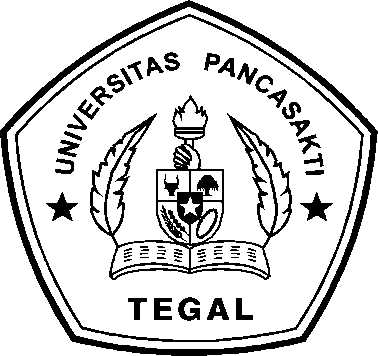
****

**PENGARUH** ***HUMAN*** ***RELATIONS,*** **BEBAN** **KERJA,** **DAN** **PENEMPATAN** **KERJA** **TERHADAP** **KINERJA** **KARYAWAN**

**TOKO** **EMAS** **HIDUP** **BANJARAN** **KABUPATEN** **TEGAL**

**SKRIPSI**

Oleh :

**Rahmalia Kurniasari**

**NPM** **:** **4119500014**

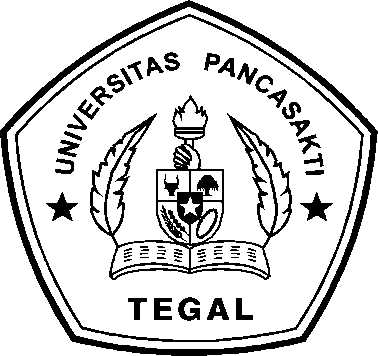
Diajukan Kepada :

**PROGRAM** **STUDI** **MANAJEMEN**

**FAKULTAS** **EKONOMI** **DAN** **BISNIS**

**UNIVERSITAS** **PANCASAKTI** **TEGAL**

**2023**

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# LAMPIRAN

# 

**Lampiran 1**

**Surat Permohanan Pengisian Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Human Relations, Beban Kerja, dan Penempatan Kerja Terhadap Kinerja Karyawan Toko Emas Hidup Banjaran Kabupaten Tegal

Kepada :

Sdr. Responden

Karyawan Toko Emas Hidup Banjaran

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Rahmalia Kurniasari, Mahasiswi S1 prodi Manajemen konsentrasi pemasaran Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Sdr. untuk mengisi kuesioner yang telah saya sediakan.

Penelitian ini menggunakan kuisioner sebagai alat untuk pengumpulan data yang utama. Oleh karena itu, saya mohon bantuan Bapak/Ibu untuk berkenan menjadi responden penelitian dengan mengisi kuisioner penelitian ini secara lengkap dan jujur.

Jawaban dari kuisioner ini tidak ada yang salah, sehingga apapun jawaban yang Bapak/Ibu berikan adalah benar. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, saya ucapkan terimakasih.

Tegal, 12 Juni 2023

Hormat Saya,

Rahmalia Kurniasari

Lampiran 2

Kuesinoer Penelitian

1. **Petunjuk Pengisian Kuesioner**
2. Bapak/Ibu/Saudara/i dimohon menjawab setiap pertanyaan dengan memilih satu jawaban pada setiap pernyataan.
3. Ketersediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner ini merupakan suatu kehormatan dan sangat membantu peneliti
4. Jawaban Bapak/Ibu/Saudara/i akan terjamin kerahasiaanya.
5. Jawablah semua pernyataan dengan jujur, baik dan benar, karena hasil penelitian tidak akan mempengaruhi penilaian pada kinerja.
6. Isilah dengan memberikan tanda *chescklist* / centang (√) pada kotak yang tersedia dijawaban yang anda pilih dan sesuai dengan kondisi yang sebenarnya yang ada di Toko Emas Hidup Banjaran Kabupaten Tegal.

Skala pengukuran untuk variabel kinerja adalah

SL : Selalu

SR : Sering

B : Biasanya

KD : Kadang-kadang

BP : Belum pernah

Skala pengukuran untuk variable *human relations*, beban kerja , dan penempatan kerja adalah:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. **Karakteristik** **Responden**
2. Nama :
3. Jenis Kelamin :
4. Laki – laki
5. Perempuan
6. Usia :
7. 20 – 30 tahun
8. 31 – 40 tahun
9. 41 – 50 tahun
10. > 51 tahun
11. Pendidikan Terakhir :
12. SMA/SMK
13. DIII
14. S1
15. **Variabel Kepuasan Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | | **Pernyataan** | **Jawaban** | | | | | |
| **SL** | | **SR** | **B** | **KD** | **BP** |
| **Keterampilan** | | | | | | | | |
| 1 | Saya dapat menyelesaikan setiap pekerjaan yang diberikan sesuai keterampilan yang saya miliki | | |  |  |  |  |  |
| **Kemampuan** | | | | | | | | |
| 2 | Saya dapat menyelesaikan setiap pekerjaan yang diberikan dengan baik | | |  |  |  |  |  |
| **Pengetahuan** | | | | | | | | |
| 3 | Saya dapat bekerja sesuai dengan pengetahuan yang saya pahami | | |  |  |  |  |  |
| **Target pekerjaan** | | | | | | | | |
| 4 | Saya dapat menyelesaikan pekerjaan sesuai target yang diberikan | | |  |  |  |  |  |
| 5 | Saya dapat menyelesaikan setiap unit pekerjaan dengan ketelitian yang tinggi | | |  |  |  |  |  |
| **Ketepatan waktu** | | | | | | | | |
| 6 | Saya dapat menyelesaikan setiap pekerjaan yang diberikan tepat waktu | | |  |  |  |  |  |
| 7 | Saya dapat menggunakan waktu bekerja dengan efektif & efisien | | |  |  |  |  |  |
| **Kehadiran** | | | | | | | | |
| 8 | Saya hadir tepat waktu sesuai jam kerja | | |  |  |  |  |  |
| **Kemampuan kerja sama** | | | | | | | | |
| 9 | Saya dapat bekerja sama dengan tim dengan baik | | |  |  |  |  |  |
| 10 | Saya dapat menjaga hubungan bsik antara sesama karyawan | | |  |  |  |  |  |

1. **Variabel *Human Relations* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | | **Pernyataan** | **Jawaban** | | | | | | | |
| **SS** | | **S** | | **N** | **TS** | | **STS** |
| **Adanya Komunikasi** | | | | | | | | | | |
| 1 | Komunikasi antar karyawan di Toko Emas Hidup Banjaran baik dan lancar | | |  | |  |  | |  |  |
| **Pemberian tugas/pekerjaan** | | | | | | | | | | |
| 2 | Pimpinan memberikan arahan tugas sesuai pekerjaan karyawan | | |  | |  |  | |  |  |
| 3 | Pimpinan memberikan intruksi kepada karyawan dengan jelas | | |  | |  |  | |  |  |
| **Kesiapan dalam menghadapi maslah** | | | | | | | | | | |
| 4 | Karyawan siap menerima sanksi atas kesalahan kerja | | |  | |  |  | |  |  |
| 5 | Saya dapat menerima setiap perbedaan pendapat antar karyawan | | |  | |  |  | |  |  |
| 6 | Antar karyawan selalu terbuka dalam menghadapi masalah pekerjaan | | |  | |  |  | |  |  |
| **Sikap saling menghargai** | | | | | | | | | | |
| 7 | Antara pimpinan dengan bawahan saling menghormati dan menghargai | | |  | |  |  | |  |  |
| 8 | Antara karyawan saling menghormati dan menghargai | | |  | |  |  | |  |  |

1. **VariabelBeban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | | **Pernyataan** | **Jawaban** | | | | | | | | |
| **SS** | | **S** | | **N** | **TS** | | **STS** | |
| **Keadaan Pekerjaan** | | | | | | | | | | | |
| 1 | Pimpinan memberikan pekerjaan terlalu bayak | | |  | |  |  | |  | |  | |
| 2 | Pekerjaan yang dibebankan perusahaan melebihi kemampuan karyawan | | |  | |  |  | |  | |  | |
| **Waktu dalam bekerja** | | | | | | | | | | | | |
| 3 | Perusahaan menetapkan jam kerja tidak sesuai standar | | |  | |  |  | |  | |  | |
| 4 | Karyawan menyelesaikan pekerjaan di luar jam kerja | | |  | |  |  | |  | |  | |
| **Target yang harus dicapai** | | | | | | | | | | | | |
| 5 | Karyawan memiliki deadline kerja setiap hari | | |  | |  |  | |  | |  | |
| 6 | Target yang harus dicapai karyawan dalam pekerjaan terlalu tinggi | | |  | |  |  | |  | |  | |
| 7 | Pimpinan memberikan target kepada karyawan yang cukup tinggi | | |  | |  |  | |  | |  | |

1. **VariabelPenempatan kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | | **Pernyataan** | **Jawaban** | | | | | |
| **SS** | **S** | | **N** | **TS** | **STS** |
| **Kesesuaian latar belakang pendidikan** | | | | | | | | |
| 1 | Menempatkan karyawan sesuai latar belakang pendidikan | |  | |  |  |  |  |
| **Kesesuaian pengetahuan kerja** | | | | | | | | |
| 2 | Penempatan karyawan di Toko Emas karyawan Banjaran sesuai pengetahuan yang dimiliki karyawan | |  | |  |  |  |  |
| **Kemampuan kerja** | | | | | | | | |
| 3 | Penempatan kerja di Toko Emas Hidup Banjaran sesuai dengan kemampuan karyawan | |  | |  |  |  |  |
| **Kesesuaian masa kerja** | | | | | | | | |
| 4 | Penempatan kerja di Toko Emas Hidup Banjaran diterapkan rolling ke cabang Toko Emas Hidup lainnya | |  | |  |  |  |  |
| 5 | Penempatan kerja di Toko Emas Hidup Banjaran sesuai dengan masa kerja | |  | |  |  |  |  |

Lampiran 3.

**Data Uji Coba Kuesioner Variabel Kinerja Karyawan**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 44 |
| 2 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 41 |
| 3 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 43 |
| 4 | 4 | 3 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 33 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 7 | 1 | 1 | 5 | 5 | 5 | 1 | 2 | 5 | 5 | 5 | 35 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 11 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 12 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 18 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 19 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 20 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 25 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 26 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 4 4 5 5 5 5 3 4 4 4 43 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 37 |

**Lampiran 4**

**Data Uji Coba Kuesioner Variabel *Human Relations***

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

**Lampiran 5**

**Data Uji Coba Kuesioner Variabel Beban Kerja**

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

**Lampiran 6**

**Data Uji Coba Kuesioner Variabel Penempatan Kerja**

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

Lampiran 7.

**Data Output SPSS Uji Validitas Variabel Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Kinerja |
| Y.1 | Pearson Correlation | 1 | .476\*\* | .411\* | .409\* | .403\* | .389\* | .740\*\* | .515\*\* | .519\*\* | .607\*\* | .756\*\* |
| Sig. (2-tailed) |  | .008 | .024 | .025 | .027 | .033 | .000 | .004 | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .476\*\* | 1 | .476\*\* | .728\*\* | .606\*\* | .535\*\* | .520\*\* | .833\*\* | .319 | .631\*\* | .839\*\* |
| Sig. (2-tailed) | .008 |  | .008 | .000 | .000 | .002 | .003 | .000 | .086 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .411\* | .476\*\* | 1 | .389\* | .177 | .261 | .426\* | .290 | .635\*\* | .065 | .581\*\* |
| Sig. (2-tailed) | .024 | .008 |  | .034 | .351 | .163 | .019 | .120 | .000 | .733 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .409\* | .728\*\* | .389\* | 1 | .453\* | .232 | .312 | .505\*\* | .125 | .508\*\* | .648\*\* |
| Sig. (2-tailed) | .025 | .000 | .034 |  | .012 | .218 | .093 | .004 | .509 | .004 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .403\* | .606\*\* | .177 | .453\* | 1 | .857\*\* | .486\*\* | .746\*\* | .309 | .521\*\* | .761\*\* |
| Sig. (2-tailed) | .027 | .000 | .351 | .012 |  | .000 | .006 | .000 | .097 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .389\* | .535\*\* | .261 | .232 | .857\*\* | 1 | .269 | .641\*\* | .352 | .410\* | .674\*\* |
| Sig. (2-tailed) | .033 | .002 | .163 | .218 | .000 |  | .151 | .000 | .057 | .024 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .740\*\* | .520\*\* | .426\* | .312 | .486\*\* | .269 | 1 | .673\*\* | .605\*\* | .503\*\* | .764\*\* |
| Sig. (2-tailed) | .000 | .003 | .019 | .093 | .006 | .151 |  | .000 | .000 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .515\*\* | .833\*\* | .290 | .505\*\* | .746\*\* | .641\*\* | .673\*\* | 1 | .441\* | .700\*\* | .866\*\* |
| Sig. (2-tailed) | .004 | .000 | .120 | .004 | .000 | .000 | .000 |  | .015 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .519\*\* | .319 | .635\*\* | .125 | .309 | .352 | .605\*\* | .441\* | 1 | .300 | .641\*\* |
| Sig. (2-tailed) | .003 | .086 | .000 | .509 | .097 | .057 | .000 | .015 |  | .108 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .607\*\* | .631\*\* | .065 | .508\*\* | .521\*\* | .410\* | .503\*\* | .700\*\* | .300 | 1 | .721\*\* |
| Sig. (2-tailed) | .000 | .000 | .733 | .004 | .003 | .024 | .005 | .000 | .108 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja | Pearson Correlation | .756\*\* | .839\*\* | .581\*\* | .648\*\* | .761\*\* | .674\*\* | .764\*\* | .866\*\* | .641\*\* | .721\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| 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). | | | | | | | | | | | | |

Lampiran 8.

**Data Output SPSS Uji Validitas Variabel *Human Relations (X1)***

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Human Relations |
| X1.1 | Pearson Correlation | 1 | .682\*\* | .617\*\* | .537\*\* | .630\*\* | .454\* | .857\*\* | .741\*\* | .822\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .002 | .000 | .012 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .682\*\* | 1 | .678\*\* | .820\*\* | .923\*\* | .630\*\* | .701\*\* | .872\*\* | .938\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .617\*\* | .678\*\* | 1 | .689\*\* | .555\*\* | .407\* | .623\*\* | .529\*\* | .763\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .001 | .026 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .537\*\* | .820\*\* | .689\*\* | 1 | .687\*\* | .376\* | .543\*\* | .628\*\* | .789\*\* |
| Sig. (2-tailed) | .002 | .000 | .000 |  | .000 | .041 | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .630\*\* | .923\*\* | .555\*\* | .687\*\* | 1 | .725\*\* | .683\*\* | .841\*\* | .899\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .454\* | .630\*\* | .407\* | .376\* | .725\*\* | 1 | .527\*\* | .762\*\* | .727\*\* |
| Sig. (2-tailed) | .012 | .000 | .026 | .041 | .000 |  | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .857\*\* | .701\*\* | .623\*\* | .543\*\* | .683\*\* | .527\*\* | 1 | .797\*\* | .854\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .002 | .000 | .003 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .741\*\* | .872\*\* | .529\*\* | .628\*\* | .841\*\* | .762\*\* | .797\*\* | 1 | .918\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Human Relations | Pearson Correlation | .822\*\* | .938\*\* | .763\*\* | .789\*\* | .899\*\* | .727\*\* | .854\*\* | .918\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

Lampiran 9.

**Data Output SPSS Uji Validitas Variabel Beban Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | Beban Kerja |
| X2.1 | Pearson Correlation | 1 | .471\*\* | .388\* | .483\*\* | .761\*\* | .678\*\* | .416\* | .745\*\* |
| Sig. (2-tailed) |  | .009 | .034 | .007 | .000 | .000 | .022 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .471\*\* | 1 | .607\*\* | .606\*\* | .383\* | .498\*\* | .589\*\* | .741\*\* |
| Sig. (2-tailed) | .009 |  | .000 | .000 | .037 | .005 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .388\* | .607\*\* | 1 | .871\*\* | .494\*\* | .445\* | .388\* | .765\*\* |
| Sig. (2-tailed) | .034 | .000 |  | .000 | .006 | .014 | .034 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .483\*\* | .606\*\* | .871\*\* | 1 | .713\*\* | .602\*\* | .444\* | .858\*\* |
| Sig. (2-tailed) | .007 | .000 | .000 |  | .000 | .000 | .014 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .761\*\* | .383\* | .494\*\* | .713\*\* | 1 | .886\*\* | .518\*\* | .857\*\* |
| Sig. (2-tailed) | .000 | .037 | .006 | .000 |  | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .678\*\* | .498\*\* | .445\* | .602\*\* | .886\*\* | 1 | .648\*\* | .855\*\* |
| Sig. (2-tailed) | .000 | .005 | .014 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .416\* | .589\*\* | .388\* | .444\* | .518\*\* | .648\*\* | 1 | .725\*\* |
| Sig. (2-tailed) | .022 | .001 | .034 | .014 | .003 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Beban Kerja | Pearson Correlation | .745\*\* | .741\*\* | .765\*\* | .858\*\* | .857\*\* | .855\*\* | .725\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | |

Lampiran 10.

**Data Output SPSS Uji Validitas Variabel Penempatan Kerja (X3)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | Penempatan Kerja |
| X3.1 | Pearson Correlation | 1 | .541\*\* | .682\*\* | .290 | .481\*\* | .738\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .121 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .541\*\* | 1 | .628\*\* | .504\*\* | .573\*\* | .805\*\* |
| Sig. (2-tailed) | .002 |  | .000 | .004 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .682\*\* | .628\*\* | 1 | .554\*\* | .646\*\* | .867\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .002 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .290 | .504\*\* | .554\*\* | 1 | .739\*\* | .769\*\* |
| Sig. (2-tailed) | .121 | .004 | .002 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .481\*\* | .573\*\* | .646\*\* | .739\*\* | 1 | .856\*\* |
| Sig. (2-tailed) | .007 | .001 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Penempatan Kerja | Pearson Correlation | .738\*\* | .805\*\* | .867\*\* | .769\*\* | .856\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

Lampiran 11.

**Data Output SPSS Uji Reliabilitas Kinerja Karyawan (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .894 | 10 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | Mean | Std. Deviation | N |
| Y.1 | 4.00 | .695 | 30 |
| Y.2 | 4.23 | .626 | 30 |
| Y.3 | 4.10 | .845 | 30 |
| Y.4 | 3.97 | .850 | 30 |
| Y.5 | 4.27 | .740 | 30 |
| Y.6 | 4.37 | .765 | 30 |
| Y.7 | 4.20 | .805 | 30 |
| Y.8 | 4.40 | .675 | 30 |
| Y.9 | 4.37 | .765 | 30 |
| Y.10 | 4.23 | .817 | 30 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 38.13 | 24.464 | .692 | .880 |
| Y.2 | 37.90 | 24.369 | .800 | .875 |
| Y.3 | 38.03 | 25.068 | .464 | .897 |
| Y.4 | 38.17 | 24.420 | .543 | .891 |
| Y.5 | 37.87 | 24.120 | .694 | .880 |
| Y.6 | 37.77 | 24.668 | .586 | .887 |
| Y.7 | 37.93 | 23.651 | .690 | .880 |
| Y.8 | 37.73 | 23.789 | .830 | .872 |
| Y.9 | 37.77 | 24.944 | .547 | .890 |
| Y.10 | 37.90 | 23.955 | .635 | .884 |

Lampiran 12.

**Data Output SPSS Uji Reliabilitas *Human Relations (X1)***

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .938 | 8 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | Mean | Std. Deviation | N |
| X1.1 | 3.90 | .960 | 30 |
| X1.2 | 3.97 | .890 | 30 |
| X1.3 | 3.83 | 1.020 | 30 |
| X1.4 | 3.80 | 1.031 | 30 |
| X1.5 | 3.97 | .964 | 30 |
| X1.6 | 4.20 | .997 | 30 |
| X1.7 | 3.83 | .986 | 30 |
| X1.8 | 4.07 | .980 | 30 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 27.67 | 33.471 | .764 | .931 |
| X1.2 | 27.60 | 32.731 | .918 | .922 |
| X1.3 | 27.73 | 33.720 | .685 | .937 |
| X1.4 | 27.77 | 33.289 | .717 | .935 |
| X1.5 | 27.60 | 32.455 | .864 | .924 |
| X1.6 | 27.37 | 34.378 | .642 | .940 |
| X1.7 | 27.73 | 32.823 | .804 | .929 |
| X1.8 | 27.50 | 32.052 | .889 | .922 |

RELIABILITY

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE

/SUMMARY=TOTAL.

Lampiran 13.

**Data Output SPSS Uji Reliabilitas Beban Kerja (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .900 | 7 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | Mean | Std. Deviation | N |
| X2.1 | 3.57 | .935 | 30 |
| X2.2 | 3.10 | .885 | 30 |
| X2.3 | 2.97 | 1.098 | 30 |
| X2.4 | 3.33 | 1.093 | 30 |
| X2.5 | 4.00 | 1.017 | 30 |
| X2.6 | 4.10 | .995 | 30 |
| X2.7 | 3.73 | 1.112 | 30 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 21.23 | 25.013 | .656 | .891 |
| X2.2 | 21.70 | 25.390 | .657 | .891 |
| X2.3 | 21.83 | 23.730 | .663 | .891 |
| X2.4 | 21.47 | 22.602 | .792 | .875 |
| X2.5 | 20.80 | 23.200 | .795 | .875 |
| X2.6 | 20.70 | 23.390 | .795 | .875 |
| X2.7 | 21.07 | 24.133 | .609 | .898 |

RELIABILITY

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE

/SUMMARY=TOTAL.

Lampiran 14.

**Data Output SPSS Uji Reliabilitas Penempatan Kerja (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .866 | 5 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Item Statistics** | | | |
|  | Mean | Std. Deviation | N |
| X3.1 | 3.83 | 1.020 | 30 |
| X3.2 | 3.53 | 1.042 | 30 |
| X3.3 | 3.87 | 1.008 | 30 |
| X3.4 | 4.00 | 1.050 | 30 |
| X3.5 | 4.03 | 1.066 | 30 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 15.43 | 12.254 | .591 | .861 |
| X3.2 | 15.73 | 11.582 | .684 | .839 |
| X3.3 | 15.40 | 11.214 | .783 | .814 |
| X3.4 | 15.27 | 11.857 | .629 | .852 |
| X3.5 | 15.23 | 11.013 | .758 | .819 |

RELIABILITY

/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Y.9 Y.10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/STATISTICS=DESCRIPTIVE

/SUMMARY=TOTAL.

**Lampiran 15.**

**Jawaban Responden Variabel Kinerja Karyawan**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **48** |
| 2 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | **45** |
| 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **46** |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **45** |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 6 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **45** |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 8 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | **42** |
| 9 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | **39** |
| 10 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **20** |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 14 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | **42** |
| 15 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | **39** |
| 16 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | **42** |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 18 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | **40** |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 22 | 4 | 4 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | **42** |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 24 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | **44** |
| 25 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | **40** |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **39** |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | **40** |
| 28 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | **44** |
| 29 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | **46** |
| 30 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **46** |
| 31 | 2 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 2 | 3 | **35** |
| 32 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **47** |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | **43** |
| 34 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **20** |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 37 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **40** |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **30** |
| 39 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | **35** |
| 40 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | **39** |
| 41 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **20** |
| 42 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 4 | 5 | **32** |
| 43 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 3 | 3 | **34** |
| 44 | 3 | 4 | 1 | 1 | 4 | 4 | 4 | 4 | 3 | 3 | **31** |
| 45 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 3 | 4 | **34** |
| 46 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | **35** |
| 47 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **20** |
| 48 | 4 | 2 | 2 | 2 | 4 | 4 | 5 | 3 | 3 | 4 | **33** |
| 49 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | **32** |
| 50 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **20** |
| 51 | 5 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 2 | 4 | **29** |
| 52 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 5 | 2 | 4 | **27** |
| 53 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | **31** |
| 54 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | **27** |
| 55 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **20** |
| 56 | 4 | 4 | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | **33** |
| 57 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | **42** |
| 58 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **30** |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **39** |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 62 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **46** |
| 63 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | **33** |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 65 | 3 | 4 | 2 | 2 | 4 | 4 | 4 | 5 | 2 | 3 | **33** |
| 66 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 3 | 4 | **34** |
| 67 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 5 | 3 | 3 | **32** |
| 68 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 5 | 3 | 4 | **34** |
| 69 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | **37** |
| 70 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | **22** |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **40** |
| 72 | 3 | 3 | 2 | 3 | 4 | 5 | 4 | 5 | 2 | 4 | **35** |
| 73 | 1 | 1 | 1 | 1 | 4 | 4 | 3 | 4 | 4 | 4 | **27** |
| 74 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 5 | 2 | 4 | **34** |
| 75 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | **34** |

Lampiran 16.

**Jawaban Responden Variabel *Human Relations***

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | **21** |
| 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **8** |
| 3 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | **19** |
| 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | **25** |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **37** |
| 6 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | **30** |
| 7 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **37** |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 12 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | **34** |
| 13 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | **31** |
| 14 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | **33** |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | **30** |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 20 | 4 | 4 | 2 | 2 | 5 | 5 | 5 | 5 | **32** |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 22 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **34** |
| 23 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | **32** |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 25 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | **34** |
| 26 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | **31** |
| 27 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | **33** |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 29 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | **30** |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 31 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | **34** |
| 32 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | **32** |
| 33 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | **33** |
| 34 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **16** |
| 35 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | **32** |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 38 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **16** |
| 39 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **13** |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **24** |
| 41 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **16** |
| 42 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | **11** |
| 43 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | **21** |
| 44 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | **18** |
| 45 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | **23** |
| 46 | 2 | 2 | 3 | 2 | 5 | 2 | 2 | 2 | **20** |
| 47 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **13** |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **24** |
| 49 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | **12** |
| 50 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **16** |
| 51 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | **20** |
| 52 | 4 | 4 | 4 | 3 | 1 | 1 | 1 | 1 | **19** |
| 53 | 5 | 3 | 5 | 2 | 3 | 4 | 4 | 2 | **28** |
| 54 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **24** |
| 55 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | **20** |
| 56 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | **13** |
| 57 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | **18** |
| 58 | 1 | 1 | 2 | 1 | 1 | 3 | 1 | 1 | **11** |
| 59 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **24** |
| 60 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **16** |
| 61 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | **20** |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 63 | 4 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | **27** |
| 64 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | **18** |
| 65 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | **17** |
| 66 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **8** |
| 67 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | **20** |
| 68 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | **12** |
| 69 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | **21** |
| 70 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **8** |
| 71 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | **15** |
| 72 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | **17** |
| 73 | 2 | 2 | 3 | 2 | 1 | 1 | 1 | 1 | **13** |
| 74 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | **17** |
| 75 | 3 | 3 | 1 | 3 | 4 | 3 | 5 | 4 | **26** |

Lampiran 17.

**Jawaban Responden Variabel Beban Kerja**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | | | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **7** |
| 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **7** |
| 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **7** |
| 4 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **7** |
| 5 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 6 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 7 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 8 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 9 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 10 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 11 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 12 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 13 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 14 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | **11** |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **21** |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **21** |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **21** |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **21** |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **21** |
| 20 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 21 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 22 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 23 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 24 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 25 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 26 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 27 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 28 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 29 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 30 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 31 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 32 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 33 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | **12** |
| 34 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 35 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 36 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 37 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | **17** |
| 38 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | **17** |
| 39 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | **17** |
| 40 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **7** |
| 41 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **7** |
| 42 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **7** |
| 43 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 44 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 45 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 46 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 47 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 48 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | **18** |
| 49 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | **18** |
| 50 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | **15** |
| 51 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | **15** |
| 52 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | **18** |
| 53 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | **18** |
| 54 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | **18** |
| 55 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | **7** |
| 56 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 57 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 58 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | **9** |
| 59 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | **9** |
| 60 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | **9** |
| 61 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | **9** |
| 62 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | **9** |
| 63 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | **9** |
| 64 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | **9** |
| 65 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 66 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 67 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | **14** |
| 68 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | **13** |
| 69 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | **13** |
| 70 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | **13** |
| 71 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | **13** |
| 72 | 1 | 1 | 3 | 3 | 1 | 1 | 2 | **12** |
| 73 | 1 | 1 | 3 | 3 | 1 | 1 | 2 | **12** |
| 74 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | **8** |
| 75 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | **8** |

**Lampiran 18.**

**Jawaban Responden Variabel Penempatan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Resp | Pernyataan | | | | | Total |
| 4 | 4 | 4 | 4 | 4 | **20** |
| 1 | 3 | 4 | 4 | 5 | 5 | **21** |
| 2 | 2 | 2 | 2 | 4 | 2 | **12** |
| 3 | 4 | 3 | 4 | 5 | 4 | **20** |
| 4 | 3 | 3 | 4 | 5 | 5 | **20** |
| 5 | 3 | 4 | 5 | 5 | 4 | **21** |
| 6 | 3 | 3 | 4 | 5 | 5 | **20** |
| 7 | 3 | 4 | 4 | 5 | 5 | **21** |
| 8 | 3 | 3 | 3 | 3 | 3 | **15** |
| 9 | 2 | 2 | 2 | 2 | 2 | **10** |
| 10 | 4 | 5 | 4 | 3 | 4 | **20** |
| 11 | 2 | 2 | 2 | 2 | 2 | **10** |
| 12 | 4 | 4 | 3 | 4 | 5 | **20** |
| 13 | 4 | 4 | 3 | 3 | 4 | **18** |
| 14 | 5 | 4 | 3 | 4 | 4 | **20** |
| 15 | 5 | 5 | 5 | 4 | 5 | **24** |
| 16 | 5 | 5 | 5 | 5 | 4 | **24** |
| 17 | 4 | 5 | 5 | 5 | 5 | **24** |
| 18 | 5 | 5 | 5 | 5 | 4 | **24** |
| 19 | 5 | 5 | 5 | 5 | 5 | **25** |
| 20 | 5 | 4 | 4 | 5 | 5 | **23** |
| 21 | 4 | 4 | 4 | 4 | 4 | **20** |
| 22 | 5 | 3 | 5 | 3 | 5 | **21** |
| 23 | 4 | 4 | 4 | 4 | 4 | **20** |
| 24 | 2 | 2 | 2 | 2 | 2 | **10** |
| 25 | 5 | 2 | 4 | 2 | 2 | **15** |
| 26 | 5 | 3 | 5 | 4 | 4 | **21** |
| 27 | 4 | 3 | 5 | 4 | 5 | **21** |
| 28 | 4 | 2 | 3 | 5 | 5 | **19** |
| 29 | 4 | 3 | 4 | 4 | 4 | **19** |
| 30 | 4 | 4 | 5 | 3 | 5 | **21** |
| 31 | 2 | 2 | 2 | 2 | 2 | **10** |
| 32 | 5 | 3 | 5 | 5 | 4 | **22** |
| 33 | 2 | 2 | 2 | 2 | 2 | **10** |
| 34 | 4 | 4 | 5 | 3 | 4 | **20** |
| 35 | 5 | 5 | 5 | 5 | 4 | **24** |
| 36 | 4 | 2 | 3 | 3 | 3 | **15** |
| 37 | 3 | 3 | 3 | 3 | 3 | **15** |
| 38 | 3 | 4 | 3 | 3 | 3 | **16** |
| 39 | 4 | 4 | 4 | 4 | 4 | **20** |
| 40 | 2 | 2 | 2 | 2 | 2 | **10** |
| 41 | 2 | 3 | 3 | 2 | 3 | **13** |
| 42 | 2 | 2 | 4 | 4 | 4 | **16** |
| 43 | 1 | 1 | 4 | 4 | 4 | **14** |
| 44 | 2 | 2 | 4 | 4 | 4 | **16** |
| 45 | 2 | 2 | 4 | 4 | 4 | **16** |
| 46 | 2 | 2 | 2 | 2 | 2 | **10** |
| 47 | 2 | 2 | 4 | 4 | 5 | **17** |
| 48 | 4 | 3 | 3 | 2 | 3 | **15** |
| 49 | 2 | 2 | 2 | 2 | 2 | **10** |
| 50 | 2 | 2 | 2 | 3 | 2 | **11** |
| 51 | 2 | 2 | 3 | 2 | 3 | **12** |
| 52 | 3 | 3 | 3 | 3 | 3 | **15** |
| 53 | 2 | 2 | 2 | 3 | 3 | **12** |
| 54 | 4 | 3 | 3 | 4 | 4 | **18** |
| 55 | 2 | 3 | 3 | 2 | 4 | **14** |
| 56 | 4 | 4 | 3 | 5 | 4 | **20** |
| 57 | 3 | 3 | 3 | 3 | 3 | **15** |
| 58 | 4 | 4 | 4 | 4 | 4 | **20** |
| 59 | 5 | 5 | 5 | 5 | 5 | **25** |
| 60 | 5 | 5 | 5 | 5 | 5 | **25** |
| 61 | 5 | 5 | 5 | 5 | 5 | **25** |
| 62 | 2 | 3 | 4 | 4 | 4 | **17** |
| 63 | 4 | 4 | 4 | 4 | 4 | **20** |
| 64 | 2 | 2 | 4 | 4 | 4 | **16** |
| 65 | 2 | 2 | 4 | 4 | 4 | **16** |
| 66 | 2 | 3 | 4 | 3 | 3 | **15** |
| 67 | 3 | 2 | 4 | 4 | 3 | **16** |
| 68 | 3 | 4 | 4 | 3 | 3 | **17** |
| 69 | 2 | 2 | 2 | 2 | 2 | **10** |
| 70 | 4 | 4 | 4 | 4 | 4 | **20** |
| 71 | 2 | 3 | 4 | 5 | 4 | **18** |
| 72 | 1 | 1 | 4 | 4 | 3 | **13** |
| 73 | 2 | 3 | 4 | 4 | 4 | **17** |
| 74 | 2 | 3 | 4 | 4 | 4 | **17** |
| 75 | 4 | 4 | 4 | 4 | 4 | **20** |

Lampiran 19.

**Data Uji MSI Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | | | | Total |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5,087 | 5,004 | 3,647 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 2,634 | 3,990 | 40,484 |
| 2 | 3,909 | 3,834 | 4,677 | 2,986 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 2,770 | 37,228 |
| 3 | 3,909 | 3,834 | 3,647 | 4,751 | 3,962 | 2,514 | 4,020 | 3,707 | 3,680 | 3,990 | 38,013 |
| 4 | 3,909 | 3,834 | 3,647 | 3,703 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 2,770 | 36,915 |
| 5 | 5,087 | 5,004 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 3,990 | 42,561 |
| 6 | 5,087 | 3,834 | 4,677 | 3,703 | 2,703 | 3,684 | 2,858 | 2,407 | 3,680 | 3,990 | 36,622 |
| 7 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 8 | 3,011 | 5,004 | 3,076 | 4,751 | 3,962 | 3,684 | 1,946 | 3,707 | 1,904 | 3,990 | 35,034 |
| 9 | 3,011 | 3,834 | 4,677 | 2,986 | 2,703 | 3,684 | 1,946 | 2,407 | 3,680 | 1,854 | 30,781 |
| 10 | 2,179 | 2,179 | 2,353 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,911 |
| 11 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 12 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 13 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 14 | 3,011 | 5,004 | 3,076 | 4,751 | 3,962 | 3,684 | 1,946 | 3,707 | 1,904 | 3,990 | 35,034 |
| 15 | 3,011 | 3,834 | 4,677 | 2,986 | 2,703 | 3,684 | 1,946 | 2,407 | 3,680 | 1,854 | 30,781 |
| 16 | 5,087 | 3,834 | 3,076 | 2,986 | 2,703 | 3,684 | 2,858 | 3,707 | 2,634 | 3,990 | 34,557 |
| 17 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 18 | 3,909 | 3,834 | 3,647 | 3,703 | 1,791 | 1,764 | 2,858 | 2,407 | 3,680 | 3,990 | 31,582 |
| 19 | 5,087 | 5,004 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 3,990 | 42,561 |
| 20 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 21 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 22 | 3,909 | 3,834 | 2,353 | 2,201 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 3,990 | 35,339 |
| 23 | 5,087 | 5,004 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 3,990 | 42,561 |
| 24 | 3,909 | 3,834 | 3,647 | 3,703 | 3,962 | 3,684 | 2,858 | 2,407 | 3,680 | 3,990 | 35,673 |
| 25 | 3,909 | 3,834 | 3,647 | 2,986 | 2,703 | 2,514 | 4,020 | 2,407 | 2,634 | 2,770 | 31,421 |
| 26 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 1,854 | 30,061 |
| 27 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 3,680 | 1,854 | 31,108 |
| 28 | 3,909 | 5,004 | 4,677 | 3,703 | 1,791 | 1,764 | 4,020 | 3,707 | 3,680 | 3,990 | 36,244 |
| 29 | 3,909 | 5,004 | 4,677 | 3,703 | 3,962 | 3,684 | 4,020 | 3,707 | 2,634 | 2,770 | 38,068 |
| 30 | 3,909 | 5,004 | 4,677 | 4,751 | 2,703 | 2,514 | 4,020 | 3,707 | 3,680 | 2,770 | 37,734 |
| 31 | 2,179 | 3,834 | 3,647 | 3,703 | 2,703 | 3,684 | 1,946 | 2,407 | 1,000 | 1,854 | 26,956 |
| 32 | 3,909 | 3,834 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 2,770 | 38,993 |
| 33 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 4,020 | 3,707 | 3,680 | 2,770 | 34,486 |
| 34 | 2,179 | 2,179 | 2,353 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,911 |
| 35 | 5,087 | 5,004 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 3,990 | 42,561 |
| 36 | 5,087 | 5,004 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 3,990 | 42,561 |
| 37 | 3,909 | 2,973 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 3,990 | 31,336 |
| 38 | 3,011 | 2,973 | 3,076 | 2,986 | 1,791 | 1,764 | 1,946 | 1,609 | 1,904 | 1,854 | 22,913 |
| 39 | 3,011 | 3,834 | 3,076 | 3,703 | 1,791 | 1,764 | 1,946 | 2,407 | 2,634 | 2,770 | 26,935 |
| 40 | 3,011 | 5,004 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 1,609 | 1,904 | 3,990 | 30,942 |
| 41 | 2,179 | 2,179 | 2,353 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,911 |
| 42 | 3,011 | 2,973 | 2,353 | 2,986 | 1,791 | 1,000 | 1,946 | 2,407 | 2,634 | 3,990 | 25,088 |
| 43 | 3,909 | 2,973 | 2,353 | 2,201 | 2,703 | 2,514 | 2,858 | 3,707 | 1,904 | 1,854 | 26,975 |
| 44 | 3,011 | 3,834 | 1,000 | 1,000 | 2,703 | 2,514 | 2,858 | 2,407 | 1,904 | 1,854 | 23,084 |
| 45 | 3,011 | 2,973 | 2,353 | 2,201 | 2,703 | 2,514 | 2,858 | 3,707 | 1,904 | 2,770 | 26,992 |
| 46 | 3,011 | 2,973 | 2,353 | 2,201 | 2,703 | 2,514 | 2,858 | 3,707 | 2,634 | 2,770 | 27,722 |
| 47 | 2,179 | 2,179 | 2,353 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,911 |
| 48 | 3,909 | 2,179 | 2,353 | 2,201 | 2,703 | 2,514 | 4,020 | 1,609 | 1,904 | 2,770 | 26,160 |
| 49 | 2,179 | 2,973 | 3,647 | 2,986 | 1,791 | 1,000 | 1,946 | 2,407 | 2,634 | 2,770 | 24,330 |
| 50 | 2,179 | 2,179 | 2,353 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,911 |
| 51 | 5,087 | 2,973 | 2,353 | 2,201 | 1,000 | 1,764 | 1,000 | 2,407 | 1,000 | 2,770 | 22,554 |
| 52 | 2,179 | 2,179 | 2,353 | 2,201 | 1,791 | 1,000 | 1,946 | 3,707 | 1,000 | 2,770 | 21,124 |
| 53 | 2,179 | 2,973 | 3,076 | 2,986 | 1,791 | 1,764 | 1,946 | 2,407 | 1,904 | 2,770 | 23,794 |
| 54 | 2,179 | 2,179 | 2,353 | 2,201 | 1,000 | 1,764 | 1,946 | 2,407 | 2,634 | 1,854 | 20,515 |
| 55 | 2,179 | 2,179 | 2,353 | 2,201 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 14,911 |
| 56 | 3,909 | 3,834 | 2,353 | 2,986 | 1,791 | 1,000 | 2,858 | 2,407 | 1,904 | 2,770 | 25,810 |
| 57 | 3,909 | 3,834 | 3,647 | 3,703 | 1,791 | 3,684 | 2,858 | 3,707 | 2,634 | 3,990 | 33,754 |
| 58 | 3,011 | 2,973 | 3,076 | 2,986 | 1,791 | 1,764 | 1,946 | 1,609 | 1,904 | 1,854 | 22,913 |
| 59 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 1,904 | 2,770 | 30,247 |
| 60 | 5,087 | 5,004 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 3,990 | 42,561 |
| 61 | 5,087 | 5,004 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 3,707 | 3,680 | 3,990 | 42,561 |
| 62 | 5,087 | 3,834 | 4,677 | 4,751 | 3,962 | 3,684 | 4,020 | 2,407 | 2,634 | 2,770 | 37,824 |
| 63 | 3,909 | 2,179 | 2,353 | 2,986 | 2,703 | 2,514 | 2,858 | 2,407 | 1,904 | 1,854 | 25,665 |
| 64 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 65 | 3,011 | 3,834 | 2,353 | 2,201 | 2,703 | 2,514 | 2,858 | 3,707 | 1,000 | 1,854 | 26,034 |
| 66 | 3,011 | 2,973 | 2,353 | 2,201 | 2,703 | 2,514 | 2,858 | 3,707 | 1,904 | 2,770 | 26,992 |
| 67 | 3,011 | 2,973 | 2,353 | 2,986 | 2,703 | 1,764 | 1,946 | 3,707 | 1,904 | 1,854 | 25,200 |
| 68 | 3,909 | 2,179 | 3,076 | 2,201 | 2,703 | 2,514 | 1,946 | 3,707 | 1,904 | 2,770 | 26,907 |
| 69 | 3,909 | 2,973 | 3,076 | 3,703 | 2,703 | 1,764 | 1,946 | 3,707 | 2,634 | 2,770 | 29,184 |
| 70 | 2,179 | 2,179 | 2,353 | 2,201 | 1,000 | 1,000 | 2,858 | 1,000 | 1,000 | 1,000 | 16,769 |
| 71 | 3,909 | 3,834 | 3,647 | 3,703 | 2,703 | 2,514 | 2,858 | 2,407 | 2,634 | 2,770 | 30,977 |
| 72 | 3,011 | 2,973 | 2,353 | 2,986 | 2,703 | 3,684 | 2,858 | 3,707 | 1,000 | 2,770 | 28,043 |
| 73 | 1,000 | 1,000 | 1,000 | 1,000 | 2,703 | 2,514 | 1,946 | 2,407 | 2,634 | 2,770 | 18,972 |
| 74 | 3,011 | 2,973 | 2,353 | 2,986 | 2,703 | 2,514 | 2,858 | 3,707 | 1,000 | 2,770 | 26,873 |
| 75 | 3,011 | 2,973 | 2,353 | 2,986 | 2,703 | 2,514 | 2,858 | 2,407 | 1,904 | 2,770 | 26,477 |

Lampiran 20.

**Data Uji MSI *Human Relations* (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | | Total |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 2,690 | 2,771 | 2,707 | 2,923 | 2,548 | 1,962 | 1,869 | 1,948 | 19,417 |
| 2 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 8,000 |
| 3 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 3,996 | 1,869 | 1,948 | 17,919 |
| 4 | 2,690 | 2,771 | 2,707 | 3,533 | 2,548 | 2,566 | 2,464 | 2,499 | 21,778 |
| 5 | 4,290 | 4,454 | 4,290 | 4,418 | 4,233 | 3,086 | 3,146 | 3,045 | 30,964 |
| 6 | 4,290 | 2,771 | 3,362 | 2,923 | 2,548 | 3,086 | 3,146 | 3,045 | 25,172 |
| 7 | 3,343 | 3,433 | 4,290 | 4,418 | 3,229 | 3,996 | 4,132 | 4,004 | 30,844 |
| 8 | 4,290 | 4,454 | 4,290 | 4,418 | 4,233 | 3,996 | 4,132 | 4,004 | 33,817 |
| 9 | 4,290 | 4,454 | 4,290 | 4,418 | 4,233 | 3,996 | 4,132 | 4,004 | 33,817 |
| 10 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 11 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 12 | 2,690 | 4,454 | 2,707 | 4,418 | 4,233 | 3,996 | 2,464 | 4,004 | 28,967 |
| 13 | 2,690 | 3,433 | 4,290 | 2,923 | 3,229 | 3,996 | 2,464 | 3,045 | 26,070 |
| 14 | 4,290 | 3,433 | 2,707 | 2,923 | 3,229 | 3,996 | 3,146 | 4,004 | 27,728 |
| 15 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 16 | 3,343 | 3,433 | 3,362 | 3,533 | 2,548 | 2,566 | 3,146 | 3,045 | 24,976 |
| 17 | 4,290 | 4,454 | 4,290 | 4,418 | 4,233 | 3,996 | 4,132 | 4,004 | 33,817 |
| 18 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 19 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 20 | 3,343 | 3,433 | 1,994 | 2,126 | 4,233 | 3,996 | 4,132 | 4,004 | 27,261 |
| 21 | 4,290 | 4,454 | 4,290 | 4,418 | 4,233 | 3,996 | 4,132 | 4,004 | 33,817 |
| 22 | 3,343 | 3,433 | 3,362 | 3,533 | 4,233 | 3,996 | 3,146 | 3,045 | 28,091 |
| 23 | 3,343 | 3,433 | 3,362 | 2,923 | 3,229 | 3,086 | 4,132 | 3,045 | 26,553 |
| 24 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 25 | 2,690 | 4,454 | 2,707 | 4,418 | 4,233 | 3,996 | 2,464 | 4,004 | 28,967 |
| 26 | 2,690 | 3,433 | 4,290 | 2,923 | 3,229 | 3,996 | 2,464 | 3,045 | 26,070 |
| 27 | 4,290 | 3,433 | 2,707 | 2,923 | 3,229 | 3,996 | 3,146 | 4,004 | 27,728 |
| 28 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 29 | 3,343 | 3,433 | 3,362 | 3,533 | 2,548 | 2,566 | 3,146 | 3,045 | 24,976 |
| 30 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 31 | 2,690 | 4,454 | 4,290 | 4,418 | 2,548 | 3,996 | 2,464 | 4,004 | 28,865 |
| 32 | 4,290 | 2,771 | 3,362 | 4,418 | 2,548 | 3,086 | 4,132 | 2,499 | 27,106 |
| 33 | 2,690 | 2,771 | 3,362 | 4,418 | 3,229 | 3,996 | 3,146 | 4,004 | 27,615 |
| 34 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 1,962 | 1,869 | 1,948 | 15,886 |
| 35 | 3,343 | 3,433 | 2,707 | 2,923 | 3,229 | 3,086 | 4,132 | 4,004 | 26,857 |
| 36 | 4,290 | 4,454 | 4,290 | 4,418 | 4,233 | 3,996 | 4,132 | 4,004 | 33,817 |
| 37 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 38 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 1,962 | 1,869 | 1,948 | 15,886 |
| 39 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 1,000 | 1,000 | 1,000 | 13,107 |
| 40 | 2,690 | 2,771 | 2,707 | 2,923 | 2,548 | 2,566 | 2,464 | 2,499 | 21,168 |
| 41 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 1,962 | 1,869 | 1,948 | 15,886 |
| 42 | 1,000 | 1,000 | 1,000 | 3,533 | 1,000 | 1,000 | 1,000 | 1,000 | 10,533 |
| 43 | 2,690 | 2,771 | 2,707 | 2,923 | 2,548 | 1,962 | 1,869 | 1,948 | 19,417 |
| 44 | 1,994 | 2,072 | 1,994 | 2,126 | 3,229 | 1,962 | 1,869 | 1,948 | 17,193 |
| 45 | 2,690 | 2,072 | 2,707 | 2,923 | 2,548 | 2,566 | 2,464 | 2,499 | 20,469 |
| 46 | 1,994 | 2,072 | 2,707 | 2,126 | 4,233 | 1,962 | 1,869 | 1,948 | 18,911 |
| 47 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 1,000 | 1,000 | 1,000 | 13,107 |
| 48 | 2,690 | 2,771 | 2,707 | 2,923 | 2,548 | 2,566 | 2,464 | 2,499 | 21,168 |
| 49 | 1,000 | 1,000 | 1,000 | 4,418 | 1,000 | 1,000 | 1,000 | 1,000 | 11,418 |
| 50 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 1,962 | 1,869 | 1,948 | 15,886 |
| 51 | 2,690 | 2,771 | 2,707 | 2,126 | 1,921 | 1,962 | 2,464 | 1,948 | 18,589 |
| 52 | 3,343 | 3,433 | 3,362 | 2,923 | 1,000 | 1,000 | 1,000 | 1,000 | 17,060 |
| 53 | 4,290 | 2,771 | 4,290 | 2,126 | 2,548 | 3,086 | 3,146 | 1,948 | 24,206 |
| 54 | 2,690 | 2,771 | 2,707 | 2,923 | 2,548 | 2,566 | 2,464 | 2,499 | 21,168 |
| 55 | 2,690 | 2,771 | 1,994 | 2,126 | 1,921 | 1,962 | 3,146 | 1,948 | 18,558 |
| 56 | 1,994 | 2,072 | 1,994 | 2,126 | 1,000 | 1,962 | 1,000 | 1,000 | 13,148 |
| 57 | 1,994 | 2,072 | 1,994 | 2,126 | 3,229 | 1,962 | 1,869 | 1,948 | 17,193 |
| 58 | 1,000 | 1,000 | 1,994 | 1,000 | 1,000 | 2,566 | 1,000 | 1,000 | 10,560 |
| 59 | 2,690 | 2,771 | 2,707 | 2,923 | 2,548 | 2,566 | 2,464 | 2,499 | 21,168 |
| 60 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 1,962 | 1,869 | 1,948 | 15,886 |
| 61 | 1,994 | 2,072 | 2,707 | 2,126 | 1,921 | 2,566 | 2,464 | 2,499 | 18,349 |
| 62 | 3,343 | 3,433 | 3,362 | 3,533 | 3,229 | 3,086 | 3,146 | 3,045 | 26,177 |
| 63 | 3,343 | 2,072 | 1,994 | 3,533 | 3,229 | 3,086 | 2,464 | 3,045 | 22,765 |
| 64 | 1,994 | 2,072 | 1,994 | 2,126 | 1,921 | 1,962 | 3,146 | 1,948 | 17,163 |
| 65 | 1,994 | 2,072 | 2,707 | 2,126 | 1,921 | 1,962 | 1,869 | 1,948 | 16,599 |
| 66 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 8,000 |
| 67 | 1,994 | 2,072 | 1,994 | 2,126 | 2,548 | 2,566 | 2,464 | 2,499 | 18,263 |
| 68 | 1,000 | 1,000 | 1,000 | 1,000 | 1,921 | 1,962 | 1,869 | 1,948 | 11,700 |
| 69 | 1,994 | 2,072 | 1,994 | 2,923 | 2,548 | 2,566 | 2,464 | 2,499 | 19,059 |
| 70 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 8,000 |
| 71 | 1,994 | 2,072 | 1,000 | 2,126 | 1,921 | 1,962 | 1,869 | 1,948 | 14,892 |
| 72 | 1,000 | 2,072 | 1,994 | 2,126 | 1,921 | 1,962 | 2,464 | 2,499 | 16,038 |
| 73 | 1,994 | 2,072 | 2,707 | 2,126 | 1,000 | 1,000 | 1,000 | 1,000 | 12,899 |
| 74 | 1,994 | 2,072 | 1,994 | 2,923 | 1,921 | 1,962 | 1,869 | 1,948 | 16,682 |
| 75 | 2,690 | 2,771 | 1,000 | 2,923 | 3,229 | 2,566 | 4,132 | 3,045 | 22,355 |

**Lampiran 21.**

**Data Uji MSI Beban Kerja (X3)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | Total |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1 | 4,821 | 3,137 | 3,700 | 3,630 | 4,677 | 4,642 | 4,751 | 29,358 |
| 2 | 3,724 | 4,011 | 2,272 | 3,630 | 4,677 | 4,642 | 4,751 | 27,706 |
| 3 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 4 | 3,724 | 3,137 | 3,700 | 3,630 | 4,677 | 4,642 | 4,751 | 28,261 |
| 5 | 3,724 | 2,209 | 3,096 | 2,973 | 4,677 | 4,642 | 2,145 | 23,466 |
| 6 | 2,896 | 4,011 | 3,096 | 3,630 | 3,508 | 4,642 | 3,633 | 25,416 |
| 7 | 4,821 | 3,137 | 3,096 | 3,630 | 4,677 | 4,642 | 3,633 | 27,637 |
| 8 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 3,473 | 3,633 | 25,679 |
| 9 | 2,896 | 3,137 | 3,096 | 2,973 | 2,766 | 2,747 | 2,878 | 20,494 |
| 10 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 11 | 4,821 | 4,011 | 3,096 | 3,630 | 4,677 | 3,473 | 3,633 | 27,341 |
| 12 | 3,724 | 3,137 | 3,096 | 3,630 | 4,677 | 4,642 | 4,751 | 27,657 |
| 13 | 3,724 | 3,137 | 3,700 | 4,664 | 4,677 | 3,473 | 2,145 | 25,520 |
| 14 | 3,724 | 3,137 | 3,096 | 3,630 | 4,677 | 4,642 | 2,145 | 25,051 |
| 15 | 3,724 | 3,137 | 3,700 | 3,630 | 4,677 | 4,642 | 4,751 | 28,261 |
| 16 | 4,821 | 5,094 | 4,646 | 4,664 | 4,677 | 4,642 | 4,751 | 33,295 |
| 17 | 3,724 | 4,011 | 1,000 | 1,000 | 2,766 | 3,473 | 3,633 | 19,607 |
| 18 | 3,724 | 2,209 | 2,272 | 2,209 | 3,508 | 3,473 | 2,878 | 20,273 |
| 19 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 20 | 3,724 | 3,137 | 2,272 | 2,209 | 2,766 | 3,473 | 3,633 | 21,215 |
| 21 | 2,896 | 2,209 | 2,272 | 2,973 | 3,508 | 3,473 | 3,633 | 20,964 |
| 22 | 2,896 | 3,137 | 2,272 | 2,209 | 3,508 | 3,473 | 3,633 | 21,129 |
| 23 | 2,896 | 2,209 | 1,000 | 2,209 | 3,508 | 3,473 | 3,633 | 18,928 |
| 24 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 3,473 | 3,633 | 25,679 |
| 25 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 26 | 2,896 | 2,209 | 2,272 | 2,973 | 3,508 | 3,473 | 3,633 | 20,964 |
| 27 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 4,642 | 3,633 | 26,848 |
| 28 | 2,085 | 4,011 | 3,700 | 3,630 | 3,508 | 4,642 | 4,751 | 26,327 |
| 29 | 2,896 | 4,011 | 4,646 | 4,664 | 3,508 | 3,473 | 4,751 | 27,948 |
| 30 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 3,473 | 3,633 | 25,679 |
| 31 | 4,821 | 5,094 | 4,646 | 4,664 | 4,677 | 4,642 | 4,751 | 33,295 |
| 32 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 33 | 2,896 | 4,011 | 4,646 | 4,664 | 4,677 | 4,642 | 4,751 | 30,286 |
| 34 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 35 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 3,473 | 3,633 | 25,679 |
| 36 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 3,473 | 3,633 | 25,679 |
| 37 | 3,724 | 5,094 | 3,700 | 2,209 | 2,766 | 2,747 | 2,878 | 23,119 |
| 38 | 2,896 | 3,137 | 3,096 | 2,973 | 2,766 | 2,747 | 2,878 | 20,494 |
| 39 | 2,896 | 4,011 | 3,096 | 3,630 | 2,766 | 2,747 | 2,878 | 22,024 |
| 40 | 2,896 | 3,137 | 3,096 | 2,973 | 2,116 | 2,116 | 3,633 | 19,968 |
| 41 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 42 | 2,896 | 3,137 | 2,272 | 2,973 | 2,766 | 2,116 | 2,878 | 19,038 |
| 43 | 3,724 | 3,137 | 2,272 | 2,209 | 3,508 | 3,473 | 3,633 | 21,957 |
| 44 | 2,896 | 4,011 | 1,000 | 1,000 | 3,508 | 3,473 | 3,633 | 19,521 |
| 45 | 2,896 | 3,137 | 2,272 | 2,209 | 3,508 | 3,473 | 3,633 | 21,129 |
| 46 | 2,896 | 3,137 | 2,272 | 2,209 | 3,508 | 3,473 | 3,633 | 21,129 |
| 47 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 48 | 3,724 | 2,209 | 2,272 | 2,209 | 3,508 | 3,473 | 4,751 | 22,146 |
| 49 | 2,085 | 3,137 | 3,700 | 2,973 | 2,766 | 2,116 | 2,878 | 19,655 |
| 50 | 2,085 | 2,209 | 2,272 | 2,209 | 3,508 | 2,116 | 2,145 | 16,544 |
| 51 | 4,821 | 3,137 | 2,272 | 2,209 | 2,116 | 2,747 | 2,145 | 19,448 |
| 52 | 2,085 | 2,209 | 2,272 | 2,209 | 2,766 | 2,116 | 2,878 | 16,535 |
| 53 | 2,085 | 3,137 | 3,096 | 2,973 | 2,766 | 2,747 | 2,878 | 19,683 |
| 54 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,747 | 2,878 | 16,516 |
| 55 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 7,000 |
| 56 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 57 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 2,116 | 2,145 | 15,152 |
| 58 | 3,724 | 4,011 | 3,700 | 3,630 | 2,116 | 3,473 | 3,633 | 24,286 |
| 59 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 3,473 | 3,633 | 25,679 |
| 60 | 4,821 | 5,094 | 4,646 | 4,664 | 4,677 | 4,642 | 4,751 | 33,295 |
| 61 | 4,821 | 5,094 | 4,646 | 4,664 | 4,677 | 4,642 | 4,751 | 33,295 |
| 62 | 4,821 | 4,011 | 4,646 | 4,664 | 4,677 | 4,642 | 4,751 | 32,212 |
| 63 | 3,724 | 2,209 | 2,272 | 2,973 | 3,508 | 3,473 | 3,633 | 21,792 |
| 64 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 3,473 | 3,633 | 25,679 |
| 65 | 2,896 | 4,011 | 2,272 | 2,209 | 3,508 | 3,473 | 3,633 | 22,002 |
| 66 | 2,896 | 3,137 | 2,272 | 2,209 | 3,508 | 3,473 | 3,633 | 21,129 |
| 67 | 2,896 | 3,137 | 2,272 | 2,973 | 3,508 | 2,747 | 2,878 | 20,411 |
| 68 | 3,724 | 2,209 | 3,096 | 2,209 | 3,508 | 3,473 | 2,878 | 21,097 |
| 69 | 3,724 | 3,137 | 3,096 | 3,630 | 3,508 | 2,747 | 2,878 | 22,721 |
| 70 | 2,085 | 2,209 | 2,272 | 2,209 | 2,116 | 3,473 | 2,145 | 16,508 |
| 71 | 3,724 | 4,011 | 3,700 | 3,630 | 3,508 | 3,473 | 3,633 | 25,679 |
| 72 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 7,000 |
| 73 | 1,000 | 1,000 | 1,000 | 1,000 | 3,508 | 3,473 | 2,878 | 13,859 |
| 74 | 2,896 | 3,137 | 2,272 | 2,973 | 3,508 | 3,473 | 3,633 | 21,892 |
| 75 | 2,896 | 3,137 | 2,272 | 2,973 | 3,508 | 3,473 | 3,633 | 21,892 |

**Lampiran 22.**

**Data Uji MSI Penempatan Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | Total |
| **1** | **2** | **3** | **4** | **5** |
| 1 | 3,774 | 3,974 | 2,733 | 2,612 | 2,680 | 15,774 |
| 2 | 3,195 | 3,974 | 2,733 | 3,701 | 3,849 | 17,453 |
| 3 | 2,399 | 2,329 | 1,000 | 2,612 | 1,000 | 9,340 |
| 4 | 3,774 | 3,245 | 2,733 | 3,701 | 2,680 | 16,134 |
| 5 | 3,195 | 3,245 | 2,733 | 3,701 | 3,849 | 16,724 |
| 6 | 3,195 | 3,974 | 3,884 | 3,701 | 2,680 | 17,435 |
| 7 | 3,195 | 3,245 | 2,733 | 3,701 | 3,849 | 16,724 |
| 8 | 3,195 | 3,974 | 2,733 | 3,701 | 3,849 | 17,453 |
| 9 | 3,195 | 3,245 | 1,886 | 1,866 | 1,847 | 12,040 |
| 10 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 11 | 3,774 | 4,928 | 2,733 | 1,866 | 2,680 | 15,982 |
| 12 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 13 | 3,774 | 3,974 | 1,886 | 2,612 | 3,849 | 16,097 |
| 14 | 3,774 | 3,974 | 1,886 | 1,866 | 2,680 | 14,181 |
| 15 | 4,751 | 3,974 | 1,886 | 2,612 | 2,680 | 15,904 |
| 16 | 4,751 | 4,928 | 3,884 | 2,612 | 3,849 | 20,025 |
| 17 | 4,751 | 4,928 | 3,884 | 3,701 | 2,680 | 19,944 |
| 18 | 3,774 | 4,928 | 3,884 | 3,701 | 3,849 | 20,137 |
| 19 | 4,751 | 4,928 | 3,884 | 3,701 | 2,680 | 19,944 |
| 20 | 4,751 | 4,928 | 3,884 | 3,701 | 3,849 | 21,114 |
| 21 | 4,751 | 3,974 | 2,733 | 3,701 | 3,849 | 19,009 |
| 22 | 3,774 | 3,974 | 2,733 | 2,612 | 2,680 | 15,774 |
| 23 | 4,751 | 3,245 | 3,884 | 1,866 | 3,849 | 17,596 |
| 24 | 3,774 | 3,974 | 2,733 | 2,612 | 2,680 | 15,774 |
| 25 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 26 | 4,751 | 2,329 | 2,733 | 1,000 | 1,000 | 11,813 |
| 27 | 4,751 | 3,245 | 3,884 | 2,612 | 2,680 | 17,173 |
| 28 | 3,774 | 3,245 | 3,884 | 2,612 | 3,849 | 17,365 |
| 29 | 3,774 | 2,329 | 1,886 | 3,701 | 3,849 | 15,540 |
| 30 | 3,774 | 3,245 | 2,733 | 2,612 | 2,680 | 15,045 |
| 31 | 3,774 | 3,974 | 3,884 | 1,866 | 3,849 | 17,349 |
| 32 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 33 | 4,751 | 3,245 | 3,884 | 3,701 | 2,680 | 18,261 |
| 34 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 35 | 3,774 | 3,974 | 3,884 | 1,866 | 2,680 | 16,179 |
| 36 | 4,751 | 4,928 | 3,884 | 3,701 | 2,680 | 19,944 |
| 37 | 3,774 | 2,329 | 1,886 | 1,866 | 1,847 | 11,703 |
| 38 | 3,195 | 3,245 | 1,886 | 1,866 | 1,847 | 12,040 |
| 39 | 3,195 | 3,974 | 1,886 | 1,866 | 1,847 | 12,769 |
| 40 | 3,774 | 3,974 | 2,733 | 2,612 | 2,680 | 15,774 |
| 41 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 42 | 2,399 | 3,245 | 1,886 | 1,000 | 1,847 | 10,377 |
| 43 | 2,399 | 2,329 | 2,733 | 2,612 | 2,680 | 12,753 |
| 44 | 1,000 | 1,000 | 2,733 | 2,612 | 2,680 | 10,025 |
| 45 | 2,399 | 2,329 | 2,733 | 2,612 | 2,680 | 12,753 |
| 46 | 2,399 | 2,329 | 2,733 | 2,612 | 2,680 | 12,753 |
| 47 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 48 | 2,399 | 2,329 | 2,733 | 2,612 | 3,849 | 13,922 |
| 49 | 3,774 | 3,245 | 1,886 | 1,000 | 1,847 | 11,753 |
| 50 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 51 | 2,399 | 2,329 | 1,000 | 1,866 | 1,000 | 8,594 |
| 52 | 2,399 | 2,329 | 1,886 | 1,000 | 1,847 | 9,461 |
| 53 | 3,195 | 3,245 | 1,886 | 1,866 | 1,847 | 12,040 |
| 54 | 2,399 | 2,329 | 1,000 | 1,866 | 1,847 | 9,441 |
| 55 | 3,774 | 3,245 | 1,886 | 2,612 | 2,680 | 14,198 |
| 56 | 2,399 | 3,245 | 1,886 | 1,000 | 2,680 | 11,210 |
| 57 | 3,774 | 3,974 | 1,886 | 3,701 | 2,680 | 16,016 |
| 58 | 3,195 | 3,245 | 1,886 | 1,866 | 1,847 | 12,040 |
| 59 | 3,774 | 3,974 | 2,733 | 2,612 | 2,680 | 15,774 |
| 60 | 4,751 | 4,928 | 3,884 | 3,701 | 3,849 | 21,114 |
| 61 | 4,751 | 4,928 | 3,884 | 3,701 | 3,849 | 21,114 |
| 62 | 4,751 | 4,928 | 3,884 | 3,701 | 3,849 | 21,114 |
| 63 | 2,399 | 3,245 | 2,733 | 2,612 | 2,680 | 13,669 |
| 64 | 3,774 | 3,974 | 2,733 | 2,612 | 2,680 | 15,774 |
| 65 | 2,399 | 2,329 | 2,733 | 2,612 | 2,680 | 12,753 |
| 66 | 2,399 | 2,329 | 2,733 | 2,612 | 2,680 | 12,753 |
| 67 | 2,399 | 3,245 | 2,733 | 1,866 | 1,847 | 12,090 |
| 68 | 3,195 | 2,329 | 2,733 | 2,612 | 1,847 | 12,716 |
| 69 | 3,195 | 3,974 | 2,733 | 1,866 | 1,847 | 13,616 |
| 70 | 2,399 | 2,329 | 1,000 | 1,000 | 1,000 | 7,728 |
| 71 | 3,774 | 3,974 | 2,733 | 2,612 | 2,680 | 15,774 |
| 72 | 2,399 | 3,245 | 2,733 | 3,701 | 2,680 | 14,758 |
| 73 | 1,000 | 1,000 | 2,733 | 2,612 | 1,847 | 9,192 |
| 74 | 2,399 | 3,245 | 2,733 | 2,612 | 2,680 | 13,669 |
| 75 | 2,399 | 3,245 | 2,733 | 2,612 | 2,680 | 13,669 |

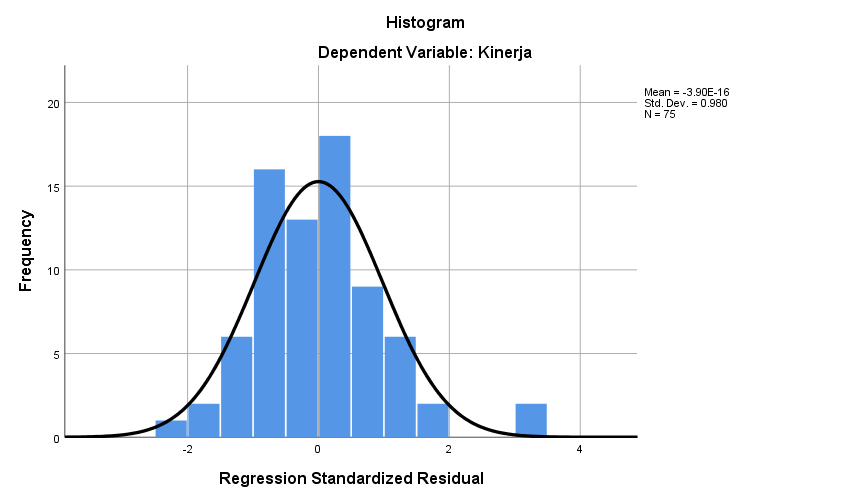
**Lampiran 23.**

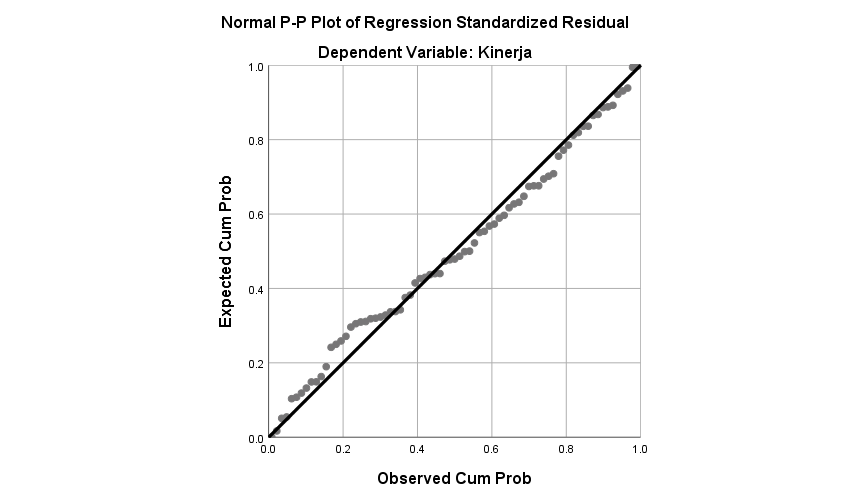
**Data Output SPSS Uji Asumsi Klasik (Uji Normalitas)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2856.460 | 3 | 952.153 | 31.427 | .000b |
| Residual | 2151.087 | 71 | 30.297 |  |  |
| Total | 5007.547 | 74 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 16.510 | 3.408 |  | 4.844 | .000 |
| Human Relations | .257 | .079 | .282 | 3.253 | .002 |
| Beban Kerja | -.358 | .175 | -.161 | -2.048 | .044 |
| Penempatan Kerja | 1.089 | .160 | .584 | 6.798 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

**Charts**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 75 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 5.39154383 |
| Most Extreme Differences | Absolute | .079 |
| Positive | .061 |
| Negative | -.079 |
| Test Statistic | | .079 |
| 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 24.**

**Data Output SPSS Uji Asumsi Klasik (Uji Multikolinearitas)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Penempatan Kerja, Beban Kerja, Human Relationsb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2856.460 | 3 | 952.153 | 31.427 | .000b |
| Residual | 2151.087 | 71 | 30.297 |  |  |
| Total | 5007.547 | 74 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Coefficient Correlationsa** | | | | | |
| Model | | | Penempatan Kerja | Beban Kerja | Human Relations |
| 1 | Correlations | Penempatan Kerja | 1.000 | .040 | -.425 |
| Beban Kerja | .040 | 1.000 | -.142 |
| Human Relations | -.425 | -.142 | 1.000 |
| Covariances | Penempatan Kerja | .026 | .001 | -.005 |
| Beban Kerja | .001 | .031 | -.002 |
| Human Relations | -.005 | -.002 | .006 |
| a. Dependent Variable: Kinerja | | | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | Human Relations | Beban Kerja | Penempatan Kerja |
| 1 | 1 | 3.834 | 1.000 | .00 | .01 | .00 | .00 |
| 2 | .089 | 6.569 | .02 | .49 | .39 | .02 |
| 3 | .054 | 8.402 | .06 | .49 | .27 | .38 |
| 4 | .023 | 12.902 | .92 | .02 | .34 | .60 |
| a. Dependent Variable: Kinerja | | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 16.510 | 3.408 |  | 4.844 | .000 |  |  |
| Human Relations | .257 | .079 | .282 | 3.253 | .002 | .803 | 1.245 |
| Beban Kerja | -.358 | .175 | -.161 | -2.048 | .044 | .979 | 1.021 |
| Penempatan Kerja | 1.089 | .160 | .584 | 6.798 | .000 | .819 | 1.222 |
| a. Dependent Variable: Kinerja | | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 24.80 | 48.73 | 37.37 | 6.213 | 75 |
| Residual | -18.743 | 15.672 | .000 | 5.392 | 75 |
| Std. Predicted Value | -2.023 | 1.828 | .000 | 1.000 | 75 |
| Std. Residual | -3.405 | 2.847 | .000 | .980 | 75 |
| a. Dependent Variable: Kinerja | | | | | |

**Lampiran 25.**

**Data Output SPSS Uji Asumsi Klasik (Uji Heteroskedastisitas)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Penempatan Kerja, Beban Kerja, Human Relationsb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

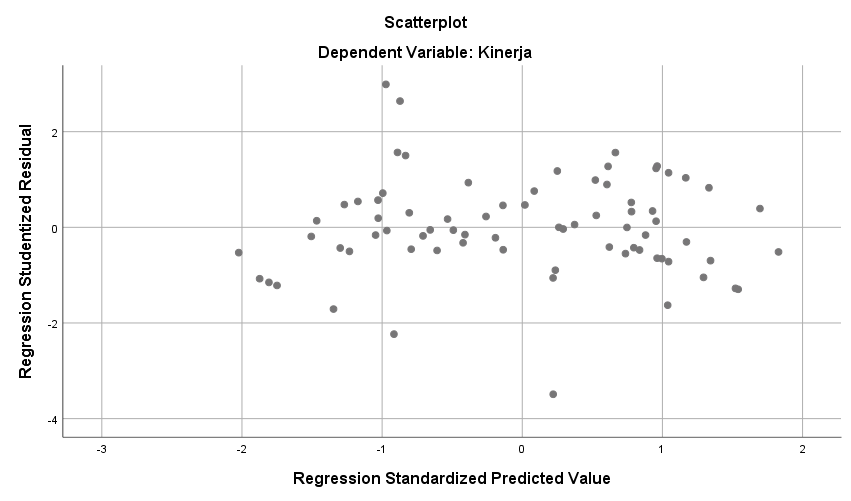
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .755a | .570 | .552 | 5.504 | 1.932 |
| a. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2856.460 | 3 | 952.153 | 31.427 | .000b |
| Residual | 2151.087 | 71 | 30.297 |  |  |
| Total | 5007.547 | 74 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 16.510 | 3.408 |  | 4.844 | .000 |
| Human Relations | .257 | .079 | .282 | 3.253 | .002 |
| Beban Kerja | -.358 | .175 | -.161 | -2.048 | .044 |
| Penempatan Kerja | 1.089 | .160 | .584 | 6.798 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 24.80 | 48.73 | 37.37 | 6.213 | 75 |
| Std. Predicted Value | -2.023 | 1.828 | .000 | 1.000 | 75 |
| Standard Error of Predicted Value | .696 | 1.918 | 1.229 | .326 | 75 |
| Adjusted Predicted Value | 25.03 | 48.93 | 37.35 | 6.234 | 75 |
| Residual | -18.743 | 15.672 | .000 | 5.392 | 75 |
| Std. Residual | -3.405 | 2.847 | .000 | .980 | 75 |
| Stud. Residual | -3.490 | 2.989 | .002 | 1.014 | 75 |
| Deleted Residual | -19.692 | 17.270 | .019 | 5.777 | 75 |
| Stud. Deleted Residual | -3.808 | 3.174 | .001 | 1.045 | 75 |
| Mahal. Distance | .198 | 8.002 | 2.960 | 2.081 | 75 |
| Cook's Distance | .000 | .228 | .018 | .039 | 75 |
| Centered Leverage Value | .003 | .108 | .040 | .028 | 75 |
| a. Dependent Variable: Kinerja | | | | | |

**Charts**



**Lampiran 26.**

**Data Output SPSS Uji Asumsi Klasik (Uji Autokorelasi)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Penempatan Kerja, Beban Kerja, Human Relationsb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .755a | .570 | .552 | 5.504 | 1.932 |
| a. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2856.460 | 3 | 952.153 | 31.427 | .000b |
| Residual | 2151.087 | 71 | 30.297 |  |  |
| Total | 5007.547 | 74 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 16.510 | 3.408 |  | 4.844 | .000 |
| Human Relations | .257 | .079 | .282 | 3.253 | .002 |
| Beban Kerja | -.358 | .175 | -.161 | -2.048 | .044 |
| Penempatan Kerja | 1.089 | .160 | .584 | 6.798 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 24.80 | 48.73 | 37.37 | 6.213 | 75 |
| Std. Predicted Value | -2.023 | 1.828 | .000 | 1.000 | 75 |
| Standard Error of Predicted Value | .696 | 1.918 | 1.229 | .326 | 75 |
| Adjusted Predicted Value | 25.03 | 48.93 | 37.35 | 6.234 | 75 |
| Residual | -18.743 | 15.672 | .000 | 5.392 | 75 |
| Std. Residual | -3.405 | 2.847 | .000 | .980 | 75 |
| Stud. Residual | -3.490 | 2.989 | .002 | 1.014 | 75 |
| Deleted Residual | -19.692 | 17.270 | .019 | 5.777 | 75 |
| Stud. Deleted Residual | -3.808 | 3.174 | .001 | 1.045 | 75 |
| Mahal. Distance | .198 | 8.002 | 2.960 | 2.081 | 75 |
| Cook's Distance | .000 | .228 | .018 | .039 | 75 |
| Centered Leverage Value | .003 | .108 | .040 | .028 | 75 |
| a. Dependent Variable: Kinerja | | | | | |

**Lampiran 27.**

**Data Output SPSS Analisis Regresi Linear Berganda**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Penempatan Kerja, Beban Kerja, Human Relationsb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .755a | .570 | .552 | 5.504 | 1.932 |
| a. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2856.460 | 3 | 952.153 | 31.427 | .000b |
| Residual | 2151.087 | 71 | 30.297 |  |  |
| Total | 5007.547 | 74 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 16.510 | 3.408 |  | 4.844 | .000 |
| Human Relations | .257 | .079 | .282 | 3.253 | .002 |
| Beban Kerja | -.358 | .175 | -.161 | -2.048 | .044 |
| Penempatan Kerja | 1.089 | .160 | .584 | 6.798 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 24.80 | 48.73 | 37.37 | 6.213 | 75 |
| Std. Predicted Value | -2.023 | 1.828 | .000 | 1.000 | 75 |
| Standard Error of Predicted Value | .696 | 1.918 | 1.229 | .326 | 75 |
| Adjusted Predicted Value | 25.03 | 48.93 | 37.35 | 6.234 | 75 |
| Residual | -18.743 | 15.672 | .000 | 5.392 | 75 |
| Std. Residual | -3.405 | 2.847 | .000 | .980 | 75 |
| Stud. Residual | -3.490 | 2.989 | .002 | 1.014 | 75 |
| Deleted Residual | -19.692 | 17.270 | .019 | 5.777 | 75 |
| Stud. Deleted Residual | -3.808 | 3.174 | .001 | 1.045 | 75 |
| Mahal. Distance | .198 | 8.002 | 2.960 | 2.081 | 75 |
| Cook's Distance | .000 | .228 | .018 | .039 | 75 |
| Centered Leverage Value | .003 | .108 | .040 | .028 | 75 |
| a. Dependent Variable: Kinerja | | | | | |

**Lampiran 28.**

**Data Output SPSS Uji Hipotesis (Uji t)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Penempatan Kerja, Beban Kerja, Human Relationsb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .755a | .570 | .552 | 5.504 | 1.932 |
| a. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2856.460 | 3 | 952.153 | 31.427 | .000b |
| Residual | 2151.087 | 71 | 30.297 |  |  |
| Total | 5007.547 | 74 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 16.510 | 3.408 |  | 4.844 | .000 |
| Human Relations | .257 | .079 | .282 | 3.253 | .002 |
| Beban Kerja | -.358 | .175 | -.161 | -2.048 | .044 |
| Penempatan Kerja | 1.089 | .160 | .584 | 6.798 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 24.80 | 48.73 | 37.37 | 6.213 | 75 |
| Std. Predicted Value | -2.023 | 1.828 | .000 | 1.000 | 75 |
| Standard Error of Predicted Value | .696 | 1.918 | 1.229 | .326 | 75 |
| Adjusted Predicted Value | 25.03 | 48.93 | 37.35 | 6.234 | 75 |
| Residual | -18.743 | 15.672 | .000 | 5.392 | 75 |
| Std. Residual | -3.405 | 2.847 | .000 | .980 | 75 |
| Stud. Residual | -3.490 | 2.989 | .002 | 1.014 | 75 |
| Deleted Residual | -19.692 | 17.270 | .019 | 5.777 | 75 |
| Stud. Deleted Residual | -3.808 | 3.174 | .001 | 1.045 | 75 |
| Mahal. Distance | .198 | 8.002 | 2.960 | 2.081 | 75 |
| Cook's Distance | .000 | .228 | .018 | .039 | 75 |
| Centered Leverage Value | .003 | .108 | .040 | .028 | 75 |
| a. Dependent Variable: Kinerja | | | | | |

**Lampiran 29.**

**Data Output SPSS Uji Hipotesis (Uji F)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Penempatan Kerja, Beban Kerja, Human Relationsb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .755a | .570 | .552 | 5.504 | 1.932 |
| a. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2856.460 | 3 | 952.153 | 31.427 | .000b |
| Residual | 2151.087 | 71 | 30.297 |  |  |
| Total | 5007.547 | 74 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 16.510 | 3.408 |  | 4.844 | .000 |
| Human Relations | .257 | .079 | .282 | 3.253 | .002 |
| Beban Kerja | -.358 | .175 | -.161 | -2.048 | .044 |
| Penempatan Kerja | 1.089 | .160 | .584 | 6.798 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 24.80 | 48.73 | 37.37 | 6.213 | 75 |
| Std. Predicted Value | -2.023 | 1.828 | .000 | 1.000 | 75 |
| Standard Error of Predicted Value | .696 | 1.918 | 1.229 | .326 | 75 |
| Adjusted Predicted Value | 25.03 | 48.93 | 37.35 | 6.234 | 75 |
| Residual | -18.743 | 15.672 | .000 | 5.392 | 75 |
| Std. Residual | -3.405 | 2.847 | .000 | .980 | 75 |
| Stud. Residual | -3.490 | 2.989 | .002 | 1.014 | 75 |
| Deleted Residual | -19.692 | 17.270 | .019 | 5.777 | 75 |
| Stud. Deleted Residual | -3.808 | 3.174 | .001 | 1.045 | 75 |
| Mahal. Distance | .198 | 8.002 | 2.960 | 2.081 | 75 |
| Cook's Distance | .000 | .228 | .018 | .039 | 75 |
| Centered Leverage Value | .003 | .108 | .040 | .028 | 75 |
| a. Dependent Variable: Kinerja | | | | | |

**Lampiran 30.**

**Data Output SPSS Koefisien Determinasi**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Penempatan Kerja, Beban Kerja, Human Relationsb | . | Enter |
| a. Dependent Variable: Kinerja | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .755a | .570 | .552 | 5.504 | 1.932 |
| a. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | |
| b. Dependent Variable: Kinerja | | | | | |

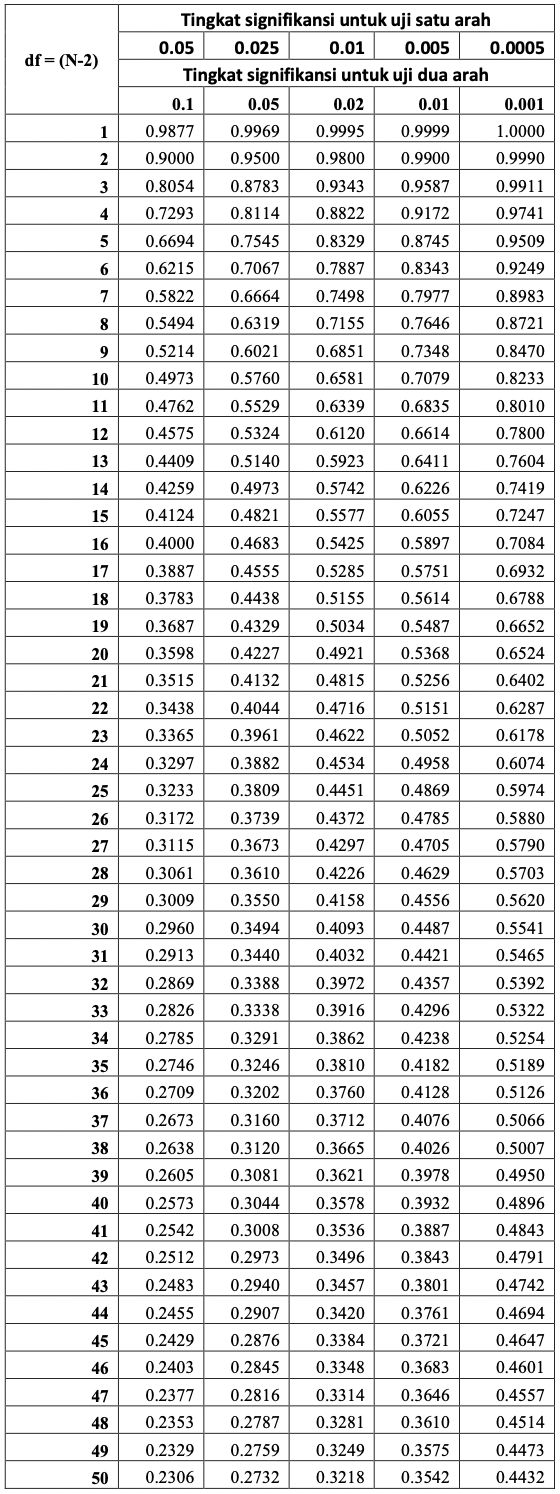
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2856.460 | 3 | 952.153 | 31.427 | .000b |
| Residual | 2151.087 | 71 | 30.297 |  |  |
| Total | 5007.547 | 74 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Penempatan Kerja, Beban Kerja, Human Relations | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 16.510 | 3.408 |  | 4.844 | .000 |
| Human Relations | .257 | .079 | .282 | 3.253 | .002 |
| Beban Kerja | -.358 | .175 | -.161 | -2.048 | .044 |
| Penempatan Kerja | 1.089 | .160 | .584 | 6.798 | .000 |
| a. Dependent Variable: Kinerja | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 24.80 | 48.73 | 37.37 | 6.213 | 75 |
| Std. Predicted Value | -2.023 | 1.828 | .000 | 1.000 | 75 |
| Standard Error of Predicted Value | .696 | 1.918 | 1.229 | .326 | 75 |
| Adjusted Predicted Value | 25.03 | 48.93 | 37.35 | 6.234 | 75 |
| Residual | -18.743 | 15.672 | .000 | 5.392 | 75 |
| Std. Residual | -3.405 | 2.847 | .000 | .980 | 75 |
| Stud. Residual | -3.490 | 2.989 | .002 | 1.014 | 75 |
| Deleted Residual | -19.692 | 17.270 | .019 | 5.777 | 75 |
| Stud. Deleted Residual | -3.808 | 3.174 | .001 | 1.045 | 75 |
| Mahal. Distance | .198 | 8.002 | 2.960 | 2.081 | 75 |
| Cook's Distance | .000 | .228 | .018 | .039 | 75 |
| Centered Leverage Value | .003 | .108 | .040 | .028 | 75 |
| a. Dependent Variable: Kinerja | | | | | |

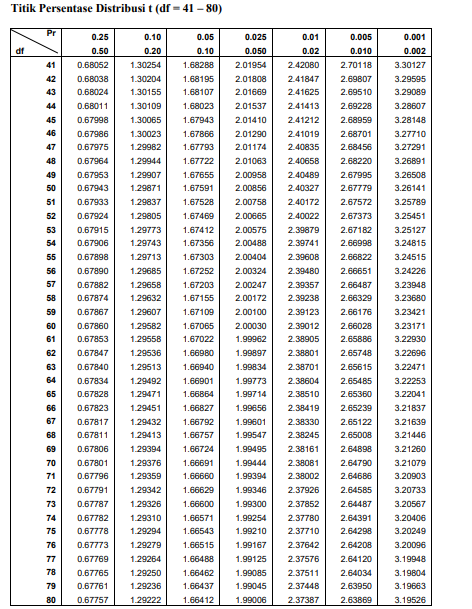
**Lampiran 31.**

**r table**



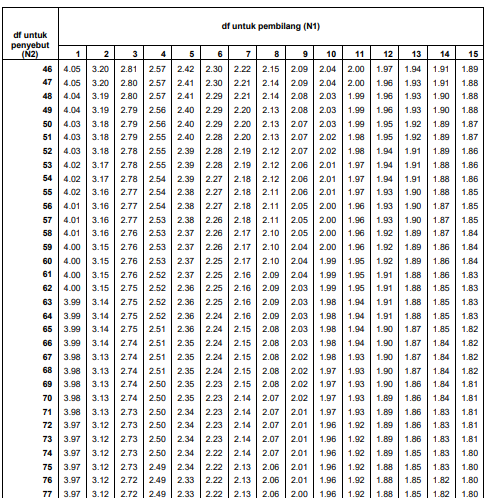
**Lampiran 32.**

**t tabel**



Lampiran 33.

**F tabel**



**Lampiran 34.**

**Tabel DW**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| n | k=1 | | k=2 | | k=3 | | k=4 | | k=5 | |
| dL | dU | dL | dU | dL | dU | dL | dU | dL | dU |
| 71 | 1.5865 | 1.6435 | 1.5577 | 1.6733 | 1.5284 | 1.7041 | 1.4987 | 1.7358 | 1.4685 | 1.7685 |
| 72 | 1.5895 | 1.6457 | 1.5611 | 1.6751 | 1.5323 | 1.7054 | 1.5029 | 1.7366 | 1.4732 | 1.7688 |
| 73 | 1.5924 | 1.6479 | 1.5645 | 1.6768 | 1.5360 | 1.7067 | 1.5071 | 1.7375 | 1.4778 | 1.7691 |
| 74 | 1.5953 | 1.6500 | 1.5677 | 1.6785 | 1.5397 | 1.7079 | 1.5112 | 1.7383 | 1.4822 | 1.7694 |
| 75 | 1.5981 | 1.6521 | 1.5709 | 1.6802 | 1.5432 | 1.7092 | 1.5151 | 1.7390 | 1.4866 | 1.7698 |
| 76 | 1.6009 | 1.6541 | 1.5740 | 1.6819 | 1.5467 | 1.7104 | 1.5190 | 1.7399 | 1.4909 | 1.7701 |
| 77 | 1.6036 | 1.6561 | 1.5771 | 1.6835 | 1.5502 | 1.7117 | 1.5228 | 1.7407 | 1.4950 | 1.7704 |
| 78 | 1.6063 | 1.6581 | 1.5801 | 1.6851 | 1.5535 | 1.7129 | 1.5265 | 1.7415 | 1.4991 | 1.7708 |
| 79 | 1.6089 | 1.6601 | 1.5830 | 1.6867 | 1.5568 | 1.7141 | 1.5302 | 1.7423 | 1.5031 | 1.7712 |
| 80 | 1.6114 | 1.6620 | 1.5859 | 1.6882 | 1.5600 | 1.7153 | 1.5337 | 1.7430 | 1.5070 | 1.7716 |
| 81 | 1.6139 | 1.6639 | 1.5888 | 1.6898 | 1.5632 | 1.7164 | 1.5372 | 1.7438 | 1.5109 | 1.7720 |
| 82 | 1.6164 | 1.6657 | 1.5915 | 1.6913 | 1.5663 | 1.7176 | 1.5406 | 1.7446 | 1.5146 | 1.7724 |
| 83 | 1.6188 | 1.6675 | 1.5942 | 1.6928 | 1.5693 | 1.7187 | 1.5440 | 1.7454 | 1.5183 | 1.7728 |
| 84 | 1.6212 | 1.6693 | 1.5969 | 1.6942 | 1.5723 | 1.7199 | 1.5472 | 1.7462 | 1.5219 | 1.7732 |
| 85 | 1.6235 | 1.6711 | 1.5995 | 1.6957 | 1.5752 | 1.7210 | 1.5505 | 1.7470 | 1.5254 | 1.7736 |
| 86 | 1.6258 | 1.6728 | 1.6021 | 1.6971 | 1.5780 | 1.7221 | 1.5536 | 1.7478 | 1.5289 | 1.7740 |
| 87 | 1.6280 | 1.6745 | 1.6046 | 1.6985 | 1.5808 | 1.7232 | 1.5567 | 1.7485 | 1.5322 | 1.7745 |
| 88 | 1.6302 | 1.6762 | 1.6071 | 1.6999 | 1.5836 | 1.7243 | 1.5597 | 1.7493 | 1.5356 | 1.7749 |
| 89 | 1.6324 | 1.6778 | 1.6095 | 1.7013 | 1.5863 | 1.7254 | 1.5627 | 1.7501 | 1.5388 | 1.7754 |
| 90 | 1.6345 | 1.6794 | 1.6119 | 1.7026 | 1.5889 | 1.7264 | 1.5656 | 1.7508 | 1.5420 | 1.7758 |
| 91 | 1.6366 | 1.6810 | 1.6143 | 1.7040 | 1.5915 | 1.7275 | 1.5685 | 1.7516 | 1.5452 | 1.7763 |
| 92 | 1.6387 | 1.6826 | 1.6166 | 1.7053 | 1.5941 | 1.7285 | 1.5713 | 1.7523 | 1.5482 | 1.7767 |
| 93 | 1.6407 | 1.6841 | 1.6188 | 1.7066 | 1.5966 | 1.7295 | 1.5741 | 1.7531 | 1.5513 | 1.7772 |
| 94 | 1.6427 | 1.6857 | 1.6211 | 1.7078 | 1.5991 | 1.7306 | 1.5768 | 1.7538 | 1.5542 | 1.7776 |
| 95 | 1.6447 | 1.6872 | 1.6233 | 1.7091 | 1.6015 | 1.7316 | 1.5795 | 1.7546 | 1.5572 | 1.7781 |
| 96 | 1.6466 | 1.6887 | 1.6254 | 1.7103 | 1.6039 | 1.7326 | 1.5821 | 1.7553 | 1.5600 | 1.7785 |
| 97 | 1.6485 | 1.6901 | 1.6275 | 1.7116 | 1.6063 | 1.7335 | 1.5847 | 1.7560 | 1.5628 | 1.7790 |
| 98 | 1.6504 | 1.6916 | 1.6296 | 1.7128 | 1.6086 | 1.7345 | 1.5872 | 1.7567 | 1.5656 | 1.7795 |
| 99 | 1.6522 | 1.6930 | 1.6317 | 1.7140 | 1.6108 | 1.7355 | 1.5897 | 1.7575 | 1.5683 | 1.7799 |
| 100 | 1.6540 | 1.6944 | 1.6337 | 1.7152 | 1.6131 | 1.7364 | 1.5922 | 1.7582 | 1.5710 | 1.7804 |
| 101 | 1.6558 | 1.6958 | 1.6357 | 1.7163 | 1.6153 | 1.7374 | 1.5946 | 1.7589 | 1.5736 | 1.7809 |
| 102 | 1.6576 | 1.6971 | 1.6376 | 1.7175 | 1.6174 | 1.7383 | 1.5969 | 1.7596 | 1.5762 | 1.7813 |
| 103 | 1.6593 | 1.6985 | 1.6396 | 1.7186 | 1.6196 | 1.7392 | 1.5993 | 1.7603 | 1.5788 | 1.7818 |
| 104 | 1.6610 | 1.6998 | 1.6415 | 1.7198 | 1.6217 | 1.7402 | 1.6016 | 1.7610 | 1.5813 | 1.7823 |
| 105 | 1.6627 | 1.7011 | 1.6433 | 1.7209 | 1.6237 | 1.7411 | 1.6038 | 1.7617 | 1.5837 | 1.7827 |
| 106 | 1.6644 | 1.7024 | 1.6452 | 1.7220 | 1.6258 | 1.7420 | 1.6061 | 1.7624 | 1.5861 | 1.7832 |
| 107 | 1.6660 | 1.7037 | 1.6470 | 1.7231 | 1.6277 | 1.7428 | 1.6083 | 1.7631 | 1.5885 | 1.7837 |
| 108 | 1.6676 | 1.7050 | 1.6488 | 1.7241 | 1.6297 | 1.7437 | 1.6104 | 1.7637 | 1.5909 | 1.7841 |
| 109 | 1.6692 | 1.7062 | 1.6505 | 1.7252 | 1.6317 | 1.7446 | 1.6125 | 1.7644 | 1.5932 | 1.7846 |
| 110 | 1.6708 | 1.7074 | 1.6523 | 1.7262 | 1.6336 | 1.7455 | 1.6146 | 1.7651 | 1.5955 | 1.7851 |

**Lampiran 35.**

**Foto pembagian kuesioner**

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**Lampiran 36.**

**Surat izin penelitian**

