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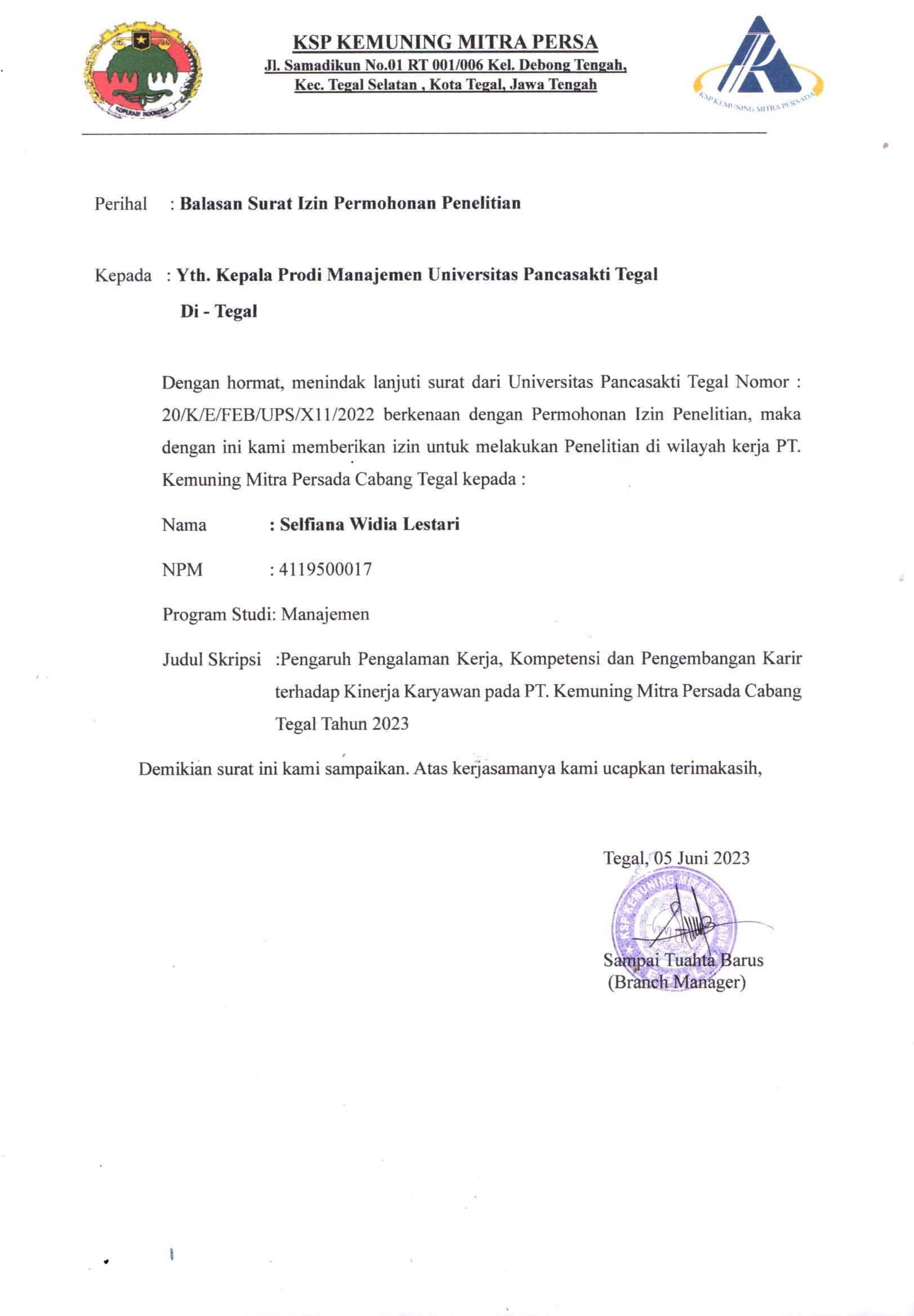
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**LAMPIRAN**

**Lampiran 1**

Surat Izin Penelitian

**LAMPIRAN**

Lampiran 2 Lembar Kuisioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Pengalaman Kerja, Kompetensi Dan Pengembangan Karir terhadap Kinerja Karyawan PT. Kemuning Mitra Persada Cabang Tegal.

Kepada Yth,

Sdr. Responden

Di Tempat

Dengan Hormat,

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

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Tegal, Juni 2023

Hormat Saya,

**Selfiana Widia Lestari**

**KARAKTERISTIK RESPONDEN**

**A.PETUNJUK PENGISIAN**

1. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk mengisi seluruh pernyataan yang ada
2. Beri tanda ceklis pada pilihan.

**B. DATA RESPONDEN**

* + - 1. Jenis Kelamin

1. Perempuan
2. Laki-laki

2. Usia

1. 18-30 tahun
2. 31-40 tahun
3. > 40 tahun
4. Pendidikan
5. DIII/S1
6. SMA/SMK
7. SD/SMP
8. Masa Kerja

a. 1-5 tahun

b. 6-10 tahun

c. > 10 tahun

1. **Keterangan jawaban**

Sangat Tidak Setuju (STS) 1

Tidak Setuju (TS) 2

Ragu-ragu (RR) 3

Setuju (S) 4

Sangat Setuju (SS) 5

**Petunjuk Pengisian**

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

**Pengalaman Kerja ( X1 )**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Tanggapan** | | | | |
| **SS** | **S** | **RR** | **TS** | **STS** |
| **Masa kerja** | | | | | | |
| 1 | Pengalaman kerja karyawan, membuat karyawan memahami tugas dan pekerjaan yang diberikan sehingga mengurangi kesalahan-kesalahan yang saya lakukan pada saat melaksanakan pekerjaan. |  |  |  |  |  |
| 2 | Pengalaman kerja karyawan, membantu menyelesaikan tugas secara efektif dan efesien. |  |  |  |  |  |
| **Kemampuan kerja** | | | | | | |
| 3 | Karyawan selalu mengerjakan pekerjaan sesuai dengan prosedur yang benar sesuai dengan pengetahuan yang dimiliki. |  |  |  |  |  |
| 4 | Karyawan mengerjakan tugas berdasarkan pengetahuan yang dimiliki. |  |  |  |  |  |
| **Teknik pekerjaan** | | | | | | |
| 5 | Karyawan mengusasi pekerjaan yang telah diberikan dengan baik |  |  |  |  |  |
| 6 | Karyawan mengerjakan tugas berdasarkan teknik pekerjaan yang telah dipelajari. |  |  |  |  |  |

**Kompetensi ( X2 )**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Tanggapan** | | | | |
| **SS** | **S** | **RR** | **TS** | **STS** |
| **Tugas Rutin** | | | | | | |
| 1 | Karyawan mengerjakan tugas sesuai dengan standar yang telah ditentukan oleh perusahaan. |  |  |  |  |  |
| 2 | Karyawan mengerjakan tugas secara rutin tanpa bantuan orang lain. |  |  |  |  |  |
| **Tugas berbeda-beda** | | | | | | |
| 3 | Karyawan dapat mengelola tugas yang berbeda dengan baik. |  |  |  |  |  |
| 4 | Karyawan menerima tugas yang berbeda selain pekerjaanya. |  |  |  |  |  |
| **Keterampilan bertindak** | | | | | | |
| 5 | Karyawan dapat mengambil tindakan dengan hati-hati. |  |  |  |  |  |
| 6 | Karyawan mampu mengambil tindakan dengan cepat jika terjadi suatu masalah. |  |  |  |  |  |
| **Bekerjasama** | | | | | | |
| 7 | Karyawan mampu bekerjasama dengan sesama rekan kerja. |  |  |  |  |  |
| 8 | Karyawan merasa nyaman dan mampu menciptakan keakraban dengan sesama rekan kerja. |  |  |  |  |  |
| **Beradaptasi** | | | | | | |
| 9 | Karyawan dapat menyesuaikan diri dengan lingkungan kerja. |  |  |  |  |  |
| 10 | Karyawan mampu menyelesaikan pekerjaan dengan fasilitas yang ada. |  |  |  |  |  |

**Pengembangan Karir ( X3 )**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Tanggapan** | | | | |
| **SS** | **S** | **RR** | **TS** | **STS** |
| **Jenjang pendidikan** | | | | | | |
| 1 | Karyawan merasa latar belakang pendidikan yang dimiliki cukup untuk mengembangkan karir di PT. Kemuning Mitra Persada Cabang Tegal. |  |  |  |  |  |
| 2 | Karyawan merasa jenjang pendidikan penting dalam pengembangan karirnya. |  |  |  |  |  |
| **Frekuensi pelatihan** | | | | | | |
| 3 | Pihak PT. Kemuning Mitra Persada Cabang Tegal selalu memberikan pelatihan kepada karyawan. |  |  |  |  |  |
| 4 | Pelatihan yang diberikan perusahaan cukup beragam |  |  |  |  |  |
| **Lama kerja** | | | | | | |
| 5 | karyawan memiliki pengalaman kerja yang cukup untuk menjalani pekerjaanya. |  |  |  |  |  |
| 6 | karyawan bekerja lebih dari 2 tahun. |  |  |  |  |  |

**Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Tanggapan** | | | | |
| **SS** | **S** | **RR** | **TS** | **STS** |
| **Ketepatan, ketelitian dan keterampilan** | | | | | | |
| 1 | Karyawan mampu mengerjakan pekerjaan tepat sesuai dengan apa yang diinginkan perusahaan. |  |  |  |  |  |
| 2 | Karyawan dapat memahami secara detail mengenai tugasnya. |  |  |  |  |  |
| 3 | Karyawan merasa ketelitian dalam bekerja merupakan hal yang penting. |  |  |  |  |  |
| 4 | Karyawan dapat mengerjakan tugas dengan teliti, rapi dan tertib. |  |  |  |  |  |
| 5 | Karyawan siap ditempatkan pada berbagai bidang pekerjaan sesuai dengan kebutuhan perusahaan. |  |  |  |  |  |
| 6 | Karyawan dapat mempelajari tugas baru dengan baik |  |  |  |  |  |
| **Hasil kerja** | | | | | | |
| 7 | Kualitas pekerjaan sesuai dengan standar yang ditetapkan oleh perusahaan. |  |  |  |  |  |
| 8 | Karyawan dapat menyelesaikan tugas sesuai dengan target yang telah ditetapkan. |  |  |  |  |  |
| **Kemampuan bekerjasama** | | | | | | |
| 9 | Karyawan dapat bekerjasama dengan baik kompak dengan rekan kerja ataupun tim kerja. |  |  |  |  |  |
| 10 | Karyawan berkomunikasi dengan baik kepada pimpinan dan rekan kerja. |  |  |  |  |  |
| **Menerima pekerjaan** | | | | | | |
| 11 | Karyawan bertanggung jawab penuh atas pekerjaan yang diterima. |  |  |  |  |  |
| 12 | Karyawan menyelesaikan tugasnya dengan baik. |  |  |  |  |  |

Lampiran 3

Tabulasi Data Validitas dan Reabilitas

* + - 1. Kinerja



* + - 1. Pengalaman Kerja

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **Total** |
| **1** | 5 | 4 | 4 | 5 | 4 | 4 | **26** |
| **2** | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| **3** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **4** | 3 | 3 | 3 | 4 | 3 | 3 | **19** |
| **5** | 4 | 5 | 3 | 4 | 5 | 5 | **26** |
| **6** | 4 | 5 | 4 | 4 | 5 | 5 | **27** |
| **7** | 4 | 3 | 3 | 4 | 4 | 3 | **21** |
| **8** | 4 | 5 | 4 | 4 | 4 | 5 | **26** |
| **9** | 4 | 5 | 4 | 4 | 4 | 5 | **26** |
| **10** | 4 | 4 | 3 | 4 | 5 | 4 | **24** |
| **11** | 4 | 4 | 4 | 4 | 4 | 4 | **24** |
| **12** | 4 | 4 | 4 | 4 | 5 | 4 | **25** |
| **13** | 4 | 5 | 4 | 5 | 5 | 5 | **28** |
| **14** | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| **15** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **16** | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| **17** | 4 | 4 | 5 | 4 | 5 | 5 | **27** |
| **18** | 4 | 5 | 4 | 4 | 4 | 5 | **26** |
| **19** | 3 | 4 | 4 | 4 | 5 | 4 | **24** |
| **20** | 4 | 3 | 3 | 4 | 5 | 3 | **22** |
| **21** | 4 | 4 | 5 | 4 | 4 | 4 | **25** |
| **22** | 5 | 4 | 5 | 5 | 4 | 4 | **27** |
| **23** | 3 | 4 | 5 | 4 | 4 | 4 | **24** |
| **24** | 5 | 4 | 5 | 5 | 4 | 4 | **27** |
| **25** | 4 | 5 | 5 | 4 | 4 | 4 | **26** |
| **26** | 4 | 5 | 5 | 4 | 5 | 5 | **28** |
| **27** | 4 | 5 | 5 | 4 | 5 | 5 | **28** |
| **28** | 4 | 4 | 5 | 4 | 4 | 4 | **25** |
| **29** | 4 | 3 | 3 | 4 | 5 | 3 | **22** |
| **30** | 4 | 5 | 5 | 4 | 5 | 5 | **28** |

* + - 1. Kompetensi

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | **47** |
| **2** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **3** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | **39** |
| **4** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | **43** |
| **5** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **47** |
| **6** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **43** |
| **7** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **41** |
| **8** | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **43** |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **10** | 4 | 4 | 3 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | **39** |
| **11** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **39** |
| **12** | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | **35** |
| **13** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **48** |
| **14** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **15** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **47** |
| **16** | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | **41** |
| **17** | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 3 | **40** |
| **18** | 3 | 3 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | **37** |
| **19** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **20** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **44** |
| **21** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **22** | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | **41** |
| **23** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **47** |
| **24** | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | **34** |
| **25** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | **45** |
| **26** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **27** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **47** |
| **28** | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | **43** |
| **29** | 4 | 3 | 5 | 5 | 2 | 3 | 4 | 3 | 5 | 3 | **37** |
| **30** | 3 | 3 | 5 | 5 | 1 | 3 | 3 | 3 | 5 | 3 | **34** |

* + - 1. Pengembangan Karir

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **X3.1** | **X3.2** | **X3.3** | **X4.4** | **X3.5** | **X3.6** | **TOTAL** |
| **1** | 5 | 5 | 4 | 5 | 5 | 5 | **29** |
| **2** | 5 | 5 | 5 | 3 | 4 | 5 | **27** |
| **3** | 4 | 4 | 3 | 5 | 4 | 5 | **25** |
| **4** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **5** | 4 | 4 | 5 | 3 | 4 | 3 | **23** |
| **6** | 3 | 4 | 4 | 2 | 2 | 4 | **19** |
| **7** | 4 | 4 | 4 | 2 | 4 | 4 | **22** |
| **8** | 3 | 4 | 4 | 3 | 2 | 3 | **19** |
| **9** | 5 | 5 | 5 | 5 | 5 | 3 | **28** |
| **10** | 4 | 4 | 4 | 5 | 2 | 4 | **23** |
| **11** | 2 | 4 | 5 | 4 | 4 | 2 | **21** |
| **12** | 4 | 4 | 5 | 4 | 4 | 4 | **25** |
| **13** | 4 | 4 | 4 | 3 | 4 | 4 | **23** |
| **14** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **15** | 3 | 3 | 3 | 5 | 4 | 5 | **23** |
| **16** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **17** | 3 | 3 | 3 | 3 | 4 | 3 | **19** |
| **18** | 5 | 5 | 3 | 4 | 3 | 3 | **23** |
| **19** | 3 | 3 | 3 | 4 | 3 | 3 | **19** |
| **20** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **21** | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| **22** | 3 | 5 | 5 | 4 | 4 | 3 | **24** |
| **23** | 3 | 5 | 5 | 3 | 4 | 3 | **23** |
| **24** | 3 | 4 | 2 | 3 | 3 | 3 | **18** |
| **25** | 4 | 4 | 4 | 3 | 3 | 2 | **20** |
| **26** | 4 | 5 | 5 | 5 | 4 | 4 | **27** |
| **27** | 2 | 3 | 3 | 4 | 4 | 5 | **21** |
| **28** | 5 | 5 | 5 | 5 | 3 | 5 | **28** |
| **29** | 4 | 3 | 3 | 3 | 4 | 4 | **21** |
| **30** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |

Lampiran 4

Tabulasi data

1. Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** |  | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **TOTAL** |
| **1** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 2 |  | 5 | 4 | 4 | 4 | **50** |
| **2** | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 3 |  | 5 | 5 | 5 | 5 | **52** |
| **3** | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 5 |  | 5 | 5 | 5 | 5 | **53** |
| **4** | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 |  | 5 | 5 | 5 | 5 | **54** |
| **5** | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 2 |  | 5 | 3 | 3 | 3 | **40** |
| **6** | 5 | 2 | 5 | 3 | 3 | 5 | 3 | 2 |  | 5 | 4 | 4 | 4 | **45** |
| **7** | 5 | 4 | 5 | 3 | 2 | 5 | 5 | 2 |  | 5 | 4 | 4 | 4 | **48** |
| **8** | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 5 |  | 4 | 4 | 4 | 4 | **45** |
| **9** | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 5 |  | 4 | 4 | 4 | 4 | **46** |
| **10** | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 5 |  | 4 | 4 | 4 | 4 | **44** |
| **11** | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 |  | 4 | 2 | 2 | 4 | **41** |
| **12** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |  | 5 | 4 | 4 | 4 | **52** |
| **13** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 |  | 4 | 4 | 4 | 4 | **46** |
| **14** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 |  | 4 | 5 | 5 | 5 | **51** |
| **15** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |  | 4 | 5 | 5 | 5 | **56** |
| **16** | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 |  | 4 | 5 | 5 | 5 | **50** |
| **17** | 4 | 4 | 5 | 2 | 5 | 5 | 3 | 3 |  | 4 | 3 | 3 | 3 | **44** |
| **18** | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 |  | 5 | 3 | 3 | 3 | **48** |
| **19** | 5 | 3 | 3 | 2 | 3 | 3 | 5 | 4 |  | 5 | 3 | 3 | 3 | **42** |
| **20** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 |  | 4 | 5 | 5 | 5 | **54** |
| **21** | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 |  | 4 | 5 | 5 | 5 | **53** |
| **22** | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |  | 4 | 3 | 3 | 5 | **50** |
| **23** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |  | 3 | 3 | 3 | 5 | **43** |
| **24** | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 |  | 4 | 5 | 5 | 5 | **51** |
| **25** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |  | 4 | 5 | 5 | 5 | **51** |
| **26** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |  | 4 | 4 | 4 | 5 | **51** |
| **27** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |  | 5 | 5 | 5 | 5 | **59** |
| **28** | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 |  | 5 | 5 | 5 | 5 | **56** |
| **29** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 |  | 5 | 4 | 4 | 3 | **53** |
| **30** | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 |  | 4 | 3 | 3 | 3 | **44** |
| **31** | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |  | 3 | 3 | 3 | 3 | **37** |
| **32** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |  | 5 | 5 | 5 | 5 | **59** |
| **33** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |  | 5 | 4 | 4 | 4 | **55** |
| **34** | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 4 |  | 5 | 3 | 3 | 4 | **51** |
| **35** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |  | 5 | 5 | 5 | 5 | **58** |
| **36** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |  | 5 | 5 | 5 | 5 | **58** |
| **37** | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 |  | 4 | 4 | 4 | 4 | **50** |
| **38** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |  | 4 | 4 | 4 | 4 | **50** |
| **39** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |  | 5 | 4 | 4 | 4 | **57** |
| **40** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |  | 4 | 4 | 4 | 4 | **49** |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |  | 5 | 5 | 5 | 4 | **59** |
| **42** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |  | 5 | 4 | 4 | 5 | **56** |
| **43** | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 |  | 5 | 5 | 5 | 5 | **57** |
| **44** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |  | 5 | 5 | 5 | 5 | **58** |
| **45** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |  | 5 | 5 | 5 | 5 | **59** |
| **46** | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |  | 5 | 4 | 4 | 5 | **54** |
| **47** | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |  | 5 | 5 | 5 | 5 | **57** |
| **48** | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |  | 5 | 5 | 5 | 5 | **56** |
| **49** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 |  | 4 | 5 | 5 | 4 | **53** |
| **50** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |  | 5 | 4 | 5 | 4 | **58** |
| **51** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 |  | 4 | 5 | 5 | 4 | **53** |
| **52** | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 |  | 5 | 5 | 5 | 5 | **56** |
| **53** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |  | 5 | 3 | 5 | 5 | **58** |
| **54** | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 4 |  | 5 | 5 | 5 | 5 | **55** |
| **55** | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 |  | 5 | 5 | 5 | 5 | **56** |
| **56** | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 |  | 5 | 5 | 5 | 5 | **56** |
| **57** | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 |  | 4 | 5 | 5 | 4 | **52** |

1. Pengalaman Kerja (X1)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **Total** |
| **1** | 4 | 5 | 4 | 5 | 5 | 5 | **28** |
| **2** | 4 | 5 | 5 | 4 | 5 | 5 | **28** |
| **3** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **4** | 4 | 5 | 5 | 4 | 5 | 5 | **28** |
| **5** | 4 | 5 | 3 | 4 | 5 | 5 | **26** |
| **6** | 4 | 5 | 4 | 4 | 5 | 5 | **27** |
| **7** | 4 | 5 | 4 | 4 | 5 | 5 | **27** |
| **8** | 4 | 5 | 4 | 4 | 4 | 5 | **26** |
| **9** | 4 | 5 | 4 | 4 | 4 | 5 | **26** |
| **10** | 4 | 5 | 4 | 4 | 4 | 5 | **26** |
| **11** | 4 | 4 | 4 | 4 | 4 | 4 | **24** |
| **12** | 4 | 4 | 4 | 4 | 5 | 4 | **25** |
| **13** | 5 | 4 | 4 | 5 | 4 | 4 | **26** |
| **14** | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| **15** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **16** | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| **17** | 4 | 3 | 3 | 4 | 4 | 3 | **21** |
| **18** | 4 | 4 | 3 | 4 | 5 | 4 | **24** |
| **19** | 4 | 4 | 3 | 4 | 5 | 4 | **24** |
| **20** | 4 | 4 | 5 | 4 | 4 | 4 | **25** |
| **21** | 4 | 4 | 5 | 4 | 4 | 4 | **25** |
| **22** | 5 | 4 | 5 | 5 | 4 | 4 | **27** |
| **23** | 4 | 4 | 5 | 4 | 3 | 4 | **24** |
| **24** | 5 | 4 | 5 | 5 | 4 | 4 | **27** |
| **25** | 4 | 5 | 5 | 4 | 4 | 4 | **26** |
| **26** | 4 | 5 | 5 | 4 | 4 | 5 | **27** |
| **27** | 4 | 5 | 5 | 4 | 5 | 5 | **28** |
| **28** | 4 | 5 | 5 | 4 | 5 | 5 | **28** |
| **29** | 4 | 3 | 3 | 4 | 5 | 3 | **22** |
| **30** | 3 | 3 | 3 | 3 | 4 | 3 | **19** |
| **31** | 3 | 3 | 3 | 3 | 3 | 3 | **18** |
| **32** | 4 | 5 | 5 | 4 | 5 | 5 | **28** |
| **33** | 4 | 4 | 4 | 4 | 5 | 4 | **25** |
| **34** | 3 | 4 | 4 | 3 | 5 | 4 | **23** |
| **35** | 4 | 5 | 5 | 4 | 5 | 4 | **27** |
| **36** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **37** | 5 | 4 | 4 | 5 | 4 | 5 | **27** |
| **38** | 4 | 4 | 4 | 4 | 4 | 5 | **25** |
| **39** | 5 | 4 | 4 | 5 | 5 | 5 | **28** |
| **40** | 4 | 4 | 4 | 4 | 4 | 5 | **25** |
| **41** | 4 | 4 | 4 | 4 | 5 | 5 | **26** |
| **42** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **43** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **44** | 5 | 5 | 5 | 5 | 5 | 4 | **29** |
| **45** | 5 | 5 | 5 | 5 | 5 | 4 | **29** |
| **46** | 5 | 5 | 5 | 5 | 5 | 4 | **29** |
| **47** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **48** | 5 | 5 | 5 | 5 | 5 | 4 | **29** |
| **49** | 4 | 4 | 4 | 4 | 4 | 5 | **25** |
| **50** | 5 | 4 | 4 | 5 | 5 | 5 | **28** |
| **51** | 4 | 4 | 4 | 4 | 4 | 5 | **25** |
| **52** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **53** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **54** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **55** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **56** | 5 | 5 | 5 | 5 | 5 | 5 | **30** |
| **57** | 4 | 4 | 4 | 4 | 4 | 5 | **25** |

1. Kompetensi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Total** |
| **1** | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **43** |
| **2** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **3** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **48** |
| **4** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **47** |
| **5** | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | **41** |
| **6** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **43** |
| **7** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **41** |
| **8** | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **43** |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| **10** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **11** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | **39** |
| **12** | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | **35** |
| **13** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | **39** |
| **14** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **15** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **47** |
| **16** | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | **41** |
| **17** | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 3 | **40** |
| **18** | 3 | 3 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | **37** |
| **19** | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | **34** |
| **20** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **44** |
| **21** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **44** |
| **22** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **47** |
| **23** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | **43** |
| **24** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **25** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | **45** |
| **26** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **27** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **47** |
| **28** | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | **41** |
| **29** | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 3 | **40** |
| **30** | 3 | 3 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | **37** |
| **31** | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | **34** |
| **32** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | **45** |
| **33** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **41** |
| **34** | 3 | 4 | 5 | 5 | 5 | 4 | 2 | 3 | 5 | 4 | **40** |
| **35** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **46** |
| **36** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **37** | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | **43** |
| **38** | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **44** |
| **39** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **47** |
| **40** | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **44** |
| **41** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **45** |
| **42** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **43** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **44** |
| **44** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **44** |
| **45** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **47** |
| **46** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | **43** |
| **47** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | **46** |
| **48** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | **45** |
| **49** | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **44** |
| **50** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **47** |
| **51** | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **44** |
| **52** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **53** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **54** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **55** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **56** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **57** | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | **45** |

1. Pengembangan Karir (X3)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **X3.1** | **X3.2** | **X3.3** | **X4.4** | **X3.5** | **X3.6** | **TOTAL** |
| **1** | 4 | 4 | 4 | 5 | 4 | 4 | **25** |
| **2** | 5 | 5 | 5 | 3 | 4 | 5 | **27** |
| **3** | 5 | 5 | 4 | 5 | 5 | 5 | **29** |
| **4** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **5** | 3 | 3 | 4 | 2 | 4 | 3 | **19** |
| **6** | 4 | 4 | 4 | 2 | 2 | 4 | **20** |
| **7** | 4 | 4 | 4 | 2 | 4 | 4 | **22** |
| **8** | 4 | 4 | 4 | 5 | 2 | 4 | **23** |
| **9** | 4 | 4 | 4 | 5 | 2 | 4 | **23** |
| **10** | 4 | 4 | 4 | 5 | 2 | 4 | **23** |
| **11** | 2 | 4 | 5 | 4 | 4 | 2 | **21** |
| **12** | 4 | 4 | 5 | 4 | 4 | 4 | **25** |
| **13** | 4 | 4 | 4 | 3 | 4 | 4 | **23** |
| **14** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **15** | 5 | 5 | 3 | 5 | 4 | 5 | **27** |
| **16** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **17** | 3 | 3 | 3 | 3 | 4 | 3 | **19** |
| **18** | 3 | 3 | 3 | 4 | 3 | 3 | **19** |
| **19** | 3 | 3 | 3 | 4 | 3 | 3 | **19** |
| **20** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **21** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **22** | 3 | 5 | 5 | 4 | 4 | 3 | **24** |
| **23** | 3 | 5 | 5 | 3 | 4 | 3 | **23** |
| **24** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **25** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **26** | 4 | 5 | 5 | 5 | 4 | 4 | **27** |
| **27** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **28** | 5 | 5 | 5 | 5 | 3 | 5 | **28** |
| **29** | 4 | 3 | 3 | 3 | 4 | 4 | **21** |
| **30** | 3 | 3 | 3 | 3 | 3 | 3 | **18** |
| **31** | 3 | 3 | 3 | 3 | 3 | 3 | **18** |
| **32** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **33** | 4 | 4 | 4 | 4 | 4 | 4 | **24** |
| **34** | 3 | 4 | 4 | 4 | 2 | 3 | **20** |
| **35** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **36** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **37** | 4 | 4 | 4 | 5 | 5 | 4 | **26** |
| **38** | 4 | 4 | 4 | 5 | 4 | 4 | **25** |
| **39** | 4 | 4 | 4 | 5 | 5 | 4 | **26** |
| **40** | 4 | 4 | 3 | 4 | 4 | 4 | **23** |
| **41** | 5 | 4 | 4 | 5 | 5 | 5 | **28** |
| **42** | 4 | 5 | 5 | 4 | 5 | 4 | **27** |
| **43** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **44** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **45** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **46** | 4 | 5 | 5 | 4 | 4 | 4 | **26** |
| **47** | 5 | 5 | 5 | 5 | 4 | 5 | **29** |
| **48** | 5 | 5 | 5 | 4 | 4 | 5 | **28** |
| **49** | 4 | 4 | 4 | 5 | 4 | 4 | **25** |
| **50** | 4 | 4 | 3 | 5 | 5 | 4 | **25** |
| **51** | 4 | 4 | 4 | 3 | 4 | 4 | **23** |
| **52** | 5 | 5 | 3 | 3 | 5 | 5 | **26** |
| **53** | 3 | 5 | 3 | 5 | 4 | 3 | **23** |
| **54** | 5 | 5 | 3 | 4 | 4 | 5 | **26** |
| **55** | 3 | 5 | 5 | 5 | 5 | 3 | **26** |
| **56** | 3 | 5 | 5 | 5 | 5 | 3 | **26** |
| **57** | 4 | 4 | 4 | 5 | 4 | 4 | **25** |

Lampiran 5

Pengujian Instrumen Penelitian

1. Uji Validitas
   * + 1. Variabel Kinerja (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | TOTAL\_Y |
| Y.1 | Pearson Correlation | 1 | .168 | .078 | .287 | .452\* | .102 | .204 | .563\*\* | .576\*\* | .209 | .337 | .341 | .581\*\* |
| Sig. (2-tailed) |  | .376 | .682 | .124 | .012 | .592 | .279 | .001 | .001 | .267 | .068 | .065 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .168 | 1 | .214 | .196 | .229 | .118 | .146 | -.089 | .299 | .209 | .249 | .358 | .422\* |
| Sig. (2-tailed) | .376 |  | .256 | .299 | .224 | .534 | .442 | .639 | .109 | .268 | .184 | .052 | .020 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .078 | .214 | 1 | .070 | .420\* | .968\*\* | .257 | -.160 | .354 | .299 | .373\* | .226 | .543\*\* |
| Sig. (2-tailed) | .682 | .256 |  | .715 | .021 | .000 | .171 | .398 | .055 | .109 | .042 | .230 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .287 | .196 | .070 | 1 | .168 | .079 | .185 | .019 | .217 | .052 | .288 | .175 | .413\* |
| Sig. (2-tailed) | .124 | .299 | .715 |  | .375 | .678 | .328 | .922 | .248 | .783 | .123 | .355 | .023 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .452\* | .229 | .420\* | .168 | 1 | .438\* | .048 | .371\* | .308 | .396\* | .415\* | .275 | .627\*\* |
| Sig. (2-tailed) | .012 | .224 | .021 | .375 |  | .015 | .800 | .044 | .098 | .030 | .023 | .141 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .102 | .118 | .968\*\* | .079 | .438\* | 1 | .254 | -.116 | .333 | .307 | .370\* | .217 | .541\*\* |
| Sig. (2-tailed) | .592 | .534 | .000 | .678 | .015 |  | .176 | .541 | .072 | .099 | .044 | .249 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .204 | .146 | .257 | .185 | .048 | .254 | 1 | .172 | .236 | .137 | .105 | .268 | .439\* |
| Sig. (2-tailed) | .279 | .442 | .171 | .328 | .800 | .176 |  | .364 | .209 | .469 | .581 | .152 | .015 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .563\*\* | -.089 | -.160 | .019 | .371\* | -.116 | .172 | 1 | .360 | .415\* | .346 | .486\*\* | .499\*\* |
| Sig. (2-tailed) | .001 | .639 | .398 | .922 | .044 | .541 | .364 |  | .051 | .023 | .061 | .006 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .576\*\* | .299 | .354 | .217 | .308 | .333 | .236 | .360 | 1 | .459\* | .767\*\* | .695\*\* | .758\*\* |
| Sig. (2-tailed) | .001 | .109 | .055 | .248 | .098 | .072 | .209 | .051 |  | .011 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .209 | .209 | .299 | .052 | .396\* | .307 | .137 | .415\* | .459\* | 1 | .739\*\* | .692\*\* | .706\*\* |
| Sig. (2-tailed) | .267 | .268 | .109 | .783 | .030 | .099 | .469 | .023 | .011 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | Pearson Correlation | .337 | .249 | .373\* | .288 | .415\* | .370\* | .105 | .346 | .767\*\* | .739\*\* | 1 | .771\*\* | .809\*\* |
| Sig. (2-tailed) | .068 | .184 | .042 | .123 | .023 | .044 | .581 | .061 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | Pearson Correlation | .341 | .358 | .226 | .175 | .275 | .217 | .268 | .486\*\* | .695\*\* | .692\*\* | .771\*\* | 1 | .781\*\* |
| Sig. (2-tailed) | .065 | .052 | .230 | .355 | .141 | .249 | .152 | .006 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_Y | Pearson Correlation | .581\*\* | .422\* | .543\*\* | .413\* | .627\*\* | .541\*\* | .439\* | .499\*\* | .758\*\* | .706\*\* | .809\*\* | .781\*\* | 1 |
| Sig. (2-tailed) | .001 | .020 | .002 | .023 | .000 | .002 | .015 | .005 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | |

* + - 1. Variabel Pengalaman Kerja (X1)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | TOTAL\_X1 |
| X1.1 | Pearson Correlation | 1 | .132 | .380\* | .919\*\* | .266 | .148 | .583\*\* |
| Sig. (2-tailed) |  | .487 | .038 | .000 | .156 | .435 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .132 | 1 | .497\*\* | .183 | .411\* | .964\*\* | .822\*\* |
| Sig. (2-tailed) | .487 |  | .005 | .333 | .024 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .380\* | .497\*\* | 1 | .329 | .016 | .454\* | .657\*\* |
| Sig. (2-tailed) | .038 | .005 |  | .075 | .935 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .919\*\* | .183 | .329 | 1 | .313 | .202 | .610\*\* |
| Sig. (2-tailed) | .000 | .333 | .075 |  | .092 | .285 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .266 | .411\* | .016 | .313 | 1 | .431\* | .624\*\* |
| Sig. (2-tailed) | .156 | .024 | .935 | .092 |  | .017 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .148 | .964\*\* | .454\* | .202 | .431\* | 1 | .821\*\* |
| Sig. (2-tailed) | .435 | .000 | .012 | .285 | .017 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | Pearson Correlation | .583\*\* | .822\*\* | .657\*\* | .610\*\* | .624\*\* | .821\*\* | 1 |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

* + - 1. Variabel Kompetensi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL\_X2 |
| X2.1 | Pearson Correlation | 1 | .547\*\* | .000 | -.031 | .430\* | .547\*\* | 1.000\*\* | .547\*\* | .034 | .280 | .639\*\* |
| Sig. (2-tailed) |  | .002 | 1.000 | .870 | .018 | .002 | .000 | .002 | .860 | .134 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .547\*\* | 1 | -.030 | -.070 | .522\*\* | 1.000\*\* | .547\*\* | 1.000\*\* | -.031 | .279 | .823\*\* |
| Sig. (2-tailed) | .002 |  | .876 | .714 | .003 | .000 | .002 | .000 | .872 | .136 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .000 | -.030 | 1 | .846\*\* | -.128 | -.030 | .000 | -.030 | .754\*\* | -.039 | .401\* |
| Sig. (2-tailed) | 1.000 | .876 |  | .000 | .501 | .876 | 1.000 | .876 | .000 | .839 | .028 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | -.031 | -.070 | .846\*\* | 1 | -.189 | -.070 | -.031 | -.070 | .787\*\* | .147 | .393\* |
| Sig. (2-tailed) | .870 | .714 | .000 |  | .316 | .714 | .870 | .714 | .000 | .437 | .031 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .430\* | .522\*\* | -.128 | -.189 | 1 | .522\*\* | .430\* | .522\*\* | -.119 | .203 | .565\*\* |
| Sig. (2-tailed) | .018 | .003 | .501 | .316 |  | .003 | .018 | .003 | .530 | .282 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .547\*\* | 1.000\*\* | -.030 | -.070 | .522\*\* | 1 | .547\*\* | 1.000\*\* | -.031 | .279 | .823\*\* |
| Sig. (2-tailed) | .002 | .000 | .876 | .714 | .003 |  | .002 | .000 | .872 | .136 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | 1.000\*\* | .547\*\* | .000 | -.031 | .430\* | .547\*\* | 1 | .547\*\* | .034 | .280 | .639\*\* |
| Sig. (2-tailed) | .000 | .002 | 1.000 | .870 | .018 | .002 |  | .002 | .860 | .134 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .547\*\* | 1.000\*\* | -.030 | -.070 | .522\*\* | 1.000\*\* | .547\*\* | 1 | -.031 | .279 | .823\*\* |
| Sig. (2-tailed) | .002 | .000 | .876 | .714 | .003 | .000 | .002 |  | .872 | .136 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .034 | -.031 | .754\*\* | .787\*\* | -.119 | -.031 | .034 | -.031 | 1 | .081 | .404\* |
| Sig. (2-tailed) | .860 | .872 | .000 | .000 | .530 | .872 | .860 | .872 |  | .672 | .027 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .280 | .279 | -.039 | .147 | .203 | .279 | .280 | .279 | .081 | 1 | .444\* |
| Sig. (2-tailed) | .134 | .136 | .839 | .437 | .282 | .136 | .134 | .136 | .672 |  | .014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | .639\*\* | .823\*\* | .401\* | .393\* | .565\*\* | .823\*\* | .639\*\* | .823\*\* | .404\* | .444\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .028 | .031 | .001 | .000 | .000 | .000 | .027 | .014 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |

* + - 1. Variabel Pengembangan Karir ( X3)

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | TOTAL\_X3 |
| X3.1 | Pearson Correlation | 1 | .692\*\* | .397\* | .422\* | .209 | 1.000\*\* | .860\*\* |
| Sig. (2-tailed) |  | .000 | .030 | .020 | .268 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .692\*\* | 1 | .781\*\* | .469\*\* | .358 | .692\*\* | .905\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .009 | .052 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .397\* | .781\*\* | 1 | .256 | .301 | .397\* | .696\*\* |
| Sig. (2-tailed) | .030 | .000 |  | .172 | .106 | .030 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .422\* | .469\*\* | .256 | 1 | -.044 | .422\* | .615\*\* |
| Sig. (2-tailed) | .020 | .009 | .172 |  | .816 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .209 | .358 | .301 | -.044 | 1 | .209 | .430\* |
| Sig. (2-tailed) | .268 | .052 | .106 | .816 |  | .268 | .018 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | 1.000\*\* | .692\*\* | .397\* | .422\* | .209 | 1 | .860\*\* |
| Sig. (2-tailed) | .000 | .000 | .030 | .020 | .268 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X3 | Pearson Correlation | .860\*\* | .905\*\* | .696\*\* | .615\*\* | .430\* | .860\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .018 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | |

1. Uji Realibilitas
   * + 1. Variabel Kinerja (Y)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .813 | 12 |

* + - 1. Variabel Pengalaman Kerja (X1)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .761 | 6 |

* + - 1. Variabel Kompetensi (X2)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .781 | 10 |

* + - 1. Variabel Pengembangan Karir (X3)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .820 | 6 |

Lampiran 6

Analisis Data

1. MSI
2. Variabel Kinerja (Y)



1. Variabel Pengalaman Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **TOTAL** |
| 2,575 | 3,619 | 2,101 | 4,032 | 3,882 | 3,540 | 19,750 |
| 2,575 | 3,619 | 3,412 | 2,551 | 3,882 | 3,540 | 19,580 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 2,575 | 3,619 | 3,412 | 2,551 | 3,882 | 3,540 | 19,580 |
| 2,575 | 3,619 | 1,000 | 2,551 | 3,882 | 3,540 | 17,168 |
| 2,575 | 3,619 | 2,101 | 2,551 | 3,882 | 3,540 | 18,269 |
| 2,575 | 3,619 | 2,101 | 2,551 | 3,882 | 3,540 | 18,269 |
| 2,575 | 3,619 | 2,101 | 2,551 | 2,394 | 3,540 | 16,780 |
| 2,575 | 3,619 | 2,101 | 2,551 | 2,394 | 3,540 | 16,780 |
| 2,575 | 3,619 | 2,101 | 2,551 | 2,394 | 3,540 | 16,780 |
| 2,575 | 2,212 | 2,101 | 2,551 | 2,394 | 2,132 | 13,965 |
| 2,575 | 2,212 | 2,101 | 2,551 | 3,882 | 2,132 | 15,453 |
| 4,065 | 2,212 | 2,101 | 4,032 | 2,394 | 2,132 | 16,935 |
| 2,575 | 3,619 | 3,412 | 2,551 | 2,394 | 3,540 | 18,092 |
| 4,065 | 3,619 | 3,412 | 4,032 | 2,394 | 3,540 | 21,062 |
| 2,575 | 3,619 | 3,412 | 2,551 | 2,394 | 3,540 | 18,092 |
| 2,575 | 1,000 | 1,000 | 2,551 | 2,394 | 1,000 | 10,521 |
| 2,575 | 2,212 | 1,000 | 2,551 | 3,882 | 2,132 | 14,353 |
| 2,575 | 2,212 | 1,000 | 2,551 | 3,882 | 2,132 | 14,353 |
| 2,575 | 2,212 | 3,412 | 2,551 | 2,394 | 2,132 | 15,276 |
| 2,575 | 2,212 | 3,412 | 2,551 | 2,394 | 2,132 | 15,276 |
| 4,065 | 2,212 | 3,412 | 4,032 | 2,394 | 2,132 | 18,247 |
| 2,575 | 2,212 | 3,412 | 2,551 | 1,000 | 2,132 | 13,882 |
| 4,065 | 2,212 | 3,412 | 4,032 | 2,394 | 2,132 | 18,247 |
| 2,575 | 3,619 | 3,412 | 2,551 | 2,394 | 2,132 | 16,683 |
| 2,575 | 3,619 | 3,412 | 2,551 | 2,394 | 3,540 | 18,092 |
| 2,575 | 3,619 | 3,412 | 2,551 | 3,882 | 3,540 | 19,580 |
| 2,575 | 3,619 | 3,412 | 2,551 | 3,882 | 3,540 | 19,580 |
| 2,575 | 1,000 | 1,000 | 2,551 | 3,882 | 1,000 | 12,009 |
| 1,000 | 1,000 | 1,000 | 1,000 | 2,394 | 1,000 | 7,394 |
| 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 6,000 |
| 2,575 | 3,619 | 3,412 | 2,551 | 3,882 | 3,540 | 19,580 |
| 2,575 | 2,212 | 2,101 | 2,551 | 3,882 | 2,132 | 15,453 |
| 1,000 | 2,212 | 2,101 | 1,000 | 3,882 | 2,132 | 12,327 |
| 2,575 | 3,619 | 3,412 | 2,551 | 3,882 | 2,132 | 18,172 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 4,065 | 2,212 | 2,101 | 4,032 | 2,394 | 3,540 | 18,344 |
| 2,575 | 2,212 | 2,101 | 2,551 | 2,394 | 3,540 | 15,373 |
| 4,065 | 2,212 | 2,101 | 4,032 | 3,882 | 3,540 | 19,832 |
| 2,575 | 2,212 | 2,101 | 2,551 | 2,394 | 3,540 | 15,373 |
| 2,575 | 2,212 | 2,101 | 2,551 | 3,882 | 3,540 | 16,862 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 2,132 | 21,142 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 2,132 | 21,142 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 2,132 | 21,142 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 2,132 | 21,142 |
| 2,575 | 2,212 | 2,101 | 2,551 | 2,394 | 3,540 | 15,373 |
| 4,065 | 2,212 | 2,101 | 4,032 | 3,882 | 3,540 | 19,832 |
| 2,575 | 2,212 | 2,101 | 2,551 | 2,394 | 3,540 | 15,373 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 4,065 | 3,619 | 3,412 | 4,032 | 3,882 | 3,540 | 22,550 |
| 2,575 | 2,212 | 2,101 | 2,551 | 2,394 | 3,540 | 15,373 |

1. Variabel Kompetensi (X2)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **TOTAL** |
| 2,657 | 2,101 | 4,092 | 4,309 | 2,402 | 1,894 | 3,284 | 1,990 | 4,066 | 2,345 | 29,139 |
| 2,657 | 3,412 | 4,092 | 4,309 | 2,402 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 33,031 |
| 4,236 | 3,412 | 4,092 | 4,309 | 2,402 | 3,201 | 4,840 | 3,264 | 4,066 | 2,345 | 36,166 |
| 2,657 | 3,412 | 4,092 | 4,309 | 2,402 | 3,201 | 3,284 | 3,264 | 4,066 | 3,715 | 34,401 |
| 2,657 | 1,000 | 4,092 | 4,309 | 2,402 | 1,000 | 3,284 | 1,000 | 4,066 | 3,715 | 27,524 |
| 2,657 | 2,101 | 2,643 | 2,891 | 3,853 | 1,894 | 3,284 | 1,990 | 4,066 | 3,715 | 29,093 |
| 2,657 | 2,101 | 2,643 | 2,891 | 3,853 | 1,894 | 3,284 | 1,990 | 2,517 | 2,345 | 26,175 |
| 2,657 | 2,101 | 4,092 | 4,309 | 2,402 | 1,894 | 3,284 | 1,990 | 4,066 | 2,345 | 29,139 |
| 2,657 | 2,101 | 2,643 | 2,891 | 2,402 | 1,894 | 3,284 | 1,990 | 2,517 | 2,345 | 24,724 |
| 2,657 | 2,101 | 4,092 | 2,891 | 2,402 | 1,894 | 3,284 | 1,990 | 2,517 | 2,345 | 26,172 |
| 2,657 | 2,101 | 2,643 | 2,891 | 1,000 | 1,894 | 3,284 | 1,990 | 2,517 | 2,345 | 23,322 |
| 2,657 | 2,101 | 1,000 | 1,000 | 2,402 | 1,894 | 3,284 | 1,990 | 1,000 | 2,345 | 19,672 |
| 2,657 | 2,101 | 2,643 | 1,735 | 2,402 | 1,894 | 3,284 | 1,990 | 4,066 | 1,000 | 23,772 |
| 2,657 | 3,412 | 4,092 | 4,309 | 2,402 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 33,031 |
| 2,657 | 3,412 | 4,092 | 4,309 | 3,853 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 34,482 |
| 2,657 | 3,412 | 1,641 | 1,735 | 3,853 | 3,201 | 3,284 | 3,264 | 2,517 | 1,000 | 26,565 |
| 2,657 | 1,000 | 4,092 | 4,309 | 3,853 | 1,000 | 3,284 | 1,000 | 4,066 | 1,000 | 26,261 |
| 1,000 | 1,000 | 4,092 | 4,309 | 2,402 | 1,000 | 1,816 | 1,000 | 4,066 | 1,000 | 21,684 |
| 1,000 | 1,000 | 2,643 | 2,891 | 1,000 | 1,000 | 1,816 | 1,000 | 2,517 | 2,345 | 17,212 |
| 2,657 | 3,412 | 2,643 | 2,891 | 3,853 | 3,201 | 3,284 | 3,264 | 2,517 | 2,345 | 30,068 |
| 2,657 | 3,412 | 2,643 | 2,891 | 3,853 | 3,201 | 3,284 | 3,264 | 2,517 | 2,345 | 30,068 |
| 2,657 | 3,412 | 4,092 | 4,309 | 3,853 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 34,482 |
| 2,657 | 3,412 | 2,643 | 2,891 | 2,402 | 3,201 | 3,284 | 3,264 | 2,517 | 2,345 | 28,617 |
| 2,657 | 3,412 | 4,092 | 4,309 | 2,402 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 33,031 |
| 2,657 | 3,412 | 2,643 | 2,891 | 2,402 | 3,201 | 3,284 | 3,264 | 4,066 | 3,715 | 31,535 |
| 2,657 | 3,412 | 4,092 | 4,309 | 2,402 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 33,031 |
| 2,657 | 3,412 | 4,092 | 4,309 | 3,853 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 34,482 |
| 2,657 | 3,412 | 1,641 | 1,735 | 3,853 | 3,201 | 3,284 | 3,264 | 2,517 | 1,000 | 26,565 |
| 2,657 | 1,000 | 4,092 | 4,309 | 3,853 | 1,000 | 3,284 | 1,000 | 4,066 | 1,000 | 26,261 |
| 1,000 | 1,000 | 4,092 | 4,309 | 2,402 | 1,000 | 1,816 | 1,000 | 4,066 | 1,000 | 21,684 |
| 1,000 | 1,000 | 2,643 | 2,891 | 1,000 | 1,000 | 1,816 | 1,000 | 2,517 | 2,345 | 17,212 |
| 2,657 | 3,412 | 2,643 | 2,891 | 3,853 | 3,201 | 3,284 | 3,264 | 2,517 | 3,715 | 31,438 |
| 2,657 | 2,101 | 2,643 | 2,891 | 3,853 | 1,894 | 3,284 | 1,990 | 2,517 | 2,345 | 26,175 |
| 1,000 | 2,101 | 4,092 | 4,309 | 3,853 | 1,894 | 1,000 | 1,000 | 4,066 | 2,345 | 25,659 |
| 2,657 | 3,412 | 4,092 | 4,309 | 3,853 | 1,894 | 3,284 | 3,264 | 4,066 | 2,345 | 33,175 |
| 4,236 | 3,412 | 4,092 | 4,309 | 3,853 | 3,201 | 4,840 | 3,264 | 4,066 | 3,715 | 38,987 |
| 4,236 | 2,101 | 2,643 | 4,309 | 2,402 | 3,201 | 4,840 | 1,990 | 2,517 | 1,000 | 29,239 |
| 2,657 | 2,101 | 4,092 | 2,891 | 2,402 | 3,201 | 3,284 | 1,990 | 4,066 | 3,715 | 30,397 |
| 4,236 | 2,101 | 4,092 | 4,309 | 3,853 | 3,201 | 4,840 | 3,264 | 2,517 | 2,345 | 34,757 |
| 2,657 | 2,101 | 4,092 | 2,891 | 2,402 | 3,201 | 3,284 | 1,990 | 4,066 | 3,715 | 30,397 |
| 2,657 | 2,101 | 2,643 | 4,309 | 3,853 | 3,201 | 4,840 | 3,264 | 2,517 | 2,345 | 31,730 |
| 4,236 | 3,412 | 4,092 | 2,891 | 3,853 | 3,201 | 4,840 | 3,264 | 4,066 | 3,715 | 37,568 |
| 2,657 | 3,412 | 2,643 | 2,891 | 3,853 | 3,201 | 3,284 | 3,264 | 2,517 | 2,345 | 30,068 |
| 2,657 | 3,412 | 2,643 | 2,891 | 3,853 | 3,201 | 3,284 | 3,264 | 2,517 | 2,345 | 30,068 |
| 2,657 | 3,412 | 4,092 | 4,309 | 3,853 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 34,482 |
| 2,657 | 3,412 | 2,643 | 2,891 | 2,402 | 3,201 | 3,284 | 3,264 | 2,517 | 2,345 | 28,617 |
| 2,657 | 3,412 | 4,092 | 4,309 | 2,402 | 3,201 | 3,284 | 3,264 | 4,066 | 2,345 | 33,031 |
| 2,657 | 3,412 | 2,643 | 2,891 | 2,402 | 3,201 | 3,284 | 3,264 | 4,066 | 3,715 | 31,535 |
| 2,657 | 2,101 | 4,092 | 2,891 | 2,402 | 3,201 | 3,284 | 1,990 | 4,066 | 3,715 | 30,397 |
| 4,236 | 2,101 | 4,092 | 4,309 | 3,853 | 3,201 | 4,840 | 3,264 | 2,517 | 2,345 | 34,757 |
| 2,657 | 2,101 | 4,092 | 2,891 | 2,402 | 3,201 | 3,284 | 1,990 | 4,066 | 3,715 | 30,397 |
| 4,236 | 3,412 | 4,092 | 2,891 | 3,853 | 3,201 | 4,840 | 3,264 | 4,066 | 3,715 | 37,568 |
| 4,236 | 3,412 | 4,092 | 2,891 | 3,853 | 3,201 | 4,840 | 3,264 | 4,066 | 3,715 | 37,568 |
| 4,236 | 3,412 | 4,092 | 2,891 | 3,853 | 3,201 | 4,840 | 3,264 | 4,066 | 3,715 | 37,568 |
| 4,236 | 3,412 | 4,092 | 2,891 | 3,853 | 3,201 | 4,840 | 3,264 | 4,066 | 3,715 | 37,568 |
| 4,236 | 3,412 | 4,092 | 4,309 | 3,853 | 3,201 | 4,840 | 3,264 | 4,066 | 3,715 | 38,987 |
| 2,657 | 2,101 | 4,092 | 4,309 | 2,402 | 3,201 | 3,284 | 1,990 | 4,066 | 3,715 | 31,815 |

1. Variabel Pengembangan Karir (X3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X4.4** | **X3.5** | **X3.6** | **TOTAL** |
| 3,238 | 2,101 | 2,024 | 3,911 | 2,842 | 3,238 | 17,353 |
| 4,428 | 3,412 | 3,211 | 1,894 | 2,842 | 4,428 | 20,215 |
| 4,428 | 3,412 | 2,024 | 3,911 | 4,344 | 4,428 | 22,547 |
| 4,428 | 3,412 | 3,211 | 3,911 | 2,842 | 4,428 | 22,232 |
| 2,239 | 1,000 | 2,024 | 1,000 | 2,842 | 2,239 | 11,344 |
| 3,238 | 2,101 | 2,024 | 1,000 | 1,000 | 3,238 | 12,601 |
| 3,238 | 2,101 | 2,024 | 1,000 | 2,842 | 3,238 | 14,442 |
| 3,238 | 2,101 | 2,024 | 3,911 | 1,000 | 3,238 | 15,511 |
| 3,238 | 2,101 | 2,024 | 3,911 | 1,000 | 3,238 | 15,511 |
| 3,238 | 2,101 | 2,024 | 3,911 | 1,000 | 3,238 | 15,511 |
| 1,000 | 2,101 | 3,211 | 2,717 | 2,842 | 1,000 | 12,871 |
| 3,238 | 2,101 | 3,211 | 2,717 | 2,842 | 3,238 | 17,347 |
| 3,238 | 2,101 | 2,024 | 1,894 | 2,842 | 3,238 | 15,336 |
| 4,428 | 3,412 | 3,211 | 3,911 | 2,842 | 4,428 | 22,232 |
| 4,428 | 3,412 | 1,000 | 3,911 | 2,842 | 4,428 | 20,021 |
| 4,428 | 3,412 | 3,211 | 3,911 | 2,842 | 4,428 | 22,232 |
| 2,239 | 1,000 | 1,000 | 1,894 | 2,842 | 2,239 | 11,213 |
| 2,239 | 1,000 | 1,000 | 2,717 | 1,689 | 2,239 | 10,884 |
| 2,239 | 1,000 | 1,000 | 2,717 | 1,689 | 2,239 | 10,884 |
| 4,428 | 3,412 | 3,211 | 2,717 | 2,842 | 4,428 | 21,039 |
| 4,428 | 3,412 | 3,211 | 2,717 | 2,842 | 4,428 | 21,039 |
| 2,239 | 3,412 | 3,211 | 2,717 | 2,842 | 2,239 | 16,660 |
| 2,239 | 3,412 | 3,211 | 1,894 | 2,842 | 2,239 | 15,836 |
| 4,428 | 3,412 | 3,211 | 2,717 | 2,842 | 4,428 | 21,039 |
| 4,428 | 3,412 | 3,211 | 2,717 | 2,842 | 4,428 | 21,039 |
| 3,238 | 3,412 | 3,211 | 3,911 | 2,842 | 3,238 | 19,851 |
| 4,428 | 3,412 | 3,211 | 3,911 | 2,842 | 4,428 | 22,232 |
| 4,428 | 3,412 | 3,211 | 3,911 | 1,689 | 4,428 | 21,079 |
| 3,238 | 1,000 | 1,000 | 1,894 | 2,842 | 3,238 | 13,211 |
| 2,239 | 1,000 | 1,000 | 1,894 | 1,689 | 2,239 | 10,060 |
| 2,239 | 1,000 | 1,000 | 1,894 | 1,689 | 2,239 | 10,060 |
| 4,428 | 3,412 | 3,211 | 3,911 | 2,842 | 4,428 | 22,232 |
| 3,238 | 2,101 | 2,024 | 2,717 | 2,842 | 3,238 | 16,160 |
| 2,239 | 2,101 | 2,024 | 2,717 | 1,000 | 2,239 | 12,320 |
| 4,428 | 3,412 | 3,211 | 2,717 | 2,842 | 4,428 | 21,039 |
| 4,428 | 3,412 | 3,211 | 3,911 | 2,842 | 4,428 | 22,232 |
| 3,238 | 2,101 | 2,024 | 3,911 | 4,344 | 3,238 | 18,855 |
| 3,238 | 2,101 | 2,024 | 3,911 | 2,842 | 3,238 | 17,353 |
| 3,238 | 2,101 | 2,024 | 3,911 | 4,344 | 3,238 | 18,855 |
| 3,238 | 2,101 | 1,000 | 2,717 | 2,842 | 3,238 | 15,136 |
| 4,428 | 2,101 | 2,024 | 3,911 | 4,344 | 4,428 | 21,236 |
| 3,238 | 3,412 | 3,211 | 2,717 | 4,344 | 3,238 | 20,160 |
| 4,428 | 3,412 | 3,211 | 3,911 | 2,842 | 4,428 | 22,232 |
| 4,428 | 3,412 | 3,211 | 2,717 | 2,842 | 4,428 | 21,039 |
| 4,428 | 3,412 | 3,211 | 2,717 | 2,842 | 4,428 | 21,039 |
| 3,238 | 3,412 | 3,211 | 2,717 | 2,842 | 3,238 | 18,658 |
| 4,428 | 3,412 | 3,211 | 3,911 | 2,842 | 4,428 | 22,232 |
| 4,428 | 3,412 | 3,211 | 2,717 | 2,842 | 4,428 | 21,039 |
| 3,238 | 2,101 | 2,024 | 3,911 | 2,842 | 3,238 | 17,353 |
| 3,238 | 2,101 | 1,000 | 3,911 | 4,344 | 3,238 | 17,831 |
| 3,238 | 2,101 | 2,024 | 1,894 | 2,842 | 3,238 | 15,336 |
| 4,428 | 3,412 | 1,000 | 1,894 | 4,344 | 4,428 | 19,506 |
| 2,239 | 3,412 | 1,000 | 3,911 | 2,842 | 2,239 | 15,642 |
| 4,428 | 3,412 | 1,000 | 2,717 | 2,842 | 4,428 | 18,828 |
| 2,239 | 3,412 | 3,211 | 3,911 | 4,344 | 2,239 | 19,355 |
| 2,239 | 3,412 | 3,211 | 3,911 | 4,344 | 2,239 | 19,355 |
| 3,238 | 2,101 | 2,024 | 3,911 | 2,842 | 3,238 | 17,353 |

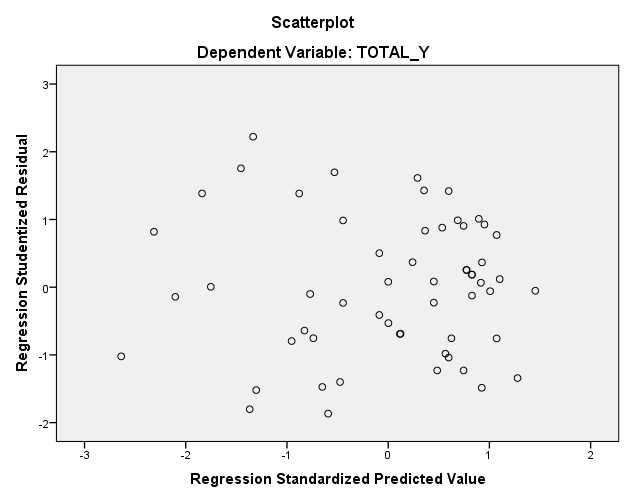
1. Asumsi Klasik
2. Uji Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 57 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 3.26399027 |
| Most Extreme Differences | Absolute | .077 |
| Positive | .071 |
| Negative | -.077 |
| Test Statistic | | .077 |
| 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. Uji Multikolonieritas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 7,829 | 5,123 |  | 1,528 | ,132 |  |  |
| Pengalaman\_Kerja | ,262 | ,184 | ,229 | 2,147 | ,021 | ,339 | 2,952 |
| Kompetensi | ,389 | ,188 | ,277 | 2,069 | ,043 | ,372 | 2,690 |
| Pengembangan\_Karir | ,794 | ,198 | ,482 | 4,006 | ,000 | ,460 | 2,175 |
| a. Dependent Variable: Kinerja | | | | | | | | |

1. Uji Heteroskedasitas



1. Uji Autokorelasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,805a | ,648 | ,628 | 3,35510 | 1,474 |
| a. Predictors: (Constant) Pengembangan\_Karir, Kompetensi, Pengalaman\_Kerja | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

1. Uji Rgresi Linear Berganda

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 7,829 | 5,123 |  | 1,528 | ,132 |  |  |
| Pengalaman\_Kerja | ,262 | ,184 | ,229 | 2,147 | ,021 | ,339 | 2,952 |
| Kompetensi | ,389 | ,188 | ,277 | 2,069 | ,043 | ,372 | 2,690 |
| Pengembangan\_Karir | ,794 | ,198 | ,482 | 4,006 | ,000 | ,460 | 2,175 |
| a. Dependent Variable: Kinerja | | | | | | | | |

1. Uji Hipotesis
2. Uji t

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 7,829 | 5,123 |  | 1,528 | ,132 |  |  |
| Pengalaman \_Kerja | ,262 | ,184 | ,229 | 2,147 | ,021 | ,339 | 2,952 |
| Kompetensi | ,389 | ,188 | ,277 | 2,069 | ,043 | ,372 | 2,690 |
| Pengembangan\_ Karir | ,794 | ,198 | ,482 | 4,006 | ,000 | ,460 | 2,175 |
| a. Dependent Variable: Kinerja | | | | | | | | |

1. Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1096,449 | 3 | 365,483 | 32,468 | , 000b |
| Residual | 596,603 | 53 | 11,257 |  |  |
| Total | 1693,053 | 56 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Pengembangan\_Karir, Kompetensi, Pengalaman\_Kerja | | | | | | |

1. Uji Koefisien Determinasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,805a | ,648 | ,628 | 3,35510 | 1,474 |
| a. Predictors: (Constant), Pengembangan\_Karir, Kompetensi, Pengalaman\_Kerja | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

Lampiran 7

r Tabel

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |

Lampiran 8

Tabel Durbin Watson **α = 5%**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| n | k=1 | | k=2 | | k=3 | | k=4 | | k=5 | |
| dL | dU | dL | dU | dL | dU | dL | dU | dL | dU |
| 6 | 0.6102 | 1.4002 |  |  |  |  |  |  |  |  |
| 7 | 0.6996 | 1.3564 | 0.4672 | 1.8964 |  |  |  |  |  |  |
| 8 | 0.7629 | 1.3324 | 0.5591 | 1.7771 | 0.3674 | 2.2866 |  |  |  |  |
| 9 | 0.8243 | 1.3199 | 0.6291 | 1.6993 | 0.4548 | 2.1282 | 0.2957 | 2.5881 |  |  |
| 10 | 0.8791 | 1.3197 | 0.6972 | 1.6413 | 0.5253 | 2.0163 | 0.3760 | 2.4137 | 0.2427 | 2.8217 |
| 11 | 0.9273 | 1.3241 | 0.7580 | 1.6044 | 0.5948 | 1.9280 | 0.4441 | 2.2833 | 0.3155 | 2.6446 |
| 12 | 0.9708 | 1.3314 | 0.8122 | 1.5794 | 0.6577 | 1.8640 | 0.5120 | 2.1766 | 0.3796 | 2.5061 |
| 13 | 1.0097 | 1.3404 | 0.8612 | 1.5621 | 0.7147 | 1.8159 | 0.5745 | 2.0943 | 0.4445 | 2.3897 |
| 14 | 1.0450 | 1.3503 | 0.9054 | 1.5507 | 0.7667 | 1.7788 | 0.6321 | 2.0296 | 0.5052 | 2.2959 |
| 15 | 1.0770 | 1.3605 | 0.9455 | 1.5432 | 0.8140 | 1.7501 | 0.6852 | 1.9774 | 0.5620 | 2.2198 |
| 16 | 1.1062 | 1.3709 | 0.9820 | 1.5386 | 0.8572 | 1.7277 | 0.7340 | 1.9351 | 0.6150 | 2.1567 |
| 17 | 1.1330 | 1.3812 | 1.0154 | 1.5361 | 0.8968 | 1.7101 | 0.7790 | 1.9005 | 0.6641 | 2.1041 |
| 18 | 1.1576 | 1.3913 | 1.0461 | 1.5353 | 0.9331 | 1.6961 | 0.8204 | 1.8719 | 0.7098 | 2.0600 |
| 19 | 1.1804 | 1.4012 | 1.0743 | 1.5355 | 0.9666 | 1.6851 | 0.8588 | 1.8482 | 0.7523 | 2.0226 |
| 20 | 1.2015 | 1.4107 | 1.1004 | 1.5367 | 0.9976 | 1.6763 | 0.8943 | 1.8283 | 0.7918 | 1.9908 |
| 21 | 1.2212 | 1.4200 | 1.1246 | 1.5385 | 1.0262 | 1.6694 | 0.9272 | 1.8116 | 0.8286 | 1.9635 |
| 22 | 1.2395 | 1.4289 | 1.1471 | 1.5408 | 1.0529 | 1.6640 | 0.9578 | 1.7974 | 0.8629 | 1.9400 |
| 23 | 1.2567 | 1.4375 | 1.1682 | 1.5435 | 1.0778 | 1.6597 | 0.9864 | 1.7855 | 0.8949 | 1.9196 |
| 24 | 1.2728 | 1.4458 | 1.1878 | 1.5464 | 1.1010 | 1.6565 | 1.0131 | 1.7753 | 0.9249 | 1.9018 |
| 25 | 1.2879 | 1.4537 | 1.2063 | 1.5495 | 1.1228 | 1.6540 | 1.0381 | 1.7666 | 0.9530 | 1.8863 |
| 26 | 1.3022 | 1.4614 | 1.2236 | 1.5528 | 1.1432 | 1.6523 | 1.0616 | 1.7591 | 0.9794 | 1.8727 |
| 27 | 1.3157 | 1.4688 | 1.2399 | 1.5562 | 1.1624 | 1.6510 | 1.0836 | 1.7527 | 1.0042 | 1.8608 |
| 28 | 1.3284 | 1.4759 | 1.2553 | 1.5596 | 1.1805 | 1.6503 | 1.1044 | 1.7473 | 1.0276 | 1.8502 |
| 29 | 1.3405 | 1.4828 | 1.2699 | 1.5631 | 1.1976 | 1.6499 | 1.1241 | 1.7426 | 1.0497 | 1.8409 |
| 30 | 1.3520 | 1.4894 | 1.2837 | 1.5666 | 1.2138 | 1.6498 | 1.1426 | 1.7386 | 1.0706 | 1.8326 |
| 31 | 1.3630 | 1.4957 | 1.2969 | 1.5701 | 1.2292 | 1.6500 | 1.1602 | 1.7352 | 1.0904 | 1.8252 |
| 32 | 1.3734 | 1.5019 | 1.3093 | 1.5736 | 1.2437 | 1.6505 | 1.1769 | 1.7323 | 1.1092 | 1.8187 |
| 33 | 1.3834 | 1.5078 | 1.3212 | 1.5770 | 1.2576 | 1.6511 | 1.1927 | 1.7298 | 1.1270 | 1.8128 |
| 34 | 1.3929 | 1.5136 | 1.3325 | 1.5805 | 1.2707 | 1.6519 | 1.2078 | 1.7277 | 1.1439 | 1.8076 |
| 35 | 1.4019 | 1.5191 | 1.3433 | 1.5838 | 1.2833 | 1.6528 | 1.2221 | 1.7259 | 1.1601 | 1.8029 |
| 36 | 1.4107 | 1.5245 | 1.3537 | 1.5872 | 1.2953 | 1.6539 | 1.2358 | 1.7245 | 1.1755 | 1.7987 |
| 37 | 1.4190 | 1.5297 | 1.3635 | 1.5904 | 1.3068 | 1.6550 | 1.2489 | 1.7233 | 1.1901 | 1.7950 |
| 38 | 1.4270 | 1.5348 | 1.3730 | 1.5937 | 1.3177 | 1.6563 | 1.2614 | 1.7223 | 1.2042 | 1.7916 |
| 39 | 1.4347 | 1.5396 | 1.3821 | 1.5969 | 1.3283 | 1.6575 | 1.2734 | 1.7215 | 1.2176 | 1.7886 |
| 40 | 1.4421 | 1.5444 | 1.3908 | 1.6000 | 1.3384 | 1.6589 | 1.2848 | 1.7209 | 1.2305 | 1.7859 |
| 41 | 1.4493 | 1.5490 | 1.3992 | 1.6031 | 1.3480 | 1.6603 | 1.2958 | 1.7205 | 1.2428 | 1.7835 |
| 42 | 1.4562 | 1.5534 | 1.4073 | 1.6061 | 1.3573 | 1.6617 | 1.3064 | 1.7202 | 1.2546 | 1.7814 |
| 43 | 1.4628 | 1.5577 | 1.4151 | 1.6091 | 1.3663 | 1.6632 | 1.3166 | 1.7200 | 1.2660 | 1.7794 |
| 44 | 1.4692 | 1.5619 | 1.4226 | 1.6120 | 1.3749 | 1.6647 | 1.3263 | 1.7200 | 1.2769 | 1.7777 |
| 45 | 1.4754 | 1.5660 | 1.4298 | 1.6148 | 1.3832 | 1.6662 | 1.3357 | 1.7200 | 1.2874 | 1.7762 |
| 46 | 1.4814 | 1.5700 | 1.4368 | 1.6176 | 1.3912 | 1.6677 | 1.3448 | 1.7201 | 1.2976 | 1.7748 |
| 47 | 1.4872 | 1.5739 | 1.4435 | 1.6204 | 1.3989 | 1.6692 | 1.3535 | 1.7203 | 1.3073 | 1.7736 |
| 48 | 1.4928 | 1.5776 | 1.4500 | 1.6231 | 1.4064 | 1.6708 | 1.3619 | 1.7206 | 1.3167 | 1.7725 |
| 49 | 1.4982 | 1.5813 | 1.4564 | 1.6257 | 1.4136 | 1.6723 | 1.3701 | 1.7210 | 1.3258 | 1.7716 |
| 50 | 1.5035 | 1.5849 | 1.4625 | 1.6283 | 1.4206 | 1.6739 | 1.3779 | 1.7214 | 1.3346 | 1.7708 |
| 51 | 1.5086 | 1.5884 | 1.4684 | 1.6309 | 1.4273 | 1.6754 | 1.3855 | 1.7218 | 1.3431 | 1.7701 |
| 52 | 1.5135 | 1.5917 | 1.4741 | 1.6334 | 1.4339 | 1.6769 | 1.3929 | 1.7223 | 1.3512 | 1.7694 |
| 53 | 1.5183 | 1.5951 | 1.4797 | 1.6359 | 1.4402 | 1.6785 | 1.4000 | 1.7228 | 1.3592 | 1.7689 |
| 54 | 1.5230 | 1.5983 | 1.4851 | 1.6383 | 1.4464 | 1.6800 | 1.4069 | 1.7234 | 1.3669 | 1.7684 |
| 55 | 1.5276 | 1.6014 | 1.4903 | 1.6406 | 1.4523 | 1.6815 | 1.4136 | 1.7240 | 1.3743 | 1.7681 |
| 56 | 1.5320 | 1.6045 | 1.4954 | 1.6430 | 1.4581 | 1.6830 | 1.4201 | 1.7246 | 1.3815 | 1.7678 |
| 57 | 1.5363 | 1.6075 | 1.5004 | 1.6452 | 1.4637 | 1.6845 | 1.4264 | 1.7253 | 1.3885 | 1.7675 |
| 58 | 1.5405 | 1.6105 | 1.5052 | 1.6475 | 1.4692 | 1.6860 | 1.4325 | 1.7259 | 1.3953 | 1.7673 |
| 59 | 1.5446 | 1.6134 | 1.5099 | 1.6497 | 1.4745 | 1.6875 | 1.4385 | 1.7266 | 1.4019 | 1.7672 |
| 60 | 1.5485 | 1.6162 | 1.5144 | 1.6518 | 1.4797 | 1.6889 | 1.4443 | 1.7274 | 1.4083 | 1.7671 |
| 61 | 1.5524 | 1.6189 | 1.5189 | 1.6540 | 1.4847 | 1.6904 | 1.4499 | 1.7281 | 1.4146 | 1.7671 |
| 62 | 1.5562 | 1.6216 | 1.5232 | 1.6561 | 1.4896 | 1.6918 | 1.4554 | 1.7288 | 1.4206 | 1.7671 |
| 63 | 1.5599 | 1.6243 | 1.5274 | 1.6581 | 1.4943 | 1.6932 | 1.4607 | 1.7296 | 1.4265 | 1.7671 |
| 64 | 1.5635 | 1.6268 | 1.5315 | 1.6601 | 1.4990 | 1.6946 | 1.4659 | 1.7303 | 1.4322 | 1.7672 |
| 65 | 1.5670 | 1.6294 | 1.5355 | 1.6621 | 1.5035 | 1.6960 | 1.4709 | 1.7311 | 1.4378 | 1.7673 |
| 66 | 1.5704 | 1.6318 | 1.5395 | 1.6640 | 1.5079 | 1.6974 | 1.4758 | 1.7319 | 1.4433 | 1.7675 |
| 67 | 1.5738 | 1.6343 | 1.5433 | 1.6660 | 1.5122 | 1.6988 | 1.4806 | 1.7327 | 1.4486 | 1.7676 |
| 68 | 1.5771 | 1.6367 | 1.5470 | 1.6678 | 1.5164 | 1.7001 | 1.4853 | 1.7335 | 1.4537 | 1.7678 |
| 69 | 1.5803 | 1.6390 | 1.5507 | 1.6697 | 1.5205 | 1.7015 | 1.4899 | 1.7343 | 1.4588 | 1.7680 |
| 70 | 1.5834 | 1.6413 | 1.5542 | 1.6715 | 1.5245 | 1.7028 | 1.4943 | 1.7351 | 1.4637 | 1.7683 |

Lampiran 9

t Tabel

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

Lampiran 10

F Tabel

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | | |
| **df untuk**  **penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **84** | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |