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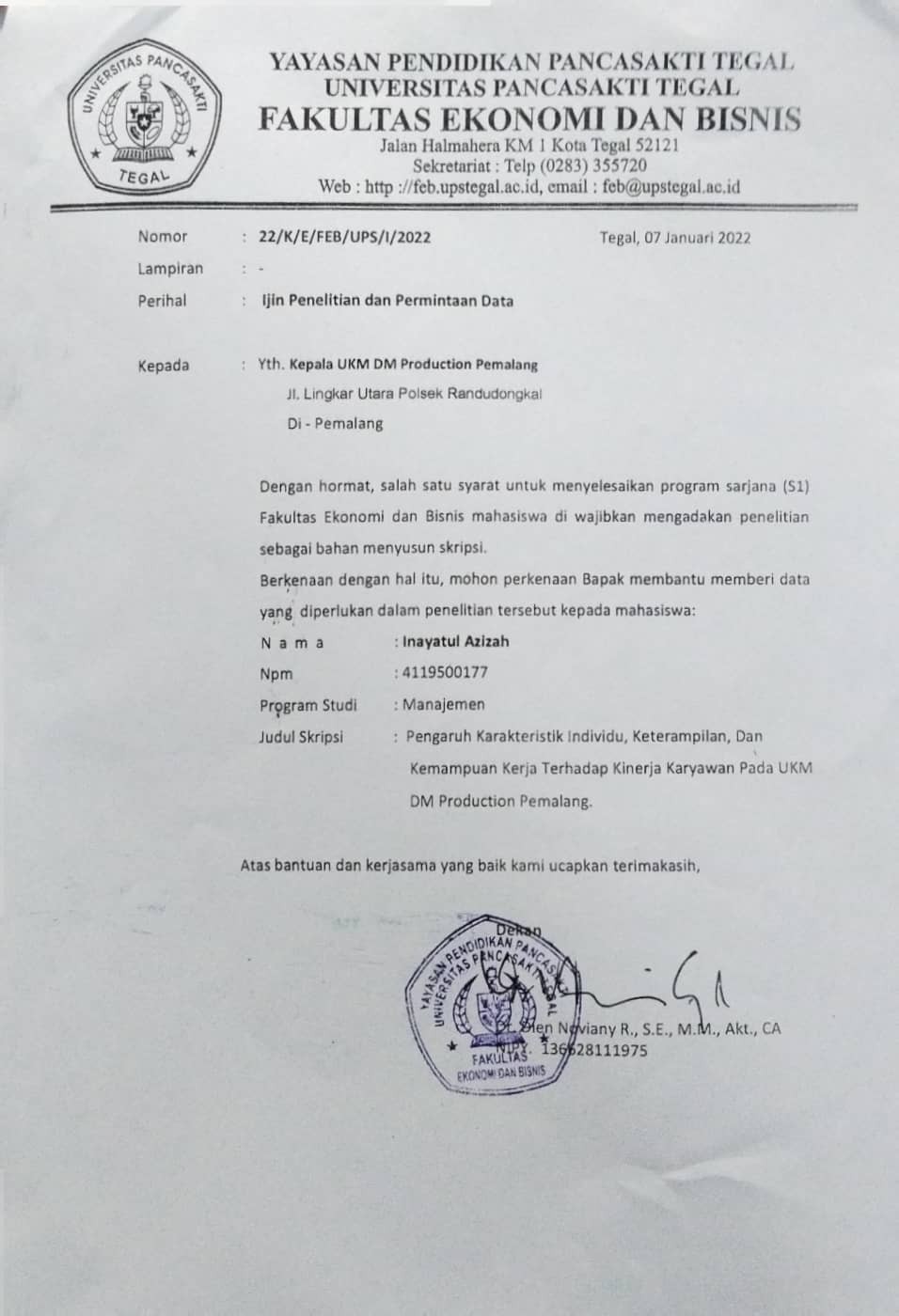
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# *LAMPIRAN*

**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**

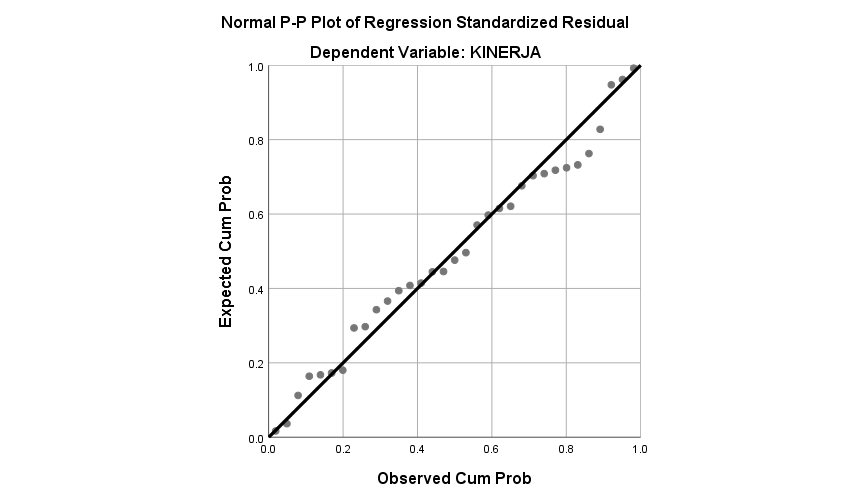
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| KARAKTERISTIK\_INDIVIDU | 33 | 36.76 | 55.46 | 43.5770 | 4.81252 |
| KETERAMPILAN | 33 | 23.84 | 38.59 | 32.4422 | 3.96204 |
| KEMAMPUAN\_KERJA | 33 | 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**

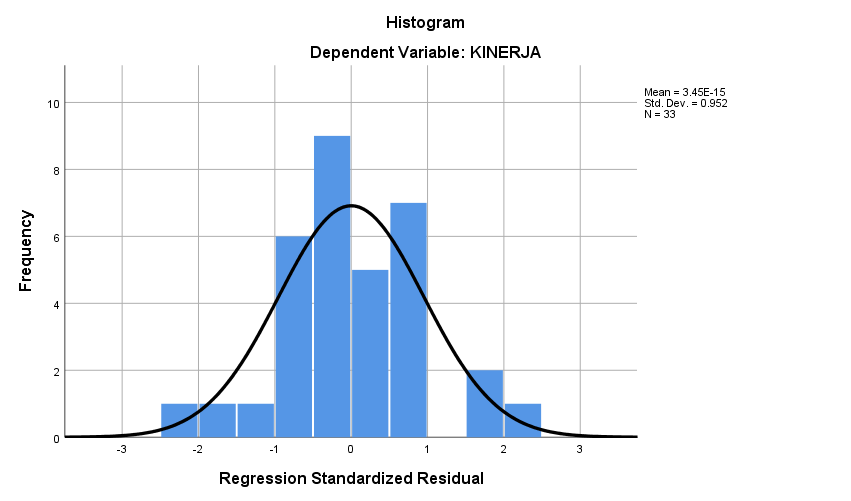
1. **Hasil Uji Normalitas**
2. Hasil Non Parametic one Kolmogorov Smirnov

|  |  |  |
| --- | --- | --- |
| **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. | | |

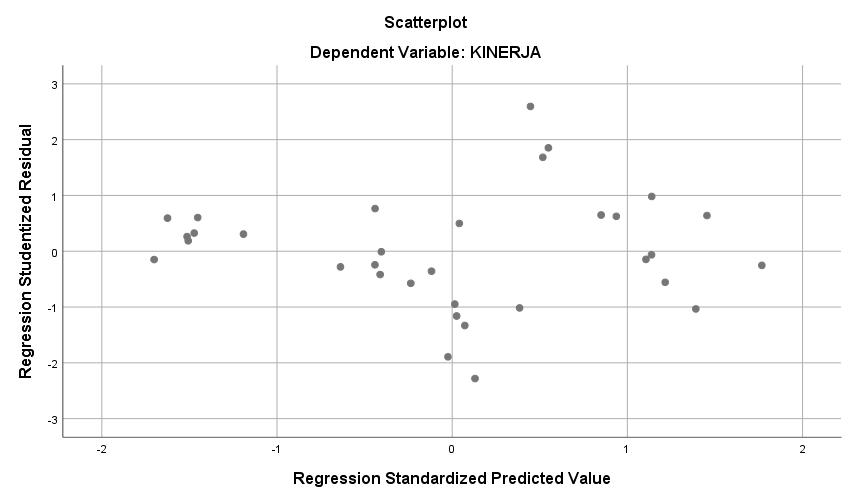
1. Hasil Uji Normalitas Menggunakan P-Plot



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 | | | | |