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**LAMPIRAN**

LAMPIRAN 1

1. **RENCANA KUISIONER PENELITIAN**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Variabel** | **Dimensi** | **Indikator** | **No.**  **Item** | **Skala Pengukur** |
| Kinerja  (Y) | Kualitas (Mutu) | Kemampuan Karyawan | 1,2 | Ordinal |
| Hubungan antar karyawan | Komunikasi Karyawan | 3,4 |
| Kuantitas (jumlah) | Hasil Kerja | 5,6 |
| Waktu (jangka waktu) | Tepat Waktu | 7,8 |
| Penekanan biaya | Efektifitas Kerja | 9,10 |
| Pelatihan Kerja  (X1) | Lingkungan pelatihan | Pemilihan Tempat | 1,2 | Ordinal |
| Waktu Pelatihan | Kecukupan Waktu | 3,4 |
| Instruktur / Pelatih | Kemampuan Pelatih | 5,6 |
| Materi pelatihan | Pemahaman Materi | 7,8 |
| Peserta pelatihan | Kemampuan Karyawan | 9,10 |
| Motivasi  (X2) | Kebutuhan akan Prestasi | Tantangan Kerja | 1,2 | Ordinal |
| Penghargaan | 3,4 |
| Kebutuhan akan Afiliasi | Apresiasi Kerja | 5,6 |
| Pengembagan Potensi | 7,8 |
| Kebutuhan akan Kekuasaan | Pengembangan Diri | 9,10 |
| Disiplin  (X3) | Frekuensi Kehadiran | Kehadiran Kerja | 1,2 | Ordinal |
| Tingkat Kewaspadaan | Standar Kerja | 3,4 |
| Ketaatan pada Standar Kerja | Taggung Jawab Kerja | 5,6 |
| Etika Kerja | Suasana Kerja | 7,8 |
| Pengawasan .Melekat | Pelaksanaan Pekerjaan | 9,10 |

LAMPIRAN 2

Kuisioner ini terdiri dari berbagai pernyataan yang mungkin sesuai dengan pengalaman saudara/i dalam menghadapi situasi pekerjaan sehari-hari. Terdapat 5 pilihan jawaban yang disediakan untuk setiap pernyataan yaitu:

**SL :** Selalu

**SR :** Sering

**B :** Biasanya

**KD :** Kadang-Kadang

**BP :** Belum Pernah

Selanjutnya, Saudara/i diminta untuk menjawab dengan cara memberi tanda silang (X) pada salah satu kolom yang paling sesuai dengan pengalaman Bapak/IBu/Saudara selama ini

1. **PERNYATAAN-PERNYATAAN KUISIONER**

**1. Peryataan Variabel Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Tanggapan** | | | | |
| **SL** | **SR** | **B** | **KD** | **BP** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Kemampuan Karyawan** | | | | | | |
| 1. | Karyawan memiliki pemahaman dan keterampilan yang baik dalam melaksanakan pekerjaan |  |  |  |  |  |
| 2. | Karyawan memberikan kualitas yang baik terhadap pekerjaan untuk perusahaan |  |  |  |  |  |
| **Komunikasi Karyawan** | | | | | | |
| 3. | Karyawan mampu bekerjasama dengan rekan kerja |  |  |  |  |  |
| 4. | Rekan kerja selalu meberi masukan mengenai masalah pekerjaan |  |  |  |  |  |
| **Hasil Kerja** | | | | | | |
| 5. | Pekerjaan yang karyawan lakukan selalu mencapai target yang telah ditentukan |  |  |  |  |  |
| 6. | Karyawan selalu melakukan pekerjaan dengan baik dan sungguh-sungguh walau tidak adanya pengawasan dari atasan |  |  |  |  |  |
| **Tepat Waktu** | | | | | | |
| 7. | Karyawan selalu mampu memenuhi target kerja dengan tepat waktu. |  |  |  |  |  |
| 8. | Karyawan mampu menyelesaikan pekerjaannya secara efektif. |  |  |  |  |  |
| **Efektifitas Kerja** | | | | | | |
| 9. | Karyawan menggunakan sumber daya ditempat kerja dengan tepat dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 10. | Karyawan yang baik harus mampu melaksanakan pekerjaan secara optimal |  |  |  |  |  |

**2. Peryataan Variabel Pelatihan Kerja (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SL** | **SR** | **B** | **KD** | **BP** |
| **Pemilihan Tempat** | | | | | | |
| 1. | Pemilihan lokasi dapat berepengaruh terhadap semanga keryawan |  |  |  |  |  |
| 2. | Pemilihan tempat sangat berpengaruh dalam jalannya pelatihan |  |  |  |  |  |
| **Kecukupan Waktu** | | | | | | |
| 3. | Kecukupan waktu yang diberikan untuk memahami materi pelatihan |  |  |  |  |  |
| 4. | Tingkat ketepatan waktu pelaksanaan pelatihan dengan rencana awal pelatihan |  |  |  |  |  |
| **Kemampuan Pelatih** | | | | | | |
| 5. | Instruktur ahli dalam menyampaikan materi saat pelatihan |  |  |  |  |  |
| 6. | Materi pelatihan sesuai dengan kebutuhan karyawan, sehingga mampu menunjang pekerjaan yang dilakukan |  |  |  |  |  |
| **Pemahaman Materi** | | | | | | |
| 7. | Materi yang diberikan lengkap dan dapat dengan mudah dipahami |  |  |  |  |  |
| 8. | Materi pelatihan yang disampaikan pelatih dapat karyawan terapkan dalam menyelesaikan pekerajaan |  |  |  |  |  |
| **Kemampuan Karyawan** | | | | | | |
| 9. | Perusahaan mengadakan seleksi untuk memilih karyawan yang memenuhi kriteria pelatihan |  |  |  |  |  |
| 10. | Karyawan yang mengikuti pelatihan memiliki kemampuan sesuai dengan keahlianya |  |  |  |  |  |

**3. Peryataan Variabel Motivasi Kerja (X2)**

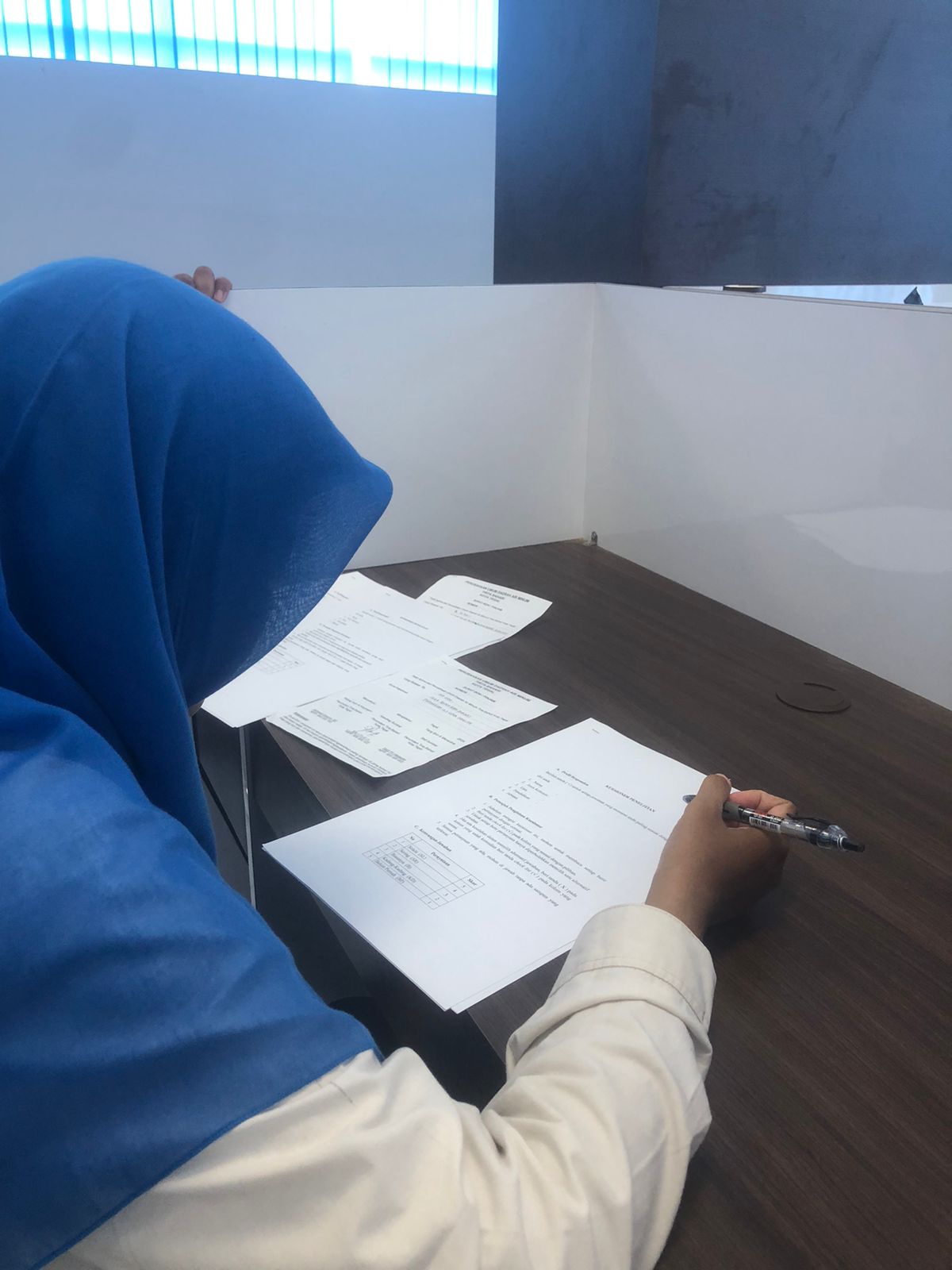
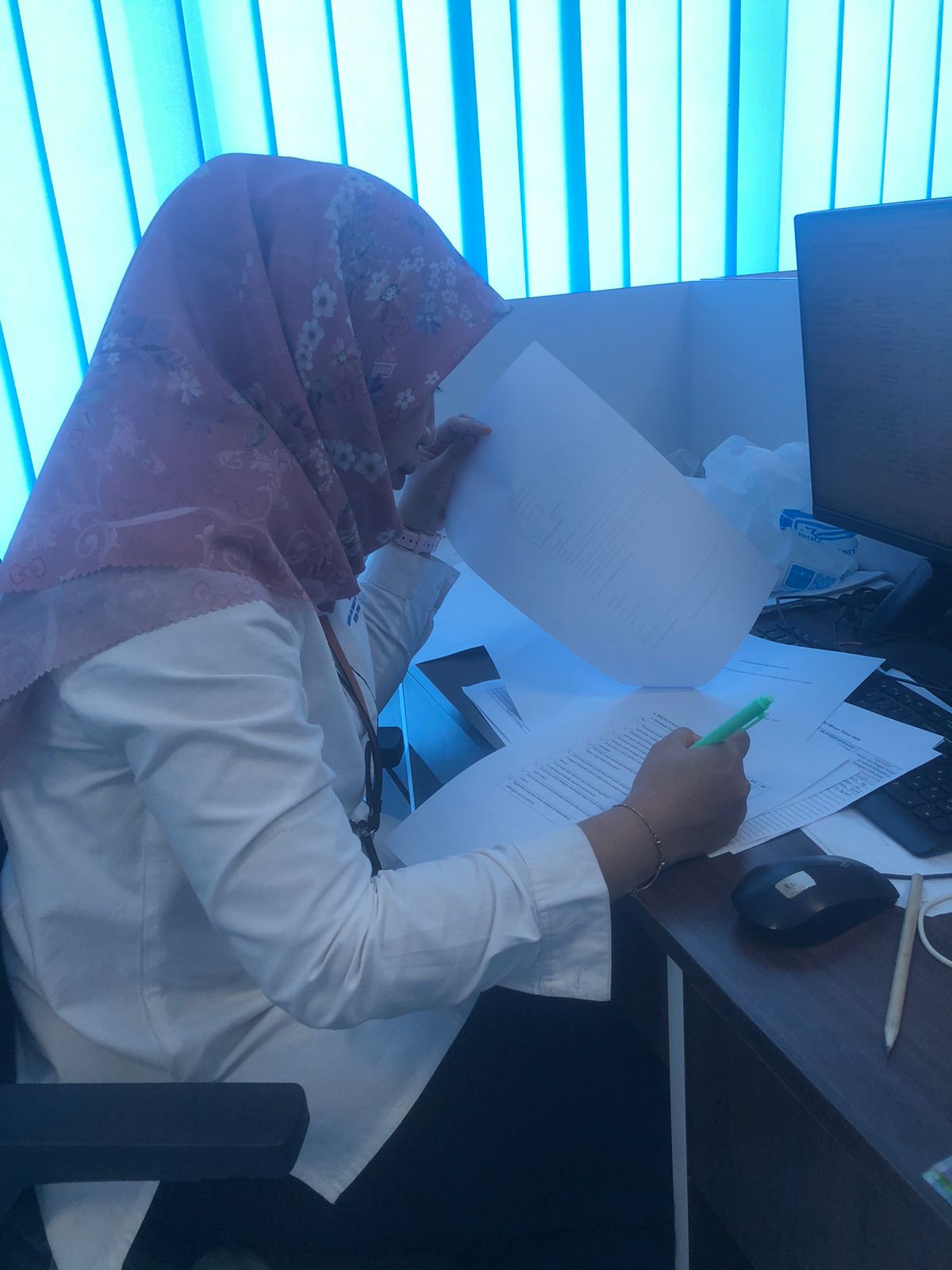
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SL** | **SR** | **B** | **KD** | **BP** |
| **Tantangan Kerja** | | | | | | |
| 1. | Karyawan terasa tertantang untuk menyelesakan pekerjaan yang diberikan |  |  |  |  |  |
| 2. | Persaingan yang sehat akan membuat karyawan untuk belajar dan bekerja lebih baik lagi |  |  |  |  |  |
| **Penghargaan** | | | | | | |
| 3. | Perusahaan memberikan reward bagi karyawan atas hasil kerja yang memuaskan |  |  |  |  |  |
| 4. | Karyawan diberi penghargaan atas prestasi yang diraih |  |  |  |  |  |
| **Apresiasi Kerja** | | | | | | |
| 5. | Atasan akan memberikan pujian apabila Karyawan menyelesaikan tugas tepat waktu |  |  |  |  |  |
| 6. | Perusahaan memberikan kesempatan kepada karyawan yang mempunyai potensi yang dimilikinya |  |  |  |  |  |
| **Pengembangan Potensi** | | | | | | |
| 7. | Perusahaan memberi kesempatan kepada karyawan untuk melakukan kreatifitas dan inovasi dalam bekerja |  |  |  |  |  |
| 8. | karyawan mendapatkan kesempatan untuk mengembangkan keterampilan dan kemampuan |  |  |  |  |  |
| **Pengembangan Diri** | | | | | | |
| 9. | Karyawan mendapatkan kesempatan ikut berpartisipasi dalam menentukan tujuan yang ingin di capai oleh atasan |  |  |  |  |  |
| 10. | karyawan giat bekerja karena adanya kesempatan yang diberikan untuk menduduki posisi tertentu |  |  |  |  |  |

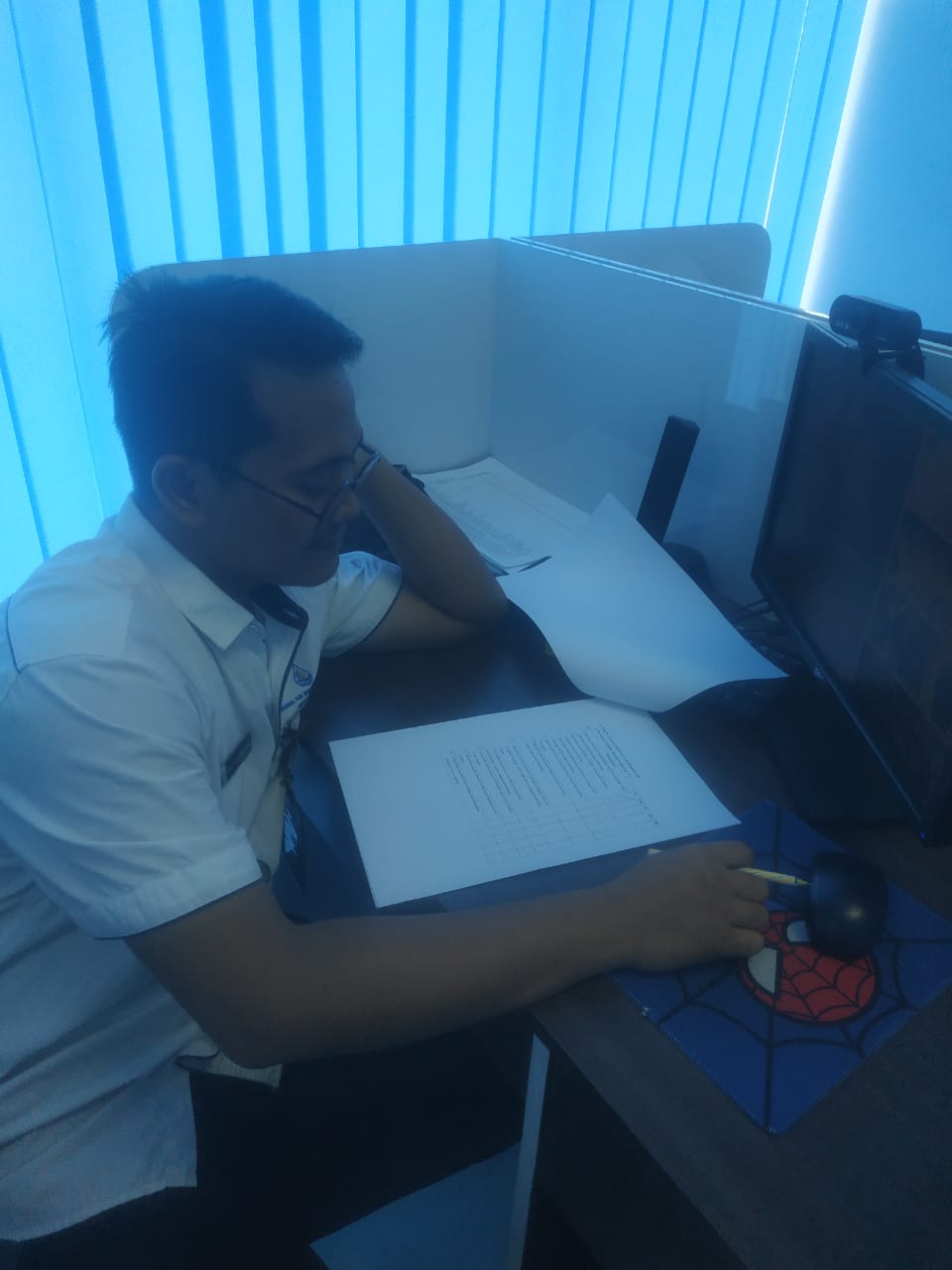
**4. Peryataan Variabel Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SL** | **SR** | **B** | **KD** | **BP** |
| **Kehadiran Kerja** | | | | | | |
| 1 | Karyawan selalu datang tepat waktu dalam bekerja (menaati peraturan jam kerja 07.00) |  |  |  |  |  |
| 2 | Karyawan tidak pernah absen dari pekerjaan Anda tanpa  Alasan |  |  |  |  |  |
| **Standar Kerja** | | | | | | |
| 3 | Karyawan selalu bekerja sesuai dengan Standar Operasional Perusahaan (SOP) yang telah ditetapkan |  |  |  |  |  |
| 4 | Karyawan tidak pernah menunda-nunda pekerjaan yang telah diberikan |  |  |  |  |  |
| **Tanggung Jawab** | | | | | | |
| 5 | Karyawan selalu menjalankan tugas dengan penuh tanggung jawab dan sungguh-sungguh |  |  |  |  |  |
| 6 | Karyawan mampu menyelesaikan pekerjaan secara teliti dan tepat waktu |  |  |  |  |  |
| **Suasana Kerja** | | | | | | |
| 7 | Hubungan antar sesama rekan kerja,antara atasan dan staff terjalin dengan baik |  |  |  |  |  |
| 8 | Suasana kerja dapat mempengaruhi karyawan dalam melaksanakan pekerjaan |  |  |  |  |  |
| **Pelaksanaan Pekerjaan** | | | | | | |
| 9 | Sikap disiplin dalam bekerja sudah tertanam pada diri sendiri tanpa diperintah/diawasi oleh atasan |  |  |  |  |  |
| 10 | Pimpinan selalu mengawasi / mengontrol hasil kerja karyawan |  |  |  |  |  |

LAMPIRAN 3

1. **DOKUMENTASI PENGISIAN KUISIONER DI PERUMDA TIRTA BAHARI KOTA TEGAL**

LAMPIRAN 4

1. **HASIL RESPONDEN**
2. Hasil Responden Variabel Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Total Y** |
| 1. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4. | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 5. | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 4 | 5 | 5 | 45 |
| 6. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 7. | 5 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 45 |
| 8. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 9. | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 10. | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 47 |
| 11. | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 |
| 12. | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 13. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 14. | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 15. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 16. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17. | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 18. | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 19. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 20. | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 21. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 22. | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 23. | 5 | 5 | 4 | 5 | 1 | 4 | 3 | 2 | 5 | 5 | 39 |
| 24. | 5 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 25. | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 26. | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 27. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28. | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 29. | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 37 |
| 30. | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 31. | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 36 |
| 32. | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 33. | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 34. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 35. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 36. | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 37. | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 43 |
| 38. | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| 39. | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 45 |
| 40. | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 41. | 5 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 45 |
| 42. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 43. | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 44. | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 47 |
| 45. | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 |
| 46. | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 47. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 48. | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 49. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 50. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 51. | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 52. | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 53. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 54. | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| 55. | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 45 |
| 56. | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 45 |
| 57. | 5 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 45 |
| 58. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 59. | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |

1. Hasil MSI Variabel Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Y1.7** | **Y1.8** | **Y1.9** | **Y1.10** | **Total  Y** |
| 1. | 2,745 | 3,861 | 3,361 | 3,625 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 5,413 |
| 2. | 2,745 | 3,861 | 3,361 | 3,625 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 5,413 |
| 3. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 4. | 2,745 | 3,861 | 3,361 | 2,290 | 2,642 | 3,287 | 3,609 | 3,936 | 2,475 | 3,385 | 3,503 |
| 5. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 1,494 | 2,496 | 4,035 | 3,385 | 2,865 |
| 6. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 7. | 2,745 | 2,231 | 3,361 | 3,625 | 4,060 | 3,287 | 1,000 | 3,936 | 4,035 | 3,385 | 2,865 |
| 8. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 9. | 2,745 | 3,861 | 3,361 | 2,290 | 2,642 | 3,287 | 2,442 | 3,936 | 2,475 | 3,385 | 3,179 |
| 10. | 2,745 | 3,861 | 1,975 | 3,625 | 4,060 | 3,287 | 1,936 | 3,936 | 4,035 | 3,385 | 3,503 |
| 11. | 1,000 | 2,231 | 1,000 | 1,000 | 2,642 | 1,000 | 1,936 | 2,496 | 2,475 | 1,000 | 1,638 |
| 12. | 1,000 | 3,861 | 1,000 | 1,000 | 4,060 | 3,287 | 3,609 | 2,496 | 4,035 | 3,385 | 2,489 |
| 13. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 14. | 2,745 | 3,861 | 1,975 | 3,625 | 2,642 | 1,887 | 3,609 | 3,936 | 4,035 | 3,385 | 3,503 |
| 15. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 16. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 17. | 2,745 | 3,861 | 3,361 | 1,000 | 4,060 | 3,287 | 3,609 | 3,936 | 2,475 | 3,385 | 3,503 |
| 18. | 2,745 | 3,861 | 3,361 | 1,000 | 4,060 | 3,287 | 3,609 | 2,496 | 4,035 | 3,385 | 3,503 |
| 19. | 2,745 | 3,861 | 3,361 | 3,625 | 4,060 | 3,287 | 3,609 | 2,496 | 2,475 | 3,385 | 3,874 |
| 20. | 2,745 | 3,861 | 3,361 | 1,000 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 3,874 |
| 21. | 2,745 | 3,861 | 3,361 | 3,625 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 5,413 |
| 22. | 2,745 | 3,861 | 1,975 | 2,290 | 2,642 | 1,887 | 3,609 | 2,496 | 2,475 | 3,385 | 2,489 |
| 23. | 2,745 | 3,861 | 1,975 | 3,625 | 1,000 | 1,887 | 1,936 | 1,000 | 4,035 | 3,385 | 2,159 |
| 24. | 2,745 | 1,000 | 1,000 | 3,625 | 1,732 | 1,000 | 1,936 | 1,732 | 1,000 | 1,000 | 1,000 |
| 25. | 2,745 | 3,861 | 3,361 | 2,290 | 2,642 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 3,874 |
| 26. | 2,745 | 3,861 | 3,361 | 3,625 | 4,060 | 3,287 | 2,442 | 3,936 | 4,035 | 3,385 | 4,405 |
| 27. | 2,745 | 3,861 | 3,361 | 3,625 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 5,413 |
| 28. | 1,000 | 3,861 | 1,975 | 3,625 | 2,642 | 3,287 | 2,442 | 3,936 | 2,475 | 3,385 | 2,865 |
| 29. | 1,000 | 2,231 | 1,975 | 2,290 | 1,732 | 1,000 | 1,936 | 1,732 | 2,475 | 3,385 | 2,050 |
| 30. | 2,745 | 3,861 | 3,361 | 2,290 | 2,642 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 3,874 |
| 31. | 1,000 | 2,231 | 1,975 | 2,290 | 1,732 | 1,000 | 1,936 | 1,732 | 2,475 | 1,848 | 1,919 |
| 32. | 2,745 | 3,861 | 3,361 | 2,290 | 2,642 | 1,887 | 3,609 | 3,936 | 4,035 | 3,385 | 3,503 |
| 33. | 2,745 | 3,861 | 3,361 | 3,625 | 2,642 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 34. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 35. | 1,000 | 2,231 | 1,975 | 2,290 | 2,642 | 1,887 | 2,442 | 2,496 | 2,475 | 1,848 | 2,255 |
| 36. | 1,000 | 2,231 | 1,975 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 1,848 | 2,865 |
| 37. | 1,000 | 2,231 | 1,975 | 2,290 | 4,060 | 1,887 | 3,609 | 2,496 | 4,035 | 1,848 | 2,341 |
| 38. | 2,745 | 3,861 | 3,361 | 3,625 | 2,642 | 1,887 | 3,609 | 3,936 | 2,475 | 3,385 | 3,503 |
| 39. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 1,887 | 2,442 | 3,936 | 2,475 | 1,848 | 2,865 |
| 40. | 1,000 | 2,231 | 1,975 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 1,848 | 2,865 |
| 41. | 2,745 | 2,231 | 3,361 | 3,625 | 4,060 | 3,287 | 1,000 | 3,936 | 4,035 | 3,385 | 2,865 |
| 42. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 43. | 2,745 | 3,861 | 3,361 | 2,290 | 2,642 | 3,287 | 2,442 | 3,936 | 2,475 | 3,385 | 3,179 |
| 44. | 2,745 | 3,861 | 1,975 | 3,625 | 4,060 | 3,287 | 1,936 | 3,936 | 4,035 | 3,385 | 3,503 |
| 45. | 1,000 | 2,231 | 1,000 | 1,000 | 2,642 | 1,000 | 1,936 | 2,496 | 2,475 | 1,000 | 1,638 |
| 46. | 1,000 | 3,861 | 1,000 | 1,000 | 4,060 | 3,287 | 3,609 | 2,496 | 4,035 | 3,385 | 2,489 |
| 47. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 48. | 2,745 | 3,861 | 1,975 | 3,625 | 2,642 | 1,887 | 3,609 | 3,936 | 4,035 | 3,385 | 3,503 |
| 49. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 50. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 51. | 2,745 | 3,861 | 3,361 | 1,000 | 4,060 | 3,287 | 3,609 | 3,936 | 2,475 | 3,385 | 3,503 |
| 52. | 2,745 | 3,861 | 3,361 | 1,000 | 4,060 | 3,287 | 3,609 | 2,496 | 4,035 | 3,385 | 3,503 |
| 53. | 2,745 | 3,861 | 3,361 | 3,625 | 4,060 | 3,287 | 3,609 | 2,496 | 2,475 | 3,385 | 3,874 |
| 54. | 2,745 | 3,861 | 3,361 | 3,625 | 2,642 | 1,887 | 3,609 | 3,936 | 2,475 | 3,385 | 3,503 |
| 55. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 1,887 | 2,442 | 3,936 | 2,475 | 1,848 | 2,865 |
| 56. | 1,000 | 2,231 | 1,975 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 1,848 | 2,865 |
| 57. | 2,745 | 2,231 | 3,361 | 3,625 | 4,060 | 3,287 | 1,000 | 3,936 | 4,035 | 3,385 | 2,865 |
| 58. | 2,745 | 3,861 | 3,361 | 2,290 | 4,060 | 3,287 | 3,609 | 3,936 | 4,035 | 3,385 | 4,405 |
| 59. | 2,745 | 3,861 | 3,361 | 2,290 | 2,642 | 3,287 | 2,442 | 3,936 | 2,475 | 3,385 | 3,179 |

1. Hasil Responden Variabel Pelatihan Kerja (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total X1** |
| 1. | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 2. | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 3. | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4. | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 5. | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 34 |
| 6. | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 7. | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 45 |
| 8. | 5 | 5 | 4 | 3 | 2 | 4 | 2 | 2 | 3 | 3 | 33 |
| 9. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 10. | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 11. | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 2 | 3 | 3 | 38 |
| 12. | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 5 | 39 |
| 13. | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 14. | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 15. | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 16. | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 17. | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 18. | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 19. | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 39 |
| 20. | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21. | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 22. | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 3 | 36 |
| 23. | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 34 |
| 24. | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 40 |
| 25. | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 26. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 27. | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 28. | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 29. | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 30 |
| 30. | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 35 |
| 31. | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 30 |
| 32. | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 35 |
| 33. | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| 34. | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 35. | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 41 |
| 36. | 2 | 2 | 2 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 36 |
| 37. | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 40 |
| 38. | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 39. | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 40. | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 36 |
| 41. | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 3 | 40 |
| 42. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 43. | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 44. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 45. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 46. | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 47. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 48. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 49. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 50. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 51. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 52. | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 53. | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 54. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 55. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 56. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 57. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 58. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 59. | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |

1. Hasil MSI Variable Pelatihan Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Total X1** |
| 1. | 1,853 | 1,881 | 4,046 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 3,318 |
| 2. | 1,000 | 1,000 | 4,046 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 2,842 |
| 3. | 2,544 | 2,604 | 1,882 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 3,318 |
| 4. | 3,606 | 4,320 | 4,046 | 2,529 | 4,212 | 3,364 | 2,622 | 3,735 | 3,302 | 4,186 | 4,432 |
| 5. | 2,544 | 3,241 | 4,046 | 1,813 | 1,943 | 1,000 | 2,622 | 1,848 | 1,000 | 1,000 | 1,679 |
| 6. | 3,606 | 4,320 | 4,046 | 3,717 | 2,896 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 4,805 |
| 7. | 3,606 | 4,320 | 2,820 | 3,717 | 2,896 | 1,000 | 4,005 | 3,735 | 2,059 | 4,186 | 3,318 |
| 8. | 3,606 | 4,320 | 2,820 | 1,813 | 1,000 | 2,074 | 1,000 | 1,000 | 1,000 | 2,101 | 1,494 |
| 9. | 2,544 | 3,241 | 2,820 | 2,529 | 2,896 | 2,074 | 2,622 | 2,536 | 2,059 | 2,958 | 2,591 |
| 10. | 1,853 | 4,320 | 1,882 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 3,831 |
| 11. | 3,606 | 4,320 | 1,882 | 3,717 | 2,896 | 1,000 | 4,005 | 1,000 | 1,000 | 2,101 | 2,256 |
| 12. | 1,853 | 2,604 | 2,820 | 1,813 | 4,212 | 1,000 | 2,622 | 3,735 | 2,059 | 4,186 | 2,340 |
| 13. | 2,544 | 2,604 | 1,882 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 3,318 |
| 14. | 3,606 | 4,320 | 4,046 | 2,529 | 2,896 | 3,364 | 2,622 | 3,735 | 3,302 | 4,186 | 4,161 |
| 15. | 1,853 | 2,604 | 4,046 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 3,831 |
| 16. | 2,544 | 3,241 | 2,820 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 4,161 |
| 17. | 3,606 | 4,320 | 4,046 | 3,717 | 4,212 | 3,364 | 2,622 | 2,536 | 2,059 | 2,958 | 3,831 |
| 18. | 1,853 | 2,604 | 2,820 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 3,318 |
| 19. | 2,544 | 3,241 | 4,046 | 2,529 | 2,896 | 2,074 | 2,622 | 1,848 | 2,059 | 2,101 | 2,340 |
| 20. | 1,853 | 2,604 | 2,820 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 3,318 |
| 21. | 2,544 | 3,241 | 2,820 | 3,717 | 4,212 | 3,364 | 2,622 | 3,735 | 2,059 | 2,958 | 2,928 |
| 22. | 1,853 | 3,241 | 2,820 | 2,529 | 2,896 | 2,074 | 4,005 | 1,000 | 1,000 | 2,101 | 2,131 |
| 23. | 1,853 | 3,241 | 2,820 | 2,529 | 2,896 | 2,074 | 1,000 | 1,848 | 1,000 | 2,101 | 1,679 |
| 24. | 1,853 | 2,604 | 1,882 | 3,717 | 4,212 | 3,364 | 4,005 | 1,848 | 1,000 | 4,186 | 2,591 |
| 25. | 3,606 | 4,320 | 2,820 | 2,529 | 2,896 | 3,364 | 2,622 | 3,735 | 3,302 | 4,186 | 3,831 |
| 26. | 3,606 | 4,320 | 4,046 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 2,958 | 4,805 |
| 27. | 3,606 | 4,320 | 2,820 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 2,958 | 4,432 |
| 28. | 2,544 | 4,320 | 2,820 | 3,717 | 2,896 | 3,364 | 2,622 | 3,735 | 2,059 | 4,186 | 3,318 |
| 29. | 1,000 | 2,604 | 1,882 | 1,813 | 1,943 | 1,000 | 2,622 | 1,848 | 1,000 | 2,101 | 1,000 |
| 30. | 1,000 | 1,881 | 1,000 | 1,000 | 4,212 | 2,074 | 2,622 | 3,735 | 2,059 | 4,186 | 1,913 |
| 31. | 1,000 | 2,604 | 1,882 | 1,813 | 1,943 | 1,000 | 2,622 | 1,848 | 1,000 | 2,101 | 1,000 |
| 32. | 1,000 | 1,881 | 1,000 | 1,000 | 4,212 | 2,074 | 2,622 | 3,735 | 2,059 | 4,186 | 1,913 |
| 33. | 1,000 | 1,881 | 1,000 | 1,000 | 4,212 | 2,074 | 2,622 | 3,735 | 3,302 | 2,958 | 1,913 |
| 34. | 2,544 | 3,241 | 2,820 | 2,529 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 3,831 |
| 35. | 1,853 | 2,604 | 2,820 | 2,529 | 4,212 | 2,074 | 2,622 | 3,735 | 2,059 | 4,186 | 2,798 |
| 36. | 1,000 | 1,881 | 1,000 | 1,000 | 1,943 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 2,131 |
| 37. | 2,544 | 3,241 | 2,820 | 2,529 | 2,896 | 2,074 | 1,647 | 2,536 | 3,302 | 2,958 | 2,591 |
| 38. | 3,606 | 4,320 | 1,882 | 3,717 | 4,212 | 3,364 | 2,622 | 3,735 | 3,302 | 4,186 | 4,161 |
| 39. | 3,606 | 4,320 | 4,046 | 3,717 | 4,212 | 3,364 | 2,622 | 2,536 | 2,059 | 2,958 | 3,831 |
| 40. | 2,544 | 3,241 | 2,820 | 2,529 | 1,943 | 1,000 | 1,647 | 1,848 | 2,059 | 2,958 | 2,131 |
| 41. | 2,544 | 4,320 | 1,882 | 1,813 | 2,896 | 3,364 | 4,005 | 3,735 | 1,000 | 2,101 | 2,591 |
| 42. | 1,853 | 2,604 | 1,882 | 1,813 | 1,943 | 1,000 | 1,647 | 1,848 | 1,000 | 2,101 | 1,000 |
| 43. | 3,606 | 4,320 | 2,820 | 1,813 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 4,161 |
| 44. | 3,606 | 4,320 | 4,046 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 4,186 | 5,537 |
| 45. | 3,606 | 4,320 | 4,046 | 3,717 | 4,212 | 3,364 | 4,005 | 3,735 | 3,302 | 2,958 | 4,805 |
| 46. | 2,544 | 4,320 | 2,820 | 3,717 | 2,896 | 3,364 | 2,622 | 3,735 | 2,059 | 4,186 | 3,318 |
| 47. | 2,544 | 3,241 | 2,820 | 2,529 | 2,896 | 2,074 | 2,622 | 2,536 | 2,059 | 2,958 | 2,591 |
| 48. | 1,000 | 4,320 | 4,046 | 3,717 | 4,212 | 2,074 | 4,005 | 2,536 | 3,302 | 4,186 | 3,318 |
| 49. | 2,544 | 3,241 | 2,820 | 2,529 | 2,896 | 2,074 | 2,622 | 2,536 | 2,059 | 2,958 | 2,591 |
| 50. | 1,000 | 4,320 | 4,046 | 3,717 | 4,212 | 2,074 | 4,005 | 2,536 | 3,302 | 4,186 | 3,318 |
| 51. | 1,000 | 4,320 | 4,046 | 3,717 | 4,212 | 2,074 | 4,005 | 2,536 | 3,302 | 4,186 | 3,318 |
| 52. | 2,544 | 4,320 | 2,820 | 2,529 | 2,896 | 3,364 | 4,005 | 3,735 | 2,059 | 2,958 | 2,928 |
| 53. | 2,544 | 4,320 | 2,820 | 3,717 | 2,896 | 3,364 | 2,622 | 3,735 | 2,059 | 4,186 | 3,318 |
| 54. | 2,544 | 3,241 | 2,820 | 2,529 | 2,896 | 2,074 | 2,622 | 2,536 | 2,059 | 2,958 | 2,591 |
| 55. | 1,000 | 4,320 | 4,046 | 3,717 | 4,212 | 2,074 | 4,005 | 2,536 | 3,302 | 4,186 | 3,318 |
| 56. | 2,544 | 3,241 | 2,820 | 2,529 | 2,896 | 2,074 | 2,622 | 2,536 | 2,059 | 2,958 | 2,591 |
| 57. | 1,000 | 4,320 | 4,046 | 3,717 | 4,212 | 2,074 | 4,005 | 2,536 | 3,302 | 4,186 | 3,318 |
| 58. | 1,000 | 4,320 | 4,046 | 3,717 | 4,212 | 2,074 | 4,005 | 2,536 | 3,302 | 4,186 | 3,318 |
| 59. | 2,544 | 4,320 | 2,820 | 2,529 | 2,896 | 3,364 | 4,005 | 3,735 | 2,059 | 2,958 | 2,928 |

1. Hasil Responden Variabel Motivasi Kerja (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Total X2** |
| 1. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 3. | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 4. | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 47 |
| 5. | 5 | 5 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 37 |
| 6. | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 7. | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 44 |
| 8. | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 43 |
| 9. | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 10. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11. | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 35 |
| 12. | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 41 |
| 13. | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 14. | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 15. | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 47 |
| 16. | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17. | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 44 |
| 18. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| 19. | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 20. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21. | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 22. | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 2 | 3 | 39 |
| 23. | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 3 | 40 |
| 24. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 25. | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 26. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 28. | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 29. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 31. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 33. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 34. | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 35. | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 41 |
| 36. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 37. | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| 38. | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 43 |
| 39. | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 40. | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 41. | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 42. | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 43. | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 44. | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 45. | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 34 |
| 46. | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 47. | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 45 |
| 48. | 5 | 5 | 4 | 3 | 2 | 4 | 2 | 2 | 3 | 3 | 33 |
| 49. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 50. | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 51. | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 2 | 3 | 3 | 38 |
| 52. | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 5 | 39 |
| 53. | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 54. | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 55. | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 56. | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 57. | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 58. | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 59. | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 45 |

1. Hasil MSI Variable Motivasi Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Total X2** |
| 1. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 5,413 |
| 2. | 3,816 | 3,985 | 4,293 | 2,042 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 2,867 | 4,440 |
| 3. | 2,535 | 3,985 | 3,050 | 2,042 | 2,834 | 2,074 | 2,733 | 3,774 | 4,110 | 2,867 | 3,064 |
| 4. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 2,074 | 4,110 | 2,427 | 4,110 | 2,867 | 4,145 |
| 5. | 3,816 | 3,985 | 1,000 | 2,042 | 1,811 | 1,000 | 2,733 | 2,427 | 2,798 | 2,071 | 2,050 |
| 6. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 2,074 | 4,110 | 3,774 | 4,110 | 2,867 | 4,440 |
| 7. | 2,535 | 3,985 | 4,293 | 3,303 | 4,212 | 2,074 | 1,811 | 3,774 | 4,110 | 2,071 | 3,267 |
| 8. | 3,816 | 3,985 | 2,101 | 2,042 | 1,811 | 2,074 | 2,733 | 3,774 | 4,110 | 4,005 | 3,064 |
| 9. | 2,535 | 3,985 | 3,050 | 2,042 | 2,834 | 2,074 | 2,733 | 2,427 | 2,798 | 2,867 | 2,765 |
| 10. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 5,413 |
| 11. | 2,535 | 3,985 | 3,050 | 1,000 | 2,834 | 1,000 | 1,811 | 1,710 | 1,943 | 2,071 | 1,919 |
| 12. | 2,535 | 2,080 | 3,050 | 2,042 | 4,212 | 3,364 | 4,110 | 2,427 | 2,798 | 2,071 | 2,765 |
| 13. | 2,535 | 3,985 | 3,050 | 2,042 | 2,834 | 2,074 | 2,733 | 3,774 | 4,110 | 2,867 | 3,064 |
| 14. | 3,816 | 3,985 | 3,050 | 2,042 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 2,867 | 4,145 |
| 15. | 2,535 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 2,071 | 4,145 |
| 16. | 2,535 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 4,761 |
| 17. | 3,816 | 3,985 | 4,293 | 3,303 | 2,834 | 2,074 | 2,733 | 3,774 | 4,110 | 1,000 | 3,267 |
| 18. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 2,071 | 4,440 |
| 19. | 2,535 | 3,985 | 4,293 | 1,000 | 2,834 | 2,074 | 2,733 | 2,427 | 2,798 | 2,867 | 2,765 |
| 20. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 5,413 |
| 21. | 2,535 | 3,985 | 2,101 | 2,042 | 2,834 | 3,364 | 4,110 | 2,427 | 2,798 | 2,867 | 2,897 |
| 22. | 2,535 | 3,985 | 2,101 | 1,000 | 2,834 | 3,364 | 4,110 | 3,774 | 1,000 | 2,071 | 2,298 |
| 23. | 2,535 | 3,985 | 2,101 | 1,000 | 2,834 | 3,364 | 4,110 | 3,774 | 1,943 | 2,071 | 2,522 |
| 24. | 1,684 | 2,080 | 2,101 | 1,000 | 1,811 | 1,000 | 1,811 | 1,710 | 1,943 | 2,071 | 1,000 |
| 25. | 3,816 | 3,985 | 3,050 | 1,000 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 4,145 |
| 26. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 5,413 |
| 27. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 2,867 | 4,761 |
| 28. | 2,535 | 3,985 | 3,050 | 3,303 | 2,834 | 3,364 | 2,733 | 3,774 | 2,798 | 4,005 | 3,567 |
| 29. | 2,535 | 2,699 | 3,050 | 2,042 | 2,834 | 2,074 | 2,733 | 2,427 | 2,798 | 2,867 | 2,522 |
| 30. | 1,000 | 3,985 | 4,293 | 3,303 | 4,212 | 2,074 | 4,110 | 2,427 | 4,110 | 4,005 | 3,567 |
| 31. | 2,535 | 2,699 | 3,050 | 2,042 | 2,834 | 2,074 | 2,733 | 2,427 | 2,798 | 2,867 | 2,522 |
| 32. | 1,000 | 3,985 | 4,293 | 3,303 | 4,212 | 2,074 | 4,110 | 2,427 | 4,110 | 4,005 | 3,567 |
| 33. | 1,000 | 3,985 | 4,293 | 3,303 | 4,212 | 2,074 | 4,110 | 2,427 | 4,110 | 4,005 | 3,567 |
| 34. | 2,535 | 3,985 | 3,050 | 2,042 | 2,834 | 3,364 | 4,110 | 3,774 | 2,798 | 2,867 | 3,267 |
| 35. | 2,535 | 2,699 | 4,293 | 2,042 | 4,212 | 2,074 | 1,811 | 1,710 | 2,798 | 4,005 | 2,765 |
| 36. | 2,535 | 2,699 | 3,050 | 2,042 | 2,834 | 2,074 | 2,733 | 3,774 | 4,110 | 4,005 | 3,064 |
| 37. | 2,535 | 2,699 | 4,293 | 2,042 | 2,834 | 3,364 | 4,110 | 3,774 | 2,798 | 4,005 | 3,567 |
| 38. | 2,535 | 2,699 | 3,050 | 3,303 | 4,212 | 2,074 | 2,733 | 3,774 | 4,110 | 2,071 | 3,064 |
| 39. | 2,535 | 2,699 | 3,050 | 2,042 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 3,897 |
| 40. | 1,000 | 3,985 | 4,293 | 3,303 | 4,212 | 2,074 | 4,110 | 2,427 | 4,110 | 4,005 | 3,567 |
| 41. | 1,684 | 1,521 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 3,567 |
| 42. | 1,000 | 1,000 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 3,064 |
| 43. | 2,535 | 2,080 | 2,101 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 3,567 |
| 44. | 3,816 | 3,985 | 4,293 | 2,042 | 4,212 | 3,364 | 2,733 | 3,774 | 4,110 | 4,005 | 4,440 |
| 45. | 2,535 | 2,699 | 4,293 | 1,000 | 1,811 | 1,000 | 2,733 | 1,710 | 1,943 | 1,000 | 1,755 |
| 46. | 3,816 | 3,985 | 4,293 | 3,303 | 2,834 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 4,761 |
| 47. | 3,816 | 3,985 | 3,050 | 3,303 | 2,834 | 1,000 | 4,110 | 3,774 | 2,798 | 4,005 | 3,567 |
| 48. | 3,816 | 3,985 | 3,050 | 1,000 | 1,000 | 2,074 | 1,000 | 1,000 | 1,943 | 2,071 | 1,521 |
| 49. | 2,535 | 2,699 | 3,050 | 2,042 | 2,834 | 2,074 | 2,733 | 2,427 | 2,798 | 2,867 | 2,522 |
| 50. | 1,684 | 3,985 | 2,101 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 3,897 |
| 51. | 3,816 | 3,985 | 2,101 | 3,303 | 2,834 | 1,000 | 4,110 | 1,000 | 1,943 | 2,071 | 2,159 |
| 52. | 1,684 | 2,080 | 3,050 | 1,000 | 4,212 | 1,000 | 2,733 | 3,774 | 2,798 | 4,005 | 2,298 |
| 53. | 2,535 | 2,080 | 2,101 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 3,567 |
| 54. | 3,816 | 3,985 | 4,293 | 2,042 | 2,834 | 3,364 | 2,733 | 3,774 | 4,110 | 4,005 | 4,145 |
| 55. | 1,684 | 2,080 | 4,293 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 3,897 |
| 56. | 2,535 | 2,699 | 3,050 | 3,303 | 4,212 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 4,145 |
| 57. | 3,816 | 3,985 | 4,293 | 3,303 | 4,212 | 3,364 | 2,733 | 2,427 | 2,798 | 2,867 | 3,897 |
| 58. | 3,816 | 3,985 | 4,293 | 3,303 | 2,834 | 3,364 | 4,110 | 3,774 | 4,110 | 4,005 | 4,761 |
| 59. | 3,816 | 3,985 | 3,050 | 3,303 | 2,834 | 1,000 | 4,110 | 3,774 | 2,798 | 4,005 | 3,567 |

1. Hasil Responden Variabel Disiplin Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **Total  X3** |
| 1. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 3. | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4. | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 5. | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 43 |
| 6. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 7. | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 8. | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 46 |
| 9. | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 10. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11. | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 12. | 5 | 2 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 40 |
| 13. | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 14. | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 15. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 17. | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 45 |
| 18. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 20. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21. | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 45 |
| 22. | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 23. | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 24. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 25. | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 26. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 27. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29. | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 30. | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 31. | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 32. | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 33. | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 34. | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 35. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 36. | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 47 |
| 37. | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 47 |
| 38. | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 39. | 5 | 5 | 5 | 5 | 1 | 3 | 4 | 3 | 3 | 5 | 39 |
| 40. | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 41. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 43. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 44. | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 45. | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 4 | 5 | 5 | 45 |
| 46. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 47. | 5 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 45 |
| 48. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 49. | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 50. | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 47 |
| 51. | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 35 |
| 52. | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 53. | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 54. | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 55. | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 37 |
| 56. | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 57. | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 45 |
| 58. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 59. | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 47 |

1. Hasil MSI Variable Disiplin Kerja

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **Total  X3** |
| 1. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 2. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 3,600 | 4,176 |
| 3. | 3,960 | 3,824 | 1,923 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,176 |
| 4. | 2,378 | 1,000 | 1,923 | 3,436 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 3,600 | 2,556 |
| 5. | 3,960 | 2,512 | 1,000 | 3,436 | 1,943 | 3,609 | 3,911 | 2,413 | 2,237 | 3,600 | 2,419 |
| 6. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 3,600 | 4,176 |
| 7. | 3,960 | 2,512 | 1,923 | 3,436 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 3,600 | 3,524 |
| 8. | 3,960 | 2,512 | 1,923 | 3,436 | 2,666 | 3,609 | 3,911 | 2,413 | 3,749 | 3,600 | 3,310 |
| 9. | 2,378 | 1,767 | 1,923 | 2,008 | 2,666 | 2,148 | 2,506 | 2,413 | 2,237 | 2,035 | 2,207 |
| 10. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 11. | 3,960 | 3,824 | 1,000 | 2,008 | 2,666 | 2,148 | 2,506 | 3,867 | 3,749 | 3,600 | 2,556 |
| 12. | 3,960 | 1,000 | 1,000 | 3,436 | 2,666 | 3,609 | 2,506 | 1,000 | 2,237 | 3,600 | 2,341 |
| 13. | 3,960 | 3,824 | 1,923 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,176 |
| 14. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 3,867 | 3,749 | 2,035 | 3,806 |
| 15. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 16. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 17. | 3,960 | 2,512 | 1,923 | 2,008 | 3,985 | 2,148 | 3,911 | 3,867 | 3,749 | 2,035 | 2,964 |
| 18. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 19. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 2,035 | 3,806 |
| 20. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 21. | 2,378 | 2,512 | 1,923 | 3,436 | 1,943 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 2,964 |
| 22. | 3,960 | 3,824 | 1,923 | 3,436 | 2,666 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 3,806 |
| 23. | 3,960 | 3,824 | 1,923 | 3,436 | 2,666 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 3,806 |
| 24. | 1,000 | 1,767 | 1,000 | 1,000 | 1,943 | 1,000 | 1,908 | 1,000 | 1,000 | 1,000 | 1,000 |
| 25. | 3,960 | 3,824 | 1,923 | 1,000 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 3,524 |
| 26. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 3,600 | 4,176 |
| 27. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 28. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 29. | 2,378 | 3,824 | 1,923 | 3,436 | 2,666 | 3,609 | 2,506 | 3,867 | 2,237 | 3,600 | 2,964 |
| 30. | 2,378 | 1,767 | 1,000 | 2,008 | 1,943 | 2,148 | 2,506 | 2,413 | 2,237 | 2,035 | 1,908 |
| 31. | 2,378 | 2,512 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 2,237 | 3,600 | 2,964 |
| 32. | 2,378 | 1,767 | 1,000 | 2,008 | 1,943 | 2,148 | 2,506 | 2,413 | 2,237 | 2,035 | 1,908 |
| 33. | 2,378 | 2,512 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 2,237 | 3,600 | 2,964 |
| 34. | 2,378 | 2,512 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 2,237 | 3,600 | 2,964 |
| 35. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 2,035 | 3,806 |
| 36. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 3,749 | 2,035 | 3,524 |
| 37. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 2,148 | 2,506 | 2,413 | 3,749 | 3,600 | 3,524 |
| 38. | 3,960 | 2,512 | 1,923 | 2,008 | 2,666 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 3,310 |
| 39. | 3,960 | 3,824 | 3,174 | 3,436 | 1,000 | 1,000 | 2,506 | 1,000 | 1,000 | 3,600 | 2,207 |
| 40. | 2,378 | 2,512 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 2,237 | 3,600 | 2,964 |
| 41. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 42. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,971 |
| 43. | 3,960 | 3,824 | 3,174 | 2,008 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,176 |
| 44. | 3,960 | 3,824 | 3,174 | 2,008 | 2,666 | 3,609 | 3,911 | 3,867 | 2,237 | 3,600 | 3,524 |
| 45. | 3,960 | 3,824 | 3,174 | 2,008 | 3,985 | 3,609 | 1,521 | 2,413 | 3,749 | 3,600 | 2,964 |
| 46. | 3,960 | 3,824 | 3,174 | 2,008 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,176 |
| 47. | 3,960 | 2,512 | 3,174 | 3,436 | 3,985 | 3,609 | 1,000 | 3,867 | 3,749 | 3,600 | 2,964 |
| 48. | 3,960 | 3,824 | 3,174 | 2,008 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,176 |
| 49. | 3,960 | 3,824 | 3,174 | 2,008 | 2,666 | 3,609 | 2,506 | 3,867 | 2,237 | 3,600 | 3,310 |
| 50. | 3,960 | 3,824 | 1,923 | 3,436 | 3,985 | 3,609 | 1,908 | 3,867 | 3,749 | 3,600 | 3,524 |
| 51. | 2,378 | 2,512 | 1,000 | 1,000 | 2,666 | 1,000 | 1,908 | 2,413 | 2,237 | 1,000 | 1,521 |
| 52. | 2,378 | 3,824 | 1,000 | 1,000 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 3,600 | 2,556 |
| 53. | 3,960 | 3,824 | 3,174 | 2,008 | 3,985 | 3,609 | 3,911 | 3,867 | 3,749 | 3,600 | 4,176 |
| 54. | 2,378 | 2,512 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 2,237 | 3,600 | 2,964 |
| 55. | 2,378 | 1,767 | 1,000 | 2,008 | 1,943 | 2,148 | 2,506 | 2,413 | 2,237 | 2,035 | 1,908 |
| 56. | 2,378 | 2,512 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 2,237 | 3,600 | 2,964 |
| 57. | 2,378 | 2,512 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 2,237 | 3,600 | 2,964 |
| 58. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 3,609 | 3,911 | 2,413 | 3,749 | 2,035 | 3,806 |
| 59. | 3,960 | 3,824 | 3,174 | 3,436 | 3,985 | 2,148 | 3,911 | 2,413 | 3,749 | 2,035 | 3,524 |

LAMPIRAN 5

1. **HASIL UJI VALIDITAS DAN RELIABILITAS**
2. Rekapitulasi Hasil Uji Validitas Variable Kinerja Karyawan

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **R hitung** | **R tabel** | **Keterangan** |
| 1 | .613\*\* | 0,3061 | Valid |
| 2 | .736\*\* | 0,3061 | Valid |
| 3 | .749\*\* | 0,3061 | Valid |
| 4 | .392\*\* | 0,3061 | Valid |
| 5 | .615\*\* | 0,3061 | Valid |
| 6 | .817\*\* | 0,3061 | Valid |
| 7 | .527\*\* | 0,3061 | Valid |
| 8 | .745\*\* | 0,3061 | Valid |
| 9 | .550\*\* | 0,3061 | Valid |
| 10 | .739\*\* | 0,3061 | Valid |
| Total | 1 | 0,3061 | Valid |

1. Rekapitulasi Hasil Uji Validitas Variable Pelatihan Kerja

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **R hitung** | **R tabel** | **Keterangan** |
| 1 | .423\*\* | 0,3061 | Valid |
| 2 | .492\*\* | 0,3061 | Valid |
| 3 | .546\*\* | 0,3061 | Valid |
| 4 | .732\*\* | 0,3061 | Valid |
| 5 | .654\*\* | 0,3061 | Valid |
| 6 | .715\*\* | 0,3061 | Valid |
| 7 | .568\*\* | 0,3061 | Valid |
| 8 | .641\*\* | 0,3061 | Valid |
| 9 | .734\*\* | 0,3061 | Valid |
| 10 | .642\*\* | 0,3061 | Valid |
| Total | 1 | 0,3061 | Valid |

1. Rekapitulasi Hasil Uji Validitas Variable Motivasi Kerja

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **R hitung** | **R tabel** | **Keterangan** |
| 1 | ,792 | 0,3061 | Valid |
| 2 | ,447 | 0,3061 | Valid |
| 3 | .521\*\* | 0,3061 | Valid |
| 4 | .681\*\* | 0,3061 | Valid |
| 5 | .688\*\* | 0,3061 | Valid |
| 6 | .653\*\* | 0,3061 | Valid |
| 7 | .649\*\* | 0,3061 | Valid |
| 8 | .712\*\* | 0,3061 | Valid |
| 9 | .789\*\* | 0,3061 | Valid |
| 10 | .576\*\* | 0,3061 | Valid |
| Total | 1 | 0,3061 | Valid |

1. Rekapitulasi Hasil Uji Validitas Variable Disiplin Kerja

|  |  |  |  |
| --- | --- | --- | --- |
| **No** | **R hitung** | **R tabel** | **Keterangan** |
| 1 | .704\*\* | 0,3061 | Valid |
| 2 | .722\*\* | 0,3061 | Valid |
| 3 | .690\*\* | 0,3061 | Valid |
| 4 | .511\*\* | 0,3061 | Valid |
| 5 | .692\*\* | 0,3061 | Valid |
| 6 | .711\*\* | 0,3061 | Valid |
| 7 | .521\*\* | 0,3061 | Valid |
| 8 | .637\*\* | 0,3061 | Valid |
| 9 | .762\*\* | 0,3061 | Valid |
| 10 | .605\*\* | 0,3061 | Valid |
| Total | 1 | 0,3061 | Valid |

1. Uji Reliabilitas

|  |  |  |
| --- | --- | --- |
| Item | Koefisien Reliabilitas | Hasil |
| Kinerja (Y) | ,794 | Reliabel |
| Pelatihan Kerja (X1) | ,800 | Reliabel |
| Motivas Kerja (X2) | ,756 | Reliabel |
| Disiplin Kerja (X3) | ,843 | Reliabel |

**LAMPIRAN 6**

1. **HASIL ANALISIS DATA**
2. Hasil Uji Multikolonieritas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 13,619 | 4,971 |  | 2,740 | ,008 |  |  |
| X1 | ,020 | ,126 | ,020 | ,157 | ,876 | ,799 | 1,252 |
| X2 | ,403 | ,143 | ,406 | 2,819 | ,007 | ,620 | 1,614 |
| X3 | ,189 | ,133 | ,190 | 1,421 | ,161 | ,722 | 1,385 |
| a. Dependent Variable: Y | | | | | | | | |

1. Hasil Uji Autokorelasi Run Test

|  |  |
| --- | --- |
| **Runs Test** | |
|  | Unstandardized Residual |
| Test Valuea | ,12654 |
| Cases < Test Value | 29 |
| Cases >= Test Value | 30 |
| Total Cases | 59 |
| Number of Runs | 32 |
| Z | ,396 |
| Asymp. Sig. (2-tailed) | ,692 |
| a. Median | |
|  | |

1. Hasil Uji Heteroskedastisitas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 9,946 | 2,405 |  | 4,135 | ,000 |  |  |
| X1 | -,096 | ,061 | -,224 | -1,579 | ,120 | ,799 | 1,252 |
| X2 | -,097 | ,069 | -,226 | -1,407 | ,165 | ,620 | 1,614 |
| X3 | ,098 | ,064 | ,227 | 1,525 | ,133 | ,722 | 1,385 |
| a. Dependent Variable: ABS\_RES\_1 | | | | | | | | |

1. Hasil Uji Linier Berganda

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 13,619 | 4,971 |  | 2,740 | ,008 |  |  |
| X1 | ,020 | ,126 | ,020 | ,157 | ,876 | ,799 | 1,252 |
| X2 | ,403 | ,143 | ,406 | 2,819 | ,007 | ,620 | 1,614 |
| X3 | ,189 | ,133 | ,190 | 1,421 | ,161 | ,722 | 1,385 |
| a. Dependent Variable: Y | | | | | | | | |

1. Hasil Uji T

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 13,619 | 4,971 |  | 2,740 | ,008 |  |  |
| X1 | ,020 | ,126 | ,020 | ,157 | ,876 | ,799 | 1,252 |
| X2 | ,403 | ,143 | ,406 | 2,819 | ,007 | ,620 | 1,614 |
| X3 | ,189 | ,133 | ,190 | 1,421 | ,161 | ,722 | 1,385 |
| a. Dependent Variable: Y | | | | | | | | |

1. Hasil Uji F

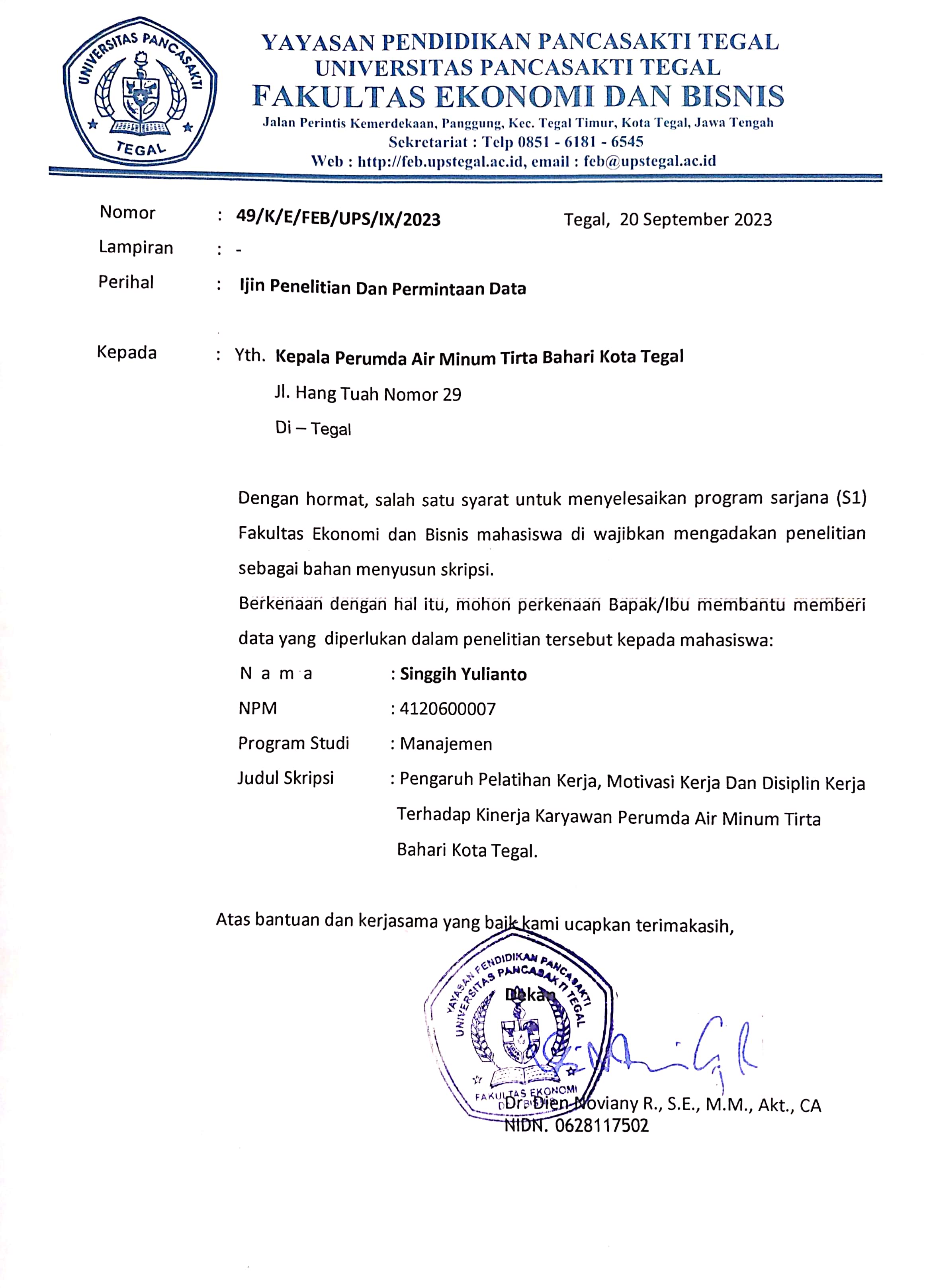
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1643,459 | 3 | 547,820 | 7,560 | .000b |
| Residual | 3985,457 | 55 | 72,463 |  |  |
| Total | 5628,915 | 58 |  |  |  |
| a. Dependent Variable: Y | | | | | | |
| b. Predictors: (Constant), X3, X1, X2 | | | | | | |

1. Hasil Koefisien Determinasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .540a | ,292 | ,253 | 8,51251 | 1,760 |
| a. Predictors: (Constant), X3, X1, X2 | | | | | |
| b. Dependent Variable: Y | | | | | |

**LAMPIRAN 7**

**SURAT IJIN PENELITIAN FAKULTAS EKONOMI DAN BINIS UNIVERITAS PANCASAKTI TEGAL**



**LAMPIRAN 8**

**SURAT IJIN PENELITIAN PERUMDA AIR MINUM TIRTA BAHARI KOTA TEGAL**

