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# LAMPIRAN

## **Lampiran 1 Kuesioner Penelitian**

Kepada Yth,  
Bapak/Ibu/Saudara/i

Assalamu'alaikum wr.wb,

Sehubung dengan penyelesaian tugas akhir skripsi untuk mematuhi persyaratan dalam memperoleh gelar sarjana Strata-1 (S1) pada Program Studi Manajemen S1 Fakultas Ekonomi dan Bisnis, Universitas Binaniaga Indonesia, dengan judul “PENGARUH PELATIHAN, DISIPLIN KERJA, MOTIVASI KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN” dengan ini saya Stiefani Agrifa Ruhama memohon kepada Bapak/Ibu/Saudara/I untuk berkenan mengisi kuesioner ini.

Sehubungan dengan itu, saya memohon kesedian Bapak/Ibu/Saudara/I untuk mengisi kuesioner ini dengan jujur dan sesuai dengan keadaan yang sebenarnya. Jawaban dari Bapak/Ibu/Saudara/i akan terjamin kerahasiaanya dan jawaban ini hanya digunakan untuk kepentingan dalam penelitian ini saja. Atas partisipasi dan kesediaan Bapak/Ibu/Saudara/I dalam membantu penelitian ini saya mengucapkan terimakasih.

Wassalamu'alaikum wr.wb

### **A. Petunjuk Pengisian Kuesioner**

1. Sebelum Bapak/Ibu/Saudara/i menjawab pertanyaan atau pernyataan, pastikan bahwa Bapak/Ibu/Saudara/i sudah membaca setiap pertanyaan atau pernyataan dengan baik dan seksama.
2. Lalu Bapak/Ibu/Saudara/i dapat mengisi pertanyaan atau pernyataan dengan penilaian yang sesuai dengan kondisi yang terjadi atau dirasakan
3. Berilah tanda cek list (✓) pada setiap jawaban yang menurut Bapak/Ibu/Saudara/i sangat sesuai
4. Dimohon tidak mengosongkan jawaban dari pertanyaan atau pernyataan.

Bapak/Ibu/Saudara/i bisa menjawab dengan memberikan tanda cek list pada kolom yang tersedia, sesuai dengan keadaan yang terjadi, sebagai berikut :

- |     |                       |
|-----|-----------------------|
| SS  | = Sangat Setuju       |
| S   | = Setuju              |
| N   | = Netral              |
| TS  | = Tidak Setuju        |
| STS | = Sangat Tidak Setuju |

### **B. Profil Responden**

1. Jenis Kelamin
  - ☐ Laki-laki
  - ☐ Perempuan

## 2. Usia saat ini

☐ 19-24☐ 25-29☐ 30-35

## 3. Pendidikan Terakhir

☐ SMA/SMK/MA☐ Diploma☐ S1

## 4. Masa Kerja

☐ < 1 tahun☐ 1-3 tahun☐ 4-7 tahun**Daftar Pernyataan Kuesioner****1. Pelatihan**

| Variabel            | Indikator dan Pernyataan                                                          | SS | S | N | TS | STS |
|---------------------|-----------------------------------------------------------------------------------|----|---|---|----|-----|
| Metode Pelatihan    |                                                                                   |    |   |   |    |     |
| PL1                 | Metode pelatihan yang digunakan memudahkan dalam memahami materi yang disampaikan |    |   |   |    |     |
| PL2                 | Pelatihan disampaikan dengan cara melibatkan peserta pelatihan.                   |    |   |   |    |     |
| Kesusaian Pelatihan |                                                                                   |    |   |   |    |     |
| PL3                 | materi yang diberikan sesuai dengan kebutuhan saya dalam bekerja                  |    |   |   |    |     |

| Variabel                          | Indikator dan Pernyataan                                                                                     | SS | S | N | TS | STS |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| PL4                               | Keterampilan dari pelatihan yang saya ikuti dapat mendukung karier jangka panjang                            |    |   |   |    |     |
| Kualifikasi Peserta dan Pelatihan |                                                                                                              |    |   |   |    |     |
| PL5                               | Pelatih memiliki pengalaman sesuai dengan materi                                                             |    |   |   |    |     |
| PL6                               | Peserta yang mengikuti pelatihan telah dipilih berdasarkan kualifikasi yang relevan sesuai dengan pelatihan  |    |   |   |    |     |
| Pelaksanaan Pelatihan             |                                                                                                              |    |   |   |    |     |
| PL7                               | Pelaksanaan pelatihan dilaksanakan sesuai jadwal yang telah ditetapkan                                       |    |   |   |    |     |
| PL8                               | Fasilitas pelatihan dapat mendukung kelancaran kegiatan pelatihan                                            |    |   |   |    |     |
| Evaluasi dan Hasil Pelatihan      |                                                                                                              |    |   |   |    |     |
| PL9                               | Setelah mengikuti pelatihan kemampuan bekerja saya meningkat                                                 |    |   |   |    |     |
| PL10                              | Evaluasi dilakukan dengan cara sistematis agar dapat mengetahui pemahaman peserta terhadap materi pelatihan. |    |   |   |    |     |

## 2. Disiplin Kerja

| Kode Pernyataan      | Indikator dan Pernyataan                                                                  | SS | S | N | TS | STS |
|----------------------|-------------------------------------------------------------------------------------------|----|---|---|----|-----|
| Tujuan dan Kemampuan |                                                                                           |    |   |   |    |     |
| DK 1                 | saya dapat memahami tujuan pada pekerjaansaya sendiri                                     |    |   |   |    |     |
| DK2                  | saya memiliki kemampuan yang sesuai dalam mencapai target kerja                           |    |   |   |    |     |
| Teladan pimpinan     |                                                                                           |    |   |   |    |     |
| DK3                  | pimpinan saya dapat memberikan contoh yang baik kepada karyawan dalam mengambil keputusan |    |   |   |    |     |

| Kode Pernyataan             | Indikator dan Pernyataan                                                                                  | SS | S | N | TS | STS |
|-----------------------------|-----------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| DK4                         | Saya termotivasi untuk lebih disiplin dalam bekerja dengan melihat sikap pimpinan saya yang juga disiplin |    |   |   |    |     |
| <b>Balas Jas</b>            |                                                                                                           |    |   |   |    |     |
| DK5                         | Pemberian penghargaan dalam bentuk materi membuat saya lebih bertanggung jawab dalam menjalankan tugas    |    |   |   |    |     |
| DK6                         | Pemberian gaji yang selalu tepat waktu membuat saya selalu hadir tepat waktu                              |    |   |   |    |     |
| <b>Keadilan</b>             |                                                                                                           |    |   |   |    |     |
| DK7                         | Pimpinan saya selalu bersikap adil kepada karyawan                                                        |    |   |   |    |     |
| DK8                         | setiap karyawan yang terlambat hadir mendapatkan hukuman yang berlaku, tanpa memandang jabatan.           |    |   |   |    |     |
| <b>Waskat</b>               |                                                                                                           |    |   |   |    |     |
| DK9                         | Saya selalu melaksanakan tugas dengan baik sesuai dengan SOP meskipun tanpa diawasi oleh pimpinan         |    |   |   |    |     |
| DK10                        | Pengawasan yang dilakukan pimpinan saya membuat saya disiplin dalam bekerja                               |    |   |   |    |     |
| <b>Sanksi Hukuman</b>       |                                                                                                           |    |   |   |    |     |
| DK11                        | Penerapan sanksi sangat tegas membuat saya menjadi lebih hati-hati dalam bekerja                          |    |   |   |    |     |
| DK12                        | Saya sangat mematuhi jadwal kerja karena tidak ingin menerima peringatan tertulis.                        |    |   |   |    |     |
| <b>Ketegasan</b>            |                                                                                                           |    |   |   |    |     |
| DK13                        | Saya merasa pimpinan saya memberikan sanksi dengan tegas kepada karyawan                                  |    |   |   |    |     |
| DK14                        | Saya merasa ketegasaan pimpinan saya dapat membuat saya bekerja dengan penuh tanggung jawab               |    |   |   |    |     |
| <b>Hubungan Kemanusiaan</b> |                                                                                                           |    |   |   |    |     |





| Kode Pernyataan | Indikator dan Pernyataan                                                                                                         | SS | S | N | TS | STS |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------|----|---|---|----|-----|
| PK7             | saya dapat mengatur waktu baik dalam pekerjaan maupun kehidupan pribadi saya dengan seimbang                                     |    |   |   |    |     |
| PK8             | Perusahaan saya dapat menciptakan keseimbangan kerja yang baik bagi setiap karyawan                                              |    |   |   |    |     |
| Pendidikan      |                                                                                                                                  |    |   |   |    |     |
| PK9             | Pendidikan yang telah saya tempuh membantu saya bekerja dengan lebih produktif                                                   |    |   |   |    |     |
| PK10            | Saya cepat belajar hal baru karena latar belakang Pendidikan saya                                                                |    |   |   |    |     |
| Pelatihan       |                                                                                                                                  |    |   |   |    |     |
| PK11            | Pelatihan yang telah saya ikuti membantu saya dalam menyelesaikan pekerjaan secara efektif                                       |    |   |   |    |     |
| PK12            | Materi pelatihan sesuai dengan kebutuhan saya dalam bekerja                                                                      |    |   |   |    |     |
| Kesejahteraan   |                                                                                                                                  |    |   |   |    |     |
| PK13            | Saya merasa kesejahteraan yang diberikan perusahaan sudah sesuai sehingga dapat membuat saya untuk lebih produktif dalam bekerja |    |   |   |    |     |
| PK14            | Pemberian jaminan Kesehatan membuat saya bekerja dengan lebih Produktif                                                          |    |   |   |    |     |

## Lampiran 2 Tabulasi data

### A. Variabel Pelatihan (X1)

| NO | INDIKATOR PELATIHAN (X1) |     |     |     |     |     |     |     |     |      | TOTAL<br>PL |
|----|--------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------------|
|    | PL1                      | PL2 | PL3 | PL4 | PL5 | PL6 | PL7 | PL8 | PL9 | PL10 |             |
| 1  | 5                        | 3   | 4   | 2   | 3   | 1   | 3   | 3   | 2   | 4    | 30          |
| 2  | 4                        | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4    | 40          |
| 3  | 4                        | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 5    | 37          |
| 4  | 5                        | 3   | 3   | 2   | 4   | 4   | 3   | 5   | 2   | 4    | 35          |
| 5  | 4                        | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40          |
| 6  | 4                        | 3   | 4   | 2   | 4   | 3   | 5   | 5   | 2   | 4    | 36          |
| 7  | 4                        | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 39          |
| 8  | 5                        | 3   | 4   | 3   | 4   | 4   | 4   | 5   | 3   | 5    | 40          |
| 9  | 4                        | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40          |
| 10 | 4                        | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 39          |
| 11 | 3                        | 4   | 4   | 3   | 2   | 4   | 3   | 3   | 3   | 4    | 33          |
| 12 | 3                        | 3   | 2   | 3   | 3   | 3   | 2   | 3   | 3   | 2    | 27          |
| 13 | 4                        | 4   | 5   | 4   | 3   | 4   | 4   | 5   | 4   | 3    | 40          |
| 14 | 4                        | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40          |
| 15 | 4                        | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40          |
| 16 | 4                        | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4    | 41          |
| 17 | 4                        | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 4    | 36          |
| 18 | 4                        | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 39          |
| 19 | 4                        | 4   | 4   | 3   | 5   | 4   | 4   | 4   | 3   | 5    | 40          |
| 20 | 5                        | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 5    | 40          |
| 21 | 4                        | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 39          |
| 22 | 3                        | 3   | 3   | 3   | 4   | 3   | 2   | 3   | 3   | 3    | 30          |
| 23 | 4                        | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4    | 39          |
| 24 | 3                        | 3   | 2   | 3   | 5   | 3   | 3   | 2   | 3   | 3    | 30          |
| 25 | 5                        | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50          |
| 26 | 5                        | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50          |
| 27 | 5                        | 3   | 3   | 3   | 4   | 2   | 5   | 5   | 3   | 5    | 38          |
| 28 | 4                        | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 39          |
| 29 | 4                        | 4   | 4   | 4   | 3   | 4   | 4   | 3   | 4   | 4    | 38          |
| 30 | 4                        | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 39          |
| 31 | 4                        | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40          |
| 32 | 5                        | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 3    | 38          |
| 33 | 4                        | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 4    | 38          |
| 34 | 4                        | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4    | 41          |
| 35 | 4                        | 4   | 4   | 3   | 4   | 4   | 5   | 4   | 3   | 4    | 39          |
| 36 | 4                        | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4    | 37          |
| 37 | 4                        | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4    | 41          |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 38 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 40 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 40 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 40 |
| 41 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 44 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 43 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 45 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 37 |
| 46 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 50 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 39 |

### B. Variabel Disiplin Kerja (X2)

| NO | INDIKATOR DISIPLIN (X2) |     |     |     |     |     |     |     |     |      |      |      |      |      |      |      | TOTAL<br>DK |
|----|-------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|-------------|
|    | DK1                     | DK2 | DK3 | DK4 | DK5 | DK6 | DK7 | DK8 | DK9 | DK10 | DK11 | DK12 | DK13 | DK14 | DK15 | DK16 |             |
| 1  | 5                       | 4   | 3   | 4   | 3   | 5   | 3   | 4   | 5   | 4    | 3    | 3    | 4    | 3    | 3    | 4    | 60          |
| 2  | 4                       | 4   | 2   | 3   | 4   | 3   | 2   | 4   | 4   | 3    | 3    | 3    | 3    | 4    | 4    | 5    | 55          |
| 3  | 5                       | 4   | 3   | 3   | 3   | 3   | 3   | 5   | 5   | 3    | 4    | 3    | 3    | 3    | 3    | 5    | 58          |
| 4  | 5                       | 4   | 3   | 2   | 5   | 4   | 3   | 5   | 4   | 4    | 3    | 4    | 3    | 2    | 2    | 4    | 57          |
| 5  | 4                       | 3   | 3   | 3   | 4   | 4   | 2   | 4   | 4   | 3    | 4    | 2    | 3    | 4    | 4    | 4    | 55          |
| 6  | 5                       | 4   | 3   | 2   | 3   | 5   | 3   | 5   | 3   | 3    | 4    | 4    | 4    | 4    | 1    | 4    | 57          |
| 7  | 4                       | 5   | 2   | 3   | 4   | 4   | 2   | 4   | 4   | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 57          |
| 8  | 5                       | 4   | 2   | 2   | 5   | 5   | 4   | 5   | 4   | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 62          |
| 9  | 4                       | 4   | 3   | 2   | 4   | 4   | 4   | 5   | 5   | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 61          |
| 10 | 4                       | 5   | 4   | 3   | 3   | 5   | 3   | 4   | 4   | 3    | 3    | 3    | 4    | 4    | 4    | 4    | 60          |
| 11 | 5                       | 3   | 2   | 2   | 4   | 5   | 4   | 4   | 4   | 4    | 4    | 4    | 3    | 2    | 1    | 4    | 55          |
| 12 | 3                       | 4   | 2   | 3   | 3   | 4   | 2   | 3   | 3   | 2    | 3    | 3    | 3    | 2    | 4    | 4    | 48          |
| 13 | 4                       | 3   | 3   | 2   | 3   | 4   | 4   | 4   | 4   | 3    | 4    | 4    | 4    | 3    | 3    | 4    | 56          |
| 14 | 4                       | 4   | 3   | 2   | 4   | 4   | 3   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 60          |
| 15 | 4                       | 5   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 64          |
| 16 | 4                       | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 60          |
| 17 | 4                       | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 60          |
| 18 | 4                       | 3   | 3   | 2   | 4   | 4   | 4   | 4   | 4   | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 58          |
| 19 | 5                       | 5   | 3   | 3   | 5   | 5   | 3   | 4   | 4   | 4    | 4    | 5    | 4    | 4    | 3    | 4    | 65          |
| 20 | 5                       | 4   | 3   | 3   | 4   | 5   | 4   | 5   | 5   | 3    | 5    | 4    | 4    | 3    | 3    | 4    | 64          |
| 21 | 4                       | 3   | 4   | 2   | 4   | 4   | 2   | 4   | 3   | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 57          |
| 22 | 4                       | 4   | 3   | 4   | 3   | 5   | 4   | 3   | 3   | 3    | 3    | 4    | 3    | 3    | 3    | 3    | 55          |
| 23 | 4                       | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 60          |
| 24 | 3                       | 4   | 3   | 3   | 3   | 4   | 5   | 3   | 3   | 3    | 3    | 5    | 3    | 3    | 2    | 3    | 53          |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 25 | 4 | 4 | 5 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 5 | 5 | 2 | 5 | 5 | 68 |
| 26 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 72 |
| 27 | 5 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 4 | 68 |
| 28 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 60 |
| 29 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 71 |
| 30 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 63 |
| 31 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 58 |
| 32 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 62 |
| 33 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 61 |
| 34 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 65 |
| 35 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 70 |
| 36 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 69 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 62 |
| 38 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 63 |
| 39 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 65 |
| 40 | 5 | 5 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 63 |
| 41 | 4 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 70 |
| 42 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 60 |
| 43 | 4 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 64 |
| 44 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 63 |
| 45 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 61 |
| 46 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 64 |
| 47 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 64 |
| 48 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 58 |
| 49 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 61 |
| 50 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 61 |

### C. Variabel Motivasi Kerja (X3)

| NO | INDIKATOR MOTIVASI (X3) |     |     |     |     |     |     |     |     |      |      |      | TOTAL<br>MK |
|----|-------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|-------------|
|    | MK1                     | MK2 | MK3 | MK4 | MK5 | MK6 | MK7 | MK8 | MK9 | MK10 | MK11 | MK12 |             |
| 1  | 5                       | 5   | 4   | 3   | 5   | 3   | 4   | 5   | 3   | 5    | 3    | 5    | 50          |
| 2  | 3                       | 5   | 4   | 4   | 4   | 4   | 5   | 3   | 4   | 3    | 4    | 4    | 47          |
| 3  | 3                       | 5   | 4   | 5   | 3   | 3   | 4   | 4   | 4   | 2    | 3    | 4    | 44          |
| 4  | 3                       | 4   | 2   | 3   | 3   | 3   | 4   | 3   | 4   | 1    | 3    | 4    | 37          |
| 5  | 3                       | 5   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3    | 4    | 4    | 46          |
| 6  | 1                       | 4   | 2   | 3   | 5   | 2   | 4   | 3   | 1   | 1    | 3    | 4    | 33          |
| 7  | 3                       | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 3    | 4    | 47          |
| 8  | 4                       | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 5   | 1    | 4    | 4    | 45          |
| 9  | 4                       | 5   | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 3    | 2    | 4    | 48          |
| 10 | 4                       | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 3    | 4    | 47          |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 11 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 47 |
| 12 | 2 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 43 |
| 13 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 5 | 44 |
| 14 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 49 |
| 15 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 45 |
| 16 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 5 | 47 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 47 |
| 18 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 2 | 5 | 48 |
| 19 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 48 |
| 20 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 46 |
| 21 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 45 |
| 22 | 2 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 35 |
| 23 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 41 |
| 24 | 2 | 5 | 3 | 3 | 3 | 3 | 5 | 2 | 3 | 3 | 2 | 5 | 39 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 26 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 56 |
| 27 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 56 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 47 |
| 29 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 49 |
| 30 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 49 |
| 31 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 46 |
| 32 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 48 |
| 33 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 47 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| 35 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 48 |
| 36 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 51 |
| 37 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 38 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 48 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 40 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 50 |
| 41 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 51 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 43 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 51 |
| 44 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 45 | 3 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 46 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 4 | 51 |
| 47 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 44 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 45 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 50 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 49 |





|      |                        |            |            |            |             |            |            |            |            |            |            |            |
|------|------------------------|------------|------------|------------|-------------|------------|------------|------------|------------|------------|------------|------------|
|      | Sig. (2-tailed)<br>N   | ,191<br>30 | ,590<br>30 | ,837<br>30 | ,193<br>30  |            | ,144<br>30 | ,072<br>30 | ,181<br>30 | ,193<br>30 | ,076<br>30 | ,011<br>30 |
| PL6  | Pearson<br>Correlation | ,051       | ,637**     | ,474**     | ,674**      | ,273       | 1          | ,309       | ,360       | ,674**     | ,263       | ,709**     |
|      | Sig. (2-tailed)<br>N   | ,788<br>30 | ,000<br>30 | ,008<br>30 | ,000<br>30  | ,144<br>30 |            | ,097<br>30 | ,051<br>30 | ,000<br>30 | ,161<br>30 | ,000<br>30 |
| PL7  | Pearson<br>Correlation | ,565**     | ,343       | ,661**     | ,444*       | ,333       | ,309       | 1          | ,660**     | ,444*      | ,573**     | ,791**     |
|      | Sig. (2-tailed)<br>N   | ,001<br>30 | ,064<br>30 | ,000<br>30 | ,014<br>30  | ,072<br>30 | ,097<br>30 |            | ,000<br>30 | ,014<br>30 | ,001<br>30 | ,000<br>30 |
| PL8  | Pearson<br>Correlation | ,688**     | ,230       | ,520**     | ,179        | ,251       | ,360       | ,660**     | 1          | ,179       | ,517**     | ,673**     |
|      | Sig. (2-tailed)<br>N   | ,000<br>30 | ,222<br>30 | ,003<br>30 | ,343<br>30  | ,181<br>30 | ,051<br>30 | ,000<br>30 |            | ,343<br>30 | ,003<br>30 | ,000<br>30 |
| PL9  | Pearson<br>Correlation | ,029       | ,611**     | ,572**     | 1.000**     | ,244       | ,674**     | ,444*      | ,179       | 1          | ,091       | ,734**     |
|      | Sig. (2-tailed)<br>N   | ,878<br>30 | ,000<br>30 | ,001<br>30 | 0,000<br>30 | ,193<br>30 | ,000<br>30 | ,014<br>30 | ,343<br>30 |            | ,634<br>30 | ,000<br>30 |
| PL10 | Pearson<br>Correlation | ,703**     | ,343       | ,417*      | ,091        | ,329       | ,263       | ,573**     | ,517**     | ,091       | 1          | ,626**     |
|      | Sig. (2-tailed)<br>N   | ,000<br>30 | ,064<br>30 | ,022<br>30 | ,634<br>30  | ,076<br>30 | ,161<br>30 | ,001<br>30 | ,003<br>30 | ,634<br>30 |            | ,000<br>30 |

|          |                        |            |            |            |            |            |            |            |            |            |            |    |
|----------|------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----|
|          | N                      | 30         | 30         | 30         | 30         | 30         | 30         | 30         | 30         | 30         | 30         | 30 |
| TOTAL_PL | Pearson<br>Correlation | ,563**     | ,677**     | ,777**     | ,734**     | ,459*      | ,709**     | ,791**     | ,673**     | ,734**     | ,626**     | 1  |
|          | Sig. (2-tailed)<br>N   | ,001<br>30 | ,000<br>30 | ,000<br>30 | ,000<br>30 | ,011<br>30 | ,000<br>30 | ,000<br>30 | ,000<br>30 | ,000<br>30 | ,000<br>30 |    |

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

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



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

### 3. Uji Validitas variabel Motivasi Kerja

|     |                 | Correlations |       |      |      |       |      |       |      |       |      |      |       |      | TOTAL |
|-----|-----------------|--------------|-------|------|------|-------|------|-------|------|-------|------|------|-------|------|-------|
|     |                 | MK1          | MK2   | MK3  | MK4  | MK5   | MK6  | MK7   | MK8  | MK9   | MK10 | MK11 | MK12  | MLMK |       |
| MK1 | Pearson         |              |       |      |      |       |      |       |      |       |      |      |       |      |       |
|     | Correl          | 1            | .290  | .614 | .288 | .481  | .567 | .337  | .603 | .531  | .574 | .410 | .405  | .840 |       |
|     | Sig. (2-tailed) |              | .121  | .000 | .123 | .007  | .001 | .069  | .000 | .003  | .001 | .024 | .026  | .000 |       |
| MK2 | Pearson         |              | 1     |      |      |       |      |       |      |       |      |      |       |      |       |
|     | Correl          | .290         |       | .320 | .166 | 0.000 | .206 | .315  | .250 | .234  | .304 | .150 | .188  | .422 |       |
|     | Sig. (2-tailed) | .121         |       | .084 | .382 | 1.000 | .275 | .090  | .182 | .213  | .102 | .429 | .319  | .020 |       |
| MK3 | Pearson         |              |       | 1    |      |       |      |       |      |       |      |      |       |      |       |
|     | Correl          | .614         | .320  |      | .565 | .355  | .713 | .217  | .490 | .481  | .568 | .357 | .161  | .803 |       |
|     | Sig. (2-tailed) | .000         | .084  |      | .001 | .055  | .000 | .249  | .006 | .007  | .001 | .053 | .396  | .000 |       |
| MK4 | Pearson         |              |       |      | 1    |       |      |       |      |       |      |      |       |      |       |
|     | Correl          | .288         | .166  | .565 |      | .080  | .483 | -.168 | .476 | .295  | .204 | .186 | -.086 | .471 |       |
|     | Sig. (2-tailed) | .123         | .382  | .001 |      | .674  | .007 | .373  | .008 | .114  | .279 | .324 | .652  | .009 |       |
| MK5 | Pearson         |              |       |      |      | 1     |      |       |      |       |      |      |       |      |       |
|     | Correl          | .481         | 0.000 | .355 | .080 |       | .362 | .281  | .448 | 0.000 | .471 | .407 | .405  | .577 |       |
|     | Sig. (2-tailed) | .007         | 1.000 | .055 | .674 |       | .049 | .132  | .013 | 1.000 | .009 | .026 | .026  | .001 |       |
| MK6 | Pearson         |              |       |      |      |       | 1    |       |      |       |      |      |       |      |       |
|     | Correl          | .567         | .206  | .713 | .483 | .362  |      | .185  | .277 | .590  | .656 | .438 | .127  | .781 |       |
|     | Sig. (2-tailed) | .001         | .275  | .000 | .007 | .049  |      | .328  | .139 | .001  | .000 | .015 | .504  | .000 |       |

|          |                                               |                      |                    |                      |                      |                      |                      |                     |                     |                      |                     |                      |                    |                      |
|----------|-----------------------------------------------|----------------------|--------------------|----------------------|----------------------|----------------------|----------------------|---------------------|---------------------|----------------------|---------------------|----------------------|--------------------|----------------------|
| MK7      | Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,337<br>,069<br>30   | ,315<br>,090<br>30 | ,217<br>,249<br>30   | -,168<br>,373<br>30  | ,281<br>,132<br>30   | ,185<br>,328<br>30   | 1<br>,039<br>30     | ,039<br>,837<br>30  | ,442<br>,014<br>30   | ,159<br>,401<br>30  | ,436<br>,016<br>30   | ,310<br>,095<br>30 | ,446<br>,013<br>30   |
| MK8      | Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,603**<br>,000<br>30 | ,250<br>,182<br>30 | ,490**<br>,006<br>30 | ,476**<br>,008<br>30 | ,448*<br>,013<br>30  | ,277<br>,139<br>30   | ,039<br>,837<br>30  | 1<br>,236<br>30     | ,236<br>,210<br>30   | ,443*<br>,014<br>30 | ,295<br>,114<br>30   | ,138<br>,468<br>30 | ,638**<br>,000<br>30 |
| MK9      | Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,531**<br>,003<br>30 | ,234<br>,213<br>30 | ,481**<br>,007<br>30 | ,295<br>,114<br>30   | 0,000<br>1,000<br>30 | ,590**<br>,001<br>30 | ,442*<br>,014<br>30 | ,236<br>,210<br>30  | 1<br>,333<br>30      | ,183<br>,001<br>30  | ,572**<br>,001<br>30 | ,264<br>,158<br>30 | ,653**<br>,000<br>30 |
| MK10     | Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,574**<br>,001<br>30 | ,304<br>,102<br>30 | ,568**<br>,001<br>30 | ,204<br>,279<br>30   | ,471**<br>,009<br>30 | ,656**<br>,000<br>30 | ,159<br>,401<br>30  | ,443*<br>,014<br>30 | ,183<br>,333<br>30   | 1<br>,296<br>30     | ,197<br>,718<br>30   | ,069<br>,000<br>30 | ,689**<br>,000<br>30 |
| MK11     | Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,410*<br>,024<br>30  | ,150<br>,429<br>30 | ,357<br>,053<br>30   | ,186<br>,324<br>30   | ,407*<br>,026<br>30  | ,438*<br>,015<br>30  | ,436*<br>,016<br>30 | ,295<br>,114<br>30  | ,572**<br>,001<br>30 | ,197<br>,296<br>30  | 1<br>,130<br>30      | ,282<br>,000<br>30 | ,638**<br>,000<br>30 |
| MK12     | Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,405*<br>,026<br>30  | ,188<br>,319<br>30 | ,161<br>,396<br>30   | -,086<br>,652<br>30  | ,405*<br>,026<br>30  | ,127<br>,504<br>30   | ,310<br>,095<br>30  | ,138<br>,468<br>30  | ,264<br>,158<br>30   | ,069<br>,718<br>30  | ,282<br>,130<br>30   | 1<br>,024<br>30    | ,410*<br>,024<br>30  |
| TOTAL_MK | Pearson<br>Correl                             | ,840**               | ,422*              | ,803**               | ,471**               | ,577**               | ,781**               | ,446*               | ,638**              | ,653**               | ,689**              | ,638**               | ,410*              | 1                    |
|          | Sig. (2-<br>tailed)<br>N                      | ,000<br>30           | ,020<br>30         | ,000<br>30           | ,009<br>30           | ,001<br>30           | ,000<br>30           | ,013<br>30          | ,000<br>30          | ,000<br>30           | ,000<br>30          | ,000<br>30           | ,024<br>30         |                      |

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

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

#### 4. Uji Validitas variabel Produktivitas kerja

| Correlations                                       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |          |
|----------------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------|
|                                                    | PK1   | PK2   | PK3   | PK4   | PK5   | PK6   | PK7   | PK8   | PK9   | PK10  | PK11  | PK12  | PK13  | PK14  | TOTAL_PK |
| PK1 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | 1     | ,026  | ,499" | ,776" | ,601" | ,471" | ,248  | ,422' | ,528" | ,509" | ,653" | ,097  | ,342  | ,395' | ,710"    |
|                                                    |       | ,893  | ,005  | ,000  | ,000  | ,009  | ,185  | ,020  | ,003  | ,004  | ,000  | ,611  | ,064  | ,031  | ,000     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK2 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | ,026  | 1     | -,115 | ,116  | ,288  | ,185  | ,586" | ,218  | -,037 | ,322  | ,257  | ,532" | ,328  | ,232  | ,499"    |
|                                                    | ,893  |       | ,547  | ,542  | ,123  | ,327  | ,001  | ,247  | ,845  | ,083  | ,171  | ,002  | ,077  | ,218  | ,005     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK3 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | ,499" | -,115 | 1     | ,482" | ,349  | ,200  | 0,000 | ,441' | ,434' | ,442' | ,415' | 0,000 | ,311  | ,086  | ,459'    |
|                                                    | ,005  | ,547  |       | ,007  | ,059  | ,290  | 1,000 | ,015  | ,017  | ,015  | ,023  | 1,000 | ,094  | ,650  | ,011     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK4 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | ,776" | ,116  | ,482" | 1     | ,438' | ,535" | ,149  | ,501" | ,680" | ,635" | ,641" | ,187  | ,441' | ,363' | ,784"    |
|                                                    | ,000  | ,542  | ,007  |       | ,016  | ,002  | ,433  | ,005  | ,000  | ,000  | ,000  | ,323  | ,015  | ,049  | ,000     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK5 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | ,601" | ,288  | ,349  | ,438' | 1     | ,461' | ,464" | ,449' | ,189  | ,364' | ,638" | ,271  | ,529" | ,435' | ,697"    |
|                                                    | ,000  | ,123  | ,059  | ,016  |       | ,010  | ,010  | ,013  | ,316  | ,048  | ,000  | ,148  | ,003  | ,016  | ,000     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK6 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | ,471" | ,185  | ,200  | ,535" | ,461' | 1     | ,298  | ,296  | ,618" | ,386' | ,390' | 0,000 | ,348  | ,098  | ,605"    |
|                                                    | ,009  | ,327  | ,290  | ,002  | ,010  |       | ,109  | ,113  | ,000  | ,035  | ,033  | 1,000 | ,059  | ,605  | ,000     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK7 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | ,248  | ,586" | 0,000 | ,149  | ,464" | ,298  | 1     | ,184  | -,051 | ,155  | ,315  | ,367" | ,290  | ,332  | ,520"    |
|                                                    | ,185  | ,001  | 1,000 | ,433  | ,010  | ,109  |       | ,331  | ,787  | ,414  | ,090  | ,046  | ,120  | ,073  | ,003     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK8 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | ,422' | ,218  | ,441' | ,501" | ,449' | ,296  | ,184  | 1     | ,382' | ,361' | ,702" | ,341  | ,355  | ,512" | ,700"    |
|                                                    | ,020  | ,247  | ,015  | ,005  | ,013  | ,113  | ,331  |       | ,037  | ,050  | ,000  | ,065  | ,054  | ,004  | ,000     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK9 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N  | ,528" | -,037 | ,434' | ,680" | ,189  | ,618" | -,051 | ,382" | 1     | ,508" | ,405' | -,084 | ,248  | -,028 | ,542"    |
|                                                    | ,003  | ,845  | ,017  | ,000  | ,316  | ,000  | ,787  | ,037  |       | ,004  | ,026  | ,659  | ,187  | ,883  | ,002     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK10 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,509" | ,322  | ,442' | ,635" | ,364' | ,386' | ,155  | ,361" | ,508" | 1     | ,609" | ,274  | ,535" | -,041 | ,684"    |
|                                                    | ,004  | ,083  | ,015  | ,000  | ,048  | ,035  | ,414  | ,050  | ,004  |       | ,000  | ,143  | ,002  | ,829  | ,000     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK11 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,653" | ,257  | ,415' | ,641" | ,638" | ,390" | ,315  | ,702" | ,405' | ,609" | 1     | ,322  | ,483" | ,495" | ,816"    |
|                                                    | ,000  | ,171  | ,023  | ,000  | ,000  | ,033  | ,090  | ,000  | ,026  | ,000  |       | ,083  | ,007  | ,005  | ,000     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK12 Pearson<br>Correl<br>Sig. (2-<br>tailed)<br>N | ,097  | ,532" | 0,000 | ,187  | ,271  | 0,000 | ,367' | ,341  | -,084 | ,274  | ,322  | 1     | ,322  | ,402' | ,429'    |
|                                                    | ,611  | ,002  | 1,000 | ,323  | ,148  | 1,000 | ,046  | ,065  | ,659  | ,143  | ,083  |       | ,083  | ,028  | ,018     |
|                                                    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30       |
| PK13 Pearson<br>Correl                             | ,342  | ,328  | ,311  | ,441' | ,529" | ,348  | ,290  | ,355  | ,248  | ,535" | ,483" | ,322  | 1     | ,334  | ,682"    |

|          |                 |                    |                    |                   |                    |                    |                    |                    |                    |                    |                    |                    |                   |                    |                    |                    |
|----------|-----------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|
|          | Sig. (2-tailed) | ,064               | ,077               | ,094              | ,015               | ,003               | ,059               | ,120               | ,054               | ,187               | ,002               | ,007               | ,083              |                    | ,071               | ,000               |
|          | N               | 30                 | 30                 | 30                | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                | 30                 | 30                 | 30                 |
| PK14     | Pearson         | ,395 <sup>*</sup>  | ,232               | ,086              | ,363 <sup>*</sup>  | ,435 <sup>*</sup>  | ,098               | ,332               | ,512 <sup>**</sup> | -,028              | -,041              | ,495 <sup>**</sup> | ,402 <sup>*</sup> | ,334               | 1                  | ,537 <sup>**</sup> |
|          | Correl          |                    |                    |                   |                    |                    |                    |                    |                    |                    |                    |                    |                   |                    |                    |                    |
|          | Sig. (2-tailed) | ,031               | ,218               | ,650              | ,049               | ,016               | ,605               | ,073               | ,004               | ,883               | ,829               | ,005               | ,028              | ,071               |                    | ,002               |
|          | N               | 30                 | 30                 | 30                | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                | 30                 | 30                 | 30                 |
| TOTAL_PK | Pearson         | ,710 <sup>**</sup> | ,499 <sup>**</sup> | ,459 <sup>*</sup> | ,784 <sup>**</sup> | ,697 <sup>**</sup> | ,605 <sup>**</sup> | ,520 <sup>**</sup> | ,700 <sup>**</sup> | ,542 <sup>**</sup> | ,684 <sup>**</sup> | ,816 <sup>**</sup> | ,429 <sup>*</sup> | ,682 <sup>**</sup> | ,537 <sup>**</sup> | 1                  |
|          | Correl          |                    |                    |                   |                    |                    |                    |                    |                    |                    |                    |                    |                   |                    |                    |                    |
|          | Sig. (2-tailed) | ,000               | ,005               | ,011              | ,000               | ,000               | ,000               | ,003               | ,000               | ,002               | ,000               | ,000               | ,018              | ,000               | ,002               |                    |
|          | N               | 30                 | 30                 | 30                | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                 | 30                | 30                 | 30                 | 30                 |

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

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

## B. Uji Reliabilitas

### 1. Variabel Pelatihan

**Reliability Statistics**

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .867       | 10         |

### 2. Variabel Disiplin Kerja

**Reliability Statistics**

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .798       | 16         |

### 3. Variabel Motivasi Kerja

**Reliability Statistics**

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .856       | 12         |

#### 4. Variabel Produktivitas Kerja

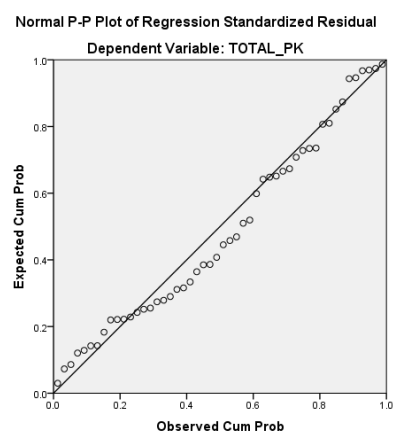
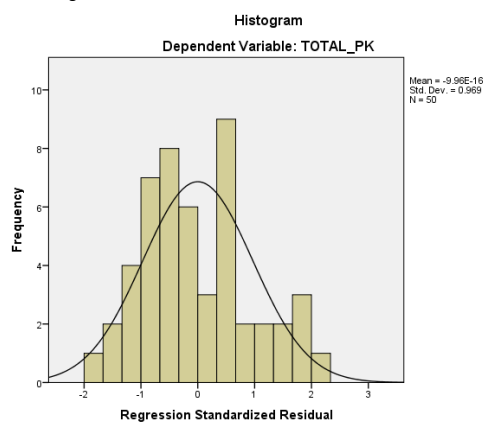
##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .872             | 14         |

#### Lampiran 4 Hasil output Uji asumsi klasik dan Uji Linearitas data Spss versi 22

##### A. Uji Asumsi klasik

##### 1. Uji Normalitas



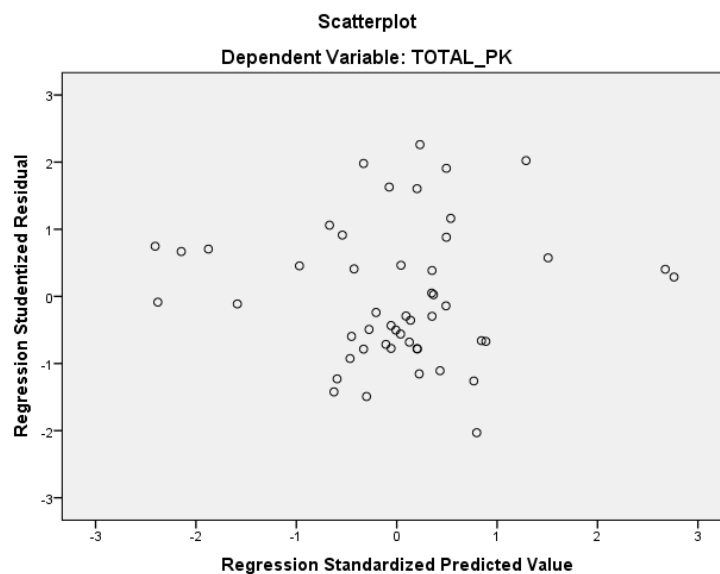
## 2. Uji Multikolinieritas

Coefficients<sup>a</sup>

| Model        | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|--------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|              | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1 (Constant) | 6,027                       | 5,529      |                           | 1,090 | ,281 |                         |       |
| TOTAL_PL     | ,355                        | ,144       | ,292                      | 2,475 | ,017 | ,553                    | 1,808 |
| TOTAL_DK     | ,284                        | ,123       | ,286                      | 2,313 | ,025 | ,504                    | 1,985 |
| TOTAL_MK     | ,369                        | ,126       | ,353                      | 2,920 | ,005 | ,526                    | 1,900 |

a. Dependent Variable: TOTAL\_PK

## 3. Uji Heteroskedastisitas



## B. Uji Linieritas

### 1. Uji linieritas variabel Pelatihan

| ANOVA Table                     |                |                          |                |    |             |        |      |
|---------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
|                                 |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
| Produktivitas Kerja * Pelatihan | Between Groups | (Combined)               | 715,600        | 12 | 59,633      | 5,073  | ,000 |
|                                 |                | Linearity                | 528,320        | 1  | 528,320     | 44,948 | ,000 |
|                                 |                | Deviation from Linearity | 187,281        | 11 | 17,026      | 1,448  | ,193 |
|                                 | Within Groups  |                          | 434,900        | 37 | 11,754      |        |      |

|  |       |          |    |  |  |  |
|--|-------|----------|----|--|--|--|
|  | Total | 1150,500 | 49 |  |  |  |
|--|-------|----------|----|--|--|--|

## 2. Uji lineritas variabel Disiplin Kerja

| ANOVA Table                          |                |                          |                |    |             |        |      |
|--------------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
|                                      |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
| Produktivitas Kerja * Disiplin Kerja | Between Groups | (Combined)               | 819,358        | 16 | 51,210      | 5,103  | ,000 |
|                                      |                | Linearity                | 550,695        | 1  | 550,695     | 54,880 | ,000 |
|                                      |                | Deviation from Linearity | 268,663        | 15 | 17,911      | 1,785  | ,081 |
|                                      | Within Groups  |                          | 331,142        | 33 | 10,035      |        |      |
|                                      | Total          |                          | 1150,500       | 49 |             |        |      |

## 3. Uji lineritas variabel Motivasi Kerja

|                                      |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|--------------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| Produktivitas Kerja * Motivasi Kerja | Between Groups | (Combined)               | 751,344        | 15 | 50,090      | 4,267  | ,000 |
|                                      |                | Linearity                | 578,886        | 1  | 578,886     | 49,309 | ,000 |
|                                      |                | Deviation from Linearity | 172,458        | 14 | 12,318      | 1,049  | ,433 |
|                                      | Within Groups  |                          | 399,156        | 34 | 11,740      |        |      |
|                                      | Total          |                          | 1150,500       | 49 |             |        |      |

## Lampiran 5 Hasil Uji Analisis Koefisien Korelasi dan Analisis Regresi Linear Berganda

### A. Uji Analisis Koefisien Korelasi

| Model Summary                         |                   |          |                   |                            |
|---------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                 | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                     | .804 <sup>a</sup> | ,646     | ,623              | 2,975                      |
| a. Predictors: (Constant), MK, PL, DK |                   |          |                   |                            |

### B. Uji Analisis Regresi Linear Berganda

| Coefficients <sup>a</sup> |            |                             |            |                           |       |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|
| Model                     |            | Unstandardized Coefficients |            | Standardized Coefficients | Sig.  |
|                           |            | B                           | Std. Error | Beta                      |       |
| 1                         | (Constant) | 6,027                       | 5,529      |                           | 1,090 |
|                           |            |                             |            |                           | ,281  |

|                           |      |      |      |       |      |
|---------------------------|------|------|------|-------|------|
| PL                        | ,355 | ,144 | ,292 | 2,475 | ,017 |
| DK                        | ,284 | ,123 | ,286 | 2,313 | ,025 |
| MK                        | ,369 | ,126 | ,353 | 2,920 | ,005 |
| a. Dependent Variable: PK |      |      |      |       |      |

## Lampiran 6 Output Uji Hipotesis dan Koefisien Determinasi

### A. Uji Hipotesis

#### 1. Uji parsial (uji t)

| Coefficients <sup>a</sup>       |            |                             |            |                           |       |      |
|---------------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model                           |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                                 |            | B                           | Std. Error | Beta                      |       |      |
| 1                               | (Constant) | 6,027                       | 5,529      |                           | 1,090 | ,281 |
|                                 | PL         | ,355                        | ,144       | ,292                      | 2,475 | ,017 |
|                                 | DK         | ,284                        | ,123       | ,286                      | 2,313 | ,025 |
|                                 | MK         | ,369                        | ,126       | ,353                      | 2,920 | ,005 |
| a. Dependent Variable: TOTAL_PK |            |                             |            |                           |       |      |

#### 2. Uji simultan (Uji F)

| ANOVA <sup>a</sup>                    |            |                |    |             |        |                   |
|---------------------------------------|------------|----------------|----|-------------|--------|-------------------|
| Model                                 |            | Sum of Squares | df | Mean Square | F      | Sig.              |
| 1                                     | Regression | 743,250        | 3  | 247,750     | 27,984 | .000 <sup>b</sup> |
|                                       | Residual   | 407,250        | 46 | 8,853       |        |                   |
|                                       | Total      | 1150,500       | 49 |             |        |                   |
| a. Dependent Variable: PK             |            |                |    |             |        |                   |
| b. Predictors: (Constant), MK, PL, DK |            |                |    |             |        |                   |

#### 3. Analisis Koefisien Determinasi

| Model Summary                        |                   |          |                   |                            |
|--------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                    | .804 <sup>a</sup> | ,646     | ,623              | 2,975                      |
| a. Predictors: (Constant),MK, PL, DK |                   |          |                   |                            |

### Lampiran 7 Tabel t

**Titik Persentase Distribusi t (df = 1 – 40)**

| Pr | 0,25    | 0,1     | 0,05    | 0,025     | 0,01      | 0,005     | 0,001      |
|----|---------|---------|---------|-----------|-----------|-----------|------------|
| df | 0,5     | 0,2     | 0,1     | 0,05      | 0,02      | 0,01      | 0,002      |
| 1  | 100.000 | 307.768 | 631.375 | 1.270.620 | 3.182.052 | 6.365.674 | 31.830.884 |
| 2  | 0,8165  | 188.562 | 291.999 | 430.265   | 696.456   | 992.484   | 2.232.712  |
| 3  | 0,76489 | 163.774 | 235.336 | 318.245   | 454.070   | 584.091   | 1.021.453  |
| 4  | 0,7407  | 153.321 | 213.185 | 277.645   | 374.695   | 460.409   | 717.318    |
| 5  | 0,72669 | 147.588 | 201.505 | 257.058   | 336.493   | 403.214   | 589.343    |
| 6  | 0,71756 | 143.976 | 194.318 | 244.691   | 314.267   | 370.743   | 520.763    |
| 7  | 0,71114 | 141.492 | 189.458 | 236.462   | 299.795   | 349.948   | 478.529    |
| 8  | 0,70639 | 139.682 | 185.955 | 230.600   | 289.646   | 335.539   | 450.079    |
| 9  | 0,70272 | 138.303 | 183.311 | 226.216   | 282.144   | 324.984   | 429.681    |
| 10 | 0,69981 | 137.218 | 181.246 | 222.814   | 276.377   | 316.927   | 414.370    |
| 11 | 0,69745 | 136.343 | 179.588 | 220.099   | 271.808   | 310.581   | 402.470    |
| 12 | 0,69548 | 135.622 | 178.229 | 217.881   | 268.100   | 305.454   | 392.963    |
| 13 | 0,69383 | 135.017 | 177.093 | 216.037   | 265.031   | 301.228   | 385.198    |
| 14 | 0,69242 | 134.503 | 176.131 | 214.479   | 262.449   | 297.684   | 378.739    |
| 15 | 0,6912  | 134.061 | 175.305 | 213.145   | 260.248   | 294.671   | 373.283    |
| 16 | 0,69013 | 133.676 | 174.588 | 211.991   | 258.349   | 292.078   | 368.615    |
| 17 | 0,6892  | 133.338 | 173.961 | 210.982   | 256.693   | 289.823   | 364.577    |
| 18 | 0,68836 | 133.039 | 173.406 | 210.092   | 255.238   | 287.844   | 361.048    |
| 19 | 0,68762 | 132.773 | 172.913 | 209.302   | 253.948   | 286.093   | 357.940    |
| 20 | 0,68695 | 132.534 | 172.472 | 208.596   | 252.798   | 284.534   | 355.181    |
| 21 | 0,68635 | 132.319 | 172.074 | 207.961   | 251.765   | 283.136   | 352.715    |
| 22 | 0,68581 | 132.124 | 171.714 | 207.387   | 250.832   | 281.876   | 350.499    |
| 23 | 0,68531 | 131.946 | 171.387 | 206.866   | 249.987   | 280.734   | 348.496    |
| 24 | 0,68485 | 131.784 | 171.088 | 206.390   | 249.216   | 279.694   | 346.678    |
| 25 | 0,68443 | 131.635 | 170.814 | 205.954   | 248.511   | 278.744   | 345.019    |
| 26 | 0,68404 | 131.497 | 170.562 | 205.553   | 247.863   | 277.871   | 343.500    |
| 27 | 0,68368 | 131.370 | 170.329 | 205.183   | 247.266   | 277.068   | 342.103    |
| 28 | 0,68335 | 131.253 | 170.113 | 204.841   | 246.714   | 276.326   | 340.816    |
| 29 | 0,68304 | 131.143 | 169.913 | 204.523   | 246.202   | 275.639   | 339.624    |
| 30 | 0,68276 | 131.042 | 169.726 | 204.227   | 245.726   | 275.000   | 338.518    |
| 31 | 0,68249 | 130.946 | 169.552 | 203.951   | 245.282   | 274.404   | 337.490    |
| 32 | 0,68223 | 130.857 | 169.389 | 203.693   | 244.868   | 273.848   | 336.531    |
| 33 | 0,682   | 130.774 | 169.236 | 203.452   | 244.479   | 273.328   | 335.634    |
| 34 | 0,68177 | 130.695 | 169.092 | 203.224   | 244.115   | 272.839   | 334.793    |
| 35 | 0,68156 | 130.621 | 168.957 | 203.011   | 243.772   | 272.381   | 334.005    |
| 36 | 0,68137 | 130.551 | 168.830 | 202.809   | 243.449   | 271.948   | 333.262    |
| 37 | 0,68118 | 130.485 | 168.709 | 202.619   | 243.145   | 271.541   | 332.563    |
| 38 | 0,681   | 130.423 | 168.595 | 202.439   | 242.857   | 271.156   | 331.903    |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 39 | 0,68083 | 130.364 | 168.488 | 202.269 | 242.584 | 270.791 | 331.279 |
| 40 | 0,68067 | 130.308 | 168.385 | 202.108 | 242.326 | 270.446 | 330.688 |

**Titik Persentase Distribusi t (df = 41 – 80)**

| Pr | 0,25    | 0,1     | 0,05    | 0,025   | 0,01    | 0,005   | 0,001   |
|----|---------|---------|---------|---------|---------|---------|---------|
| df | 0,5     | 0,2     | 0,1     | 0,05    | 0,02    | 0,01    | 0,002   |
| 41 | 0,68052 | 130.254 | 168.288 | 201.954 | 242.080 | 270.118 | 330.127 |
| 42 | 0,68038 | 130.204 | 168.195 | 201.808 | 241.847 | 269.807 | 329.595 |
| 43 | 0,68024 | 130.155 | 168.107 | 201.669 | 241.625 | 269.510 | 329.089 |
| 44 | 0,68011 | 130.109 | 168.023 | 201.537 | 241.413 | 269.228 | 328.607 |
| 45 | 0,67998 | 130.065 | 167.943 | 201.410 | 241.212 | 268.959 | 328.148 |
| 46 | 0,67986 | 130.023 | 167.866 | 201.290 | 241.019 | 268.701 | 327.710 |
| 47 | 0,67975 | 129.982 | 167.793 | 201.174 | 240.835 | 268.456 | 327.291 |
| 48 | 0,67964 | 129.944 | 167.722 | 201.063 | 240.658 | 268.220 | 326.891 |
| 49 | 0,67953 | 129.907 | 167.655 | 200.958 | 240.489 | 267.995 | 326.508 |
| 50 | 0,67943 | 129.871 | 167.591 | 200.856 | 240.327 | 267.779 | 326.141 |
| 51 | 0,67933 | 129.837 | 167.528 | 200.758 | 240.172 | 267.572 | 325.789 |
| 52 | 0,67924 | 129.805 | 167.469 | 200.665 | 240.022 | 267.373 | 325.451 |
| 53 | 0,67915 | 129.773 | 167.412 | 200.575 | 239.879 | 267.182 | 325.127 |
| 54 | 0,67906 | 129.743 | 167.356 | 200.488 | 239.741 | 266.998 | 324.815 |
| 55 | 0,67898 | 129.713 | 167.303 | 200.404 | 239.608 | 266.822 | 324.515 |
| 56 | 0,6789  | 129.685 | 167.252 | 200.324 | 239.480 | 266.651 | 324.226 |
| 57 | 0,67882 | 129.658 | 167.203 | 200.247 | 239.357 | 266.487 | 323.948 |
| 58 | 0,67874 | 129.632 | 167.155 | 200.172 | 239.238 | 266.329 | 323.680 |
| 59 | 0,67867 | 129.607 | 167.109 | 200.100 | 239.123 | 266.176 | 323.421 |
| 60 | 0,6786  | 129.582 | 167.065 | 200.030 | 239.012 | 266.028 | 323.171 |
| 61 | 0,67853 | 129.558 | 167.022 | 199.962 | 238.905 | 265.886 | 322.930 |
| 62 | 0,67847 | 129.536 | 166.980 | 199.897 | 238.801 | 265.748 | 322.696 |
| 63 | 0,6784  | 129.513 | 166.940 | 199.834 | 238.701 | 265.615 | 322.471 |
| 64 | 0,67834 | 129.492 | 166.901 | 199.773 | 238.604 | 265.485 | 322.253 |
| 65 | 0,67828 | 129.471 | 166.864 | 199.714 | 238.510 | 265.360 | 322.041 |
| 66 | 0,67823 | 129.451 | 166.827 | 199.656 | 238.419 | 265.239 | 321.837 |
| 67 | 0,67817 | 129.432 | 166.792 | 199.601 | 238.330 | 265.122 | 321.639 |
| 68 | 0,67811 | 129.413 | 166.757 | 199.547 | 238.245 | 265.008 | 321.446 |
| 69 | 0,67806 | 129.394 | 166.724 | 199.495 | 238.161 | 264.898 | 321.260 |
| 70 | 0,67801 | 129.376 | 166.691 | 199.444 | 238.081 | 264.790 | 321.079 |
| 71 | 0,67796 | 129.359 | 166.660 | 199.394 | 238.002 | 264.686 | 320.903 |
| 72 | 0,67791 | 129.342 | 166.629 | 199.346 | 237.926 | 264.585 | 320.733 |
| 73 | 0,67787 | 129.326 | 166.600 | 199.300 | 237.852 | 264.487 | 320.567 |
| 74 | 0,67782 | 129.310 | 166.571 | 199.254 | 237.780 | 264.391 | 320.406 |
| 75 | 0,67778 | 129.294 | 166.543 | 199.210 | 237.710 | 264.298 | 320.249 |
| 76 | 0,67773 | 129.279 | 166.515 | 199.167 | 237.642 | 264.208 | 320.096 |
| 77 | 0,67769 | 129.264 | 166.488 | 199.125 | 237.576 | 264.120 | 319.948 |

|           |         |         |         |         |         |         |         |
|-----------|---------|---------|---------|---------|---------|---------|---------|
| <b>78</b> | 0,67765 | 129.250 | 166.462 | 199.085 | 237.511 | 264.034 | 319.804 |
| <b>79</b> | 0,67761 | 129.236 | 166.437 | 199.045 | 237.448 | 263.950 | 319.663 |
| <b>80</b> | 0,67757 | 129.222 | 166.412 | 199.006 | 237.387 | 263.869 | 319.526 |

**Lampiran 8 Tabel F**

| df untuk<br>penyebut<br>(N2) | df untuk pembilang (N1) |       |       |       |       |       |       |       |       |       |
|------------------------------|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                              | 1                       | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    |
| <b>1</b>                     | 161                     | 199   | 216   | 225   | 230   | 234   | 237   | 239   | 241   | 242   |
| <b>2</b>                     | 18.51                   | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 |
| <b>3</b>                     | 10.13                   | 9.55  | 9.28  | 9.12  | 9.01  | 8.94  | 8.89  | 8.85  | 8.81  | 8.79  |
| <b>4</b>                     | 7.71                    | 6.94  | 6.59  | 6.39  | 6.26  | 6.16  | 6.09  | 6.04  | 6.00  | 5.96  |
| <b>5</b>                     | 6.61                    | 5.79  | 5.41  | 5.19  | 5.05  | 4.95  | 4.88  | 4.82  | 4.77  | 4.74  |
| <b>6</b>                     | 5.99                    | 5.14  | 4.76  | 4.53  | 4.39  | 4.28  | 4.21  | 4.15  | 4.10  | 4.06  |
| <b>7</b>                     | 5.59                    | 4.74  | 4.35  | 4.12  | 3.97  | 3.87  | 3.79  | 3.73  | 3.68  | 3.64  |
| <b>8</b>                     | 5.32                    | 4.46  | 4.07  | 3.84  | 3.69  | 3.58  | 3.50  | 3.44  | 3.39  | 3.35  |
| <b>9</b>                     | 5.12                    | 4.26  | 3.86  | 3.63  | 3.48  | 3.37  | 3.29  | 3.23  | 3.18  | 3.14  |
| <b>10</b>                    | 4.96                    | 4.10  | 3.71  | 3.48  | 3.33  | 3.22  | 3.14  | 3.07  | 3.02  | 2.98  |
| <b>11</b>                    | 4.84                    | 3.98  | 3.59  | 3.36  | 3.20  | 3.09  | 3.01  | 2.95  | 2.90  | 2.85  |
| <b>12</b>                    | 4.75                    | 3.89  | 3.49  | 3.26  | 3.11  | 3.00  | 2.91  | 2.85  | 2.80  | 2.75  |
| <b>13</b>                    | 4.67                    | 3.81  | 3.41  | 3.18  | 3.03  | 2.92  | 2.83  | 2.77  | 2.71  | 2.67  |
| <b>14</b>                    | 4.60                    | 3.74  | 3.34  | 3.11  | 2.96  | 2.85  | 2.76  | 2.70  | 2.65  | 2.60  |
| <b>15</b>                    | 4.54                    | 3.68  | 3.29  | 3.06  | 2.90  | 2.79  | 2.71  | 2.64  | 2.59  | 2.54  |
| <b>16</b>                    | 4.49                    | 3.63  | 3.24  | 3.01  | 2.85  | 2.74  | 2.66  | 2.59  | 2.54  | 2.49  |
| <b>17</b>                    | 4.45                    | 3.59  | 3.20  | 2.96  | 2.81  | 2.70  | 2.61  | 2.55  | 2.49  | 2.45  |
| <b>18</b>                    | 4.41                    | 3.55  | 3.16  | 2.93  | 2.77  | 2.66  | 2.58  | 2.51  | 2.46  | 2.41  |
| <b>19</b>                    | 4.38                    | 3.52  | 3.13  | 2.90  | 2.74  | 2.63  | 2.54  | 2.48  | 2.42  | 2.38  |
| <b>20</b>                    | 4.35                    | 3.49  | 3.10  | 2.87  | 2.71  | 2.60  | 2.51  | 2.45  | 2.39  | 2.35  |
| <b>21</b>                    | 4.32                    | 3.47  | 3.07  | 2.84  | 2.68  | 2.57  | 2.49  | 2.42  | 2.37  | 2.32  |
| <b>22</b>                    | 4.30                    | 3.44  | 3.05  | 2.82  | 2.66  | 2.55  | 2.46  | 2.40  | 2.34  | 2.30  |
| <b>23</b>                    | 4.28                    | 3.42  | 3.03  | 2.80  | 2.64  | 2.53  | 2.44  | 2.37  | 2.32  | 2.27  |
| <b>24</b>                    | 4.26                    | 3.40  | 3.01  | 2.78  | 2.62  | 2.51  | 2.42  | 2.36  | 2.30  | 2.25  |
| <b>25</b>                    | 4.24                    | 3.39  | 2.99  | 2.76  | 2.60  | 2.49  | 2.40  | 2.34  | 2.28  | 2.24  |
| <b>26</b>                    | 4.23                    | 3.37  | 2.98  | 2.74  | 2.59  | 2.47  | 2.39  | 2.32  | 2.27  | 2.22  |
| <b>27</b>                    | 4.21                    | 3.35  | 2.96  | 2.73  | 2.57  | 2.46  | 2.37  | 2.31  | 2.25  | 2.20  |
| <b>28</b>                    | 4.20                    | 3.33  | 2.93  | 2.70  | 2.56  | 2.45  | 2.36  | 2.29  | 2.22  | 2.18  |
| <b>29</b>                    | 4.18                    | 3.32  | 2.92  | 2.69  | 2.55  | 2.43  | 2.35  | 2.28  | 2.21  | 2.16  |
| <b>30</b>                    | 4.17                    | 3.30  | 2.91  | 2.68  | 2.53  | 2.42  | 2.33  | 2.27  | 2.20  | 2.15  |
| <b>31</b>                    | 4.16                    | 3.29  | 2.90  | 2.67  | 2.52  | 2.41  | 2.32  | 2.25  | 2.19  | 2.14  |
| <b>32</b>                    | 4.15                    | 3.28  | 2.89  | 2.66  | 2.51  | 2.40  | 2.31  | 2.24  | 2.18  | 2.13  |
| <b>33</b>                    | 4.14                    | 3.28  | 2.88  | 2.65  | 2.50  | 2.39  | 2.30  | 2.23  | 2.17  | 2.12  |
| <b>34</b>                    | 4.13                    | 3.27  | 2.87  | 2.64  | 2.49  | 2.38  | 2.29  | 2.23  | 2.16  | 2.11  |
| <b>35</b>                    | 4.12                    | 3.26  | 2.87  | 2.63  | 2.49  | 2.37  | 2.29  | 2.22  | 2.15  | 2.11  |
| <b>36</b>                    | 4.11                    |       |       |       | 2.48  | 2.36  | 2.28  | 2.21  |       |       |
| <b>33</b>                    | 4.14                    | 3.28  | 2.89  | 2.66  | 2.50  | 2.39  | 2.30  | 2.23  | 2.18  | 2.13  |
| <b>34</b>                    | 4.13                    | 3.28  | 2.88  | 2.65  | 2.49  | 2.38  | 2.29  | 2.23  | 2.17  | 2.12  |
| <b>35</b>                    | 4.12                    | 3.27  | 2.87  | 2.64  | 2.49  | 2.37  | 2.29  | 2.22  | 2.16  | 2.11  |
| <b>36</b>                    | 4.11                    | 3.26  | 2.87  | 2.63  | 2.48  | 2.36  | 2.28  | 2.21  | 2.15  | 2.11  |

| df untuk penyebut (N2) | df untuk pembilang (N1) |      |      |      |      |      |      |      |      |      |
|------------------------|-------------------------|------|------|------|------|------|------|------|------|------|
|                        | 1                       | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   |
| 37                     | 4.11                    | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 |
| 38                     | 4.10                    | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 |
| 39                     | 4.09                    | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 |
| 40                     | 4.08                    | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 |
| 41                     | 4.08                    | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 |
| 42                     | 4.07                    | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 |
| 43                     | 4.07                    | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 |
| 44                     | 4.06                    | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 |
| 45                     | 4.06                    | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 |
| 46                     | 4.05                    | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 |
| 47                     | 4.05                    | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 |
| 48                     | 4.04                    | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 |
| 49                     | 4.04                    | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 |
| 50                     | 4.03                    | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 |
| 51                     | 4.03                    | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 |
| 52                     | 4.03                    | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 |
| 53                     | 4.02                    | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 |
| 54                     | 4.02                    | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 |
| 55                     | 4.02                    | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 |
| 56                     | 4.01                    | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 |
| 57                     | 4.01                    | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 |
| 58                     | 4.01                    | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 |
| 59                     | 4.00                    | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 |
| 60                     | 4.00                    | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 |
| 61                     | 4.00                    | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 |
| 62                     | 4.00                    | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 |
| 63                     | 3.99                    | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 |
| 64                     | 3.99                    | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 |
| 65                     | 3.99                    | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 |
| 66                     | 3.99                    | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 |
| 7                      | 3.98                    | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 |
| 68                     | 3.98                    | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 |
| 69                     | 3.98                    | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 |
| 70                     | 3.98                    | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 |
| 71                     | 3.98                    | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 |
| 72                     | 3.97                    | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 |