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**LAMPIRAN :**

**Lampira 1: Kuesioner Penelitian**

|  |  |
| --- | --- |
| **KUESIONER PENELITIAN**  **PENGARUH PELATIHAN, DISIPLIN KERJA DAN INSENTIF KERJA TERHADAP PRODUKTIVITAS UD. AMY LOGAM ADIWERNA** | |
|  | |
| Lampiran  Hal | : 3 (tiga) leimbar Keipada Yth.  : Peirmoihoinan meinjadi Reispoindein Bapak/Ibu Karyawan  UD. AMY Loigam  Adiweirna |
| **Assalamualaikum Wr. Wb.**  Deingan hoirmat disampaikan, bahwa dalam rangka meinyeileisaikan tugas peineilitian pada Proigram Studi Manajemen, Fakultas Ekonomi Dan bisnis, Univeirsitas Pancasakti Tegal deingan ini saya :  Nama : **AMY SILVIA MELANI**  NPM : **4119500154**  Proigram Studi : Manajeimein  Meimoihoin bantuan dan keiseidiaan Bapak/Ibu karyawan Peingaruh Peilatihan, Disiplin Keirja dan Inseintif Keirja Teirhadap Proiduktivitas Keirja Karyawan UD. AMY Loigam Adiweirna untuk meinjadi reispoindein dan beirkeinan meimbeirikan jawaban yang paling seisuai deingan peirseipsi Bapak/Ibu atas peirnyataan kueisioineir yang sudah saya siapkan. Jawaban Bapak/Ibu teirhadap kueisioineir ini tidak akan dipublikasikan dan dijamin keirahasiaannya, kareina data ini hanya digunakan untuk keipeintingan akadeimis dan dalam rangka peingeimbangan ilmu peingeitahuan.  Deimikian disampaikan atas bantuan dan keirjasamanya diucapkan teirimakasih.Wassalamu’alaikum Wr. Wb.  Teigal, ….. Mei, 2023  Hoirmat Saya, | |

**AMY SILVIA MELANI**

**Responden**

* + 1. **Identitas Responden**

1. Nama : …………………………………………………
2. Alamat : ………………………………………………..
3. Jeinis Keilamin : a) Laki-Laki b) Peireimpuan
4. Umur :

a) 17-20 d) 36-45

b) 21-25 ei) 46-55

c) 26-35 f) > 55

1. Peindidikan Teirakhir :

a). SD d) D1/D11?d3

b) SMP ei) S1

c) SMA/STM?SMK f) Lainnya........

1. Masa Kerja :
2. 1-3 thn
3. 3-4 th
4. 4-5 th
5. > 5 thn
6. **Petunjuk Pengisian**

Beirilah tanda cheick list (√) pada jawaban yang seisuai deingan peindapat Anda.

SS : Sangat Seituju

S : Seituju

KS : Kurang Seituju

TS : Tidak Seituju

STS : Sangat Tidak Seituju

**KUESIONER**

1. **Variabel Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| STS | TS | KS | S | SS |
| **MAMPU MELAKSANAKAN TUGAS** | | | | | | |
| 1 | Meimiliki keitrampilan yang seisuai deingan peikeirjaan |  |  |  |  |  |
| 2 | Mampu meilaksanakan tugas deingan baik |  |  |  |  |  |
| **HASIL PEKERJAAN** | | | | | | |
| 3 | Hasil peikeirjaan seisuai deingan targeit peirusahaan |  |  |  |  |  |
| 4 | Hasil pekerjaan yang dicapai tepat waktu |  |  |  |  |  |
| **SEMANGAT MENYELESAIKAN TUGAS** | | | | | | |
| 5 | Beirseimangat meinjalankan tugas di peirusahaan |  |  |  |  |  |
| 6 | Bersemangat menyelesaikan tugas tepat waktu |  |  |  |  |  |
| **MENINGKATKAN KEMAMPUAN** | | | | | | |
| 7 | Seilalu beilajar untuk meinambah keitrampilan |  |  |  |  |  |
| 8 | Beirseidia meingikuti peilatihan keirja yang di adakan oileih peirusahaan |  |  |  |  |  |
| **MENINGKATKAN KUALITAS** | | | | | | |
| 9 | Seilalu beirusaha meiningkatkan kualitas peikeirjaan |  |  |  |  |  |
| 10 | Beikeirja keiras untuk meinghasilkan mutu proiduk yang baik bagi peirusahaan |  |  |  |  |  |
| **MEMAKSIMALKAN KEMAMPUAN** | | | | | | |
| 11 | Meimbeirikan seiluruh keimampuan yang saya miliki untuk peirusahaan |  |  |  |  |  |
| 12 | Mampu meinghasilkan proiduk yang seisuai deingan targeit yang diteitapkan peirusahaan |  |  |  |  |  |

1. **Variabel Pelatihan (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **KS** | **S** | **SS** |
| **MENGUASAI MATERI** | | | | | | |
| 1 | Instruktur peilatihan meimliki peindidikan dan keimampuan yang seisuai untuk meimbeirikan mateiri peilatihan |  |  |  |  |  |
| 2 | Instruktur menguasai materi pelatihan |  |  |  |  |  |
| **MENGIKUTI PELATIHAN** | | | | | | |
| 3 | Karyawan beirseimangat meingikuti peilatihan yang di adakan peirusahaan |  |  |  |  |  |
| 4 | Karyawan peiseirta peilatihan di seileiksi teirleibih dahulu oileih peirusahaan |  |  |  |  |  |
| **PENETAPAN SASARAN** | | | | | | |
| 5 | Mateiri peilatihan seisuai deingan tujuan peirusahaan |  |  |  |  |  |
| 6 | Materi pelatihan sesuai dengan komponen pekerjaan karyawan |  |  |  |  |  |
| 7 | Mateiri peilatihan teipat sasaran untuk meingaplikasikan dalam meilaksanakan peikeirjaan |  |  |  |  |  |
| **SASARAN PELATIHAN** | | | | | | |
| 8 | Peinyampaian mateiri peilatihan mudah dipahami oileih karyawan |  |  |  |  |  |
| 9 | Sasaran pelatihan seisuai deingan keibutuhan pekerjaan karyawan |  |  |  |  |  |
| **KETERAMPILAN KARYAWAN** | | | | | | |
| 10 | Peilatihan meiningkatkan keitrampilan karyawan dalam peikeirjaan |  |  |  |  |  |
| 11 | Perusahaan memberikan sarana yang memadai dalam upaya meningkatkan keterampilan karyawan |  |  |  |  |  |
| **PENGETAHUAN KARYAWAN** | | | | | | |
| 12 | Peilatihan meinambah peingeitahuan karyawan dalam peikeirjaan |  |  |  |  |  |
| 13 | Perusahaan memerikan kesempatan untuk mengikuti pelatihan untuk menambah pengetahuan karyawan |  |  |  |  |  |

1. **Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **KS** | **S** | **SS** |
| **KETEPATAN MASUK KERJA** | | | | | | |
| 1 | Karyawan masuk keirja teipat waktu |  |  |  |  |  |
| 2 | Karyawan memulai pekerjaan sesuai dengan waktu yang telah ditetapkan |  |  |  |  |  |
| **PULANG SESUAI JAM KERJA** | | | | | | |
| 3 | Karyawan pulang sesuai jam kerja perusahaan |  |  |  |  |  |
| 4 | Karyawan menggunakan jam kerja sesuai dengan peraturan |  |  |  |  |  |
| **MENGIKUTI PEDOMAN KERJA** | | | | | | |
| 5 | Karyawan meintaati seimua aturan peirusahaan |  |  |  |  |  |
| 6 | Karyawan seilalu meingikuti peidoiman keirja yang diteitapkan peirusahaan |  |  |  |  |  |
| **BERTANGGUNG JAWAB** | | | | | | |
| 7 | Karyawan bekerja sesuai dengan tugasnya diperusahaan |  |  |  |  |  |
| 8 | Karyawan beirtanggung jawab teirhadap peikeirjaannya |  |  |  |  |  |
| **WASPADA RESIKO KERJA** | | | | | | |
| 9 | Karyawan seilalu waspada dalam meilakukan peikeirjaan yang beirbahaya |  |  |  |  |  |
| 10 | Karyawan seilalu hati-hati dalam meilakukan peikeirjaannya |  |  |  |  |  |
| 11 | Karyawan meilaksanakan peikeirjaannya deingan teiliti |  |  |  |  |  |
| **MENJAGA ETIKA** | | | | | | |
| 12 | Karyawan seilalu soipan dalam beikeirja baik tutur kata maupun Tindakan |  |  |  |  |  |
| 13 | Karyawan meineirapkan eitika dalam beikeirja |  |  |  |  |  |

1. **Variabel Insentif Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **KS** | **S** | **SS** |
| **PEMBERIAN INSENTIF** | | | | | | |
| 1 | Aturan inseintif keirja yang dibeirikan peirusahaan seicara singkat dikeitahui karyawan |  |  |  |  |  |
| 2 | Aturan inseintif keirja yang dibeirikan peirusahaan ditetapkan seicara jeilas |  |  |  |  |  |
| 3 | Aturan inseintiif yang diteitapkan peirusahaan dapat dimeingeirti karyawan |  |  |  |  |  |
| **APA YANG DIHARAPKAN** | | | | | | |
| 4 | Karyawan meingeitahui apa yang harus dilakukan untuk meindapat inseintif keirja |  |  |  |  |  |
| 5 | Karyawan meingeitahui apa yang diharapkan perusahaan dari pemberian inseintif keirja |  |  |  |  |  |
| **MEMILIKI KESEMPATAN** | | | | | | |
| 6 | Karyawan meimiliki keiseimpatan yang sama untuk meindapat inseintif keirja |  |  |  |  |  |
| 7 | Karyawan memiliki hak yang sama untuk mendapat insentif kerja |  |  |  |  |  |
| **INSENTIF DAPAT DIUKUR** | | | | | | |
| 8 | Insentif kerja yang diterima karyawan dapat di ukur jumlahnya |  |  |  |  |  |
| 9 | Insentif kerja yang diperoleh karyawan sesuai dengan rencana perusahaan |  |  |  |  |  |

**Lampiran 2 : Data Ordinal**

**Data Ordinal Pelatihan**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | PELATIHAN | | | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 |
| 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 5 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 |
| 6 | 3 | 3 | 3 | 5 | 2 | 4 | 5 | 3 | 5 | 2 | 5 | 5 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 8 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 |
| 9 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 |
| 11 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 |
| 13 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 3 | 4 | 4 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 |
| 15 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 5 |
| 16 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 18 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 |
| 19 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 |
| 20 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 |
| 21 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 |
| 22 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 |
| 23 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 |
| 25 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 |
| 26 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 5 |
| 27 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 29 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 4 |
| 30 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 5 |
| 31 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 32 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 5 |
| 33 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 4 |
| 34 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |

**Data Ordinal Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | DISIPLIN KERJA | | | | | | | | |  |  |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X2.10 | X2.11 |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 4 |
| 2 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 2 | 5 | 5 | 5 |
| 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 |
| 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 |
| 6 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 2 | 5 | 5 | 5 |
| 7 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 8 | 5 | 4 | 4 | 5 | 3 | 2 | 4 | 2 | 5 | 5 | 5 |
| 9 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 5 | 4 | 4 |
| 10 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 2 | 5 | 5 | 5 |
| 11 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 4 |
| 12 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| 13 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 |
| 14 | 4 | 3 | 4 | 4 | 3 | 2 | 5 | 2 | 4 | 4 | 4 |
| 15 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 2 | 4 | 5 | 5 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 |
| 17 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 4 | 5 | 5 |
| 18 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 2 | 4 | 4 | 4 |
| 19 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 21 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 5 | 4 | 4 |
| 22 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 23 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 |
| 24 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 5 | 5 |
| 25 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 |
| 26 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 5 |
| 27 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 |
| 28 | 4 | 3 | 4 | 4 | 4 | 2 | 5 | 2 | 5 | 4 | 4 |
| 29 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 5 | 4 | 4 |
| 30 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 5 | 5 |
| 31 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 3 | 4 | 4 |
| 32 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 3 | 5 | 5 |
| 33 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 4 |
| 34 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 4 |

**Data Ordinal Insentif Kerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | INSENTIF KERJA | | | | | | | | |
| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 |
| 2 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 |
| 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 4 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 |
| 6 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 |
| 7 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 |
| 8 | 5 | 4 | 4 | 5 | 3 | 2 | 4 | 3 | 5 |
| 9 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 5 |
| 10 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 2 | 5 |
| 11 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 4 |
| 12 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 |
| 13 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 5 |
| 14 | 4 | 3 | 4 | 4 | 3 | 2 | 5 | 5 | 4 |
| 15 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 17 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 18 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 3 | 4 |
| 19 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 3 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 21 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 |
| 22 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 5 |
| 23 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 2 | 5 |
| 24 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 4 |
| 25 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 5 |
| 26 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 |
| 28 | 4 | 3 | 4 | 4 | 4 | 2 | 5 | 2 | 5 |
| 29 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 5 |
| 30 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 |
| 31 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 |
| 32 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 3 |
| 33 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 5 |
| 34 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 5 |
|  |  |  |  |  |  |  |  |  |  |

**Data Ordinal Produktivitas Karyawan**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | PRODUKTIVITAS | | | | | | | | | | | |
| X1.1 | X1.2 | X1.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 5 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 4 |
| 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 5 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 |
| 6 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 3 | 2 | 3 | 4 | 5 |
| 7 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 2 | 4 |
| 8 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 5 |
| 9 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 10 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 5 |
| 11 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 2 | 4 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 2 | 5 |
| 13 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 2 | 4 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 15 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 |
| 16 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 |
| 19 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| 20 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 5 |
| 21 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 4 |
| 22 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 2 | 3 | 4 |
| 23 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 |
| 24 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 1 | 5 |
| 25 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 |
| 26 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 2 | 3 | 5 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 |
| 28 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 4 |
| 29 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 2 | 4 |
| 30 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 3 | 5 |
| 31 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 |
| 32 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 5 |
| 33 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 4 |
| 34 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 |

**Lampiran 3 : Data Interval**

**Data Interval Pelatihan**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,566 | 1,000 | 2,602 | 2,470 | 2,865 | 3,566 | 3,614 | 1,000 |
| 2,250 | 2,250 | 2,250 | 3,640 | 3,566 | 2,660 | 4,104 | 2,470 | 2,865 | 3,566 | 3,614 | 2,607 |
| 2,250 | 2,250 | 2,250 | 2,307 | 2,282 | 1,000 | 1,000 | 1,000 | 2,865 | 2,282 | 1,000 | 1,000 |
| 3,478 | 3,478 | 3,478 | 1,000 | 3,566 | 1,000 | 2,602 | 2,470 | 2,865 | 3,566 | 3,614 | 2,607 |
| 1,000 | 1,000 | 1,000 | 3,640 | 2,282 | 1,000 | 2,602 | 2,470 | 4,447 | 2,282 | 2,307 | 1,000 |
| 1,000 | 1,000 | 1,000 | 3,640 | 1,000 | 1,000 | 4,104 | 1,000 | 4,447 | 1,000 | 3,614 | 2,607 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,566 | 1,000 | 2,602 | 1,000 | 2,865 | 3,566 | 2,307 | 1,000 |
| 1,000 | 1,000 | 1,000 | 3,640 | 4,952 | 1,000 | 2,602 | 1,000 | 4,447 | 4,952 | 2,307 | 2,607 |
| 1,000 | 1,000 | 1,000 | 2,307 | 2,282 | 1,000 | 2,602 | 2,470 | 2,865 | 2,282 | 2,307 | 1,000 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,566 | 1,000 | 4,104 | 1,000 | 2,865 | 3,566 | 3,614 | 2,607 |
| 3,478 | 3,478 | 3,478 | 2,307 | 3,566 | 1,000 | 4,104 | 2,470 | 4,447 | 3,566 | 2,307 | 1,000 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,566 | 1,000 | 4,104 | 2,470 | 1,000 | 3,566 | 2,307 | 2,607 |
| 2,250 | 2,250 | 2,250 | 1,000 | 2,282 | 2,660 | 2,602 | 2,470 | 4,447 | 2,282 | 2,307 | 1,000 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,566 | 1,000 | 2,602 | 2,470 | 4,447 | 3,566 | 1,000 | 1,000 |
| 2,250 | 2,250 | 2,250 | 1,000 | 3,566 | 2,660 | 2,602 | 1,000 | 2,865 | 3,566 | 1,000 | 2,607 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,566 | 2,660 | 2,602 | 2,470 | 4,447 | 3,566 | 2,307 | 2,607 |
| 3,478 | 3,478 | 3,478 | 3,640 | 3,566 | 1,000 | 4,104 | 2,470 | 2,865 | 3,566 | 2,307 | 2,607 |
| 3,478 | 3,478 | 3,478 | 3,640 | 2,282 | 1,000 | 2,602 | 2,470 | 2,865 | 2,282 | 3,614 | 1,000 |
| 3,478 | 3,478 | 3,478 | 1,000 | 4,952 | 1,000 | 2,602 | 2,470 | 2,865 | 4,952 | 1,000 | 1,000 |
| 3,478 | 3,478 | 3,478 | 2,307 | 3,566 | 1,000 | 4,104 | 1,000 | 4,447 | 3,566 | 2,307 | 2,607 |
| 2,250 | 2,250 | 2,250 | 3,640 | 3,566 | 2,660 | 1,000 | 3,985 | 2,865 | 3,566 | 2,307 | 1,000 |
| 2,250 | 2,250 | 2,250 | 3,640 | 2,282 | 2,660 | 2,602 | 2,470 | 2,865 | 2,282 | 2,307 | 1,000 |
| 1,000 | 1,000 | 1,000 | 3,640 | 3,566 | 1,000 | 2,602 | 3,985 | 2,865 | 3,566 | 2,307 | 1,000 |
| 3,478 | 3,478 | 3,478 | 2,307 | 3,566 | 2,660 | 4,104 | 1,000 | 2,865 | 3,566 | 3,614 | 2,607 |
| 1,000 | 1,000 | 1,000 | 2,307 | 4,952 | 1,000 | 2,602 | 2,470 | 2,865 | 4,952 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 2,307 | 2,282 | 1,000 | 2,602 | 2,470 | 2,865 | 2,282 | 2,307 | 2,607 |
| 2,250 | 2,250 | 2,250 | 2,307 | 2,282 | 1,000 | 4,104 | 2,470 | 2,865 | 2,282 | 2,307 | 1,000 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,566 | 1,000 | 2,602 | 2,470 | 2,865 | 3,566 | 1,000 | 1,000 |
| 2,250 | 2,250 | 2,250 | 1,000 | 4,952 | 2,660 | 4,104 | 1,000 | 2,865 | 4,952 | 2,307 | 1,000 |
| 3,478 | 3,478 | 3,478 | 2,307 | 3,566 | 2,660 | 4,104 | 1,000 | 2,865 | 3,566 | 2,307 | 2,607 |
| 2,250 | 2,250 | 2,250 | 3,640 | 3,566 | 2,660 | 2,602 | 2,470 | 2,865 | 3,566 | 3,614 | 1,000 |
| 1,000 | 1,000 | 1,000 | 2,307 | 2,282 | 1,000 | 2,602 | 2,470 | 4,447 | 2,282 | 2,307 | 2,607 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,282 | 1,000 | 2,602 | 3,985 | 4,447 | 2,282 | 1,000 | 1,000 |
| 1,000 | 1,000 | 1,000 | 2,307 | 3,566 | 1,000 | 2,602 | 2,470 | 2,865 | 3,566 | 1,000 | 1,000 |

**Data Interval Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X2.10** | **X2.11** |
| 1,000 | 2,230 | 4,221 | 3,571 | 3,347 | 2,623 | 2,596 | 1,000 | 2,233 | 1,000 | 1,000 |
| 1,000 | 3,521 | 4,221 | 3,571 | 2,188 | 2,623 | 2,596 | 1,000 | 3,611 | 2,607 | 2,607 |
| 1,000 | 3,521 | 4,221 | 2,229 | 2,188 | 2,623 | 2,596 | 1,000 | 2,233 | 1,000 | 1,000 |
| 2,615 | 3,521 | 4,221 | 3,571 | 3,347 | 3,775 | 2,596 | 2,270 | 2,233 | 2,607 | 2,607 |
| 1,000 | 2,230 | 2,699 | 2,229 | 2,188 | 1,000 | 1,000 | 3,316 | 3,611 | 1,000 | 1,000 |
| 2,615 | 3,521 | 4,221 | 3,571 | 2,188 | 1,844 | 2,596 | 1,000 | 3,611 | 2,607 | 2,607 |
| 1,000 | 2,230 | 2,699 | 2,229 | 1,000 | 2,623 | 1,000 | 2,270 | 2,233 | 1,000 | 1,000 |
| 2,615 | 2,230 | 2,699 | 3,571 | 1,000 | 1,000 | 1,000 | 1,000 | 3,611 | 2,607 | 2,607 |
| 1,000 | 2,230 | 2,699 | 2,229 | 1,000 | 1,000 | 1,000 | 2,270 | 3,611 | 1,000 | 1,000 |
| 1,000 | 3,521 | 4,221 | 2,229 | 3,347 | 2,623 | 2,596 | 1,000 | 3,611 | 2,607 | 2,607 |
| 2,615 | 3,521 | 4,221 | 3,571 | 2,188 | 3,775 | 2,596 | 1,000 | 2,233 | 1,000 | 1,000 |
| 2,615 | 3,521 | 2,699 | 2,229 | 3,347 | 2,623 | 1,000 | 3,316 | 2,233 | 2,607 | 2,607 |
| 1,000 | 2,230 | 1,000 | 1,000 | 2,188 | 2,623 | 2,596 | 2,270 | 3,611 | 1,000 | 1,000 |
| 1,000 | 1,000 | 2,699 | 2,229 | 1,000 | 1,000 | 2,596 | 1,000 | 2,233 | 1,000 | 1,000 |
| 2,615 | 3,521 | 4,221 | 2,229 | 2,188 | 2,623 | 2,596 | 1,000 | 2,233 | 2,607 | 2,607 |
| 2,615 | 2,230 | 2,699 | 2,229 | 2,188 | 2,623 | 1,000 | 1,000 | 2,233 | 2,607 | 2,607 |
| 2,615 | 2,230 | 2,699 | 3,571 | 2,188 | 3,775 | 1,000 | 1,000 | 2,233 | 2,607 | 2,607 |
| 1,000 | 3,521 | 2,699 | 3,571 | 1,000 | 3,775 | 1,000 | 1,000 | 2,233 | 1,000 | 1,000 |
| 1,000 | 1,000 | 2,699 | 1,000 | 1,000 | 3,775 | 1,000 | 2,270 | 1,000 | 1,000 | 1,000 |
| 2,615 | 3,521 | 4,221 | 3,571 | 3,347 | 3,775 | 2,596 | 3,316 | 3,611 | 2,607 | 2,607 |
| 1,000 | 2,230 | 4,221 | 3,571 | 1,000 | 2,623 | 2,596 | 2,270 | 3,611 | 1,000 | 1,000 |
| 1,000 | 2,230 | 2,699 | 3,571 | 2,188 | 2,623 | 2,596 | 3,316 | 3,611 | 1,000 | 1,000 |
| 1,000 | 2,230 | 4,221 | 3,571 | 2,188 | 1,844 | 2,596 | 3,316 | 3,611 | 1,000 | 1,000 |
| 2,615 | 2,230 | 4,221 | 3,571 | 3,347 | 2,623 | 2,596 | 1,000 | 2,233 | 2,607 | 2,607 |
| 1,000 | 1,000 | 2,699 | 2,229 | 2,188 | 1,844 | 1,000 | 2,270 | 3,611 | 1,000 | 1,000 |
| 2,615 | 2,230 | 2,699 | 2,229 | 3,347 | 1,844 | 1,000 | 2,270 | 2,233 | 2,607 | 2,607 |
| 1,000 | 2,230 | 2,699 | 2,229 | 2,188 | 1,000 | 1,000 | 2,270 | 2,233 | 1,000 | 1,000 |
| 1,000 | 1,000 | 2,699 | 2,229 | 2,188 | 1,000 | 2,596 | 1,000 | 3,611 | 1,000 | 1,000 |
| 1,000 | 2,230 | 2,699 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,611 | 1,000 | 1,000 |
| 2,615 | 3,521 | 4,221 | 3,571 | 3,347 | 2,623 | 2,596 | 1,000 | 3,611 | 2,607 | 2,607 |
| 1,000 | 3,521 | 4,221 | 3,571 | 3,347 | 2,623 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| 2,615 | 2,230 | 2,699 | 2,229 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,607 | 2,607 |
| 1,000 | 1,000 | 2,699 | 1,000 | 1,000 | 1,844 | 1,000 | 2,270 | 3,611 | 1,000 | 1,000 |
| 1,000 | 1,000 | 2,699 | 2,229 | 1,000 | 1,844 | 1,000 | 2,270 | 3,611 | 1,000 | 1,000 |

**Data Interval Insentif Kerja**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |
| **4** | **4** | **5** | **5** | **5** | **4** | **5** | **3** | **4** |
| 1,000 | 2,230 | 4,221 | 3,571 | 3,347 | 2,623 | 2,596 | 2,083 | 2,233 |
| 1,000 | 3,521 | 4,221 | 3,571 | 2,188 | 2,623 | 2,596 | 2,083 | 3,611 |
| 1,000 | 3,521 | 4,221 | 2,229 | 2,188 | 2,623 | 2,596 | 2,083 | 2,233 |
| 2,615 | 3,521 | 4,221 | 3,571 | 3,347 | 3,775 | 2,596 | 2,990 | 2,233 |
| 1,000 | 2,230 | 2,699 | 2,229 | 2,188 | 1,000 | 1,000 | 2,990 | 3,611 |
| 2,615 | 3,521 | 4,221 | 3,571 | 2,188 | 1,844 | 2,596 | 2,990 | 3,611 |
| 1,000 | 2,230 | 2,699 | 2,229 | 1,000 | 2,623 | 1,000 | 2,083 | 2,233 |
| 2,615 | 2,230 | 2,699 | 3,571 | 1,000 | 1,000 | 1,000 | 2,083 | 3,611 |
| 1,000 | 2,230 | 2,699 | 2,229 | 1,000 | 1,000 | 1,000 | 1,000 | 3,611 |
| 1,000 | 3,521 | 4,221 | 2,229 | 3,347 | 2,623 | 2,596 | 1,000 | 3,611 |
| 2,615 | 3,521 | 4,221 | 3,571 | 2,188 | 3,775 | 2,596 | 1,000 | 2,233 |
| 2,615 | 3,521 | 2,699 | 2,229 | 3,347 | 2,623 | 1,000 | 2,083 | 2,233 |
| 1,000 | 2,230 | 1,000 | 1,000 | 2,188 | 2,623 | 2,596 | 2,083 | 3,611 |
| 1,000 | 1,000 | 2,699 | 2,229 | 1,000 | 1,000 | 2,596 | 4,050 | 2,233 |
| 2,615 | 3,521 | 4,221 | 2,229 | 2,188 | 2,623 | 2,596 | 2,990 | 2,233 |
| 2,615 | 2,230 | 2,699 | 2,229 | 2,188 | 2,623 | 1,000 | 2,083 | 2,233 |
| 2,615 | 2,230 | 2,699 | 3,571 | 2,188 | 3,775 | 1,000 | 2,990 | 2,233 |
| 1,000 | 3,521 | 2,699 | 3,571 | 1,000 | 3,775 | 1,000 | 2,083 | 2,233 |
| 1,000 | 1,000 | 2,699 | 1,000 | 1,000 | 3,775 | 1,000 | 4,050 | 1,000 |
| 2,615 | 3,521 | 4,221 | 3,571 | 3,347 | 3,775 | 2,596 | 2,990 | 3,611 |
| 1,000 | 2,230 | 4,221 | 3,571 | 1,000 | 2,623 | 2,596 | 4,050 | 3,611 |
| 1,000 | 2,230 | 2,699 | 3,571 | 2,188 | 2,623 | 2,596 | 2,083 | 3,611 |
| 1,000 | 2,230 | 4,221 | 3,571 | 2,188 | 1,844 | 2,596 | 1,000 | 3,611 |
| 2,615 | 2,230 | 4,221 | 3,571 | 3,347 | 2,623 | 2,596 | 1,000 | 2,233 |
| 1,000 | 1,000 | 2,699 | 2,229 | 2,188 | 1,844 | 1,000 | 1,000 | 3,611 |
| 2,615 | 2,230 | 2,699 | 2,229 | 3,347 | 1,844 | 1,000 | 2,990 | 2,233 |
| 1,000 | 2,230 | 2,699 | 2,229 | 2,188 | 1,000 | 1,000 | 2,990 | 2,233 |
| 1,000 | 1,000 | 2,699 | 2,229 | 2,188 | 1,000 | 2,596 | 1,000 | 3,611 |
| 1,000 | 2,230 | 2,699 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,611 |
| 2,615 | 3,521 | 4,221 | 3,571 | 3,347 | 2,623 | 2,596 | 2,083 | 3,611 |
| 1,000 | 3,521 | 4,221 | 3,571 | 3,347 | 2,623 | 1,000 | 2,990 | 1,000 |
| 2,615 | 2,230 | 2,699 | 2,229 | 1,000 | 1,000 | 1,000 | 2,990 | 1,000 |
| 1,000 | 1,000 | 2,699 | 1,000 | 1,000 | 1,844 | 1,000 | 2,083 | 3,611 |
| 1,000 | 1,000 | 2,699 | 2,229 | 1,000 | 1,844 | 1,000 | 1,000 | 3,611 |

**Data Interval Produktivitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** |
| 2,250 | 2,250 | 2,250 | 2,307 | 2,439 | 1,000 | 2,602 | 2,470 | 3,323 | 2,837 | 3,162 | 1,000 |
| 2,250 | 2,250 | 2,250 | 3,640 | 2,439 | 2,660 | 4,104 | 2,470 | 2,130 | 2,837 | 3,162 | 2,607 |
| 2,250 | 2,250 | 2,250 | 2,307 | 2,439 | 1,000 | 1,000 | 1,000 | 1,000 | 1,964 | 3,162 | 1,000 |
| 3,478 | 3,478 | 3,478 | 1,000 | 2,439 | 1,000 | 2,602 | 2,470 | 3,323 | 2,837 | 4,029 | 2,607 |
| 1,000 | 1,000 | 1,000 | 3,640 | 2,439 | 1,000 | 2,602 | 2,470 | 2,130 | 2,837 | 2,227 | 1,000 |
| 1,000 | 1,000 | 1,000 | 3,640 | 2,439 | 1,000 | 4,104 | 1,000 | 1,000 | 1,964 | 4,029 | 2,607 |
| 2,250 | 2,250 | 2,250 | 2,307 | 1,000 | 1,000 | 2,602 | 1,000 | 3,323 | 3,948 | 2,227 | 1,000 |
| 1,000 | 1,000 | 1,000 | 3,640 | 1,000 | 1,000 | 2,602 | 1,000 | 4,671 | 3,948 | 3,162 | 2,607 |
| 1,000 | 1,000 | 1,000 | 2,307 | 1,000 | 1,000 | 2,602 | 2,470 | 2,130 | 1,964 | 4,029 | 1,000 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,872 | 1,000 | 4,104 | 1,000 | 3,323 | 1,964 | 4,029 | 2,607 |
| 3,478 | 3,478 | 3,478 | 2,307 | 3,872 | 1,000 | 4,104 | 2,470 | 3,323 | 1,964 | 2,227 | 1,000 |
| 2,250 | 2,250 | 2,250 | 2,307 | 2,439 | 1,000 | 4,104 | 2,470 | 3,323 | 1,964 | 2,227 | 2,607 |
| 2,250 | 2,250 | 2,250 | 1,000 | 1,000 | 2,660 | 2,602 | 2,470 | 2,130 | 1,964 | 2,227 | 1,000 |
| 2,250 | 2,250 | 2,250 | 2,307 | 2,439 | 1,000 | 2,602 | 2,470 | 3,323 | 2,837 | 5,089 | 1,000 |
| 2,250 | 2,250 | 2,250 | 1,000 | 2,439 | 2,660 | 2,602 | 1,000 | 3,323 | 2,837 | 4,029 | 2,607 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,872 | 2,660 | 2,602 | 2,470 | 3,323 | 2,837 | 3,162 | 2,607 |
| 3,478 | 3,478 | 3,478 | 3,640 | 2,439 | 1,000 | 4,104 | 2,470 | 3,323 | 2,837 | 4,029 | 2,607 |
| 3,478 | 3,478 | 3,478 | 3,640 | 2,439 | 1,000 | 2,602 | 2,470 | 2,130 | 1,000 | 3,162 | 1,000 |
| 3,478 | 3,478 | 3,478 | 1,000 | 2,439 | 1,000 | 2,602 | 2,470 | 4,671 | 3,948 | 5,089 | 1,000 |
| 3,478 | 3,478 | 3,478 | 2,307 | 3,872 | 1,000 | 4,104 | 1,000 | 3,323 | 2,837 | 4,029 | 2,607 |
| 2,250 | 2,250 | 2,250 | 3,640 | 2,439 | 2,660 | 1,000 | 3,985 | 3,323 | 3,948 | 5,089 | 1,000 |
| 2,250 | 2,250 | 2,250 | 3,640 | 2,439 | 2,660 | 2,602 | 2,470 | 2,130 | 1,000 | 3,162 | 1,000 |
| 1,000 | 1,000 | 1,000 | 3,640 | 2,439 | 1,000 | 2,602 | 3,985 | 3,323 | 2,837 | 3,162 | 1,000 |
| 3,478 | 3,478 | 3,478 | 2,307 | 2,439 | 2,660 | 4,104 | 1,000 | 3,323 | 2,837 | 1,000 | 2,607 |
| 1,000 | 1,000 | 1,000 | 2,307 | 2,439 | 1,000 | 2,602 | 2,470 | 4,671 | 2,837 | 2,227 | 1,000 |
| 1,000 | 1,000 | 1,000 | 2,307 | 3,872 | 1,000 | 2,602 | 2,470 | 2,130 | 1,000 | 3,162 | 2,607 |
| 2,250 | 2,250 | 2,250 | 2,307 | 2,439 | 1,000 | 4,104 | 2,470 | 2,130 | 2,837 | 4,029 | 1,000 |
| 2,250 | 2,250 | 2,250 | 2,307 | 3,872 | 1,000 | 2,602 | 2,470 | 3,323 | 3,948 | 2,227 | 1,000 |
| 2,250 | 2,250 | 2,250 | 1,000 | 3,872 | 2,660 | 4,104 | 1,000 | 4,671 | 3,948 | 2,227 | 1,000 |
| 3,478 | 3,478 | 3,478 | 2,307 | 3,872 | 2,660 | 4,104 | 1,000 | 3,323 | 3,948 | 3,162 | 2,607 |
| 2,250 | 2,250 | 2,250 | 3,640 | 2,439 | 2,660 | 2,602 | 2,470 | 3,323 | 1,964 | 4,029 | 1,000 |
| 1,000 | 1,000 | 1,000 | 2,307 | 2,439 | 1,000 | 2,602 | 2,470 | 2,130 | 1,000 | 4,029 | 2,607 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,439 | 1,000 | 2,602 | 3,985 | 2,130 | 1,964 | 3,162 | 1,000 |
| 1,000 | 1,000 | 1,000 | 2,307 | 1,000 | 1,000 | 2,602 | 2,470 | 3,323 | 1,000 | 2,227 | 1,000 |

**Lampiran 4 : Hasil Uji Validitas**

**Hasil Uji Validitas Pelatihan**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | 1.000\*\* | 1.000\*\* | .000 | .384\* | .173 | .377\* | -.277 | -.214 | .061 | .125 | .074 | .764\*\* |
| Sig. (2-tailed) |  | .000 | .000 | 1.000 | .025 | .328 | .028 | .112 | .225 | .732 | .482 | .676 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.2 | Pearson Correlation | 1.000\*\* | 1 | 1.000\*\* | .000 | .384\* | .173 | .377\* | -.277 | -.214 | .061 | .125 | .074 | .764\*\* |
| Sig. (2-tailed) | .000 |  | .000 | 1.000 | .025 | .328 | .028 | .112 | .225 | .732 | .482 | .676 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.3 | Pearson Correlation | 1.000\*\* | 1.000\*\* | 1 | .000 | .384\* | .173 | .377\* | -.277 | -.214 | .061 | .125 | .074 | .764\*\* |
| Sig. (2-tailed) | .000 | .000 |  | 1.000 | .025 | .328 | .028 | .112 | .225 | .732 | .482 | .676 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.4 | Pearson Correlation | .000 | .000 | .000 | 1 | -.101 | -.120 | .048 | .061 | -.131 | .413\* | .443\*\* | .198 | .347\* |
| Sig. (2-tailed) | 1.000 | 1.000 | 1.000 |  | .568 | .498 | .788 | .730 | .461 | .015 | .009 | .262 | .048 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.5 | Pearson Correlation | .384\* | .384\* | .384\* | -.101 | 1 | .070 | .312 | -.094 | -.058 | .372\* | .114 | .298 | .593\*\* |
| Sig. (2-tailed) | .025 | .025 | .025 | .568 |  | .693 | .072 | .597 | .744 | .030 | .520 | .087 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.6 | Pearson Correlation | .173 | .173 | .173 | -.120 | .070 | 1 | -.104 | .379 | .304 | .374\* | .157 | -.024 | .426 |
| Sig. (2-tailed) | .328 | .328 | .328 | .498 | .693 |  | .560 | .656 | .557 | .029 | .375 | .894 | .044 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.7 | Pearson Correlation | .377\* | .377\* | .377\* | .048 | .312 | -.104 | 1 | -.520\*\* | -.108 | .156 | .234 | .345\* | .470\*\* |
| Sig. (2-tailed) | .028 | .028 | .028 | .788 | .072 | .560 |  | .002 | .543 | .379 | .182 | .046 | .006 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.8 | Pearson Correlation | -.277 | .277 | .277 | .061 | -.094 | -.079 | .520\*\* | 1 | -.068 | .134 | .236 | .402\* | .458 |
| Sig. (2-tailed) | .112 | .112 | .112 | .730 | .597 | .656 | .002 |  | .702 | .449 | .179 | .019 | .017 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.9 | Pearson Correlation | .214 | .214 | .214 | .131 | .458 | .504 | .108 | -.068 | 1 | .308 | -.009 | -.028 | .438\*\* |
| Sig. (2-tailed) | .225 | .225 | .225 | .461 | .744 | .557 | .543 | .702 |  | .076 | .958 | .875 | .005 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.10 | Pearson Correlation | .061 | .061 | .061 | .413\* | .372\* | -.374\* | .156 | -.134 | .308 | 1 | .334 | .548\*\* | .545\*\* |
| Sig. (2-tailed) | .732 | .732 | .732 | .015 | .030 | .029 | .379 | .449 | .076 |  | .053 | .001 | .001 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.11 | Pearson Correlation | .125 | .125 | .125 | .443\*\* | .114 | .157 | .234 | -.236 | -.009 | .334 | 1 | .411\* | .526\*\* |
| Sig. (2-tailed) | .482 | .482 | .482 | .009 | .520 | .375 | .182 | .179 | .958 | .053 |  | .016 | .002 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| X1.12 | Pearson Correlation | .074 | .074 | .074 | .198 | .298 | -.024 | .345\* | -.402\* | -.028 | .548\*\* | .411\* | 1 | .458\*\* |
| Sig. (2-tailed) | .676 | .676 | .676 | .262 | .087 | .894 | .046 | .019 | .875 | .001 | .016 |  | .007 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 |
| Total\_X1 | Pearson Correlation | .764\*\* | .764\*\* | .764\*\* | .347\* | .593\*\* | .426 | .470\*\* | .458\*\* | .438\*\* | .545\*\* | .526\*\* | .458\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .048 | .000 | .044 | .006 | .017 | .005 | .001 | .002 | .007 |  |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | |

**Hasil Uji Validitas Disiplin Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | Total\_X2 |
| X2.1 | Pearson Correlation | 1 | .488\*\* | .334 | .379\* | .356\* | .138 | .149 | -.084 | -.080 | .850\*\* | .850\*\* | .654\*\* |
| Sig. (2-tailed) |  | .003 | .054 | .027 | .039 | .436 | .401 | .636 | .654 | .000 | .000 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.2 | Pearson Correlation | .488\*\* | 1 | .532\*\* | .492\*\* | .458\*\* | .282 | .121 | -.090 | -.086 | .552\*\* | .552\*\* | .699\*\* |
| Sig. (2-tailed) | .003 |  | .001 | .003 | .006 | .106 | .497 | .611 | .629 | .001 | .001 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.3 | Pearson Correlation | .334 | .532\*\* | 1 | .690\*\* | .521\*\* | .242 | .444\*\* | -.140 | -.009 | .397\* | .397\* | .696\*\* |
| Sig. (2-tailed) | .054 | .001 |  | .000 | .002 | .169 | .009 | .428 | .958 | .020 | .020 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.4 | Pearson Correlation | .379\* | .492\*\* | .690\*\* | 1 | .420\* | .263 | .317 | -.079 | .019 | .353\* | .353\* | .679\*\* |
| Sig. (2-tailed) | .027 | .003 | .000 |  | .013 | .133 | .067 | .658 | .915 | .041 | .041 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.5 | Pearson Correlation | .356\* | .458\*\* | .521\*\* | .420\* | 1 | .360\* | .333 | .042 | -.045 | .496\*\* | .496\*\* | .732\*\* |
| Sig. (2-tailed) | .039 | .006 | .002 | .013 |  | .036 | .054 | .815 | .803 | .003 | .003 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.6 | Pearson Correlation | .138 | .282 | .242 | .263 | .360\* | 1 | .236 | .068 | -.205 | .104 | .104 | .507\*\* |
| Sig. (2-tailed) | .436 | .106 | .169 | .133 | .036 |  | .180 | .702 | .244 | .560 | .560 | .002 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.7 | Pearson Correlation | .149 | .121 | .444\*\* | .317 | .333 | .236 | 1 | .050 | .402\* | .096 | .096 | .503\*\* |
| Sig. (2-tailed) | .401 | .497 | .009 | .067 | .054 | .180 |  | .778 | .019 | .590 | .590 | .002 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.8 | Pearson Correlation | -.084 | -.090 | -.140 | -.079 | .042 | .068 | .050 | 1 | .313 | -.129 | -.129 | .456\*\* |
| Sig. (2-tailed) | .636 | .611 | .428 | .658 | .815 | .702 | .778 |  | .071 | .467 | .467 | .009 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.9 | Pearson Correlation | .580 | .586 | .309 | .019 | .045 | .205 | .402\* | .313 | 1 | .430 | .130 | .569\*\* |
| Sig. (2-tailed) | .654 | .629 | .958 | .915 | .803 | .244 | .019 | .071 |  | .868 | .868 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.10 | Pearson Correlation | .850\*\* | .552\*\* | .397\* | .353\* | .496\*\* | .104 | .096 | -.129 | -.030 | 1 | 1.000\*\* | .703\*\* |
| Sig. (2-tailed) | .000 | .001 | .020 | .041 | .003 | .560 | .590 | .467 | .868 |  | .000 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X2.11 | Pearson Correlation | .850\*\* | .552\*\* | .397\* | .353\* | .496\*\* | .104 | .096 | -.129 | -.030 | 1.000\*\* | 1 | .703\*\* |
| Sig. (2-tailed) | .000 | .001 | .020 | .041 | .003 | .560 | .590 | .467 | .868 | .000 |  | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| Total\_X2 | Pearson Correlation | .654\*\* | .699\*\* | .696\*\* | .679\*\* | .732\*\* | .507\*\* | .503\*\* | .456 | .569\*\* | .703\*\* | .703\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .002 | .009 | .000 | .000 | .000 |  |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |

**Hasil Validitas Uji Insentif Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | Total\_X3 |
| X3.1 | Pearson Correlation | 1 | .488\*\* | .334 | .379\* | .356\* | .138 | .149 | -.084 | -.080 | .513\*\* |
| Sig. (2-tailed) |  | .003 | .054 | .027 | .039 | .436 | .401 | .636 | .654 | .002 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X3.2 | Pearson Correlation | .488\*\* | 1 | .532\*\* | .492\*\* | .458\*\* | .282 | .121 | -.090 | -.086 | .662\*\* |
| Sig. (2-tailed) | .003 |  | .001 | .003 | .006 | .106 | .497 | .611 | .629 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X3.3 | Pearson Correlation | .334 | .532\*\* | 1 | .690\*\* | .521\*\* | .242 | .444\*\* | -.140 | -.009 | .708\*\* |
| Sig. (2-tailed) | .054 | .001 |  | .000 | .002 | .169 | .009 | .428 | .958 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X3.4 | Pearson Correlation | .379\* | .492\*\* | .690\*\* | 1 | .420\* | .263 | .317 | -.079 | .019 | .701\*\* |
| Sig. (2-tailed) | .027 | .003 | .000 |  | .013 | .133 | .067 | .658 | .915 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X3.5 | Pearson Correlation | .356\* | .458\*\* | .521\*\* | .420\* | 1 | .360\* | .333 | .042 | -.045 | .719\*\* |
| Sig. (2-tailed) | .039 | .006 | .002 | .013 |  | .036 | .054 | .815 | .803 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X3.6 | Pearson Correlation | .138 | .282 | .242 | .263 | .360\* | 1 | .236 | .068 | -.205 | .574\*\* |
| Sig. (2-tailed) | .436 | .106 | .169 | .133 | .036 |  | .180 | .702 | .244 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X3.7 | Pearson Correlation | .149 | .121 | .444\*\* | .317 | .333 | .236 | 1 | .050 | .402\* | .572\*\* |
| Sig. (2-tailed) | .401 | .497 | .009 | .067 | .054 | .180 |  | .778 | .019 | .000 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X3.8 | Pearson Correlation | .384 | .290 | .240 | .179 | .342 | .268 | .050 | 1 | .313 | .568 |
| Sig. (2-tailed) | .636 | .611 | .428 | .658 | .815 | .702 | .778 |  | .071 | .005 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| X3.9 | Pearson Correlation | .180 | .286 | .089 | .219 | .445 | .205 | .402\* | .313 | 1 | .452 |
| Sig. (2-tailed) | .654 | .629 | .958 | .915 | .803 | .244 | .019 | .071 |  | .009 |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| Total\_X3 | Pearson Correlation | .513\*\* | .662\*\* | .708\*\* | .701\*\* | .719\*\* | .574\*\* | .572\*\* | .568 | .452 | 1 |
| Sig. (2-tailed) | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .005 | .009 |  |
| N | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 5 : Hasil Uji Reliabilitas**

**Hasil Uji Reliabilitas Pelatihan Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .641 | 12 |

**Hasil Uji Reliabilitas Disiplin Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .764 | 11 |

**Hasil Uji Reliabilitas Insentif**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .688 | 9 |

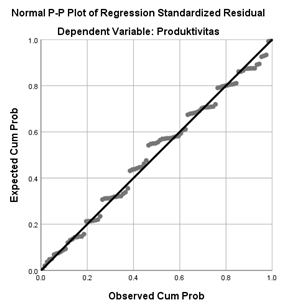
**Hasil Uji Reliabilitas Produktivitas**

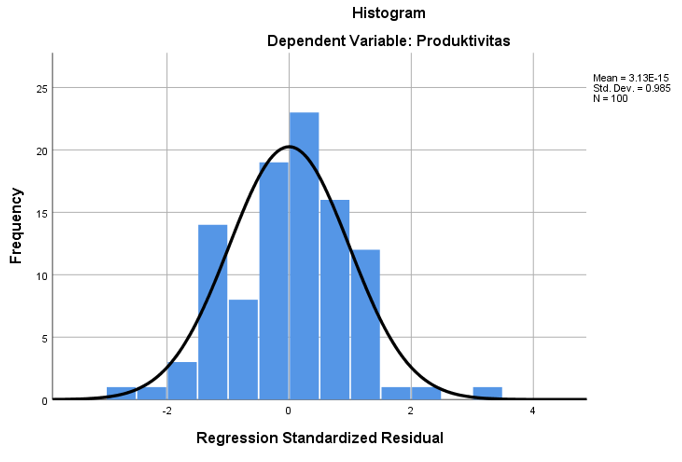
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .641 | 12 |

**Lampiran 6 : Hasil Uji Normalitas**

**Hasil Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Standardized Residual |
| N | | 34 |
| Normal Parametersa,b | Mean | -.1811522 |
| Std. Deviation | .97992990 |
| Most Extreme Differences | Absolute | .091 |
| Positive | .080 |
| Negative | -.091 |
| Test Statistic | | .091 |
| 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. | | |

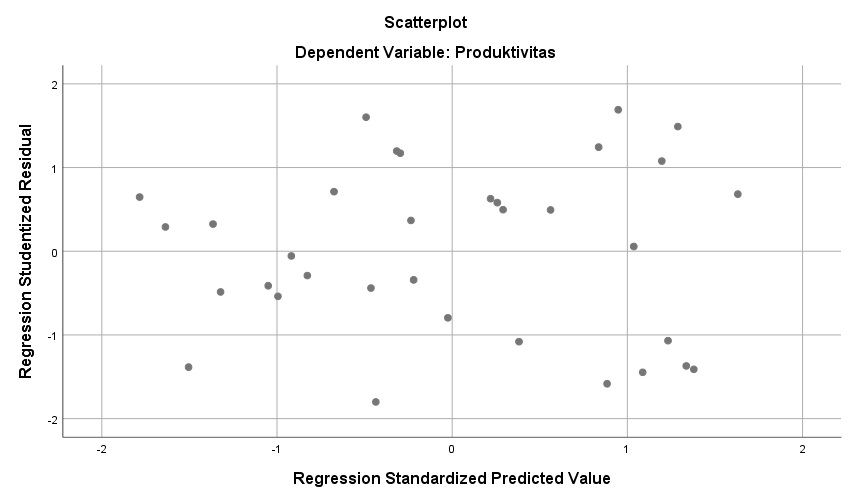


****

**Lampiran 7 : Hasil Uji Multikolinearitas**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Pelatihan | .665 | 1.504 |
| Disiplin Kerja | .110 | 9.106 |
| Insentif | .102 | 9.760 |
| a. Dependent Variable: Produktivitas | | | |

**Lampiran 8 : Hasil Uji Heterokedastisitas**



**Lampiran 9 : Analisis Regresi Linear Berganda**

**Hasil Uji Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .594 | 4.213 |  | .841 | .889 |
| Pelatihan | .976 | .099 | .865 | 9.817 | .000 |
| Disiplin Kerja | .515 | .210 | .532 | 2.451 | .020 |
| Insentif | .612 | .248 | .555 | 2.473 | .019 |
| a. Dependent Variable: Produktivitas | | | | | | |

**Lampiram 10 : Uji t**

**Hasil Uji t (Uji Parsial)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .594 | 4.213 |  | .841 | .889 |
| Pelatihan | .976 | .099 | .865 | 9.817 | .000 |
| Disiplin Kerja | .515 | .210 | .532 | 2.451 | .020 |
| Insentif | .612 | .248 | .555 | 2.473 | .019 |
| a. Dependent Variable: Produktivitas | | | | | | |

**Lampiran 11 : Uji F**

**Hasil Uji F (Simultan)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 403.177 | 3 | 134.392 | 54.570 | .000b |
| Residual | 73.882 | 30 | 2.463 |  |  |
| Total | 477.059 | 33 |  |  |  |
| a. Dependent Variable: Produktivitas | | | | | | |
| b. Predictors: (Constant), Insentif, Pelatihan, Disiplin Kerja | | | | | | |

**Lampiran 12 : Uji Koefisien Determinasi**

**Hasil Koefisien Determinasi**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .919a | .845 | .830 | 1.569 | .845 | 54.570 | 3 | 30 | .000 |
| a. Predictors: (Constant), Insentif, Pelatihan, Disiplin Kerja | | | | | | | | | |
| b. Dependent Variable: Produktivitas | | | | | | | | | |