

# **LAMPIRAN 1 KUESIONER**

**KUESIONER PENELITIAN**  
**MENINGKATKAN KINERJA SUMBER DAYA MANUSIA MELALUI**  
**KUALITAS PELATIHAN DAN DENGAN KOMPETENSI**  
(Dinas Koperasi, Perdagangan dan UMKM Kabupaten Demak)

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**I. Identitas Responden**

- 1) Nama : \_\_\_\_\_
- 2) Usia : ..... Tahun
- 3) Jenis Kelamin : 1. Laki-laki  
2. Perempuan
- 4) Tingkat Pendidikan : 1. SMA  
2. D3  
3. S1  
4. S2  
5. S3
- 5) Status Kepegawaian : 1. Tetap  
2. Tidak Tetap
- 6) Lama Bekerja : \_\_\_\_\_ Tahun \_\_\_\_\_ Bulan

**2. Petunjuk Pengisian**

1. Berilah tanda checklis (✓) untuk setiap jawaban yang paling tepat dan sesuai dengan keadaan dan mencerminkan pilihan Bapak/Ibu/Sdr/ I yang paling objektif.
2. Dimohon Bapak/Ibu/ Sdr/I untuk dapat mengisi semua jawaban yang ada.
3. Setiap pernyataan mempunyai lima alternative jawaban yaitu
  - SS = Sangat Setuju
  - S = Setuju
  - N = Netral
  - TS = Tidak Setuju

STS = Sangat Tidak Setuju

**A. DAFTAR PERTANYAAN VARIABEL KINERJA SDM (Y2)**

No.	Pernyataan	Alternatif jawaban				
		STS	S	N	TS	STS
1.	Kualitas kerja saya lebih baik dari SDM lain					
2.	Kuantitas kerja saya melebihi rata-rata SDM lain					
3.	Saya dapat melaksanakan pekerjaan secara tepat waktu					
	Kinerja SDM tersebut seperti apa, mohon sebutkan					

**B. DAFTAR PERTANYAAN VARIABEL KOMPETENSI (Y1)**

No.	Pernyataan	Alternatif Jawaban				
		STS	S	N	TS	STS
1.	Saya mempunyai pengetahuan yang cukup untuk melatih ketrampilan saya					
2.	Saya memahami tugas dan tanggungjawab yang diberikan instansi kepada saya					
3.	Saya bisa melaksanakan tugas yang diberikan sesuai dengan bidang keahlian saya					
	Kompetensi apa saja yang bapak/ibu miliki, mohon sebutkan					

**C. DAFTAR PERTANYAAN VARIABEL KUALITAS PELATIHAN  
(X1)**

No.	Pernyataan	Alternatif Jawaban				
		STS	S	N	TS	STS
1.	Saya merasa materi pelatihan sesuai dengan ketrampilan yang dibutuhkan instansi.					
2.	Saya merasa metode pelatihan yang saya ikuti memudahkan saya menguasai ketrampilan yang diberikan					
3.	Saya merasa kemampuan pemateri dalam menyampaikan materi mudah dipahami.					
	Pelatihan yang pernah Bapak/ Ibu ikuti seperti apa, mohon sebutkan					

## **LAMPIRAN 2 TABULASI DATA**

x1.1	x1.2	x1.3	x1	y1.1	y1.2	y1.3	y1	y2.1	y2.2	y2.3	y2
4	4	5	13	5	4	4	13	4	4	5	13
4	5	3	12	4	3	3	10	4	4	4	12
4	4	2	10	3	3	3	9	4	3	4	11
4	4	4	12	4	4	4	12	4	3	4	11
4	5	5	14	4	5	4	13	4	5	4	13
5	5	4	14	5	5	5	15	5	5	5	15
4	4	2	10	4	4	5	13	4	4	4	12
4	3	4	11	5	5	4	14	4	5	4	13
3	3	3	9	4	4	4	12	3	4	3	10
3	3	2	8	4	3	3	10	3	3	3	9
4	4	4	12	5	4	5	14	4	4	4	12
3	4	3	10	4	3	4	11	3	3	3	9
3	4	4	11	4	4	4	12	5	4	4	13
4	4	5	13	4	5	5	14	4	5	5	14
4	4	4	12	3	3	3	9	3	3	3	9
3	3	3	9	4	4	4	12	4	4	3	11
3	3	3	9	3	2	2	7	3	2	3	8
4	3	3	10	4	4	4	12	4	4	3	11
3	4	4	11	5	4	5	14	4	4	4	12
3	3	4	10	4	3	4	11	4	3	3	10
4	4	4	12	5	5	4	14	4	4	5	13
4	4	5	13	4	4	4	12	4	4	4	12
3	3	3	9	5	5	5	15	4	5	4	13
4	5	5	14	3	3	3	9	4	3	3	10
5	5	5	15	3	3	4	10	4	3	4	11
4	5	5	14	4	4	5	13	4	5	5	14
4	5	4	13	5	5	4	14	5	5	5	15
4	3	4	11	3	3	4	10	4	4	4	12
5	4	5	14	4	5	5	14	4	5	4	13
4	3	4	11	4	4	4	12	3	4	3	10
5	5	5	15	5	5	4	14	4	5	4	13
4	4	4	12	3	4	3	10	4	4	3	11
3	3	3	9	4	3	4	11	2	3	2	7
4	3	4	11	4	5	5	14	5	4	4	13
3	3	3	9	3	3	4	10	3	3	4	10
4	5	4	13	5	5	5	15	4	5	5	14
3	4	4	11	4	5	5	14	4	4	4	12
4	3	3	10	3	3	2	8	3	3	3	9
4	4	4	12	4	3	4	11	4	4	3	11
4	4	5	13	4	4	4	12	4	4	5	13

5	5	5	15	5	4	5	14	5	5	5	15
3	3	3	9	3	3	4	10	3	4	4	11
5	4	4	13	4	4	4	12	4	5	5	14
4	3	3	10	4	3	3	10	4	4	4	12
4	4	3	11	3	3	3	9	4	3	3	10
3	3	4	10	3	4	3	10	5	5	4	14
4	4	4	12	4	3	4	11	4	4	5	13
3	4	4	11	3	4	3	10	4	4	4	12
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4	4	5	13	4	4	4	12	4	3	4	11
5	5	5	15	4	5	5	14	4	5	4	13
4	4	5	13	4	5	4	13	4	4	4	12
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4	4	5	13	4	4	4	12	4	4	5	13
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4	3	4	11	4	3	4	11	4	4	5	13
4	4	4	12	4	5	4	13	5	5	4	14
3	3	3	9	3	4	4	11	3	4	4	11
5	5	5	15	4	5	5	14	4	5	4	13
4	4	4	12	4	4	4	12	4	4	4	12
4	3	3	10	3	3	4	10	4	4	3	11
3	4	3	10	3	3	3	9	3	3	3	9
4	4	5	13	4	4	4	12	4	4	4	12
5	5	5	15	5	5	5	15	5	5	5	15
5	4	4	13	4	4	3	11	4	4	4	12
5	5	5	15	5	4	4	13	5	5	5	15
5	5	5	15	5	5	4	14	5	5	5	15
4	4	4	12	4	3	4	11	4	4	4	12

# **LAMPIRAN 3 HASIL ANALISIS DATA**



## ANALISIS DATA

### Statistics

		x1.1	x1.2	x1.3	Kualitas Pelatihan
N	Valid	70	70	70	70
	Missing	0	0	0	0
Mean		3,8857	3,9286	3,9429	11,7571
Std. Deviation		,67121	,72874	,84931	1,89917

### x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	20	28,6	28,6	28,6
	4,00	38	54,3	54,3	82,9
	5,00	12	17,1	17,1	100,0
	Total	70	100,0	100,0	

### x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	21	30,0	30,0	30,0
	4,00	33	47,1	47,1	77,1
	5,00	16	22,9	22,9	100,0
	Total	70	100,0	100,0	

### x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	4,3	4,3	4,3
	3,00	18	25,7	25,7	30,0
	4,00	29	41,4	41,4	71,4
	5,00	20	28,6	28,6	100,0
	Total	70	100,0	100,0	

**Statistics**

		y1.1	y1.2	y1.3	Kompetensi
N	Valid	70	70	70	70
	Missing	0	0	0	0
Mean		3,9286	3,8714	3,9286	11,7286
Std. Deviation		,68781	,81510	,74836	1,95546

**y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	19	27,1	27,1	27,1
	4,00	37	52,9	52,9	80,0
	5,00	14	20,0	20,0	100,0
	Total	70	100,0	100,0	

**y1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	1,4	1,4	1,4
	3,00	25	35,7	35,7	37,1
	4,00	26	37,1	37,1	74,3
	5,00	18	25,7	25,7	100,0
	Total	70	100,0	100,0	

**y1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	2	2,9	2,9	2,9
	3,00	16	22,9	22,9	25,7
	4,00	37	52,9	52,9	78,6
	5,00	15	21,4	21,4	100,0
	Total	70	100,0	100,0	

**Statistics**

		y2.1	y2.2	y2.3	Kinerja SDM
N	Valid	70	70	70	70
	Missing	0	0	0	0
Mean		3,9429	4,0286	3,9571	11,9286
Std. Deviation		,61115	,76084	,75057	1,82829

**y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	1,4	1,4	1,4
	3,00	12	17,1	17,1	18,6
	4,00	47	67,1	67,1	85,7
	5,00	10	14,3	14,3	100,0
	Total	70	100,0	100,0	

**y2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	1,4	1,4	1,4
	3,00	16	22,9	22,9	24,3
	4,00	33	47,1	47,1	71,4
	5,00	20	28,6	28,6	100,0
	Total	70	100,0	100,0	

**y2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	1	1,4	1,4	1,4
	3,00	18	25,7	25,7	27,1
	4,00	34	48,6	48,6	75,7
	5,00	17	24,3	24,3	100,0
	Total	70	100,0	100,0	

## UJI VALIDITAS

### Correlations

		x1.1	x1.2	x1.3	Kualitas Pelatihan
x1.1	Pearson Correlation	1	,576**	,548**	,819**
	Sig. (2-tailed)		,000	,000	,000
	N	70	70	70	70
x1.2	Pearson Correlation	,576**	1	,579**	,846**
	Sig. (2-tailed)	,000		,000	,000
	N	70	70	70	70
x1.3	Pearson Correlation	,548**	,579**	1	,863**
	Sig. (2-tailed)	,000	,000		,000
	N	70	70	70	70
Kualitas Pelatihan	Pearson Correlation	,819**	,846**	,863**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	70	70	70	70

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

### Correlations

		y1.1	y1.2	y1.3	Kompetensi
y1.1	Pearson Correlation	1	,630**	,609**	,847**
	Sig. (2-tailed)		,000	,000	,000
	N	70	70	70	70
y1.2	Pearson Correlation	,630**	1	,650**	,887**
	Sig. (2-tailed)	,000		,000	,000
	N	70	70	70	70
y1.3	Pearson Correlation	,609**	,650**	1	,868**
	Sig. (2-tailed)	,000	,000		,000
	N	70	70	70	70
Kompetensi	Pearson Correlation	,847**	,887**	,868**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	70	70	70	70

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

## Correlations

		y2.1	y2.2	y2.3	Kinerja SDM
y2.1	Pearson Correlation	1	,596**	,595**	,826**
	Sig. (2-tailed)		,000	,000	,000
	N	70	70	70	70
y2.2	Pearson Correlation	,596**	1	,637**	,877**
	Sig. (2-tailed)	,000		,000	,000
	N	70	70	70	70
y2.3	Pearson Correlation	,595**	,637**	1	,874**
	Sig. (2-tailed)	,000	,000		,000
	N	70	70	70	70
Kinerja SDM	Pearson Correlation	,826**	,877**	,874**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	70	70	70	70

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

## UJI RELIABILITAS

X1

## Reliability Statistics

Cronbach's Alpha	N of Items
,792	3

Y`

## Reliability Statistics

Cronbach's Alpha	N of Items
,834	3

Y2

## Reliability Statistics

Cronbach's Alpha	N of Items
,820	3

## ANALISIS REGRESI LINIER BERGANDA

### Output Regresi Pertama

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Kualitas Pelatihan <sup>b</sup>	.	Enter

- a. Dependent Variable: Kompetensi  
 b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,509 <sup>a</sup>	,259	,248	1,69572

- a. Predictors: (Constant), Kualitas Pelatihan  
 b. Dependent Variable: Kompetensi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	68,310	1	68,310	23,756	,000 <sup>b</sup>
	Residual	195,533	68	2,875		
	Total	263,843	69			

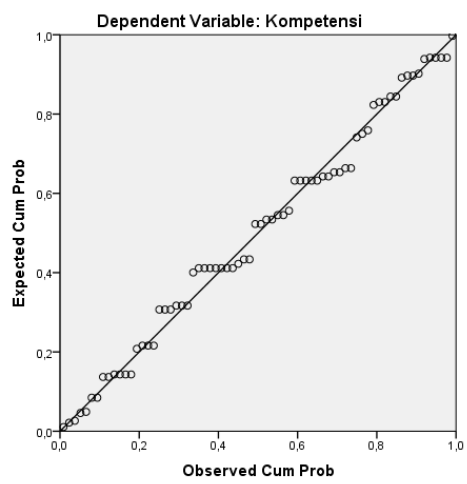
- a. Dependent Variable: Kompetensi  
 b. Predictors: (Constant), Kualitas Pelatihan

**Coefficients<sup>a</sup>**

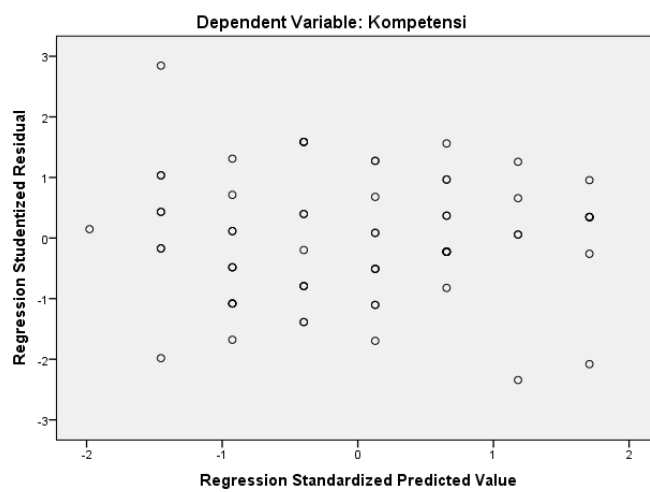
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,569	1,280		4,351	,000
	Kualitas Pelatihan	,524	,107	,509	4,874	,000

- a. Dependent Variable: Kompetensi

Normal P-P Plot of Regression Standardized Residual



Scatterplot



## NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		70
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	1,68339180
Most Extreme Differences	Absolute	,078
	Positive	,078
	Negative	-,071
Test Statistic		,078
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,345	,774		3,030	,003
	Kualitas Pelatihan	-,087	,065	-,160	-1,340	,185

- a. Dependent Variable: AbsRes1



## Output Regresi Kedua

Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Kompetensi, Kualitas Pelatihan <sup>b</sup>		Enter

a. Dependent Variable: Kinerja SDM

b. All requested variables entered.

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,768 <sup>a</sup>	,590	,577	1,18868

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

b. Dependent Variable: Kinerja SDM

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135,974	2	67,987	48,117	,000 <sup>b</sup>
	Residual	94,668	67	1,413		
	Total	230,643	69			

a. Dependent Variable: Kinerja SDM

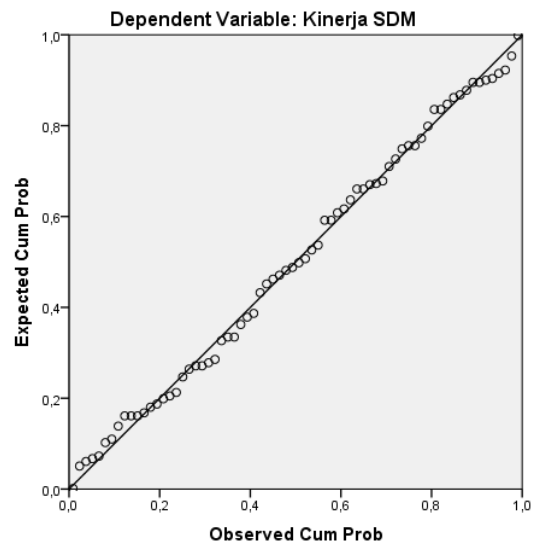
b. Predictors: (Constant), Kompetensi, Kualitas Pelatihan

Coefficients<sup>a</sup>

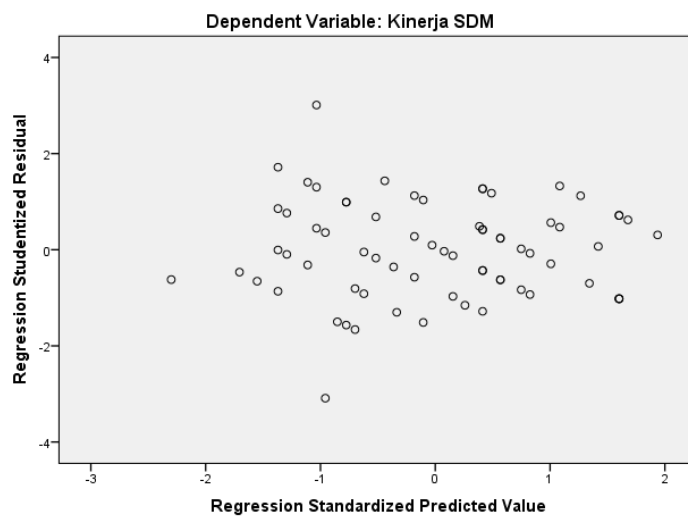
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,134	1,014		2,104	,039
	Kualitas Pelatihan	,363	,088	,377	4,148	,000
	Kompetensi	,471	,085	,504	5,542	,000

a. Dependent Variable: Kinerja SDM

Normal P-P Plot of Regression Standardized Residual



Scatterplot



## NPar Tests

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		70
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	1,17132667
Most Extreme Differences	Absolute	,046
	Positive	,046
	Negative	-,043
Test Statistic		,046
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

**Coefficients<sup>a</sup>**

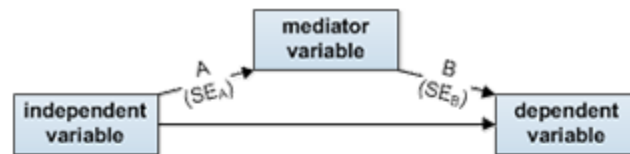
Model		Collinearity Statistics	
		Tolerance	VIF
1	Kualitas Pelatihan	,741	1,349
	Kompetensi	,741	1,349

a. Dependent Variable: Kinerja SDM

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,777	,591		3,007	,004
	Kualitas Pelatihan	,020	,051	,053	,385	,701
	Kompetensi	-,092	,050	-,256	-1,853	,068

a. Dependent Variable: AbsRes2



A:  ?

B:  ?

SE<sub>A</sub>:  ?

SE<sub>B</sub>:  ?

**Calculate!**

**Sobel test statistic: 3.71048183**

**One-tailed probability: 0.00010343**

**Two-tailed probability: 0.00020687**