

KUESIONER PENELITIAN

Kuesioner ini bertujuan untuk mengetahui pengaruh kompetensi profesional, inovasi terhadap kinerja SDM. Data-data dari kuesioner ini akan digunakan untuk keperluan pembuatan skripsi. Oleh karena itu saya berharap Bapak/Ibu dapat meluangkan waktu untuk mengisi kuesioner ini. Saya menjamin tanggapan Bapak/Ibu diberlakukan secara rahasia dan identitas Bapak/Ibu tidak dimunculkan dalam studi ini. Maka jawablah kuesioner ini dengan jujur dan sebenarnya. Atas partisipasi bapak/ibu, saya ucapkan terima kasih.

Bapak, Ibu, Saudara/i dimohon untuk memberi tanda (X) pada salah satu jawaban yang paling tepat untuk setiap pertanyaan yang sesuai dengan harapan Bapak, Ibu Saudara/i dan kenyataan yang ada.

1. Sangat Setuju (SS)
2. Setuju (S)
3. Netral (N)
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

IDENTITAS RESPONDEN

Beri tanda (X) dan isilah titik-titik yang telah disediakan.

1. Jenis Kelamin : a. Pria
b. Wanita

2. Usia : a. 25 Tahun
b. 26 Tahun - 35 Tahun
c. 36 Tahun - 45 Tahun
d. 46

3. Pendidikan Terakhir : a. SD/SMP/SMU
b. Diploma
c. Sarjana



A. Kompetensi Profesional

No	Pertanyaan	SS	S	N	TS	STS
1	Saya memiliki Karakteristik yang baik dimiliki pegawai dalam meningkatkan kompetensinya.					
2	Pemberian penghargaan merupakan karakteristik kemampuan yang dimiliki pegawai.					
3	Pegawai yang memiliki kemampuan dalam bekerja bisa membawa pengaruh yang baik bagi organisasi.					
4	Kemampuan dan karakteristik yang dimiliki oleh seorang pegawai dapat meningkatkan pelayanan publik.					
5	Saya memiliki Kompetensi yang dimiliki SDM dapat meningkatkan efektivitas kerjanya.					
6	Efektivitas kerja pegawai dapat dilihat dari kompetensi yang dimiliki pegawai dalam bekerja.					



B. Inovasi

No	Pertanyaan	SS	S	N	TS	STS
1	Inovasi yang saya lakukan dapat diterima dengan baik					
2	Inovasi belajar yang saya terapkan pada siswa merubah dasar pembelajaran					
3	Inovasi yang saya lakukan dapat dikembangkan lebih luas lagi jika dibutuhkan					
4	Saya memiliki inovasi didalam pembelajaran					
5	Persepsi mengenai inovasi yang saya terapkan sangat membantu para siswa					



C. Kinerja SDM

No	Pertanyaan	SS	S	N	TS	STS
1	Saya Memiliki antusias tinggi dalam melaksanakan pekerjaan					
2	Saya Selalu menyelesaikan tugas tepat waktu					
3	Saya Terampil dalam melaksanakan pekerjaan sesuai dengan tugas dan fungsi					
4	Saya Selalu mengerjakan tugas sesuai dengan kualitas yang diinginkan oleh pondok pesantren					
5	Menyelesaikan pekerjaan dengan ketelitian tinggi					
6	Selalu mengikuti prosedur peraturan yang ditetapkan oleh pondok pesantren					



Lampiran Hasil Responden

responden	x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	X1
responden 1	5	4	4	5	5	4	25
responden 2	5	5	4	5	5	5	24
responden 3	4	5	4	5	5	4	20
responden 4	4	4	4	5	4	5	25
responden 5	4	5	4	4	4	4	24
responden 6	4	4	5	5	5	5	25
responden 7	4	5	5	4	4	4	19
responden 8	4	4	4	4	5	4	15
responden 9	5	4	4	5	5	4	17
responden 10	4	5	5	4	4	5	17
responden 11	5	5	5	5	4	5	18
responden 12	5	5	5	4	4	5	16
responden 13	4	4	4	4	4	4	17
responden 14	4	4	4	5	5	5	18
responden 15	4	4	4	4	4	4	17
responden 16	4	4	4	4	4	4	14
responden 17	5	5	5	4	4	4	24
responden 18	4	4	4	4	4	4	21
responden 19	4	4	4	4	4	4	19
responden 20	4	4	4	4	4	4	18
responden 21	4	4	4	4	4	4	20
responden 22	4	4	4	4	5	4	19
responden 23	4	5	4	4	4	4	22
responden 24	5	5	4	5	5	4	20
responden 25	4	4	4	5	4	5	16
responden 26	4	3	4	4	4	5	18
responden 27	4	4	4	4	4	4	17
responden 28	4	5	5	5	5	5	18
responden 29	4	4	5	4	4	4	14
responden 30	4	5	5	5	5	5	18
responden 31	4	5	4	5	4	4	19
responden 32	4	5	4	4	4	5	21
responden 33	4	4	4	4	4	4	21
responden 34	4	4	4	4	4	4	21
responden 35	4	5	5	4	4	5	20
responden 36	4	5	4	4	4	5	22
responden 37	4	5	4	4	4	5	21
responden 38	5	5	4	4	4	5	22

responden 39	5	4	5	4	5	4	21
responden 40	5	4	4	5	5	4	21
responden 41	5	5	4	5	5	5	21
responden 42	5	5	4	4	4	5	21
responden 43	4	5	4	5	5	4	21
responden 44	4	4	4	5	4	5	21
responden 45	5	5	4	4	5	4	24
responden 46	4	4	5	5	5	5	21
responden 47	5	4	4	5	4	5	20
responden 48	5	5	5	5	3	4	23
responden 49	4	4	4	4	5	5	23
responden 50	3	3	4	3	4	5	20
responden 51	5	5	5	5	4	4	19
responden 52	4	4	4	4	4	4	23
responden 53	4	4	4	4	4	4	24
responden 54	5	5	5	5	4	4	24
responden 55	3	3	3	4	4	4	25
responden 56	4	4	4	3	4	5	24
responden 57	4	4	4	4	5	4	25
responden 58	4	4	4	4	3	3	24
responden 59	4	4	3	4	4	4	25
responden 60	5	4	4	5	5	5	24
responden 61	4	4	4	4	4	4	25
responden 62	3	3	3	4	4	5	25
responden 63	4	4	4	4	4	4	25
responden 64	4	4	4	4	4	4	25
responden 65	4	4	4	4	4	5	20
responden 66	4	4	4	4	4	4	21
responden 67	4	3	4	3	4	4	22
responden 68	4	4	3	3	3	4	22
responden 69	4	4	4	4	5	5	24
responden 70	4	4	4	3	5	5	25
responden 71	4	3	4	4	5	5	22
responden 72	5	4	4	4	4	4	20
responden 73	3	3	3	3	5	5	21
responden 74	4	4	4	4	4	4	22
responden 75	5	4	4	3	5	5	22
responden 76	5	4	4	4	5	5	25
responden 77	4	4	4	3	5	5	25
responden 78	3	4	4	4	5	5	25
responden 79	4	4	4	4	4	4	24

responden 80	4	4	4	4	4	4	24
responden 81	5	3	4	4	4	4	25
responden 82	5	3	3	4	5	5	25
responden 83	4	4	3	5	5	4	23
responden 84	4	4	4	4	4	5	25
responden 85	4	4	3	4	5	4	23
responden 86	3	3	3	3	4	4	25
responden 87	3	3	3	3	3	3	25
responden 88	3	3	4	3	5	5	21
responden 89	4	4	4	4	4	4	21
responden 90	4	4	4	5	4	4	20
responden 91	3	4	3	4	4	4	21
responden 92	3	3	3	3	3	3	19
responden 93	4	3	3	4	5	4	20
responden 94	4	4	4	4	4	4	22
responden 95	4	3	3	3	5	4	18
responden 96	4	3	4	4	4	4	24
responden 97	4	3	3	4	4	4	22
responden 98	4	4	4	4	3	4	20
responden 99	4	3	3	4	4	3	25
responden 100	3	3	3	4	4	3	22

x2.1	x2.2	x2.3	x2.4	x2.5	X2
5	5	5	5	5	25
5	5	5	5	4	25
4	5	4	5	5	20
5	4	4	3	4	23
4	5	4	5	5	24
5	5	3	4	3	25
4	5	4	5	5	23
4	4	5	5	4	22
4	4	4	4	5	20
4	5	4	4	5	21
4	4	4	4	4	24
4	4	4	4	5	20
5	5	4	5	4	21
4	5	4	4	4	24
4	4	4	4	5	23
4	4	4	5	5	21
4	4	5	4	5	25

4	4	5	5	5	21
4	4	5	4	5	16
4	4	4	5	4	24
4	5	5	4	4	18
5	4	4	4	5	20
5	5	4	4	4	22
5	5	4	5	5	25
5	4	4	4	5	22
4	5	3	4	3	24
4	4	5	5	5	19
4	5	5	4	5	20
4	5	4	5	4	20
4	4	4	5	4	20
5	4	4	4	4	22
4	5	4	4	5	22
5	4	5	3	5	20
4	4	4	5	4	22
5	4	5	4	4	22
4	5	5	5	4	21
5	4	4	4	5	21
5	5	5	5	4	21
4	5	5	4	5	20
5	5	5	5	5	21
5	5	5	5	4	21
4	4	5	5	4	22
4	5	4	5	5	22
5	4	4	3	4	20
4	4	5	4	5	25
5	5	3	4	3	21
5	4	4	4	4	21
5	5	5	5	5	20
4	4	4	4	5	22
3	4	4	4	4	21
4	4	4	4	4	20
4	4	4	4	4	22
4	4	3	4	3	25
5	4	3	3	5	25
3	4	3	3	4	24
5	5	4	5	4	25
3	4	4	4	4	25
4	4	3	4	3	25

4	4	4	3	3	25
3	5	4	4	4	25
5	4	4	4	4	23
4	3	3	4	3	23
4	4	4	4	4	23
4	4	4	4	4	23
4	5	3	4	4	22
5	3	3	4	4	21
3	4	4	4	4	22
5	4	4	4	3	22
4	4	4	4	4	25
4	3	3	4	4	24
4	3	3	5	3	22
4	4	4	4	4	23
5	4	4	3	4	21
4	4	4	4	4	22
4	3	4	5	3	22
3	4	3	4	3	25
4	3	3	3	4	25
3	3	4	4	3	25
3	4	4	4	4	25
5	4	5	5	4	25
4	4	4	4	3	25
5	5	4	4	4	25
4	4	4	4	4	24
3	3	4	4	4	25
3	4	3	4	4	24
3	3	4	3	3	24
4	4	3	3	3	24
3	3	3	4	3	21
3	3	3	4	3	22
5	5	5	5	5	22
4	3	3	4	5	21
3	3	3	3	3	18
3	4	4	3	4	24
4	3	3	3	3	23
3	3	4	4	4	22
4	3	4	3	3	25
4	3	4	3	3	23
4	4	3	3	4	23
4	3	4	4	3	25

4	4	4	4	3	20
---	---	---	---	---	----

y1.1	y1.2	y1.3	y1.4	y1.5	y1.6	Y1
5	4	5	4	5	4	25
5	4	4	5	5	4	25
5	5	4	4	4	5	20
4	5	4	5	5	4	24
4	4	4	5	4	5	24
5	5	4	4	5	4	23
4	5	4	4	4	4	24
4	4	5	5	5	5	18
4	5	5	4	4	4	20
4	4	4	4	5	4	20
5	4	4	5	5	4	20
4	4	4	5	4	5	20
5	5	5	5	4	5	20
3	3	4	5	4	4	18
5	5	5	4	4	5	23
4	4	4	4	4	4	19
4	4	4	5	5	5	21
4	4	4	4	4	4	23
4	4	4	4	4	4	17
4	4	4	4	4	5	23
4	4	4	4	4	4	23
4	4	4	4	4	4	20
5	5	5	4	4	4	18
4	4	4	4	4	4	25
4	4	4	4	4	4	20
4	4	4	4	4	4	24
4	4	4	4	4	4	20
5	5	5	5	5	5	20
4	4	4	4	4	4	20
4	4	4	4	5	4	20
4	5	4	4	4	4	23
5	5	4	5	5	4	21
4	4	4	5	4	5	21
4	3	4	4	4	5	23
4	4	4	4	4	4	21
4	5	5	5	5	5	22
4	4	5	4	4	4	22

4	5	5	5	5	5	20
4	5	4	5	4	4	20
4	5	4	4	4	5	22
4	4	4	4	4	4	21
4	4	4	4	4	4	21
4	5	5	4	4	5	21
4	5	4	4	4	5	21
5	4	4	5	4	4	24
5	5	4	5	5	5	22
4	4	4	5	5	5	20
4	4	4	4	5	5	21
4	5	5	4	5	5	22
4	5	5	4	4	4	20
4	4	4	4	4	5	20
4	4	4	4	4	4	20
4	5	4	5	4	5	25
4	5	4	5	5	4	24
4	4	4	5	4	4	25
4	3	4	4	4	4	24
4	4	5	5	4	4	25
4	5	5	5	4	5	24
4	4	4	4	4	4	23
4	4	5	4	5	4	25
4	5	4	4	4	5	25
4	4	4	5	4	4	24
4	4	4	5	5	4	25
4	4	4	4	4	4	25
4	4	4	4	4	4	22
4	5	5	5	5	5	21
4	4	4	4	4	4	22
4	4	4	4	4	4	22
5	5	5	5	5	5	22
5	5	5	5	5	5	21
4	5	4	4	4	5	21
3	4	4	4	4	4	25
4	4	4	4	4	4	25
5	5	4	4	5	5	25

4	4	4	4	4	4	24
4	5	4	4	4	4	24
2	4	5	4	4	5	25
4	4	4	5	5	3	23
5	4	4	4	4	4	24
3	2	2	3	2	3	22
5	4	5	4	4	5	20
5	5	5	4	5	5	25
4	4	4	4	4	4	25
5	4	5	4	4	5	21
4	4	4	4	4	5	22
4	4	4	4	4	5	21
4	3	4	4	4	4	21
4	4	4	5	4	5	19
5	5	5	4	5	4	23
4	3	4	3	5	5	24
4	5	4	4	5	4	19
4	4	4	3	4	3	23
4	3	4	4	4	4	20
4	4	3	3	3	3	20
4	4	4	4	3	4	25
4	4	4	3	4	3	25



Lampiran output SPSS

Frequencies

		Statistics					
		x1.1	x1.2	x1.3	x1.4	x1.5	x1.6
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0

Frequency Table

		x1.1			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	3.00	11	11.0	11.0	11.0
	4.00	66	66.0	66.0	77.0
	5.00	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

		x1.2			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	3.00	19	19.0	19.0	19.0
	4.00	56	56.0	56.0	75.0
	5.00	25	25.0	25.0	100.0
	Total	100	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	17	17.0	17.0	17.0
	4.00	68	68.0	68.0	85.0
	5.00	15	15.0	15.0	100.0
	Total	100	100.0	100.0	

x1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	13	13.0	13.0	13.0
	4.00	62	62.0	62.0	75.0
	5.00	25	25.0	25.0	100.0
	Total	100	100.0	100.0	

x1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	6.0	6.0	6.0
	4.00	60	60.0	60.0	66.0
	5.00	34	34.0	34.0	100.0
	Total	100	100.0	100.0	

x1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	5.0	5.0	5.0
	4.00	57	57.0	57.0	62.0
	5.00	38	38.0	38.0	100.0
	Total	100	100.0	100.0	

Frequencies

Statistics

		x2.1	x2.2	x2.3	x2.4	x2.5
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0

Frequency Table

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	16	16.0	16.0	16.0
	4.00	55	55.0	55.0	71.0
	5.00	29	29.0	29.0	100.0
Total		100	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	18	18.0	18.0	18.0
	4.00	53	53.0	53.0	71.0
	5.00	29	29.0	29.0	100.0
Total		100	100.0	100.0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	22	22.0	22.0	22.0
	4.00	57	57.0	57.0	79.0
	5.00	21	21.0	21.0	100.0
Total		100	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	16	16.0	16.0	16.0
	4.00	57	57.0	57.0	73.0
	5.00	27	27.0	27.0	100.0
Total		100	100.0	100.0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	23	23.0	23.0	23.0
	4.00	48	48.0	48.0	71.0
	5.00	29	29.0	29.0	100.0
Total		100	100.0	100.0	

Statistics

		y1.1	y1.2	y1.3	y1.4	y1.5	y1.6
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0

Frequency Table

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	24	24.0	24.0	24.0
	4.00	60	60.0	60.0	84.0
	5.00	16	16.0	16.0	100.0
Total		100	100.0	100.0	

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	23	23.0	23.0	23.0
	4.00	54	54.0	54.0	77.0
	5.00	23	23.0	23.0	100.0
Total		100	100.0	100.0	

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	19	19.0	19.0	19.0
	4.00	64	64.0	64.0	83.0
	5.00	17	17.0	17.0	100.0
Total		100	100.0	100.0	

y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	25	25.0	25.0	25.0
	4.00	53	53.0	53.0	78.0
	5.00	22	22.0	22.0	100.0
	Total	100	100.0	100.0	

y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	35	35.0	35.0	35.0
	4.00	56	56.0	56.0	91.0
	5.00	9	9.0	9.0	100.0
	Total	100	100.0	100.0	

y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	30	30.0	30.0	30.0
	4.00	59	59.0	59.0	89.0
	5.00	11	11.0	11.0	100.0
	Total	100	100.0	100.0	

Correlations

		Correlations						kompetensi profesional
		x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	
x1.1	Pearson Correlation	1	.485**	.441*	.451**	.205*	.156	.703**
	Sig. (2-tailed)		.000	.000	.000	.041	.121	.000
	N	100	100	100	100	100	100	100
x1.2	Pearson Correlation	.485**	1	.619**	.483**	.035	.214*	.748**
	Sig. (2-tailed)	.000		.000	.000	.728	.032	.000
	N	100	100	100	100	100	100	100
x1.3	Pearson Correlation	.441**	.619**	1	.387**	.049	.302**	.721**
	Sig. (2-tailed)	.000	.000		.000	.631	.002	.000
	N	100	100	100	100	100	100	100
x1.4	Pearson Correlation	.451**	.483**	.387**	1	.223*	.118	.692**
	Sig. (2-tailed)	.000	.000	.000		.026	.243	.000
	N	100	100	100	100	100	100	100
x1.5	Pearson Correlation	.205*	.035	.049	.223*	1	.397**	.476**
	Sig. (2-tailed)	.041	.728	.631	.026		.000	.000
	N	100	100	100	100	100	100	100
x1.6	Pearson Correlation	.156	.214*	.302**	.118	.397**	1	.549**
	Sig. (2-tailed)	.121	.032	.002	.243	.000		.000
	N	100	100	100	100	100	100	100
kompetensi profesional	Pearson Correlation	.703**	.748**	.721**	.692**	.476**	.549**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100

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

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

Correlations

Correlations

	x2.1	x2.2	x2.3	x2.4	x2.5	inovasi
x2.1 Pearson Correlation	1	.395**	.281**	.201*	.258**	.608**
Sig. (2-tailed)		.000	.005	.044	.009	.000
N	100	100	100	100	100	100
x2.2 Pearson Correlation	.395**	1	.386**	.430**	.418**	.754**
Sig. (2-tailed)	.000		.000	.000	.000	.000
N	100	100	100	100	100	100
x2.3 Pearson Correlation	.281**	.386**	1	.427**	.489**	.737**
Sig. (2-tailed)	.005	.000		.000	.000	.000
N	100	100	100	100	100	100
x2.4 Pearson Correlation	.201*	.430**	.427**	1	.309**	.670**
Sig. (2-tailed)	.044	.000	.000		.002	.000
N	100	100	100	100	100	100
x2.5 Pearson Correlation	.258**	.418**	.489**	.309**	1	.722**
Sig. (2-tailed)	.009	.000	.000	.002		.000
N	100	100	100	100	100	100
inovasi Pearson Correlation	.608**	.754**	.737**	.670**	.722**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	100	100	100	100	100	100

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

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

Correlations

Correlations

		y1.1	y1.2	y1.3	y1.4	y1.5	y1.6	kinerja sdm
y1.1	Pearson Correlation	1	.470**	.448**	.390**	.285**	.299**	.716**
	Sig. (2-tailed)		.000	.000	.000	.004	.002	.000
	N	100	100	100	100	100	100	100
y1.2	Pearson Correlation	.470**	1	.443**	.366**	.097	.289**	.671**
	Sig. (2-tailed)	.000		.000	.000	.339	.004	.000
	N	100	100	100	100	100	100	100
y1.3	Pearson Correlation	.448**	.443**	1	.461**	.341**	.262**	.726**
	Sig. (2-tailed)	.000	.000		.000	.001	.008	.000
	N	100	100	100	100	100	100	100
y1.4	Pearson Correlation	.390**	.366**	.461**	1	.412**	.249*	.723**
	Sig. (2-tailed)	.000	.000	.000		.000	.012	.000
	N	100	100	100	100	100	100	100
y1.5	Pearson Correlation	.285**	.097	.341**	.412**	1	.350**	.605**
	Sig. (2-tailed)	.004	.339	.001	.000		.000	.000
	N	100	100	100	100	100	100	100
y1.6	Pearson Correlation	.299**	.289**	.262**	.249*	.350**	1	.598**
	Sig. (2-tailed)	.002	.004	.008	.012	.000		.000
	N	100	100	100	100	100	100	100
kinerja sdm	Pearson Correlation	.716**	.671**	.726**	.723**	.605**	.598**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100

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

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

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	kompetensi profesional ^a		Enter

a. All requested variables entered.

b. Dependent Variable: inovasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.614 ^a	.377	.371	1.58855

a. Predictors: (Constant), kompetensi profesional

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	149.657	1	149.657	59.305	.000 ^a
	Residual	247.303	98	2.524		
	Total	396.960	99			

a. Predictors: (Constant), kompetensi profesional

b. Dependent Variable: inovasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.249	1.209		10.957	.000
	kompetensi profesional	.430	.056	.614	7.701	.000

a. Dependent Variable: inovasi

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	inovasi, kompetensi profesional ^a		Enter

a. All requested variables entered.

b. Dependent Variable: kinerja sdm

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.753 ^a	.567	.558	1.39867

a. Predictors: (Constant), inovasi, kompetensi profesional

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	248.431	2	124.215	63.496	.000 ^a
	Residual	189.759	97	1.956		
	Total	438.190	99			

a. Predictors: (Constant), inovasi, kompetensi profesional

b. Dependent Variable: kinerja sdm

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.838	1.588		3.676	.000
	kompetensi profesional	.332	.062	.451	5.330	.000
	inovasi	.406	.089	.386	4.564	.000

a. Dependent Variable: kinerja sdm

