



LAMPIRAN 1:
Pengantar Kuesioner,
Ptunjuk Pengisian,
dan Kuisisioner
Penelitian

Pengantar Kuesioner



ANALISIS PELATIHAN, KOMPETENSI DAN KOMPENSASI TERHADAP KINERJA KARYAWAN PADA PT. TIGARAKSA SATRIA TBK JEMBER

Kepada Yth.
Sdr. Karyawan PT. Tigaraksa Satria Tbk Jember
di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul “Analisis Metode Pelatihan, Kompetensi, Dan Kompensasi Terhadap Kinerja Karyawan PT. Tigaraksa Satria Tbk Jember” sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar Pernyataan yang saya sertakan di bawah ini.

Agar memperoleh masukan yang berarti, saya berharap kuesioner ini diisi dengan keadaan yang sebenarnya. Semua sumber dan data yang diperoleh dijamin kerahasiaannya.

Atas perhatian dan bantuannya saya mengucapkan banyak terimakasih.

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Petunjuk Pengisian:

Berilah tanda chek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Pendapat anda kurang setuju (KS)
4. Pendapat anda tidak setuju (TS)

Identitas responden

1. Usia :
- a. 21-30 Tahun :
- b. 31-40 Tahun :
2. Jenis Kelamin :
3. Pendidikan Terakhir :
- a. SMA :
- b. DIPLOMA :
- c. S1 Sederajat :
4. Lama Bekerja :

1. Pelatihan (X₁)

No	Pertanyaan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Karyawan mendapatkan pelatihan untuk meningkatkan produktivitas.					
2	Karyawan mendapatkan pelatihan untuk memperbaiki kualitas dan memperkecil kesalahan dalam bekerja.					
3	Karyawan mendapatkan pelatihan untuk meningkatkan moral kerja dan lebih tanggung jawab terhadap tugasnya.					
4	Karyawan mendapat pelatihan untuk memiliki inisiatif dan kreativitas dalam bekerja.					

2. Kompetensi (X₂)

No	Pertanyaan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Karyawan mempunyai pengetahuan sesuai standart pada perusahaan.					
2	Karyawan mempunyai keterampilan untuk menyelesaikan pekerjaan di perusahaan.					
3	Karyawan mampu berkomunikasi dengan baik terhadap rekan kerja di lingkungan kantor.					
4	Karyawan teliti dalam pekerjaan untuk meningkatkan prestasi pada perusahaan.					

3. Kompensasi (X₃)

No	Pertanyaan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Karyawan menerima gaji sesuai dengan harapan.					
2	Karyawan berprestasi menerima penghargaan dari perusahaan.					
3	Karyawan menerima insentif untuk meningkatkan kinerja di perusahaan.					
4	Karyawan menerima jaminan sosial, tunjangan dan bonus yang cukup adil dari perusahaan.					

4. Kinerja Karyawan (Y)

No	Pertanyaan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Karyawan bekerja dengan hasil yang baik bagi perusahaan.					
2	Karyawan mampu bekerja memenuhi standart kerja dari sisi kuantitas yang diterapkan perusahaan.					
3	Karyawan selalu bersikap disiplin terhadap ketetapan waktu dalam bekerja.					
4	Karyawan selalu menggunakan efektivitas dalam bekerja.					

LAMPIRAN 2:

Rekapitulasi

Kuesioner



NO	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2.4	X2	X3.1	X3.2	X3.3	X3.4	X3	Y.1	Y.2	Y.3	Y.4	Y
1	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
2	4	4	4	4	16	4	4	4	4	16	4	4	4	4	17	4	4	4	4	16
3	5	5	4	4	18	4	4	5	5	18	4	5	4	4	18	4	5	4	5	18
4	4	3	3	3	13	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
5	5	4	4	4	16	4	3	3	3	13	5	4	4	4	17	4	4	4	4	16
6	4	3	3	3	13	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16
7	3	3	3	3	12	5	4	4	4	17	3	4	4	4	16	4	4	4	4	16
8	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16	4	4	4	4	16
9	5	2	5	5	17	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
10	4	4	4	4	16	4	4	4	4	16	5	5	5	5	20	5	5	5	5	20
11	4	5	4	5	18	5	5	5	5	20	4	4	4	3	15	4	4	4	4	16
12	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16	4	4	4	4	16
13	5	5	5	5	20	4	4	5	5	18	5	5	5	5	20	5	5	5	5	20
14	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
15	3	3	3	3	12	5	5	5	5	20	4	3	3	3	13	4	4	4	4	16
16	4	4	4	4	16	4	4	4	4	16	4	4	4	3	15	4	4	4	4	16
17	5	5	5	5	20	4	4	4	4	16	3	4	5	5	17	4	4	4	4	16
18	4	4	4	4	16	5	5	2	3	15	5	4	4	4	17	4	4	4	4	16
19	4	4	4	3	15	5	4	4	4	17	5	4	3	4	16	4	4	4	4	16
20	4	4	4	4	16	5	4	4	4	17	4	4	4	5	17	4	4	4	5	17
21	5	5	5	5	20	4	4	4	4	16	5	5	5	5	20	5	5	5	5	20
22	4	4	4	4	16	4	4	4	5	17	5	5	4	2	16	4	4	4	4	16
23	4	3	3	3	13	5	5	5	5	20	4	4	4	4	16	4	4	4	4	16
24	4	4	4	4	16	4	4	4	4	16	4	4	4	3	15	4	4	4	4	16
25	5	4	4	4	17	4	4	4	4	16	5	4	4	4	17	5	4	4	4	17
26	4	4	4	4	16	4	4	4	3	15	5	4	4	4	17	5	4	4	4	17
27	4	4	4	4	16	5	4	4	4	17	4	4	4	3	15	4	4	4	4	16
28	4	4	4	5	17	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
29	5	5	5	5	20	4	5	5	5	18	5	4	4	5	18	4	4	5	5	18
30	4	4	4	4	16	5	4	4	4	17	5	5	4	4	18	5	4	4	4	17
31	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
32	4	3	4	3	14	4	4	4	5	17	4	4	4	3	15	4	4	4	3	15
33	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	4	5	5	19
34	4	4	4	4	16	5	5	2	5	17	4	4	4	4	16	4	4	5	4	17
35	4	4	4	3	15	5	5	4	4	18	4	4	4	4	16	5	4	4	4	17
36	4	4	4	4	16	4	4	4	4	16	4	4	4	5	17	4	4	4	4	16
37	5	5	4	4	18	4	4	5	5	18	4	5	4	5	18	4	5	4	5	18
38	5	5	4	4	18	5	5	4	4	18	5	4	4	4	17	5	4	4	4	17
39	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20
40	4	5	4	5	18	4	5	4	5	18	5	4	4	5	18	5	4	4	5	18
41	5	5	5	5	20	4	4	4	4	16	4	4	4	4	16	4	4	4	5	17
42	5	5	5	5	20	5	5	4	4	18	5	5	5	5	20	5	4	4	5	18
43	2	5	5	5	17	5	4	4	4	17	5	4	4	4	17	5	4	4	4	17
44	4	5	5	4	18	5	4	4	4	17	4	4	4	3	15	4	4	4	4	16
45	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
46	5	5	4	4	18	4	4	4	3	15	5	5	5	5	20	5	5	5	5	20
47	4	4	4	4	16	4	4	4	4	16	5	5	5	5	20	5	5	4	4	18
48	4	4	4	4	16	5	5	5	5	20	4	5	5	5	19	4	5	5	5	19
49	4	4	5	5	18	5	5	4	4	18	4	4	5	5	18	4	4	5	5	18
50	4	4	4	4	16	4	4	4	4	16	5	4	4	4	17	5	4	4	4	17
51	4	5	4	5	18	4	5	4	5	18	5	4	4	5	18	5	4	4	5	18
52	5	5	5	5	20	4	4	4	4	16	4	4	4	4	16	4	4	4	5	17
53	5	5	5	5	20	5	5	4	4	18	5	5	5	5	20	5	4	4	5	18
54	2	5	5	5	17	5	4	4	4	17	5	4	4	4	17	5	4	4	4	17
55	4	5	5	4	18	5	4	4	4	17	4	4	4	3	15	4	4	4	4	16
56	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
57	5	5	4	4	18	4	4	4	3	15	5	5	5	5	20	5	5	5	5	20
58	5	4	4	4	17	4	4	4	4	16	5	5	5	5	20	5	5	4	4	18
59	4	4	4	4	16	5	5	5	5	20	4	5	5	5	19	4	5	5	5	19

LAMPIRAN 3:
Frekuensi Pernyataan
Responden



Frekuensi Pernyataan Responden

Pelatihan (X1)

Frequencies

[DataSet1]

Statistics

		X1.1	X1.2	X1.3	X1.4
N	Valid	59	59	59	59
	Missing	0	0	0	0

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.4	3.4	3.4
	3	2	3.4	3.4	6.8
	4	34	57.6	57.6	64.4
	5	21	35.6	35.6	100.0
	Total	59	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.7	1.7	1.7
	3	6	10.2	10.2	11.9
	4	28	47.5	47.5	59.3
	5	24	40.7	40.7	100.0
	Total	59	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	8.5	8.5	8.5
	4	36	61.0	61.0	69.5
	5	18	30.5	30.5	100.0
	Total	59	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	13.6	13.6	13.6
	4	31	52.5	52.5	66.1
	5	20	33.9	33.9	100.0
	Total	59	100.0	100.0	

Kompetensi (X2)

Frequencies

[DataSet1]

Statistics

		X2.1	X2.2	X2.3	X2.4
N	Valid	59	59	59	59
	Missing	0	0	0	0

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	32	54.2	54.2	54.2
	5	27	45.8	45.8	100.0
	Total	59	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.7	1.7	1.7
	4	37	62.7	62.7	64.4
	5	21	35.6	35.6	100.0
	Total	59	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.4	3.4	3.4
	3	1	1.7	1.7	5.1
	4	41	69.5	69.5	74.6
	5	15	25.4	25.4	100.0
	Total	59	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	8.5	8.5	8.5
	4	35	59.3	59.3	67.8
	5	19	32.2	32.2	100.0
	Total	59	100.0	100.0	

Kompensasi (X3)

Frequencies

[DataSet1]

Statistics

		X3.1	X3.2	X3.3	X3.4
N	Valid	59	59	59	59
	Missing	0	0	0	0

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	3.4	3.4	3.4
	4	29	49.2	49.2	52.5
	5	28	47.5	47.5	100.0
	Total	59	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.7	1.7	1.7
	4	38	64.4	64.4	66.1
	5	20	33.9	33.9	100.0
	Total	59	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	3.4	3.4	3.4
	4	39	66.1	66.1	69.5
	5	18	30.5	30.5	100.0
	Total	59	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.7	1.7	1.7
	3	8	13.6	13.6	15.3
	4	23	39.0	39.0	54.2
	5	27	45.8	45.8	100.0
	Total	59	100.0	100.0	

Kinerja Karyawan (Y)

Frequencies

[DataSet1]

Statistics

		Y.1	Y.2	Y.3	Y.4
N	Valid	59	59	59	59
	Missing	0	0	0	0

Frequency Table

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	36	61.0	61.0	61.0
	5	23	39.0	39.0	100.0
	Total	59	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	45	76.3	76.3	76.3
	5	14	23.7	23.7	100.0
	Total	59	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	45	76.3	76.3	76.3
	5	14	23.7	23.7	100.0
	Total	59	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.7	1.7	1.7
	4	36	61.0	61.0	62.7
	5	22	37.3	37.3	100.0
	Total	59	100.0	100.0	

LAMPIRAN 4:

Hasil Uji Validitas



Pelatihan (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	Pelatihan
X1.1	Pearson Correlation	1	.315*	.329*	.302*	.612**
	Sig. (2-tailed)		.015	.011	.020	.000
	N	59	59	59	59	59
X1.2	Pearson Correlation	.315*	1	.633**	.645**	.828**
	Sig. (2-tailed)	.015		.000	.000	.000
	N	59	59	59	59	59
X1.3	Pearson Correlation	.329*	.633**	1	.809**	.862**
	Sig. (2-tailed)	.011	.000		.000	.000
	N	59	59	59	59	59
X1.4	Pearson Correlation	.302*	.645**	.809**	1	.864**
	Sig. (2-tailed)	.020	.000	.000		.000
	N	59	59	59	59	59
Pelatihan	Pearson Correlation	.612**	.828**	.862**	.864**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	59	59	59	59	59

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

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

Kompetensi (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	Kompetensi
X2.1	Pearson Correlation	1	.593**	.134	.264*	.631**
	Sig. (2-tailed)		.000	.311	.043	.000
	N	59	59	59	59	59
X2.2	Pearson Correlation	.593**	1	.304*	.522**	.790**
	Sig. (2-tailed)	.000		.019	.000	.000
	N	59	59	59	59	59
X2.3	Pearson Correlation	.134	.304*	1	.588**	.720**
	Sig. (2-tailed)	.311	.019		.000	.000
	N	59	59	59	59	59
X2.4	Pearson Correlation	.264*	.522**	.588**	1	.821**
	Sig. (2-tailed)	.043	.000	.000		.000
	N	59	59	59	59	59
Kompetensi	Pearson Correlation	.631**	.790**	.720**	.821**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	59	59	59	59	59

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

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

Kompensasi (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	Kompensasi
X3.1	Pearson Correlation	1	.459**	.290*	.219	.609**
	Sig. (2-tailed)		.000	.026	.096	.000
	N	59	59	59	59	59
X3.2	Pearson Correlation	.459**	1	.776**	.512**	.852**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	59	59	59	59	59
X3.3	Pearson Correlation	.290*	.776**	1	.623**	.848**
	Sig. (2-tailed)	.026	.000		.000	.000
	N	59	59	59	59	59
X3.4	Pearson Correlation	.219	.512**	.623**	1	.804**
	Sig. (2-tailed)	.096	.000	.000		.000
	N	59	59	59	59	59
Kompensasi	Pearson Correlation	.609**	.852**	.848**	.804**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	59	59	59	59	59

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

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

Kinerja Karyawan (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Kinerja Karyawan
Y.1	Pearson Correlation	1	.371**	.289*	.326*	.656**
	Sig. (2-tailed)		.004	.026	.012	.000
	N	59	59	59	59	59
Y.2	Pearson Correlation	.371**	1	.625**	.545**	.807**
	Sig. (2-tailed)	.004		.000	.000	.000
	N	59	59	59	59	59
Y.3	Pearson Correlation	.289*	.625**	1	.623**	.807**
	Sig. (2-tailed)	.026	.000		.000	.000
	N	59	59	59	59	59
Y.4	Pearson Correlation	.326*	.545**	.623**	1	.819**
	Sig. (2-tailed)	.012	.000	.000		.000
	N	59	59	59	59	59
Kinerja Karyawan	Pearson Correlation	.656**	.807**	.807**	.819**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	59	59	59	59	59

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

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

LAMPIRAN 5: Hasil Uji Reliabilitas



Pelatihan (X1)

Reliability

[DataSet1]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.797	4

Kompetensi (X2)

Reliability

[DataSet1]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.725	4

Kompensasi (X3)

Reliability

[DataSet1]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.764	4

Kinerja Karyawan (Y)

Reliability

[DataSet1]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.768	4



LAMPIRAN 6:
Hasil Uji Uji Regresi,
Uji Asumsi Klasik
Dan Uji Hipotesis

Regression

[DataSet1]

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompensasi, Kompetensi, Pelatihan ^b		Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.879 ^a	.773	.761	.703

a. Predictors: (Constant), Kompensasi, Kompetensi, Pelatihan

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	92.918	3	30.973	62.588	.000 ^b
	Residual	27.218	55	.495		
	Total	120.136	58			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kompensasi, Kompetensi, Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.456	1.275		1.926	.059		
	Pelatihan	.136	.051	.199	2.698	.009	.757	1.321
	Kompetensi	.147	.056	.169	2.615	.012	.981	1.019
	Kompensasi	.573	.058	.730	9.939	.000	.764	1.309

a. Dependent Variable: Kinerja Karyawan

Coefficient Correlations^a

Model		Kompensasi	Kompetensi	Pelatihan	
1	Correlations	Kompensasi	1.000	-.031	-.479
		Kompetensi	-.031	1.000	-.101
		Pelatihan	-.479	-.101	1.000
	Covariances	Kompensasi	.003	.000	-.001
		Kompetensi	.000	.003	.000
		Pelatihan	-.001	.000	.003

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Pelatihan	Kompetensi	Kompensasi
1	1	3.978	1.000	.00	.00	.00	.00
	2	.012	18.520	.03	.37	.35	.07
	3	.007	24.452	.01	.63	.09	.68
	4	.004	33.290	.96	.00	.56	.25

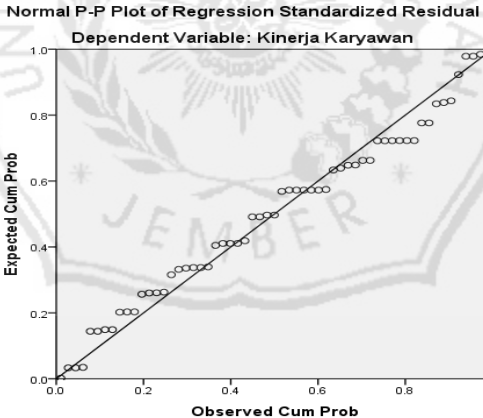
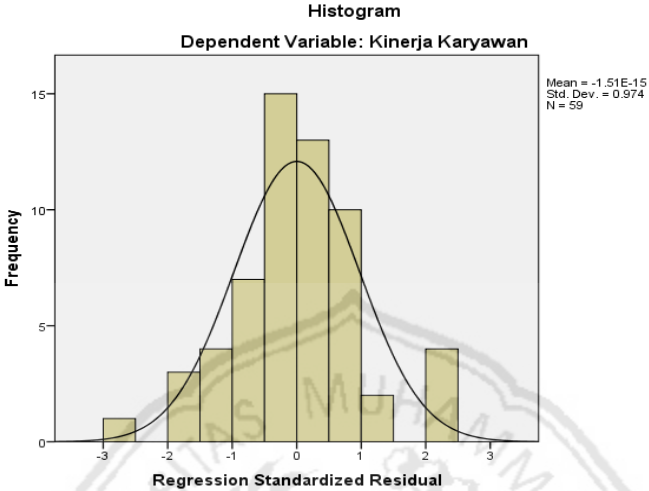
a. Dependent Variable: Kinerja Karyawan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	14.48	19.58	17.22	1.266	59
Std. Predicted Value	-2.164	1.868	.000	1.000	59
Standard Error of Predicted Value	.095	.329	.174	.056	59
Adjusted Predicted Value	14.06	19.65	17.22	1.282	59
Residual	-2.041	1.549	.000	.685	59
Std. Residual	-2.902	2.202	.000	.974	59
Stud. Residual	-3.264	2.441	.001	1.034	59
Deleted Residual	-2.583	1.943	.001	.775	59
Stud. Deleted Residual	-3.602	2.562	-.001	1.071	59
Mahal. Distance	.064	11.704	2.949	2.540	59
Cook's Distance	.000	.706	.035	.107	59
Centered Leverage Value	.001	.202	.051	.044	59

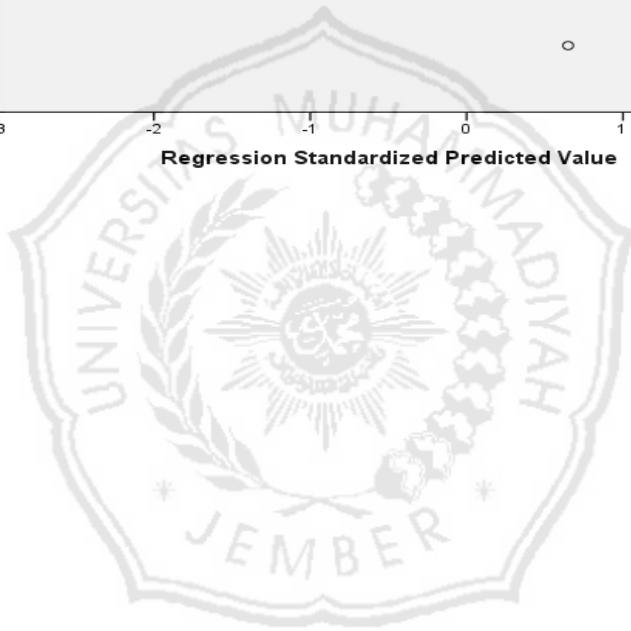
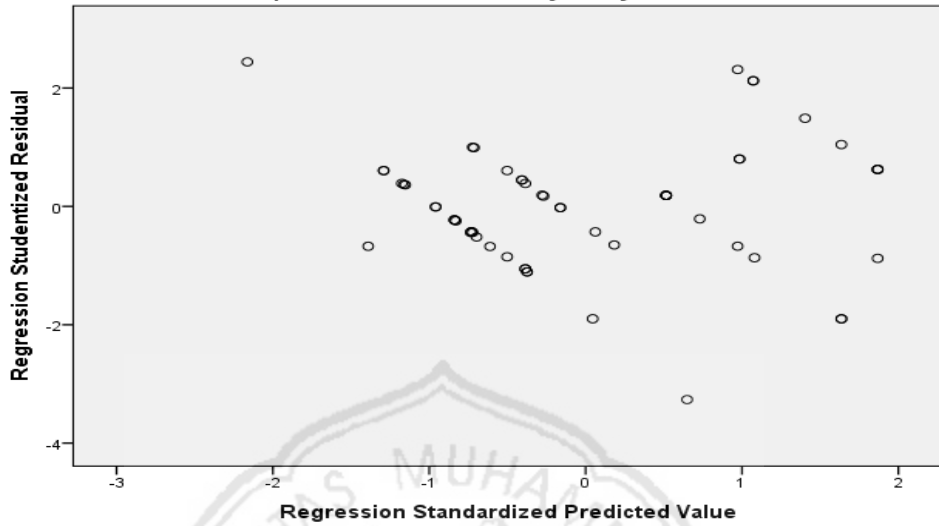
a. Dependent Variable: Kinerja Karyawan


Charts



Scatterplot

Dependent Variable: Kinerja Karyawan





LAMPIRAN 7:
Tabel r *Product*
***Moment*, Tabel**
Distribusi F, dan
Tabel Distribusi t

Tabel r product Moment (Sig = 0,05)

df	r	df	r	df	r	df	r
1	0.9969	26	0.3739	51	0.2706	76	0.2227
2	0.9500	27	0.3673	52	0.2681	77	0.2213
3	0.8783	28	0.3610	53	0.2656	78	0.2199
4	0.8114	29	0.3550	54	0.2632	79	0.2165
5	0.7545	30	0.3494	55	0.2609	80	0.2162
6	0.7067	31	0.3440	56	0.2586	81	0.2159
7	0.6664	32	0.3388	57	0.2564	82	0.2146
8	0.6319	33	0.3388	58	0.2542	83	0.2133
9	0.6021	34	0.3291	59	0.2521	84	0.2120
10	0.5760	35	0.3246	60	0.2500	85	0.2108
11	0.5529	36	0.3202	61	0.2480	86	0.2096
12	0.5324	37	0.3160	62	0.2461	87	0.2084
13	0.5140	38	0.3120	63	0.2441	88	0.2072
14	0.4973	39	0.3081	64	0.2423	89	0.2061
15	0.4821	40	0.3044	65	0.2404	90	0.2050
16	0.4683	41	0.3008	66	0.2387	91	0.2039
17	0.4555	42	0.2973	67	0.2369	92	0.2028
18	0.4438	43	0.2940	68	0.2352	93	0.2017
19	0.4329	44	0.2907	69	0.2335	94	0.2006
20	0.4227	45	0.2876	70	0.2319	95	0.1996
21	0.4132	46	0.2845	71	0.2303	96	0.1986
22	0.4044	47	0.2816	72	0.2287	97	0.1975
23	0.3961	48	0.2787	73	0.2272	98	0.1966
24	0.3882	49	0.2759	74	0.2257	99	0.1956
25	0.3809	50	0.2732	75	0.2242	100	0.1946

Sumber: Data primer yang diolah 2019

	DF 1									
DF 2	1	2	3	4	5	6	7	8	9	10
1	161.4476	199.5000	215.7073	224.5833	230.1619	233.986	236.7684	238.8827	240.5433	241.8818
2	18.5128	19.0000	19.1643	19.2468	19.2964	19.3295	19.3532	19.371	19.3848	19.3959
3	10.1280	9.5521	9.2766	9.1172	9.0135	8.9406	8.8867	8.8452	8.8123	8.7855
4	7.7086	6.9443	6.5914	6.3882	6.2561	6.1631	6.0942	6.041	5.9988	5.9644
5	6.6079	5.7861	5.4095	5.1922	5.0503	4.9503	4.8759	4.8183	4.7725	4.7351
6	5.9874	5.1433	4.7571	4.5337	4.3874	4.2839	4.2067	4.1468	4.099	4.06
7	5.5914	4.7374	4.3468	4.1203	3.9715	3.866	3.787	3.7257	3.6767	3.6365
8	5.3177	4.4590	4.0662	3.8379	3.6875	3.5806	3.5005	3.4381	3.3881	3.3472
9	5.1174	4.2565	3.8625	3.6331	3.4817	3.3738	3.2927	3.2296	3.1789	3.1373
10	4.9646	4.1028	3.7083	3.4780	3.3258	3.2172	3.1355	3.0717	3.0204	2.9782
11	4.8443	3.9823	3.5874	3.3567	3.2039	3.0946	3.0123	2.948	2.8962	2.8536
12	4.7472	3.8853	3.4903	3.2592	3.1059	2.9961	2.9134	2.8486	2.7964	2.7534
13	4.6672	3.8056	3.4105	3.1791	3.0254	2.9153	2.8321	2.7669	2.7144	2.671
14	4.6001	3.7389	3.3439	3.1122	2.9582	2.8477	2.7642	2.6987	2.6458	2.6022
15	4.5431	3.6823	3.2874	3.0556	2.9013	2.7905	2.7066	2.6408	2.5876	2.5437
16	4.4940	3.6337	3.2389	3.0069	2.8524	2.7413	2.6572	2.5911	2.5377	2.4935
17	4.4513	3.5915	3.1968	2.9647	2.8100	2.6987	2.6143	2.548	2.4943	2.4499
18	4.4139	3.5546	3.1599	2.9277	2.7729	2.6613	2.5767	2.5102	2.4563	2.4117
19	4.3807	3.5219	3.1274	2.8951	2.7401	2.6283	2.5435	2.4768	2.4227	2.3779
20	4.3512	3.4928	3.0984	2.8661	2.7109	2.599	2.514	2.4471	2.3928	2.3479
21	4.3248	3.4668	3.0725	2.8401	2.6848	2.5727	2.4876	2.4205	2.366	2.321
22	4.3009	3.4434	3.0491	2.8167	2.6613	2.5491	2.4638	2.3965	2.3419	2.2967
23	4.2793	3.4221	3.0280	2.7955	2.6400	2.5277	2.4422	2.3748	2.3201	2.2747
24	4.2597	3.4028	3.0088	2.7763	2.6207	2.5082	2.4226	2.3551	2.3002	2.2547
25	4.2417	3.3852	2.9912	2.7587	2.6030	2.4904	2.4047	2.3371	2.2821	2.2365
26	4.2252	3.3690	2.9752	2.7426	2.5868	2.4741	2.3883	2.3205	2.2655	2.2197
27	4.2100	3.3541	2.9604	2.7278	2.5719	2.4591	2.3732	2.3053	2.2501	2.2043
28	4.1960	3.3404	2.9467	2.7141	2.5581	2.4453	2.3593	2.2913	2.236	2.19
29	4.1830	3.3277	2.9340	2.7014	2.5454	2.4324	2.3463	2.2783	2.2229	2.1768
30	4.1709	3.3158	2.9223	2.6896	2.5336	2.4205	2.3343	2.2662	2.2107	2.1646
31	4.1596	3.3048	2.9113	2.6787	2.5225	2.4094	2.3232	2.2549	2.1994	2.1532
32	4.1491	3.2945	2.9011	2.6684	2.5123	2.3991	2.3127	2.2444	2.1888	2.1425
33	4.1393	3.2849	2.8916	2.6589	2.5026	2.3894	2.303	2.2346	2.1789	2.1325
34	4.1300	3.2759	2.8826	2.6499	2.4936	2.3803	2.2938	2.2253	2.1696	2.1231
35	4.1213	3.2674	2.8742	2.6415	2.4851	2.3718	2.2852	2.2167	2.1608	2.1143
36	4.1132	3.2594	2.8663	2.6335	2.4772	2.3638	2.2771	2.2085	2.1526	2.1061
37	4.1055	3.2519	2.8588	2.6261	2.4696	2.3562	2.2695	2.2008	2.1449	2.0982
38	4.0982	3.2448	2.8517	2.6190	2.4625	2.349	2.2623	2.1936	2.1375	2.0909
39	4.0913	3.2381	2.8451	2.6123	2.4558	2.3423	2.2555	2.1867	2.1306	2.0839
40	4.0847	3.2317	2.8387	2.6060	2.4495	2.3359	2.249	2.1802	2.124	2.0772
41	4.0785	3.2257	2.8327	2.6000	2.4434	2.3298	2.2429	2.174	2.1178	2.071
42	4.0727	3.2199	2.8270	2.5943	2.4377	2.324	2.2371	2.1681	2.1119	2.065
43	4.0670	3.2145	2.8216	2.5888	2.4322	2.3185	2.2315	2.1625	2.1062	2.0593
44	4.0617	3.2093	2.8165	2.5837	2.4270	2.3133	2.2263	2.1572	2.1009	2.0539
45	4.0566	3.2043	2.8115	2.5787	2.4221	2.3083	2.2212	2.1521	2.0958	2.0487
46	4.0517	3.1996	2.8068	2.5740	2.4174	2.3035	2.2164	2.1473	2.0909	2.0438
47	4.0471	3.1951	2.8024	2.5695	2.4128	2.299	2.2118	2.1427	2.0862	2.0391
48	4.0427	3.1907	2.7981	2.5652	2.4085	2.2946	2.2074	2.1382	2.0817	2.0346
49	4.0384	3.1866	2.7939	2.5611	2.4044	2.2904	2.2032	2.134	2.0775	2.0303
50	4.0343	3.1826	2.7900	2.5572	2.4004	2.2864	2.1992	2.1299	2.0734	2.0261

51	4.0304	3.1788	2.7862	2.5534	2.3966	2.2826	2.1953	2.126	2.0694	2.0222
52	4.0266	3.1751	2.7826	2.5498	2.3930	2.2789	2.1916	2.1223	2.0656	2.0184
53	4.0230	3.1716	2.7791	2.5463	2.3894	2.2754	2.1881	2.1187	2.062	2.0147
54	4.0195	3.1682	2.7758	2.5429	2.3861	2.272	2.1846	2.1152	2.0585	2.0112
55	4.0162	3.1650	2.7725	2.5397	2.3828	2.2687	2.1813	2.1119	2.0552	2.0078
56	4.0130	3.1619	2.7694	2.5366	2.3797	2.2656	2.1782	2.1087	2.0519	2.0045
57	4.0099	3.1588	2.7664	2.5336	2.3767	2.2625	2.1751	2.1056	2.0488	2.0014
58	4.0069	3.1559	2.7636	2.5307	2.3738	2.2596	2.1721	2.1026	2.0458	1.9983
59	4.0040	3.1531	2.7608	2.5279	2.3710	2.2568	2.1693	2.0997	2.0429	1.9954
60	4.0012	3.1504	2.7581	2.5252	2.3683	2.2541	2.1665	2.097	2.0401	1.9926
61	3.9985	3.1478	2.7555	2.5226	2.3657	2.2514	2.1639	2.0943	2.0374	1.9899
62	3.9959	3.1453	2.7530	2.5201	2.3631	2.2489	2.1613	2.0917	2.0348	1.9872
63	3.9934	3.1428	2.7505	2.5177	2.3607	2.2464	2.1588	2.0892	2.0322	1.9847
64	3.9909	3.1404	2.7482	2.5153	2.3583	2.244	2.1564	2.0868	2.0298	1.9822
65	3.9886	3.1381	2.7459	2.5130	2.3560	2.2417	2.1541	2.0844	2.0274	1.9798
66	3.9863	3.1359	2.7437	2.5108	2.3538	2.2395	2.1518	2.0821	2.0251	1.9775
67	3.9840	3.1338	2.7416	2.5087	2.3517	2.2373	2.1497	2.0799	2.0229	1.9752
68	3.9819	3.1317	2.7395	2.5066	2.3496	2.2352	2.1475	2.0778	2.0207	1.973
69	3.9798	3.1296	2.7375	2.5046	2.3475	2.2332	2.1455	2.0757	2.0186	1.9709
70	3.9778	3.1277	2.7355	2.5027	2.3456	2.2312	2.1435	2.0737	2.0166	1.9689
71	3.9758	3.1258	2.7336	2.5008	2.3437	2.2293	2.1415	2.0717	2.0146	1.9669
72	3.9739	3.1239	2.7318	2.4989	2.3418	2.2274	2.1397	2.0698	2.0127	1.9649
73	3.9720	3.1221	2.7300	2.4971	2.3400	2.2256	2.1378	2.068	2.0108	1.9631
74	3.9702	3.1203	2.7283	2.4954	2.3383	2.2238	2.136	2.0662	2.009	1.9612
75	3.9685	3.1186	2.7266	2.4937	2.3366	2.2221	2.1343	2.0644	2.0073	1.9594
76	3.9668	3.1170	2.7249	2.4920	2.3349	2.2204	2.1326	2.0627	2.0055	1.9577
77	3.9651	3.1154	2.7233	2.4904	2.3333	2.2188	2.131	2.0611	2.0039	1.956
78	3.9635	3.1138	2.7218	2.4889	2.3317	2.2172	2.1294	2.0595	2.0022	1.9544
79	3.9619	3.1123	2.7203	2.4874	2.3302	2.2157	2.1278	2.0579	2.0007	1.9528
80	3.9604	3.1108	2.7188	2.4859	2.3287	2.2142	2.1263	2.0564	1.9991	1.9512
81	3.9589	3.1093	2.7173	2.4844	2.3273	2.2127	2.1248	2.0549	1.9976	1.9497
82	3.9574	3.1079	2.7159	2.4830	2.3259	2.2113	2.1234	2.0534	1.9961	1.9482
83	3.9560	3.1065	2.7146	2.4817	2.3245	2.2099	2.122	2.052	1.9947	1.9468
84	3.9546	3.1052	2.7132	2.4803	2.3231	2.2086	2.1206	2.0506	1.9933	1.9454
85	3.9532	3.1038	2.7119	2.4790	2.3218	2.2072	2.1193	2.0493	1.9919	1.944
86	3.9519	3.1026	2.7106	2.4777	2.3205	2.2059	2.118	2.048	1.9906	1.9426
87	3.9506	3.1013	2.7094	2.4765	2.3193	2.2047	2.1167	2.0467	1.9893	1.9413
88	3.9493	3.1001	2.7082	2.4753	2.3181	2.2034	2.1155	2.0454	1.988	1.94
89	3.9481	3.0989	2.7070	2.4741	2.3169	2.2022	2.1143	2.0442	1.9868	1.9388
90	3.9469	3.0977	2.7058	2.4729	2.3157	2.2011	2.1131	2.043	1.9856	1.9376
91	3.9457	3.0966	2.7047	2.4718	2.3145	2.1999	2.1119	2.0418	1.9844	1.9364
92	3.9445	3.0954	2.7036	2.4707	2.3134	2.1988	2.1108	2.0407	1.9833	1.9352
93	3.9434	3.0943	2.7025	2.4696	2.3123	2.1977	2.1097	2.0395	1.9821	1.9341
94	3.9423	3.0933	2.7014	2.4685	2.3113	2.1966	2.1086	2.0384	1.981	1.9329
95	3.9412	3.0922	2.7004	2.4675	2.3102	2.1955	2.1075	2.0374	1.9799	1.9318
96	3.9402	3.0912	2.6994	2.4665	2.3092	2.1945	2.1065	2.0363	1.9789	1.9308
97	3.9391	3.0902	2.6984	2.4655	2.3082	2.1935	2.1054	2.0353	1.9778	1.9297
98	3.9381	3.0892	2.6974	2.4645	2.3072	2.1925	2.1044	2.0343	1.9768	1.9287
99	3.9371	3.0882	2.6965	2.4636	2.3063	2.1915	2.1035	2.0333	1.9758	1.9277
100	3.9361	3.0873	2.6955	2.4626	2.3053	2.1906	2.1025	2.0323	1.9748	1.9267

Sumber: Data primer yang diolah 2019

Tabel Distribusi t

Df	0,1	0,05	0,025
1	3.0777	6.3138	12.7062
2	1.8856	2.9200	4.3027
3	1.6377	2.3534	3.1824
4	1.5332	2.1318	2.7764
5	1.4759	2.0150	2.5706
6	1.4398	1.9432	2.4469
7	1.4149	1.8946	2.3646
8	1.3968	1.8595	2.3060
9	1.3830	1.8331	2.2622
10	1.3722	1.8125	2.2281
11	1.3634	1.7959	2.2010
12	1.3562	1.7823	2.1788
13	1.3502	1.7709	2.1604
14	1.3450	1.7613	2.1448
15	1.3406	1.7531	2.1314
16	1.3368	1.7459	2.1199
17	1.3334	1.7396	2.1098
18	1.3304	1.7341	2.1009
19	1.3277	1.7291	2.0930
20	1.3253	1.7247	2.0860
21	1.3232	1.7207	2.0796
22	1.3212	1.7171	2.0739
23	1.3195	1.7139	2.0687
24	1.3178	1.7109	2.0639
25	1.3163	1.7081	2.0595
26	1.3150	1.7056	2.0555
27	1.3137	1.7033	2.0518
28	1.3125	1.7011	2.0484
29	1.3114	1.6991	2.0452
30	1.3104	1.6973	2.0423
31	1.3095	1.6955	2.0395
32	1.3086	1.6939	2.0369
33	1.3077	1.6924	2.0345
34	1.3070	1.6909	2.0322
35	1.3062	1.6896	2.0301
36	1.3055	1.6883	2.0281
37	1.3049	1.6871	2.0262
38	1.3042	1.6860	2.0244
39	1.3036	1.6849	2.0227
40	1.3031	1.6839	2.0211
41	1.3025	1.6829	2.0195
42	1.3020	1.6820	2.0181
43	1.3016	1.6811	2.0167
44	1.3011	1.6802	2.0154
45	1.3006	1.6794	2.0141
46	1.3002	1.6787	2.0129

47	1.2998	1.6779	2.0117
48	1.2994	1.6772	2.0106
49	1.2991	1.6766	2.0096
50	1.2987	1.6759	2.0086
51	1.2984	1.6753	2.0076
52	1.2980	1.6747	2.0066
53	1.2977	1.6741	2.0057
54	1.2974	1.6736	2.0049
55	1.2971	1.6730	2.0040
56	1.2969	1.6725	2.0032
57	1.2966	1.6720	2.0025
58	1.2963	1.6716	2.0017
59	1.2961	1.6711	2.0010
60	1.2958	1.6706	2.0003
61	1.2956	1.6702	1.9996
62	1.2954	1.6698	1.9990
63	1.2951	1.6694	1.9983
64	1.2949	1.6690	1.9977
65	1.2947	1.6686	1.9971
66	1.2945	1.6683	1.9966
67	1.2943	1.6679	1.9960
68	1.2941	1.6676	1.9955
69	1.2939	1.6672	1.9949
70	1.2938	1.6669	1.9944
71	1.2936	1.6666	1.9939
72	1.2934	1.6663	1.9935
73	1.2933	1.6660	1.9930
74	1.2931	1.6657	1.9925
75	1.2929	1.6654	1.9921
76	1.2928	1.6652	1.9917
77	1.2926	1.6649	1.9913
78	1.2925	1.6646	1.9908
79	1.2924	1.6644	1.9905
80	1.2922	1.6641	1.9901
81	1.2921	1.6639	1.9897
82	1.2920	1.6636	1.9893
83	1.2918	1.6634	1.9890
84	1.2917	1.6632	1.9886
85	1.2916	1.6630	1.9883
86	1.2915	1.6628	1.9879
87	1.2914	1.6626	1.9876
88	1.2912	1.6624	1.9873
89	1.2911	1.6622	1.987
90	1.291	1.662	1.9867
91	1.2909	1.6618	1.9864
92	1.2908	1.6616	1.9861
93	1.2907	1.6614	1.9858
94	1.2906	1.6612	1.9855

95	1.2905	1.6611	1.9853
96	1.2904	1.6609	1.985
97	1.2903	1.6607	1.9847
98	1.2902	1.6606	1.9845
99	1.2902	1.6604	1.9842
100	1.2901	1.6602	1.984

Sumber: Data primer yang diolah 2019



LAMPIRAN 8:

Dokumentasi Penelitian



LAMPIRAN 9:
SURAT IJIN PENELITIAN



**LAMPIRAN 10:
ABSTRAK PENELITIAN
TERDAHULU**

