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LAMPIRAN

LAMPIRAN 1

KUESIONER PENELITIAN

Judul Penelitian : Pengaruh Pelatihan dan Pengembangan Karier Terhadap Prestasi Kerja Karyawan pada Rumah Sakit Khusus Daerah (RSKD) Dadi Provinsi Sulawesi Selatan

Nama Peneliti : Lisharyati

NPM : S1-0219154

Program Studi : Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Binaniaga Indonesia – Bogor.

Tujuan Penelitian : Dalam Rangka Menyelesaikan Skripsi Strata 1 (S1)

Kepada Yth:

Bapak/Ibu Karyawan

Rumah Sakit Khusus Daerah Dadi Provinsi Sulawesi Selatan

Dengan hormat,

Dalam rangka menyelesaikan Pendidikan Strata 1 (S1) di Universitas Binaniaga Indonesia - Bogor dalam bentuk penulisan akhir skripsi yang berjudul **“Strategi Peningkatan Prestasi Kerja Karyawan Pada Rumah Sakit Khusus Daerah Melalui Pelatihan dan Pengembangan Karier”**. Penelitian ini bertujuan untuk mengidentifikasi, menganalisis, serta menginterpretasikan pengaruh pelatihan dan pengembangan karier terhadap prestasi kerja karyawan.

Dengan segala kerendahan hati saya mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner penelitian sesuai dengan pendapat Bapak/Ibu pribadi. Peneliti menghargai waktu dan partisipasi Bapak/Ibu dalam menyumbangkan pandangannya. Semua jawaban akan diolah secara rahasia dan hanya digunakan untuk keperluan penelitian ini.

Atas bantuan dan ketersediaan meluangkan waktu dari Bapak/Ibu, saya ucapkan terima kasih.

Hormat saya,

Lisharyati

A. Profil Responden

Sebelum menjawab kuesioner penelitian ini, mohon kepada Bapak/Ibu untuk mengisi data diri terlebih dahulu dengan memberi tanda (√). Semua jawaban bersifat rahasia dan hanya digunakan untuk keperluan penelitian ini.

1. Nama Responden :

2. Jenis Kelamin :

☐	Laki-Laki
☐	Perempuan

3. Usia :

☐	< 24 Tahun
☐	25 – 34 Tahun
☐	35 – 44 Tahun
☐	> 45 Tahun

4. Pendidikan Terakhir :

☐	SMP/Sederajat
☐	SMA/Sederajat
☐	Diploma
☐	S1

5. Masa Kerja :

☐	< 1 Tahun
☐	1 – 5 Tahun
☐	5 – 10 Tahun
☐	> 10 Tahun

B. Petunjuk Pengisian Kuesioner

1. Mohon menjawab kuesioner ini dengan jujur untuk mewakili pendapat Anda pribadi.
2. Mohon menjawab semua pernyataan yang ada di dalam kuisisioner ini.
3. Mohon kesediaan Bapak/Ibu untuk memberikan tanda Checklist (✓) pada kolom yang tersedia dan dianggap paling sesuai.

Alternatif jawaban sebagai berikut

SS = Sangat Setuju : Skor 5

S = Setuju : Skor 4

KS = Kurang Setuju : Skor 3

TS = Tidak Setuju : Skor 2

STS = Sangat Tidak Setuju : Skor 1

4. Setiap pernyataan hanya membutuhkan satu jawaban saja.
5. Diharapkan tidak memberikan jawaban lebih dari satu dalam setiap pernyataan.

DAFTAR KUESIONER

A. Variabel Pelatihan

No.	Pernyataan	SS	S	KS	TS	STS
Instruktur Pelatihan						
1.	Instruktur pelatihan sangat kompeten dan berpengalaman dalam memberikan pelatihan serta menguasai materi pelatihan dan mampu menyampaikan dengan jelas kepada peserta pelatihan.					
2.	Instruktur pelatihan memiliki kemampuan berkomunikasi dengan baik, sehingga peserta pelatihan mendapatkan pembelajaran yang berkualitas.					
3.	Instruktur pelatihan dapat memberikan motivasi kepada semua peserta agar dapat meningkatkan prestasi kerja.					
Sarana dan Prasarana						
4.	Fasilitas yang disediakan dalam pelatihan mendukung kenyamanan dan efektivitas pelatihan.					
5.	Ketersediaan peralatan dan teknologi pendukung pelatihan dalam kondisi baik dan dapat digunakan secara optimal.					
6.	Lingkungan pelatihan yang kondusif membuat saya lebih fokus dalam mengikuti pelatihan.					
Materi Pelatihan						
7.	Materi pelatihan sangat relevan dengan kebutuhan perusahaan dan tugas pekerjaan saya dan juga dapat memberikan tambahan pengetahuan dan wawasan baru.					

No.	Pernyataan	SS	S	KS	TS	STS
4.	Organisasi memiliki jalur karir yang jelas dan transparan.					
5.	Saya mengetahui langkah-langkah yang harus saya ambil untuk mencapai posisi yang lebih tinggi.					
6.	Kesempatan promosi di organisasi ini diberikan secara adil berdasarkan kinerja.					
Chance						
7.	Saya merasa organisasi memberikan peluang promosi yang jelas dan dapat diakses oleh semua karyawan.					
8.	Mutasi atau perpindahan pekerjaan yang ditawarkan merupakan peluang karena sesuai dengan tujuan karier saya ke depan.					
9.	Organisasi memberikan kesempatan dalam proyek-proyek yang dapat mengembangkan keterampilan dan kemampuan yang diperlukan untuk mencapai tujuan karier saya.					
Dukungan Rekan Kerja atau Bawahan						
10.	Hubungan yang baik dengan rekan kerja atau bawahan memberikan dukungan positif pada perkembangan karier saya.					
11.	Dukungan dari rekan kerja atau bawahan memainkan peran penting dalam mengatasi semua masalah di tempat kerja.					
12.	Adanya tim yang kooperatif dan saling mendukung sangat berpengaruh pada pengembangan karier saya.					
Kesetiaan pada Organisasi						
13.	Saya merasa memiliki komitmen dan kesetiaan yang tinggi terhadap nilai-nilai dan tujuan organisasi.					

No.	Pernyataan	SS	S	KS	TS	STS
14.	Faktor-faktor seperti nilai, komitmen, budaya organisasi, dan kebijakan akan mendukung kesetiaan karyawan pada organisasi.					
15.	Saya ingin berkarier lebih baik lagi dan dalam jangka panjang di tempat kerja sekarang.					

C. Variabel Prestasi Kerja

No.	Pernyataan	SS	S	KS	TS	STS
Kecakapan						
1.	Saya merasa memiliki keterampilan dan pengetahuan yang mumpuni dan sesuai dengan tuntutan pekerjaan saya saat ini.					
2.	Saya selalu berusaha untuk dapat menyelesaikan semua tugas pekerjaan dengan lebih efisien dan efektif.					
3.	Saya selalu berusaha belajar dan mencari cara untuk meningkatkan kecakapan dan pengetahuan saya di bidang pekerjaan yang saya kerjakan saat ini.					
Kreativitas						
4.	Saya cenderung memikirkan ide-ide baru dan solusi kreatif untuk mengatasi tantangan pekerjaan.					
5.	Saya merasa bahwa kreativitas dapat memberikan kontribusi dalam meningkatkan efisiensi di tempat kerja.					
Inovasi						
6.	Saya berusaha mengembangkan dan menerapkan ide-ide baru untuk menciptakan nilai tambah dalam pekerjaan.					

No.	Pernyataan	SS	S	KS	TS	STS
7.	Saya aktif terlibat dalam proyek-proyek inovatif yang dapat meningkatkan prestasi kerja.					
8.	Saya berusaha memiliki peran aktif dalam menciptakan dan mendorong budaya inovasi di tempat kerja.					
Disiplin						
9.	Saya memiliki kebiasaan bekerja dengan teratur dan berusaha mengikuti peraturan yang telah ditetapkan oleh perusahaan.					
10.	Saya mampu mengelola waktu dengan efisien untuk menyelesaikan tugas-tugas yang diberikan.					
Kepemimpinan						
11.	Saya memiliki kemampuan untuk menginspirasi orang lain.					
12.	Saya senang mengambil inisiatif dan bertanggung jawab atas keputusan penting.					
13.	Saya senang terlibat dalam memotivasi tim untuk mencapai tujuan bersama.					
Kejujuran						
14.	Karyawan yang jujur dapat diandalkan dalam membangun hubungan kerja yang sehat.					
15.	Kejujuran dapat mempengaruhi produktivitas dan efisiensi dalam lingkungan kerja sehingga dapat membantu dalam meningkatkan prestasi kerja.					
Loyalitas						
16.	Saya bersedia meningkatkan kontribusi dan berupaya lebih baik lagi untuk keberhasilan organisasi.					
17.	Saya berkomitmen untuk tetap berkontribusi dan berinvestasi dalam jangka panjang.					

No.	Pernyataan	SS	S	KS	TS	STS
Kerjasama Tim						
18.	Kerjasama yang baik dapat memberikan hasil yang lebih baik.					
19.	Saya senang berbagi pengetahuan dan mendukung rekan kerja dalam mencapai prestasi kerja yang baik.					
20.	Saya memiliki kemampuan untuk beradaptasi dan bekerjasama dengan berbagai tipe orang di tempat kerja.					
Tanggung Jawab						
21.	Saya selalu bertanggung jawab terhadap pekerjaan yang telah diamanahkan kepada saya.					
22.	Saya cenderung mengambil inisiatif dan tidak menyerahkan tanggung jawab kepada orang lain.					

LAMPIRAN 2

TABULASI DATA VALIDITAS KUESIONER VARIABEL PELATIHAN

Responden	Jawaban Responden Variabel Pelatihan													Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	
1	3	3	2	5	2	3	2	2	3	4	3	5	3	40
2	4	2	3	4	3	4	3	3	5	3	4	5	2	45
3	1	3	2	2	2	1	2	2	1	5	1	1	3	26
4	5	5	5	2	5	5	5	5	3	5	5	5	5	60
5	4	2	3	4	3	4	3	3	1	4	4	1	2	38
6	1	4	3	1	3	1	3	3	3	2	1	4	4	33
7	1	4	5	4	5	1	5	5	3	3	1	3	4	44
8	4	5	5	3	5	4	5	5	3	4	4	4	5	56
9	1	2	1	1	1	1	1	1	1	1	1	2	2	16
10	4	4	5	5	5	4	5	5	3	3	4	3	4	54
11	2	4	5	5	5	2	5	5	1	5	2	5	4	50
12	2	1	2	1	2	2	2	2	4	4	2	1	1	26
13	1	2	2	1	2	1	2	2	1	2	1	1	2	20
14	4	5	3	5	3	4	3	3	4	5	4	3	5	51
15	4	5	1	5	1	4	1	1	1	1	4	1	5	34
16	4	4	2	4	2	4	2	2	4	5	4	2	4	43
17	4	4	4	4	4	4	4	4	1	5	4	3	4	49

Responden	Jawaban Responden Variabel Pelatihan													Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	
18	2	3	4	4	4	2	4	4	3	4	2	1	3	40
19	3	1	4	4	4	3	4	4	1	5	3	5	1	42
20	2	4	1	4	1	2	1	1	4	2	2	4	4	32
21	4	1	1	4	1	4	1	1	1	1	4	3	1	27
22	1	3	1	1	1	1	1	1	1	5	1	1	3	21
23	2	1	3	2	3	2	3	3	3	2	2	1	1	28
24	4	2	4	1	4	4	4	4	3	4	4	2	2	42
25	5	1	5	3	5	5	5	5	5	2	5	3	1	50
26	4	4	1	4	1	4	1	1	4	5	4	1	4	38
27	4	3	3	1	3	4	3	3	4	1	4	3	3	39
28	1	4	1	4	1	1	1	1	1	4	1	1	4	25
29	1	2	1	1	1	1	1	1	4	1	1	5	2	22
30	5	2	4	1	4	5	4	4	4	4	5	4	2	48

CORRELATIONS

/VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 Total

/PRINT=TWOTAIL NOSIG FULL

/MISSING=PAIRWISE.

Correlations

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	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
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Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.00

P08	Pearson Correlation	.390*	0.120	1.000**	0.133	1.000**	.390*	1.000**	1	0.192	0.298	.390*	.387*	0.120	.813**
	Sig. (2-tailed)	0.033	0.528	0.000	0.484	0.000	0.033	0.000		0.311	0.109	0.033	0.035	0.528	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P09	Pearson Correlation	0.358	-0.018	0.192	-0.079	0.192	0.358	0.192	0.192	1	-0.088	0.358	0.298	-0.018	.363*
	Sig. (2-tailed)	0.052	0.923	0.311	0.677	0.311	0.052	0.311	0.311		0.644	0.052	0.110	0.923	0.049
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	0.161	0.292	0.298	0.252	0.298	0.161	0.298	0.298	-0.088	1	0.161	-0.006	0.292	.428*
	Sig. (2-tailed)	0.396	0.117	0.109	0.179	0.109	0.396	0.109	0.109	0.644		0.396	0.973	0.117	0.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	1.000**	0.089	.390*	0.291	.390*	1.000**	.390*	.390*	0.358	0.161	1	0.236	0.089	.722**
	Sig. (2-tailed)	0.000	0.640	0.033	0.118	0.033	0.000	0.033	0.033	0.052	0.396		0.210	0.640	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	0.236	0.100	.387*	0.144	.387*	0.236	.387*	.387*	0.298	-0.006	0.236	1	0.100	.493**
	Sig. (2-tailed)	0.210	0.599	0.035	0.449	0.035	0.210	0.035	0.035	0.110	0.973	0.210		0.599	0.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	0.089	1.000**	0.120	.398*	0.120	0.089	0.120	0.120	-0.018	0.292	0.089	0.100	1	.423*
	Sig. (2-tailed)	0.640	0.000	0.528	0.029	0.528	0.640	0.528	0.528	0.923	0.117	0.640	0.599		0.020
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.722**	.423*	.813**	.440*	.813**	.722**	.813**	.813**	.363*	.428*	.722**	.493**	.423*	1
	Sig. (2-tailed)	0.000	0.020	0.000	0.015	0.000	0.000	0.000	0.000	0.049	0.018	0.000	0.006	0.020	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

LAMPIRAN 3

TABULASI DATA VALIDITAS KUESIONER VARIABEL PENGEMBANGAN KARIER

Responden	Jawaban Responden Variabel Pengembangan Karier															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Skor
1	4	3	4	5	4	4	4	4	2	2	4	2	2	4	2	50
2	1	5	2	1	1	2	1	1	1	2	2	1	1	2	1	24
3	4	4	4	5	4	5	4	4	3	3	5	3	3	3	3	57
4	4	4	4	4	4	4	4	4	5	3	4	5	5	4	5	63
5	4	4	4	3	4	4	4	4	4	3	4	4	4	4	4	58
6	2	2	2	2	2	3	2	2	4	1	3	4	4	1	4	38
7	3	3	3	3	3	1	3	3	4	5	1	4	4	1	4	45
8	1	1	1	2	1	1	1	1	1	1	4	1	1	4	1	22
9	2	2	2	4	2	4	2	2	1	4	4	1	1	2	1	34
10	1	1	1	2	1	1	1	1	1	5	2	1	1	1	1	21
11	2	2	2	4	2	4	2	2	5	5	4	5	5	4	5	53
12	4	4	4	3	4	1	4	4	1	3	1	1	1	5	1	41
13	5	5	5	5	5	2	5	5	4	4	2	4	4	2	4	61
14	3	3	3	4	3	3	3	3	2	5	1	2	2	3	2	42
15	1	1	1	2	1	3	1	1	1	1	3	1	1	1	1	20
16	4	4	4	5	4	5	4	4	1	1	5	1	1	1	1	45
17	2	2	2	2	2	1	2	2	3	1	1	3	3	1	3	30

Responden	Jawaban Responden Variabel Pengembangan Karier															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Skor
18	4	4	4	5	4	2	4	4	3	5	2	3	3	2	3	52
19	1	1	1	3	1	3	1	1	2	1	3	2	2	3	2	27
20	5	5	5	2	5	5	5	5	5	5	5	5	5	5	5	72
21	2	2	2	4	2	1	2	2	2	1	1	2	2	1	2	28
22	4	4	4	4	4	2	4	4	4	2	2	4	4	4	4	54
23	5	5	5	3	5	1	5	5	5	3	5	5	5	1	5	63
24	4	4	4	4	4	2	4	4	3	1	2	3	3	2	3	47
25	1	1	1	5	1	2	1	1	2	1	2	2	2	2	2	26
26	3	1	5	2	1	4	1	1	3	4	4	3	3	4	3	42
27	1	1	1	5	1	4	1	1	5	3	4	5	5	4	5	46
28	4	4	5	2	4	4	4	4	1	1	5	1	1	3	1	44
29	1	2	4	5	4	3	4	4	3	3	5	3	3	1	3	48
30	4	4	4	5	4	5	4	4	5	4	5	5	5	5	5	68

CORRELATIONS

/VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 Total

/PRINT=TWOTAIL NOSIG FULL

/MISSING=PAIRWISE.

Correlations

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	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 Total /PRINT=TWOTAIL NOSIG FULL /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

P08	Pearson Correlation	.892**	.826**	.862**	.382*	1.000**	0.213	1.000**	1	.390*	0.236	0.269	.390*	.390*	0.184	.390*	.831**
	Sig. (2-tailed)	0.000	0.000	0.000	0.037	0.000	0.258	0.000		0.033	0.210	0.151	0.033	0.033	0.330	0.033	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P09	Pearson Correlation	.392*	0.283	0.339	0.251	.390*	0.236	.390*	.390*	1	.387*	0.246	1.000**	1.000**	0.285	1.000**	.761**
	Sig. (2-tailed)	0.032	0.129	0.066	0.181	0.033	0.210	0.033	0.033		0.035	0.191	0.000	0.000	0.127	0.000	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	0.266	0.194	0.273	0.148	0.236	0.144	0.236	0.236	.387*	1	0.018	.387*	.387*	0.246	.387*	.457*
	Sig. (2-tailed)	0.156	0.303	0.145	0.435	0.210	0.449	0.210	0.210	0.035		0.926	0.035	0.035	0.191	0.035	0.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	0.208	0.120	0.334	0.138	0.269	.731**	0.269	0.269	0.246	0.018	1	0.246	0.246	0.293	0.246	.457*
	Sig. (2-tailed)	0.269	0.527	0.072	0.467	0.151	0.000	0.151	0.151	0.191	0.926		0.191	0.191	0.117	0.191	0.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.392*	0.283	0.339	0.251	.390*	0.236	.390*	.390*	1.000**	.387*	0.246	1	1.000**	0.285	1.000**	.761**
	Sig. (2-tailed)	0.032	0.129	0.066	0.181	0.033	0.210	0.033	0.033	0.000	0.035	0.191		0.000	0.127	0.000	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	.392*	0.283	0.339	0.251	.390*	0.236	.390*	.390*	1.000**	.387*	0.246	1.000**	1	0.285	1.000**	.761**
	Sig. (2-tailed)	0.032	0.129	0.066	0.181	0.033	0.210	0.033	0.033	0.000	0.035	0.191	0.000		0.127	0.000	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P14	Pearson Correlation	0.316	0.174	0.268	0.076	0.184	.442*	0.184	0.184	0.285	0.246	0.293	0.285	0.285	1	0.285	.446*
	Sig. (2-tailed)	0.089	0.357	0.152	0.691	0.330	0.014	0.330	0.330	0.127	0.191	0.117	0.127	0.127		0.127	0.013
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P15	Pearson Correlation	.392*	0.283	0.339	0.251	.390*	0.236	.390*	.390*	1.000**	.387*	0.246	1.000**	1.000**	0.285	1	.761**

	Sig. (2-tailed)	0.032	0.129	0.066	0.181	0.033	0.210	0.033	0.033	0.000	0.035	0.191	0.000	0.000	0.127		0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.813**	.683**	.785**	.421*	.831**	.477**	.831**	.831**	.761**	.457*	.457*	.761**	.761**	.446*	.761**	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.021	0.000	0.008	0.000	0.000	0.000	0.011	0.011	0.000	0.000	0.013	0.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

LAMPIRAN 4

TABULASI DATA VALIDITAS KUESIONER VARIABEL PRESTASI KERJA

Responden	Jawaban Responden Variabel Prestasi Kerja																						Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
1	4	4	4	3	5	4	1	4	4	4	5	5	3	1	3	3	2	1	3	4	1	4	72
2	3	3	3	2	3	2	4	4	3	4	3	1	1	3	2	3	3	3	3	4	3	3	63
3	4	3	4	5	4	4	2	4	3	5	4	5	1	4	2	2	4	1	4	5	4	4	78
4	4	3	4	5	4	5	3	4	4	5	4	5	2	2	4	5	2	5	3	4	4	4	85
5	2	4	2	1	2	4	2	5	3	1	2	4	1	4	4	1	2	4	2	3	2	3	58
6	4	4	1	3	1	1	1	2	5	3	1	4	1	1	1	4	1	1	1	4	1	1	46
7	3	4	4	5	3	1	4	4	3	2	3	2	3	3	4	4	2	1	3	3	3	3	67
8	3	2	3	2	3	1	3	2	1	3	3	3	4	3	3	1	3	1	3	2	4	2	55
9	1	3	1	2	1	4	5	3	1	3	1	1	1	4	1	4	2	1	3	5	1	1	49
10	3	5	3	4	3	4	2	5	3	4	3	2	3	3	4	5	2	5	3	4	3	3	76
11	5	4	4	1	5	4	4	5	5	4	5	3	2	4	5	4	2	4	1	1	4	5	81
12	3	2	3	2	3	2	2	3	5	3	3	1	5	3	4	3	3	3	3	3	4	3	66
13	4	2	1	2	1	4	1	2	3	1	1	2	2	4	1	2	2	3	1	3	2	1	45
14	3	3	4	5	3	3	2	2	2	3	3	2	1	3	2	5	4	1	4	5	3	3	66
15	2	2	4	5	2	5	1	3	3	2	2	2	5	2	2	3	2	1	2	4	2	4	60
16	4	5	4	5	4	3	4	2	5	5	4	3	5	4	4	5	4	5	4	3	5	4	91
17	2	2	4	2	2	1	1	2	2	2	2	2	1	2	2	5	2	2	2	1	2	2	45
18	4	5	5	3	5	4	4	3	3	2	5	3	3	4	4	5	5	3	4	3	4	3	84
19	2	2	2	1	2	4	4	1	5	2	2	2	3	2	2	5	4	1	2	1	1	2	52

Responden	Jawaban Responden Variabel Prestasi Kerja																						Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
20	5	3	5	5	5	3	3	1	3	3	5	5	3	5	5	5	5	1	2	4	3	5	84
21	3	2	4	1	1	2	1	1	2	3	1	3	1	1	1	3	1	2	2	1	4	2	42
22	4	4	5	2	5	5	4	4	5	2	5	5	4	4	5	5	4	5	2	5	4	5	93
23	3	4	3	3	3	5	4	4	3	2	3	4	3	3	4	5	3	2	3	4	2	3	73
24	3	2	3	3	3	5	1	2	5	3	3	2	1	4	3	4	4	3	3	2	3	4	66
25	4	3	4	2	4	5	1	4	5	2	4	5	4	4	4	5	4	1	4	5	2	3	79
26	2	1	2	4	2	5	2	1	2	2	2	3	1	4	4	5	4	4	2	5	5	2	64
27	2	4	2	1	2	5	1	5	3	2	2	4	5	4	2	5	4	1	2	4	2	2	64
28	3	2	4	5	1	5	2	1	2	2	1	3	2	1	4	5	1	5	1	3	4	2	59
29	3	2	4	5	3	5	5	2	5	2	3	4	1	4	3	5	3	4	3	5	3	2	76
30	3	1	4	2	4	5	1	5	2	2	4	1	2	4	4	5	4	2	4	4	3	4	70

CORRELATIONS

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P22 Total

/PRINT=TWOTAIL NOSIG FULL

/MISSING=PAIRWISE.

Correlations

		Notes
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Comments		
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	Split File	<none>
	N of Rows in Working Data File	30
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 P16 P17 P18 P19 P20 P21 P22 Total /PRINT=TWOTAIL NOSIG FULL /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

Correlations																								
		P01	P02	P03	P04	P05	P06	P07	P08	P09	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	Total
P01	Pearson Correlation	1	0.349	.482**	0.211	.662**	-0.034	0.039	0.078	.458*	.400*	.662**	.506**	0.118	0.138	.415*	0.052	0.165	0.172	0.031	0.019	0.320	.538**	.583**
	Sig. (2-tailed)		0.059	0.007	0.263	0.000	0.858	0.836	0.681	0.011	0.029	0.000	0.004	0.534	0.466	0.023	0.784	0.383	0.363	0.869	0.923	0.085	0.002	0.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P02	Pearson Correlation	0.349	1	0.130	0.059	.386*	-0.064	0.305	.477**	0.279	0.300	.386*	0.334	0.273	0.106	0.261	0.118	0.026	0.156	0.156	0.115	-0.051	0.260	.473**
	Sig. (2-tailed)	0.059		0.492	0.755	0.035	0.739	0.101	0.008	0.135	0.107	0.035	0.071	0.144	0.577	0.163	0.533	0.893	0.411	0.410	0.544	0.787	0.165	0.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P03	Pearson Correlation	.482**	0.130	1	.386*	.706**	0.070	0.130	0.064	0.108	0.225	.706**	0.302	0.215	0.044	.541**	0.297	0.297	0.148	.361*	0.008	.475**	.704**	.644**
	Sig. (2-tailed)	0.007	0.492		0.035	0.000	0.713	0.495	0.735	0.572	0.231	0.000	0.105	0.253	0.818	0.002	0.111	0.111	0.435	0.050	0.968	0.008	0.000	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P04	Pearson Correlation	0.211	0.059	.386*	1	0.172	0.101	0.123	-0.229	-0.023	0.313	0.172	0.184	-0.007	-0.023	0.195	0.267	0.079	0.139	0.267	.444*	0.311	0.236	.395*
	Sig. (2-tailed)	0.263	0.755	0.035		0.364	0.595	0.517	0.224	0.902	0.092	0.364	0.330	0.969	0.906	0.302	0.154	0.679	0.464	0.153	0.014	0.094	0.210	0.031
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P05	Pearson Correlation	.662**	.386*	.706**	0.172	1	0.177	0.273	.393*	.368*	.395*	1.000**	.405*	0.299	.392*	.678**	0.205	.553**	0.127	.476**	0.169	0.331	.830**	.870**
	Sig. (2-tailed)	0.000	0.035	0.000	0.364		0.350	0.145	0.032	0.045	0.031	0.000	0.026	0.108	0.032	0.000	0.277	0.002	0.505	0.008	0.373	0.074	0.000	0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P06	Pearson Correlation	-0.034	-0.064	0.070	0.101	0.177	1	0.000	0.244	0.175	-0.161	0.177	0.275	0.079	0.306	0.287	0.330	0.276	0.319	0.059	.402*	0.007	0.265	.406*
	Sig. (2-tailed)	0.858	0.739	0.713	0.595	0.350		1.000	0.193	0.356	0.395	0.350	0.141	0.678	0.100	0.125	0.075	0.140	0.086	0.758	0.028	0.971	0.157	0.026
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P07	Pearson Correlation	0.039	0.305	0.130	0.123	0.273	0.000	1	0.018	0.115	0.147	0.273	-0.028	0.017	0.307	0.285	0.206	0.191	0.242	0.168	0.076	0.191	0.097	.376*
	Sig. (2-tailed)	0.836	0.101	0.495	0.517	0.145	1.000		0.925	0.544	0.439	0.145	0.885	0.927	0.099	0.127	0.276	0.311	0.198	0.375	0.688	0.311	0.611	0.041
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P08	Pearson Correlation	0.078	.477**	0.064	-0.229	.393*	0.244	0.018	1	0.115	0.135	.393*	0.110	0.191	0.240	0.293	-0.097	-0.021	0.080	0.257	0.247	-0.127	.385*	.379*
	Sig. (2-tailed)	0.681	0.008	0.735	0.224	0.032	0.193	0.925		0.545	0.478	0.032	0.562	0.313	0.201	0.116	0.608	0.912	0.674	0.170	0.188	0.504	0.035	0.039

P17	Pearson Correlation	0.165	0.026	0.297	0.079	.553**	0.276	0.191	-0.021	0.151	-0.012	.553**	0.132	0.266	.680**	0.329	0.325	1	-0.113	.527**	0.269	0.247	.379*	.542**
	Sig. (2-tailed)	0.383	0.893	0.111	0.679	0.002	0.140	0.311	0.912	0.425	0.948	0.002	0.487	0.156	0.000	0.076	0.080		0.553	0.003	0.151	0.187	0.039	0.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P18	Pearson Correlation	0.172	0.156	0.148	0.139	0.127	0.319	0.242	0.080	0.252	0.136	0.127	0.041	-0.054	0.115	.499**	0.201	-0.113	1	-0.142	-0.025	.571**	0.202	.395*
	Sig. (2-tailed)	0.363	0.411	0.435	0.464	0.505	0.086	0.198	0.674	0.179	0.474	0.505	0.831	0.777	0.545	0.005	0.287	0.553		0.455	0.896	0.001	0.283	0.031
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P19	Pearson Correlation	0.031	0.156	.361*	0.267	.476**	0.059	0.168	0.257	-0.037	0.338	.476**	-0.043	0.128	0.298	0.144	0.123	.527**	-0.142	1	0.360	0.191	0.266	.457*
	Sig. (2-tailed)	0.869	0.410	0.050	0.153	0.008	0.758	0.375	0.170	0.847	0.068	0.008	0.821	0.500	0.110	0.449	0.518	0.003	0.455		0.051	0.312	0.155	0.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P20	Pearson Correlation	0.019	0.115	0.008	.444*	0.169	.402*	0.076	0.247	-0.034	0.054	0.169	0.303	0.009	0.305	0.075	0.198	0.269	-0.025	0.360	1	-0.047	0.079	.382*
	Sig. (2-tailed)	0.923	0.544	0.968	0.014	0.373	0.028	0.688	0.188	0.859	0.776	0.373	0.103	0.964	0.101	0.694	0.295	0.151	0.896	0.051		0.807	0.678	0.037
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P21	Pearson Correlation	0.320	-0.051	.475**	0.311	0.331	0.007	0.191	-0.127	-0.030	0.334	0.331	0.045	0.081	0.240	.491**	0.071	0.247	.571**	0.191	-0.047	1	0.354	.468**
	Sig. (2-tailed)	0.085	0.787	0.008	0.094	0.074	0.971	0.311	0.504	0.874	0.071	0.074	0.813	0.671	0.202	0.006	0.710	0.187	0.001	0.312	0.807		0.055	0.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
P22	Pearson Correlation	.538**	0.260	.704**	0.236	.830**	0.265	0.097	.385*	0.352	.398*	.830**	0.309	0.280	0.291	.659**	0.118	.379*	0.202	0.266	0.079	0.354	1	.774**
	Sig. (2-tailed)	0.002	0.165	0.000	0.210	0.000	0.157	0.611	0.035	0.056	0.029	0.000	0.097	0.134	0.118	0.000	0.536	0.039	0.283	0.155	0.678	0.055		0.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.583**	.473**	.644**	.395*	.870**	.406*	.376*	.379*	.439*	.390*	.870**	.467**	.365*	.468**	.759**	.395*	.542**	.395*	.457*	.382*	.468**	.774**	1
	Sig. (2-tailed)	0.001	0.008	0.000	0.031	0.000	0.026	0.041	0.039	0.015	0.033	0.000	0.009	0.047	0.009	0.000	0.031	0.002	0.031	0.011	0.037	0.009	0.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

LAMPIRAN 5

OUTPUT SPSS UJI RELIABILITAS KUESIONER VARIABEL

PELATIHAN

RELIABILITY

/VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

Reliability

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	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
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	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
0.864	13

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P01	35.07	115.513	0.655	0.847
P02	34.97	126.447	0.323	0.866
P03	35.10	111.541	0.761	0.840
P04	34.97	124.309	0.324	0.867
P05	35.10	111.541	0.761	0.840
P06	35.07	115.513	0.655	0.847
P07	35.10	111.541	0.761	0.840
P08	35.10	111.541	0.761	0.840
P09	35.30	128.010	0.253	0.870
P10	34.60	125.145	0.316	0.867
P11	35.07	115.513	0.655	0.847
P12	35.20	122.441	0.384	0.864
P13	34.97	126.447	0.323	0.866

LAMPIRAN 6

OUTPUT SPSS UJI RELIABILITAS KUESIONER VARIABEL

PENGEMBANGAN KARIER

RELIABILITY

/VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

Reliability

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
0.914	15

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P01	41.17	183.523	0.776	0.903
P02	41.10	188.921	0.625	0.908
P03	40.93	184.409	0.743	0.904
P04	40.53	201.499	0.345	0.916
P05	41.13	182.464	0.796	0.902
P06	41.17	197.937	0.398	0.915
P07	41.13	182.464	0.796	0.902
P08	41.13	182.464	0.796	0.902
P09	41.17	184.351	0.713	0.905
P10	41.27	197.306	0.368	0.917
P11	40.87	198.189	0.373	0.916
P12	41.17	184.351	0.713	0.905
P13	41.17	184.351	0.713	0.905
P14	41.37	199.068	0.364	0.916
P15	41.17	184.351	0.713	0.905

LAMPIRAN 7

OUTPUT SPSS UJI RELIABILITAS KUESIONER VARIABEL

PRESTASI KERJA

RELIABILITY

/VARIABLES=P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15
P16 P17 P18 P19 P20 P21 P22

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

Reliability

Notes		
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Comments		
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	Split File	<none>
	N of Rows in Working Data File	30
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES= P01 P02 P03 P04 P05 P06 P07 P08 P09 P10 P11 P12 P13 P14 P15 P16 P17 P18 P19 P20 P21 P22 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
0.861	22

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P01	63.80	185.407	0.536	0.853
P02	63.97	186.171	0.406	0.856
P03	63.63	180.447	0.593	0.850
P04	63.93	185.513	0.298	0.861
P05	64.00	169.310	0.844	0.840
P06	63.30	185.872	0.317	0.860
P07	64.47	187.361	0.288	0.861
P08	63.97	187.206	0.290	0.861
P09	63.63	185.757	0.361	0.858
P10	64.20	189.200	0.321	0.859
P11	64.00	169.310	0.844	0.840
P12	63.93	184.133	0.387	0.857
P13	64.50	187.431	0.273	0.862
P14	63.83	186.420	0.401	0.856
P15	63.87	174.533	0.717	0.845
P16	62.93	187.582	0.315	0.859
P17	64.03	183.551	0.480	0.854
P18	64.43	185.289	0.296	0.862
P19	64.33	188.644	0.400	0.857
P20	63.50	187.776	0.299	0.860
P21	64.03	186.033	0.399	0.856
P22	64.00	176.138	0.737	0.845

LAMPIRAN 8

TABULASI DATA VARIABEL PELATIHAN

Responden	Jawaban Responden Variabel Pelatihan													Skor
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4	3	3	2	2	4	2	1	4	4	4	4	4	4	41
5	2	4	3	2	3	5	3	3	4	3	3	4	4	43
6	3	4	2	3	2	5	3	3	4	3	2	4	4	42
7	2	2	2	3	4	5	3	5	4	5	5	5	4	49
8	4	3	3	3	5	5	5	4	3	3	3	3	3	47
9	1	5	5	5	1	5	5	1	5	5	1	5	5	49
10	1	5	1	5	5	5	5	5	1	5	1	5	5	49
11	3	4	4	3	5	5	5	3	4	4	5	2	5	52
12	5	5	1	1	1	5	1	1	1	5	1	5	5	37
13	5	5	3	4	5	3	3	3	4	3	4	5	3	50
14	5	5	1	1	1	5	1	1	1	1	1	1	1	25
15	1	5	1	1	1	5	5	1	1	1	1	5	1	29
16	1	3	2	4	3	5	3	2	3	4	2	3	3	38
17	5	5	2	3	2	5	5	3	4	2	2	5	4	47
18	3	3	3	3	3	5	5	5	5	2	4	5	5	51
19	5	3	2	3	3	4	4	5	2	2	3	5	4	45
20	5	5	3	3	2	5	5	5	5	5	3	5	5	56
21	5	4	3	3	3	2	2	5	5	3	2	3	5	45
22	2	5	3	4	3	3	5	3	5	3	5	5	5	51
23	4	5	2	3	4	4	3	4	5	5	2	4	3	48
24	5	4	3	1	5	2	5	4	5	4	3	5	5	51
25	3	3	4	3	3	3	5	5	3	5	3	5	5	50
26	3	5	3	4	5	3	3	4	1	5	3	4	5	48
27	3	4	3	3	5	2	3	3	5	2	3	5	5	46
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31	4	5	3	4	5	3	2	4	3	1	4	5	5	48
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35	4	4	3	2	5	3	4	3	4	4	3	3	3	45
36	3	5	3	4	5	3	3	4	5	3	3	3	5	49
37	5	4	1	3	5	4	2	3	5	4	2	3	3	44
38	2	3	3	3	5	4	4	3	2	4	4	2	4	43
39	3	4	3	4	3	3	4	4	5	3	3	2	2	43

Responden	Jawaban Responden Variabel Pelatihan													Skor
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41	2	5	2	4	5	4	4	4	4	4	2	3	3	46
42	4	2	4	4	2	4	4	3	4	3	2	3	2	41
43	4	2	3	3	2	3	3	3	4	2	3	3	2	37
44	2	5	3	3	4	4	4	4	3	4	2	3	3	44
45	4	4	3	4	5	4	4	4	4	4	4	2	3	49
46	2	3	2	3	5	3	4	4	4	3	2	3	2	40
47	2	5	2	5	5	5	4	3	5	2	1	3	3	45
48	3	4	4	4	4	4	2	4	4	4	4	3	3	47
49	5	4	5	5	5	3	4	5	5	2	5	5	3	56
50	4	4	4	4	4	2	4	4	2	4	4	3	4	47
51	4	2	4	5	5	5	2	5	4	2	4	5	5	52
52	2	5	3	5	5	5	5	2	5	3	5	2	1	48
53	4	3	3	4	5	2	2	4	3	5	3	3	4	45
54	4	5	3	3	3	4	4	3	4	4	5	3	3	48
55	3	5	3	2	5	5	5	5	5	4	5	3	4	54
56	3	5	2	3	3	5	2	3	2	4	4	2	2	40
57	2	5	2	3	3	4	1	5	4	3	3	3	3	41
58	4	3	4	5	3	3	5	5	3	5	5	2	2	49
59	3	5	3	3	3	3	5	3	5	5	3	5	3	49
60	1	5	2	3	5	3	4	3	5	2	3	3	3	42
61	3	5	1	3	5	3	4	3	3	4	3	3	3	43
62	3	5	2	3	5	4	4	3	2	3	2	3	3	42
63	3	5	3	2	5	3	4	3	2	3	3	3	2	41
64	5	2	1	3	4	4	4	4	3	4	4	2	4	44
65	4	5	2	3	5	2	5	4	4	3	4	4	4	49
66	4	5	4	4	5	4	4	2	2	4	3	3	3	47
67	3	5	2	3	5	3	2	2	4	4	3	2	3	41
68	3	5	4	4	5	2	5	2	3	2	3	3	3	44
69	2	3	4	4	5	3	5	5	5	5	4	3	4	52
70	3	3	4	4	5	4	2	4	4	2	3	2	3	43
71	5	4	3	2	5	2	2	3	4	2	5	3	4	44
72	4	3	4	3	3	3	4	3	4	1	4	3	3	42
73	3	4	3	2	5	2	4	3	3	4	4	4	2	43
74	4	4	3	4	3	3	4	4	3	3	5	3	3	46
75	3	2	3	3	5	4	4	3	3	2	5	3	3	43
76	5	3	3	3	5	3	4	2	4	4	3	1	3	43
77	2	5	1	3	5	4	3	4	2	2	5	3	3	42
78	5	5	2	3	5	2	3	3	3	2	5	3	2	43
79	4	3	4	4	5	3	3	4	3	3	2	2	4	44
80	3	5	4	3	3	2	3	4	3	4	5	4	2	45
81	3	4	4	3	5	3	3	3	2	2	2	3	4	41

Responden	Jawaban Responden Variabel Pelatihan													Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	
82	5	2	3	4	5	3	2	4	4	4	4	5	3	48
83	2	5	3	2	5	2	3	3	2	3	3	3	4	40
84	3	3	4	2	5	3	4	5	3	3	3	2	2	42
85	3	3	3	4	5	4	2	2	3	4	3	3	3	42
86	5	5	3	3	5	2	5	4	3	2	3	4	4	48
87	4	4	2	3	5	2	2	4	2	3	3	4	3	41
88	5	5	2	3	4	3	5	4	3	3	3	5	3	48
89	2	3	3	3	5	4	5	3	4	3	5	3	2	45
90	4	3	4	2	5	2	3	4	3	1	3	3	3	40
91	2	4	2	3	5	2	5	4	5	2	2	2	4	42
92	4	3	3	2	5	3	4	3	5	3	3	3	4	45
93	4	5	3	3	5	3	5	2	4	3	3	3	3	46
94	4	2	4	2	3	3	5	3	5	3	3	2	3	42
95	3	5	2	3	4	3	3	4	5	4	2	3	2	43
96	2	4	3	4	2	2	5	3	5	2	4	2	4	42
97	5	4	4	4	5	4	2	3	5	2	3	3	3	47
98	5	5	4	1	3	4	2	4	5	3	3	5	3	47
99	5	2	4	4	5	4	3	3	5	4	4	3	2	48
100	2	5	4	3	5	3	3	4	3	3	3	3	3	44
101	3	5	3	3	5	2	2	2	5	2	4	4	3	43
102	3	3	4	3	5	4	3	3	5	2	4	3	2	44
103	3	5	4	3	3	3	5	2	5	2	3	2	3	43
104	5	4	2	3	5	3	4	3	3	2	4	3	5	46
105	3	5	3	3	4	1	4	4	1	3	3	2	2	38
106	2	3	3	3	5	3	2	3	5	2	2	2	4	39
107	4	5	2	3	5	4	1	4	5	3	3	3	3	45
108	2	4	3	3	5	4	3	3	5	2	2	2	3	41
109	2	5	4	4	5	4	3	4	2	4	3	3	3	46
110	5	5	3	3	5	3	4	3	5	3	3	3	3	48
111	4	3	4	4	5	2	3	2	5	3	4	3	2	44
112	5	2	2	3	5	3	4	3	3	2	3	3	3	41
113	3	4	4	2	4	2	2	3	5	5	3	2	3	42
114	4	3	4	3	3	3	2	3	5	3	4	2	4	43
115	5	4	3	3	4	4	2	2	3	3	3	3	3	42
116	5	3	3	4	3	3	2	2	5	4	3	2	3	42
117	3	5	3	3	4	3	3	3	3	3	3	3	4	43
118	5	3	4	4	4	4	4	3	5	3	2	5	3	49
119	3	3	4	3	4	3	4	3	2	4	3	4	3	43
120	2	4	3	2	5	3	2	4	5	3	4	3	2	42
121	5	5	3	3	5	2	2	3	5	2	3	2	3	43
122	5	4	3	3	2	3	3	3	2	3	4	3	3	41
123	5	4	2	2	4	4	3	4	5	4	3	4	4	48

Responden	Jawaban Responden Variabel Pelatihan													Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	
124	5	4	3	3	3	3	3	3	4	4	3	4	2	44
125	2	5	2	3	4	3	2	3	5	3	2	3	4	41
126	3	2	3	4	4	3	4	2	5	3	2	3	3	41
127	3	4	1	3	4	3	3	4	5	1	3	4	4	42
128	3	4	2	3	4	3	3	4	1	4	3	2	3	39
129	5	5	2	3	2	3	3	3	5	3	3	4	3	44
130	5	5	3	2	4	2	2	4	3	3	2	3	3	41
131	3	3	4	3	3	4	3	3	5	2	5	4	2	44
132	5	5	3	4	2	4	3	3	5	2	3	2	3	44
133	3	5	4	4	5	3	3	3	5	3	4	3	3	48
134	4	4	2	3	5	2	3	4	5	3	4	3	3	45
135	2	5	2	3	2	4	3	2	3	3	3	3	4	39
136	5	5	2	3	5	1	3	4	5	2	3	5	3	46
137	3	5	3	3	5	3	2	3	4	3	3	3	3	43
138	5	2	2	4	3	3	4	3	5	5	3	4	3	46
139	5	5	5	4	4	4	3	1	5	2	3	3	4	48
140	5	2	3	3	2	3	3	4	5	2	2	3	3	40
141	5	5	2	2	4	3	3	3	3	3	3	3	2	41
142	1	1	1	1	4	1	1	1	5	1	1	1	1	20
143	5	3	4	2	4	4	3	4	5	2	2	4	3	45
144	3	4	3	3	4	1	4	3	5	5	1	4	3	43
145	5	4	1	4	4	3	3	3	2	3	4	2	3	41
146	2	3	3	2	4	3	3	1	5	4	3	2	3	38
147	3	4	3	2	4	2	3	5	3	3	3	3	4	42
148	4	4	3	3	5	3	3	3	5	3	2	3	2	43
149	3	3	3	1	4	2	2	3	4	3	3	3	4	38
150	5	3	4	2	4	3	3	3	4	2	3	3	2	41
151	5	3	2	5	4	3	4	3	3	2	3	4	4	45
152	5	2	2	2	4	3	4	2	3	2	5	2	3	39
153	5	2	3	3	5	2	3	3	5	3	3	2	3	42
154	5	3	3	3	4	4	2	1	4	2	3	2	2	38
155	3	4	4	3	4	2	3	4	5	3	3	5	3	46
156	3	3	5	3	5	3	3	3	5	4	5	5	3	50
157	4	4	3	2	5	3	3	3	3	3	5	3	3	44
158	5	5	3	3	5	4	3	3	5	3	5	5	3	52
159	5	3	3	3	4	3	2	3	5	2	3	4	4	44
160	5	4	4	3	5	3	3	4	3	4	5	4	3	50
161	5	3	5	3	4	3	4	5	5	2	5	5	2	51
162	2	3	3	5	5	2	3	4	3	2	5	4	3	44
163	5	3	5	5	4	2	4	3	2	3	5	4	3	48
164	2	3	3	3	5	4	3	2	5	2	5	4	2	43
165	5	3	5	5	3	4	3	4	5	3	4	4	2	50

Responden	Jawaban Responden Variabel Pelatihan													Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	
166	5	3	5	5	4	3	3	3	4	4	5	2	2	48
167	2	4	5	5	4	3	2	2	4	2	5	3	3	44
168	3	3	3	1	5	4	4	3	3	3	5	5	5	47
169	3	2	5	5	4	3	4	3	2	2	2	2	3	40
170	5	3	4	5	5	3	2	3	4	3	3	2	5	47
171	5	3	5	2	4	2	4	2	3	3	4	5	5	47
172	5	3	5	5	5	3	3	4	2	2	4	5	5	51
173	5	3	5	5	4	3	2	4	3	3	4	5	4	50
174	3	2	5	5	5	3	2	3	4	2	3	3	5	45
175	5	2	5	4	4	3	3	3	4	4	3	5	5	50
176	5	3	5	5	4	3	3	3	3	3	4	5	5	51
177	5	4	5	5	4	3	2	3	3	3	5	5	5	52
178	3	5	4	5	4	1	3	2	3	3	5	5	5	48
179	5	4	5	4	4	3	4	3	2	3	5	5	5	52
180	5	2	4	5	4	2	3	4	3	3	2	5	3	45
181	5	3	4	5	4	3	4	3	2	2	5	3	3	46
182	2	4	4	3	5	5	5	5	5	5	3	5	5	56
183	5	3	4	5	4	3	4	2	2	4	5	5	4	50
184	5	3	3	5	3	3	3	3	3	3	5	3	2	44
185	3	2	4	5	4	4	4	5	2	1	2	5	4	45
186	5	4	4	5	4	2	3	5	5	3	5	3	4	52
187	5	4	4	4	4	4	3	5	5	2	4	5	3	52
188	4	3	4	5	2	4	4	2	4	3	5	5	4	49
189	5	3	3	3	4	4	2	5	5	4	5	3	4	50
190	5	5	4	5	4	3	2	5	5	3	5	5	4	55
191	3	3	4	5	4	2	3	3	3	4	3	5	4	46
192	5	3	1	2	4	4	3	5	5	3	5	4	4	48
193	5	3	4	5	4	3	3	5	5	4	5	3	4	53
194	4	3	4	5	4	4	2	4	3	3	5	2	4	47
195	5	3	4	5	5	4	3	5	5	4	5	4	4	56
196	5	3	4	4	4	3	3	5	5	4	3	5	2	50
197	3	2	4	5	3	3	2	3	3	3	5	5	3	44
198	5	2	2	5	4	3	4	5	5	3	5	3	2	48
199	3	3	2	2	4	3	3	5	5	3	5	5	3	46
200	2	4	3	3	3	2	3	2	2	2	5	5	5	41
201	4	3	3	5	4	4	3	2	5	3	5	5	5	51
202	5	4	3	4	3	3	3	2	5	3	2	3	4	44
203	5	5	4	5	3	4	3	5	3	3	4	5	5	54
204	5	3	3	5	4	3	2	4	5	2	4	5	4	49
205	3	5	4	5	3	3	3	5	5	4	4	5	5	54
206	4	3	3	4	3	2	3	5	1	4	4	2	4	42
207	4	3	5	4	4	3	4	4	3	3	4	5	5	51

LAMPIRAN 9

TABULASI DATA VARIABEL PENGEMBANGAN KARIER

Responden	Jawaban Responden Variabel Pengembangan Karier															Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
3	3	4	5	3	3	4	1	3	3	3	3	2	2	3	5	47
4	2	3	5	2	2	4	4	3	2	3	3	3	2	2	5	45
5	3	4	3	5	3	3	3	3	3	3	2	3	2	5	5	50
6	3	3	5	2	3	2	2	3	4	3	4	2	3	2	3	44
7	3	3	3	3	2	3	2	1	4	4	3	3	4	3	5	46
8	3	1	5	3	4	4	3	2	2	3	4	4	4	3	5	50
9	3	4	5	3	3	3	3	2	3	3	3	3	4	4	2	48
10	4	3	1	3	2	2	2	3	4	3	3	3	3	2	5	43
11	5	1	4	5	5	5	1	5	5	5	1	5	5	5	5	62
12	5	3	4	3	4	2	2	3	5	3	3	3	4	5	3	52
13	5	1	1	1	1	1	1	1	1	1	5	5	1	5	5	35
14	5	3	4	2	2	2	3	2	2	5	5	2	5	3	5	50
15	1	3	4	4	3	2	3	2	3	3	5	2	5	5	4	49
16	5	3	4	3	3	3	3	4	3	3	5	2	5	5	5	56
17	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
18	5	1	5	1	1	1	1	1	1	1	1	1	5	5	1	31
19	3	2	3	3	3	3	2	5	4	2	5	3	5	3	5	51
20	5	2	3	1	3	4	3	4	4	3	5	3	5	5	5	55
21	5	4	5	2	4	4	5	2	4	3	4	2	5	2	5	56
22	5	2	5	3	2	3	3	2	4	3	5	3	4	5	4	53
23	3	2	4	4	2	4	4	3	3	3	5	3	5	5	5	55
24	5	1	5	3	3	1	5	3	3	4	5	4	5	3	5	55
25	2	2	5	4	3	4	3	5	2	4	4	2	5	5	5	55
26	5	2	2	2	3	2	3	3	3	3	5	4	5	5	5	52
27	5	4	5	4	3	3	4	2	4	2	5	4	3	5	5	58
28	5	3	5	3	3	2	3	2	4	5	5	2	5	4	3	54
29	3	3	3	3	4	3	5	2	2	5	5	3	5	5	5	56
30	5	3	4	3	3	4	5	5	4	2	2	4	5	5	5	59
31	5	2	4	2	4	4	4	2	4	5	5	2	4	5	5	57
32	5	3	2	3	4	5	5	5	4	5	5	2	5	5	2	60
33	5	2	3	2	4	5	5	5	4	5	5	3	5	5	5	63
34	2	2	5	3	2	5	5	4	4	5	5	2	2	5	5	56
35	5	3	5	3	5	5	2	5	5	5	5	3	5	5	5	66
36	2	2	5	3	4	5	5	5	4	5	5	3	5	5	4	62
37	3	3	5	4	3	5	5	5	3	5	5	3	5	5	5	64
38	3	3	2	4	5	5	5	2	4	5	5	3	3	5	5	59
39	4	3	5	3	2	3	4	4	5	5	5	4	5	4	4	60

Responden	Jawaban Responden Variabel Pengembangan Karier															Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
40	3	4	4	3	3	5	5	4	5	5	5	2	4	3	3	58
41	4	2	3	4	5	5	5	4	3	5	2	2	4	2	3	53
42	4	3	4	4	5	3	5	4	5	5	5	1	4	4	3	59
43	1	1	1	1	1	5	1	1	5	1	5	1	1	1	1	27
44	4	3	4	3	5	3	5	5	3	5	5	3	3	4	3	58
45	2	3	3	2	5	5	5	3	5	5	3	3	2	3	3	52
46	4	3	4	4	3	3	3	5	5	5	5	3	1	3	2	53
47	2	2	5	2	5	5	5	5	5	3	5	2	4	4	2	56
48	2	4	3	4	3	5	3	2	5	4	3	2	3	3	3	49
49	3	3	5	3	5	2	5	5	5	2	4	3	3	3	2	53
50	4	5	5	5	5	4	5	5	4	4	3	4	5	3	2	63
51	2	5	5	5	3	4	5	5	2	5	3	5	5	4	5	63
52	3	3	3	4	4	4	3	2	4	4	4	3	3	2	5	51
53	3	5	5	5	5	5	5	3	5	5	3	5	5	5	2	66
54	3	5	5	5	2	5	3	5	5	2	5	5	5	5	5	65
55	1	3	3	2	3	4	3	3	3	4	3	2	3	4	3	44
56	2	3	4	3	5	4	3	5	5	3	5	5	5	5	3	60
57	5	5	5	5	5	4	5	4	5	4	5	5	4	5	4	70
58	3	3	4	3	5	3	2	2	3	3	3	4	3	3	4	48
59	4	2	4	2	5	3	3	4	4	3	4	4	3	3	4	52
60	4	4	4	3	3	4	3	4	4	4	4	3	4	2	3	53
61	3	3	4	4	5	5	3	3	2	4	4	2	2	3	3	50
62	3	3	2	2	3	3	5	4	4	2	4	3	4	2	3	47
63	4	3	4	3	3	5	3	4	4	4	4	5	5	2	1	54
64	2	2	2	4	4	3	4	2	3	3	4	3	5	3	4	48
65	2	3	5	1	3	3	3	2	3	1	4	2	5	4	2	43
66	2	5	2	3	2	5	4	3	4	4	3	2	5	4	3	51
67	2	4	5	3	3	4	5	1	3	3	3	3	2	4	4	49
68	2	5	5	5	5	3	3	3	4	2	2	2	5	4	3	53
69	2	3	2	3	3	2	1	3	3	3	4	4	5	3	5	46
70	3	5	5	5	5	3	3	2	3	4	3	4	5	5	5	60
71	2	5	3	5	2	5	2	3	3	4	3	3	5	3	4	52
72	5	3	5	5	5	5	3	4	3	3	2	3	2	5	5	58
73	3	5	5	2	5	3	2	2	1	4	3	5	2	5	5	52
74	3	3	3	3	2	5	4	2	3	3	2	1	3	3	3	43
75	3	3	5	3	5	3	3	3	2	4	2	2	3	2	5	48
76	4	5	5	5	5	5	3	5	5	5	4	5	5	5	2	68
77	2	4	3	2	3	5	2	3	2	4	3	3	2	3	3	44
78	3	2	5	4	3	3	3	3	2	4	3	3	5	3	3	49
79	3	4	5	4	3	2	3	4	3	3	3	2	3	3	3	48
80	3	2	5	2	3	4	4	4	4	3	2	4	3	3	3	49
81	3	3	4	3	2	4	4	5	2	3	1	3	3	4	2	46

Responden	Jawaban Responden Variabel Pengembangan Karier															Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
82	1	1	1	1	1	2	1	3	1	2	2	1	1	1	1	20
83	2	5	5	2	4	1	3	4	1	1	3	3	3	1	2	40
84	2	5	3	4	3	3	3	3	2	3	3	3	1	3	5	46
85	3	2	5	3	4	2	4	4	3	2	3	2	3	4	4	48
86	2	5	3	3	4	3	3	3	4	3	3	3	3	2	3	47
87	3	5	3	3	2	3	2	4	2	3	2	3	3	3	4	45
88	2	3	5	4	1	3	1	3	4	3	2	3	3	3	2	42
89	2	5	3	3	2	4	4	3	3	3	2	4	4	4	2	48
90	2	5	4	3	3	3	2	3	3	3	4	2	4	3	3	47
91	1	5	3	3	5	2	3	4	2	3	3	4	3	2	3	46
92	3	5	2	2	5	2	5	5	3	2	4	3	4	2	3	50
93	5	5	3	3	3	3	2	2	3	3	3	3	4	3	3	48
94	3	3	5	3	2	4	3	4	3	4	3	4	3	3	5	52
95	5	2	5	4	2	3	2	3	4	4	4	2	2	1	2	45
96	5	4	4	3	4	3	3	4	2	5	2	3	2	3	3	50
97	2	4	5	4	3	2	3	2	4	3	3	4	2	2	3	46
98	5	3	3	4	3	3	2	3	3	5	4	2	4	1	2	47
99	2	4	5	2	2	3	4	2	4	5	4	4	5	3	3	52
100	4	3	5	3	2	3	2	4	3	4	3	3	2	4	2	47
101	4	5	4	3	4	4	3	2	1	5	2	4	3	3	1	48
102	4	5	5	3	4	3	1	3	4	5	3	3	1	4	2	50
103	4	3	5	3	5	3	2	4	3	5	3	4	3	5	5	57
104	4	5	5	3	3	3	3	4	3	3	5	5	5	3	3	57
105	5	5	5	2	5	2	1	3	3	5	3	3	3	5	5	55
106	3	5	4	3	5	3	3	4	2	5	5	5	5	5	5	62
107	5	4	5	3	5	4	3	3	3	5	5	5	5	5	5	65
108	3	5	5	3	5	2	4	3	3	3	5	5	5	5	5	61
109	5	5	5	4	2	3	3	2	3	4	5	5	5	2	2	55
110	1	4	4	5	5	4	2	2	5	3	2	2	2	5	5	51
111	5	5	3	3	3	3	4	2	3	5	5	5	5	3	3	57
112	5	5	3	3	5	3	5	3	3	5	3	3	3	5	5	59
113	4	5	3	3	5	3	1	5	5	3	5	5	5	5	5	62
114	5	5	5	2	3	3	3	3	5	5	5	5	5	3	3	60
115	5	3	2	3	3	5	2	4	5	2	3	3	3	4	3	50
116	4	5	3	3	4	4	3	3	5	5	4	3	3	2	3	54
117	3	4	5	5	3	2	3	3	1	5	4	3	3	2	3	49
118	4	2	5	3	3	3	4	3	5	4	2	3	3	2	2	48
119	4	3	2	2	3	3	3	3	5	4	2	3	2	3	3	45
120	2	3	5	3	2	3	4	3	4	3	4	3	2	4	2	47
121	2	2	2	3	3	3	4	3	5	3	2	4	3	2	3	44
122	3	5	3	4	3	3	5	5	5	5	4	3	3	4	3	58
123	2	5	3	4	3	2	3	5	3	5	5	5	4	5	3	57

Responden	Jawaban Responden Variabel Pengembangan Karier															Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
124	3	4	3	5	3	3	5	5	5	3	3	2	2	3	4	53
125	3	3	3	2	4	3	5	5	5	3	5	3	4	5	2	55
126	3	5	3	2	4	4	5	5	4	3	3	3	5	3	4	56
127	2	3	3	3	2	3	5	5	5	4	5	2	3	5	5	55
128	1	1	1	2	1	1	1	5	1	1	1	1	1	1	1	20
129	3	5	3	3	3	4	5	5	5	3	5	2	3	5	5	59
130	3	3	3	4	3	2	3	2	3	3	5	5	5	5	3	52
131	5	5	3	3	1	5	5	5	5	5	2	4	5	4	5	62
132	3	5	4	4	4	3	5	3	5	3	5	4	5	2	5	60
133	5	5	4	3	2	3	3	5	5	5	3	2	5	3	5	58
134	5	5	2	3	4	3	4	5	5	5	5	5	3	3	5	62
135	5	5	4	2	4	3	4	3	2	5	5	3	5	3	4	57
136	5	5	4	3	3	5	2	3	5	5	3	5	5	3	4	60
137	2	5	3	5	3	5	4	3	5	2	5	5	4	4	2	57
138	5	5	3	3	3	5	3	3	5	5	5	4	2	2	4	57
139	3	4	2	3	3	5	3	2	5	3	5	2	4	4	5	53
140	5	5	4	3	4	5	2	3	4	4	2	4	5	5	3	58
141	5	3	3	2	4	3	4	4	2	2	4	5	3	3	5	52
142	3	5	3	3	2	5	5	5	4	5	2	3	5	5	3	58
143	4	5	2	2	3	5	4	4	5	5	4	5	3	3	5	59
144	2	3	3	5	3	5	5	5	3	3	5	5	5	5	5	62
145	2	3	3	3	3	5	3	3	5	5	3	5	5	5	5	58
146	2	3	3	5	3	2	5	5	3	3	5	5	5	5	5	59
147	3	3	3	3	2	3	3	3	2	5	2	2	2	2	2	40
148	3	4	2	4	3	3	5	5	5	5	5	5	5	4	3	61
149	2	3	3	5	3	5	5	5	5	5	4	4	5	4	3	61
150	5	5	3	5	2	5	5	5	5	5	2	2	5	2	3	59
151	4	4	4	5	2	3	5	5	3	2	4	4	5	2	3	55
152	2	5	3	4	2	3	2	3	5	4	5	5	4	2	4	53
153	3	1	3	3	2	3	4	3	4	2	3	3	3	3	2	42
154	4	5	4	4	4	4	2	3	2	4	5	5	4	4	4	58
155	3	5	5	4	3	3	4	3	4	5	3	3	2	4	5	56
156	4	5	5	3	4	2	3	1	5	3	5	5	2	2	3	52
157	4	2	5	5	4	3	5	5	5	5	5	5	4	5	5	67
158	2	5	4	5	4	3	3	5	5	5	5	5	3	5	3	62
159	3	5	5	5	2	5	3	3	3	5	5	5	3	3	5	60
160	5	5	5	3	3	5	2	3	5	5	3	5	3	5	5	62
161	5	3	5	1	5	3	3	4	5	5	3	4	4	3	5	58
162	2	3	3	3	3	5	3	3	5	5	3	2	3	5	5	53
163	5	4	4	5	5	5	3	5	5	5	3	3	2	5	3	62
164	2	2	4	5	4	5	4	2	3	3	3	4	4	5	2	52
165	5	4	5	5	5	5	4	3	4	3	4	3	4	5	3	62

Responden	Jawaban Responden Variabel Pengembangan Karier															Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
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167	4	4	5	5	5	4	3	3	3	5	2	3	3	3	3	55
168	5	5	5	3	3	5	1	2	4	5	3	4	2	3	4	54
169	5	4	5	5	5	5	3	2	2	5	3	2	2	1	3	52
170	5	5	5	3	5	2	3	3	3	4	2	3	3	3	3	52
171	3	5	5	5	3	5	3	2	3	4	3	3	3	3	3	53
172	5	4	5	5	5	5	3	3	3	3	3	2	2	3	4	55
173	3	4	5	5	5	5	3	4	4	3	4	2	4	3	3	57
174	5	5	5	5	2	5	3	4	2	5	3	3	4	3	4	58
175	5	3	3	2	5	2	3	2	3	4	5	5	3	4	3	52
176	3	5	5	2	5	5	4	3	3	5	4	5	2	3	3	57
177	5	3	5	4	5	5	3	4	4	5	5	3	3	4	2	60
178	5	5	3	5	2	2	2	2	3	5	5	5	2	3	4	53
179	5	4	2	5	5	5	4	3	3	3	5	5	4	4	3	60
180	5	5	2	5	5	5	3	3	3	5	5	5	3	3	2	59
181	2	4	3	5	4	5	3	5	3	5	3	4	2	2	3	53
182	5	2	5	4	5	5	3	4	2	5	5	5	3	2	3	58
183	3	5	4	2	4	4	4	3	3	2	5	5	4	2	3	53
184	5	4	3	3	3	5	3	3	2	5	5	5	2	4	4	56
185	5	5	5	5	4	3	3	2	3	2	3	4	2	2	4	52
186	3	3	3	5	5	4	2	4	3	5	5	3	2	4	3	54
187	5	5	5	5	3	5	2	3	3	5	5	3	5	3	2	59
188	5	1	5	5	5	5	3	3	2	5	5	2	3	2	3	54
189	3	5	5	3	5	5	3	3	2	5	4	5	3	4	2	57
190	5	5	2	5	3	5	3	3	3	4	2	5	3	2	4	54
191	5	2	5	5	5	3	2	3	4	1	3	5	2	4	3	52
192	2	3	5	2	2	5	4	3	2	5	4	5	2	3	3	50
193	5	3	5	5	2	3	4	5	2	4	3	5	3	4	5	58
194	5	3	3	5	3	1	4	5	2	4	3	2	4	3	3	50
195	5	5	2	5	4	5	3	4	3	3	3	5	2	3	3	55
196	4	2	5	3	3	4	3	5	4	2	3	3	3	3	3	50
197	5	3	5	2	3	5	3	5	4	3	3	5	2	3	3	54
198	2	4	3	4	3	5	5	3	1	4	3	5	2	4	5	53
199	5	5	5	4	3	5	3	5	3	2	3	5	3	4	3	58
200	5	3	5	4	2	3	1	4	3	3	3	5	1	3	3	48
201	5	3	5	1	3	5	5	5	3	3	2	5	4	3	4	56
202	3	4	2	4	3	5	2	2	4	3	2	3	3	4	2	46
203	1	3	5	5	5	4	3	3	5	3	4	5	3	2	3	54
204	5	4	5	5	5	5	2	5	5	4	4	5	3	3	2	62
205	3	3	5	5	5	5	4	5	4	2	2	5	4	3	2	57
206	5	5	5	5	3	3	3	4	5	4	4	5	2	1	3	57
207	5	2	5	2	5	5	3	5	5	5	5	5	4	2	3	61

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TABULASI DATA VARIABEL PRESTASI KERJA

Responden	Jawaban Responden Variabel Prestasi Kerja																						Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
1	4	2	3	2	5	2	5	5	3	4	4	4	5	3	3	4	4	2	2	3	3	3	75
2	2	2	3	4	4	3	4	4	4	4	4	5	4	4	4	4	4	4	3	4	4	5	83
3	4	5	3	4	2	4	5	3	4	3	3	5	4	4	5	4	4	3	2	3	4	5	83
4	5	4	5	5	5	4	5	2	2	3	1	1	5	5	4	5	4	5	4	5	3	5	87
5	5	5	4	4	5	4	2	5	3	3	3	5	2	5	5	4	5	3	4	3	4	5	88
6	4	5	5	5	3	3	5	4	2	3	2	5	5	3	3	2	2	3	4	3	3	5	79
7	5	5	5	5	5	5	5	5	3	2	3	5	3	5	5	5	5	5	4	4	2	3	94
8	2	5	4	5	5	5	3	5	2	4	2	5	2	4	3	5	3	3	2	2	5	5	81
9	5	3	5	3	3	3	5	5	3	2	4	4	5	5	5	2	3	3	3	3	4	5	83
10	4	5	3	5	5	5	4	5	3	3	3	5	3	5	3	5	5	3	1	3	3	4	85
11	5	4	5	3	5	5	3	3	3	3	3	5	5	4	5	5	3	3	3	4	3	3	85
12	5	2	2	2	3	3	4	5	5	2	5	4	4	4	5	4	5	3	3	2	2	3	77
13	3	4	3	2	3	4	4	4	4	3	1	5	5	4	3	5	5	3	4	4	3	5	81
14	2	4	4	3	2	3	2	4	2	3	5	5	3	5	5	5	5	5	2	5	5	5	84
15	5	2	2	1	1	4	4	1	3	3	5	1	5	4	5	5	5	1	5	4	5	2	73
16	3	3	3	5	5	5	1	1	5	4	4	5	5	5	5	1	5	5	3	3	5	5	86
17	2	3	3	3	5	5	3	3	5	5	3	2	4	4	3	4	5	4	3	4	3	5	81
18	5	3	5	5	3	5	3	3	2	3	3	5	5	5	5	4	4	5	4	3	3	2	85
19	4	4	3	5	5	3	3	3	5	5	3	5	4	5	5	4	5	5	4	3	3	5	91
20	5	5	3	5	5	5	5	4	5	5	5	4	5	4	5	4	5	5	5	5	4	3	101
21	2	5	4	5	5	5	2	2	3	5	3	3	5	3	5	4	5	5	5	3	4	5	88
22	3	4	5	3	5	4	3	5	5	3	3	5	4	5	5	5	5	5	3	5	4	5	94
23	5	3	5	5	3	5	3	3	4	5	2	5	2	5	2	5	5	3	5	5	5	3	88
24	5	4	4	5	5	2	5	5	2	5	5	5	5	5	5	5	5	5	5	5	2	5	99
25	5	3	5	5	5	4	3	5	3	5	5	5	5	5	5	4	3	5	5	5	5	5	100
26	3	4	5	2	5	5	5	5	4	2	3	5	5	4	5	5	5	5	5	5	5	2	94
27	5	5	3	2	3	4	5	3	5	4	5	5	5	5	3	5	5	5	5	4	3	5	94
28	5	5	5	2	5	4	3	5	5	4	5	4	5	4	5	3	5	4	5	4	5	5	97
29	3	5	3	4	5	5	5	5	5	4	4	5	3	5	5	4	5	4	4	4	1	3	91
30	5	5	5	2	2	4	5	5	5	5	5	5	5	3	5	4	5	5	5	4	5	5	99
31	5	5	5	5	5	4	1	5	2	5	5	3	2	1	4	4	5	5	5	5	5	5	91
32	4	2	5	5	5	4	5	5	5	3	5	5	5	5	5	5	5	4	5	5	4	5	101
33	4	5	5	5	5	2	3	4	3	5	5	5	3	2	5	4	5	5	5	5	2	3	90
34	4	5	2	3	5	4	5	4	5	5	5	5	4	5	2	5	4	5	5	5	5	5	97
35	2	2	5	5	5	4	5	5	5	2	5	3	4	5	5	5	3	5	5	4	4	5	93
36	4	5	5	5	5	4	5	5	5	5	2	5	5	5	5	3	5	5	5	5	5	5	103
37	4	4	2	2	2	5	2	5	5	5	5	5	3	5	5	5	5	5	2	5	5	5	88
38	4	3	4	5	5	4	4	4	3	5	5	4	5	2	2	2	4	5	5	5	4	5	89
39	4	5	2	5	5	5	4	2	5	3	5	4	2	5	5	5	5	3	3	1	2	5	85

Responden	Jawaban Responden Variabel Prestasi Kerja																						Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
40	3	4	3	4	5	2	1	4	5	5	4	4	5	3	5	4	5	4	5	5	3	5	88
41	4	5	3	5	5	5	5	4	5	4	2	5	3	4	5	3	3	5	3	2	5	5	90
42	2	5	5	5	5	5	5	5	5	5	4	3	3	5	5	5	5	3	4	3	4	5	96
43	5	3	2	4	2	5	5	5	4	5	4	2	3	5	3	4	5	3	4	5	5	2	85
44	4	5	3	5	5	3	5	5	3	5	3	5	5	5	5	4	5	3	3	1	5	5	92
45	3	3	3	5	5	5	5	5	4	4	4	2	4	5	4	5	4	4	4	5	4	5	92
46	5	5	3	5	5	2	4	3	3	2	2	4	5	2	5	5	3	5	3	5	5	4	85
47	3	5	3	3	3	5	3	5	3	4	5	3	3	5	5	2	4	2	5	5	4	4	84
48	5	5	4	5	5	2	5	5	2	3	5	5	5	5	5	5	4	5	5	2	2	5	94
49	5	3	4	4	5	3	5	2	5	4	5	5	5	5	3	3	2	5	5	5	5	5	93
50	5	4	2	4	4	5	5	5	5	4	5	5	3	2	5	5	3	2	2	5	5	5	90
51	2	4	3	4	3	3	4	5	5	4	5	2	4	4	3	5	5	5	5	2	3	5	85
52	5	2	3	3	2	5	5	5	4	5	4	5	2	4	5	4	5	3	5	5	5	3	89
53	5	4	3	4	5	3	5	2	5	3	5	2	4	3	3	4	3	5	4	5	5	5	87
54	5	3	4	4	3	2	2	4	5	5	5	5	3	5	5	5	3	5	5	3	4	4	89
55	4	3	3	3	5	5	5	4	5	5	4	5	5	3	5	5	5	5	5	5	5	4	98
56	5	5	3	4	5	3	2	5	3	4	5	3	5	3	5	5	5	3	3	5	5	5	91
57	2	5	4	3	5	3	4	4	5	5	5	5	4	5	3	5	2	5	5	4	3	5	91
58	4	3	5	3	5	2	4	3	2	4	3	3	2	4	2	3	4	3	3	2	5	5	74
59	5	5	5	5	3	3	5	2	4	4	3	4	2	2	3	4	4	4	3	4	3	4	81
60	5	5	2	5	5	2	4	3	3	3	3	3	2	3	2	2	1	4	2	4	5	5	73
61	5	2	5	2	2	3	2	4	4	4	3	4	3	3	3	4	3	3	3	3	4	5	74
62	3	5	5	5	5	3	2	3	3	5	1	3	4	3	4	3	2	1	3	2	5	5	75
63	5	2	3	3	5	5	2	2	4	4	2	3	4	3	5	2	4	4	4	3	5	3	77
64	5	5	5	5	3	2	2	3	4	3	4	3	3	3	3	3	4	3	4	2	5	2	76
65	4	2	5	2	5	3	3	4	2	2	5	3	5	4	5	2	2	2	3	4	4	4	75
66	5	5	5	5	4	1	2	3	4	5	3	2	3	5	5	2	4	3	2	3	4	4	79
67	4	5	5	3	5	2	3	3	2	4	5	3	3	2	3	3	2	3	4	4	4	5	77
68	3	3	4	5	3	4	1	5	3	1	4	3	3	4	5	3	3	3	4	2	3	5	74
69	4	5	2	3	5	4	2	4	5	3	2	3	3	5	5	4	2	2	4	5	3	5	80
70	4	2	3	5	5	3	3	2	3	3	5	4	3	5	5	3	4	3	4	5	5	5	84
71	5	5	3	5	5	3	2	4	4	3	5	4	5	3	3	3	3	3	3	4	5	4	84
72	4	3	5	2	3	2	3	4	3	5	3	3	5	5	4	4	3	2	5	5	5	5	83
73	5	2	4	5	5	3	4	3	3	3	5	5	3	3	5	3	4	3	5	5	5	2	85
74	5	5	5	5	3	3	3	2	3	5	3	3	5	3	5	3	3	2	3	3	5	5	82
75	3	3	5	4	4	3	1	3	5	2	5	4	2	4	3	3	2	3	5	4	2	4	74
76	5	5	3	5	4	2	2	3	3	5	3	4	5	5	5	3	3	3	5	4	5	2	84
77	5	4	5	5	5	4	3	2	5	5	5	5	4	5	4	4	4	3	5	4	5	3	94
78	5	5	5	4	2	5	4	3	4	5	2	3	5	3	5	3	3	5	3	4	3	5	86
79	3	3	3	4	5	3	4	4	4	5	5	2	3	5	5	3	5	5	5	5	5	4	90
80	5	5	4	4	4	2	2	2	3	5	3	3	5	5	5	5	3	3	5	5	5	5	88
81	5	3	3	4	2	3	3	4	3	5	3	3	5	5	4	3	3	5	5	5	5	3	84

Responden	Jawaban Responden Variabel Prestasi Kerja																						Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
82	4	5	4	4	5	5	4	2	5	5	4	2	3	5	4	3	2	3	2	3	4	2	80
83	5	5	3	4	5	3	3	3	4	2	4	3	5	3	5	5	3	5	5	5	4	5	89
84	5	5	4	5	5	3	3	2	5	2	5	2	3	5	2	5	3	5	5	3	4	3	84
85	3	3	4	4	4	3	3	3	3	3	5	4	5	4	5	2	3	3	4	5	2	4	79
86	5	5	4	5	4	4	2	4	5	4	3	4	2	4	2	2	2	4	3	5	5	5	83
87	5	5	5	5	5	3	3	4	5	4	4	3	5	5	5	3	4	5	5	3	5	4	95
88	4	2	4	3	5	3	4	3	2	5	2	3	3	5	4	2	2	4	5	5	5	4	79
89	4	4	5	5	5	3	2	4	5	4	4	2	5	2	3	3	3	5	5	5	5	3	86
90	4	4	5	4	1	2	4	3	3	3	5	2	3	5	5	5	3	5	2	5	5	4	82
91	4	3	5	5	2	3	3	3	5	5	2	3	2	2	2	5	3	2	5	2	3	4	73
92	4	3	4	5	2	4	3	3	5	5	3	2	4	5	3	5	2	5	5	4	5	4	85
93	3	5	5	5	3	3	3	2	3	3	3	3	5	5	5	3	3	5	3	5	5	5	85
94	4	5	5	3	3	3	5	5	2	4	3	4	3	3	2	3	2	4	5	3	5		81
95	3	3	2	2	4	4	3	2	1	2	3	5	4	3	3	3	4	3	1	5	5	3	68
96	3	3	3	4	2	4	2	3	3	5	3	3	5	2	5	5	5	5	5	3	3	5	81
97	2	3	3	4	2	3	1	3	3	4	5	4	4	5	5	3	2	4	3	4	5	5	77
98	3	3	3	3	2	2	4	4	3	4	3	4	5	5	4	5	5	5	5	4	5	4	85
99	2	3	3	2	2	3	3	5	3	3	5	5	2	2	2	5	3	5	5	4	3	3	73
100	4	5	3	3	2	5	4	4	1	4	5	5	3	5	3	2	5	4	2	5	4	3	81
101	3	3	3	3	3	3	5	4	3	5	5	3	3	2	2	5	3	3	4	2	2	5	74
102	3	3	4	4	4	5	2	2	3	3	2	5	3	2	5	3	4	5	2	5	3	3	75
103	3	4	3	2	3	5	4	3	4	5	3	3	4	3	4	3	3	3	5	3	3	5	78
104	3	3	3	2	3	1	2	5	3	5	4	5	5	4	5	4	5	4	3	5	5	2	81
105	4	3	4	3	2	3	2	2	4	4	5	2	3	4	4	3	5	3	5	4	5	5	79
106	4	2	3	3	3	5	4	4	3	3	5	4	4	4	4	2	4	5	5	3	5	2	81
107	3	3	3	2	4	5	5	3	3	5	5	5	5	4	5	5	5	3	5	1	3	5	87
108	4	3	3	2	5	4	5	5	4	5	4	5	2	2	2	3	3	5	4	5	2	3	80
109	4	3	3	3	3	5	3	3	3	4	2	3	4	5	5	4	4	4	4	2	5	5	81
110	3	2	3	3	5	5	5	5	3	4	3	5	5	5	2	5	4	3	5	5	5	3	88
111	4	3	2	4	2	3	3	3	4	3	4	5	4	4	5	1	4	5	5	5	3	5	81
112	2	3	3	3	3	5	5	3	4	5	5	3	5	5	5	5	3	3	3	5	5	3	86
113	1	3	3	2	5	4	3	5	3	5	5	5	3	3	2	3	4	5	4	3	5	5	81
114	3	3	2	2	3	4	5	4	4	4	3	3	5	5	4	5	3	5	5	5	4	3	84
115	3	3	3	3	5	3	3	5	5	5	5	5	2	5	4	5	1	3	4	3	5	5	85
116	3	3	3	3	4	4	5	5	3	3	5	5	5	3	4	2	5	5	5	5	5	5	90
117	4	3	3	3	5	5	3	2	2	5	3	3	4	5	2	3	4	2	3	4	2	3	73
118	2	2	4	2	3	4	2	2	4	5	5	5	4	4	5	3	5	4	5	4	5	5	84
119	2	3	3	4	2	4	5	5	4	3	4	4	2	4	5	4	3	4	3	4	3	5	80
120	4	4	3	2	3	5	5	3	5	5	5	5	4	5	5	2	5	5	5	5	5	2	92
121	4	4	2	2	4	3	1	4	4	4	4	5	5	5	4	4	4	3	4	5	5	3	83
122	3	4	5	2	5	5	2	3	4	3	3	3	3	5	5	3	3	5	4	2	2	3	77
123	3	2	2	3	2	5	5	3	5	5	5	4	4	3	4	4	5	3	5	5	4	5	86

Responden	Jawaban Responden Variabel Prestasi Kerja																						Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
124	3	3	4	3	4	4	5	4	5	4	5	2	3	4	5	5	2	4	4	4	4	3	84
125	3	4	4	3	3	3	2	5	5	3	5	5	5	5	4	2	1	3	5	5	3	5	80
126	3	3	3	2	5	4	4	5	5	3	5	3	5	5	1	5	5	3	5	3	3	3	83
127	2	4	3	3	3	2	5	4	4	5	2	5	4	3	3	3	3	5	3	5	5	4	80
128	2	3	3	3	5	3	4	3	5	5	5	5	5	3	5	5	4	3	5	3	3	3	85
129	3	2	3	2	5	5	2	5	5	5	5	2	3	4	5	5	3	5	2	5	5	3	84
130	3	3	2	3	3	5	3	3	5	2	3	5	4	2	4	3	3	5	5	5	5	5	81
131	3	2	2	3	4	3	4	2	2	5	3	4	5	5	5	5	5	5	4	4	4	3	82
132	4	3	3	3	3	3	2	2	2	2	3	3	3	3	1	4	4	3	4	2	4	2	63
133	2	3	3	2	4	4	2	4	4	4	5	2	5	3	3	3	3	3	2	3	4	3	71
134	4	3	3	2	2	3	3	4	1	2	3	3	3	3	3	2	4	3	3	4	4	4	66
135	3	3	4	2	3	3	3	4	2	2	2	3	4	3	2	3	2	2	3	2	4	3	62
136	2	3	4	2	2	3	4	2	3	3	1	4	4	3	4	4	3	3	2	3	3	3	65
137	4	3	3	4	3	2	3	2	2	3	3	2	3	4	2	4	2	5	3	3	2	3	65
138	4	2	2	4	3	2	3	3	2	2	5	3	2	4	3	2	2	4	3	2	4	3	64
139	3	3	4	4	3	3	3	3	3	3	3	3	2	3	4	4	2	4	3	3	2	3	68
140	1	4	3	3	4	4	1	3	2	3	3	3	3	2	3	3	4	2	4	3	3	3	64
141	4	1	4	3	4	3	1	3	4	4	3	3	3	2	4	2	2	2	2	3	4	3	64
142	2	2	3	3	2	3	3	3	2	3	2	4	4	2	2	3	1	3	3	4	2	3	59
143	4	4	4	4	4	4	3	3	4	4	3	3	3	2	4	3	5	2	3	3	4	3	76
144	3	3	4	2	3	2	4	3	4	3	2	4	4	4	2	3	3	2	4	3	1	3	66
145	1	3	3	2	3	3	2	2	4	3	3	3	3	3	3	1	4	4	2	2	3	2	58
146	3	3	4	3	3	4	2	3	2	3	3	4	2	3	4	3	3	2	3	4	3	3	67
147	4	4	2	4	3	2	3	3	3	3	4	3	2	4	3	1	3	3	3	4	2	3	66
148	3	4	3	3	3	3	3	4	3	4	4	3	2	2	3	3	3	3	5	2	2	3	68
149	3	4	2	2	3	5	2	5	5	3	3	2	3	2	3	4	3	3	2	3	3	3	68
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151	3	3	3	3	3	3	4	4	3	4	3	4	3	2	4	3	3	3	3	3	3	4	71
152	3	4	3	4	2	2	2	2	4	2	3	3	3	4	3	3	3	3	5	2	4	3	67
153	3	2	2	4	2	4	3	2	3	3	3	3	3	4	4	3	2	3	5	4	5	4	71
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155	3	3	4	3	4	3	4	3	3	3	2	3	3	3	4	2	3	4	3	3	3	3	69
156	3	2	2	3	2	3	3	2	4	4	2	2	1	2	4	3	3	2	4	3	3	3	60
157	3	3	2	3	3	2	2	3	3	3	2	2	3	3	5	4	4	4	2	2	2	4	64
158	2	3	4	2	2	2	3	2	3	4	3	2	4	4	4	3	3	4	4	2	4	3	67
159	3	3	3	4	2	3	3	4	5	4	3	2	3	3	3	3	2	3	4	3	3	3	69
160	3	3	3	4	3	3	3	4	3	3	4	3	2	2	3	2	3	3	4	2	3	4	67
161	4	3	3	2	3	1	3	3	2	2	4	3	3	3	3	4	3	2	4	3	3	2	63
162	3	2	3	3	3	3	2	4	3	3	4	3	3	3	2	3	3	5	3	3	3	2	66
163	3	3	4	2	1	3	3	3	2	2	3	4	4	4	2	5	3	3	3	1	2	3	63
164	3	2	3	4	5	4	5	4	1	5	4	3	2	3	2	3	3	2	4	4	4	3	73
165	3	3	3	2	5	3	3	3	4	3	2	3	4	3	4	3	1	3	3	3	4	3	68

Responden	Jawaban Responden Variabel Prestasi Kerja																						Skor
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
166	3	3	4	3	2	4	4	3	4	3	5	4	3	3	4	1	5	2	3	3	3	4	73
167	3	3	4	3	2	2	3	3	2	2	2	3	3	3	4	4	3	3	2	4	3	3	64
168	2	4	3	2	4	5	5	5	3	3	5	4	2	4	3	5	4	3	3	4	4	3	80
169	2	2	4	3	4	5	5	2	5	3	4	4	4	3	2	3	3	2	3	3	4	1	71
170	3	4	3	3	3	4	3	5	5	3	3	3	3	4	3	5	4	2	2	3	3	2	73
171	2	4	2	4	4	5	5	3	2	4	3	3	5	1	5	4	3	3	3	4	4	2	75
172	2	3	2	2	5	4	5	5	5	3	5	5	4	4	5	5	2	3	4	2	1	3	79
173	4	4	3	4	3	1	3	4	2	5	2	4	4	2	3	5	3	3	4	3	5	2	73
174	4	4	2	2	5	5	3	3	5	5	5	5	4	3	5	5	3	3	3	3	2	2	81
175	2	3	2	3	2	5	3	2	5	5	5	2	3	5	2	3	2	3	3	3	2	3	68
176	2	3	2	2	2	2	2	3	3	3	4	2	5	3	2	5	3	3	5	3	4	3	66
177	4	2	4	3	5	2	5	3	5	5	3	4	2	3	3	5	4	3	1	3	2	2	73
178	3	3	3	4	5	5	4	3	3	4	4	3	5	3	2	3	3	2	4	1	5	4	76
179	3	2	3	2	3	2	5	5	5	5	5	5	2	4	3	3	4	3	3	4	3	3	77
180	2	3	3	3	5	3	3	3	3	4	3	5	5	3	4	2	2	3	2	3	3	4	71
181	1	4	4	5	5	4	4	5	4	5	5	3	3	5	2	5	2	4	4	4	4	3	85
182	3	2	2	2	3	3	3	5	4	3	5	5	5	5	3	5	3	3	3	2	2	4	75
183	3	3	3	3	5	5	5	3	4	5	3	5	3	4	5	3	4	3	3	3	4	3	82
184	3	2	3	2	3	4	5	5	4	4	2	3	3	3	1	5	4	3	2	3	4	4	72
185	3	3	3	2	3	5	3	5	4	2	3	2	2	2	5	4	2	3	3	4	4	4	71
186	3	3	4	3	2	5	5	2	4	3	5	3	4	3	4	5	4	2	4	3	2	3	76
187	3	3	3	3	3	3	5	4	2	3	5	3	5	5	5	2	3	5	2	3	4	3	77
188	4	3	4	2	3	4	3	5	5	3	4	3	3	5	5	2	4	3	3	3	2	3	76
189	3	3	2	3	3	3	2	2	5	4	2	5	3	5	5	2	4	2	2	4	2	2	68
190	4	5	5	5	3	4	5	3	5	4	5	4	4	2	5	5	5	5	4	3	3	2	90
191	4	5	4	4	3	4	2	5	2	4	5	5	5	5	5	3	3	5	1	2	2	3	81
192	5	5	5	4	5	3	4	5	3	3	2	4	5	2	3	5	5	2	3	2	4	4	83
193	5	5	5	4	4	3	5	2	5	5	5	4	5	3	5	5	3	3	3	4	4	2	89
194	5	3	3	5	5	3	5	5	5	5	5	3	4	5	5	5	3	3	2	3	3	2	87
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196	5	3	4	3	3	5	5	5	5	5	5	5	3	5	5	5	2	3	2	3	2	4	87
197	3	5	5	5	5	3	4	5	3	5	5	2	5	4	5	3	5	5	4	3	3	3	90
198	5	5	4	5	5	5	5	2	5	3	5	5	5	4	3	5	3	2	4	3	2	3	88
199	5	5	3	3	2	4	5	5	5	5	3	5	3	2	5	5	3	5	4	3	4	4	88
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202	3	5	4	4	5	3	3	3	5	5	3	3	5	5	5	4	5	5	5	2	3	1	86
203	2	5	4	5	4	4	4	5	5	5	4	5	3	5	5	5	5	3	5	3	3	4	93
204	4	3	5	5	3	2	3	5	5	3	3	4	4	3	5	5	3	5	5	3	3	4	85
205	5	5	3	3	4	4	4	4	3	5	5	2	4	5	3	3	2	4	5	4	2	4	83
206	4	4	5	2	3	2	5	5	5	5	5	3	3	2	5	5	2	5	2	3	2	4	81
207	4	5	2	3	3	3	5	5	5	3	5	2	3	1	4	5	3	2	3	4	4	4	78

LAMPIRAN 11

OUTPUT SPSS STATISTIK DESKRIPTIF

FREQUENCIES VARIABLES=X1 X2 Y

/NTILES=4

/NTILES=10

/STATISTICS=STDDEV

VARIANCE

RANGE

MINIMUM MAXIMUM

SEMEAN

MEAN

MEDIAN MODE

SUM SKEWNESS

SESKREW

KURTOSIS SEKURT

/ORDER=ANALYSIS.

Frequencies

Notes		
Output Created		11-MAR-2025 03:06:56
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X1 X2 Y /NTILES=4 /NTILES=10 /STATISTICS=STDDEV VARIANCE RANGE MINIMUM MAXIMUM SEMEAN MEAN MEDIAN MODE SUM SKEWNESS SESKEW KURTOSIS SEKURT /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.00

Statistics				
		X1	X2	Y
N	Valid	225	225	225
	Missing	0	0	0
Mean		45.36	53.76	81.09
Std. Error of Mean		0.355	0.611	0.636
Median		45.00	55.00	82.00
Mode		43 ^a	52	81
Std. Deviation		5.322	9.162	9.541
Variance		28.321	83.933	91.037
Skewness		-1.246	-1.453	-0.125
Std. Error of Skewness		0.162	0.162	0.162
Kurtosis		6.312	4.825	-0.243
Std. Error of Kurtosis		0.323	0.323	0.323
Range		44	60	52
Minimum		16	15	58
Maximum		60	75	110
Sum		10206	12096	18245
Percentiles	10	40.60	45.00	67.00
	20	42.00	48.00	73.00
	25	42.00	50.00	74.00
	30	43.00	51.00	76.00
	40	44.00	53.00	80.00
	50	45.00	55.00	82.00
	60	47.00	57.00	84.00
	70	48.00	58.00	86.00
	75	49.00	59.00	88.00
	80	50.00	60.00	89.00
	90	51.00	63.00	93.00

Frequency Table

X1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16	1	0.4	0.4	0.4
	20	1	0.4	0.4	0.9
	25	1	0.4	0.4	1.3
	29	1	0.4	0.4	1.8
	37	2	0.9	0.9	2.7
	38	5	2.2	2.2	4.9
	39	4	1.8	1.8	6.7
	40	7	3.1	3.1	9.8
	41	18	8.0	8.0	17.8
	42	20	8.9	8.9	26.7
	43	21	9.3	9.3	36.0
	44	21	9.3	9.3	45.3
	45	16	7.1	7.1	52.4
	46	15	6.7	6.7	59.1
	47	14	6.2	6.2	65.3
	48	21	9.3	9.3	74.7
	49	11	4.9	4.9	79.6
	50	12	5.3	5.3	84.9
	51	13	5.8	5.8	90.7
	52	9	4.0	4.0	94.7
	53	1	0.4	0.4	95.1
	54	4	1.8	1.8	96.9
	55	1	0.4	0.4	97.3

	56	4	1.8	1.8	99.1
	57	1	0.4	0.4	99.6
	60	1	0.4	0.4	100.0
	Total	225	100.0	100.0	

X2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15	3	1.3	1.3	1.3
	20	2	0.9	0.9	2.2
	27	1	0.4	0.4	2.7
	30	1	0.4	0.4	3.1
	31	1	0.4	0.4	3.6
	35	1	0.4	0.4	4.0
	40	2	0.9	0.9	4.9
	42	2	0.9	0.9	5.8
	43	3	1.3	1.3	7.1
	44	4	1.8	1.8	8.9
	45	4	1.8	1.8	10.7
	46	7	3.1	3.1	13.8
	47	7	3.1	3.1	16.9
	48	11	4.9	4.9	21.8
	49	6	2.7	2.7	24.4
	50	11	4.9	4.9	29.3
	51	4	1.8	1.8	31.1
	52	17	7.6	7.6	38.7
	53	15	6.7	6.7	45.3
	54	9	4.0	4.0	49.3
	55	13	5.8	5.8	55.1
	56	10	4.4	4.4	59.6
	57	13	5.8	5.8	65.3
	58	15	6.7	6.7	72.0
	59	10	4.4	4.4	76.4
	60	10	4.4	4.4	80.9
	61	7	3.1	3.1	84.0
	62	13	5.8	5.8	89.8
	63	5	2.2	2.2	92.0
	64	3	1.3	1.3	93.3
	65	3	1.3	1.3	94.7
	66	2	0.9	0.9	95.6
	67	3	1.3	1.3	96.9
	68	1	0.4	0.4	97.3
	70	3	1.3	1.3	98.7
	75	3	1.3	1.3	100.0
	Total	225	100.0	100.0	

Y					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	58	1	0.4	0.4	0.4
	59	1	0.4	0.4	0.9
	60	1	0.4	0.4	1.3
	62	1	0.4	0.4	1.8
	63	3	1.3	1.3	3.1
	64	5	2.2	2.2	5.3
	65	2	0.9	0.9	6.2
	66	7	3.1	3.1	9.3
	67	4	1.8	1.8	11.1
	68	7	3.1	3.1	14.2

	69	2	0.9	0.9	15.1
	71	6	2.7	2.7	17.8
	72	1	0.4	0.4	18.2
	73	10	4.4	4.4	22.7
	74	6	2.7	2.7	25.3
	75	7	3.1	3.1	28.4
	76	5	2.2	2.2	30.7
	77	7	3.1	3.1	33.8
	78	2	0.9	0.9	34.7
	79	7	3.1	3.1	37.8
	80	8	3.6	3.6	41.3
	81	17	7.6	7.6	48.9
	82	4	1.8	1.8	50.7
	83	10	4.4	4.4	55.1
	84	15	6.7	6.7	61.8
	85	16	7.1	7.1	68.9
	86	7	3.1	3.1	72.0
	87	6	2.7	2.7	74.7
	88	10	4.4	4.4	79.1
	89	5	2.2	2.2	81.3
	90	8	3.6	3.6	84.9
	91	7	3.1	3.1	88.0
	92	3	1.3	1.3	89.3
	93	5	2.2	2.2	91.6
	94	6	2.7	2.7	94.2
	95	1	0.4	0.4	94.7
	96	2	0.9	0.9	95.6
	97	2	0.9	0.9	96.4
	98	1	0.4	0.4	96.9
	99	2	0.9	0.9	97.8
	100	1	0.4	0.4	98.2
	101	2	0.9	0.9	99.1
	103	1	0.4	0.4	99.6
	110	1	0.4	0.4	100.0
	Total	225	100.0	100.0	

LAMPIRAN 12

OUTPUT SPSS UJI NORMALITAS

REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT Y
 /METHOD=ENTER X1 X2
 /SAVE RESID.

Regression

Notes		
Output Created		11-MAR-2025 01:57:04
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 /SAVE RESID.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01
	Memory Required	2992 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.245 ^a	0.601	0.516	9.292

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1224.830	2	612.415	7.093	.001 ^b
	Residual	19167.392	222	86.340		
	Total	20392.222	224			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	74.965	6.028		12.436	0.000
	X1	0.356	0.118	0.199	3.014	0.003
	X2	-0.187	0.069	-0.179	-2.719	0.007

a. Dependent Variable: Y

Residuals Statistics ^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	71.26	93.54	81.09	2.338	225
Residual	-23.071	22.153	0.000	9.250	225
Std. Predicted Value	-4.203	5.327	0.000	1.000	225
Std. Residual	-2.483	2.384	0.000	0.996	225

a. Dependent Variable: Y

NPART TESTS

/K-S(NORMAL)=RES_1

/MISSING ANALYSIS

/KS_SIM CIN(99) SAMPLES(10000).

NPar Tests

Notes		
Output Created		11-MAR-2025 01:57:35
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS /KS_SIM CIN(99) SAMPLES(10000).
Resources	Processor Time	00:00:00.19
	Elapsed Time	00:00:00.19
	Number of Cases Allowed ^a	786432

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			225
Normal Parameters ^{a,b}	Mean		0.0000000
	Std. Deviation		9.25033586
Most Extreme Differences	Absolute		0.056
	Positive		0.053
	Negative		-0.056
Test Statistic			0.056
Asymp. Sig. (2-tailed) ^c			0.088
Monte Carlo Sig. (2-tailed) ^d	Sig.		0.089
	99% Confidence Interval	Lower Bound	0.081
		Upper Bound	0.096

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 299883525.

LAMPIRAN 13

OUTPUT SPSS UJI MULTIKOLINEARITAS

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA COLLIN TOL

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X1 X2.

Regression

Notes		
Output Created		11-MAR-2025 01:59:05
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01
	Memory Required	2928 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.245 ^a	0.601	0.516	9.292

a. Predictors: (Constant), X2, X1

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1224.830	2	612.415	7.093	.001 ^b
	Residual	19167.392	222	86.340		
	Total	20392.222	224			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	74.965	6.028		12.436	0.000		
	X1	0.356	0.118	0.199	3.014	0.003	0.974	1.027
	X2	-0.187	0.069	-0.179	-2.719	0.007	0.974	1.027

a. Dependent Variable: Y

Collinearity Diagnostics ^a						
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2.974	1.000	0.00	0.00	0.00
	2	0.019	12.422	0.05	0.18	0.92
	3	0.006	21.473	0.95	0.82	0.07

a. Dependent Variable: Y

LAMPIRAN 14

OUTPUT SPSS Uji Heterokedastisitas

REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT Y
 /METHOD=ENTER X1 X2
 /SAVE ZPRED.

Regression

Notes		
Output Created		11-MAR-2025 02:55:30
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 /SAVE ZPRED.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.01
	Memory Required	2912 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	ZPR_1	Standardized Predicted Value

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.245 ^a	0.601	0.516	9.292

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1224.830	2	612.415	7.093	.001 ^b
	Residual	19167.392	222	86.340		
	Total	20392.222	224			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	74.965	6.028		12.436	0.000
	X1	0.356	0.118	0.199	3.014	0.003
	X2	-0.187	0.069	-0.179	-2.719	0.007

a. Dependent Variable: Y

Residuals Statistics ^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	71.26	93.54	81.09	2.338	225
Residual	-23.071	22.153	0.000	9.250	225
Std. Predicted Value	-4.203	5.327	0.000	1.000	225
Std. Residual	-2.483	2.384	0.000	0.996	225

a. Dependent Variable: Y

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT RES_1
/METHOD=ENTER X1 X2.

```

Regression

Notes		
Output Created		11-MAR-2025 02:56:18
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225

Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT RES_1 /METHOD=ENTER X1 X2.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.03
	Memory Required	2976 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Unstandardized Residual

b. All requested variables entered.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.000 ^a	0.000	-0.009	9.29191061

a. Predictors: (Constant), X2, X1

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	0.000	2	0.000	0.000	1.000 ^b
	Residual	19167.392	222	86.340		
	Total	19167.392	224			

a. Dependent Variable: Unstandardized Residual

b. Predictors: (Constant), X2, X1

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.084E-15	6.028		0.000	1.000
	X1	0.000	0.118	0.000	0.000	1.000
	X2	0.000	0.069	0.000	0.000	1.000

a. Dependent Variable: Unstandardized Residual

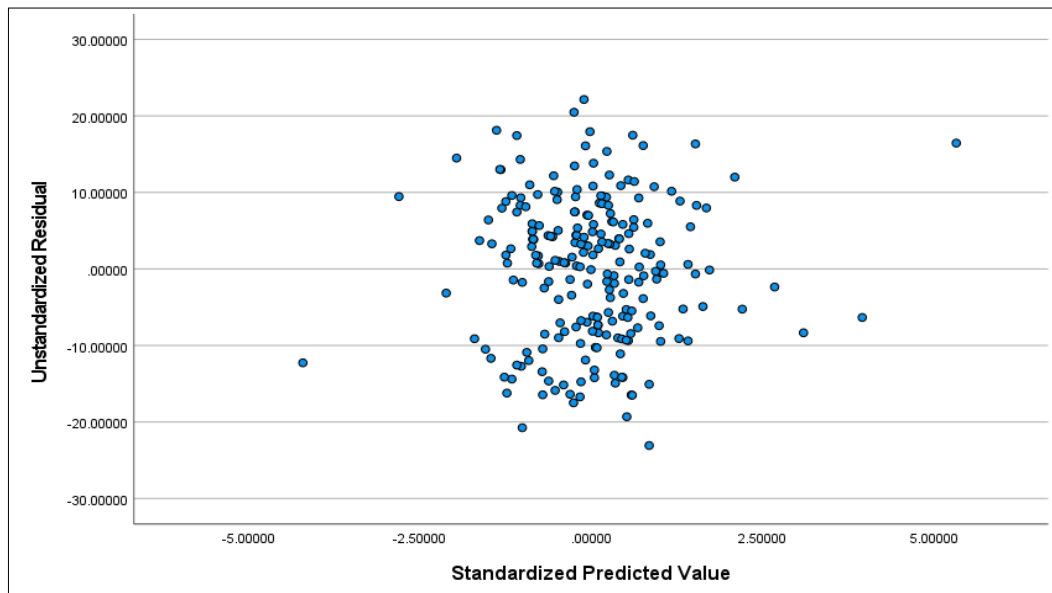
GRAPH

/SCATTERPLOT(BIVAR)=ZPR_1 WITH RES_1

/MISSING=LISTWISE.

Graph

Notes		
Output Created		11-MAR-2025 02:56:53
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
Syntax		GRAPH /SCATTERPLOT(BIVAR)=ZPR_1 WITH RES_1 /MISSING=LISTWISE.
Resources	Processor Time	00:00:00.14
	Elapsed Time	00:00:00.09



LAMPIRAN 15

OUTPUT SPSS UJI LINEARITAS

MEANS TABLES=Y BY X1 X2
 /CELLS=MEAN COUNT STDDEV
 /STATISTICS LINEARITY.

Means

Notes		
Output Created		13-MAR-2025 21:13:31
Comments		
Input	Data	D:\Jobs\Lisharyati\Analisis Data\SPSS Statistics.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
Missing Value Handling	Definition of Missing	For each dependent variable in a table, user-defined missing values for the dependent and all grouping variables are treated as missing.
	Cases Used	Cases used for each table have no missing values in any independent variable, and not all dependent variables have missing values.
Syntax		MEANS TABLES=Y BY X1 X2 /CELLS=MEAN COUNT STDDEV /STATISTICS LINEARITY.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

Case Processing Summary						
	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Y * X1	225	100.0%	0	0.0%	225	100.0%
Y * X2	225	100.0%	0	0.0%	225	100.0%

Y * X1

Report			
Y			
X1	Mean	N	Std. Deviation
16	96.00	1	
20	59.00	1	
25	84.00	1	
29	73.00	1	
37	81.00	2	5.657
38	73.20	5	8.871

39	73.75	4	10.996
40	81.43	7	10.147
41	81.11	18	10.358
42	81.10	20	7.261
43	78.76	21	8.197
44	78.29	21	9.209
45	81.56	16	8.205
46	82.07	15	9.580
47	84.36	14	8.418
48	82.95	21	9.362
49	84.73	11	8.810
50	76.75	12	11.291
51	82.31	13	10.218
52	79.22	9	7.629
53	89.00	1	
54	87.00	4	10.677
55	90.00	1	
56	88.25	4	11.236
57	75.00	1	
60	110.00	1	
Total	81.09	225	9.541

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	3612.741	25	144.510	1.714	0.023
		Linearity	586.438	1	586.438	6.955	0.009
		Deviation from Linearity	3026.303	24	126.096	1.495	0.072
	Within Groups		16779.481	199	84.319		
	Total		20392.222	224			

Measures of Association				
	R	R Squared	Eta	Eta Squared
Y * X1	0.170	0.029	0.421	0.177

Y * X2

Report			
Y			
X2	Mean	N	Std. Deviation
15	96.67	3	13.013
20	82.50	2	3.536
27	85.00	1	
30	93.00	1	
31	85.00	1	
35	81.00	1	
40	77.50	2	16.263
42	75.00	2	5.657
43	80.67	3	5.132
44	88.50	4	8.963
45	82.50	4	11.446
46	82.57	7	6.779
47	83.00	7	5.066
48	81.45	11	6.393
49	81.83	6	8.750
50	82.73	11	4.671

51	86.75	4	5.315
52	77.00	17	9.186
53	80.00	15	9.388
54	85.44	9	8.156
55	83.46	13	11.058
56	81.80	10	9.199
57	75.31	13	9.490
58	76.53	15	12.420
59	81.10	10	11.590
60	79.20	10	12.044
61	79.86	7	9.442
62	76.77	13	11.649
63	83.80	5	6.870
64	87.33	3	4.041
65	88.00	3	1.000
66	90.00	2	4.243
67	77.00	3	11.533
68	84.00	1	
70	88.33	3	3.786
75	79.67	3	4.163
Total	81.09	225	9.541

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Y * X2	Between Groups	(Combined)	3699.662	35	105.705	1.197	0.223
		Linearity	440.616	1	440.616	4.989	0.027
		Deviation from Linearity	3259.046	34	95.854	1.085	0.354
	Within Groups		16692.560	189	88.320		
	Total		20392.222	224			

Measures of Association				
	R	R Squared	Eta	Eta Squared
Y * X2	-0.147	0.022	0.426	0.181

LAMPIRAN 16

OUTPUT SPSS UJI KORELASI BERGANDA

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA CHANGE

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN/DEPENDENT Y/METHOD=ENTER X1 X2.

Regression

Notes		
Output Created		11-MAR-2025 02:02:41
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01
	Memory Required	2976 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.245 ^a	0.601	0.516	9.292	0.601	7.093	2	222	0.001

a. Predictors: (Constant), X2, X1

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1224.830	2	612.415	7.093	.001 ^b
	Residual	19167.392	222	86.340		
	Total	20392.222	224			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	74.965	6.028		12.436	0.000
	X1	0.356	0.118	0.199	3.014	0.003
	X2	-0.187	0.069	-0.179	-2.719	0.007

a. Dependent Variable: Y

LAMPIRAN 17

OUTPUT SPSS UJI REGRESI LINEAR BERGANDA

REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10)/NOORIGIN
 /DEPENDENT Y
 /METHOD=ENTER X1 X2.

Regression

Notes		
Output Created		11-MAR-2025 02:28:16
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	225
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01
	Memory Required	2896 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.245 ^a	0.601	0.516	9.292

a. Predictors: (Constant), X2, X1

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1224.830	2	612.415	7.093	.001 ^b
	Residual	19167.392	222	86.340		
	Total	20392.222	224			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	74.965	6.028		12.436	0.000
	X1	0.356	0.118	0.199	3.014	0.003
	X2	0.187	0.069	0.179	2.719	0.007

a. Dependent Variable: Y

LAMPIRAN 18

TABEL T

df	Persentase Distribusi (α)						
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
200	0,676	1,286	1,653	1,972	2,345	2,601	3,131
201	0,676	1,286	1,652	1,972	2,345	2,601	3,131
202	0,676	1,286	1,652	1,972	2,345	2,600	3,131
203	0,676	1,286	1,652	1,972	2,345	2,600	3,131
204	0,676	1,286	1,652	1,972	2,345	2,600	3,131
205	0,676	1,286	1,652	1,972	2,345	2,600	3,130
206	0,676	1,286	1,652	1,972	2,345	2,600	3,130
207	0,676	1,286	1,652	1,971	2,344	2,600	3,130
208	0,676	1,286	1,652	1,971	2,344	2,600	3,130
209	0,676	1,286	1,652	1,971	2,344	2,600	3,130
210	0,676	1,286	1,652	1,971	2,344	2,599	3,129
211	0,676	1,286	1,652	1,971	2,344	2,599	3,129
212	0,676	1,286	1,652	1,971	2,344	2,599	3,129
213	0,676	1,286	1,652	1,971	2,344	2,599	3,129
214	0,676	1,286	1,652	1,971	2,344	2,599	3,129
215	0,676	1,286	1,652	1,971	2,344	2,599	3,129
216	0,676	1,285	1,652	1,971	2,344	2,599	3,128
217	0,676	1,285	1,652	1,971	2,344	2,599	3,128
218	0,676	1,285	1,652	1,971	2,344	2,599	3,128
219	0,676	1,285	1,652	1,971	2,343	2,598	3,128
220	0,676	1,285	1,652	1,971	2,343	2,598	3,128
221	0,676	1,285	1,652	1,971	2,343	2,598	3,128
222	0,676	1,285	1,652	1,971	2,343	2,598	3,127
223	0,676	1,285	1,652	1,971	2,343	2,598	3,127
224	0,676	1,285	1,652	1,971	2,343	2,598	3,127
225	0,676	1,285	1,652	1,971	2,343	2,598	3,127
226	0,676	1,285	1,652	1,971	2,343	2,598	3,127
227	0,676	1,285	1,652	1,970	2,343	2,598	3,127
228	0,676	1,285	1,652	1,970	2,343	2,598	3,126
229	0,676	1,285	1,652	1,970	2,343	2,597	3,126
230	0,676	1,285	1,652	1,970	2,343	2,597	3,126
231	0,676	1,285	1,651	1,970	2,343	2,597	3,126
232	0,676	1,285	1,651	1,970	2,343	2,597	3,126
233	0,676	1,285	1,651	1,970	2,342	2,597	3,126
234	0,676	1,285	1,651	1,970	2,342	2,597	3,125
235	0,676	1,285	1,651	1,970	2,342	2,597	3,125
236	0,676	1,285	1,651	1,970	2,342	2,597	3,125
237	0,676	1,285	1,651	1,970	2,342	2,597	3,125
238	0,676	1,285	1,651	1,970	2,342	2,597	3,125

df	Persentase Distribusi (α)						
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
239	0,676	1,285	1,651	1,970	2,342	2,597	3,125
240	0,676	1,285	1,651	1,970	2,342	2,596	3,125
241	0,676	1,285	1,651	1,970	2,342	2,596	3,124
242	0,676	1,285	1,651	1,970	2,342	2,596	3,124
243	0,676	1,285	1,651	1,970	2,342	2,596	3,124
244	0,675	1,285	1,651	1,970	2,342	2,596	3,124
245	0,675	1,285	1,651	1,970	2,342	2,596	3,124
246	0,675	1,285	1,651	1,970	2,342	2,596	3,124
247	0,675	1,285	1,651	1,970	2,342	2,596	3,124
248	0,675	1,285	1,651	1,970	2,341	2,596	3,123
249	0,675	1,285	1,651	1,970	2,341	2,596	3,123
250	0,675	1,285	1,651	1,969	2,341	2,596	3,123
251	0,675	1,285	1,651	1,969	2,341	2,596	3,123
252	0,675	1,285	1,651	1,969	2,341	2,595	3,123
253	0,675	1,285	1,651	1,969	2,341	2,595	3,123
254	0,675	1,285	1,651	1,969	2,341	2,595	3,123
255	0,675	1,285	1,651	1,969	2,341	2,595	3,122
256	0,675	1,285	1,651	1,969	2,341	2,595	3,122
257	0,675	1,285	1,651	1,969	2,341	2,595	3,122
258	0,675	1,285	1,651	1,969	2,341	2,595	3,122
259	0,675	1,285	1,651	1,969	2,341	2,595	3,122
260	0,675	1,285	1,651	1,969	2,341	2,595	3,122
261	0,675	1,285	1,651	1,969	2,341	2,595	3,122
262	0,675	1,285	1,651	1,969	2,341	2,595	3,122
263	0,675	1,285	1,651	1,969	2,341	2,595	3,122
264	0,675	1,285	1,651	1,969	2,341	2,595	3,121
265	0,675	1,285	1,651	1,969	2,341	2,595	3,121
266	0,675	1,285	1,651	1,969	2,340	2,594	3,121
267	0,675	1,285	1,651	1,969	2,340	2,594	3,121
268	0,675	1,285	1,651	1,969	2,340	2,594	3,121
269	0,675	1,285	1,651	1,969	2,340	2,594	3,121
270	0,675	1,285	1,651	1,969	2,340	2,594	3,121
271	0,675	1,285	1,650	1,969	2,340	2,594	3,121
272	0,675	1,285	1,650	1,969	2,340	2,594	3,120
273	0,675	1,285	1,650	1,969	2,340	2,594	3,120
274	0,675	1,285	1,650	1,969	2,340	2,594	3,120
275	0,675	1,285	1,650	1,969	2,340	2,594	3,120
276	0,675	1,285	1,650	1,969	2,340	2,594	3,120
277	0,675	1,285	1,650	1,969	2,340	2,594	3,120
278	0,675	1,285	1,650	1,969	2,340	2,594	3,120
279	0,675	1,285	1,650	1,969	2,340	2,594	3,120
280	0,675	1,285	1,650	1,968	2,340	2,594	3,120

LAMPIRAN 19

TABEL F

df2	df1									
	1	2	3	4	5	6	7	8	9	10
200	3,888	3,041	2,650	2,417	2,259	2,144	2,056	1,985	1,927	1,878
201	3,888	2,650	2,650	2,417	2,259	2,144	2,055	1,985	1,927	1,878
202	3,888	3,041	2,649	2,416	2,259	2,144	2,055	1,984	1,926	1,878
203	3,888	2,649	2,649	2,416	2,259	2,143	2,055	1,984	1,926	1,878
204	3,887	3,040	2,649	2,416	2,258	2,143	2,055	1,984	1,926	1,877
205	3,887	2,649	2,649	2,416	2,258	2,143	2,054	1,984	1,926	1,877
206	3,887	3,040	2,648	2,415	2,258	2,143	2,054	1,984	1,926	1,877
207	3,887	2,648	2,648	2,415	2,258	2,143	2,054	1,983	1,925	1,877
208	3,887	3,039	2,648	2,415	2,257	2,142	2,054	1,983	1,925	1,876
209	3,886	2,648	2,648	2,415	2,257	2,142	2,054	1,983	1,925	1,876
210	3,886	3,039	2,648	2,415	2,257	2,142	2,053	1,983	1,925	1,876
211	3,886	2,647	2,647	2,414	2,257	2,142	2,053	1,982	1,924	1,876
212	3,886	3,038	2,647	2,414	2,257	2,142	2,053	1,982	1,924	1,876
213	3,885	2,647	2,647	2,414	2,256	2,141	2,053	1,982	1,924	1,875
214	3,885	3,038	2,647	2,414	2,256	2,141	2,053	1,982	1,924	1,875
215	3,885	2,647	2,647	2,414	2,256	2,141	2,052	1,982	1,924	1,875
216	3,885	3,038	2,646	2,413	2,256	2,141	2,052	1,981	1,923	1,875
217	3,885	2,646	2,646	2,413	2,256	2,141	2,052	1,981	1,923	1,875
218	3,884	3,037	2,646	2,413	2,255	2,140	2,052	1,981	1,923	1,874
219	3,884	2,646	2,646	2,413	2,255	2,140	2,052	1,981	1,923	1,874
220	3,884	3,037	2,646	2,413	2,255	2,140	2,051	1,981	1,923	1,874
221	3,884	2,645	2,645	2,412	2,255	2,140	2,051	1,980	1,922	1,874
222	3,884	3,037	2,645	2,412	2,255	2,140	2,051	1,980	1,922	1,874
223	3,883	2,645	2,645	2,412	2,255	2,139	2,051	1,980	1,922	1,873
224	3,883	3,036	2,645	2,412	2,254	2,139	2,051	1,980	1,922	1,873
225	3,883	2,645	2,645	2,412	2,254	2,139	2,050	1,980	1,922	1,873
226	3,883	3,036	2,645	2,412	2,254	2,139	2,050	1,980	1,921	1,873
227	3,883	2,644	2,644	2,411	2,254	2,139	2,050	1,979	1,921	1,873
228	3,883	3,035	2,644	2,411	2,254	2,138	2,050	1,979	1,921	1,872
229	3,882	2,644	2,644	2,411	2,253	2,138	2,050	1,979	1,921	1,872
230	3,882	3,035	2,644	2,411	2,253	2,138	2,050	1,979	1,921	1,872
231	3,882	2,644	2,644	2,411	2,253	2,138	2,049	1,979	1,921	1,872
232	3,882	3,035	2,644	2,411	2,253	2,138	2,049	1,978	1,920	1,872
233	3,882	2,643	2,643	2,410	2,253	2,138	2,049	1,978	1,920	1,871
234	3,882	3,034	2,643	2,410	2,253	2,137	2,049	1,978	1,920	1,871
235	3,881	2,643	2,643	2,410	2,252	2,137	2,049	1,978	1,920	1,871
236	3,881	3,034	2,643	2,410	2,252	2,137	2,049	1,978	1,920	1,871
237	3,881	2,643	2,643	2,410	2,252	2,137	2,048	1,978	1,920	1,871
238	3,881	3,034	2,643	2,410	2,252	2,137	2,048	1,977	1,919	1,871

df2	df1									
	1	2	3	4	5	6	7	8	9	10
239	3,881	2,642	2,642	2,409	2,252	2,137	2,048	1,977	1,919	1,870
240	3,880	3,033	2,642	2,409	2,252	2,136	2,048	1,977	1,919	1,870
241	3,880	2,642	2,642	2,409	2,251	2,136	2,048	1,977	1,919	1,870
242	3,880	3,033	2,642	2,409	2,251	2,136	2,048	1,977	1,919	1,870
243	3,880	2,642	2,642	2,409	2,251	2,136	2,047	1,977	1,919	1,870
244	3,880	3,033	2,642	2,409	2,251	2,136	2,047	1,976	1,918	1,870
245	3,880	2,641	2,641	2,408	2,251	2,136	2,047	1,976	1,918	1,869
246	3,880	3,033	2,641	2,408	2,251	2,136	2,047	1,976	1,918	1,869
247	3,879	2,641	2,641	2,408	2,251	2,135	2,047	1,976	1,918	1,869
248	3,879	3,032	2,641	2,408	2,250	2,135	2,047	1,976	1,918	1,869
249	3,879	2,641	2,641	2,408	2,250	2,135	2,046	1,976	1,918	1,869
250	3,879	3,032	2,641	2,408	2,250	2,135	2,046	1,976	1,917	1,869
251	3,879	2,641	2,641	2,408	2,250	2,135	2,046	1,975	1,917	1,869
252	3,879	3,032	2,640	2,407	2,250	2,135	2,046	1,975	1,917	1,868
253	3,878	2,640	2,640	2,407	2,250	2,135	2,046	1,975	1,917	1,868
254	3,878	3,031	2,640	2,407	2,250	2,134	2,046	1,975	1,917	1,868
255	3,878	2,640	2,640	2,407	2,249	2,134	2,046	1,975	1,917	1,868
256	3,878	3,031	2,640	2,407	2,249	2,134	2,045	1,975	1,917	1,868
257	3,878	2,640	2,640	2,407	2,249	2,134	2,045	1,975	1,916	1,868
258	3,878	3,031	2,640	2,407	2,249	2,134	2,045	1,974	1,916	1,868
259	3,878	2,639	2,639	2,406	2,249	2,134	2,045	1,974	1,916	1,867
260	3,877	3,031	2,639	2,406	2,249	2,134	2,045	1,974	1,916	1,867
261	3,877	2,639	2,639	2,406	2,249	2,133	2,045	1,974	1,916	1,867
262	3,877	3,030	2,639	2,406	2,248	2,133	2,045	1,974	1,916	1,867
263	3,877	2,639	2,639	2,406	2,248	2,133	2,044	1,974	1,916	1,867
264	3,877	3,030	2,639	2,406	2,248	2,133	2,044	1,974	1,915	1,867
265	3,877	2,639	2,639	2,406	2,248	2,133	2,044	1,973	1,915	1,867
266	3,877	3,030	2,639	2,406	2,248	2,133	2,044	1,973	1,915	1,866
267	3,877	2,638	2,638	2,405	2,248	2,133	2,044	1,973	1,915	1,866
268	3,876	3,029	2,638	2,405	2,248	2,132	2,044	1,973	1,915	1,866
269	3,876	2,638	2,638	2,405	2,248	2,132	2,044	1,973	1,915	1,866
270	3,876	3,029	2,638	2,405	2,247	2,132	2,044	1,973	1,915	1,866
271	3,876	2,638	2,638	2,405	2,247	2,132	2,043	1,973	1,915	1,866
272	3,876	3,029	2,638	2,405	2,247	2,132	2,043	1,973	1,914	1,866
273	3,876	2,638	2,638	2,405	2,247	2,132	2,043	1,972	1,914	1,865
274	3,876	3,029	2,638	2,405	2,247	2,132	2,043	1,972	1,914	1,865
275	3,875	2,637	2,637	2,404	2,247	2,132	2,043	1,972	1,914	1,865
276	3,875	3,028	2,637	2,404	2,247	2,132	2,043	1,972	1,914	1,865
277	3,875	2,637	2,637	2,404	2,247	2,131	2,043	1,972	1,914	1,865
278	3,875	3,028	2,637	2,404	2,246	2,131	2,043	1,972	1,914	1,865
279	3,875	2,637	2,637	2,404	2,246	2,131	2,042	1,972	1,914	1,865
280	3,875	3,028	2,637	2,404	2,246	2,131	2,042	1,972	1,913	1,865

LAMPIRAN 20

SURAT PERMOHONAN PENELITIAN



UNIVERSITAS BINANIAGA
INDONESIA

Jl. Pajajaran No. 100 Bogor 16153
Jl. KH. Sholeh Iskandar No. 3 Bogor 16164
Jl. Mayor Oling Jayasatmaja No. 27 Bogor 16124
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Kampus Mayor Oling
www.unbin.ac.id

Nomor : 149/UNBIN-C/PJR/IX/2023
Lampiran : -
Perihal : *Permohonan Penelitian*

Kepada Yth,
Gubernur Provinsi Sulawesi Selatan
C.q. Kepala Badan Koordinasi Penanaman Modal Daerah
Di
Makasar

Sehubungan dengan rencana mahasiswa/i kami untuk melaksanakan penelitian dan pengumpulan data dalam rangka penyusunan Skripsi dengan judul **“Pengaruh Pelatihan dan Pengembangan Karir Terhadap Prestasi Kerja Karyawan”**. Maka kami mohon kesediaan untuk studi kiranya memberi ijin kepada mahasiswa kami yang namanya tersebut dibawah ini melakukan penelitian skripsi dan pengumpulan data.

Adapun mahasiswa tersebut adalah :

Nama : LISHARYATI
NPM : 19190049
Jurusan : S1-MANAJEMEN

Demikian kami sampaikan, atas kesediaan dan perkenannya kami ucapkan terima kasih.

Bogor, 18 Oktober 2023
Ka. Program Studi Manajemen

Yustiana Wardhani. S.Hut., MM

LAMPIRAN 21

SURAT IZIN PENELITIAN

 PEMERINTAH PROVINSI SULAWESI SELATAN DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU Jl. Bougenville No.5 Telp. (0411) 441077 Fax. (0411) 448936 Website : http://simap-new.sulselprov.go.id Email : ptsp@sulselprov.go.id Makassar 90231		
Nomor	: 28175/S.01/PTSP/2023	Kepada Yth.
Lampiran	: -	Direktur Rumah Sakit Khusus Daerah Dadi Provinsi Sulawesi Selatan
Perihal	: <u>Izin penelitian</u>	
di- Tempat		
Berdasarkan surat Ka. Prodi manajemen Univ. Binaniaga Indonesia Nomor : 149/UNBIN-C/PJR/IX/2023 tanggal 18 Oktober 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini: N a m a : LISHARYATI Nomor Pokok : 19190049 Program Studi : Manajemen Pekerjaan/Lembaga : Mahasiswa (S1) Alamat : Jl. Pelajaran No. 100 Bogor PROVINSI SULAWESI SELATAN		
Bermaksud untuk melakukan penelitian di daerah/kantor saudara dalam rangka menyusun SKRIPSI, dengan judul : " PENGARUH PELATIHAN DAN PENGEMBANGAN KARIER TERHADAP PRESTASI KERJA KARYAWAN PADA RUMAH SAKIT KHUSUS DAERAH DADI PROVINSI SULAWESI SELATAN " Yang akan dilaksanakan dari : Tgl. 24 oktober s/d 24 November 2023 Sehubungan dengan hal tersebut diatas, pada prinsipnya kami menyetujui kegiatan dimaksud dengan ketentuan yang tertera di belakang surat izin penelitian. Demikian Surat Keterangan ini diberikan agar dipergunakan sebagaimana mestinya. Diterbitkan di Makassar Pada Tanggal 24 Oktober 2023 KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU PROVINSI SULAWESI SELATAN  ASRUL SANI, S.H., M.Si. Pangkat : PEMBINA TINGKAT I Nip : 19750321 200312 1 008 Tembusan Yth 1. Ka. Prodi manajemen Univ. Binaniaga Indonesia; 2. <i>Pertinggal.</i>		

Nomor: 28175/S.01/PTSP/2023

KETENTUAN PEMEGANG IZIN PENELITIAN :

1. Sebelum dan sesudah melaksanakan kegiatan, kepada yang bersangkutan melapor kepada Bupati/Walikota C q. Kepala Bappelitbangda Prov. Sulsel, apabila kegiatan dilaksanakan di Kab/Kota
2. Penelitian tidak menyimpang dari izin yang diberikan
3. Mentaati semua peraturan perundang-undangan yang berlaku dan mengindahkan adat istiadat setempat
4. Menyerahkan 1 (satu) eksamplar hardcopy dan softcopy kepada Gubernur Sulsel. Cq. Kepala Badan Perencanaan Pembangunan Penelitian dan Pengembangan Daerah Prov. Sulsel
5. Surat izin akan dicabut kembali dan dinyatakan tidak berlaku apabila ternyata pemegang surat izin ini tidak mentaati ketentuan tersebut diatas.

**REGISTRASI ONLINE IZIN PENELITIAN DI WEBSITE :
<https://izin-penelitian.sulselprov.go.id>**

NOMOR REGISTRASI 20231024378463



Catatan :

- UU ITE No. 11 Tahun 2008 Pasal 5 ayat 1 'Informasi Elektronik dan/atau hasil cetaknya merupakan alat bukti yang sah.'
- Dokumen ini telah ditandatangani secara elektronik menggunakan **sertifikat elektronik** yang diterbitkan **BSrE**
- Surat ini dapat dibuktikan keasliannya dengan melakukan *scan* pada *QR Code*



LAMPIRAN 22

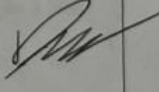
LEMBAR PERBAIKAN SEMINAR PROPOSAL

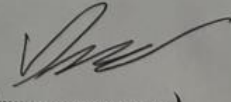

UNIVERSITAS BINANIAGA INDONESIA
FAKULTAS EKONOMI DAN BISNIS


Jl. Raya Pajajaran No. 100 Bogor Telp. (0251) 8360688 Fax. (0251) 8354558

**LEMBAR PERBAIKAN
SEMINAR PROPOSAL SKRIPSI**

NAMA : Lisharyati
 NIM : S10219154
 JUDUL PENELITIAN : Pengaruh Pelatihan dan Pengembangan Karir Terhadap Prestasi Kerja Karyawan pada Rumah Sakit Khusus Daerah (RSKD)

	PERBAIKAN	TANDA TANGAN
BAB I	<i>verifikasi Model → proses survey</i> <i>2. Aspek Model</i>	
BAB II	<i>Pendekatan Teoritis</i>	
BAB III	<i>kepercayaan berganda</i> <i>error term</i> <i>random sampling</i> <i>skala 1-5</i> <i>65 ⇒ Notul</i>	

Bogor, 03 Desember 2024
Penguji

 (.....)



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	PERBAIKAN	TANDA TANGAN
BAB I		
BAB II	Pengembangan Hipotesis	*
BAB III	Menentukan metode penelitian - Penelitian Sesuai permasalahan Sign. uji Hipotesis satu arah.	p per. 12/12/2025

Bogor, 03 Desember 2024
 Penguji

(Signature)
 Syarif Ghufron P.

LAMPIRAN 23

DOKUMENTASI PENELITIAN





