# DAFTAR PUSTAKA

Abdurahman, M., Muhidin, S. A., & Somantri, A. (2011). *Dasar-Dasar Metode Statistika Untuk Penelitian*. Bandung: CV. Pustaka Setia.

Agustina, H., Jaya, M., & Pungan, Y. (2019). Pengaruh Karakteristik Individu, Komunikasi Efektif Dan Kepuasan Kerja Terhadap Kinerja Karyawan (studi pada PT Tambang Batubara Bukit Asam). *At-Tadbir : Jurnal Ilmiah Manajemen*, *3*(1), 33–40. https://doi.org/10.31602/atd.v3i1.1744

Arcynthia M., L. (2013). Analisis Pengaruh Kompetensi Terhadap Kinerja Karyawan Pada PT. Bank Bukopin, Tbk Cabang Makassar. *Universitas Hasanuddin Makassar*, 93. https://repository.bsi.ac.id/index.php/repo/viewitem/11921

Asrori. (2020). *Psikologi Pendidikan*. Banyumas: CV. Pena Persada.

Bangun, W. (2012). *Manajemen Sumber Daya Manusia*. Bandung: Erlangga.

Budiasa, I. K. (2021). *Beban Kerja dan Kinerja Sumber Daya Manusia* (N. K. Suryani (ed.); Pertama). Banyumas: CV. Pena Persada.

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2008). *Organizational behavior : improving performance and commitment in the workplace* (p. 37). New york: McGraw-Hill Education.

Fauziah, N. H. (2021). Pengaruh Karakteristik Individu dan Budaya Organisasi Terhadap Kinerja Karyawan Bagian Twisting Pada PT. Dewa Sutratex II Cimahi. *MUTLAQAH: Jurnal Kajian Ekonomi Syariah*, 192–199. https://jurnal.uisu.ac.id/index.php/mulaqah/article/view/3431

Fikri, S. L., & Nova, M. (2020). Pengaruh Kemampuan Kerja dan Motivasi Kerja terhadap Kinerja Karyawan pada PT Tri sapta Jaya Cabang Pindah. *Matua*, *8*(75), 147–154. https://doi.org/10.1016/j.jnc.2020.125798%0Ahttps://doi.org/10.1016/j.smr.2020.02.002%0Ahttp://www.ncbi.nlm.nih.gov/pubmed/810049%0Ahttp://doi.wiley.com/10.1002/anie.197505391%0Ahttp://www.sciencedirect.com/science/article/pii/B9780857090409500205%0Ahttp:

Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25* (Edisi 9). Semarang: Badan Penerbit Universitas Diponegoro.

Hajati, D. I., A, D. W., & Wahyun, N. (2018). Pengaruh Karakteristik Individu , Karakteristik Pekerjaan dan Karakteristik Organisasi terhadap Kinerja Pegawai (Studi pada Politeknik Kotabaru). *Jurnal Bisnis Dan Pembangunan*, *7*(1), 1–10. https://ppjp.ulm.ac.id/journal/index.php/bisnispembangunan/article/view/4739

Halawa, W. (2019). Pengaruh keterampilan dan efektivitas kerja terhadap kinerja karyawan pada PT Jefrindo Consultant Medan. *Manajemen Ekonomi Dan Bisnis*, 111. http://repository.uma.ac.id/bitstream/123456789/10704/1/158320006 - Welinus Halawa - Fulltext.pdf

Handayati, R. (2016). Pengaruh Karakteristik Individu Terhadap inerja Karyawan di Bank Jatim Cabang Lawongan. *Jurnal Penelitian Ekonomi Dan Akuntansi*, *I*(2), 127–140. https://mail.jurnalekonomi.unisla.ac.id/index.php/jpensi/article/view/83

Harbani, P. (2010). *Kepemimpinan Birokrasi*. Bandung: CV. Alfabeta.

Hurriyati, R. (2011). *Bauran Pemasaran*. Bandung: Alfabeta.

Lengkong, F., Lengkong, V. P. ., & Taroreh, R. N. (2019). Pengaruh Keterampilan, Pengalaman Dan Lingkungan Kerja Terhadap Kinerja Karyawan Di Pt. Tri Mustika Cocominaesa (Minahasa Selatan). *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, *7*(1), 281–290. https://ejournal.unsrat.ac.id/index.php/emba/article/view/22361

Mahayasa, I. G. A., & Wardani, N. K. A. D. (2022). Pengaruh Keterampilan Kerja, Reward Dan Punishment Terhadap Kinerja Karyawan. *Journal of Applied Management Studies*, *3*(2), 115–127. https://doi.org/10.51713/jamms.v3i2.48

Mangkunegara, A. A. A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya.

Mongilala, C. M. C., Tewal, B., Sendow, G. M., Kerja, P. K., & Dan, P. K. (2022). *Mikro Kecil Menengah Di Desa Leilem The Effect Of Skills , Experience , Work Ability On Employee Performance In Micro , Small And Medium Enterprises In Leilem Village Jurnal EMBA Vo . 10 No . 3 Juli 2022 , Hal . 861-871*. *3*, 861–871.

Parta, I. W. G. I., & Mahayasa, I. G. A. (2021). Pengaruh Keterampilan Kerja, Team Work, dan Motivasi terhadap Kinerja Karyawan Bagian Produksi pada Art Shop Cahaya Silver di Celuk, Gianyar. *Jurnal Widya Amrita, Jurnal Manajemen, Kewirausahaan Dan Pariwisata*, *1 No 1*, 65–76. https://ejournal.unhi.ac.id/index.php/widyaamrita/article/view/1147

Pidada, I. A. C. R., Parwita, G. B. S., Resa, I. N., & Adhika. (2022). Pengaruh Karakteristik Individu dan Lingkungan Kerja Fisik terhadap Kinerja Karyawan pada PT. Pertamina Cabang Denpasar. *3*(1), 61–78. https://e-journal.unmas.ac.id/index.php/value/article/view/3988

Puspita, A. M. A. F. R. T. R. (2020). Pengaruh Karakteristik Individu Dan Lingkungan Kerja Terhadap Kinerja Karyawan. *Jurnal Ilmu Manajemen*, *3 No 1*. http://ejournal.uikabogor.ac.id/index.php/Manager/index

Rahman, F., Rahmawati, E., & Utomo, S. (2020). Pengaruh Karakteristik Individu, Karakteristik Pekerjaan dan Karakteristik Organisasi terhadap Kinerja Pegawai Kontrak (Studi Pada FISIP ULM Banjarmasin). *Jurnal Bisnis Dan Pembangunan*, *9*(1), 69–82. https://ppjp.ulm.ac.id/journal/index.php/bisnispembangunan/article/view/8695

Raintung, S. Y., Lengkong, V. P., & Taroreh, R. N. (2022). Pengaruh Kemampuan Kerja, Stres Kerja Dan Motivasi Terhadap Kinerja Karyawan Pt. Jumbo Pasar Swalayan Manado. *Gastronomía Ecuatoriana y Turismo Local.*, *1*(69), 5–24. https://ejournal.unsrat.ac.id/index.php/emba/article/view/40156

Riani, L. F. N. (2021). Pengaruh Keterampilan dan kemampuan Kerja Terhadap Kinerja Karyawan Pada Nadira Hijab Di Kabupaten Bekasi. *Jab*, *7*(02), 61–72. http://journal.stie-yppi.ac.id/index.php/JAB/article/view/448

Robbins, Stephen P & Judge, T. A. (2008). *Perilaku Organisasi* (R. Widyaningrum (ed.); kedua belas). Jakarta: Salemba Empat.

Robbins, Stephen P & Judge, T. A. (2012). *Perilaku Organisasi*. Jakarta: Salemba Empat.

Robbins, S. P. (2006). *Perilaku Organisasi*. Jakarta: PT. Indeks Kelompok Gramedia.

Rosida, K. (2022). *Pengaruh Kecerdasan Emosional dan Stress Kerja terhadap Karyawan (Studi Kasus pada CV Smart Living Kitchenset Bekasi)* (p. 11).Fakultas Ekonomi Universitas Islam "45". Bekasi.

Sari, V. N., Sari, M. W., & Apriyan, J. (2019). Pengaruh Tingkat Pendidikan, Keterampilan Kerja, Dan Sikap Kerja Terhadap Kinerja Karyawan Pada Perusahaan Daerah Air Minum (Pdam) Kota Padang. *JIM UPB (Jurnal Ilmiah Manajemen Universitas Putera Batam)*, *7*(1), 99. https://forum.upbatam.ac.id/index.php/jim/article/view/896

Sekartini, N. L. (2016). Pengaruh Kemampuan Kerja,Disiplin Ker- Ja, Motivasi Kerja Terhadap Kepuasan Kerja Dan Kinerja Karyawan Administra- Si Universitas Warmadewa. *JAGADHITA:Jurnal Ekonomi & Bisnis*, *3*(2), 1–12. https://doi.org/10.22225/jj.3.2.130.64-75

Setiyatri, Tettie, N. P. T. & I. B. R. S. (2020). Analisis pengaruh pengetahuan, keterampilan dan kemampuan terhadap kinerja hotel panorama ubud. *10*, 38–45. https://e-journal.unmas.ac.id/index.php/juima/article/view/1070

Sinambela, E. A., & Lestari, U. P. (2021). Pengaruh Kepemimpinan, Lingkungan Kerja, dan Kemampuan Kerja Terhadap Kinerja Karyawan. *Jurnal Pendidikan Dan Kewirausahaan*, *10*(1), 178–190. https://doi.org/10.47668/pkwu.v10i1.330

Sinambela, L. P. (2016). *Manajemen Sumber Daya Manusia* (Suryani & Restu Damayanti (ed.)). Jakarta: Bumi Aksara.

Siyoto, S. & A. S. (2015). *Dasar Metodologi Penelitian* (Ayup (ed.)). Kediri: Literasi Media Publishing.

Subkhi, A., & Jauhar, M. (2013). *Pengantar Teori dan Perilaku Organisasi*. Jakarta: Prestasi Pustaka.

Sugiharta, B. J. (2019). Pengaruh Kemampuan Kerja dan Motivasi Kerja Terhadap Kinerja member Oriflame Di Bali Tahun 2017. *Jurnal Pendidikan Ekonomi Undiksha*, *11*(1), 44–53. https://ejournal.undiksha.ac.id/index.php/JJPE/article/view/20061

Sugiyono. (2013). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. CV. Bandung: Alfabeta.

Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.

Suhartini, Y. (2015). Pengaruh Pengetahuan, Keterampilan dan Kemampuan Karyawan terhadap Kinerja Karyawan (Studi pada Industri Kerajinan Kulit di Manding, Bantul, Yogyakarta). *Akmenika*, *12*(2), 660–673. https://journal.upy.ac.id/index.php/akmenika/article/view/1245

Suliyanto. (2018). *Metode Penelitian Bisnis: Untuk Skripsi, Tesis, dan Disertasi* (A. Cristian (ed.)). Yogyakarta: Andi Offset.

Uha, I. N. (2014). *Manajemen Perubahan* (R. Sikumbang (ed.)). Bogor: Ghalia Indonesia.

Wijayanti, W. S., Sjahruddin, H., & Razak, N. (2017). Pengaruh Karakteristik Individu Dan Pemafaatan Teknologi Informasi Terhadap Kinerja Pegawai. *Jurnal Organisasi Dan Manajemen*, *1*(1), 14–28. https://doi.org/10.31219/osf.io/kjcae

Wiratama, I. N. J. A., & Sintaasih, D. K. (2013). Pengaruh kepemimpinan, diklat, dan disiplin kerja terhadap kinerja karyawan PDAM tirta mangutama kabupaten badung. *Jurnal Manajemen, Strategi Bisnis Dan Kewirausahaan*, *7*(2), 126–134. https://ojs.unud.ac.id/index.php/jmbk/article/view/6995/5244

Wuwungan, M. B. A., Nelwan, O. S., & Uhing, Y. (2020). Pengaruh Kemampuan Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan pada PT. Bank SulutGO. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, *8*(1), 75–84. https://ejournal.unsrat.ac.id/index.php/emba/article/view/27348

Yuniarsih, T., & Suwatno. (2008). *Manajemen Sumber Daya Manusia: Teori Aplikasi dan Isu Penelitian*. Bandung: CV. Alfabeta.

# *LAMPIRAN*

**Surat Izin Penelitian**

**Surat Keterangan Penelitian**



**KUESIONNER PENELITIAN**

**KATA PENGANTAR**

Perihal : Permohonan pengisian kuesioner

Judul penelitian : Pengaruh Karakteristik individu, Keterampilan, dan Kemampuan Kerja Terhadap Kinerja Karyawan pada Bagian Produksi UKM DM *Production* Pemalang

Kepada Yth,

Saudara Responden

Di Tempat

Dengan hormat,

 Dalam rangka menyelesaikan penelitian, saya mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuesioner yang kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupkan bantuan yang tidak ternilai harganya bagi penelitian ini Atas perhatian dan bantuannya, saya mengucapkan terimakasih.

Tegal, Maret 2023

Hormat Saya,

Inayatul Azizah

1. **Karakteristik Responden**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. | Jenis Kelamin = |  | Laki-Laki |  | Perempuan |
|  |  |  |  |  |  |
| 2. | Pendidikan Terakhir =  |  | SD/MI |  | SMA/SMK/MA |
|  |  |  |  |  |  |
|  |  |  | SMP/MTS |  |  |
|  |  |  |  |  |  |
| 3. | Usia =  |  | 18-30 tahun |  | 41-50 tahun |
|  |  |  |  |  |  |
|  |  |  | 31-40 tahun |  | >50 tahun |
|  |  |  |  |  |  |
| 4. | Status Perkawinan = |  | Sudah Menikah  |  | Belum Menikah |
|  |  |  |  |  |  |

1. **Petunjuk Pengisian**

Berilah tanda *check list* (√ ) pada salah satu jawaban yang paling sesuai dengan pendapat saudara.

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

1. Pernyataan Kuesioner
2. Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| Kualitas |
| 1 | Saya bekerja sesuai dengan standar mutu yang telah ditetapkan perusahaan |  |  |  |  |  |
| 2 | Teliti dan rapi dalam melakukan suatu pekerjaan |  |  |  |  |  |
| 3 | Saya mampu bekerja dengan mengutamakan kualitas |  |  |  |  |  |
| **Kuantitas** |
| 4 | Saya menyelesaikan pekerjaan sesuai dengan target yang telah ditentukan dengan baik dan cermat |  |  |  |  |  |
| 5 | Saya tidak menunda-nunda dalam melakukan suatu pekerjaan |  |  |  |  |  |
| Ketepatan waktu |
| 6 | Dapat menyelesaikan pekerjaan sesuai dengan waktu yang telah ditentukan |  |  |  |  |  |
| 7 | Memulai dan mengakhiri pekerjaan sesuai dengan jam kerja yang telah ditentukan |  |  |  |  |  |
| Efektivitas |
| 8 | Dapat memanfaatkan sumber daya yang telah disediakan perusahaan secara efektif |  |  |  |  |  |
| 9 | Dapat memanfaatkan bahan baku sesuai dengan kebutuhan |  |  |  |  |  |
| 10 | Dapat meminimalkan kesalahan pada saat melakukan pekerjaan |  |  |  |  |  |
| Kemandirian |
| 11 | Dapat menemukan solusi saat menghadapi permasalahan dalam bekerja |  |  |  |  |  |
| 12 | Saya berinisiatif mencari cara terbaik dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 13 | Dapat bertanggung jawab tentang pekerjaan yang telah dibebabkan |  |  |  |  |  |

1. Karakteristik Individu (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| Kemampuan |
| 1 | Merasa mampu dalam melaksanakan pekerjaan sesuai perintah |  |  |  |  |  |
| 2 | Mampu mengendalikan diri sendiri pada saat melakukan pekerjaan  |  |  |  |  |  |
| Nilai  |
| 3 | Saya selalu menjunjung tinggi nilai-nilai kebersamaan |  |  |  |  |  |
| 4 | Mampu bekerja sama dengan baik dalam melaksanakan pekerjaan |  |  |  |  |  |
| 5 | Hubungan dengan lingkungan kerja terjalin dengan baik |  |  |  |  |  |
| 6 | Hubungan dengan lingkungan keluarga terjalin harmonis |  |  |  |  |  |
| Sikap |
| 7 | Saya merasa senang dengan pekerjaan yang diberikan |  |  |  |  |  |
| 8 | Saya merasa senang dan bersemangat dapat bekerja ditempat ini |  |  |  |  |  |
| 9 | Saya telah bersikap baik dan sesuai dengan rekan kerja saya |  |  |  |  |  |
| Minat |
| 10 | Saya memiliki minat kerja yang tinggi dalam perusahaan ini |  |  |  |  |  |
| 11 | Saya melakukan pekerjaan dengan keinginan saya sendiri |  |  |  |  |  |

1. Keterampilan (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| Keterampilan Intelektual |
| 1 | Saya mengerjakan pekerjaan ini sesuai dengan keterampilan yang saya miliki |  |  |  |  |  |
| 2 | Dengan pengetahuan dan pengalaman yang saya miliki, saya dapat menyelesaikan pekerjaan dengan baik |  |  |  |  |  |
| 3 | Saya selalu melakukan pekerjaan dengan sangat teliti |  |  |  |  |  |
| 4 | Saya selalu melakukan pekerjaan dengan rapi |  |  |  |  |  |
| 5 | Terampil dalam melakukan pekerjaan |  |  |  |  |  |
| Keterampilan kepribadian |
| 6 | Saya mempunyai tanggung jawab dan komitmen dalam bekerja |  |  |  |  |  |
| 7 | Saya melakukan pekerjaan sesuai dengan arahan yang diberikan |  |  |  |  |  |
| 8 | Saya selalu melakukan pekerjaan sesuai dengan SOP yang diberikan |  |  |  |  |  |

1. **Kemampuan Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | N | TS | STS |
| Kesanggupan kerja |
| 1 | Pengalaman kerja yang saya miliki dapat membantu saya dalam bekerja |  |  |  |  |  |
| 2 | Mampu mencapai target yang telah ditentukan |  |  |  |  |  |
| Pendidikan |
| 3 | Mampu menyerap hal-hal baru dengan mudah dan dapat menerapkannya pada suatu pekerjaan  |  |  |  |  |  |
| 4 | Saya memiliki kemampuan yang cepat dalam menguasai pekerjaan |  |  |  |  |  |
| Masa Kerja |
| 5 | Semakin banyak pengalaman maka kinerja akan semakin baik |  |  |  |  |  |
| 6 | Lamanya bekerja dapat mempengaruhi kinerja |  |  |  |  |  |

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Kinerja** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** |
| 1 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 48 |
| 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 52 |
| 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 46 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 61 |
| 8 | 3 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 49 |
| 9 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 48 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 2 | 4 | 4 | 45 |
| 11 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 46 |
| 12 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 56 |
| 13 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 43 |
| 14 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 50 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 3 | 4 | 4 | 47 |
| 16 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 46 |
| 17 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 58 |
| 18 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 54 |
| 19 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 4 | 43 |
| 20 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 49 |

**Tabulasi Data Kuesioner Pengujian Validitas dan Reliabilitas**

1. Kinerja Karyawan
2. Karakteristik Individu

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Karakteristik Individu** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 36 |
| 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 39 |
| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 5 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 7 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 44 |
| 8 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 36 |
| 9 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 10 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 39 |
| 11 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 36 |
| 12 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 48 |
| 13 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 37 |
| 14 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 39 |
| 15 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 39 |
| 16 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 3 | 2 | 38 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 18 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 19 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 39 |
| 20 | 3 | 4 | 4 | 5 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 40 |

1. Keterampilan

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Keterampilan** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 28 |
| 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 4 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 5 | 27 |
| 5 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 27 |
| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 7 | 4 | 2 | 4 | 5 | 5 | 5 | 4 | 5 | 34 |
| 8 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 24 |
| 9 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |
| 10 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 30 |
| 11 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 26 |
| 12 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 13 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 22 |
| 14 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 32 |
| 15 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 30 |
| 16 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 36 |
| 17 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | ~~3~~ | 32 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 35 |
| 19 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 20 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 29 |

1. Kemampuan Kerja

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Kemampuan Kerja** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| 1 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 2 | 4 | 3 | 4 | 2 | 5 | 4 | 22 |
| 3 | 5 | 2 | 5 | 4 | 4 | 4 | 24 |
| 4 | 3 | 2 | 4 | 4 | 3 | 3 | 19 |
| 5 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 6 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 7 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 8 | 3 | 4 | 4 | 3 | 2 | 3 | 19 |
| 9 | 3 | 2 | 2 | 2 | 3 | 3 | 15 |
| 10 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 11 | 2 | 3 | 2 | 4 | 3 | 3 | 17 |
| 12 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 13 | 3 | 3 | 3 | 2 | 3 | 3 | 17 |
| 14 | 4 | 2 | 4 | 3 | 4 | 4 | 21 |
| 15 | 2 | 3 | 2 | 3 | 4 | 4 | 18 |
| 16 | 4 | 2 | 5 | 2 | 4 | 5 | 22 |
| 17 | 3 | 5 | 5 | 4 | 3 | 4 | 24 |
| 18 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 19 | 2 | 4 | 4 | 2 | 4 | 4 | 20 |
| 20 | 5 | 4 | 2 | 2 | 4 | 3 | 20 |

**Hasil Uji Validitas**

1. Kinerja Karyawan

|  |
| --- |
| **Correlations** |
|  | TOTAL\_KINERJA |
| KINERJA\_01 | Pearson Correlation | .637\*\* |
| Sig. (2-tailed) | .003 |
| N | 20 |
| KINERJA\_02 | Pearson Correlation | .528\* |
| Sig. (2-tailed) | .017 |
| N | 20 |
| KINERJA\_03 | Pearson Correlation | .534\* |
| Sig. (2-tailed) | .015 |
| N | 20 |
| KINERJA\_04 | Pearson Correlation | .543\* |
| Sig. (2-tailed) | .013 |
| N | 20 |
| KINERJA\_05 | Pearson Correlation | .591\*\* |
| Sig. (2-tailed) | .006 |
| N | 20 |
| KINERJA\_06 | Pearson Correlation | .521\* |
| Sig. (2-tailed) | .019 |
| N | 20 |
| KINERJA\_07 | Pearson Correlation | .475\* |
| Sig. (2-tailed) | .034 |
| N | 20 |
| KINERJA\_08 | Pearson Correlation | .776\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KINERJA\_09 | Pearson Correlation | .770\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KINERJA\_10 | Pearson Correlation | .631\*\* |
| Sig. (2-tailed) | .003 |
| N | 20 |
| KINERJA\_11 | Pearson Correlation | .549\* |
| Sig. (2-tailed) | .012 |
| N | 20 |
| KINERJA\_12 | Pearson Correlation | .509\* |
| Sig. (2-tailed) | .022 |
| N | 20 |
| KINERJA\_13 | Pearson Correlation | .621\*\* |
| Sig. (2-tailed) | .004 |
| N | 20 |
| TOTAL\_KINERJA | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 20 |
|

|  |
| --- |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

 |

1. Karakteristik Individu

|  |
| --- |
| **Correlations** |
|  | TOTAL\_KARAKTERISTIK\_INDIVIDU |
| KARAKTERISTIK\_INDIVIDU\_01 | Pearson Correlation | .903\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_02 | Pearson Correlation | .748\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_03 | Pearson Correlation | .470\* |
| Sig. (2-tailed) | .036 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_04 | Pearson Correlation | .471\* |
| Sig. (2-tailed) | .036 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_05 | Pearson Correlation | .709\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_06 | Pearson Correlation | .465\* |
| Sig. (2-tailed) | .039 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_07 | Pearson Correlation | .774\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_08 | Pearson Correlation | .903\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_09 | Pearson Correlation | .602\*\* |
| Sig. (2-tailed) | .005 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_10 | Pearson Correlation | .850\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KARAKTERISTIK\_INDIVIDU\_11 | Pearson Correlation | .696\*\* |
| Sig. (2-tailed) | .001 |
| N | 20 |
| TOTAL\_KARAKTERISTIK\_INDIVIDU | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 20 |
|

|  |
| --- |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

 |

1. Keterampilan

**Correlations**

|  |  |
| --- | --- |
|  | TOTAL\_KETERAMPILAN |
| KETERAMPILAN\_01 | Pearson Correlation | .650\*\* |
| Sig. (2-tailed) | .002 |
| N | 20 |
| KETERAMPILAN\_02 | Pearson Correlation | .565\*\* |
| Sig. (2-tailed) | .009 |
| N | 20 |
| KETERAMPILAN\_03 | Pearson Correlation | .496\* |
| Sig. (2-tailed) | .026 |
| N | 20 |
| KETERAMPILAN\_04 | Pearson Correlation | .503\* |
| Sig. (2-tailed) | .024 |
| N | 20 |
| KETERAMPILAN\_05 | Pearson Correlation | .731\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KETERAMPILAN\_06 | Pearson Correlation | .895\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KETERAMPILAN\_07 | Pearson Correlation | .860\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| KETERAMPILAN\_08 | Pearson Correlation | .538\* |
| Sig. (2-tailed) | .014 |
| N | 20 |
| TOTAL\_KETERAMPILAN | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

1. Kemampuan Kerja

**Correlations**

|  |  |
| --- | --- |
|  | TOTAL\_KEMAMPUAN\_KERJA |
| KEMAMPUAN\_KERJA\_01 | Pearson Correlation | .606\*\* |
| Sig. (2-tailed) | .005 |
| N | 20 |
| KEMAMPUAN\_KERJA\_02 | Pearson Correlation | .459\* |
| Sig. (2-tailed) | .042 |
| N | 20 |
| KEMAMPUAN\_KERJA\_03 | Pearson Correlation | .638\*\* |
| Sig. (2-tailed) | .002 |
| N | 20 |
| KEMAMPUAN\_KERJA\_04 | Pearson Correlation | .641\*\* |
| Sig. (2-tailed) | .002 |
| N | 20 |
| KEMAMPUAN\_KERJA\_05 | Pearson Correlation | .607\*\* |
| Sig. (2-tailed) | .005 |
| N | 20 |
| KEMAMPUAN\_KERJA\_06 | Pearson Correlation | .809\*\* |
| Sig. (2-tailed) | .000 |
| N | 20 |
| TOTAL\_KEMAMPUAN\_KERJA | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 20 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

**Hasil Uji Reliabilitas**

1. **Kinerja Karyawan**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .837 | 13 |

1. **Karakteristik Individu**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .886 | 11 |

1. **Keterampilan**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .793 | 8 |

1. **Kemampuan Kerja**

|  |
| --- |
| **Case Processing Summary** |
|  | N | % |
| Cases | Valid | 20 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 20 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. |

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| .676 | 6 |

**Lampiran Pengolahan Data Ordinal**

1. Lampiran Data Hasil Kuesioner Variabel Kinerja Karyawan (Y)

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Variabel Kinerja** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** |
| 1 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 47 |
| 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 54 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 46 |
| 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 46 |
| 6 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 7 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 54 |
| 8 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 46 |
| 9 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 45 |
| 10 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 2 | 3 | 2 | 4 | 5 | 49 |
| 11 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 46 |
| 12 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 56 |
| 13 | 3 | 3 | 3 | 5 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 5 | 5 | 46 |
| 14 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 49 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 48 |
| 16 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 49 |
| 17 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 54 |
| 18 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 54 |
| 19 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 49 |
| 20 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 49 |
| 21 | 5 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 48 |
| 22 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 50 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 49 |
| 24 | 3 | 5 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 25 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 55 |
| 26 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 55 |
| 27 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 5 | 55 |
| 28 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 53 |
| 29 | 5 | 3 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 55 |
| 30 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 49 |
| 31 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 5 | 50 |
| 32 | 3 | 2 | 4 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 50 |
| 33 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 56 |

1. Lampiran Data Hasil Kuesioner Variabel Karakteristik Individu (X1)

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Karakteristik Individu** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 36 |
| 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 39 |
| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 5 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 7 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 44 |
| 8 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 36 |
| 9 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 10 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 39 |
| 11 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 36 |
| 12 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 48 |
| 13 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 37 |
| 14 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 39 |
| 15 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 39 |
| 16 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 3 | 2 | 38 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 45 |
| 18 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 19 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 39 |
| 20 | 3 | 4 | 4 | 5 | 3 | 5 | 3 | 3 | 4 | 3 | 3 | 40 |
| 21 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 39 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 39 |
| 23 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 39 |
| 24 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 40 |
| 25 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 2 | 3 | 4 | 3 | 40 |
| 26 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 40 |
| 27 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 44 |
| 28 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 44 |
| 29 | 4 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 39 |
| 30 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 39 |
| 31 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 37 |
| 32 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 39 |
| 33 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 45 |

1. Lampiran Data Hasil Kuesioner Variabel Keterampilan (X2)

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

1. Lampiran Data Hasil Kuesioner Variabel Kemampuan Kerja (X3)

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

**Lampiran Pengolahan Data Interval**

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Variabel Kinerja** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** |
| 1 | 2.23 | 5.23 | 4.44 | 4.43 | 3.00 | 4.37 | 4.57 | 3.44 | 3.13 | 3.00 | 3.28 | 4.51 | 4.93 | 50.55 |
| 2 | 3.12 | 3.91 | 3.00 | 4.43 | 4.30 | 4.37 | 3.24 | 4.63 | 4.07 | 4.50 | 4.55 | 4.51 | 4.93 | 53.56 |
| 3 | 3.12 | 3.91 | 4.44 | 4.43 | 5.62 | 5.74 | 6.06 | 4.63 | 4.07 | 4.50 | 4.55 | 3.00 | 4.93 | 59.01 |
| 4 | 2.23 | 3.91 | 3.00 | 4.43 | 4.30 | 4.37 | 4.57 | 3.44 | 3.13 | 3.00 | 3.28 | 4.51 | 4.93 | 49.10 |
| 5 | 2.23 | 2.85 | 4.44 | 4.43 | 4.30 | 4.37 | 4.57 | 3.44 | 3.13 | 3.00 | 3.28 | 4.51 | 4.93 | 49.48 |
| 6 | 4.22 | 2.85 | 4.44 | 5.85 | 4.30 | 5.74 | 4.57 | 4.63 | 4.07 | 4.50 | 4.55 | 4.51 | 4.93 | 59.17 |
| 7 | 4.22 | 5.23 | 5.87 | 4.43 | 3.00 | 5.74 | 4.57 | 5.81 | 4.07 | 3.00 | 4.55 | 3.00 | 4.93 | 58.42 |
| 8 | 2.23 | 5.23 | 4.44 | 4.43 | 3.00 | 5.74 | 3.24 | 3.44 | 3.13 | 3.00 | 2.00 | 4.51 | 4.93 | 49.31 |
| 9 | 2.23 | 3.91 | 4.44 | 3.00 | 4.30 | 3.00 | 4.57 | 3.44 | 3.13 | 3.00 | 3.28 | 4.51 | 4.93 | 47.74 |
| 10 | 4.22 | 3.91 | 4.44 | 4.43 | 5.62 | 4.37 | 4.57 | 3.44 | 2.00 | 3.00 | 2.00 | 4.51 | 6.55 | 53.06 |
| 11 | 2.23 | 3.91 | 4.44 | 4.43 | 4.30 | 4.37 | 3.24 | 3.44 | 3.13 | 3.00 | 3.28 | 4.51 | 4.93 | 49.20 |
| 12 | 4.22 | 5.23 | 5.87 | 4.43 | 5.62 | 4.37 | 3.24 | 4.63 | 5.09 | 4.50 | 4.55 | 4.51 | 4.93 | 61.18 |
| 13 | 2.23 | 2.85 | 3.00 | 5.85 | 4.30 | 4.37 | 2.00 | 3.44 | 3.13 | 3.00 | 3.28 | 6.00 | 6.55 | 50.01 |
| 14 | 3.12 | 2.85 | 4.44 | 4.43 | 4.30 | 3.00 | 4.57 | 3.44 | 4.07 | 4.50 | 4.55 | 4.51 | 4.93 | 52.71 |
| 15 | 3.12 | 3.91 | 4.44 | 4.43 | 4.30 | 4.37 | 3.24 | 4.63 | 2.00 | 4.50 | 3.28 | 4.51 | 4.93 | 51.66 |
| 16 | 3.12 | 3.91 | 4.44 | 5.85 | 5.62 | 4.37 | 3.24 | 3.44 | 2.00 | 3.00 | 4.55 | 4.51 | 4.93 | 52.98 |
| 17 | 3.12 | 3.91 | 4.44 | 5.85 | 5.62 | 4.37 | 4.57 | 4.63 | 4.07 | 4.50 | 3.28 | 4.51 | 6.55 | 59.43 |
| 18 | 4.22 | 3.91 | 4.44 | 4.43 | 4.30 | 3.00 | 4.57 | 5.81 | 4.07 | 4.50 | 4.55 | 6.00 | 4.93 | 58.73 |
| 19 | 4.22 | 3.91 | 4.44 | 3.00 | 4.30 | 4.37 | 4.57 | 4.63 | 3.13 | 4.50 | 3.28 | 3.00 | 4.93 | 52.29 |
| 20 | 3.12 | 3.91 | 4.44 | 4.43 | 3.00 | 4.37 | 4.57 | 4.63 | 3.13 | 3.00 | 5.96 | 3.00 | 4.93 | 52.50 |
| 21 | 4.22 | 3.91 | 5.87 | 3.00 | 4.30 | 3.00 | 3.24 | 4.63 | 2.00 | 3.00 | 4.55 | 4.51 | 4.93 | 51.16 |
| 22 | 3.12 | 3.91 | 5.87 | 5.85 | 4.30 | 4.37 | 4.57 | 4.63 | 2.00 | 3.00 | 3.28 | 4.51 | 4.93 | 54.35 |
| 23 | 3.12 | 3.91 | 4.44 | 4.43 | 4.30 | 4.37 | 4.57 | 4.63 | 2.00 | 4.50 | 3.28 | 4.51 | 4.93 | 52.99 |
| 24 | 2.23 | 5.23 | 4.44 | 3.00 | 5.62 | 5.74 | 6.06 | 3.44 | 3.13 | 3.00 | 3.28 | 3.00 | 3.00 | 51.18 |
| 25 | 4.22 | 5.23 | 5.87 | 3.00 | 5.62 | 4.37 | 3.24 | 4.63 | 5.09 | 4.50 | 4.55 | 4.51 | 4.93 | 59.75 |
| 26 | 4.22 | 3.91 | 5.87 | 4.43 | 4.30 | 3.00 | 4.57 | 5.81 | 4.07 | 4.50 | 4.55 | 6.00 | 4.93 | 60.17 |
| 27 | 4.22 | 5.23 | 3.00 | 4.43 | 4.30 | 5.74 | 4.57 | 5.81 | 2.00 | 4.50 | 4.55 | 6.00 | 6.55 | 60.91 |
| 28 | 3.12 | 3.91 | 4.44 | 4.43 | 4.30 | 5.74 | 4.57 | 4.63 | 3.13 | 4.50 | 4.55 | 6.00 | 4.93 | 58.26 |
| 29 | 4.22 | 2.85 | 5.87 | 4.43 | 3.00 | 3.00 | 4.57 | 5.81 | 4.07 | 6.04 | 4.55 | 6.00 | 6.55 | 60.97 |
| 30 | 4.22 | 3.91 | 4.44 | 5.85 | 3.00 | 4.37 | 4.57 | 3.44 | 3.13 | 3.00 | 3.28 | 4.51 | 4.93 | 52.65 |
| 31 | 4.22 | 5.23 | 4.44 | 5.85 | 3.00 | 4.37 | 4.57 | 2.00 | 2.00 | 3.00 | 4.55 | 4.51 | 6.55 | 54.29 |
| 32 | 2.23 | 2.00 | 4.44 | 3.00 | 5.62 | 5.74 | 6.06 | 3.44 | 3.13 | 3.00 | 5.96 | 4.51 | 6.55 | 55.69 |
| 33 | 4.22 | 5.23 | 5.87 | 4.43 | 4.30 | 4.37 | 3.24 | 4.63 | 5.09 | 4.50 | 4.55 | 4.51 | 6.55 | 61.49 |

1. Lampiran Data Hasil Kuesioner Variabel Kinerja Karyawan (Y)
2. Lampiran Data Hasil Kuesioner Variabel Karakteristik Individu (X1)

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Karakteristik Individu** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** |
| 1 | 2.57 | 3.43 | 4.55 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 3.00 | 3.00 | 3.23 | 38.31 |
| 2 | 2.57 | 3.43 | 4.55 | 4.56 | 4.50 | 4.45 | 4.50 | 3.51 | 3.00 | 3.00 | 4.40 | 42.47 |
| 3 | 3.86 | 4.85 | 4.55 | 4.56 | 4.50 | 5.90 | 4.50 | 5.00 | 4.29 | 4.45 | 4.40 | 50.87 |
| 4 | 2.57 | 3.43 | 3.00 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 3.00 | 3.00 | 3.23 | 36.76 |
| 5 | 2.57 | 3.43 | 3.00 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 3.00 | 3.00 | 3.23 | 36.76 |
| 6 | 3.86 | 4.85 | 4.55 | 4.56 | 4.50 | 4.45 | 4.50 | 5.00 | 4.29 | 4.45 | 4.40 | 49.42 |
| 7 | 3.86 | 4.85 | 4.55 | 4.56 | 4.50 | 5.90 | 4.50 | 5.00 | 4.29 | 4.45 | 3.23 | 49.71 |
| 8 | 2.57 | 3.43 | 4.55 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 3.00 | 3.00 | 3.23 | 38.31 |
| 9 | 2.57 | 3.43 | 3.00 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 3.00 | 3.00 | 3.23 | 36.76 |
| 10 | 2.57 | 4.85 | 4.55 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 4.29 | 4.45 | 3.23 | 42.47 |
| 11 | 2.57 | 3.43 | 4.55 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 3.00 | 3.00 | 3.23 | 38.31 |
| 12 | 3.86 | 4.85 | 6.33 | 6.13 | 4.50 | 5.90 | 4.50 | 5.00 | 4.29 | 4.45 | 5.64 | 55.46 |
| 13 | 2.57 | 3.43 | 4.55 | 4.56 | 4.50 | 4.45 | 3.00 | 3.51 | 3.00 | 3.00 | 3.23 | 39.81 |
| 14 | 2.57 | 4.85 | 4.55 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 4.29 | 3.00 | 4.40 | 42.18 |
| 15 | 2.57 | 4.85 | 3.00 | 4.56 | 4.50 | 3.00 | 4.50 | 3.51 | 4.29 | 3.00 | 4.40 | 42.19 |
| 16 | 2.57 | 4.85 | 4.55 | 4.56 | 3.00 | 4.45 | 3.00 | 3.51 | 5.47 | 3.00 | 2.00 | 40.96 |
| 17 | 3.86 | 4.85 | 4.55 | 4.56 | 4.50 | 4.45 | 5.94 | 5.00 | 4.29 | 4.45 | 4.40 | 50.86 |
| 18 | 3.86 | 4.85 | 3.00 | 6.13 | 4.50 | 4.45 | 4.50 | 5.00 | 4.29 | 4.45 | 4.40 | 49.44 |
| 19 | 2.57 | 3.43 | 4.55 | 4.56 | 4.50 | 5.90 | 4.50 | 3.51 | 3.00 | 3.00 | 3.23 | 42.76 |
| 20 | 2.57 | 4.85 | 4.55 | 6.13 | 3.00 | 5.90 | 3.00 | 3.51 | 4.29 | 3.00 | 3.23 | 44.03 |
| 21 | 5.09 | 4.85 | 4.55 | 3.00 | 3.00 | 3.00 | 3.00 | 3.51 | 3.00 | 4.45 | 4.40 | 41.84 |
| 22 | 3.86 | 4.85 | 4.55 | 4.56 | 4.50 | 4.45 | 3.00 | 3.51 | 3.00 | 4.45 | 2.00 | 42.73 |
| 23 | 3.86 | 4.85 | 3.00 | 4.56 | 4.50 | 3.00 | 4.50 | 2.00 | 4.29 | 3.00 | 4.40 | 41.97 |
| 24 | 5.09 | 3.43 | 3.00 | 3.00 | 3.00 | 4.45 | 3.00 | 3.51 | 5.47 | 4.45 | 4.40 | 42.80 |
| 25 | 3.86 | 4.85 | 3.00 | 4.56 | 4.50 | 5.90 | 4.50 | 2.00 | 3.00 | 4.45 | 3.23 | 43.87 |
| 26 | 2.57 | 4.85 | 4.55 | 4.56 | 3.00 | 3.00 | 4.50 | 3.51 | 4.29 | 4.45 | 4.40 | 43.68 |
| 27 | 5.09 | 4.85 | 3.00 | 3.00 | 3.00 | 4.45 | 4.50 | 3.51 | 5.47 | 5.90 | 5.64 | 48.42 |
| 28 | 3.86 | 6.55 | 4.55 | 3.00 | 4.50 | 4.45 | 3.00 | 3.51 | 4.29 | 5.90 | 5.64 | 49.26 |
| 29 | 3.86 | 3.43 | 3.00 | 6.13 | 3.00 | 3.00 | 3.00 | 3.51 | 4.29 | 4.45 | 4.40 | 42.07 |
| 30 | 3.86 | 3.43 | 4.55 | 4.56 | 4.50 | 4.45 | 3.00 | 2.00 | 3.00 | 4.45 | 4.40 | 42.21 |
| 31 | 3.86 | 4.85 | 3.00 | 4.56 | 3.00 | 3.00 | 3.00 | 2.00 | 3.00 | 4.45 | 4.40 | 39.12 |
| 32 | 2.57 | 3.43 | 4.55 | 3.00 | 3.00 | 4.45 | 3.00 | 3.51 | 5.47 | 4.45 | 4.40 | 41.83 |
| 33 | 3.86 | 4.85 | 4.55 | 6.13 | 4.50 | 4.45 | 4.50 | 2.00 | 5.47 | 4.45 | 5.64 | 50.41 |

1. Lampiran Data Hasil Kuesioner Variabel Keterampilan (X2)

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Keterampilan** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 3.57 | 3.56 | 4.56 | 3.00 | 3.00 | 3.00 | 3.00 | 5.70 | 29.38 |
| 2 | 3.57 | 3.56 | 4.56 | 4.34 | 5.79 | 4.09 | 4.26 | 4.34 | 34.49 |
| 3 | 4.95 | 3.56 | 6.15 | 4.34 | 4.40 | 4.09 | 4.26 | 4.34 | 36.08 |
| 4 | 2.28 | 2.00 | 4.56 | 4.34 | 3.00 | 3.00 | 3.00 | 5.70 | 27.88 |
| 5 | 2.28 | 4.98 | 4.56 | 3.00 | 3.00 | 3.00 | 4.26 | 3.00 | 28.08 |
| 6 | 3.57 | 3.56 | 4.56 | 5.62 | 4.40 | 4.09 | 4.26 | 4.34 | 34.38 |
| 7 | 3.57 | 2.00 | 4.56 | 5.62 | 5.79 | 5.29 | 4.26 | 5.70 | 36.78 |
| 8 | 2.28 | 2.00 | 4.56 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 23.84 |
| 9 | 2.28 | 3.56 | 4.56 | 4.34 | 3.00 | 3.00 | 4.26 | 3.00 | 27.99 |
| 10 | 3.57 | 3.56 | 3.00 | 3.00 | 4.40 | 4.09 | 4.26 | 4.34 | 30.21 |
| 11 | 2.28 | 2.00 | 4.56 | 4.34 | 3.00 | 3.00 | 3.00 | 4.34 | 26.51 |
| 12 | 3.57 | 3.56 | 4.56 | 4.34 | 4.40 | 5.29 | 5.51 | 5.70 | 36.91 |
| 13 | 2.28 | 3.56 | 3.00 | 3.00 | 3.00 | 4.09 | 3.00 | 3.00 | 24.93 |
| 14 | 3.57 | 3.56 | 4.56 | 4.34 | 4.40 | 4.09 | 4.26 | 5.70 | 34.46 |
| 15 | 3.57 | 2.68 | 4.56 | 3.00 | 4.40 | 4.09 | 4.26 | 4.34 | 30.88 |
| 16 | 3.57 | 4.98 | 6.15 | 3.00 | 4.40 | 5.29 | 5.51 | 5.70 | 38.59 |
| 17 | 2.28 | 4.98 | 6.15 | 4.34 | 3.00 | 4.09 | 5.51 | 3.00 | 33.34 |
| 18 | 3.57 | 3.56 | 4.56 | 5.62 | 4.40 | 5.29 | 5.51 | 4.34 | 36.83 |
| 19 | 3.57 | 3.56 | 4.56 | 3.00 | 4.40 | 4.09 | 4.26 | 4.34 | 31.76 |
| 20 | 4.95 | 3.56 | 3.00 | 3.00 | 4.40 | 3.00 | 3.00 | 4.34 | 29.25 |
| 21 | 3.57 | 3.56 | 3.00 | 3.00 | 4.40 | 4.09 | 4.26 | 5.70 | 31.57 |
| 22 | 4.95 | 4.98 | 4.56 | 4.34 | 4.40 | 4.09 | 4.26 | 4.34 | 35.91 |
| 23 | 3.57 | 2.68 | 4.56 | 3.00 | 4.40 | 5.29 | 4.26 | 4.34 | 32.09 |
| 24 | 2.28 | 2.00 | 4.56 | 4.34 | 3.00 | 5.29 | 3.00 | 5.70 | 30.17 |
| 25 | 3.57 | 3.56 | 4.56 | 4.34 | 4.40 | 5.29 | 5.51 | 4.34 | 35.55 |
| 26 | 3.57 | 3.56 | 4.56 | 4.34 | 4.40 | 5.29 | 5.51 | 4.34 | 35.55 |
| 27 | 3.57 | 2.00 | 4.56 | 5.62 | 5.79 | 5.29 | 4.26 | 5.70 | 36.78 |
| 28 | 4.95 | 3.56 | 6.15 | 5.62 | 4.40 | 5.29 | 4.26 | 4.34 | 38.56 |
| 29 | 3.57 | 3.56 | 4.56 | 4.34 | 4.40 | 5.29 | 5.51 | 4.34 | 35.55 |
| 30 | 2.28 | 2.00 | 4.56 | 4.34 | 3.00 | 5.29 | 3.00 | 5.70 | 30.17 |
| 31 | 3.57 | 3.56 | 3.00 | 3.00 | 4.40 | 4.09 | 4.26 | 4.34 | 30.21 |
| 32 | 2.28 | 3.56 | 4.56 | 4.34 | 3.00 | 5.29 | 3.00 | 4.34 | 30.36 |
| 33 | 3.57 | 3.56 | 4.56 | 4.34 | 4.40 | 5.29 | 5.51 | 4.34 | 35.55 |

1. Lampiran Data Hasil Kuesioner Variabel Kemampuan Kerja (X3)

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan Mengenai Kemampuan Kerja** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** |
| 1 | 2.49 | 2.83 | 3.48 | 2.83 | 3.11 | 3.00 | 17.74 |
| 2 | 3.16 | 2.83 | 3.48 | 2.00 | 5.12 | 3.96 | 20.55 |
| 3 | 4.22 | 2.00 | 4.79 | 3.39 | 3.97 | 3.96 | 22.33 |
| 4 | 2.49 | 2.00 | 3.48 | 3.39 | 3.11 | 3.00 | 17.47 |
| 5 | 2.49 | 2.83 | 3.48 | 2.83 | 3.11 | 3.00 | 17.74 |
| 6 | 3.16 | 3.51 | 3.48 | 4.41 | 3.97 | 3.96 | 22.49 |
| 7 | 3.16 | 3.51 | 3.48 | 4.41 | 5.12 | 5.02 | 24.71 |
| 8 | 2.49 | 3.51 | 3.48 | 2.83 | 2.00 | 3.00 | 17.30 |
| 9 | 2.49 | 2.00 | 2.00 | 2.00 | 3.11 | 3.00 | 14.60 |
| 10 | 3.16 | 3.51 | 3.48 | 2.83 | 3.97 | 3.96 | 20.90 |
| 11 | 1.80 | 2.83 | 2.00 | 3.39 | 3.11 | 3.00 | 16.13 |
| 12 | 3.16 | 3.51 | 3.48 | 3.39 | 3.97 | 5.02 | 22.53 |
| 13 | 2.49 | 2.83 | 2.62 | 2.00 | 3.11 | 3.00 | 16.05 |
| 14 | 3.16 | 2.00 | 3.48 | 2.83 | 3.97 | 3.96 | 19.40 |
| 15 | 1.80 | 2.83 | 2.00 | 2.83 | 3.97 | 3.96 | 17.39 |
| 16 | 3.16 | 2.00 | 4.79 | 2.00 | 3.97 | 5.02 | 20.94 |
| 17 | 2.49 | 4.58 | 4.79 | 3.39 | 3.11 | 3.96 | 22.31 |
| 18 | 3.16 | 3.51 | 3.48 | 4.41 | 3.97 | 5.02 | 23.55 |
| 19 | 1.80 | 3.51 | 3.48 | 2.00 | 3.97 | 3.96 | 18.71 |
| 20 | 4.22 | 3.51 | 2.00 | 2.00 | 3.97 | 3.00 | 18.70 |
| 21 | 4.22 | 4.58 | 4.79 | 4.41 | 5.12 | 5.02 | 28.15 |
| 22 | 4.22 | 3.51 | 3.48 | 4.41 | 5.12 | 5.02 | 25.76 |
| 23 | 4.22 | 3.51 | 3.48 | 4.41 | 5.12 | 5.02 | 25.76 |
| 24 | 4.22 | 3.51 | 3.48 | 4.41 | 5.12 | 5.02 | 25.76 |
| 25 | 3.16 | 4.58 | 4.79 | 3.39 | 5.12 | 5.02 | 26.07 |
| 26 | 4.22 | 4.58 | 3.48 | 4.41 | 5.12 | 5.02 | 26.84 |
| 27 | 4.22 | 4.58 | 3.48 | 3.39 | 5.12 | 5.02 | 25.82 |
| 28 | 4.22 | 4.58 | 4.79 | 4.41 | 5.12 | 3.00 | 26.12 |
| 28 | 4.22 | 4.58 | 4.79 | 4.41 | 5.12 | 5.02 | 28.15 |
| 30 | 4.22 | 4.58 | 4.79 | 4.41 | 5.12 | 5.02 | 28.15 |
| 31 | 4.22 | 4.58 | 4.79 | 4.41 | 5.12 | 3.00 | 26.12 |
| 32 | 4.22 | 4.58 | 4.79 | 4.41 | 5.12 | 5.02 | 28.15 |
| 33 | 4.22 | 4.58 | 4.79 | 4.41 | 5.12 | 5.02 | 28.15 |

**Hasil Analisis Statistik Deskriptif**

|  |
| --- |
| **Descriptive Statistics** |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| KARAKTERISTIK\_INDIVIDU | 33 | 36.76 | 55.46 | 43.5770 | 4.81252 |
| KETERAMPILAN | 33 | 23.84 | 38.59 | 32.4422 | 3.96204 |
| KEMAMPUAN\_KERJA | 33 | 14.60 | 28.15 | 22.4397 | 4.26354 |
| KINERJA | 33 | 47.74 | 61.49 | 54.6652 | 4.31123 |
| Valid N (listwise) | 33 |  |  |  |  |

**Hasil Uji Asumsi Klasik**

1. **Hasil Uji Normalitas**
2. Hasil Non Parametic one Kolmogorov Smirnov

|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 33 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.79951793 |
| Most Extreme Differences | Absolute | .106 |
| Positive | .106 |
| Negative | -.072 |
| Test Statistic | .106 |
| Asymp. Sig. (2-tailed) | .200c,d |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |
| d. This is a lower bound of the true significance. |

1. Hasil Uji Normalitas Menggunakan P-Plot



1. Hasil Uji Normalitas Menggunakan Histogram



1. **Hasil Uji Hesteroskedastisitas**



1. **Hasil Uji Multikolonieritas**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 18.593 | 3.158 |  | 5.888 | .000 |  |  |
| KARAKTERISTIK\_INDIVIDU | .473 | .099 | .528 | 4.765 | .000 | .489 | 2.047 |
| KETERAMPILAN | .285 | .132 | .262 | 2.156 | .039 | .408 | 2.449 |
| KEMAMPUAN\_KERJA | .277 | .095 | .274 | 2.909 | .007 | .679 | 1.474 |
| a. Dependent Variable: KINERJA |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 18.593 | 3.158 |  | 5.888 | .000 |  |  |
| KARAKTERISTIK\_INDIVIDU | .473 | .099 | .528 | 4.765 | .000 | .489 | 2.047 |
| KETERAMPILAN | .285 | .132 | .262 | 2.156 | .039 | .408 | 2.449 |
| KEMAMPUAN\_KERJA | .277 | .095 | .274 | 2.909 | .007 | .679 | 1.474 |
| a. Dependent Variable: KINERJA |

**Hasil Analisis Regresi Linier Berganda dan Uji Hipotesis (Uji t dan Uji F)**

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 491.151 | 3 | 163.717 | 45.817 | .000b |
| Residual | 103.624 | 29 | 3.573 |  |  |
| Total | 594.775 | 32 |  |  |  |
| a. Dependent Variable: KINERJA |
| b. Predictors: (Constant), KEMAMPUAN\_KERJA, KARAKTERISTIK\_INDIVIDU, KETERAMPILAN |

**Hasil Analisis Koefisien Determinasi**

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .909a | .826 | .808 | 1.89031 |
| a. Predictors: (Constant), KEMAMPUAN\_KERJA, KARAKTERISTIK\_INDIVIDU, KETERAMPILAN |
| b. Dependent Variable: KINERJA |