

# LAMPIRAN

## Lampiran 1

### KUISIONER

Petunjuk pengisian :

*Jawablah pertanyaan-pertanyaan berikut ini dengan mengisi jawaban atau memberikan tanda centang (✓) pada kotak yang telah tersedia di bawah ini!*

1. Sangat Tidak Setuju (STS)
2. Tidak Setuju (TS)
3. Cukup Setuju (CS)
4. Setuju (S)
5. Sangat Setuju (SS)

### Identitas Responden

1. Nama :
2. Umur :
3. Jenis Kelamin : (1) Laki-laki [ ]  
(2) Perempuan [ ]
4. Pendidikan terakhir :
1. Diploma 3 (D3) [ ]
2. Strata 1 (S1) [ ]
3. Ners [ ]

### PELATIHAN KERJA

No	PERTANYAAN	STS	TS	CS	S	SS
1	Saya merasa sarana pelatihan kerja di tempat saya bekerja sudah memadai					
	Bagaimana sarana pelatihan di tempat anda bekerja ? Mohon jelaskan !					
2	Saya mendapatkan pelatihan yang sesuai dengan kebutuhan saya					
	Bagaimana pelatihan yang kerja yang di ikuti oleh anda ? Mohon jelaskan					

<b>3</b>	Pada saat mengikuti pelatihan kerja saya mampu untuk melakukan materi yang diberikan					
	Bagaimana kemampuan anda saat mengikuti pelatihan kerja ? Mohon jelaskan					

### Pengalaman Kerja

No	PERTANYAAN	STS	TS	CS	S	SS
<b>1</b>	Saya mempunyai pengetahuan yang baik tentang pekerjaan pekerjaan yang saya tekuni					
	Kesalahan apa yang biasanya anda lakukan ?, Mohon jelaskan !					
<b>2</b>	Saya terampil dalam menjalankan pekerjaan saya					
	Pengalaman kerja apa saja yang menurut anda membantu dalam pekerjaan anda saat ini?, Mohon jelaskan!					

3	Saya berpengalaman dalam menggunakan alat pekerjaan saya (misalnya menggunakan alat tensi)					
	Bagaimana penguasaan anda terhadap pekerjaan tersebut ? mohon jelaskan					

**KINERJA SDM**

No	PERTANYAAN	STS	TS	CS	S	SS
1	Saya selalu menyelesaikan pekerjaan sesuai dengan deskripsi pekerjaan saya					
	Bagaimana dengan hasil pekerjaan anda tersebut ? Mohon jelaskan					
2	Saya selalu bekerja dengan standart kualitas yang di tetapkan oleh rumah sakit					
	Standart kualitas apa yang telah di tetapkan oleh rumah sakit tersebut, dan standart apa yang telah anda lakukan? Mohon Jelaskan !					
4	Saya berusaha untuk berusaha menghasilkan kinerja yang lebih dari hasil kinerja sebelumnya					
	Bagaimana hasil kinerja yang anda capai ? Mohon jelaskan					

### Motivasi Kerja

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya senang bekerja di rumah sakit ini, karena adanya kesempatan karir atau promosi					
Kesempatan karir dan promosi seperti apa yang telah anda dapatkan ? mohon jelaskan !						
2	Saya senang bekerja di rumah sakit ini, karena adanya sistem penghargaan yang baik					
Penghargaan apa yang telah anda dapatkan ? mohon jelaskan !						
3	Saya senang bekerja di rumah sakit ini, karena saya bisa bergaul dengan rekan kerja yang seprofesi					
Bagaimana cara anda bergaul dengan rekan kerja anda ? mohon jelaskan !						

## Lampiran 2 Tabulasi Data

### TABULASI DATA VARIABEL PELATIHAN KERJA

X1	P1	P2	P3	Total	X1	P1	P2	P3	Total	X1	P1	P2	P3	Total
1	4	3	3	10	26	4	4	4	12	51	3	2	3	8
2	3	4	4	11	27	3	4	3	10	52	3	2	3	8
3	4	3	4	11	28	4	4	4	12	53	3	2	3	8
4	4	4	4	12	29	4	4	4	12	54	3	2	3	8
5	3	3	4	10	30	4	4	5	13	55	3	2	3	8
6	4	3	4	11	31	4	4	4	12	56	3	2	3	8
7	4	3	3	10	32	4	4	4	12	57	3	2	3	8
8	3	2	3	8	33	4	4	4	12	58	3	2	3	8
9	3	4	4	11	34	5	5	5	15	59	3	2	3	8
10	3	5	5	13	35	5	5	5	15	60	3	2	3	8
11	3	5	5	13	36	4	4	4	12	61	3	2	3	8
12	4	4	4	12	37	4	4	4	12	62	3	2	3	8
13	5	5	5	15	38	4	4	4	12	63	3	2	3	8
14	4	4	4	12	39	4	4	4	12	64	4	4	4	12
15	4	4	4	12	40	5	5	5	15	65	4	4	4	12
16	5	5	5	15	41	4	4	4	12	66	4	4	4	12
17	4	4	4	12	42	4	4	4	12	67	4	5	5	14
18	3	2	3	8	43	3	2	3	8	68	5	5	5	15
19	3	2	3	8	44	3	2	3	8	69	4	4	4	12
20	3	2	3	8	45	3	3	5	11	70	4	5	5	14
21	3	2	3	8	46	4	4	4	12	71	5	5	5	15
22	5	5	5	15	47	4	3	4	11	72	4	4	4	12
23	5	5	5	15	48	3	3	4	11	73	4	4	4	12
24	5	5	5	15	49	4	4	4	12	74	4	4	4	12
25	5	5	5	15	50	4	4	4	12	75	4	3	3	10

X1	P1	P2	P3	Total
76	4	3	3	10
77	4	4	4	12
78	4	4	4	12
79	5	5	5	15
80	3	4	4	11
81	4	4	4	12
82	5	4	3	12
83	2	3	5	10
84	4	5	4	13
85	5	5	5	15
86	5	4	5	14
87	4	5	4	13
88	4	4	3	11
89	5	5	4	14
90	5	4	3	12
91	4	5	5	14
92	4	3	4	11
93	5	4	4	13
94	4	5	5	14
95	5	5	4	14
96	4	3	5	12
97	5	5	3	13
98	5	4	4	13
99	5	4	4	13
100	5	4	4	13



**TABULASI DATA VARIABEL PENGALAMAN KERJA**

X1	P1	P2	P3	Total	X1	P1	P2	P3	Total	X1	P1	P2	P3	Total
1	4	3	4	11	26	3	4	4	11	51	3	4	4	11
2	5	5	4	14	27	3	4	4	11	52	3	4	4	11
3	3	4	4	11	28	4	4	4	12	53	3	4	4	11
4	4	5	5	14	29	2	4	4	10	54	3	4	4	11
5	4	4	4	12	30	4	4	4	12	55	3	4	4	11
6	3	4	4	11	31	4	4	4	12	56	3	4	4	11
7	4	4	3	11	32	4	4	4	12	57	3	4	4	11
8	3	4	4	11	33	4	4	4	12	58	3	4	4	11
9	3	4	4	11	34	3	4	4	11	59	3	4	4	11
10	5	4	4	13	35	5	4	5	14	60	3	4	4	11
11	5	4	4	13	36	4	4	4	12	61	3	4	4	11
12	4	4	4	12	37	4	4	4	12	62	3	4	4	11
13	5	5	5	15	38	4	4	4	12	63	3	4	4	11
14	4	4	4	12	39	3	4	4	11	64	4	4	4	11
15	4	4	4	12	40	4	4	4	12	65	4	3	3	11
16	5	4	5	14	41	4	4	4	12	66	4	4	4	12
17	4	4	4	12	42	4	4	4	12	67	5	5	5	15
18	3	4	4	11	43	3	4	4	11	68	4	4	5	13
19	3	4	4	11	44	3	4	4	11	69	5	5	5	15
20	3	4	4	11	45	5	4	3	12	70	4	4	4	12
21	3	4	4	11	46	2	3	3	8	71	5	5	5	15
22	5	5	5	15	47	2	4	4	10	72	4	4	4	12
23	5	5	5	15	48	2	4	4	10	73	5	5	5	15
24	5	5	5	15	49	4	4	4	12	74	4	4	4	12
25	5	5	5	15	50	4	4	4	12	75	4	4	4	12

X1	P1	P2	P3	Total
76	4	4	3	11
77	5	5	5	15
78	5	5	5	15
79	4	4	4	12
80	5	5	5	15
81	3	4	3	10
82	3	4	4	11
83	4	4	3	11
84	4	5	3	12
85	5	4	4	13
86	3	4	2	9
87	5	4	5	14
88	5	4	4	13
89	4	5	5	14
90	4	3	2	9
91	5	4	5	14
92	4	5	5	14
93	4	5	4	13
94	5	5	5	15
95	4	4	4	12
96	4	5	4	13
97	4	5	5	14
98	4	5	5	14
99	5	5	5	15
100	4	4	4	12

**TABULASI DATA VARIABEL MOTIVASI KERJA**

X1	P1	P2	P3	Total	X1	P1	P2	P3	Total	X1	P1	P2	P3	Total
1	5	5	5	15	26	4	4	4	12	51	2	2	2	11
2	3	3	5	11	27	4	4	4	12	52	2	2	2	11
3	4	4	4	12	28	4	4	4	12	53	2	2	2	11
4	4	4	5	13	29	4	4	4	12	54	2	2	2	11
5	4	4	4	12	30	5	5	5	15	55	2	2	2	11
6	4	3	4	11	31	4	4	4	12	56	2	2	2	11
7	4	3	3	10	32	4	3	4	11	57	2	2	2	11
8	2	2	3	7	33	4	4	4	12	58	2	2	2	11
9	4	5	5	14	34	5	5	5	15	59	2	2	2	11
10	3	3	5	11	35	4	5	5	14	60	2	2	2	11
11	3	3	5	11	36	4	4	4	12	61	2	2	2	11
12	4	4	4	12	37	4	4	4	12	62	2	2	2	11
13	5	5	5	15	38	4	4	4	12	63	2	2	2	11
14	4	4	4	12	39	4	4	4	12	64	4	4	4	11
15	4	4	4	12	40	4	5	5	14	65	5	4	4	11
16	5	5	5	15	41	3	4	3	10	66	4	4	4	12
17	4	4	4	12	42	4	4	4	12	67	4	4	4	15
18	2	2	3	7	43	2	2	3	7	68	4	4	4	13
19	2	2	3	7	44	2	2	3	7	69	5	5	5	15
20	2	2	3	7	45	2	5	1	8	70	5	5	5	12
21	2	2	3	7	46	3	3	3	9	71	5	5	5	15
22	5	5	5	15	47	4	4	4	12	72	4	4	4	12
23	5	5	5	15	48	4	4	4	12	73	4	4	4	15
24	5	5	5	15	49	5	5	5	15	74	4	4	4	12
25	5	5	5	15	50	4	4	4	12	75	5	5	5	12

X1	P1	P2	P3	Total
76	3	3	3	9
77	5	5	5	15
78	4	4	4	12
79	5	5	5	15
80	3	3	3	9
81	4	4	4	12
82	5	4	4	13
83	3	4	4	11
84	5	4	4	13
85	4	5	5	14
86	5	5	4	14
87	4	5	5	14
88	3	4	4	11
89	3	5	5	13
90	5	5	4	14
91	5	4	4	12
92	3	4	4	11
93	5	5	4	14
94	4	4	3	11
95	5	4	4	13
96	4	4	4	12
97	5	5	5	15
98	5	4	5	14
99	4	2	5	11
100	5	4	4	13

**TABULASI DATA VARIABEL KINERJA SDM**

X1	P1	P2	P3	P4	Total	X1	P1	P2	P3	P4	Total	X1	P1	P2	P3	P4	Total
1	3	5	5	5	18	26	4	4	4	5	17	51	4	4	4	4	16
2	5	4	4	5	18	27	3	3	4	3	13	52	4	4	4	4	16
3	4	4	4	4	16	28	4	4	4	4	16	53	4	4	4	4	16
4	5	5	5	5	20	29	4	4	4	4	16	54	4	4	4	4	16
5	4	5	5	4	18	30	4	4	4	4	16	55	4	4	4	4	16
6	4	5	4	5	18	31	4	4	4	4	16	56	4	4	4	4	16
7	4	4	4	5	17	32	3	4	4	4	15	57	4	4	4	4	16
8	5	5	5	4	19	33	4	4	4	4	16	58	4	4	4	4	16
9	3	4	4	5	16	34	5	5	5	5	20	59	4	4	4	4	16
10	4	5	4	5	18	35	5	5	5	5	20	60	4	4	4	4	16
11	5	4	5	5	19	36	4	4	4	4	16	61	4	4	4	4	16
12	5	5	5	3	18	37	4	4	4	4	16	62	4	4	4	4	16
13	4	4	4	5	17	38	4	4	4	4	16	63	4	4	4	4	16
14	4	4	4	4	16	39	4	4	4	4	16	64	4	5	5	4	18
15	5	5	4	4	18	40	4	5	5	5	16	65	4	4	4	4	16
16	4	4	5	5	18	41	5	5	4	4	18	66	4	4	4	4	16
17	4	4	4	4	16	42	4	5	4	4	17	67	4	4	4	4	16
18	4	4	4	4	16	43	4	4	4	4	16	68	4	4	4	4	16
19	4	4	4	4	16	44	4	4	4	4	16	69	5	5	5	5	20
20	4	4	4	4	16	45	5	4	3	1	14	70	5	5	5	5	20
21	4	4	4	4	16	46	3	3	3	3	12	71	5	5	5	5	20
22	4	4	4	4	16	47	3	3	4	3	13	72	5	5	4	3	17
23	5	5	5	4	16	48	3	3	5	4	15	73	5	5	5	5	20
24	5	5	5	5	20	49	4	4	4	5	17	74	4	4	4	4	16
25	5	5	5	5	20	50	4	4	4	4	16	75	4	4	4	4	16

X1	P1	P2	P3	P4	Total
76	3	3	3	3	12
77	5	5	5	5	20
78	5	5	5	5	20
79	5	5	5	5	20
80	4	4	4	4	16
81	3	3	3	4	14
82	4	5	5	4	18
83	5	4	4	3	16
84	4	5	3	5	17
85	5	5	4	4	18
86	4	3	5	5	17
87	4	5	5	3	17
88	4	5	5	5	19
89	5	4	3	3	15
90	5	5	4	3	17
91	4	5	4	4	17
92	3	3	4	5	15
93	5	5	4	4	18
94	5	5	5	4	19
95	4	5	5	3	17
96	4	4	4	4	16
97	5	4	5	3	17
98	5	5	4	4	18
99	4	5	5	4	18
100	5	4	5	5	19

## LAMPIRAN 3 HASIL UJI VALIDITAS

## UJI VALIDITAS VARIABEL PELATIHAN KERJA

## Correlations

		X1.1	X1.2	X1.3	Pelatihan Kerja
X1.1	Pearson Correlation	1	.731**	.496**	.831**
	Sig. (2-tailed)		.000	.000	.000
	N	100	108	100	100
X1.2	Pearson Correlation	.731**	1	.751**	.956**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
X1.3	Pearson Correlation	.496**	.751**	1**	.841**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	100	100	100	100
Pelatihankerja	Pearson Correlation	.837**	.956**	.841**	0
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

**UJI VALIDITAS VARIABEL PENGALAMAN KERJA**

**Correlations**

		X2.1	X2.2	X2.4	Pengalaman Kerja
X2.1	Pearson Correlation	1	.551**	.456**	.848**
	Sig. (2-tailed)		.000	.000	.000
	N	100	108	100	100
X2.2	Pearson Correlation	.551**	1	.698**	.848**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
X2.3	Pearson Correlation	.456**	.698**	1**	.882**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	100	100	100	100
Pengalaman kerja	Pearson Correlation	.848**	.848**	.822**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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



**UJI VALIDITAS VARIABEL MOTIVASI KERJA**

**Correlations**

		X3.1	X3.2	X3.3	Motivasi Kerja
X3.1	Pearson Correlation	1	.551**	.456**	.848**
	Sig. (2-tailed)		.000	.000	.000
	N	100	100	100	100
X3.2	Pearson Correlation	.551**	1	.698**	.848**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
X3.3	Pearson Correlation	.456**	.698**	1	.822**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	100	100	100	100
Pelatihanke	Pearson Correlation	.848**	.848**	.822**	0
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

## UJI VALIDITAS VARIABEL KINERJA SUMBER DAYA MANUSIA

### Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Kinerja SDM
Y1.1	Pearson	1	.610**	.511**	.152	.613**
	Correlation					
	Sig. (2-tailed)					
	N					
Y1.2	Pearson	.610**	1	.648**	.405**	.728**
	Correlation					
	Sig. (2-tailed)					
	N					
Y1.3	Pearson	.511**	.648**	1	.465**	.714**
	Correlation					
	Sig. (2-tailed)					
	N					
Y1.4	Pearson	.152	.405**	.465**	1	
	Correlation					
	Sig. (2-tailed)					
	N					
Kinerja Sumber Daya Manusia	Pearson	.613	.728**	.724**	.572	1
	Correlation					
	Sig.2 (2-tailed)					
	N					

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

**UJI VALIDITAS VARIABEL KINERJA SUMBER DAYA MANUSIA**

**Correlations**

		Y2.1	Y2.2	Y2.4	Pe;atihan Kerja
Y2.1	Pearson Correlation	1	.731**	.496**	.831**
	Sig. (2-tailed)		.000	.000	.000
	N	100	108	100	100
Y2.2	Pearson Correlation	.551**	1	.698**	.848**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
Y2.3	Pearson Correlation	.496**	.751**	1**	.841**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	100	100	100	100
Pelatihanke	Pearson Correlation	.837**	.956**	.841**	0
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

#### LAMPIRAN 4 HASIL SPSS UJI REABILITAS

##### Uji Reabilitas pelatihan kerja

###### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.855	.930	4

###### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Pertanyaan1	19.22	14.941	.775	.	.836
Pertanyaan2	19.43	12.128	.926	.	.748
Pertanyaan3	19.20	15.071	.782	.	.838
Total	11.57	4.995	1000	.	

##### Uji Reabilitas pengalaman kerja

###### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.835	.905	4

###### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Pertanyaan1	20.53	6.858	.746	.	.788
Pertanyaan2	20.19	8.297	.795	.	.814
Pertanyaan3	20.28	7.840	.744	.	.801
Total	12.20	2.707	1000	.	.759

### Uji Reabilitas Motivasi Kerja

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.867	.954	4

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Pertanyaan1	19.25	19.543	.928	.	.795
Pertanyaan2	19.25	19.947	.895	.	.806
Pertanyaan3	19.00	22.707	.817	.	.858
Total	11.50	2.404	1000	.	.899

### Uji Reabilitas Kinerja Sumber Daya Manusia

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.726	.855	5

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Pertanyaan1	20.42	12.872	.596	.494	.685
Pertanyaan2	29.43	12.348	.758	.599	.655
Pertanyaan3	29.37	12.579	.740	.544	.664
Pertanyaan4	29.48	12.777	.527	.405	.691
Total	29.48	3.488	1000	.721	.768

### LAMPIRAN 5 HASIL SPSS UJI MULTIKOLONIERITAS

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

Model	Collinearity Statistics	
	Tolerance	VIF
1 Constan Pelatihan Kerja	.1000	1.1000

Dependent Variable: KinerjaSDM

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

Model	Collinearity Statistics	
	Tolerance	VIF
1 Constan Pengalaman Kerja	.1000	1.1000

Dependent Variable: KinerjaSDM

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

Model	Collinearity Statistics	
	Tolerance	VIF
Pelatihan Kerja	.802	1.246
Motivasi Kerja	.802	1.246

Dependent Variable: KinerjaSDM

### LAMPIRAN 6 UJI HETEROKEDAKTISITAS

#### UJI HETEROKEDAKTISITAS

Model	Unstandardized Coefficients		Stadardized Coefficient	T	Sig
	B	Std.Error	Beta		
	1 (constan)	-407	1.167		
Pelatihan Kerja	.128	.138	.185	.924	.358
Pengalaman Kerja	.002	.112	.002	.021	.984
Motivasi Kerja	.020	.106	.036	.192	.848

## LAMPIRAN 7 HASIL UJI SPSS UJI NORMALITAS

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		108
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.20151549
Most Extreme Differences	Absolute	.064
	Positive	.055
	Negative	-.064
Test Statistic		.064
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.

## LAMPIRAN 8 HASIL UJI HIPOTESIS

### Uji Hipotesis 1

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.393 <sup>a</sup>	.154	.146	2.095

- a. Predictors: (Constant), Pelatihan Kerja  
ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	45.651	1	45.651	9.661	.000 <sup>2</sup>
	Residual	463.009	98	4.725		
	Total	508.750	99			

- a. Dependent Variable: Kinerja Sumber Daya Manusia  
 b. Predictors: (Constant), Pelatihan Kerja

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.235	1.152		11.491	.000
	Pelatihan Kerja	.304	.098	.300	3.108	.002

a. Dependent Variable: Kinerja Sumber Daya Manusia

## Uji Hipotesis 2

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.393 <sup>a</sup>	.154	.146	2.095

a. Predictors: (Constant), Pengalaman Kerja

**ANOVA**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	78.451	1	78.451	17.867	.000 <sup>b</sup>
	Residual	430.229	98	4.391		
	Total	508.750	99			

a. Dependent Variable: Kinerja Sumber Daya Manusia

b. Predictors: (Constant, Pengalaman Kerja)

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.149	1.576		6.442	.000
	Pengalaman Kerja	.541	.128	.393	4.227	.000

a. Dependent Variable: Kinerja Sumber Daya Manusia



### Uji Hipotesis 3

#### Model Summary

Model	R	R square	Adjusted R Square	Std. Error of the Estimate
1	.373	.139	.122	2.124

a. Predictors: (Constant), Moderasi, Pelatihan Kerja

#### ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	70.961	2	35.481	7.861	.001 <sup>b</sup>
	Residual	437.789	97	4.513		
	Total	508.750	99			

a. Dependent Variable: Kinerja Sumber Daya Manusia

b. Predictors: (Constant), Moderasi Pelatihan Kerja

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.057	1.968		8.668	.000
	Pengalaman Kerja	-.541	.316	-.405	-1.297	.020

a. Dependent Variable: Kinerja Sumber Daya Manusia

