LAMPIRAN I
KUESIONER

Kepada

YTH. Bapak/Ibu/Saudara/i Responden

Dengan Hormat

Bersama ini saya menyampaikan permohonan kepada Bapak/ibu/Saudara/i pegawai KPP Pratama di kota Semarang untuk mengisi daftar pernyataan secara sukarela, jujur dan benar. Adapun pernyataan ini dimaksudkan untuk mengetahui bagaimana kinerja dalam melaksanakan tugas pada masing-masing *job desk.*

Penelitian ini hanya untuk kepentingan ilmiah, sehingga saya akan menjamin kerahasian dari semua pendapat/opini atau komentar yang Bapak/Ibu/Saudara/I berikan. Dengan hal ini besar harapan saya Bapak/Ibu/Saudara/i berkenan mengisi semua pernyataan dalam kusioner ini

Demikian surat permohonan yang saya ajukan, atas ketersedian dan partisipasi Bapak/Ibu/Saudara/i, saya ucapkan terimakasih.

Semarang, Agustus 2019

Hormat Saya,

Alfia Purwanti

IDENTITAS RESPONDEN

Petunjuk Pengisian

Berilah tanda (√) pada salah satu jawaban tertera pada daftar pernyataan SS/S/N/TS/STS pada kolom yang telah disediakan dan kemudian tuliskan alasannya anda sudah memilih jawaban tersebut.

Isilah Identitas diri Ibu/Bapak/Saudara/i sesuai dengan keadaan yang sebenarnya.

1. Nama = _____
2. Umur = a. 19-25 tahun
   b. 26-30 tahun
   c. 31-35 tahun
   d. 36-40 tahun
   e. 41-46 tahun
3. Jenis Kelamin = a. Pria
   b. Wanita
4. Tingkat Pendidikan = a. SMA/MA
   b. Diploma
   c. Sarjana
   d. Magister

Berilah jawaban atas pernyataan-pernyaatan pada lembar selanjutnya dengan tanda (√), yaitu 1-5 untuk setiap pernyataan dengan ketentuan bobot sebagai berikut:

1. Sangat Setuju Bobot 5
2. Setuju Bobot 4
3. Netral Bobot 3
4. Tidak Setuju Bobot 2
5. Sangant Tidak Setuju Bobot 1

A. Kinerja SDM

NNo	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
11	Produktivitas saya dalam bekerja mengalami kenaikan dari waktu ke waktu					
22	Kualitas pelayanan yang saya berikan kepada customer, lebih baik dari waktu ke waktu					
33	Respon yang saya berikan kepada customer semakin baik dari waktu ke waktu					
44	Menguasai tugas pekerjaan dan tanggung jawab yang diberikan					

B. *Smart Working*

Nno	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
11	Dalam bekerja dapat meminimalisasi tingkat kesalahan					
22	Setiap pekerjaan diberikan kesempatan berinisiatif sendiri untuk mencapai target					
33	Saya selalu memilih dan menggunakan strategi yang tepat dalam melayani customer					
44	Saya memahami dan mengimplementasi jasa-jasa baru dalam perusahaan					
55	Saya selalu berusaha memperbaiki diri dari kegagalan yang saya lakukan					

C. Orientasi Belajar

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
1	Komitmen saya untuk senantiasa berkontribusi bagi perusahaan					
2	Kerja sama tim dan kolaborasi adalah nilai utama					
3	Saya dalam bekerja berusaha untuk mewujudkan visi perusahaan					

LAMPIRAN II
HASIL KUESIONER

a. VARIABEL KUESIONER

RESP	*Smart Working*					TOTAL	Orientasi Belajar			TOTAL	Kinerja SDM				TOTAL
	P1	P2	P3	P4	P5		P1	P2	P3		P1	P2	P3	P4	
1	5	4	4	4	4	21	4	4	4	12	4	4	4	4	16
2	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
3	4	5	5	4	5	23	5	5	5	15	5	5	5	5	20
4	5	4	5	4	4	22	4	4	4	12	5	5	4	4	18
5	4	4	4	4	5	21	4	5	4	13	5	5	5	5	20
6	4	4	3	3	4	18	4	5	4	13	4	4	4	5	17
7	4	4	4	3	4	19	4	4	4	12	4	4	4	4	16
8	5	2	4	4	4	19	4	4	4	12	4	4	4	4	16
9	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
10	4	3	3	3	3	16	4	5	5	14	4	4	4	4	16
11	4	5	4	4	5	22	5	5	5	15	4	4	4	4	16
12	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
13	4	4	4	3	4	19	3	3	3	9	4	4	4	5	17
14	5	4	4	3	4	20	3	3	3	9	3	4	4	5	16
15	5	5	5	4	5	24	5	5	4	14	5	5	5	5	20
16	5	5	5	5	5	25	5	5	5	15	5	5	5	5	20
17	4	4	4	4	4	20	4	4	4	12	2	3	3	4	12
18	4	4	4	3	5	20	5	5	5	15	3	4	4	3	14
19	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
20	5	4	4	4	5	22	4	5	4	13	4	4	4	4	16
21	5	5	5	5	5	25	5	5	5	15	5	5	5	5	20
22	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
23	4	4	4	3	4	19	5	4	4	13	4	4	4	4	16
24	4	4	4	3	4	19	5	4	4	13	4	4	4	4	16
25	4	4	4	3	4	19	5	4	4	13	4	4	4	4	16
26	4	4	4	4	4	20	4	4	3	11	4	4	4	4	16
27	5	5	4	5	4	23	5	5	5	15	5	5	4	4	18
28	3	5	4	4	5	21	5	5	4	14	4	5	5	5	19
29	4	4	4	4	5	21	4	4	4	12	4	4	4	5	17
30	4	5	4	4	5	22	5	5	5	15	3	4	5	5	17
31	5	5	3	3	5	21	5	5	4	14	5	4	4	4	17
32	5	4	5	4	5	23	5	5	5	15	5	5	5	5	20
33	5	4	5	4	5	23	5	5	5	15	5	5	5	5	20
34	4	4	4	4	4	20	4	4	5	13	4	4	4	4	16
35	4	5	4	4	5	22	5	5	4	14	5	5	4	4	18

RESP	*Smart Working*					TOTAL	Orientasi Belajar			TOTAL	Kinerja SDM				TOTAL
	P1	P2	P3	P4	P5		P1	P2	P3		P1	P2	P3	P4	
36	4	5	4	4	5	22	5	5	4	14	5	4	4	5	18
37	4	4	5	4	5	22	4	4	4	12	3	4	4	4	15
38	4	4	4	4	5	21	5	4	4	13	4	4	4	5	17
39	4	5	5	4	5	23	5	5	5	15	5	5	5	4	19
40	4	5	4	4	4	21	4	4	4	12	4	4	4	4	16
41	4	5	5	5	5	24	5	5	5	15	5	5	5	5	20
42	4	4	4	4	5	21	4	4	4	12	5	5	5	5	20
43	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
44	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
45	4	4	4	4	4	20	4	5	4	13	4	4	4	4	16
46	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
47	3	4	3	3	4	17	4	4	4	12	3	4	4	4	15
48	4	3	4	4	4	19	4	4	4	12	4	4	4	4	16
49	4	4	4	4	4	20	5	5	5	15	4	4	4	4	16
50	4	4	4	4	4	20	5	5	5	15	4	4	4	4	16
51	4	4	4	4	4	20	5	5	5	15	4	4	4	4	16
52	5	5	5	4	5	24	5	5	5	15	5	5	5	5	20
53	4	3	4	4	4	19	5	5	5	15	4	4	5	5	18
54	3	3	3	2	4	15	3	4	3	10	2	2	2	2	8
55	4	4	2	4	4	18	4	4	4	12	2	2	2	4	10
56	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
57	3	4	4	3	5	19	4	5	3	12	4	4	4	4	16
58	5	5	5	5	5	25	5	5	5	15	5	5	5	5	20
59	5	5	5	5	5	25	5	5	5	15	5	5	5	5	20
60	4	3	3	4	4	18	4	3	4	11	3	4	3	4	14
61	4	5	4	3	4	20	4	5	4	13	4	4	4	4	16
62	4	4	5	4	5	22	5	5	4	14	4	4	4	4	16
63	4	4	4	4	4	20	4	5	5	14	4	4	4	4	16
64	3	4	4	3	4	18	4	4	4	12	4	4	4	4	16
65	4	3	4	3	4	18	4	4	4	12	4	4	4	4	16
66	4	4	4	4	5	21	5	5	5	15	3	3	4	4	14
67	4	4	4	4	5	21	4	5	4	13	4	5	5	4	18
68	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
69	4	4	4	4	4	20	4	5	4	13	4	5	5	4	18
70	4	4	4	3	5	20	5	3	4	12	4	4	4	4	16
71	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
72	4	4	4	3	4	19	4	4	4	12	4	4	4	4	16
73	5	5	5	5	5	25	5	5	5	15	4	4	4	5	17

RESP	*Smart Working*					TOTAL	Orientasi Belajar			TOTAL	Kinerja SDM				TOTAL
	P1	P2	P3	P4	P5		P1	P2	P3		P1	P2	P3	P4	
74	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16
75	5	4	4	5	5	23	5	5	5	15	5	5	5	5	20
76	4	4	4	4	4	20	4	4	4	12	3	4	4	4	15
77	4	4	4	3	4	19	4	5	4	13	3	4	4	4	15
78	4	5	5	5	5	24	5	4	4	13	4	4	4	5	17
79	4	3	3	3	4	17	4	4	4	12	3	4	4	4	15
80	4	4	4	4	4	20	4	4	4	12	4	4	4	4	16

A. RANGKUMAN HASIL RESPONDEN

No	Jenis Kelamin	Umur	Pendidikan	No	Jenis Kelamin	Umur	Pendidikan
1	L	36-40	Diploma	36	P	19-25	Diploma
2	L	26-30	Diploma	37	L	41-46	Diploma
3	L	31-35	Sarjana	38	P	26-30	Diploma
4	P	26-30	Diploma	39	L	19-25	Diploma
5	P	19-25	Diploma	40	P	19-25	Sarjana
6	P	19-25	Diploma	41	P	41-46	Sarjana
7	P	19-25	Diploma	42	P	26-30	Diploma
8	P	19-25	Diploma	43	P	26-30	Sarjana
9	P	19-25	Diploma	44	L	31-35	Sarjana
10	P	41-46	Sarjana	45	P	31-35	Sarjana
11	P	41-46	Sarjana	46	P	19-25	Diploma
12	P	36-40	Sarjana	47	P	19-25	Diploma
13	L	19-25	Diploma	48	P	19-25	Diploma
14	L	31-35	Diploma	49	L	41-46	SMA
15	P	19-25	Diploma	50	P	26-30	Sarjana
16	P	19-25	Diploma	51	L	19-25	Diploma
17	L	41-46	SMA	52	L	36-40	SMA
18	L	36-40	Diploma	53	L	36-40	Sarjana
19	P	26-30	Sarjana	54	L	36-40	Magister
20	P	41-46	Sarjana	55	P	19-25	Diploma
21	P	19-25	Diploma	56	P	36-40	Sarjana
22	P	19-25	Diploma	57	P	41-46	Magister
23	P	26-30	Sarjana	58	L	41-46	Diploma
24	P	26-30	Sarjana	59	P	19-25	Diploma
25	P	41-46	Sarjana	60	L	41-46	Sarjana
26	L	36-40	Sarjana	61	P	36-40	Sarjana
27	P	26-30	Diploma	62	L	31-35	Diploma
28	P	19-25	Diploma	63	P	19-25	Diploma
29	P	26-30	Diploma	64	L	19-25	Diploma
30	P	41-46	Sarjana	65	P	19-25	Diploma
31	P	19-25	Diploma	66	L	26-30	SMA
32	P	26-30	Sarjana	67	L	36-40	Sarjana
33	L	19-25	Diploma	68	P	36-40	Magister
34	L	26-30	Diploma	69	P	19-25	Diploma
35	P	36-40	Diploma	70	P	36-40	Sarjana

No	Jenis Kelamin	Umur	Pendidikan
71	P	31-35	Diploma
72	P	19-25	Diploma
73	L	36-40	Sarjana
74	P	41-46	Sarjana
75	P	26-30	Diploma
76	P	36-40	Sarjana
77	L	41-46	Sarjana
78	L	36-40	Diploma
79	L	19-25	Diploma
80	L	41-46	Diploma

B. DESKRIPTIF VARIABEL

Distibusi Frequensi Kinerja Sumber Daya Manusia

Indikator	SS (5)	S (4)	N (3)	TS (2)	STS (1)	Average	Indeks	Kriteria
Produktivitas	19	48	10	3	0	4,04	80,82	Tinggi
Kualitas pelayanan	20	56	2	2	0	4,18	64,5	Tinggi
Responsitas	19	57	2	2	0	4,16	83,34	Tinggi
Menguasai tugas pekerjaan dan tanggung jawab	24	54	1	1	0	4,26	85,3	Tinggi

Sumber: Data primer diolah SPSS 2019

Distribusi Frequensi *Smart Working*

Indikator	SS (5)	S (4)	N (3)	TS (2)	STS (1)	Average	Indeks	Kriteria
meminimalisasi tingkat kesalahan dalam bekerja	17	58	5	0	0	4,15	83,08	Tinggi
kesempatan berinisiatif sendiri untuk mencapai target	20	52	7	1	0	4,14	82,8	Tinggi
menggunakan strategi yang tepat dalam melayani *customer*	16	56	7	1	0	4,09	81,8	Tinggi
mengimplementasi jasa-jasa baru dalam perusahaan	9	51	19	1	0	3,85	77,14	Tinggi
belajar dari kegagalan	32	47	1	0	0	4,39	87,82	Tinggi

Sumber: Data primer diolah SPSS 2019

Distribusi Frequensi Orientasi Belajar

Indikator	SS (5)	S (4)	N (3)	TS (2)	STS (1)	Average	Indeks	Kriteria
Komitmen untuk senantiasa berkontribusi bagi perusahaan	33	44	3	0	0	4,38	87,58	Tinggi
Kerja sama tim	38	38	4	0	0	4,43	88,5	Tinggi
berusaha untuk mewujudkan visi perusahaan	24	51	5	0	0	4,24	84,82	Tinggi

Sumber: Data primer diolah SPSS 2019

LAMPIRAN III
UJI VALIDITAS
DAN REABILITAS

A. UJI VALIDITAS

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	80	100,0
	Excluded[a]	0	,0
	Total	80	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,846	13

Correlations													
		R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	TOTAL
R1	Pearson Correlation	1	0,219	,431**	,478**	,260*	,291**	0,208	,366**	,471**	,420**	,345**	,406**	,480**
	Sig. (2-tailed)		0,051	0	0	0,02	0,009	0,064	0,001	0	0	0,002	0	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R2	Pearson Correlation	0,219	1	,467**	,424**	,552**	,514**	,432**	,312**	,449**	,424**	,398**	,422**	,532**
	Sig. (2-tailed)	0,051		0	0	0	0	0	0,005	0	0	0	0	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R3	Pearson Correlation	,431**	,467**	1	,533**	,522**	,445**	,298**	,367**	,570**	,622**	,633**	,448**	,670**
	Sig. (2-tailed)	0	0		0	0	0	0,007	0,001	0	0	0	0	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R4	Pearson Correlation	,478**	,424**	,533**	1	,383**	,421**	,315**	,509**	,440**	,454**	,419**	,494**	,522**
	Sig. (2-tailed)	0	0	0		0	0	0,004	0	0	0	0	0	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R5	Pearson Correlation	,260*	,552**	,522**	,383**	1	,587**	,450**	,293**	,404**	,440**	,504**	,489**	,620**

	Sig. (2-tailed)	0,02	0	0	0		0	0	0,008	0	0	0	0	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R6	Pearson Correlation	,291**	,514**	,445**	,421**	,587**	1	,584**	,685**	,468**	,412**	,470**	,378**	,550**
	Sig. (2-tailed)	0,009	0	0	0	0		0	0	0	0	0	0,001	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R7	Pearson Correlation	0,208	,432**	,298**	,315**	,450**	,584**	1	,613**	,409**	,401**	,495**	,239*	,478**
	Sig. (2-tailed)	0,064	0	0,007	0,004	0	0		0	0	0	0	0,033	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R8	Pearson Correlation	,366**	,312**	,367**	,509**	,293**	,685**	,613**	1	,357**	,372**	,464**	,292**	,425**
	Sig. (2-tailed)	0,001	0,005	0,001	0	0,008	0	0		0,001	0,001	0	0,008	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R9	Pearson Correlation	,471**	,449**	,570**	,440**	,404**	,468**	,409**	,357**	1	,819**	,709**	,523**	,915**
	Sig. (2-tailed)	0	0	0	0	0	0	0	0,001		0	0	0	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R10	Pearson Correlation	,420**	,424**	,622**	,454**	,440**	,412**	,401**	,372**	,819**	1	,872**	,563**	,909**

	Sig. (2-tailed)	0	0	0	0	0	0	0	0,001	0		0	0	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R11	Pearson Correlation	,345**	,398**	,633**	,419**	,504**	,470**	,495**	,464**	,709**	,872**	1	,660**	,886**
	Sig. (2-tailed)	0,002	0	0	0	0	0	0	0	0	0		0	0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
R12	Pearson Correlation	,406**	,422**	,448**	,494**	,489**	,378**	,239*	,292**	,523**	,563**	,660**	1	,734**
	Sig. (2-tailed)	0	0	0	0	0	0,001	0,033	0,008	0	0	0		0
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
TOTAL	Pearson Correlation	,480**	,532**	,670**	,522**	,620**	,550**	,478**	,425**	,915**	,909**	,886**	,734**	1
	Sig. (2-tailed)	0	0	0	0	0	0	0	0	0	0	0	0	
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
**. Correlation is significant at the 0.01 level (2-tailed).														
*. Correlation is significant at the 0.05 level (2-tailed).														

B. UJI REALIBILITAS

Reliability Smart Working

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,789	,788	5

Inter-Item Correlation Matrix

	R1	R2	R3	R4	R5
R1	1,000	,219	,431	,478	,260
R2	,219	1,000	,467	,424	,552
R3	,431	,467	1,000	,533	,522
R4	,478	,424	,533	1,000	,383
R5	,260	,552	,522	,383	1,000

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20,61	4,367	2,090	5

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20,61	4,367	2,090	5

Reliability Orientasi Belajar

Case Processing Summary

		N	%
Cases	Valid	80	100,0
	Excluded[a]	0	,0
	Total	80	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,834	,835	3

Inter-Item Correlation Matrix

	R6	R7	R8
R6	1,000	,584	,685
R7	,584	1,000	,613
R8	,685	,613	1,000

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
13,04	2,188	1,479	3

Reliability Kinerja SDM

Case Processing Summary

		N	%
Cases	Valid	80	100,0
	Excluded[a]	0	,0
	Total	80	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,896	,899	4

Inter-Item Correlation Matrix

	R9	R10	R11	R12
R9	1,000	,819	,709	,523
R10	,819	1,000	,872	,563
R11	,709	,872	1,000	,660
R12	,523	,563	,660	1,000

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16,64	4,588	2,142	4

LAMPIRAN IV
UJI NORMALITAS

Regression Model 1 *Smart Working* Terhadap Orientasi Belajar

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	SmartWorking[b]	.	Enter

a. Dependent Variable: OrientasiBelajar
b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,607[a]	,368	,360	1,184

a. Predictors: (Constant), SmartWorking
b. Dependent Variable: OrientasiBelajar

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63,632	1	63,632	45,428	,000[b]
	Residual	109,256	78	1,401		
	Total	172,888	79			

a. Dependent Variable: OrientasiBelajar
b. Predictors: (Constant), SmartWorking

Coefficients[a]

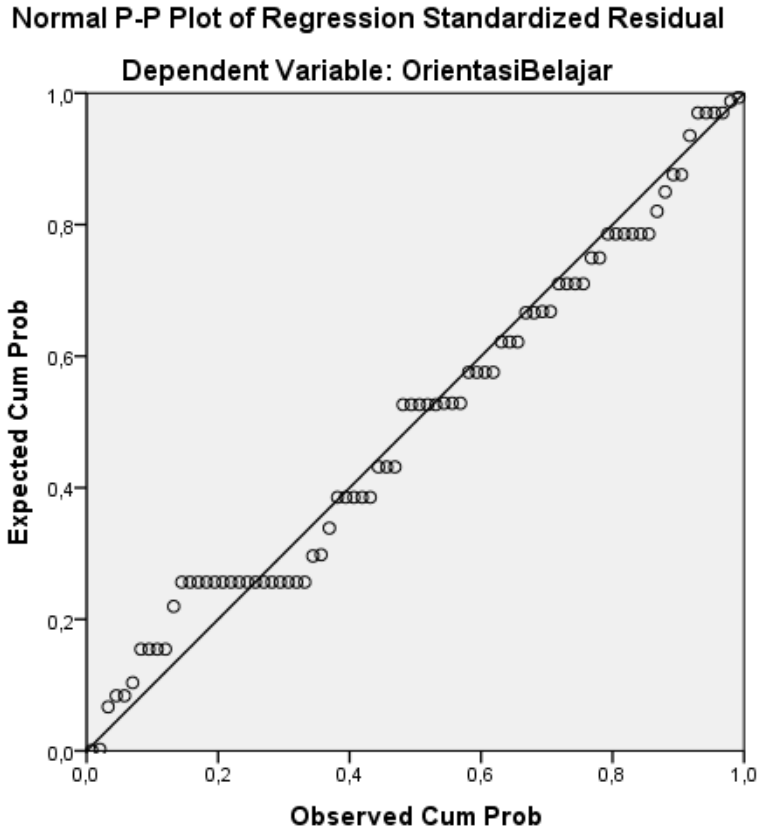
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,185	1,320		3,170	,002
	SmartWorking	,429	,064	,607	6,740	,000

a. Dependent Variable: OrientasiBelajar

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10,63	14,92	13,04	,897	80
Residual	-3,774	2,943	,000	1,176	80
Std. Predicted Value	-2,686	2,100	,000	1,000	80
Std. Residual	-3,189	2,487	,000	,994	80

a. Dependent Variable: OrientasiBelajar



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		80
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,17600398
Most Extreme Differences	Absolute	,118
	Positive	,082
	Negative	-,118
Kolmogorov-Smirnov Z		1,052
Asymp. Sig. (2-tailed)		,219

a. Test distribution is Normal.
b. Calculated from data.

Regresi Model 2 Smart Working dan Orientasi Kerja terhadap Kinerja Sumber Daya Manusia

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	OrientasiBelajar, SmartWorking[b]	.	Enter

a. Dependent Variable: KinerjaSDM
b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,724[a]	,524	,511	1,497

a. Predictors: (Constant), OrientasiBelajar, SmartWorking
b. Dependent Variable: KinerjaSDM

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	189,839	2	94,920	42,333	,000[b]
	Residual	172,648	77	2,242		
	Total	362,488	79			

a. Dependent Variable: KinerjaSDM

b. Predictors: (Constant), OrientasiBelajar, SmartWorking

Coefficients[a]

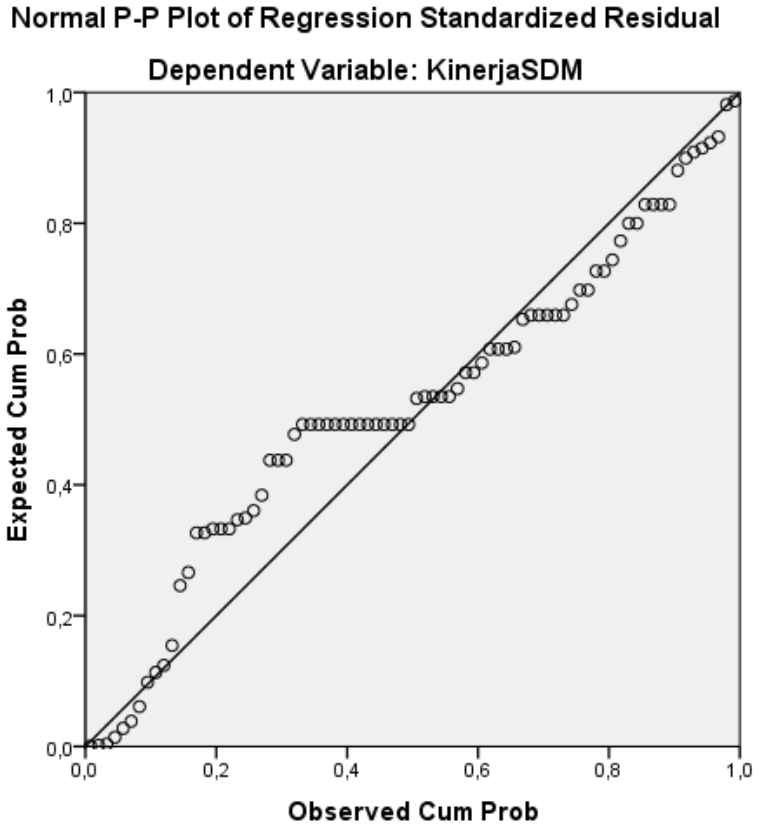
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,672	1,775		,379	,706
	SmartWorking	,644	,101	,628	6,351	,000
	OrientasiBelajar	,206	,143	,142	1,440	,154

a. Dependent Variable: KinerjaSDM

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12,40	19,87	16,64	1,550	80
Residual	-4,741	3,327	,000	1,478	80
Std. Predicted Value	-2,736	2,084	,000	1,000	80
Std. Residual	-3,166	2,222	,000	,987	80

a. Dependent Variable: KinerjaSDM



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		80
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,47831746
Most Extreme Differences	Absolute	,167
	Positive	,076
	Negative	-,167
Kolmogorov-Smirnov Z		1,495
Asymp. Sig. (2-tailed)		,023

a. Test distribution is Normal.

b. Calculated from data.

One-Sample Kolmogorov-Smirnov Test

		KinerjaRes_1
N		40
Normal Parameters[a,b]	Mean	,9185
	Std. Deviation	,39691
Most Extreme Differences	Absolute	,107
	Positive	,107
	Negative	-,075
Kolmogorov-Smirnov Z		,679
Asymp. Sig. (2-tailed)		,745

a. Test distribution is Normal.

b. Calculated from data.

LAMPIRAN V
UJI
MULTIKOLINIERITAS

Regression X1 Smart Working terhadap Y1 Orientasi Belajar

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Smartworking[b]		Enter

a. Dependent Variable: Orientasibelajar

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,607[a]	,368	,360	1,184

a. Predictors: (Constant), Smartworking

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63,632	1	63,632	45,428	,000[b]
	Residual	109,256	78	1,401		
	Total	172,888	79			

a. Dependent Variable: Orientasibelajar

b. Predictors: (Constant), Smartworking

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	4,185	1,320		3,170	,002		
	Smartworking	,429	,064	,607	6,740	,000	1,000	1,000

a. Dependent Variable: Orientasibelajar

Collinearity Diagnostics[a]

Model		Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Smartworking
1	1	1,995	1,000	,00	,00
	2	,005	19,902	1,00	1,00

a. Dependent Variable: Orientasibelajar

Regression X1 Smart Working dan Orientasi Belajar Y1 terhadap Kinerja Sumber Daya Manusia Y2

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	OrientasiBelajar, SmartWorking[b]	.	Enter

a. Dependent Variable: KinerjaSDM
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,724[a]	0,524	0,511	1,497	0,524	42,333	2	77	0

a. Predictors: (Constant), OrientasiBelajar, SmartWorking

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	189,839	2	94,920	42,333	,000[b]
	Residual	172,648	77	2,242		
	Total	362,488	79			

a. Dependent Variable: KinerjaSDM
b. Predictors: (Constant), OrientasiBelajar, SmartWorking

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	0,672	1,775		0,379	0,706		
	SmartWorking	0,644	0,101	0,628	6,351	0	0,632	1,582
	OrientasiBelajar	0,206	0,143	0,142	1,44	0,154	0,632	1,582

a. Dependent Variable: KinerjaSDM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	SmartWorking	OrientasiBelajar
1	1	2,989	1,000	,00	,00	,00
	2	,006	21,706	,81	,01	,51
	3	,004	26,670	,19	,98	,49

a. Dependent Variable: KinerjaSDM

LAMPIRAN VI
UJI
HETEROKEDASITAS

Correlations

		SmartWorking	KinerjaSDM	OrientasiBelajar
SmartWorking	Pearson Correlation	1	,715**	,607**
	Sig. (2-tailed)		,000	,000
	N	80	80	80
KinerjaSDM	Pearson Correlation	,715**	1	,524**
	Sig. (2-tailed)	,000		,000
	N	80	80	80
OrientasiBelajar	Pearson Correlation	,607**	,524**	1
	Sig. (2-tailed)	,000	,000	
	N	80	80	80

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

Correlations

			SmartWorking	KinerjaSDM	OrientasiBelajar
Spearman's rho	SmartWorking	Correlation Coefficient	1	,684**	,591**
		Sig. (2-tailed)	.	0	0
		N	80	80	80
	KinerjaSDM	Correlation Coefficient	,684**	1	,538**
		Sig. (2-tailed)	0	.	0
		N	80	80	80
	OrientasiBelajar	Correlation Coefficient	,591**	,538**	1
		Sig. (2-tailed)	0	0	.
		N	80	80	80

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

LAMPIRAN VII
REGRESI BERGANDA/ *PATH ANALYSIS*

UJI DETERMINASI

Regression Analisis Path X1 Smart Working terhadap Y1 Orientasi Belajar

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Smartworking[b]		Enter

a. Dependent Variable: Orientasibelajar

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,607[a]	,368	,360	1,184

a. Predictors: (Constant), Smartworking

b. Dependent Variable: Orientasibelajar

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	63,632	1	63,632	45,428	,000[b]
	Residual	109,256	78	1,401		
	Total	172,888	79			

a. Dependent Variable: Orientasibelajar

b. Predictors: (Constant), Smartworking

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,185	1,320		3,170	,002		
	Smartworking	,429	,064	,607	6,740	,000	1,000	1,000

a. Dependent Variable: Orientasibelajar

Collinearity Diagnosticsa

Model	Eigenvalue	Condition Index	Variance Proportions	
			(Constant)	Smartworking
1 1	1,995	1,000	,00	,00
2	,005	19,902	1,00	1,00

a. Dependent Variable: Orientasibelajar

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10,63	14,92	13,04	,897	80
Std. Predicted Value	-2,686	2,100	,000	1,000	80
Standard Error of Predicted Value	,135	,381	,178	,058	80
Adjusted Predicted Value	10,70	14,92	13,03	,901	80
Residual	-3,774	2,943	,000	1,176	80
Std. Residual	-3,189	2,487	,000	,994	80
Stud. Residual	-3,211	2,585	,001	1,005	80
Deleted Residual	-3,826	3,179	,003	1,204	80
Stud. Deleted Residual	-3,425	2,686	,001	1,028	80
Mahal. Distance	,034	7,213	,988	1,460	80
Cook's Distance	,000	,268	,012	,032	80
Centered Leverage Value	,000	,091	,013	,018	80

a. Dependent Variable: Orientasibelajar

Regression model 2 Smart Working X1 dan Orientasi Belajar Y1 terhadap Kinerja Sumber Daya Manusia Y2

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	OrientasiBelajar, SmartWorking[b]	.	Enter

a. Dependent Variable: KinerjaSDM
b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,724[a]	,524	,511	1,497

a. Predictors: (Constant), OrientasiBelajar, SmartWorking
b. Dependent Variable: KinerjaSDM

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	189,839	2	94,920	42,333	,000[b]
	Residual	172,648	77	2,242		
	Total	362,488	79			

a. Dependent Variable: KinerjaSDM
b. Predictors: (Constant), OrientasiBelajar, SmartWorking

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,672	1,775		,379	,706
	SmartWorking	,644	,101	,628	6,351	,000
	OrientasiBelajar	,206	,143	,142	1,440	,154

a. Dependent Variable: KinerjaSDM

Collinearity Diagnostics[a]

Model		Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Smartworking	Orientasibelajar
1	1	2,989	1,000	,00	,00	,00
	2	,006	21,706	,81	,01	,51
	3	,004	26,670	,19	,98	,49

a. Dependent Variable: KinerjaSDM

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12,40	19,87	16,64	1,550	80
Std. Predicted Value	-2,736	2,084	,000	1,000	80
Standard Error of Predicted Value	,173	,587	,276	,091	80
Adjusted Predicted Value	12,93	20,08	16,64	1,556	80
Residual	-4,741	3,327	,000	1,478	80
Std. Residual	-3,166	2,222	,000	,987	80
Stud. Residual	-3,219	2,251	,000	1,013	80
Deleted Residual	-4,925	3,416	,001	1,559	80
Stud. Deleted Residual	-3,437	2,314	-,007	1,042	80
Mahal. Distance	,064	11,136	1,975	2,205	80
Cook's Distance	,000	,387	,019	,051	80
Centered Leverage Value	,001	,141	,025	,028	80

a. Dependent Variable: KinerjaSDM