

DAFTAR PERNYATAAN

IDENTITAS RESPONDEN

No	IDENTITAS RESPONDEN	KETERANGAN
1.	No Responden	No :/IX/2018
2.	Jenis Kelamin	
3.	Umur Responden	
4.	Pendidikan	
5.	Masa Kerja	

II PERNYATAAN

Petunjuk :

Beri jawaban atas pernyataan-pernyataan di bawah ini dengan memberikan tanda silang pada salah satu jawaban yang ada, yaitu 1 sampai dengan 5 untuk setiap pernyataan dengan ketentuan :

STS	1	2	3	4	5	SS

a. Kompetensi Profesional

No	Keterangan	STS	SCORE				SS
		1	2	3	4	5	
1.	Saya mampu mengatasi masalah dilapangan dengan baik						
2.	Sistem pembelajaran yang diterapkan di perusahaan mampu mengubah pola pikir saya dalam menyelesaikan pekerjaan.						
3	Saya terus mengkaji apabila saya kesulitan dalam menyelesaikan pekerjaan						
4	Sistem yang diterapkan perusahaan menambah penguatan pengetahuan saya dalam menggunakan sistem tersebut						
5	Saya dituntut menguasai setiap pekerjaan yang diberikan kepada saya						
Upaya apa yang anda lakukan dalam menambah pengetahuan anda?							

b. Knowledge Donating

No	Keterangan	STS	SCORE				SS
		1	2	3	4	5	5
1.	Ketika saya telah belajar pengetahuan baru, saya memberitahu rekan-rekan saya						
2.	Ketika rekan kerja telah belajar sesuatu yang baru, mereka juga memberitahu saya						
3.	Berbagi pengetahuan diantara rekan kerja dianggap hal biasa di perusahaan tempat saya bekerja						
Bagaimana cara anda untuk saling berbagi pengetahuan dengan rekan kerja anda?							

c. Knowledge Collecting

No	Keterangan	STS	SCORE				SS
		1	2	3	4	5	5
1.	Saya akan berbagi informasi ketika rekan kerja meminta						
2.	Saya akan saling berbagi ketrampilan, baik ketika saya meminta maupun diminta oleh rekan kerja saya						
3.	Kami senantiasa bertukar pengalaman dengan sesama rekan kerja dalam menyelesaikan solusi						
Berbagi pengetahuan seperti apa yang biasanya anda lakukan?							

d. Kinerja SDM

No	Keterangan	STS	SCORE				SS
		1	2	3	4	5	5
1.	Hasil kerja yang saya lakukan mengutamakan kualitas						
2.	Dalam menyelesaikan pekerjaan, saya mampu menyelesaikan target kerja yang dibebankan						
3.	Praktek kerjasama antar karyawan di lingkungan kerja saya berjalan dengan lancar						
4	Dalam menyelesaikan pekerjaan, saya selalu mempunyai inisiatif untuk mencari langkah yang terbaik						
Kinerja yang anda lakukan selama ini apakah sudah sesuai harapan manajemen perusahaan?							

LAMPIRAN

Data Mentah
Hasil Jawaban Responden

	Kompetensi Profesional						Knowledge Donating				Knowledge Collecting				Kinerja SDM				
Resp.	X.1	X.2	X.3	X.4	X.5	X	Y1.1	Y1.2	Y1.3	Y1	Y2.1	Y2.2	Y2.3	Y2	Y3.1	Y3.2	Y3.3	Y3.4	Y3
1	4	5	4	4	4	21	4	5	4	13	5	5	4	14	5	4	5	4	18
2	4	4	3	4	5	20	4	4	4	12	4	5	4	13	4	4	4	4	16
3	4	4	4	3	5	20	3	3	3	9	3	4	2	9	3	3	3	3	12
4	5	4	5	4	5	23	5	4	4	13	4	4	4	12	5	5	4	4	18
5	2	2	2	3	2	11	2	2	3	7	2	3	3	8	3	3	3	3	12
6	3	4	3	3	3	16	3	3	4	10	4	3	4	11	3	4	4	4	15
7	4	5	4	5	5	23	4	5	5	14	5	4	5	14	4	5	5	4	18
8	5	4	4	4	5	22	4	5	5	14	4	5	4	13	5	4	4	4	17
9	4	4	4	5	5	22	4	5	4	13	5	4	4	13	5	4	4	4	17
10	2	3	3	3	3	14	3	3	3	9	3	3	3	9	3	3	2	2	10
11	5	5	4	4	4	22	4	5	5	14	5	5	5	15	4	4	4	5	17
12	4	5	4	4	4	21	5	4	4	13	4	4	5	13	4	4	4	4	16
13	4	5	4	5	4	22	5	4	4	13	5	5	5	15	4	4	5	4	17
14	4	5	5	5	5	24	4	5	5	14	5	5	5	15	4	5	5	5	19
15	4	4	4	4	4	20	4	4	4	12	4	4	4	12	4	4	4	4	16
16	4	4	4	4	4	20	4	4	4	12	4	5	4	13	5	4	4	3	16
17	3	3	4	4	4	18	2	2	3	7	2	2	3	7	2	3	2	3	10
18	4	4	4	5	5	22	4	4	4	12	5	4	4	13	4	4	3	4	15
19	5	4	4	4	4	21	4	5	4	13	4	5	4	13	5	4	4	4	17
20	4	4	4	4	4	20	4	4	4	12	5	5	4	14	4	4	4	4	16
21	5	5	4	5	5	24	4	5	5	14	5	5	5	15	5	4	5	5	19
22	4	5	4	5	5	23	4	5	5	14	5	4	5	14	4	5	5	4	18
23	3	2	4	3	2	14	3	3	3	9	3	3	3	9	3	3	3	4	13
24	5	5	3	3	3	19	3	3	3	9	2	3	3	8	4	3	2	3	12
25	5	5	4	5	4	23	4	4	4	12	4	4	4	12	4	4	5	5	18
26	4	4	4	4	4	20	4	4	4	12	4	5	5	14	4	4	4	4	16
27	4	5	4	4	3	20	4	5	5	14	5	4	5	14	5	5	4	5	19
28	4	4	4	4	4	20	4	5	5	14	4	4	4	12	4	4	4	4	16
29	4	4	5	4	4	21	4	4	4	12	5	4	4	13	4	5	4	4	17
30	4	4	4	4	4	20	4	4	4	12	4	5	4	13	4	4	4	4	16
31	4	4	5	4	4	21	2	3	2	7	4	5	4	13	5	5	4	4	18
32	5	5	4	4	4	22	5	4	4	13	4	5	5	14	5	4	5	4	18
33	3	3	3	3	2	14	3	3	3	9	3	2	3	8	3	3	3	3	12
34	4	4	3	3	3	17	3	3	3	9	3	3	3	9	3	4	3	3	13
35	4	4	4	5	5	22	5	4	4	13	5	4	4	13	4	4	5	5	18
36	5	5	3	4	5	22	5	4	5	14	4	5	4	13	5	5	4	4	18
37	4	5	4	4	5	22	4	5	4	13	5	4	5	14	4	4	5	4	17
38	2	2	2	3	2	11	3	2	3	8	3	2	2	7	2	3	3	2	10
39	4	4	4	4	4	20	4	4	4	12	5	4	5	14	4	4	4	4	16
40	4	4	4	4	4	20	4	4	4	12	5	5	4	14	4	4	4	4	16
41	4	4	5	4	5	22	4	4	5	13	5	5	4	14	4	5	4	4	17
42	4	5	4	4	4	21	4	4	5	13	4	5	5	14	5	5	4	4	18
43	5	4	4	5	5	23	4	5	4	13	5	5	4	14	4	4	4	5	17
44	5	4	4	4	4	21	4	4	4	12	4	4	4	12	4	4	4	4	16
45	4	4	5	4	4	21	5	4	4	13	4	4	5	13	4	5	4	4	17
46	4	4	4	4	3	19	3	3	2	8	2	3	2	7	2	3	3	4	12
47	3	2	3	2	2	12	2	3	3	8	3	2	2	7	3	2	3	3	11

Data Mentah
Hasil Jawaban Responden

48	4	4	3	4	5	20	4	4	4	12	4	4	4	12	4	4	4	4	16
49	3	3	3	3	5	17	3	4	3	10	3	3	3	9	4	3	3	3	13
50	5	4	5	4	4	22	4	4	5	13	4	4	4	12	5	5	4	4	18
51	3	2	3	2	2	12	3	3	3	9	3	3	2	8	3	3	3	3	12
52	3	3	2	3	4	15	2	2	3	7	2	2	3	7	2	3	2	3	10
53	4	4	4	5	5	22	3	4	4	11	4	4	4	12	4	4	3	4	15
54	2	3	3	3	5	16	3	2	3	8	3	2	3	8	3	3	2	2	10
55	5	5	4	4	5	23	4	5	4	13	5	4	4	13	4	4	4	5	17
56	3	4	3	5	5	20	3	3	3	9	4	3	4	11	3	4	2	3	12
57	4	5	4	5	4	22	4	3	4	11	5	4	4	13	4	3	4	4	15
58	3	2	3	2	3	13	3	3	3	9	3	3	3	9	3	3	3	3	12
59	2	4	2	3	5	16	2	3	3	8	2	2	3	7	3	3	3	3	12
60	4	5	4	4	4	21	4	5	4	13	5	4	5	14	5	5	4	5	19
61	4	4	4	4	5	21	4	4	4	12	4	4	4	12	4	4	4	4	16
62	4	5	4	4	5	22	4	4	4	12	4	4	4	12	4	4	4	4	16
63	2	2	2	2	3	11	2	3	2	7	3	2	3	8	2	3	3	2	10
64	2	2	2	3	5	14	3	3	3	9	3	2	3	8	3	3	3	3	12
65	3	3	3	4	5	18	3	3	4	10	4	4	3	11	3	4	3	3	13

Frequencies Kompetensi Profesional

		Statistics				
		X.1	X.2	X.3	X.4	X.5
N	Valid	65	65	65	65	65
	Missing	0	0	0	0	0
Mean		3.82	3.94	3.69	3.86	4.09
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	5
Std. Deviation		.882	.950	.789	.808	.947

Frequency Table

		X.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	10.8	10.8	10.8
	Cukup setuju	11	16.9	16.9	27.7
	Setuju	34	52.3	52.3	80.0
	Sangat Setuju	13	20.0	20.0	100.0
	Total	65	100.0	100.0	

		X.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	12.3	12.3	12.3
	Cukup setuju	7	10.8	10.8	23.1
	Setuju	31	47.7	47.7	70.8
	Sangat Setuju	19	29.2	29.2	100.0
	Total	65	100.0	100.0	

		X.3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	9.2	9.2	9.2
	Cukup setuju	15	23.1	23.1	32.3
	Setuju	37	56.9	56.9	89.2
	Sangat Setuju	7	10.8	10.8	100.0
	Total	65	100.0	100.0	

X.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	4	6.2	6.2	6.2
Cukup setuju	14	21.5	21.5	27.7
Setuju	34	52.3	52.3	80.0
Sangat Setuju	13	20.0	20.0	100.0
Total	65	100.0	100.0	

X.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	6	9.2	9.2	9.2
Cukup setuju	8	12.3	12.3	21.5
Setuju	25	38.5	38.5	60.0
Sangat Setuju	26	40.0	40.0	100.0
Total	65	100.0	100.0	

Frequencies Knowledge Donating

Statistics

	Y1.1	Y1.2	Y1.3
N Valid	65	65	65
Missing	0	0	0
Mean	3.63	3.80	3.82
Median	4.00	4.00	4.00
Mode	4	4	4
Std. Deviation	.821	.887	.788

Frequency Table

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	7	10.8	10.8	10.8
Cukup setuju	17	26.2	26.2	36.9
Setuju	34	52.3	52.3	89.2
Sangat Setuju	7	10.8	10.8	100.0
Total	65	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	7.7	7.7	7.7
	Cukup setuju	18	27.7	27.7	35.4
	Setuju	27	41.5	41.5	76.9
	Sangat Setuju	15	23.1	23.1	100.0
	Total	65	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.6	4.6	4.6
	Cukup setuju	18	27.7	27.7	32.3
	Setuju	32	49.2	49.2	81.5
	Sangat Setuju	12	18.5	18.5	100.0
	Total	65	100.0	100.0	

Frequencies Knowledge Collecting

Statistics

		Y2.1	Y2.2	Y2.3
N	Valid	65	65	65
	Missing	0	0	0
Mean		3.94	3.85	3.85
Median		4.00	4.00	4.00
Mode		4	4	4
Std. Deviation		.950	1.004	.870

Frequency Table

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	9.2	9.2	9.2
	Cukup setuju	13	20.0	20.0	29.2
	Setuju	25	38.5	38.5	67.7
	Sangat Setuju	21	32.3	32.3	100.0
	Total	65	100.0	100.0	

Y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	9	13.8	13.8	13.8
Cukup setuju	11	16.9	16.9	30.8
Setuju	26	40.0	40.0	70.8
Sangat Setuju	19	29.2	29.2	100.0
Total	65	100.0	100.0	

Y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	5	7.7	7.7	7.7
Cukup setuju	15	23.1	23.1	30.8
Setuju	30	46.2	46.2	76.9
Sangat Setuju	15	23.1	23.1	100.0
Total	65	100.0	100.0	

Frequencies Kinerja SDM

Statistics

	Y3.1	Y3.2	Y3.3	Y3.4
N Valid	65	65	65	65
Missing	0	0	0	0
Mean	3.83	3.89	3.71	3.77
Median	4.00	4.00	4.00	4.00
Mode	4	4	4	4
Std. Deviation	.858	.732	.843	.766

Frequency Table

Y3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	5	7.7	7.7	7.7
Cukup setuju	15	23.1	23.1	30.8
Setuju	31	47.7	47.7	78.5
Sangat Setuju	14	21.5	21.5	100.0
Total	65	100.0	100.0	

Y3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.5	1.5	1.5
	Cukup setuju	18	27.7	27.7	29.2
	Setuju	33	50.8	50.8	80.0
	Sangat Setuju	13	20.0	20.0	100.0
	Total	65	100.0	100.0	

Y3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	9.2	9.2	9.2
	Cukup setuju	17	26.2	26.2	35.4
	Setuju	32	49.2	49.2	84.6
	Sangat Setuju	10	15.4	15.4	100.0
	Total	65	100.0	100.0	

Y3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	6.2	6.2	6.2
	Cukup setuju	16	24.6	24.6	30.8
	Setuju	36	55.4	55.4	86.2
	Sangat Setuju	9	13.8	13.8	100.0
	Total	65	100.0	100.0	

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.776
Bartlett's Test of Sphericity	Approx. Chi-Square	165.960
	df	10
	Sig.	.000

Communalities

	Initial	Extraction
X.1	1.000	.707
X.2	1.000	.764
X.3	1.000	.614
X.4	1.000	.750
X.5	1.000	.437

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
X.1	.841
X.2	.874
X.3	.783
X.4	.866
X.5	.661

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.742
Bartlett's Test of Sphericity	Approx. Chi-Square	103.134
	df	3
	Sig.	.000

Communalities

	Initial	Extraction
Y1.1	1.000	.788
Y1.2	1.000	.816
Y1.3	1.000	.833

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
Y1.1	.888
Y1.2	.903
Y1.3	.913

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.741
Bartlett's Test of Sphericity	Approx. Chi-Square	107.009
	df	3
	Sig.	.000

Communalities

	Initial	Extraction
Y2.1	1.000	.846
Y2.2	1.000	.790
Y2.3	1.000	.817

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
Y2.1	.920
Y2.2	.889
Y2.3	.904

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.816
Bartlett's Test of Sphericity	Approx. Chi-Square
	139.715
	df
	6
	Sig.
	.000

Communalities

	Initial	Extraction
Y3.1	1.000	.744
Y3.2	1.000	.723
Y3.3	1.000	.775
Y3.4	1.000	.750

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
Y3.1	.863
Y3.2	.851
Y3.3	.880
Y3.4	.866

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Reliability

Case Processing Summary

		N	%
Cases	Valid	65	100.0
	Excluded ^a	0	.0
	Total	65	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.862	5

Item Statistics

	Mean	Std. Deviation	N
X.1	3.82	.882	65
X.2	3.94	.950	65
X.3	3.69	.789	65
X.4	3.86	.808	65
X.5	4.09	.947	65

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X.1	15.58	8.028	.719	.823
X.2	15.46	7.471	.775	.807
X.3	15.71	8.773	.643	.842
X.4	15.54	8.159	.778	.810
X.5	15.31	8.623	.518	.876

Reliability

Case Processing Summary

		N	%
Cases	Valid	65	100.0
	Excluded ^a	0	.0
	Total	65	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.883	3

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.63	.821	65
Y1.2	3.80	.887	65
Y1.3	3.82	.788	65

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	7.62	2.459	.750	.854
Y1.2	7.45	2.220	.778	.833
Y1.3	7.43	2.468	.797	.816

Reliability

Case Processing Summary

		N	%
Cases	Valid	65	100.0
	Excluded ^a	0	.0
	Total	65	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.886	3

Item Statistics

	Mean	Std. Deviation	N
Y2.1	3.94	.950	65
Y2.2	3.85	1.004	65
Y2.3	3.85	.870	65

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	7.69	2.966	.810	.810
Y2.2	7.78	2.922	.755	.864
Y2.3	7.78	3.297	.780	.841

Reliability

Case Processing Summary

		N	%
Cases	Valid	65	100.0
	Excluded ^a	0	.0
	Total	65	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.886	4

Item Statistics

	Mean	Std. Deviation	N
Y3.1	3.83	.858	65
Y3.2	3.89	.732	65
Y3.3	3.71	.843	65
Y3.4	3.77	.766	65

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y3.1	11.37	4.268	.750	.856
Y3.2	11.31	4.779	.734	.862
Y3.3	11.49	4.254	.776	.845
Y3.4	11.43	4.593	.756	.853

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		65
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.98698336
Most Extreme Differences	Absolute	.085
	Positive	.085
	Negative	-.048
Test Statistic		.085
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kompetensi profesional	.294	3.407
	Knowledge donating	.203	4.926
	Knowledge collecting	.180	5.555

a. Dependent Variable: Kinerja SDM

Regression (Heteroskedastisitas)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Knowledge collecting, Kompetensi profesional, Knowledge donating ^b		Enter

a. Dependent Variable: abs_res

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.275 ^a	.076	.030	.84362

a. Predictors: (Constant), Knowledge collecting, Kompetensi profesional, Knowledge donating

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.556	3	1.185	1.666	.184 ^b
	Residual	43.413	61	.712		
	Total	46.970	64			

a. Dependent Variable: abs_res

b. Predictors: (Constant), Knowledge collecting, Kompetensi profesional, Knowledge donating

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.255	.606		2.072	.043
	Kompetensi profesional	-.088	.055	-.363	-1.596	.116
	Knowledge donating	.150	.104	.395	1.446	.153
	Knowledge collecting	-.064	.097	-.192	-.661	.511

a. Dependent Variable: abs_res

Regression Model 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompetensi profesional ^b		Enter

a. Dependent Variable: Knowledge donating

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.802 ^a	.643	.637	1.355

a. Predictors: (Constant), Kompetensi profesional

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	208.321	1	208.321	113.394	.000 ^b
	Residual	115.741	63	1.837		
	Total	324.062	64			

a. Dependent Variable: Knowledge donating

b. Predictors: (Constant), Kompetensi profesional

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.307	.948		1.378	.173
	Kompetensi profesional	.512	.048	.802	10.649	.000

a. Dependent Variable: Knowledge donating

Regression Model 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompetensi profesional ^b		Enter

a. Dependent Variable: Knowledge collecting

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.827 ^a	.683	.678	1.448

a. Predictors: (Constant), Kompetensi profesional

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	285.024	1	285.024	135.917	.000 ^b
	Residual	132.114	63	2.097		
	Total	417.138	64			

a. Dependent Variable: Knowledge collecting

b. Predictors: (Constant), Kompetensi profesional

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.004	1.013		.004	.997
	Kompetensi profesional	.599	.051	.827	11.658	.000

a. Dependent Variable: Knowledge collecting

Regression Model 3

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Knowledge collecting, Kompetensi profesional, Knowledge donating ^b		Enter

a. Dependent Variable: Kinerja SDM

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.934 ^a	.873	.867	1.011

a. Predictors: (Constant), Knowledge collecting, Kompetensi profesional, Knowledge donating

b. Dependent Variable: Kinerja SDM

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	428.055	3	142.685	139.608	.000 ^b
	Residual	62.345	61	1.022		
	Total	490.400	64			

a. Dependent Variable: Kinerja SDM

b. Predictors: (Constant), Knowledge collecting, Kompetensi profesional, Knowledge donating

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.969	.726		2.712	.009
	Kompetensi profesional	.145	.066	.184	2.185	.033
	Knowledge donating	.381	.125	.310	3.056	.003
	Knowledge collecting	.528	.117	.487	4.525	.000

a. Dependent Variable: Kinerja SDM

NILAI-NILAI DALAM DISTRIBUSI t (T Tabel)

α untuk uji dua pihak (two tail test)						
dk	0.25	0.10	0.05	0.025	0.01	0.005
1	1.000	3.078	6.314	12.706	31.821	63.657
2	0.816	1.886	2.920	4.303	6.965	9.925
3	0.765	1.638	2.353	3.182	4.541	5.841
4	0.741	1.533	2.132	2.778	3.747	4.604
5	0.727	1.476	2.015	2.571	3.365	4.032
6	0.718	1.440	1.943	2.447	3.143	3.707
7	0.711	1.415	1.895	2.365	2.998	3.499
8	0.706	1.397	1.860	2.306	2.896	3.355
9	0.703	1.383	1.833	2.262	2.821	3.250
10	0.700	1.372	1.812	2.228	2.764	3.169
11	0.697	1.363	1.796	2.201	2.718	3.106
12	0.695	1.356	1.782	2.179	2.681	3.055
13	0.694	1.350	1.771	2.160	2.650	3.012
14	0.692	1.345	1.761	2.145	2.624	2.977
15	0.691	1.341	1.753	2.131	2.602	2.947
16	0.690	1.337	1.746	2.120	2.583	2.921
17	0.689	1.333	1.740	2.110	2.567	2.898
18	0.688	1.330	1.734	2.101	2.552	2.878
19	0.688	1.328	1.729	2.093	2.539	2.861
20	0.687	1.325	1.725	2.086	2.528	2.845
21	0.686	1.323	1.721	2.080	2.518	2.831
22	0.686	1.321	1.717	2.074	2.508	2.819
23	0.685	1.319	1.714	2.069	2.500	2.807
24	0.685	1.318	1.711	2.064	2.492	2.797
25	0.684	1.316	1.708	2.060	2.485	2.787
26	0.684	1.315	1.706	2.056	2.479	2.779
27	0.684	1.314	1.703	2.052	2.473	2.771
28	0.683	1.313	1.701	2.048	2.467	2.763
29	0.683	1.311	1.699	2.045	2.462	2.756
30	0.683	1.310	1.697	2.042	2.457	2.750
32	0.682	1.309	1.694	2.037	2.449	2.738
34	0.682	1.307	1.691	2.032	2.441	2.728
35	0.682	1.306	1.690	2.030	2.438	2.724
38	0.681	1.304	1.686	2.024	2.429	2.712
40	0.681	1.303	1.684	2.021	2.423	2.704
41	0.681	1.303	1.683	2.020	2.421	2.701
44	0.680	1.301	1.680	2.015	2.414	2.692
46	0.680	1.300	1.679	2.013	2.410	2.687
48	0.680	1.299	1.677	2.011	2.407	2.682
50	0.679	1.299	1.676	2.009	2.403	2.678
52	0.679	1.298	1.675	2.007	2.400	2.674
54	0.679	1.297	1.674	2.005	2.397	2.670
56	0.679	1.297	1.673	2.003	2.395	2.667
58	0.679	1.296	1.672	2.002	2.392	2.663
60	0.679	1.296	1.671	2.000	2.390	2.660
61	0.679	1.296	1.670	2.000	2.389	2.659
63	0.678	1.295	1.669	1.998	2.387	2.656
65	0.678	1.295	1.669	1.997	2.385	2.654
68	0.678	1.294	1.668	1.995	2.382	2.650
70	0.678	1.294	1.667	1.994	2.381	2.648
71	0.678	1.294	1.667	1.994	2.380	2.647
72	0.678	1.293	1.666	1.993	2.379	2.646
74	0.678	1.293	1.666	1.993	2.378	2.644
76	0.678	1.293	1.665	1.992	2.376	2.642
82	0.677	1.292	1.664	1.989	2.373	2.637
90	0.677	1.291	1.662	1.987	2.368	2.632
91	0.677	1.291	1.662	1.986	2.368	2.631
92	0.677	1.291	1.662	1.986	2.368	2.630
93	0.677	1.291	1.661	1.986	2.367	2.630
94	0.677	1.291	1.661	1.986	2.367	2.629
96	0.677	1.290	1.661	1.985	2.366	2.628
97	0.677	1.290	1.661	1.985	2.365	2.627
98	0.677	1.290	1.661	1.984	2.365	2.627
100	0.677	1.290	1.660	1.984	2.364	2.626
105	0.677	1.290	1.659	1.983	2.362	2.623
110	0.677	1.289	1.659	1.982	2.361	2.621
120	0.674	1.289	1.658	1.980	2.358	2.617

Sumber : Statistika untuk Penelitian, Sugiyono (2000:287)

NILAI-NILAI UNTUK DISTRIBUSI F (F Tabel)

UNTUK 5 %

$v_2 = dk$ penyebut	$v_1 = dk$ pembilang						
	1	2	3	4	5	6	7
1	161.45	199.50	215.71	224.58	230.16	233.99	236.77
2	18.51	19.00	19.16	19.25	19.30	19.33	19.49
3	10.13	9.55	9.28	9.12	9.01	8.94	8.67
4	7.71	6.94	6.59	6.39	6.26	6.16	6.04
5	6.61	5.79	5.41	5.19	5.05	4.95	4.95
6	5.99	5.14	4.76	4.53	4.39	4.28	4.53
7	5.59	4.74	4.35	4.12	3.97	3.87	4.12
8	5.32	4.46	4.07	3.84	3.69	3.58	3.84
9	5.12	4.26	3.86	3.63	3.48	3.37	3.86
10	4.96	4.10	3.71	3.48	3.33	3.22	3.71
11	4.84	3.98	3.59	3.36	3.20	3.09	3.59
12	4.75	3.89	3.49	3.26	3.11	3.00	3.49
13	4.67	3.81	3.41	3.18	3.03	2.92	3.41
14	4.60	3.74	3.34	3.11	2.96	2.85	3.34
15	4.54	3.68	3.29	3.06	2.90	2.79	3.29
16	4.49	3.63	3.24	3.01	2.85	2.74	3.24
17	4.45	3.59	3.20	2.96	2.81	2.70	3.20
18	4.41	3.55	3.16	2.93	2.77	2.66	3.16
19	4.38	3.52	3.13	2.90	2.74	2.63	3.13
20	4.35	3.49	3.10	2.87	2.71	2.60	3.10
22	4.30	3.44	3.05	2.82	2.66	2.55	3.05
24	4.26	3.40	3.01	2.78	2.62	2.51	3.01
26	4.23	3.37	2.98	2.74	2.59	2.47	2.98
27	4.21	3.35	2.96	2.73	2.57	2.46	2.96
28	4.20	3.34	2.95	2.71	2.56	2.45	2.95
30	4.17	3.32	2.92	2.69	2.53	2.42	2.92
32	4.15	3.29	2.90	2.67	2.51	2.40	2.90
34	4.13	3.28	2.88	2.65	2.49	2.38	2.88
36	4.11	3.26	2.87	2.63	2.48	2.36	2.87
40	4.08	3.23	2.84	2.61	2.45	2.34	2.83
41	4.08	3.23	2.83	2.60	2.44	2.33	2.83
42	4.07	3.22	2.83	2.59	2.44	2.32	2.82
44	4.06	3.21	2.82	2.58	2.43	2.31	2.82
45	4.06	3.20	2.81	2.58	2.42	2.31	2.80
48	4.04	3.19	2.80	2.57	2.41	2.29	2.80
50	4.03	3.18	2.79	2.56	2.40	2.29	2.78
52	4.03	3.18	2.78	2.55	2.39	2.28	2.78
54	4.02	3.17	2.78	2.54	2.39	2.27	2.77
55	4.02	3.16	2.77	2.54	2.38	2.27	2.77
56	4.01	3.16	2.77	2.54	2.38	2.27	2.77
57	4.01	3.16	2.77	2.53	2.38	2.26	2.77
58	4.01	3.16	2.76	2.53	2.37	2.26	2.76
59	4.00	3.15	2.76	2.53	2.37	2.26	2.76
60	4.00	3.15	2.76	2.53	2.37	2.25	2.76
61	4.00	3.15	2.76	2.52	2.37	2.25	2.76
63	3.99	3.14	2.75	2.52	2.36	2.25	2.75
65	3.99	3.14	2.75	2.51	2.36	2.24	2.75
68	3.98	3.13	2.74	2.51	2.35	2.24	2.74
70	3.98	3.13	2.74	2.50	2.35	2.23	2.74
72	3.97	3.12	2.73	2.50	2.34	2.23	2.73
74	3.97	3.12	2.73	2.50	2.34	2.22	2.73
76	3.97	3.12	2.72	2.49	2.33	2.22	2.72
77	3.97	3.12	2.72	2.49	2.33	2.22	2.72
80	3.96	3.11	2.72	2.49	2.33	2.21	2.71
83	3.96	3.11	2.71	2.48	2.32	2.21	2.71
90	3.95	3.10	2.71	2.47	2.32	2.20	2.70
92	3.94	3.10	2.70	2.47	2.31	2.20	2.70
94	3.94	3.09	2.70	2.47	2.31	2.20	2.70
95	3.94	3.09	2.70	2.47	2.31	2.20	2.70
96	3.94	3.09	2.70	2.47	2.31	2.19	2.70
97	3.94	3.09	2.70	2.47	2.31	2.19	2.70
100	3.94	3.09	2.70	2.46	2.31	2.19	2.70
118	3.92	3.07	2.68	2.45	2.29	2.18	2.68
126	3.92	3.07	2.68	2.44	2.29	2.17	2.68

Sumber : Statistika Untuk Penelitian, Sugiyono (2000 : 298)