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**LAMPIRAN**

**Lampiran 1. Kuesioner Penelitian**

**KUESIONER PENELITIAN**

1. **Identitas Responden**
2. Jenis Kelamin : 🞏 Laki-laki 🞏 Perempuan
3. Pendidikan Terakhir : 🞏 SD/SMP/SMK/SMA 🞏 DI/DII/DIII

🞏 S1 🞏 S2

1. Usia : 🞏 18-25 Tahun 🞏 26-35 Tahun

🞏 36-40 Tahun 🞏 >40 Tahun

1. **Petunjuk Pengisian**

Berilah tanda check list (✓) pada jawaban yang sesuai dengan pendapat anda.

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. Produktivitas Kerja (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan kuesioner** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya mempunyai kemampuan melaksa nakan tugas. |  |  |  |  |  |
| 2. | Sebelum melaksanakan tugas, saya diberikan *briefing* terlebih dahulu. |  |  |  |  |  |
| 3. | Saya mempunyai kemampuan menyele saikan tugas. |  |  |  |  |  |
| 4. | Saya menunjukan kegairahan dalam bekerja untuk meningkatkan prestasi kerja. |  |  |  |  |  |
| 5. | Saya memberikan keunggulan hasil produksi yang baik. |  |  |  |  |  |
| 6 | Saya dapat menikmati hasil produksi yang baik berupa kualitas produk. |  |  |  |  |  |
| 7. | Saya mempunyai semangat kerja untuk berupaya lebih baik dari kemarin. |  |  |  |  |  |
| 8. | Saya terus berupaya meningkatkan kepuasan pelanggan konsumen. |  |  |  |  |  |
| 9. | Saya terus bekerja dengan baik demi kelancaran hasil produksi. |  |  |  |  |  |
| 10. | Saya terus belajar untuk menumbuhkan hasil yang memuaskan. |  |  |  |  |  |
| 11. | Saya melakukan pengembangan diri untuk menghadapi tantangan ke depan. |  |  |  |  |  |
| 12. | Saya mementingkan kualitas hasil produksi dan permintaan dari pelanggan konsumen demi harapan ke depan. |  |  |  |  |  |
| 13. | Saya mampu meningkatkan kualitas kinerja. |  |  |  |  |  |
| 14. | Tingkat kesempurnaan produk sesuai dengan permintaan. |  |  |  |  |  |
| 15. | Saya mampu meningkatkan mutu pelayanan penjualan. |  |  |  |  |  |
| 16. | Saya bertanggung jawab atas layanan purna jual baik berupa pergantian barang, penyediaan suku cadang. |  |  |  |  |  |
| 17. | Saya menerapkan efisiensi demi produktivitas dalam bekerja. |  |  |  |  |  |
| 18. | Saya menerapkan efisiensi untuk laba dari hasil produksi perusahaan. |  |  |  |  |  |
| 19. | Saya memberikan nilai tambah ekonomi pada pelanggan. |  |  |  |  |  |

1. Hard Skill (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan Kuesioner** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Perusahaan memberikan pelatihan khusus dalam menghitung suatu hasil produksi. |  |  |  |  |  |
| 2. | Saya berpikir logis dalam mengambil keputusan bekerja. |  |  |  |  |  |
| 3. | Saya berpikir secara logis ketika ber tukar pendapat antar rekan kerja/atasan. |  |  |  |  |  |
| 4. | Saya melakukan pekerjaan dengan baik sesuai aturan. |  |  |  |  |  |
| 5. | Perusahaan memberikan teknik yang dibutuhkan dalam melakukan pekerjaan. |  |  |  |  |  |
| 6. | Saya memahami teknik pekerjaan yang diberikan oleh perusahaan. |  |  |  |  |  |
| 7. | Teknologi produksi yang dihadapi berja lan dengan lancar tanpa adanya hambatan. |  |  |  |  |  |
| 8. | Teknologi produksi yang digunakan ber lebihan akan mengakibatkan overload. |  |  |  |  |  |
| 9. | Perusahaan memotivasi karyawan untuk melakukan perubahan. |  |  |  |  |  |
| 10. | Saya bersikap sigap ketika melihat sesuatu yang terjadi antar rekan kerja. |  |  |  |  |  |
| 11. | Saya mempelajari hal-hal yang baru dalam bekerja. |  |  |  |  |  |
| 12. | Saya mampu memberikan pendapat jalan keluar masalah dalam pekerjaan antar rekan kerja. |  |  |  |  |  |
| 13. | Saya teliti dalam bekerja sehingga menghasilkan kualitas yang terbaik. |  |  |  |  |  |

1. Soft Skill (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan Kuesioner** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya mengekpresikan perasaan dengan baik ketika ada masalah antar rekan kerja. |  |  |  |  |  |
| 2. | Saya menyampaikan gagasan pikiran yang baik dalam pekerjaan. |  |  |  |  |  |
| 3. | Saya mempunyai kemampuan berkomu nikasi sesama rekan/atasan kerja dengan baik. |  |  |  |  |  |
| 4. | Saya menerima pesan komunikasi sesama rekan/atasan kerja dengan baik dan benar. |  |  |  |  |  |
| 5. | Saya menerima pesan komunikasi terhadap pelanggan dengan baik dan benar. |  |  |  |  |  |
| 6. | Perusahaan menerapkan motivitas terha dap karyawan untuk meningkatkan keper cayaan diri. |  |  |  |  |  |
| 7. | Saya mampu memotivasi diri dalam bekerja. |  |  |  |  |  |
| 8. | Saya mampu mengendalikan emosi dalam bekerja. |  |  |  |  |  |
| 9. | Saya mampu mengontrol diri dalam menghadapi permasalahan. |  |  |  |  |  |
| 10. | Saya mampu mengatasi pikiran yang rumit dalam bekerja. |  |  |  |  |  |
| 11. | Saya selalu menghindari prasangka buruk ketika bekerja. |  |  |  |  |  |
| 12. | Saya menciptakan suasana ling kungan kerja yang nyaman agar tidak mengalami stres kerja berlebihan. |  |  |  |  |  |

1. Pengalaman Kerja (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan Kuesioner** | **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Saya mempunyai pengalaman kerja lebih atau kurang dari masa kerja yang lama. |  |  |  |  |  |
| 2. | Masa kerja yang lama akan mempengaruhi pengalaman kerja karyawan. |  |  |  |  |  |
| 3. | Saya memahami prinsip kerja . |  |  |  |  |  |
| 4. | Saya memahami prinsip bekerja untuk meningkatkan pengetahuan. |  |  |  |  |  |
| 5. | Perusahaan selalu memberikan gambaran prosedur kerja di masing-masing tempat bekerja. |  |  |  |  |  |
| 6. | Saya memahami prosedur kerja sebelum melaksanakan tugas pekerjaan. |  |  |  |  |  |
| 7. | Saya memiliki tanggung jawab yang tinggi dalam bekerja. |  |  |  |  |  |
| 8. | Perusahaan bertanggung jawab atas ke lalaian karyawan dalam bekerja. |  |  |  |  |  |
| 9. | Perusahaan memberikan stamina untuk kemampuan fisik dalam bekerja terhadap karyawan. |  |  |  |  |  |
| 10. | Perusahaan tidak memaksakan hasil produksi melebihi target produksi terhadap kemampuan fisik karyawan. |  |  |  |  |  |
| 11. | Saya mempunyai kemampuan fisik dengan melaksanakan tugas. |  |  |  |  |  |
| 12. | Saya menguasai teknik peralatan kerja . |  |  |  |  |  |
| 13. | Saya menerapkan teknik peralatan produksi yang diberikan oleh perusahaan. |  |  |  |  |  |
| 14. | Perusahaan memberikan upaya teknik pekerjaan untuk meningkatkan pengalaman kerja. |  |  |  |  |  |

**Lampiran 2. Kompetensi Karyawan Bagian Produksi**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Peningkatan Skill Matrix** | | | | | | | | | | |
| No. | **Jan-Mar** | **Apr-Jun** | **Jul-Sep** | **Okt-Des** | **No.** | **Jan-Mar** | **Apr-Jun** | **Jul-Sep** | | **Okt-Des** |
| 1. | 3,0 | 3,2 | 3,3 | 3,3 | 38. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 2. | 3,0 | 3,2 | 3,3 | 3,3 | 39. | 2,0 | 2,1 | 2,3 | | 2,3 |
| 3. | 3,0 | 3,5 | 3,6 | 3,6 | 40. | 2,0 | 2,4 | 2,5 | | 2,5 |
| 4. | 2,0 | 2,3 | 2,4 | 2,4 | 41. | 2,0 | 2,1 | 2,3 | | 2,3 |
| 5. | 2,0 | 2,3 | 2,4 | 2,4 | 42. | 3,0 | 4 | 4 | | 4 |
| 6. | 2,0 | 2,7 | 2,8 | 2,8 | 43. | 3,0 | 2,9 | 3 | | 3 |
| 7. | 3,0 | 3,5 | 3,6 | 3,6 | 44. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 8. | 2,0 | 2,5 | 2,6 | 2,6 | 45. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 9. | 2,0 | 2,9 | 3 | 3 | 46. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 10. | 3,0 | 3,1 | 3,2 | 3,2 | 47. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 11. | 2,3 | 2,6 | 2,7 | 2,7 | 48. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 12. | 2,0 | 2,5 | 2,6 | 2,6 | 49. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 13. | 2,0 | 2,3 | 2,4 | 2,4 | 50. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 14. | 2,3 | 2,4 | 2,5 | 2,5 | 51. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 15. | 2,0 | 2,5 | 2,6 | 2,6 | 52. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 16. | 2,0 | 2,6 | 2,7 | 2,7 | 53. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 17. | 2,5 | 2,6 | 2,7 | 2,7 | 54. | 3,0 | 3,3 | 3,4 | | 3,4 |
| 18. | 2,5 | 2,5 | 2,6 | 2,6 | 55. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 19. | 3,0 | 3 | 3,1 | 3,1 | 56. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 20. | 2,5 | 2,6 | 2,7 | 2,7 | 57. | 3,0 | 3,7 | 3,8 | | 3,8 |
| 21. | 2,5 | 2,4 | 2,5 | 2,5 | 58. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 22. | 2,0 | 2,4 | 2,5 | 2,5 | 59. | 2,0 | 2,8 | 2,9 | | 2,9 |
| 23. | 2,0 | 2,1 | 2,3 | 2,3 | 60. | 3,0 | 3,7 | 3,8 | | 3,8 |
| 24. | 2,0 | 2,5 | 2,6 | 2,6 | 61. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 25. | 2,5 | 2,3 | 2,4 | 2,4 | 62. | 2,0 | 2,6 | 2,7 | | 2,7 |
| 26. | 2,5 | 2,3 | 2,4 | 2,4 | 63. | 2,0 | 2,4 | 2,5 | | 2,5 |
| 27. | 3,0 | 3,6 | 3,7 | 3,7 | 64. | 2,0 | 2,8 | 2,9 | | 2,9 |
| 28. | 3,0 | 4 | 4 | 4 | 65. | 2,0 | 3,9 | 4 | | 4 |
| 29. | 2,0 | 2,5 | 2,6 | 2,6 | 66. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 30. | 3,0 | 4 | 4 | 4 | 67. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 31. | 2,0 | 2,4 | 2,5 | 2,5 | 68. | 2,0 | 2,1 | 2,3 | | 2,3 |
| 32. | 2,0 | 2,5 | 2,6 | 2,6 | 69. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 33. | 2,0 | 2,9 | 3 | 3 | 70. | 2,0 | 2,8 | 2,9 | | 2,9 |
| 34. | 2,0 | 2,5 | 2,6 | 2,6 | 71. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 35. | 2,0 | 2,6 | 2,7 | 2,7 | 72. | 2,0 | 2,1 | 2,3 | | 2,3 |
| 36. | 3,0 | 3,5 | 3,6 | 3,6 | 73. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 37. | 2,0 | 3,4 | 3,5 | 3,5 | 74. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 75. | 2,0 | 2,4 | 2,5 | 2,5 | 116. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 76. | 2,0 | 2,9 | 3 | 3 | 117. | 2,0 | 3,6 | 3,7 | | 3,7 |
| 77. | 3,0 | 3,2 | 3,3 | 3,3 | 118. | 2,0 | 2,4 | 2,5 | | 2,5 |
| 78. | 3,0 | 3,4 | 3,5 | 3,5 | 119. | 3,0 | 3,5 | 3,6 | | 3,6 |
| 79. | 3,0 | 3,8 | 3,9 | 3,9 | 116. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 80. | 2,0 | 2,5 | 2,6 | 2,6 | 117. | 2,0 | 3,6 | 3,7 | | 3,7 |
| 81. | 2,0 | 3,2 | 3,3 | 3,3 | 118. | 2,0 | 2,4 | 2,5 | | 2,5 |
| 82. | 2,0 | 2,5 | 2,6 | 2,6 | 119. | 3,0 | 3,5 | 3,6 | | 3,6 |
| 83. | 2,0 | 2,7 | 2,8 | 2,8 | 120. | 2,0 | 2,7 | 2,8 | | 2,8 |
| 84. | 2,0 | 2,1 | 2,3 | 2,3 | 121. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 85. | 2,0 | 3,2 | 3,3 | 3,3 | 122. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 86. | 2,0 | 2,3 | 2,4 | 2,4 | 123. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 87. | 2,0 | 3,4 | 3,5 | 3,5 | 124. | 2,0 | 2,6 | 2,7 | | 2,7 |
| 88. | 3,0 | 4 | 4 | 4 | 125. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 89. | 3,0 | 3,2 | 3,3 | 3,3 | 126. | 2,0 | 2,4 | 2,5 | | 2,5 |
| 90. | 3,0 | 3,2 | 3,3 | 3,3 | 127. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 91. | 2,0 | 2,3 | 2,4 | 2,4 | 128. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 92. | 2,5 | 2,8 | 2,9 | 2,9 | 129. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 93. | 2,0 | 2,3 | 2,4 | 2,4 | 130. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 94. | 2,0 | 2,5 | 2,6 | 2,6 | 131. | 2,0 | 4 | 4 | | 4 |
| 95. | 2,0 | 3,2 | 3,3 | 3,3 | 132. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 96. | 2,0 | 2,3 | 2,4 | 2,4 | 133. | 2,0 | 2,1 | 2,3 | | 2,3 |
| 97. | 2,0 | 3 | 3,1 | 3,1 | 134. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 98. | 2,0 | 3,3 | 3,4 | 3,4 | 135. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 99. | 2,0 | 3,5 | 3,6 | 3,6 | 136. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 100. | 2,0 | 2,5 | 2,6 | 2,6 | 137. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 101. | 2,0 | 3,5 | 3,6 | 3,6 | 138. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 102. | 2,0 | 3 | 3,1 | 3,1 | 139. | 2,0 | 2,7 | 2,8 | | 2,8 |
| 103. | 2,0 | 2,8 | 2,9 | 2,9 | 140. | 2,0 | 2,9 | 3 | | 3 |
| 104. | 2,0 | 2,5 | 2,6 | 2,6 | 141. | 2,0 | 2,8 | 2,9 | | 2,9 |
| 105. | 2,0 | 3,2 | 3,3 | 3,3 | 142. | 2,0 | 2,6 | 2,7 | | 2,7 |
| 106. | 2,0 | 2,7 | 2,8 | 2,8 | 143. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 107. | 2,0 | 2,9 | 3 | 3 | 144. | 2,0 | 2,8 | 2,9 | | 2,9 |
| 108. | 2,0 | 2,8 | 2,9 | 2,9 | 145. | 3,0 | 3,3 | 3,4 | | 3,4 |
| 109. | 2,0 | 3,1 | 3,2 | 3,2 | 146. | 2,0 | 2,5 | 2,6 | | 2,6 |
| 110. | 2,0 | 3,5 | 3,6 | 3,6 | 147. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 111. | 2,0 | 3,2 | 3,3 | 3,3 | 148. | 2,0 | 2,8 | 2,9 | | 2,9 |
| 112. | 2,0 | 2,9 | 3 | 3 | 149. | 3,0 | 3,5 | 3,6 | | 3,6 |
| 113. | 2,0 | 3,6 | 3,7 | 3,7 | 150. | 3,0 | 3,4 | 3,5 | | 3,5 |
| 114. | 2,0 | 2,6 | 2,7 | 2,7 | 151. | 2,0 | 2,3 | 2,4 | | 2,4 |
| 115. | 2,0 | 2,9 | 3 | 3 | 152. | 3,0 | 3,2 | 3,3 | | 3,3 |
| 153. | 2,0 | 2,8 | 2,9 | 2,9 | 194. | 3,0 | 3,1 | 3,2 | 3,2 | |
| 154. | 3,0 | 3,7 | 3,8 | 3,8 | 195. | 3,0 | 3,6 | 3,7 | 3,7 | |
| 155. | 2,0 | 2,5 | 2,6 | 2,6 | 196. | 2,0 | 2,9 | 3 | 3 | |
| 156. | 2,0 | 2,8 | 2,9 | 2,9 | 197. | 2,0 | 2,8 | 2,9 | 2,9 | |
| 157. | 2,0 | 2,6 | 2,7 | 2,7 | 198. | 3,0 | 3,7 | 3,8 | 3,8 | |
| 158. | 2,0 | 2,8 | 2,9 | 2,9 | 199. | 3,0 | 3,3 | 3,4 | 3,4 | |
| 159. | 3,0 | 3,2 | 3,3 | 3,3 | 200. | 2,0 | 2,3 | 2,4 | 2,4 | |
| 160. | 2,0 | 2,5 | 2,6 | 2,6 | 201. | 2,0 | 2,4 | 2,5 | 2,5 | |
| 161. | 2,0 | 2,7 | 2,8 | 2,8 | 202. | 2,0 | 2,8 | 2,9 | 2,9 | |
| 162. | 2,0 | 2,4 | 2,5 | 2,5 | 203. | 2,0 | 2,3 | 2,4 | 2,4 | |
| 163. | 2,0 | 2,6 | 2,7 | 2,7 | 204. | 3,0 | 4 | 4 | 4 | |
| 164. | 3,0 | 3,2 | 3,3 | 3,3 |  | **478,1** | **585,5** | **605,9** | **605,9** | |
| 165. | 2,0 | 4 | 4 | 4 |  | **2.34** | **2.87** | **2.97** | **2.97** | |
| 166. | 3,0 | 3,4 | 3,5 | 3,5 |
| 167. | 2,0 | 2,3 | 2,4 | 2,4 |
| 168. | 3,0 | 3,2 | 3,3 | 3,3 |
| 169. | 2,0 | 2,5 | 2,6 | 2,6 |
| 170. | 3,0 | 3,2 | 3,3 | 3,3 |
| 171. | 3,0 | 3,2 | 3,3 | 3,3 |
| 172. | 2,0 | 2,5 | 2,6 | 2,6 |
| 173. | 2,0 | 2,9 | 3 | 3 |
| 174. | 3,0 | 3,7 | 3,8 | 3,8 |
| 175. | 3,0 | 3,6 | 3,7 | 3,7 |
| 176. | 3,0 | 3,1 | 3,2 | 3,2 |
| 177. | 3,0 | 3,2 | 3,3 | 3,3 |
| 178. | 3,0 | 3,4 | 3,5 | 3,5 |
| 179. | 3,0 | 3,5 | 3,6 | 3,6 |
| 180. | 3,0 | 3,5 | 3,6 | 3,6 |
| 181. | 2,0 | 2,4 | 2,5 | 2,5 |
| 182. | 2,0 | 2,1 | 2,3 | 2,3 |
| 183. | 3,0 | 3,2 | 3,3 | 3,3 |
| 184. | 2,0 | 2,4 | 2,5 | 2,5 |
| 185. | 3,0 | 4 | 4 | 4 |
| 186. | 3,0 | 3,3 | 3,4 | 3,4 |
| 187. | 2,0 | 2,5 | 2,6 | 2,6 |
| 188. | 2,0 | 2,5 | 2,6 | 2,6 |
| 189. | 3,0 | 3,9 | 4 | 4 |
| 190. | 2,0 | 2,3 | 2,4 | 2,4 |
| 191. | 3,0 | 3,2 | 3,3 | 3,3 |
| 192. | 3,0 | 3,2 | 3,3 | 3,3 |
| 193. | 3,0 | 3,5 | 3,6 | 3,6 |

**Lampiran 3. Masa Kerja Karyawan bagian Produksi**

|  |  |  |
| --- | --- | --- |
| **No.** | **Masuk Kerja** | |
| **Tahun** | **Jumlah** |
| 1. | 2001 | 1 Karyawan |
| 2. | 2002 | 4 Karyawan |
| 3. | 2003 | 3 Karyawan |
| 4. | 2004 | 2 Karyawan |
| 5. | 2005 | 1 Karyawan |
| 6. | 2006 | 5 Karyawan |
| 7. | 2007 | 5 Karyawan |
| 8. | 2008 | 11 Karyawan |
| 9. | 2010 | 6 Karyawan |
| 10. | 2011 | 5 Karyawan |
| 11. | 2012 | 12 Karyawan |
| 12. | 2013 | 22 karayawan |
| 13. | 2014 | 4 Karyawan |
| 14. | 2015 | 3 Karyawan |
| 13. | 2016 | 10 Karyawan |
| 14. | 2017 | 14 Karyawan |
| 15. | 2018 | 6 Karyawan |
| 16. | 2019 | 11 Karyawan |
| 17. | 2020 | 27 Karyawan |
| 18. | 2021 | 13 Karyawan |
| 19. | 2022 | 31 Karyawan |
| 20. | 2023 | 8 Karyawan |

**Lampiran 4. Hasil Produksi Karyawan Bagian Produksi**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Jam Kerja** | | **Target/Jam** | **Target** | **Actual** | **No.** | **Jam Kerja** | **Target/Jam** | **Target** | **Actual** |
| **1.** | 6,50 Jam | | 288 | 1.872 | 1.428 | **37.** | 5,25 Jam | 645 | 3.386 | 2.244 |
| **2.** | 2,00 Jam | | 468 | 936 | 1.200 | **38.** | 0,25 Jam | 180 | 45 | 24 |
| **3.** | 3,50 Jam | | 468 | 1.638 | 1.704 | **39.** | 0,25 Jam | 180 | 45 | 24 |
| **4.** | 3,50 Jam | | 468 | 1.638 | 1.008 | **40.** | 3,50 Jam | 690 | 2.415 | 2.000 |
| **5.** | 4,00 Jam | | 468 | 1.872 | 1.500 | **41.** | 4,25 Jam | 220 | 935 | 850 |
| **6.** | 3,00 Jam | | 1.035 | 3.105 | 2.100 | **42.** | 7,25 Jam | 345 | 2.501 | 1.950 |
| **7.** | 2,50 Jam | | 1.035 | 2.588 | 1.800 | **43.** | 2,50 Jam | 690 | 1.725 | 1.500 |
| **8.** | 8,50 Jam | | 288 | 2.448 | 3.504 | **44.** | 0,50 Jam | 690 | 345 | 300 |
| **9.** | 2,50 Jam | | 649 | 1.623 | 1.050 | **45.** | 10,50 Jam | 468 | 4.914 | 4.404 |
| **10.** | 3,00 Jam | | 304 | 912 | 760 | **46.** | 6,50 Jam | 369 | 2.399 | 2.224 |
| **11.** | 1,00 Jam | | 369 | 369 | 225 | **47.** | 3,75 Jam | 220 | 825 | 700 |
| **12.** | 1,50 Jam | | 180 | 270 | 264 | **48.** | 2,00 Jam | 690 | 1.380 | 1.240 |
| **13.** | 3,00 Jam | | 690 | 2.070 | 1.600 | **49.** | 6,00 Jam | 690 | 4.140 | 2.500 |
| **14.** | 6,25 Jam | | 345 | 2.156 | 1.400 | **50.** | 2,00 Jam | 690 | 1.380 | 1.200 |
| **15.** | 10,50 Jam | | 468 | 4.914 | 4.008 | **51.** | 0,50 Jam | 690 | 345 | 200 |
| **16.** | 10,00 Jam | | 468 | 4.680 | 6.960 | **52.** | 3,75 Jam | 220 | 825 | 640 |
| **17.** | 9,00 Jam | | 690 | 6.210 | 6.800 | **53.** | 4,25 Jam | 304 | 1.292 | 900 |
| **18.** | 10,00 Jam | | 468 | 4.680 | 5.904 | **54.** | 1,75 Jam | 690 | 1.208 | 1.220 |
| **19.** | 7,00 Jam | | 288 | 2.016 | 2.304 | **55.** | 5,75 Jam | 304 | 1.748 | 1.200 |
| **20.** | 10,00 Jam | | 468 | 4.680 | 4.200 | **56.** | 3,00 Jam | 180 | 540 | 588 |
| **21.** | 10,00 Jam | | 468 | 4.680 | 6.408 | **57.** | 2,50 Jam | 369 | 923 | 600 |
| **22.** | 10,00 Jam | | 468 | 4.680 | 4.860 | **58.** | 7,00 Jam | 468 | 3.276 | 5.004 |
| **23.** | 10,00 Jam | | 468 | 4.680 | 5.604 | **59.** | 7,00 Jam | 468 | 3.276 | 4.200 |
| **24.** | 10,00 Jam | | 468 | 4.680 | 3.504 | **60.** | 7,00 Jam | 468 | 3.276 | 3.000 |
| **25.** | 10,00 Jam | | 468 | 4.680 | 4.008 | **61.** | 7,00 Jam | 468 | 3.276 | 4.560 |
| **26.** | 10,00 Jam | | 468 | 4.680 | 4.404 | **62.** | 7,00 Jam | 468 | 3.276 | 3.456 |
| **27.** | 10,00 Jam | | 468 | 4.680 | 4.800 | **63.** | 7,00 Jam | 468 | 3.276 | 3.000 |
| **28.** | 10,00 Jam | | 468 | 4.680 | 4.200 | **64.** | 7,00 Jam | 468 | 3.276 | 4.104 |
| **29.** | 9,50 Jam | | 690 | 6.555 | 6.630 | **65.** | 7,00 Jam | 468 | 3.276 | 3.000 |
| **30.** | 10,00 Jam | | 468 | 4.680 | 4.308 | **66.** | 7,00 Jam | 468 | 3.276 | 2.508 |
| **31.** | 6,50 Jam | | 468 | 3.042 | 1.608 | **67.** | 7,00 Jam | 468 | 3.276 | 3.060 |
| **32.** | 10,00 Jam | | 468 | 4.680 | 3.000 | **68.** | 7,00 Jam | 468 | 3.276 | 3.204 |
| **33.** | 0,50 Jam | | 468 | 234 | 108 | **69.** | 7,00 Jam | 468 | 3.276 | 3.300 |
| **34.** | 10,50 Jam | | 468 | 4.914 | 6.252 | **70.** | 7,50 Jam | 591 | 4.433 | 2.620 |
| **35.** | 0,50 Jam | | 1.035 | 518 | 288 | **71.** | 3,00 Jam | 1.035 | 3.105 | 1.750 |
| **36.** | 4,25 Jam | | 1.035 | 4.399 | 3.162 | **72.** | 0,50 Jam | 591 | 296 | 160 |
| **73.** | 10,50 Jam | 690 | | 7.245 | 5.700 | **110.** | 1,00 Jam | 468 | 468 | 504 |
| **74.** | 10,50 Jam | 690 | | 7.245 | 6.600 | **111.** | 1,00 Jam | 468 | 468 | 600 |
| **75.** | 3,75 Jam | 690 | | 2.588 | 2.250 | **112.** | 2,50 Jam | 591 | 1.478 | 1.040 |
| **76.** | 6,25 Jam | 690 | | 4.313 | 2.900 | **113.** | 3,25 Jam | 1.035 | 3.364 | 2.100 |
| **77.** | 0,50 Jam | 369 | | 185 | 170 | **114.** | 1,75 Jam | 645 | 1.129 | 1.434 |
| **78.** | 9,75 Jam | 304 | | 2.964 | 2.250 | **115.** | 2,50 Jam | 1.035 | 2.588 | 1.650 |
| **79.** | 0,75 Jam | 180 | | 135 | 168 | **116.** | 10,00 Jam | 690 | 6.900 | 6.250 |
| **80.** | 6,50 Jam | 369 | | 2.399 | 2.400 | **117.** | 10,50 Jam | 690 | 7.245 | 7.000 |
| **81.** | 3,50 Jam | 180 | | 630 | 518 | **118.** | 4,00 Jam | 690 | 2.760 | 2.400 |
| **82.** | 10,00 Jam | 180 | | 1.800 | 2.724 | **119.** | 1,00 Jam | 369 | 369 | 300 |
| **83.** | 10,50 Jam | 690 | | 7.245 | 7.400 | **116.** | 10,50 Jam | 304 | 3.192 | 3.550 |
| **84.** | 10,50 Jam | 690 | | 7.245 | 7.650 | **117.** | 5,00 Jam | 690 | 3.450 | 2.700 |
| **85.** | 6,75 Jam | 690 | | 4.658 | 3.700 | **118.** | 0,50 Jam | 369 | 185 | 130 |
| **86.** | 2,00 Jam | 369 | | 738 | 500 | **119.** | 4,00 Jam | 369 | 1.476 | 1.550 |
| **87.** | 0,50 Jam | 690 | | 345 | 250 | **120.** | 1,75 Jam | 180 | 315 | 360 |
| **88.** | 1,00 Jam | 180 | | 180 | 156 | **121.** | 4,75 Jam | 180 | 855 | 960 |
| **89.** | 6,00 Jam | 288 | | 1.728 | 1.200 | **122.** | 6,75 Jam | 180 | 1.215 | 1.512 |
| **90.** | 6,00 Jam | 288 | | 1.728 | 2.004 | **123.** | 3,75 Jam | 180 | 675 | 912 |
| **91.** | 6,00 Jam | 288 | | 1.728 | 1.608 | **124.** | 6,25 Jam | 180 | 1.125 | 1.800 |
| **92.** | 6,00 Jam | 288 | | 1.728 | 1.752 | **125.** | 4,25 Jam | 180 | 765 | 1.128 |
| **93.** | 6,00 Jam | 288 | | 1.728 | 1.356 | **126.** | 10,50 Jam | 690 | 7.245 | 7.500 |
| **94.** | 6,00 Jam | 288 | | 1.728 | 1.308 | **127.** | 8,00 Jam | 690 | 5.520 | 6.000 |
| **95.** | 7,00 Jam | 468 | | 3.276 | 5.004 | **128.** | 2,50 Jam | 180 | 450 | 600 |
| **96.** | 7,00 Jam | 468 | | 3.276 | 4.200 | **129.** | 8,50 Jam | 690 | 5.865 | 5.400 |
| **97.** | 7,00 Jam | 468 | | 3.276 | 3.000 | **130.** | 2,00 Jam | 690 | 1.380 | 1.100 |
| **98.** | 7,00 Jam | 468 | | 3.276 | 3.156 | **131.** | 1,50 Jam | 288 | 432 | 408 |
| **99.** | 7,00 Jam | 468 | | 3.276 | 3.360 | **132.** | 6,00 Jam | 288 | 1.728 | 1.908 |
| **100.** | 7,00 Jam | 468 | | 3.276 | 2.508 | **133.** | 4,00 Jam | 288 | 1.152 | 1.500 |
| **101.** | 10,00 Jam | 180 | | 1.800 | 2.400 | **134.** | 9,00 Jam | 468 | 4.212 | 3.852 |
| **102.** | 2,25 Jam | 645 | | 1.451 | 950 | **135.** | 3,00 Jam | 468 | 1.404 | 1.608 |
| **103.** | 1,00 Jam | 468 | | 468 | 600 | **136.** | 4,50 Jam | 468 | 2.106 | 2.004 |
| **104.** | 1,00 Jam | 468 | | 468 | 600 | **137.** | 10,50 Jam | 468 | 4.914 | 7.008 |
| **105.** | 1,00 Jam | 468 | | 468 | 600 | **138.** | 10,50 Jam | 468 | 4.914 | 6.000 |
| **106.** | 10,25 Jam | 690 | | 7.073 | 5.550 | **139.** | 10,50 Jam | 468 | 4.914 | 5.052 |
| **107.** | 6,00 Jam | 468 | | 2.808 | 2.256 | **140.** | 10,50 Jam | 468 | 4.914 | 4.200 |
| **108.** | 1,00 Jam | 468 | | 468 | 600 | **141.** | 10,50 Jam | 468 | 4.914 | 3.000 |
| **109.** | 10,50 Jam | 468 | | 4.914 | 5.604 | **142.** | 1,75 Jam | 645 | 1.129 | 1.434 |
| **143.** | 7,00 Jam | 288 | | 2.016 | 1.404 | **180.** | 5,00 Jam | 468 | 2.340 | 2.460 |
| **144.** | 10,50 Jam | 468 | | 4.914 | 3.708 | **180.** | 5,00 Jam | 468 | 2.340 | 2.304 |
| **145.** | 10,50 Jam | 468 | | 4.914 | 4.608 | **181.** | 5,00 Jam | 468 | 2.340 | 3.000 |
| **146.** | 10,50 Jam | 468 | | 4.914 | 4.704 | **182.** | 5,00 Jam | 468 | 2.340 | 2.160 |
| **147.** | 7,50 Jam | 690 | | 5.175 | 4.400 | **183.** | 5,00 Jam | 468 | 2.340 | 2.304 |
| **148.** | 10,50 Jam | 468 | | 4.914 | 4.704 | **184.** | 5,00 Jam | 468 | 2.340 | 2.460 |
| **149.** | 5,00 Jam | 690 | | 3.450 | 2.600 | **185.** | 5,00 Jam | 468 | 2.340 | 2.460 |
| **150.** | 3,00 Jam | 180 | | 540 | 624 | **186.** | 5,00 Jam | 468 | 2.340 | 2.304 |
| **151.** | 2,50 Jam | 204 | | 510 | 444 | **187.** | 5,00 Jam | 468 | 2.340 | 2.400 |
| **152.** | 5,00 Jam | 690 | | 3.450 | 3.200 | **188.** | 5,00 Jam | 468 | 2.340 | 2.508 |
| **153.** | 5,50 Jam | 180 | | 990 | 768 | **189.** | 7,00 Jam | 288 | 2.016 | 2.700 |
| **154.** | 1,25 Jam | 690 | | 863 | 700 | **190.** | 7,00 Jam | 288 | 2.016 | 2.304 |
| **155.** | 6,25 Jam | 690 | | 4.313 | 3.750 | **191.** | 7,00 Jam | 288 | 2.016 | 1.404 |
| **156.** | 3,00 Jam | 369 | | 1.107 | 640 | **192.** | 7,00 Jam | 288 | 2.016 | 1.056 |
| **157.** | 10,50 Jam | 468 | | 4.914 | 4.656 | **193.** | 7,00 Jam | 288 | 2.016 | 1.608 |
| **158.** | 1,50 Jam | 369 | | 554 | 500 | **194.** | 7,00 Jam | 468 | 3.276 | 2.952 |
| **159.** | 3,25 Jam | 180 | | 585 | 750 | **195.** | 7,00 Jam | 468 | 3.276 | 4.452 |
| **160.** | 2,00 Jam | 369 | | 738 | 760 | **196.** | 7,00 Jam | 468 | 3.276 | 3.108 |
| **161.** | 3,75 Jam | 180 | | 675 | 852 | **197.** | 7,00 Jam | 468 | 3.276 | 4.008 |
| **162.** | 0,16 Jam | 369 | | 59 | 50 | **198.** | 7,00 Jam | 468 | 3.276 | 3.108 |
| **163.** | 3,00 Jam | 180 | | 540 | 600 | **199.** | 7,00 Jam | 468 | 3.276 | 3.156 |
| **164.** | 7,34 Jam | 180 | | 1.321 | 1.080 | **200.** | 10,50 Jam | 690 | 7.245 | 6.300 |
| **165.** | 1,00 Jam | 180 | | 180 | 300 | **201.** | 7,00 Jam | 468 | 3.276 | 2100 |
| **166.** | 10,50 Jam | 468 | | 4.914 | 5.004 | **202.** | 7,00 Jam | 468 | 3.276 | 2.508 |
| **167.** | 1,00 Jam | 180 | | 180 | 324 | **203.** | 7,00 Jam | 468 | 3.276 | 2.400 |
| **168.** | 8,50 Jam | 204 | | 1.734 | 1.860 | **204.** | 5,00 Jam | 468 | 2.340 | 2.400 |
| **169.** | 1,00 Jam | 304 | | 304 | 250 |  | **1.169,25Jam** | **93.898** | **545.809** | **520.699** |
| **170.** | 10,25 Jam | 690 | | 7.073 | 6.200 |
| **171.** | 7,00 Jam | 369 | | 2.583 | 1.850 |
| **172.** | 3,50 Jam | 180 | | 630 | 540 |
| **173.** | 7,00 Jam | 180 | | 1.260 | 1.620 |
| **174.** | 5,00 Jam | 468 | | 2.340 | 3.408 |
| **175.** | 5,00 Jam | 468 | | 2.340 | 3.108 |
| **176.** | 5,00 Jam | 468 | | 2.340 | 2.400 |
| **177.** | 5,00 Jam | 468 | | 2.340 | 3.204 |
| **178.** | 10,25 Jam | 690 | | 7.073 | 6.100 |
| **179.** | 10,50 Jam | 468 | | 4.914 | 4.704 |

**Lampiran 5. Data Ordinal Responden Variabel Produktivitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Produktivitas Kerja (Y)** | | | | | | | | | | | | | | | | | | | **Total Y** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** | **Y.14** | **Y.15** | **Y.16** | **Y.17** | **Y.18** | **Y.19** |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 83 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 79 |
| 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 73 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 70 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 83 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 71 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 71 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 91 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 80 |
| 4 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 68 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 71 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 2 | 5 | 4 | 5 | 5 | 4 | 2 | 3 | 78 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 74 |
| 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 75 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 93 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 86 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 2 | 1 | 4 | 4 | 5 | 3 | 5 | 1 | 4 | 71 |
| 2 | 1 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 41 |
| 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 79 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 89 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 74 |
| 1 | 2 | 3 | 4 | 5 | 5 | 3 | 1 | 3 | 2 | 4 | 5 | 4 | 3 | 2 | 1 | 5 | 1 | 4 | 58 |
| 3 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 71 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 86 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 81 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 81 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 90 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 94 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 82 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 94 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 78 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 5 | 4 | 3 | 74 |
| 4 | 4 | 5 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 64 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 90 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 82 |
| 3 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 71 |
| 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 82 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 75 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 76 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 75 |
| 4 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 70 |
| 3 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 76 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 77 |
| 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 76 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 4 | 81 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 2 | 3 | 77 |
| 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 74 |
| 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 75 |
| 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 2 | 4 | 78 |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 2 | 4 | 81 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 2 | 3 | 81 |
| 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 3 | 5 | 80 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 2 | 4 | 78 |
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 2 | 4 | 82 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 2 | 3 | 79 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 77 |
| 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 81 |
| 5 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 2 | 4 | 77 |
| 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 80 |
| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 83 |

**Lampiran 6. Data Ordinal Responden Variabel Hard Skill**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Hard Skill (X1)** | | | | | | | | | | | | | **Total (X1)** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** |
| 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 53 |
| 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 51 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 57 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 51 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 54 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 52 |
| 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 48 |
| 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 51 |
| 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 58 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 48 |
| 3 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 53 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 60 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 54 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 53 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 55 |
| 4 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 48 |
| 5 | 4 | 3 | 4 | 5 | 4 | 1 | 4 | 1 | 3 | 4 | 5 | 3 | 46 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 52 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 51 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 60 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 3 | 4 | 43 |
| 5 | 5 | 3 | 4 | 1 | 5 | 5 | 2 | 2 | 3 | 4 | 5 | 5 | 49 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 43 |
| 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 53 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 57 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 61 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 63 |
| 5 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 55 |
| 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 61 |
| 5 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 51 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 59 |
| 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 5 | 51 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 61 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 61 |
| 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 48 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 59 |
| 5 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 56 |
| 5 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 2 | 3 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 51 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 50 |
| 5 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 53 |
| 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 53 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 48 |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 56 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 57 |
| 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 53 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 56 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 57 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 58 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 55 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 56 |
| 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 52 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 58 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 58 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 56 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 56 |
| 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 52 |
| 5 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 53 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 57 |
| 5 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 51 |

**Lampiran 7. Data Ordinal Responden Variabel Soft Skill**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Soft Skill (X2)** | | | | | | | | | | | | **Total (X2)** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 51 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 51 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 43 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 5 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 48 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 41 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 50 |
| 3 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 46 |
| 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 54 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 52 |
| 3 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 5 | 3 | 43 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 50 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 4 | 4 | 2 | 4 | 5 | 4 | 5 | 3 | 5 | 1 | 5 | 4 | 46 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 54 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 1 | 5 | 4 | 4 | 4 | 1 | 4 | 5 | 2 | 3 | 2 | 1 | 36 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 39 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 56 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 45 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 52 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 53 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 58 |
| 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 49 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 48 |
| 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 42 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 55 |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 56 |
| 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 43 |
| 4 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 47 |
| 4 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 45 |
| 3 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 47 |
| 4 | 3 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 3 | 47 |
| 4 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 48 |
| 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 47 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 51 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 53 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 53 |
| 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 48 |
| 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 47 |
| 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 52 |
| 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 52 |
| 4 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 50 |
| 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 51 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 53 |
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 54 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 53 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 53 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 53 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 53 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 52 |
| 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 49 |

**Lampiran 8. Data Ordinal Responden Variabel Pengalaman Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Penglaman Kerja (X3)** | | | | | | | | | | | | | | **Total (X3)** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **X3.13** | **X3.14** |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 63 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 58 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 49 |
| 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 47 |
| 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 57 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 46 |
| 5 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 48 |
| 4 | 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 62 |
| 4 | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 2 | 3 | 4 | 4 | 5 | 56 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 53 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 51 |
| 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 2 | 5 | 2 | 4 | 5 | 4 | 58 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 60 |
| 3 | 4 | 2 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 59 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 28 |
| 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 54 |
| 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 53 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 52 |
| 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 35 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 52 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 52 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 69 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 69 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 60 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 3 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 58 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 58 |
| 2 | 2 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 55 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 62 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 60 |
| 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 57 |
| 5 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 58 |
| 3 | 4 | 5 | 4 | 4 | 4 | 5 | 1 | 4 | 5 | 4 | 4 | 3 | 4 | 54 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 4 | 53 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 53 |
| 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 58 |
| 5 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 56 |
| 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 52 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 62 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 60 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 62 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 59 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 59 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 63 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 61 |
| 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 58 |
| 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 60 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 63 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 65 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 63 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 60 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 59 |
| 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 60 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 62 |
| 3 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 58 |

**Lampiran 9.** (Terpisahkan)

**Lampiran 10. Data Interval Validitas Variabel *Hard Skill***

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | Total\_X1 |
| Pearson Correlation | 1 | ,565\*\* | ,548\*\* | ,646\*\* | ,535\*\* | ,634\*\* | ,329 | ,603\*\* | ,311 | ,560\*\* | ,443\* | ,639\*\* | ,549\*\* | ,738\*\* |
| Sig.  (2-tailed) |  | ,001 | ,002 | ,000 | ,002 | ,000 | ,075 | ,000 | ,094 | ,001 | ,014 | ,000 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,565\*\* | 1 | ,594\*\* | ,768\*\* | ,535\*\* | ,760\*\* | ,726\*\* | ,403\* | ,428\* | ,420\* | ,692\*\* | ,739\*\* | ,643\*\* | ,818\*\* |
| Sig.  (2-tailed) | ,001 |  | ,001 | ,000 | ,002 | ,000 | ,000 | ,027 | ,018 | ,021 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,548\*\* | ,594\*\* | 1 | ,648\*\* | ,603\*\* | ,743\*\* | ,674\*\* | ,703\*\* | ,688\*\* | ,733\*\* | ,686\*\* | ,589\*\* | ,601\*\* | ,873\*\* |
| Sig.  (2-tailed) | ,002 | ,001 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,646\*\* | ,768\*\* | ,648\*\* | 1 | ,728\*\* | ,649\*\* | ,496\*\* | ,472\*\* | ,551\*\* | ,437\* | ,530\*\* | ,602\*\* | ,819\*\* | ,832\*\* |
| Sig.  (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,005 | ,008 | ,002 | ,016 | ,003 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,535\*\* | ,535\*\* | ,603\*\* | ,728\*\* | 1 | ,456\* | ,305 | ,599\*\* | ,545\*\* | ,461\* | ,441\* | ,434\* | ,481\*\* | ,718\*\* |
| Sig.  (2-tailed) | ,002 | ,002 | ,000 | ,000 |  | ,011 | ,101 | ,000 | ,002 | ,010 | ,015 | ,016 | ,007 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,634\*\* | ,760\*\* | ,743\*\* | ,649\*\* | ,456\* | 1 | ,647\*\* | ,599\*\* | ,370\* | ,495\*\* | ,741\*\* | ,613\*\* | ,533\*\* | ,824\*\* |
| Sig.  (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,011 |  | ,000 | ,000 | ,044 | ,005 | ,000 | ,000 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,329 | ,726\*\* | ,674\*\* | ,496\*\* | ,305 | ,647\*\* | 1 | ,312 | ,606\*\* | ,464\*\* | ,642\*\* | ,495\*\* | ,662\*\* | ,730\*\* |
| Sig.  (2-tailed) | ,075 | ,000 | ,000 | ,005 | ,101 | ,000 |  | ,093 | ,000 | ,010 | ,000 | ,005 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,603\*\* | ,403\* | ,703\*\* | ,472\*\* | ,599\*\* | ,599\*\* | ,312 | 1 | ,527\*\* | ,725\*\* | ,618\*\* | ,501\*\* | ,260 | ,737\*\* |
| Sig.  (2-tailed) | ,000 | ,027 | ,000 | ,008 | ,000 | ,000 | ,093 |  | ,003 | ,000 | ,000 | ,005 | ,166 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,311 | ,428\* | ,688\*\* | ,551\*\* | ,545\*\* | ,370\* | ,606\*\* | ,527\*\* | 1 | ,748\*\* | ,584\*\* | ,323 | ,553\*\* | ,724\*\* |
| Sig.  (2-tailed) | ,094 | ,018 | ,000 | ,002 | ,002 | ,044 | ,000 | ,003 |  | ,000 | ,001 | ,082 | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,560\*\* | ,420\* | ,733\*\* | ,437\* | ,461\* | ,495\*\* | ,464\*\* | ,725\*\* | ,748\*\* | 1 | ,642\*\* | ,483\*\* | ,351 | ,743\*\* |
| Sig.  (2-tailed) | ,001 | ,021 | ,000 | ,016 | ,010 | ,005 | ,010 | ,000 | ,000 |  | ,000 | ,007 | ,057 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,443\* | ,692\*\* | ,686\*\* | ,530\*\* | ,441\* | ,741\*\* | ,642\*\* | ,618\*\* | ,584\*\* | ,642\*\* | 1 | ,635\*\* | ,372\* | ,792\*\* |
| Sig.  (2-tailed) | ,014 | ,000 | ,000 | ,003 | ,015 | ,000 | ,000 | ,000 | ,001 | ,000 |  | ,000 | ,043 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,639\*\* | ,739\*\* | ,589\*\* | ,602\*\* | ,434\* | ,613\*\* | ,495\*\* | ,501\*\* | ,323 | ,483\*\* | ,635\*\* | 1 | ,546\*\* | ,745\*\* |
| Sig.  (2-tailed) | ,000 | ,000 | ,001 | ,000 | ,016 | ,000 | ,005 | ,005 | ,082 | ,007 | ,000 |  | ,002 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,549\*\* | ,643\*\* | ,601\*\* | ,819\*\* | ,481\*\* | ,533\*\* | ,662\*\* | ,260 | ,553\*\* | ,351 | ,372\* | ,546\*\* | 1 | ,735\*\* |
| Sig.  (2-tailed) | ,002 | ,000 | ,000 | ,000 | ,007 | ,002 | ,000 | ,166 | ,002 | ,057 | ,043 | ,002 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,738\*\* | ,818\*\* | ,873\*\* | ,832\*\* | ,718\*\* | ,824\*\* | ,730\*\* | ,737\*\* | ,724\*\* | ,743\*\* | ,792\*\* | ,745\*\* | ,735\*\* | 1 |
| Sig.  (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 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). | | | | | | | | | | | | | | |

**Lampiran 11. Data Interval Validitas Variabel *Soft Skill***

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | Total\_X2 |
| Pearson Correlation | 1 | ,539\*\* | ,411\* | ,633\*\* | ,492\*\* | ,810\*\* | ,568\*\* | ,400\* | ,794\*\* | ,533\*\* | ,734\*\* | ,757\*\* | ,837\*\* |
| Sig.  (2-tailed) |  | ,002 | ,024 | ,000 | ,006 | ,000 | ,001 | ,028 | ,000 | ,002 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,539\*\* | 1 | ,658\*\* | ,552\*\* | ,664\*\* | ,454\* | ,683\*\* | ,720\*\* | ,519\*\* | ,599\*\* | ,524\*\* | ,357 | ,727\*\* |
| Sig.  (2-tailed) | ,002 |  | ,000 | ,002 | ,000 | ,012 | ,000 | ,000 | ,003 | ,000 | ,003 | ,053 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,411\* | ,658\*\* | 1 | ,610\*\* | ,513\*\* | ,514\*\* | ,523\*\* | ,659\*\* | ,295 | ,763\*\* | ,487\*\* | ,571\*\* | ,729\*\* |
| Sig.  (2-tailed) | ,024 | ,000 |  | ,000 | ,004 | ,004 | ,003 | ,000 | ,113 | ,000 | ,006 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,633\*\* | ,552\*\* | ,610\*\* | 1 | ,720\*\* | ,723\*\* | ,625\*\* | ,617\*\* | ,770\*\* | ,463\*\* | ,577\*\* | ,769\*\* | ,847\*\* |
| Sig.  (2-tailed) | ,000 | ,002 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,010 | ,001 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,492\*\* | ,664\*\* | ,513\*\* | ,720\*\* | 1 | ,589\*\* | ,683\*\* | ,513\*\* | ,670\*\* | ,283 | ,630\*\* | ,632\*\* | ,753\*\* |
| Sig.  (2-tailed) | ,006 | ,000 | ,004 | ,000 |  | ,001 | ,000 | ,004 | ,000 | ,130 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,810\*\* | ,454\* | ,514\*\* | ,723\*\* | ,589\*\* | 1 | ,612\*\* | ,416\* | ,711\*\* | ,496\*\* | ,813\*\* | ,814\*\* | ,866\*\* |
| Sig.  (2-tailed) | ,000 | ,012 | ,004 | ,000 | ,001 |  | ,000 | ,022 | ,000 | ,005 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,568\*\* | ,683\*\* | ,523\*\* | ,625\*\* | ,683\*\* | ,612\*\* | 1 | ,529\*\* | ,702\*\* | ,346 | ,703\*\* | ,554\*\* | ,769\*\* |
| Sig.  (2-tailed) | ,001 | ,000 | ,003 | ,000 | ,000 | ,000 |  | ,003 | ,000 | ,061 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,400\* | ,720\*\* | ,659\*\* | ,617\*\* | ,513\*\* | ,416\* | ,529\*\* | 1 | ,564\*\* | ,756\*\* | ,291 | ,418\* | ,695\*\* |
| Sig.  (2-tailed) | ,028 | ,000 | ,000 | ,000 | ,004 | ,022 | ,003 |  | ,001 | ,000 | ,119 | ,021 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,794\*\* | ,519\*\* | ,295 | ,770\*\* | ,670\*\* | ,711\*\* | ,702\*\* | ,564\*\* | 1 | ,419\* | ,635\*\* | ,719\*\* | ,830\*\* |
| Sig.  (2-tailed) | ,000 | ,003 | ,113 | ,000 | ,000 | ,000 | ,000 | ,001 |  | ,021 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,533\*\* | ,599\*\* | ,763\*\* | ,463\*\* | ,283 | ,496\*\* | ,346 | ,756\*\* | ,419\* | 1 | ,397\* | ,495\*\* | ,700\*\* |
| Sig.  (2-tailed) | ,002 | ,000 | ,000 | ,010 | ,130 | ,005 | ,061 | ,000 | ,021 |  | ,030 | ,005 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,734\*\* | ,524\*\* | ,487\*\* | ,577\*\* | ,630\*\* | ,813\*\* | ,703\*\* | ,291 | ,635\*\* | ,397\* | 1 | ,773\*\* | ,814\*\* |
| Sig.  (2-tailed) | ,000 | ,003 | ,006 | ,001 | ,000 | ,000 | ,000 | ,119 | ,000 | ,030 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,757\*\* | ,357 | ,571\*\* | ,769\*\* | ,632\*\* | ,814\*\* | ,554\*\* | ,418\* | ,719\*\* | ,495\*\* | ,773\*\* | 1 | ,860\*\* |
| Sig.  (2-tailed) | ,000 | ,053 | ,001 | ,000 | ,000 | ,000 | ,001 | ,021 | ,000 | ,005 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,837\*\* | ,727\*\* | ,729\*\* | ,847\*\* | ,753\*\* | ,866\*\* | ,769\*\* | ,695\*\* | ,830\*\* | ,700\*\* | ,814\*\* | ,860\*\* | 1 |
| Sig.  (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 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). | | | | | | | | | | | | | |

**Lampiran 12.** (Terpisahkan)

**Lampiran 13. Data Interval Reliabilitas Variabel Produktivitas Kerja**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 74,83 | 119,040 | ,551 | ,942 |
| Y.2 | 74,53 | 118,326 | ,750 | ,937 |
| Y.3 | 74,47 | 121,706 | ,690 | ,938 |
| Y.4 | 74,53 | 119,637 | ,794 | ,936 |
| Y.5 | 74,50 | 121,362 | ,680 | ,938 |
| Y.6 | 74,40 | 125,076 | ,651 | ,939 |
| Y.7 | 74,40 | 117,972 | ,808 | ,936 |
| Y.8 | 74,47 | 114,809 | ,817 | ,935 |
| Y.9 | 74,57 | 118,599 | ,746 | ,937 |
| Y.10 | 74,37 | 118,930 | ,833 | ,936 |
| Y.11 | 74,63 | 120,516 | ,703 | ,938 |
| Y.12 | 74,67 | 123,471 | ,416 | ,944 |
| Y.13 | 74,47 | 122,602 | ,795 | ,937 |
| Y.14 | 74,73 | 122,340 | ,693 | ,938 |
| Y.15 | 74,67 | 121,471 | ,664 | ,939 |
| Y.16 | 74,73 | 121,926 | ,547 | ,941 |
| Y.17 | 74,60 | 127,490 | ,450 | ,942 |
| Y.18 | 74,90 | 118,852 | ,602 | ,940 |
| Y.19 | 74,73 | 122,961 | ,577 | ,940 |

**Lampiran 14. Data Interval Reliabilitas Variabel Hard Skill**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 48,47 | 71,982 | ,678 | ,938 |
| X1.2 | 48,47 | 70,464 | ,787 | ,934 |
| X1.3 | 48,53 | 70,120 | ,855 | ,933 |
| X1.4 | 48,33 | 69,471 | ,798 | ,934 |
| X1.5 | 48,43 | 69,978 | ,657 | ,939 |
| X1.6 | 48,60 | 70,110 | ,780 | ,934 |
| X1.7 | 48,63 | 69,757 | ,675 | ,938 |
| X1.8 | 48,63 | 70,999 | ,675 | ,938 |
| X1.9 | 48,53 | 70,740 | ,671 | ,938 |
| X1.10 | 48,50 | 72,397 | ,703 | ,937 |
| X1.11 | 48,37 | 72,378 | ,760 | ,936 |
| X1.12 | 48,27 | 73,099 | ,704 | ,937 |
| X1.13 | 48,23 | 72,599 | ,690 | ,937 |

**Lampiran 15. Data Interval Reliabilitas Variabel *Soft Skill***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 44,30 | 55,872 | ,775 | ,937 |
| X2.2 | 44,00 | 58,414 | ,713 | ,940 |
| X2.3 | 43,90 | 57,266 | ,686 | ,941 |
| X2.4 | 44,00 | 57,241 | ,819 | ,936 |
| X2.5 | 44,00 | 58,276 | ,725 | ,939 |
| X2.6 | 44,13 | 54,878 | ,809 | ,936 |
| X2.7 | 43,97 | 58,378 | ,744 | ,939 |
| X2.8 | 44,03 | 58,171 | ,670 | ,941 |
| X2.9 | 44,23 | 56,530 | ,782 | ,937 |
| X2.10 | 44,20 | 57,269 | ,636 | ,943 |
| X2.11 | 44,00 | 57,379 | ,759 | ,938 |
| X2.12 | 43,97 | 55,275 | ,798 | ,937 |

**Lampiran 16. Data Interval Reliabilitas Variabel Pengalaman Kerja**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 52,00 | 81,034 | ,752 | ,943 |
| X3.2 | 51,77 | 77,978 | ,810 | ,942 |
| X3.3 | 51,93 | 79,306 | ,783 | ,942 |
| X3.4 | 51,70 | 79,390 | ,826 | ,941 |
| X3.5 | 51,87 | 78,809 | ,842 | ,941 |
| X3.6 | 51,90 | 79,059 | ,811 | ,942 |
| X3.7 | 51,60 | 79,214 | ,835 | ,941 |
| X3.8 | 51,73 | 84,685 | ,631 | ,946 |
| X3.9 | 51,90 | 79,955 | ,754 | ,943 |
| X3.10 | 51,90 | 83,472 | ,563 | ,948 |
| X3.11 | 51,77 | 85,151 | ,506 | ,949 |
| X3.12 | 51,87 | 82,257 | ,725 | ,944 |
| X3.13 | 51,80 | 83,200 | ,743 | ,944 |
| X3.14 | 51,67 | 83,609 | ,637 | ,946 |

**Lampiran 17. r Tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| **32** | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| **33** | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| **34** | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| **35** | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| **44** | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| **45** | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| **46** | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| **47** | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| **48** | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| **49** | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| **50** | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

**Lampiran 18. t Tabel**

|  |
| --- |
| **Titik Persentase Distribusi t (df = 41-80)** |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **Df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

**Lampiran 19. Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 18,238 | 9,002 |  | 2,026 | ,047 |
| X1 | ,342 | ,200 | ,187 | 1,708 | ,093 |
| X2 | ,343 | ,251 | ,239 | 1,366 | ,177 |
| X3 | ,433 | ,189 | ,374 | 2,294 | ,025 |
| a. Dependent Variable: Y | | | | | | |

**Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 2310,267 | 3 | 770,089 | 21,253 | ,000b |
| Residual | 2282,778 | 63 | 36,235 |  |  |
| Total | 4593,045 | 66 |  |  |  |
| a. Dependent Variable: Y | | | | | | |
| b. Predictors: (Constant), X3, X1, X2 | | | | | | |

**Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 18,238 | 9,002 |  | 2,026 | ,047 |
| X1 | ,342 | ,200 | ,187 | 1,708 | ,093 |
| X2 | ,343 | ,251 | ,239 | 1,366 | ,177 |
| X3 | ,433 | ,189 | ,374 | 2,294 | ,025 |
| a. Dependent Variable: Y | | | | | | |