



## **6. Sistematika Penulisan**

### **BAB I PENDAHULUAN**

- A. Latar Belakang Masalah
- B. Rumusan Masalah
- C. Tujuan Penelitian
- D. Manfaat Penelitian

### **BAB II KAJIAN KEPUSTAKAAN, KERANGKA PEMIKIRAN DAN**

#### **HIPOTESIS**

- A. Landasan Teori
- B. Kerangka Pemikiran
- C. Hipotesis

### **BAB III METODE PENELITIAN**

- A. Jenis Penelitian
- B. Lokasi Penelitian
- C. Operasionalisasi Variabel
- D. Populasi dan Sampel
- E. Data yang Diperlukan
- F. Metode Pengumpulan Data
- G. Analisis Data Dan Teknik Analisis Data

### **BAB IV. HASIL PENELITIAN DAN PEMBAHASAN**

- A. Hasil Penelitian
- B. Pembahasan

### **BAB V. SIMPULAN DAN SARAN**

- A. Simpulan
- B. Saran

( LAMPIRAN 2)

## DAFTAR KUESIONER UNTUK RESPONDEN

### Karyawan PT. Andira Agro Kabupaten Banyuasin

Kepada responden terpilih

Assalamualaikum Wr. Wb

Dalam rangka menyelesaikan penelitian hibah bersaing, saya mengharapkan kesediaan anda dalam membantu menjawab pertanyaan yang telah tersedia secara objektif.

Data yang didapatkan nantinya tidak akan dipublikasikan kepada masyarakat umum, tetapi akan digunakan sebagai data pendukung untuk mengetahui **Motivasi Kerja dan Pelatihan Kerja terhadap Kinerja Karyawan PT. Andira Agro Kabupaten Banyuasin.**

Penulis berharap agar kuesioner ini diisi dengan sebenarnya. Atas bantuan dan kerjasamanya, saya ucapkan terima kasih.

#### Identitas Responden :

1. Nomor Responden:
2. Jenis Kelamin : Laki-laki  Perempuan
3. Pendidikan : SMP  D3  SMA  S1
4. Bagian : Mandor  Devisi umum  Tim proses
5. Pengalaman : < 1 tahun  1-3 tahun  3-6 tahun >  6 tahun

#### Petunjuk:

Berilah tanda  $\surd$  pada daftar pertanyaan yang anda anggap benar.

Keterangan :

- 5 = Sangat Setuju
- 4 = Setuju
- 3 = Netral
- 2 = Tidak Setuju
- 1 = Sangat Tidak Setuju

### KINERJA KARYAWAN (Y)

No.	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
	Kualitas					
1.	Karyawan mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti					
2.	Dengan pengetahuan yang dimiliki karyawan mampu melaksanakan pekerjaan dengan baik					
	Kuantitas					
3.	Karyawan mampu menyelesaikan jumlah pekerjaan seperti yang telah ditetapkan oleh perusahaan					
4.	Karyawan melaksanakan tugas sudah sesuai dengan tujuan perusahaan					
	Waktu (Jangka Waktu)					
5.	Karyawan merasa dapat menyelesaikan pekerjaan dengan tepat sesuai standar yang ditetapkan oleh perusahaan					
6.	Karyawan bekerja sesuai prosedur dan jadwal					

### MOTIVASI KERJA (X1)

No.	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
Balas jasa						
1	Karyawan bekerja maksimal akan mendapatkan balasan yang sesuai.					
2	Gaji yang diterima sudah memenuhi upah minimum regional kab banyuasin					
Prestasi Kerja						
3	Karyawan mengerjakan suatu pekerjaan dengan waktu yang telah ditentukan					
4	Perusahaan memberikan kenaikan jenjang karir bagi karyawan yang memiliki kemampuan bekerja yang baik.					
Pengakuan dari atasan						
5	Karyawan memperoleh pengakuan berupa penghargaan atas kinerja yang telah dicapai.					
6	Karyawan yang selalu dipuji atas hasil kerja yang baik					

### PELATIHAN KERJA (X1)

No.	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
Tujuan pelatihan						
1	Karyawan harus mampu meningkatkan kinerja agar mampu mencapai kinerja yang baik.					
2	Karyawan merasa dapat mengembangkan keterampilan dalam bekerja.					
Metode pelatihan						
3	Karyawan harus melakukan metode pelatihan untuk mengembangkan kemampuan dan keterampilan.					
4	Perusahaan memberikan metode pelatihan sesuai bidang pekerjaan karyawan.					
Peserta latihan						
5	Karyawan yang selalu mengikuti pelatihan yang diberikan.					
6	Karyawan yang selalu memiliki kemauan dan motivasi dalam meningkatkan kemampuan					

(LAMPIRAN 3)

Data dan Hasil Pengolahan Data

Uji Instrumen

Kinerja karyawan (Y)							
No Resp	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Total
1	2	4	2	3	2	1	14
2	1	2	3	2	2	2	12
3	1	3	2	2	3	2	13
4	4	4	1	3	3	2	17
5	3	2	4	2	2	3	16
6	2	4	4	3	1	1	15
7	4	2	2	1	2	1	12
8	2	2	2	1	3	2	12
9	4	1	3	2	1	2	13
10	2	4	4	2	1	3	16
11	4	2	2	3	3	2	16
12	3	2	3	4	2	4	18
13	4	2	2	2	2	4	16
14	4	4	1	1	2	2	14
15	2	3	2	4	3	2	16
16	2	2	2	4	3	3	16
17	2	4	3	2	4	2	17
18	1	4	2	2	4	3	16
19	2	2	3	1	2	2	12
20	4	4	2	2	2	2	16
21	3	4	1	3	1	3	15
22	4	2	3	2	1	3	15
23	1	2	2	3	2	2	12
24	4	2	4	2	2	2	16
25	2	2	2	2	1	3	12
26	1	4	1	3	2	1	12
27	2	4	3	4	2	1	16
28	2	2	4	1	2	2	13

29	1	2	2	2	3	3	13
30	2	2	3	3	4	2	16
31	4	4	2	1	1	1	13
32	3	3	2	2	2	3	15
33	2	4	1	2	2	2	13
34	4	2	4	3	1	3	17
35	2	4	3	2	2	2	15
36	1	2	2	1	3	2	11
37	3	2	1	2	2	2	12
38	4	2	2	2	2	2	14
39	2	4	3	2	2	3	16
40	2	3	3	4	1	4	17
41	3	1	2	2	3	3	14
42	2	2	1	3	4	2	14
43	4	2	2	2	1	3	14
44	3	1	2	2	2	2	12
45	2	4	2	1	2	2	13
46	4	3	2	1	2	2	14
47	3	2	2	3	1	2	13
48	2	2	3	2	2	2	13
49	4	4	2	1	1	2	14
50	3	3	3	2	1	3	15
51	4	2	2	1	2	2	13
52	4	2	1	2	3	2	14
53	2	3	3	3	3	1	15
54	2	4	2	2	3	2	15
55	1	2	1	2	3	1	10
56	2	3	4	1	3	2	15
57	3	4	2	3	4	3	19
58	4	3	2	3	3	3	18
59	2	2	1	3	2	3	13
60	2	2	3	2	1	1	11



Motivasi Kerja (X1)							
No Resp	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total
1	2	4	2	3	2	1	14
2	1	2	3	2	2	2	12
3	1	3	2	2	3	2	13
4	1	2	1	3	3	2	12
5	3	2	4	2	2	3	16
6	2	4	2	3	1	1	13
7	4	2	2	1	2	1	12
8	2	2	2	1	3	2	12
9	4	1	3	2	1	2	13
10	2	4	2	2	1	3	14
11	4	2	2	3	3	2	16
12	3	2	3	2	2	4	16
13	4	2	2	2	2	4	16
14	4	4	1	1	2	2	14
15	2	3	2	4	3	2	16
16	2	2	2	4	3	3	16
17	2	4	3	2	1	2	14
18	1	4	2	2	2	3	14
19	2	2	3	1	2	2	12
20	4	4	2	3	2	1	16
21	3	4	1	3	1	3	15
22	4	2	3	2	1	3	15
23	1	2	2	3	2	2	12
24	4	2	4	2	2	2	16
25	2	2	2	2	1	3	12
26	1	4	1	3	2	1	12
27	2	4	3	2	2	1	14
28	2	2	4	1	2	2	13
29	1	2	2	2	3	3	13
30	2	2	3	3	4	2	16
31	4	4	2	1	1	1	13
32	3	3	2	2	2	3	15
33	2	4	1	2	2	2	13
34	4	2	4	3	1	3	17
35	2	4	3	2	2	2	15
36	1	2	2	1	3	2	11

37	3	2	1	2	2	2	12
38	4	2	2	2	2	2	14
39	2	4	3	2	2	3	16
40	2	3	3	4	1	4	17
41	3	1	2	2	3	3	14
42	2	2	1	3	4	2	14
43	4	2	2	2	1	3	14
44	3	1	2	2	2	2	12
45	2	4	2	1	2	2	13
46	4	3	2	1	2	2	14
47	3	2	2	3	1	2	13
48	2	2	3	2	2	2	13
49	1	4	2	1	1	2	11
50	3	3	3	2	1	3	15
51	4	2	2	1	2	2	13
52	4	2	1	2	3	2	14
53	2	3	3	3	3	1	15
54	2	4	2	2	3	2	15
55	1	2	1	2	3	1	10
56	2	3	4	1	3	2	15
57	3	4	2	3	3	3	18
58	4	3	2	3	3	3	18
59	2	2	1	3	2	3	13
60	2	2	3	2	1	1	11

Pelatihan Kerja (X2)							
No Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Total
1	2	1	2	3	2	1	11
2	1	2	3	2	3	2	13
3	1	3	2	2	3	2	13
4	4	3	1	3	3	2	16
5	2	2	4	2	2	3	15
6	2	4	2	3	3	2	13
7	4	2	2	1	2	1	12
8	2	2	3	1	3	2	13
9	4	1	3	2	1	2	13
10	2	4	2	2	1	3	14
11	4	2	2	1	3	2	14
12	3	2	3	3	2	4	17
13	2	2	2	2	2	4	14
14	4	2	1	1	2	2	12
15	2	3	2	4	3	2	16
16	2	2	2	4	3	3	16
17	2	4	3	2	4	2	17
18	1	4	2	2	4	3	16
19	2	2	3	1	2	2	12
20	4	4	2	2	2	2	16
21	3	4	1	3	1	3	15
22	4	2	3	2	1	3	15
23	1	2	2	3	2	2	12
24	4	2	4	2	2	2	16
25	2	2	2	2	1	3	12
26	1	4	1	3	2	1	12
27	2	4	3	1	2	1	13
28	2	2	4	1	2	2	13
29	1	2	2	2	1	3	11
30	2	2	3	3	4	2	16
31	4	4	2	1	1	1	13
32	3	3	2	2	2	3	15

33	2	4	1	2	2	2	13
34	4	2	2	3	1	3	15
35	2	1	3	2	2	2	12
36	1	2	2	1	3	2	11
37	3	2	1	2	2	2	12
38	4	2	2	2	2	2	14
39	2	4	3	2	2	3	16
40	2	3	3	2	1	4	15
41	3	1	2	2	3	3	14
42	2	2	1	3	4	2	14
43	4	2	2	2	1	2	13
44	3	1	2	2	2	2	12
45	2	4	2	1	2	1	12
46	4	3	2	1	2	2	14
47	3	2	2	3	1	2	13
48	2	2	3	2	2	2	13
49	4	1	2	1	1	2	11
50	3	3	3	2	1	2	14
51	4	2	2	1	2	2	13
52	4	2	1	2	3	2	14
53	2	3	3	3	3	1	15
54	2	4	2	2	3	2	15
55	1	2	1	2	3	1	10
56	2	3	4	1	3	2	15
57	3	1	2	3	2	3	14
58	4	2	2	3	1	3	15
59	2	2	1	3	2	3	13
60	2	2	3	2	1	1	11

(Lampiran 4)

**Hasil Uji Validitas dan Reliabilitas**

**Hasil Uji Validitas (Motivasi X1)**

**Correlations**

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTAL
--	------	------	------	------	------	------	-------

X2.1	Pearson Correlation	1	.374*	.672**	1.000**	.747**	.683**	.914**
	Sig. (2-tailed)		.041	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.374*	1	.215	.374*	.638**	.458*	.648**
	Sig. (2-tailed)	.041		.254	.041	.000	.011	.000
	N	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.672**	.215	1	.672**	.421*	.375*	.660**
	Sig. (2-tailed)	.000	.254		.000	.020	.041	.000
	N	30	30	30	30	30	30	30
X2.4	Pearson Correlation	1.000**	.374*	.672**	1	.747**	.683**	.914**
	Sig. (2-tailed)	.000	.041	.000		.000	.000	.000
	N	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.747**	.638**	.421*	.747**	1	.761**	.900**
	Sig. (2-tailed)	.000	.000	.020	.000		.000	.000
	N	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.683**	.458*	.375*	.683**	.761**	1	.822**
	Sig. (2-tailed)	.000	.011	.041	.000	.000		.000
	N	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.914**	.648**	.660**	.914**	.900**	.822**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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

### Reliability Statistics

Cronbach's	
Alpha	N of Items
.953	6

## Hasil Uji Validitas Pelatihan Kerja (X2)

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TOTAL
X1.1	Pearson Correlation	1	.853**	.662**	1.000**	.761**	.662**	.920**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.853**	1	.675**	.853**	.893**	.675**	.924**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.662**	.675**	1	.662**	.734**	1.000**	.863**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	1.000**	.853**	.662**	1	.761**	.662**	.920**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.761**	.893**	.734**	.761**	1	.734**	.909**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.662**	.675**	1.000**	.662**	.734**	1	.863**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.920**	.924**	.863**	.920**	.909**	.863**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

### Reliability Statistics

Cronbach's	
Alpha	N of Items
.609	6

## Hasil Uji Validitas (Kinerja Karyawan Y)

		Correlations						
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	TOTAL
Y1.1	Pearson Correlation	1	.891**	.716**	.581**	.799**	.716**	.903**
	Sig. (2-tailed)		.000	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30
Y1.2	Pearson Correlation	.891**	1	.639**	.534**	.893**	.639**	.889**
	Sig. (2-tailed)	.000		.000	.002	.000	.000	.000
	N	30	30	30	30	30	30	30
Y1.3	Pearson Correlation	.716**	.639**	1	.647**	.688**	1.000**	.884**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30
Y1.4	Pearson Correlation	.581**	.534**	.647**	1	.666**	.647**	.770**
	Sig. (2-tailed)	.001	.002	.000		.000	.000	.000
	N	30	30	30	30	30	30	30
Y1.5	Pearson Correlation	.799**	.893**	.688**	.666**	1	.688**	.912**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30
Y1.6	Pearson Correlation	.716**	.639**	1.000**	.647**	.688**	1	.884**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.903**	.889**	.884**	.770**	.912**	.884**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

### Reliability Statistics

Cronbach's	
Alpha	N of Items
.937	6

(Lampiran 5)

### Hasil Uji Regresi Linier Berganda

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.877 <sup>a</sup>	.768	.751	.94154

a. Predictors: (Constant), Motivasi Kerja X1 Pelatihan kerja X2

#### ANOVA<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	79.431	2	39.716	44.801	.000 <sup>b</sup>
	Residual	23.935	27	.886		
	Total	103.367	29			

a. Dependent Variable: kinerja karyawan Y

b. Predictors: (Constant), Motivasi kerja X1. Pelatihan kerja X2

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	Pelatihankerja	.041	1.586		.026	.980
	X2	.582	.127	.567	4.572	.000
	Motivasikerja X1	.459	.146	.391	3.153	.004

a. Dependent Variable: kinerja karyawan Y



(Lampiran 6)

**Frekuensi Tabel Jawaban Responden**  
**Frekuensi Tabel Kinerja Karyawan (Y)**

**Y.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	13.3	13.3	13.3
	2.00	24	40.0	40.0	53.3
	3.00	10	16.7	16.7	70.0
	4.00	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

**Y.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.0	5.0	5.0
	2.00	29	48.3	48.3	53.3
	3.00	9	15.0	15.0	68.3
	4.00	19	31.7	31.7	100.0
	Total	60	100.0	100.0	

**Y.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	16.7	16.7	16.7
	2.00	28	46.7	46.7	63.3
	3.00	15	25.0	25.0	88.3
	4.00	7	11.7	11.7	100.0
	Total	60	100.0	100.0	

**Y.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	12	20.0	20.0	20.0
	2.00	28	46.7	46.7	66.7
	3.00	15	25.0	25.0	91.7
	4.00	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

**Y.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	14	23.3	23.3	23.3
	2.00	26	43.3	43.3	66.7
	3.00	15	25.0	25.0	91.7
	4.00	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

**Y.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	9	15.0	15.0	15.0
	2.00	31	51.7	51.7	66.7
	3.00	17	28.3	28.3	95.0
	4.00	3	5.0	5.0	100.0
	Total	60	100.0	100.0	

### Frekuensi Tabel Motivasi Kerja (X1)

#### X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	16.7	16.7	16.7
	2.00	24	40.0	40.0	56.7
	3.00	10	16.7	16.7	73.3
	4.00	16	26.7	26.7	100.0
	Total	60	100.0	100.0	

#### X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.0	5.0	5.0
	2.00	30	50.0	50.0	55.0
	3.00	9	15.0	15.0	70.0
	4.00	18	30.0	30.0	100.0
	Total	60	100.0	100.0	

#### X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	16.7	16.7	16.7
	2.00	30	50.0	50.0	66.7
	3.00	15	25.0	25.0	91.7
	4.00	5	8.3	8.3	100.0
	Total	60	100.0	100.0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	12	20.0	20.0	20.0
	2.00	29	48.3	48.3	68.3
	3.00	16	26.7	26.7	95.0
	4.00	3	5.0	5.0	100.0
	Total	60	100.0	100.0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	15	25.0	25.0	25.0
	2.00	27	45.0	45.0	70.0
	3.00	16	26.7	26.7	96.7
	4.00	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	16.7	16.7	16.7
	2.00	30	50.0	50.0	66.7
	3.00	17	28.3	28.3	95.0
	4.00	3	5.0	5.0	100.0
	Total	60	100.0	100.0	

## Frekuensi Tabel Pelatihan Kerja (X2)

### X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	13.3	13.3	13.3
	2.00	26	43.3	43.3	56.7
	3.00	9	15.0	15.0	71.7
	4.00	17	28.3	28.3	100.0
	Total	60	100.0	100.0	

### X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	7	11.7	11.7	11.7
	2.00	31	51.7	51.7	63.3
	3.00	9	15.0	15.0	78.3
	4.00	13	21.7	21.7	100.0
	Total	60	100.0	100.0	

### X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	16.7	16.7	16.7
	2.00	30	50.0	50.0	66.7
	3.00	16	26.7	26.7	93.3
	4.00	4	6.7	6.7	100.0
	Total	60	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	14	23.3	23.3	23.3
	2.00	29	48.3	48.3	71.7
	3.00	15	25.0	25.0	96.7
	4.00	2	3.3	3.3	100.0
	Total	60	100.0	100.0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	16	26.7	26.7	26.7
	2.00	26	43.3	43.3	70.0
	3.00	14	23.3	23.3	93.3
	4.00	4	6.7	6.7	100.0
	Total	60	100.0	100.0	

**X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	16.7	16.7	16.7
	2.00	32	53.3	53.3	70.0
	3.00	15	25.0	25.0	95.0
	4.00	3	5.0	5.0	100.0
	Total	60	100.0	100.0	

## Kinerja karyawan

No Resp	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Total
1	2	4	2	3	2	1	14
2	1	2	3	2	2	2	12
3	1	3	2	2	3	2	13
4	4	4	1	3	3	2	17
5	3	2	4	2	2	3	16
6	2	4	4	3	1	1	15
7	4	2	2	1	2	1	12
8	2	2	2	1	3	2	12
9	4	1	3	2	1	2	13
10	2	4	4	2	1	3	16
11	4	2	2	3	3	2	16
12	3	2	3	4	2	4	18
13	4	2	2	2	2	4	16
14	4	4	1	1	2	2	14
15	2	3	2	4	3	2	16
16	2	2	2	4	3	3	16
17	2	4	3	2	4	2	17
18	1	4	2	2	4	3	16
19	2	2	3	1	2	2	12
20	4	4	2	2	2	2	16
21	3	4	1	3	1	3	15
22	4	2	3	2	1	3	15
23	1	2	2	3	2	2	12
24	4	2	4	2	2	2	16
25	2	2	2	2	1	3	12
26	1	4	1	3	2	1	12
27	2	4	3	4	2	1	16
28	2	2	4	1	2	2	13
29	1	2	2	2	3	3	13
30	2	2	3	3	4	2	16
31	4	4	2	1	1	1	13
32	3	3	2	2	2	3	15
33	2	4	1	2	2	2	13
34	4	2	4	3	1	3	17
35	2	4	3	2	2	2	15
36	1	2	2	1	3	2	11
37	3	2	1	2	2	2	12
38	4	2	2	2	2	2	14
39	2	4	3	2	2	3	16
40	2	3	3	4	1	4	17
41	3	1	2	2	3	3	14

42	2	2	1	3	4	2	14
43	4	2	2	2	1	3	14
44	3	1	2	2	2	2	12
45	2	4	2	1	2	2	13
46	4	3	2	1	2	2	14
47	3	2	2	3	1	2	13
48	2	2	3	2	2	2	13
49	4	4	2	1	1	2	14
50	3	3	3	2	1	3	15
51	4	2	2	1	2	2	13
52	4	2	1	2	3	2	14
53	2	3	3	3	3	1	15
54	2	4	2	2	3	2	15
55	1	2	1	2	3	1	10
56	2	3	4	1	3	2	15
57	3	4	2	3	4	3	19
58	4	3	2	3	3	3	18
59	2	2	1	3	2	3	13
60	2	2	3	2	1	1	11



Motivasi Kerja							
No Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Total
1	2	1	2	3	2	1	11
2	1	2	3	2	3	2	13
3	1	3	2	2	3	2	13
4	4	3	1	3	3	2	16
5	2	2	4	2	2	3	15
6	2	4	2	3	1	1	13
7	4	2	2	1	2	1	12
8	2	2	3	1	3	2	13
9	4	1	3	2	1	2	13
10	2	4	2	2	1	3	14
11	4	2	2	1	3	2	14
12	3	2	3	3	2	4	17
13	2	2	2	2	2	4	14
14	4	2	1	1	2	2	12
15	2	3	2	4	3	2	16
16	2	2	2	4	3	3	16
17	2	4	3	2	4	2	17
18	1	4	2	2	4	3	16
19	2	2	3	1	2	2	12
20	4	4	2	2	2	2	16
21	3	4	1	3	1	3	15
22	4	2	3	2	1	3	15
23	1	2	2	3	2	2	12
24	4	2	4	2	2	2	16
25	2	2	2	2	1	3	12
26	1	4	1	3	2	1	12
27	2	4	3	1	2	1	13
28	2	2	4	1	2	2	13
29	1	2	2	2	1	3	11
30	2	2	3	3	4	2	16
31	4	4	2	1	1	1	13
32	3	3	2	2	2	3	15
33	2	4	1	2	2	2	13
34	4	2	2	3	1	3	15
35	2	1	3	2	2	2	12

36	1	2	2	1	3	2	11
37	3	2	1	2	2	2	12
38	4	2	2	2	2	2	14
39	2	4	3	2	2	3	16
40	2	3	3	2	1	4	15
41	3	1	2	2	3	3	14
42	2	2	1	3	4	2	14
43	4	2	2	2	1	2	13
44	3	1	2	2	2	2	12
45	2	4	2	1	2	1	12
46	4	3	2	1	2	2	14
47	3	2	2	3	1	2	13
48	2	2	3	2	2	2	13
49	4	1	2	1	1	2	11
50	3	3	3	2	1	2	14
51	4	2	2	1	2	2	13
52	4	2	1	2	3	2	14
53	2	3	3	3	3	1	15
54	2	4	2	2	3	2	15
55	1	2	1	2	3	1	10
56	2	3	4	1	3	2	15
57	3	1	2	3	2	3	14
58	4	2	2	3	1	3	15
59	2	2	1	3	2	3	13
60	2	2	3	2	1	1	11

Pelatihan Kerja							
No Resp	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total
1	2	4	2	3	2	1	14
2	1	2	3	2	2	2	12
3	1	3	2	2	3	2	13
4	1	2	1	3	3	2	12
5	3	2	4	2	2	3	16
6	2	4	2	3	3	2	13
7	4	2	2	1	2	1	12
8	2	2	2	1	3	2	12
9	4	1	3	2	1	2	13
10	2	4	2	2	1	3	14
11	4	2	2	3	3	2	16
12	3	2	3	2	2	4	16
13	4	2	2	2	2	4	16
14	4	4	1	1	2	2	14
15	2	3	2	4	3	2	16
16	2	2	2	4	3	3	16
17	2	4	3	2	1	2	14
18	1	4	2	2	2	3	14
19	2	2	3	1	2	2	12
20	4	4	2	3	2	1	16
21	3	4	1	3	1	3	15
22	4	2	3	2	1	3	15
23	1	2	2	3	2	2	12
24	4	2	4	2	2	2	16
25	2	2	2	2	1	3	12
26	1	4	1	3	2	1	12
27	2	4	3	2	2	1	14
28	2	2	4	1	2	2	13
29	1	2	2	2	3	3	13
30	2	2	3	3	4	2	16
31	4	4	2	1	1	1	13
32	3	3	2	2	2	3	15
33	2	4	1	2	2	2	13
34	4	2	4	3	1	3	17
35	2	4	3	2	2	2	15

36	1	2	2	1	3	2	11
37	3	2	1	2	2	2	12
38	4	2	2	2	2	2	14
39	2	4	3	2	2	3	16
40	2	3	3	4	1	4	17
41	3	1	2	2	3	3	14
42	2	2	1	3	4	2	14
43	4	2	2	2	1	3	14
44	3	1	2	2	2	2	12
45	2	4	2	1	2	2	13
46	4	3	2	1	2	2	14
47	3	2	2	3	1	2	13
48	2	2	3	2	2	2	13
49	1	4	2	1	1	2	11
50	3	3	3	2	1	3	15
51	4	2	2	1	2	2	13
52	4	2	1	2	3	2	14
53	2	3	3	3	3	1	15
54	2	4	2	2	3	2	15
55	1	2	1	2	3	1	10
56	2	3	4	1	3	2	15
57	3	4	2	3	3	3	18
58	4	3	2	3	3	3	18
59	2	2	1	3	2	3	13
60	2	2	3	2	1	1	11

(Lampiran 8)

Tabel Uji F

$\alpha =$ <b>0,05</b>	$df_1=(k-1)$							
	$df_2=(n$ $-k-1)$	1	2	3	4	5	6	7
1	161.44 8	199,500	215.70 7	224,583	230,162	233.98 6	236,768	238,883
2	18,513	19,000	19,164	19,247	19,296	19,330	19,353	19,371
3	10,128	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
5	6,608	5,786	5,409	5,192	5,050	4,950	4,876	4,818
6	5,987	5,143	4,757	4,534	4,387	4,284	4,207	4,147
7	5,591	4,737	4,347	4,120	3,972	3,866	3,787	3,726
8	5,318	4,459	4,066	3,838	3,687	3,581	3,500	3,438
9	5,117	4,256	3,863	3,633	3,482	3,374	3,293	3,230
10	4,965	4,103	3,708	3,478	3,326	3,217	3,135	3,072
11	4,844	3,982	3,587	3,357	3,204	3,095	3,012	2,948
12	4,747	3,885	3,490	3,259	3,106	2,996	2,913	2,849
13	4,667	3,806	3,411	3,179	3,025	2,915	2,832	2,767
14	4,600	3,739	3,344	3,112	2,958	2,848	2,764	2,699
15	4,543	3,682	3,287	3,056	2,901	2,790	2,707	2,641
16	4,494	3,634	3,239	3,007	2,852	2,741	2,657	2,591
17	4,451	3,592	3,197	2,965	2,810	2,699	2,614	2,548
18	4,414	3,555	3,160	2,928	2,773	2,661	2,577	2,510
19	4,381	3,522	3,127	2,895	2,740	2,628	2,544	2,477
20	4,351	3,493	3,098	2,866	2,711	2,599	2,514	2,447
21	4,325	3,467	3,072	2,840	2,685	2,573	2,488	2,420
22	4,301	3,443	3,049	2,817	2,661	2,549	2,464	2,397
23	4,279	3,422	3,028	2,796	2,640	2,528	2,442	2,375
24	4,260	3,403	3,009	2,776	2,621	2,508	2,423	2,355
25	4,242	3,385	2,991	2,759	2,603	2,490	2,405	2,337
26	4,225	3,369	2,975	2,743	2,587	2,474	2,388	2,321
27	4,210	3,354	2,960	2,728	2,572	2,459	2,373	2,305
28	4,196	3,340	2,947	2,714	2,558	2,445	2,359	2,291
29	4,183	3,328	2,934	2,701	2,545	2,432	2,346	2,278

**Titik Persentase Distrubusi t (df = 1-40)**

Titik Persentase Distribusi t (df = 1 – 40)							
Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607

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

**Tabel r untuk df = 1-50**

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322



34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

**Tabel r untuk df = 51-100**

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959

65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290
96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211

## **Lampiran Biodata Penulis**

### **Biodata Penulis**



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