Lampiran 1 :

Petunjuk Pengisian Kuesioner Penelitian

Bersama ini saya memohon kesediaan bapak/ibu untuk mengisi daftar kuesioner yang diberikan. Informasi yang bapak/ibu berikan merupakan bantuan yang sangat berarti bagi saya dalam menyelesaikan penelitian ini. Atas bantuan dan perhatian bapak/ibu saya ucapkan terimakasih.

Identitas Responden

Nama :

Umur :

Lama bekerja :

Pendidikan terakhir :

Petunjuk pengisian

1. Jawablah pertanyaan dibawah ini dengan jujur dan benar
2. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum anda memulai untuk menjawabnya
3. Pilihlah salah satu jawaban yang tersedia dengan memberi tanda (√) pada salah satu jawaban yang anda anggap paling benar.

Berilah tanda (√) pada kolom yang paling sesuai dengan pilihan anda. Setiap responden diharapkan memilih hanya 1 jawaban. Keterangan skor penilaian:

Sangat setuju (SS) : 5

Setuju (S) : 4

Kurang Setuju (KS) : 3

Tidak Setuju (TS) : 2

Sangat Tidak Setuju (STS) : 1

Lampiran 2 :

Kuesioner Penelitian

No	Pernyataan	Pilihan Jawaban				
	Pelatihan Kerja (X1)	STS	TS	KS	S	SS
1	Pelatihan yang diselenggarakan untuk mengembangkan potensi setiap karyawan					
2	Pelatihan yang diberikan sudah bisa mengubah sikap karyawan					
3	Pelatihan kerja dapat membuat karyawan lebih kreatif dalam hal pekerjaan					

No	Pernyataan	Pilihan Jawaban				
	Upah (X2)	STS	TS	KS	S	SS
1	Skala upah yang adil adalah disesuaikan dengan waktu atau jam kerja					
2	Upah yang diterima sudah sesuai dengan hasil kerja masing-masing karyawan					
3	Semakin banyak pekerjaan maka upah yang diterima semakin banyak pula					

No	Pernyataan	Pilihan Jawaban				
	Masa Kerja (X3)	STS	TS	KS	S	SS
1	Semakin lama masa kerja akan dipandang lebih mampu dalam melaksanakan tugas-tugas yang nantinya akan diemban					
2	Lamanya bekerja dapat meningkatkan keterampilan pekerjaan dalam suatu bidang tertentu maupun dalam memperluas aspek-aspek akan jenis pekerjaan yang diketahui					
3	Semakin lama dan semakin insentifnya pengalaman kerja seseorang maka akan menghasilkan produktivitas yang besar dan bermutu					

4	Karyawan dengan masa kerja lebih lama menunjukkan adanya kesetiaan yang tinggi dari karyawan yang bersangkutan pada instansi dimana bekerja					
5	Pengalaman awal kerja ikut andil dalam menyelesaikan kerja					

Lampiran 3 :

No	Pernyataan	Pilihan Jawaban				
	Pelatihan Kerja (X1)	STS	TS	KS	S	SS
1	Saya selalu menyelesaikan pekerjaan tanpa melihat sedikit banyaknya pekerjaan yang harus diselesaikan					
2	Pekerjaan diselesaikan dengan baik					
3	Pekerjaan selalu selesai dengan waktu yang ditentukan					

LAMPIRAN 4:
Rekapitulasi Kuesioner

No	X1.1	X1.2	X1.3	X1	X2.1	X2.2	X2.3	X2	X3.1	X3.2	X3.3	X3.4	X3.5	X3	Y1	Y2	Y3	Y
1	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
2	4	4	4	12	4	4	4	12	5	4	5	4	4	22	4	4	4	12
3	4	5	5	14	5	4	5	14	5	5	4	4	5	23	5	5	4	14
4	5	5	4	14	4	4	4	12	5	5	5	4	5	24	5	5	4	14
5	4	4	4	12	4	5	4	13	4	4	4	5	4	21	4	4	4	12
6	4	5	4	13	4	4	4	12	4	5	4	4	5	22	4	5	4	13
7	4	4	5	13	5	4	4	13	4	4	5	4	5	22	4	5	4	13
8	4	4	4	12	4	3	4	11	4	4	4	3	4	19	4	4	4	12
9	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
10	5	5	5	15	5	5	5	15	5	5	5	5	5	25	5	5	5	15
11	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
12	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
13	5	4	4	13	4	4	4	12	4	3	4	4	4	19	4	4	5	13
14	5	4	5	14	4	5	5	14	4	4	5	5	4	22	4	4	5	14
15	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
16	4	4	4	12	4	4	4	12	4	4	4	4	4	20	5	4	3	12
17	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
18	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
19	5	5	4	14	5	5	5	15	5	5	5	5	5	25	4	5	5	14
20	5	5	4	14	5	4	5	14	4	4	4	4	5	21	4	5	5	14
21	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
22	4	5	4	13	4	5	4	13	4	4	4	5	4	21	5	4	4	13
23	4	4	5	13	4	4	4	12	4	5	5	4	5	23	4	5	4	13
24	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
25	4	5	4	13	4	5	4	13	4	4	4	5	4	21	4	4	5	13
26	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
27	4	5	5	14	5	5	5	15	4	4	4	5	5	22	5	5	5	15
28	5	5	5	15	5	5	5	15	5	5	4	5	5	24	5	5	5	15
29	5	4	5	14	4	4	3	11	5	4	5	4	4	22	4	4	4	12
30	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
31	3	5	5	13	4	3	3	10	4	4	4	3	3	18	3	3	4	10
32	3	3	3	9	4	3	4	11	4	4	4	3	3	18	4	3	4	11
33	5	5	5	15	4	4	5	13	4	4	4	4	4	20	4	4	4	12
34	4	4	5	13	3	4	4	11	4	3	4	4	4	19	3	4	4	11
35	4	5	5	14	4	4	4	12	4	4	4	4	4	20	4	4	4	12
36	4	5	5	14	4	4	4	12	5	4	5	4	4	22	4	4	4	12
37	4	4	4	12	4	4	5	13	5	5	5	4	4	23	4	4	5	13
38	4	5	4	13	4	4	4	12	4	5	3	4	4	20	4	4	5	13
39	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
40	4	4	5	13	5	4	4	13	5	5	5	4	4	23	4	4	4	12
41	4	4	5	13	4	5	5	14	4	4	4	5	4	21	5	4	4	13
42	5	5	5	15	5	5	5	15	4	4	4	5	5	22	5	5	4	14
43	4	5	5	14	5	5	4	14	4	4	4	5	5	22	4	5	5	14
44	5	5	5	15	5	5	5	15	4	5	5	5	5	24	5	5	4	14
45	5	5	5	15	4	5	4	13	4	4	4	5	5	22	4	5	4	13
46	4	5	5	14	5	5	4	14	4	4	4	5	5	22	5	5	4	14
47	5	5	5	15	4	4	4	12	4	4	4	4	4	20	5	4	4	13
48	5	5	5	15	4	5	4	13	4	5	5	5	4	23	4	4	4	12
49	4	5	5	14	5	5	5	15	5	5	5	5	4	24	4	4	4	12
50	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12
51	4	4	4	12	4	5	5	14	4	4	4	5	4	21	4	4	4	12
52	4	4	4	12	4	5	4	13	4	4	4	5	4	21	4	4	4	12
53	3	4	4	11	4	3	3	10	4	4	3	3	4	18	3	4	4	11
54	4	5	5	14	5	5	5	15	4	4	4	5	5	22	4	5	5	14
55	4	4	4	12	4	4	4	12	4	4	4	4	4	20	4	4	4	12

56	3	3	4	10	4	3	3	10	3	3	4	3	3	16	3	3	4	10
57	3	3	4	10	3	3	4	10	3	4	3	3	3	16	3	3	4	10
58	4	4	4	12	4	4	4	12	3	2	2	4	3	14	3	3	3	9
59	4	5	3	12	4	4	4	12	4	4	4	4	4	20	5	4	5	14
60	3	4	4	11	4	4	4	12	4	4	3	4	4	19	4	4	4	12
61	4	4	3	11	4	3	4	11	3	4	4	3	5	19	3	5	5	13
62	3	4	4	11	4	3	4	11	4	3	4	3	2	16	3	2	4	9
63	4	5	3	12	4	4	4	12	3	4	4	4	5	20	5	5	5	15
64	4	5	5	14	5	4	4	13	4	3	4	4	4	19	4	4	5	13
65	4	4	4	12	5	4	4	13	4	4	4	4	5	21	4	5	5	14
66	4	3	4	11	4	4	4	12	3	3	4	4	5	19	4	5	5	14
67	4	5	5	14	4	3	4	11	4	4	4	3	4	19	4	4	4	12
68	4	4	4	12	4	4	3	10	3	4	4	4	5	20	4	5	4	13
69	5	4	4	13	3	4	4	11	4	5	4	4	4	21	4	4	4	12
70	4	4	5	13	4	4	4	12	4	4	4	4	4	20	4	4	5	13
71	4	4	5	13	5	5	4	14	4	4	4	3	5	20	4	5	5	14
72	5	4	2	11	4	4	3	11	4	4	4	5	4	21	4	4	3	11
73	3	3	4	10	4	4	3	11	3	4	4	4	3	18	4	3	3	10
74	4	3	3	10	4	3	3	10	4	4	4	3	4	19	4	4	3	11
75	4	4	4	12	4	4	4	12	3	4	4	4	4	19	4	4	4	12
76	4	4	3	11	4	4	3	11	3	4	5	4	4	20	4	4	3	11
77	4	4	4	12	4	4	4	12	3	4	3	3	4	17	4	4	4	12
78	4	4	4	12	4	4	3	11	4	4	3	4	4	19	4	4	4	12
79	4	4	4	12	4	5	4	13	4	3	4	5	4	20	4	4	4	12
80	4	4	4	12	4	4	3	11	4	3	4	4	4	19	5	4	4	13
81	4	3	3	10	4	3	3	10	3	4	4	3	3	17	3	3	4	10
82	3	3	4	10	4	4	3	11	4	4	3	4	3	18	3	3	4	10
83	4	4	3	11	3	4	4	11	4	4	3	4	4	19	3	4	4	11
84	4	5	4	13	5	5	4	14	4	5	3	5	4	21	5	4	4	13
85	4	4	3	11	4	4	3	11	4	4	3	4	4	19	4	4	4	10
86	3	4	3	10	4	4	3	11	2	4	4	4	3	17	4	3	4	11
87	4	4	4	12	4	5	4	13	4	4	4	5	3	20	4	3	3	10
88	4	4	4	12	4	5	4	13	4	4	4	5	4	21	3	4	4	11
89	4	4	4	12	4	4	5	13	5	4	4	4	4	21	4	4	4	12
90	4	3	4	11	5	4	4	13	3	3	3	4	4	17	4	4	4	12
91	3	3	2	8	3	3	4	10	2	2	3	3	2	12	3	2	2	7
92	3	3	3	9	4	3	3	10	3	3	4	3	3	16	3	3	3	9

Sumber : Data primer yang diolah 2018

LAMPIRAN 5 :

Frekuensi Pernyataan Responden

1. Pelatihan Kerja

```
FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1
  /STATISTICS=MEAN MEDIAN MODE SUM
  /ORDER=ANALYSIS.
```

Frequencies

```
[DataSet0]
```

Statistics

		X1.1	X1.2	X1.3	X1
N	Valid	92	92	92	92
	Missing	0	0	0	0
Mean		4.04	4.20	4.14	12.38
Median		4.00	4.00	4.00	12.00
Mode		4	4	4	12
Sum		372	386	381	1139

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	13.0	13.0	13.0
	4	64	69.6	69.6	82.6
	5	16	17.4	17.4	100.0
	Total	92	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	12.0	12.0	12.0
	4	52	56.5	56.5	68.5
	5	29	31.5	31.5	100.0
	Total	92	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	12.0	12.0	12.0
	4	52	56.5	56.5	68.5
	5	29	31.5	31.5	100.0
	Total	92	100.0	100.0	

2. Upah

```
FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2
  /STATISTICS=MEAN MEDIAN MODE SUM
  /ORDER=ANALYSIS.
```

Frequencies

```
[DataSet0]
```

Statistics

		X2.1	X2.2	X2.3	X2
N	Valid	92	92	92	92
	Missing	0	0	0	0
Mean		4.15	4.12	4.00	12.26
Median		4.00	4.00	4.00	12.00
Mode		4	4	4	12
Sum		382	379	368	1128

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	5.4	5.4	5.4
	4	68	73.9	73.9	79.3
	5	19	20.7	20.7	100.0
	Total	92	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	14.1	14.1	14.1
	4	55	59.8	59.8	73.9
	5	24	26.1	26.1	100.0
	Total	92	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	16	17.4	17.4	17.4
	4	60	65.2	65.2	82.6
	5	16	17.4	17.4	100.0
	Total	92	100.0	100.0	

3. Masa Kerja

```
FREQUENCIES VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3
  /STATISTICS=MEAN MEDIAN MODE SUM
  /ORDER=ANALYSIS.
```

Frequencies

```
[DataSet0]
```

Statistics

		X3.1	X3.2	X3.3	X3.4	X3.5	X3
N	Valid	92	92	92	92	92	92
	Missing	0	0	0	0	0	0
Mean		3.93	4.01	4.01	4.10	4.08	20.13
Median		4.00	4.00	4.00	4.00	4.00	20.00
Mode		4	4	4	4	4	20
Sum		362	369	369	377	375	1852

Frequency Table

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.2	2.2	2.2
	3	14	15.2	15.2	17.4
	4	64	69.6	69.6	87.0
	5	12	13.0	13.0	100.0
	Total	92	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.2	2.2	2.2
	3	10	10.9	10.9	13.0
	4	65	70.7	70.7	83.7
	5	15	16.3	16.3	100.0
	Total	92	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.1	1.1
	3	12	13.0	13.0	14.1
	4	64	69.6	69.6	83.7
	5	15	16.3	16.3	100.0
	Total	92	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	16.3	16.3	16.3
	4	53	57.6	57.6	73.9
	5	24	26.1	26.1	100.0
	Total	92	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.2	2.2	2.2
	3	11	12.0	12.0	14.1
	4	57	62.0	62.0	76.1
	5	22	23.9	23.9	100.0
	Total	92	100.0	100.0	

4. Produktivitas Kerja

```
FREQUENCIES VARIABLES=Y1 Y2 Y3 Y
  /STATISTICS=MEAN MEDIAN MODE SUM
  /ORDER=ANALYSIS.
```

Frequencies

```
[DataSet0]
```

Statistics

		Y1	Y2	Y3	Y
N	Valid	92	92	92	92
	Missing	0	0	0	0
Mean		4.02	4.08	4.11	12.20
Median		4.00	4.00	4.00	12.00
Mode		4	4	4	12
Sum		370	375	378	1122

Frequency Table

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	15.2	15.2	15.2
	4	62	67.4	67.4	82.6
	5	16	17.4	17.4	100.0
	Total	92	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.2	2.2	2.2
	3	11	12.0	12.0	14.1
	4	57	62.0	62.0	76.1
	5	22	23.9	23.9	100.0
	Total	92	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.1	1.1
	3	8	8.7	8.7	9.8
	4	63	68.5	68.5	78.3
	5	20	21.7	21.7	100.0
	Total	92	100.0	100.0	

LAMPIRAN 6 :

Hasil Uji Validitas

1. Pelatihan Kerja

```
CORRELATIONS
  /VARIABLES=X1.1 X1.2 X1.3 X1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

```
[DataSet0]
```

Correlations

		X1.1	X1.2	X1.3	X1
X1.1	Pearson Correlation	1	.509**	.323**	.733**
	Sig. (2-tailed)		.000	.002	.000
	N	92	92	92	92
X1.2	Pearson Correlation	.509**	1	.504**	.845**
	Sig. (2-tailed)	.000		.000	.000
	N	92	92	92	92
X1.3	Pearson Correlation	.323**	.504**	1	.799**
	Sig. (2-tailed)	.002	.000		.000
	N	92	92	92	92
X1	Pearson Correlation	.733**	.845**	.799**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	92	92	92	92

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

2. Upah

```
CORRELATIONS
  /VARIABLES=X2.1 X2.2 X2.3 X2
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

```
[DataSet0]
```

Correlations

		X2.1	X2.2	X2.3	X2
X2.1	Pearson Correlation	1	.441**	.378**	.724**
	Sig. (2-tailed)		.000	.000	.000
	N	92	92	92	92
X2.2	Pearson Correlation	.441**	1	.503**	.832**
	Sig. (2-tailed)	.000		.000	.000
	N	92	92	92	92
X2.3	Pearson Correlation	.378**	.503**	1	.809**
	Sig. (2-tailed)	.000	.000		.000
	N	92	92	92	92
X2	Pearson Correlation	.724**	.832**	.809**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	92	92	92	92

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

3. Masa Kerja

```
CORRELATIONS
  /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

```
[DataSet0]
```

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3
X3.1	Pearson Correlation	1	.543**	.467**	.352**	.365**	.752**
	Sig. (2-tailed)		.000	.000	.001	.000	.000
	N	92	92	92	92	92	92
X3.2	Pearson Correlation	.543**	1	.438**	.307**	.463**	.760**
	Sig. (2-tailed)	.000		.000	.003	.000	.000
	N	92	92	92	92	92	92
X3.3	Pearson Correlation	.467**	.438**	1	.259*	.337**	.683**
	Sig. (2-tailed)	.000	.000		.013	.001	.000
	N	92	92	92	92	92	92
X3.4	Pearson Correlation	.352**	.307**	.259*	1	.415**	.661**
	Sig. (2-tailed)	.001	.003	.013		.000	.000
	N	92	92	92	92	92	92
X3.5	Pearson Correlation	.365**	.463**	.337**	.415**	1	.732**
	Sig. (2-tailed)	.000	.000	.001	.000		.000
	N	92	92	92	92	92	92
X3	Pearson Correlation	.752**	.760**	.683**	.661**	.732**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	92	92	92	92	92	92

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

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

4. Produktivitas Kerja

```
CORRELATIONS
  /VARIABLES=Y1 Y2 Y3 Y
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

```
[DataSet0]
```

Correlations

		Y1	Y2	Y3	Y
Y1	Pearson Correlation	1	.541**	.223*	.721**
	Sig. (2-tailed)		.000	.033	.000
	N	92	92	92	92
Y2	Pearson Correlation	.541**	1	.544**	.877**
	Sig. (2-tailed)	.000		.000	.000
	N	92	92	92	92
Y3	Pearson Correlation	.223*	.544**	1	.741**
	Sig. (2-tailed)	.033	.000		.000
	N	92	92	92	92
Y	Pearson Correlation	.721**	.877**	.741**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	92	92	92	92

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

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

LAMPIRAN 7

Hasil Uji Reliabilitas

1. Pelatihan Kerja

```
RELIABILITY
  /VARIABLES=X1.1 X1.2 X1.3 X1
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	92	100.0
	Excluded[a]	0	.0
	Total	92	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.823	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.04	.553	92
X1.2	4.20	.633	92
X1.3	4.14	.704	92
X1	12.38	1.503	92

2. Upah

```
RELIABILITY
  /VARIABLES=X2.1 X2.2 X2.3 X2
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	92	100.0
	Excluded[a]	0	.0
	Total	92	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.820	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.15	.490	92
X2.2	4.12	.626	92
X2.3	4.00	.593	92
X2	12.26	1.374	92

3. Masa Kerja

```
RELIABILITY
  /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	92	100.0
	Excluded[a]	0	.0
	Total	92	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.783	6

Item Statistics

	Mean	Std. Deviation	N
X3.1	3.93	.608	92
X3.2	4.01	.602	92
X3.3	4.01	.584	92
X3.4	4.10	.647	92
X3.5	4.08	.667	92
X3	20.13	2.230	92

4. Produktivitas Kerja

```
RELIABILITY
  /VARIABLES=Y1 Y2 Y3 Y
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	92	100.0
	Excluded[a]	0	.0
	Total	92	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.817	4

Item Statistics

	Mean	Std. Deviation	N
Y1	4.02	.574	92
Y2	4.08	.667	92
Y3	4.11	.583	92
Y	12.20	1.477	92

LAMPIRAN 8:

Hasil Uji Regresi, Uji Asumsi Klasik dan Uji Hipotesis

```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3
  /SCATTERPLOT=(*SRESID ,*ZPRED)
  /RESIDUALS DURBIN
  /CASEWISE PLOT(ZRESID) OUTLIERS(3)
  /SAVE PRED ZPRED ADJPRED.
```

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y	12.20	1.477	92
X1	12.38	1.503	92
X2	12.26	1.374	92
X3	20.13	2.230	92

Correlations

		Y	X1	X2	X3
Pearson Correlation	Y	1.000	.694	.684	.743
	X1	.694	1.000	.691	.739
	X2	.684	.691	1.000	.703
	X3	.743	.739	.703	1.000
Sig. (1-tailed)	Y	.	.000	.000	.000
	X1	.000	.	.000	.000
	X2	.000	.000	.	.000
	X3	.000	.000	.000	.
N	Y	92	92	92	92
	X1	92	92	92	92
	X2	92	92	92	92
	X3	92	92	92	92

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.790[a]	.624	.611	.921	.624	48.725	3	88	.000	1.885

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	123.892	3	41.297	48.725	.000[b]
	Residual	74.586	88	.848		
	Total	198.478	91			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	.839	.950		.883	.379					
	X1	.223	.102	.227	2.180	.032	.694	.226	.142	.396	2.528
	X2	.261	.106	.243	2.472	.015	.684	.255	.162	.441	2.266
	X3	.268	.070	.405	3.834	.000	.743	.378	.251	.383	2.609

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.985	1.000	.00	.00	.00	.00
	2	.008	22.377	.93	.13	.02	.03
	3	.004	31.375	.05	.46	.86	.01
	4	.003	34.754	.02	.41	.11	.96

a. Dependent Variable: Y

Casewise Diagnostics[a]

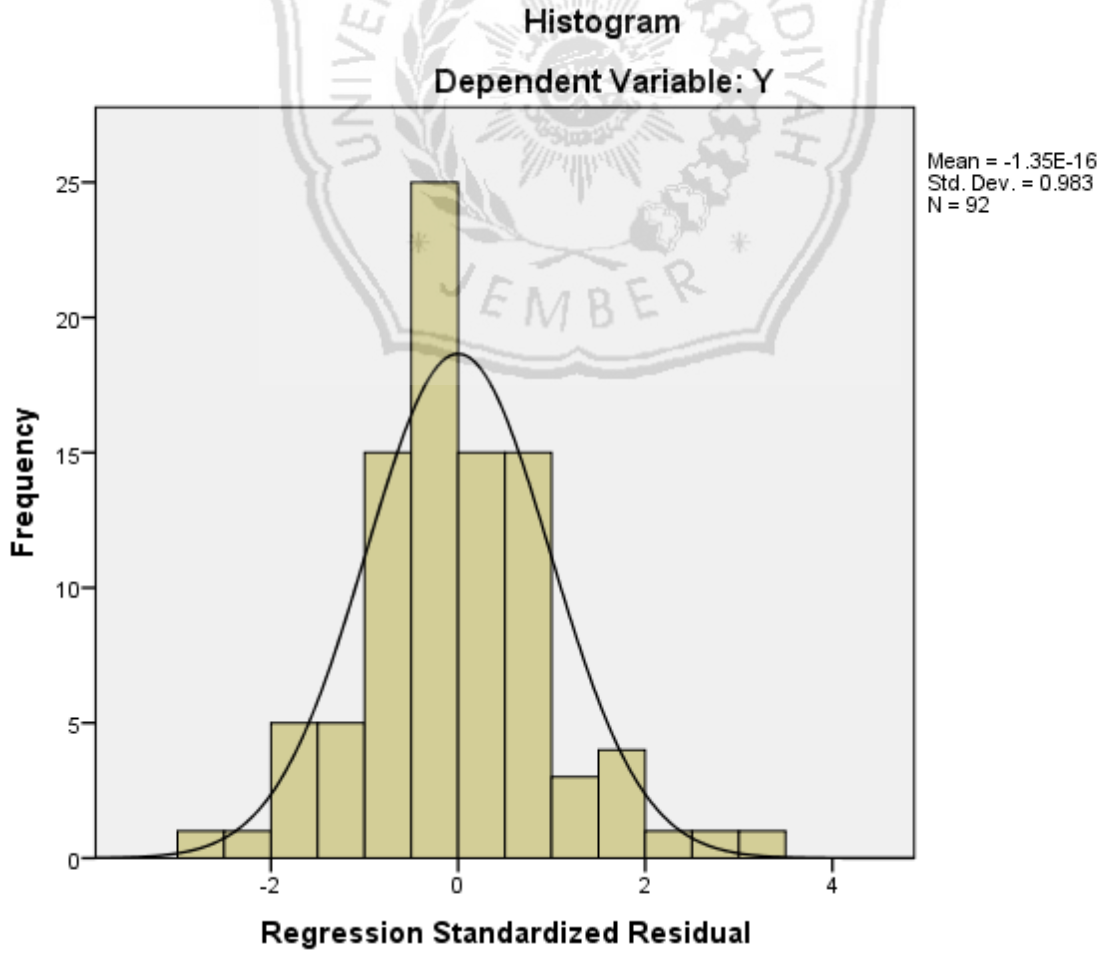
Case Number	Std. Residual	Y	Predicted Value	Residual
63	3.250	15	12.01	2.992

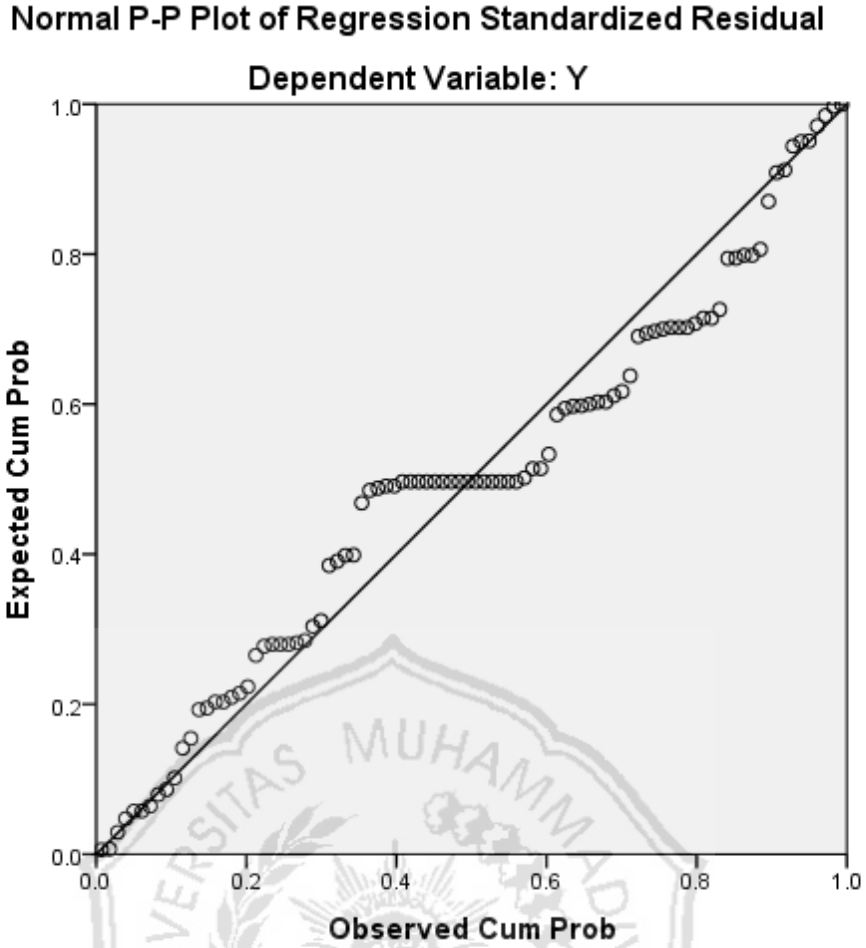
a. Dependent Variable: Y

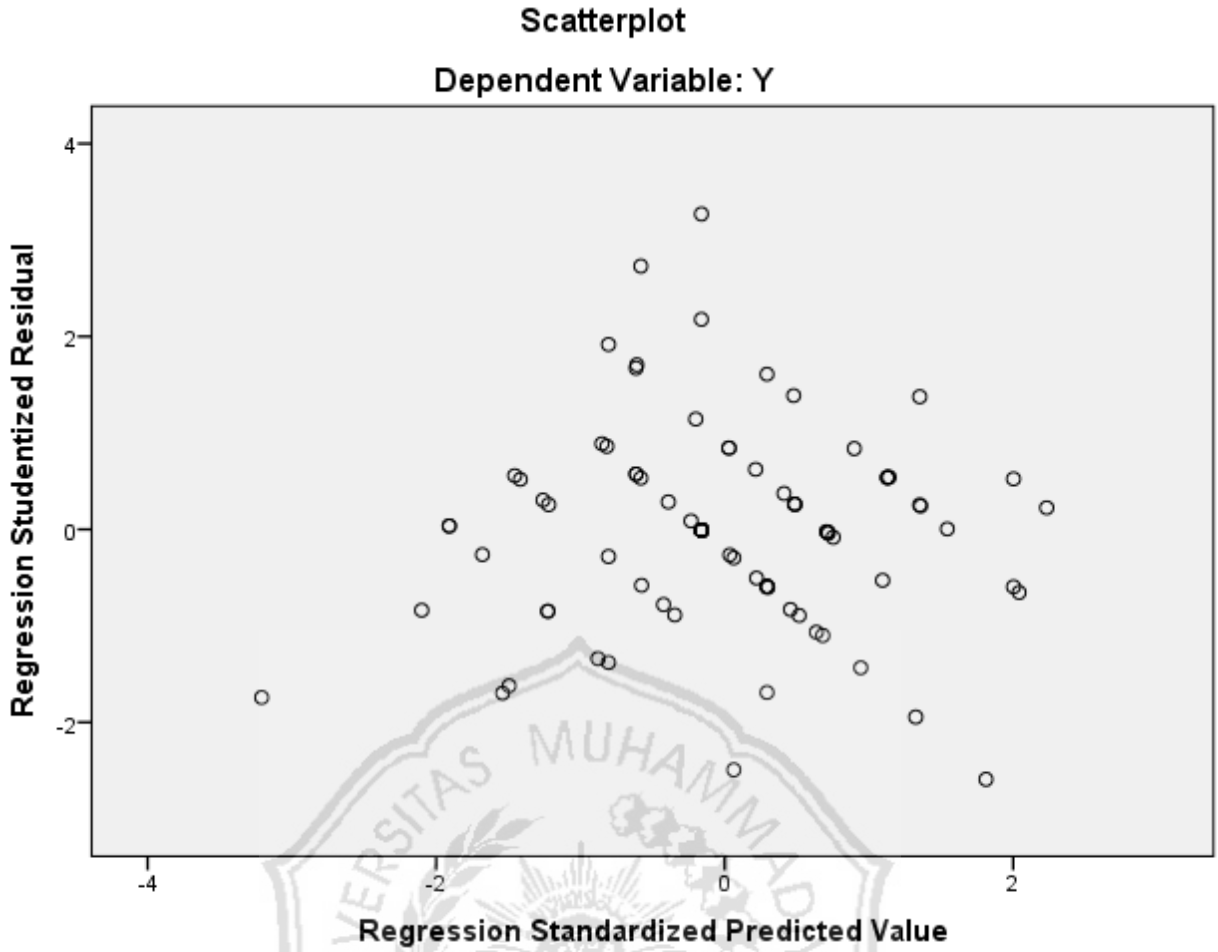
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8.45	14.80	12.20	1.167	92
Std. Predicted Value	-3.210	2.232	.000	1.000	92
Standard Error of Predicted Value	.101	.411	.181	.065	92
Adjusted Predicted Value	8.78	14.79	12.21	1.155	92
Residual	-2.309	2.992	.000	.905	92
Std. Residual	-2.509	3.250	.000	.983	92
Stud. Residual	-2.592	3.270	-.005	1.008	92
Deleted Residual	-2.465	3.029	-.010	.952	92
Stud. Deleted Residual	-2.681	3.469	-.004	1.028	92
Mahal. Distance	.111	17.120	2.967	3.016	92
Cook's Distance	.000	.179	.013	.029	92
Centered Leverage Value	.001	.188	.033	.033	92

a. Dependent Variable: Y




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y
Expected Cum Prob
Observed Cum Prob
0.0
0.2
0.4
0.6
0.8
1.0


Scatterplot
Dependent Variable: Y
Regression Studentized Residual
Regression Standardized Predicted Value
4
2
0
-2
-4
-2
0
2

Lampiran 9

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

Lampiran 10

TabelDistribusi 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