 3,284 | 2,509 | 2,751 | 3,994 |
| 2,136 | 2,137 | 1,752 | 2,693 | 3,371 | 4,350 | 3,614 | 2,751 | 2,642 |
| 3,323 | 3,120 | 2,680 | 1,928 | 1,000 | 1,000 | 1,000 | 2,751 | 2,642 |
| 1,000 | 3,120 | 1,752 | 2,693 | 1,000 | 2,226 | 2,509 | 1,000 | 2,642 |
| 1,000 | 1,000 | 2,680 | 1,928 | 2,342 | 2,226 | 1,000 | 2,751 | 2,642 |
| 3,323 | 2,137 | 1,752 | 1,000 | 1,000 | 2,226 | 1,000 | 2,751 | 2,642 |
| 2,136 | 2,137 | 2,680 | 2,693 | 2,342 | 2,226 | 1,698 | 2,751 | 2,642 |
| 2,136 | 3,120 | 2,680 | 2,693 | 1,000 | 3,284 | 3,614 | 4,957 | 3,994 |
| 3,323 | 4,194 | 3,794 | 2,693 | 2,342 | 3,284 | 3,614 | 3,904 | 2,642 |
| 3,323 | 4,194 | 3,794 | 3,581 | 2,342 | 2,226 | 3,614 | 4,957 | 2,642 |
| 3,323 | 4,194 | 2,680 | 3,581 | 3,371 | 3,284 | 3,614 | 3,904 | 3,994 |
| 3,323 | 2,137 | 3,794 | 4,739 | 4,163 | 4,350 | 3,614 | 4,957 | 3,994 |
| 3,323 | 3,120 | 3,794 | 4,739 | 2,342 | 3,284 | 2,509 | 2,751 | 2,642 |
| 1,000 | 2,137 | 2,680 | 2,693 | 3,371 | 2,226 | 1,698 | 2,751 | 2,642 |
| 1,000 | 1,000 | 1,000 | 1,928 | 2,342 | 2,226 | 2,509 | 2,751 | 2,642 |
| 2,136 | 1,000 | 2,680 | 1,928 | 2,342 | 2,226 | 3,614 | 2,751 | 1,000 |
| 2,136 | 2,137 | 2,680 | 2,693 | 2,342 | 2,226 | 2,509 | 2,751 | 2,642 |
| 3,323 | 2,137 | 3,794 | 3,581 | 1,000 | 1,000 | 2,509 | 2,751 | 2,642 |
| 3,323 | 4,194 | 3,794 | 3,581 | 2,342 | 2,226 | 3,614 | 3,904 | 3,994 |
| 3,323 | 4,194 | 3,794 | 3,581 | 3,371 | 3,284 | 4,882 | 4,957 | 3,994 |
| 3,323 | 3,120 | 2,680 | 4,739 | 4,163 | 3,284 | 3,614 | 3,904 | 3,994 |
| 2,136 | 3,120 | 2,680 | 4,739 | 2,342 | 1,000 | 3,614 | 4,957 | 2,642 |
| 2,136 | 2,137 | 2,680 | 3,581 | 2,342 | 1,000 | 2,509 | 3,904 | 2,642 |
| 2,136 | 4,194 | 3,794 | 3,581 | 2,342 | 3,284 | 2,509 | 3,904 | 2,642 |

MSI X2

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 3,318 | 4,031 | 4,122 | 3,947 | 3,568 | 5,285 | 3,460 |
| 2,135 | 5,285 | 3,119 | 3,947 | 3,568 | 5,285 | 4,467 |
| 3,318 | 4,031 | 3,119 | 3,947 | 3,568 | 4,066 | 4,467 |
| 3,318 | 4,031 | 3,119 | 3,947 | 3,568 | 2,989 | 4,467 |
| 3,318 | 4,031 | 2,160 | 2,721 | 3,568 | 1,996 | 2,411 |
| 1,000 | 1,853 | 2,160 | 2,721 | 2,287 | 4,066 | 3,460 |
| 2,135 | 2,883 | 3,119 | 3,947 | 3,568 | 2,989 | 2,411 |
| 2,135 | 4,031 | 3,119 | 2,721 | 3,568 | 4,066 | 3,460 |
| 2,135 | 4,031 | 2,160 | 2,721 | 2,287 | 1,996 | 4,467 |
| 1,000 | 2,883 | 2,160 | 2,721 | 2,287 | 1,996 | 3,460 |
| 2,135 | 1,853 | 2,160 | 1,871 | 2,287 | 1,996 | 2,411 |
| 1,000 | 1,853 | 2,160 | 2,721 | 1,000 | 1,000 | 2,411 |
| 1,000 | 2,883 | 1,000 | 1,000 | 2,287 | 1,996 | 2,411 |
| 2,135 | 2,883 | 2,160 | 3,947 | 1,000 | 2,989 | 2,411 |
| 3,318 | 4,031 | 3,119 | 3,947 | 3,568 | 2,989 | 2,411 |
| 3,318 | 2,883 | 2,160 | 2,721 | 3,568 | 4,066 | 4,467 |
| 3,318 | 2,883 | 3,119 | 2,721 | 2,287 | 2,989 | 4,467 |
| 2,135 | 4,031 | 4,122 | 3,947 | 3,568 | 4,066 | 4,467 |
| 3,318 | 5,285 | 4,122 | 3,947 | 5,012 | 4,066 | 4,467 |
| 3,318 | 4,031 | 2,160 | 3,947 | 2,287 | 2,989 | 2,411 |
| 2,135 | 2,883 | 2,160 | 2,721 | 2,287 | 2,989 | 2,411 |
| 1,000 | 2,883 | 1,000 | 2,721 | 2,287 | 2,989 | 1,000 |
| 1,000 | 2,883 | 1,000 | 1,871 | 1,000 | 2,989 | 1,000 |
| 2,135 | 1,853 | 2,160 | 3,947 | 2,287 | 2,989 | 2,411 |
| 2,135 | 4,031 | 2,160 | 3,947 | 2,287 | 2,989 | 2,411 |
| 3,318 | 4,031 | 3,119 | 3,947 | 3,568 | 4,066 | 3,460 |
| 3,318 | 4,031 | 4,122 | 3,947 | 3,568 | 5,285 | 3,460 |
| 2,135 | 4,031 | 3,119 | 3,947 | 5,012 | 4,066 | 3,460 |
| 2,135 | 2,883 | 3,119 | 2,721 | 3,568 | 4,066 | 3,460 |
| 1,000 | 2,883 | 1,000 | 2,721 | 3,568 | 4,066 | 3,460 |
| 3,318 | 4,031 | 2,160 | 3,947 | 3,568 | 4,066 | 3,460 |

MSI X3

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 4,877 | 2,929 | 4,067 | 3,124 | 4,274 | 5,047 | 4,233 | 4,805 |
| 3,930 | 2,929 | 4,067 | 3,124 | 4,274 | 3,784 | 4,233 | 4,805 |
| 2,984 | 2,929 | 4,067 | 3,124 | 4,274 | 3,784 | 4,233 | 3,645 |
| 2,984 | 2,137 | 4,067 | 2,179 | 3,354 | 3,784 | 4,233 | 4,805 |
| 2,984 | 2,137 | 2,109 | 4,103 | 2,326 | 3,784 | 3,073 | 3,645 |
| 2,984 | 1,000 | 2,109 | 3,124 | 2,326 | 2,516 | 2,074 | 2,478 |
| 3,930 | 2,137 | 2,973 | 3,124 | 3,354 | 3,784 | 3,073 | 2,478 |
| 4,877 | 2,929 | 2,109 | 2,179 | 2,326 | 3,784 | 4,233 | 3,645 |
| 3,930 | 2,929 | 2,973 | 2,179 | 3,354 | 2,516 | 2,074 | 2,478 |
| 1,928 | 2,137 | 2,973 | 1,000 | 2,326 | 2,516 | 2,074 | 3,645 |
| 2,984 | 1,000 | 2,109 | 1,000 | 2,326 | 2,516 | 1,000 | 2,478 |
| 1,928 | 1,000 | 2,109 | 1,000 | 1,000 | 2,516 | 2,074 | 2,478 |
| 2,984 | 1,000 | 1,000 | 1,000 | 3,354 | 2,516 | 3,073 | 2,478 |
| 2,984 | 2,137 | 2,109 | 2,179 | 2,326 | 2,516 | 2,074 | 2,478 |
| 3,930 | 1,000 | 4,067 | 2,179 | 2,326 | 3,784 | 3,073 | 3,645 |
| 4,877 | 3,806 | 4,067 | 2,179 | 2,326 | 3,784 | 3,073 | 3,645 |
| 2,984 | 3,806 | 4,067 | 4,103 | 4,274 | 3,784 | 3,073 | 2,478 |
| 3,930 | 3,806 | 4,067 | 4,103 | 3,354 | 3,784 | 4,233 | 3,645 |
| 4,877 | 1,000 | 4,067 | 4,103 | 4,274 | 5,047 | 4,233 | 4,805 |
| 2,984 | 2,137 | 2,973 | 2,179 | 3,354 | 3,784 | 4,233 | 4,805 |
| 3,930 | 2,137 | 2,109 | 2,179 | 1,000 | 2,516 | 2,074 | 2,478 |
| 1,928 | 2,137 | 2,109 | 2,179 | 2,326 | 1,000 | 1,000 | 1,000 |
| 2,984 | 1,000 | 2,109 | 2,179 | 1,000 | 2,516 | 3,073 | 2,478 |
| 2,984 | 1,000 | 2,973 | 2,179 | 2,326 | 2,516 | 3,073 | 3,645 |
| 3,930 | 1,000 | 2,973 | 1,000 | 1,000 | 2,516 | 3,073 | 3,645 |
| 3,930 | 2,929 | 2,973 | 3,124 | 3,354 | 3,784 | 3,073 | 3,645 |
| 4,877 | 2,929 | 4,067 | 3,124 | 4,274 | 5,047 | 4,233 | 4,805 |
| 4,877 | 3,806 | 4,067 | 4,103 | 2,326 | 3,784 | 3,073 | 4,805 |
| 3,930 | 2,137 | 4,067 | 2,179 | 2,326 | 3,784 | 3,073 | 3,645 |
| 2,984 | 2,137 | 4,067 | 2,179 | 2,326 | 2,516 | 2,074 | 2,478 |
| 2,984 | 2,137 | 2,973 | 4,103 | 2,326 | 5,047 | 3,073 | 3,645 |
| 2,984 | 2,137 | 4,067 | 2,179 | 3,354 | 3,784 | 2,074 | 2,478 |

**Uji validitas Variabel *Knowledge***

|  |  |  |
| --- | --- | --- |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,536\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_2 | Pearson Correlation | ,585\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,722\*\* |
| Sig. (2-tailed) | ,007 |
| N | 30 |
| item\_4 | Pearson Correlation | ,569\*\* |
| Sig. (2-tailed) | ,006 |
| N | 30 |
| item\_5 | Pearson Correlation | ,608\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,674\*\* |
| Sig. (2-tailed) | ,004 |
| N | 30 |
| item\_7 | Pearson Correlation | ,644\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_8 | Pearson Correlation | ,545\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,692\* |
| Sig. (2-tailed) | ,015 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Uji validitas Variabel *Skill***

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,635\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,436\* |
| Sig. (2-tailed) | ,012 |
| N | 30 |
| item\_3 | Pearson Correlation | ,835\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,764\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,545\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,597\* |
| Sig. (2-tailed) | ,016 |
| N | 30 |
| item\_7 | Pearson Correlation | ,707\*\* |
| Sig. (2-tailed) | ,003 |
| N | 30 |
| item\_8 | Pearson Correlation | ,835\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Uji validitas *Abillity***

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,702\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,863\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,807\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,679\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,654\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,908\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_7 | Pearson Correlation | ,856\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |