

## LAMPIRAN

1.	PELATIHAN	STS	TS	N	S	SS
1.	Pelatihan-pelatihan kerja yang diberikan oleh perusahaan mampu meningkatkan kemampuan pegawai dalam penyelesaian pekerjaan					
2.	Karyawan perlu mengikuti diklat/seminar untuk menunjang pengetahuan dan Keterampilan					
3.	Materi dalam pelatihan perlu diperhatikan agar kinerja karyawan maksimal					
4.	Pelatihan kerja dilakukan sebagai salah satu media untuk memotivasi karyawan					
5.	Pelatihan dilakukan agar karyawan menjadi kreatif dan menguasai materi.					

<b>KINERJA KARYAWAN</b>						
NO	Pernyataan	STS	TS	N	S	SS
1	Saya mampu menyelesaikan pekerjaan sesuai dengan standar kualitas yang ditetapkan perusahaan					
2	Saya mampu menyelesaikan tugas tepat waktu					
3	Saya dapat menyeduai diri dengan perubahan dalam pekerjaan saat situasi menuntut					
4	Saya mampu menyelesaikan pekerjaan dengan efisien dan efektif.					

5	Saya bersedia memberikan rekan kerja					
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<b>KOMPETENSI</b>						
<b>NO</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>SS</b>
1	Dalam bekerja sudah sesuai dengan kemampuan pengetahuan yang saya dimiliki					
2	Dalam bekerja sudah sesuai dengan kemampuan keterampilan yang saya dimiliki.					
3	Dalam bekerja kemampuan dalam berfikir saya sudah sesuai dengan yang dimiliki.					

<b>KOMPETENSI</b>						
<b>NO</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>SS</b>
1	Saya dalam bekerja berorientasi pada tujuan					
2	dalam bekerja target kerja saya sudah optimal					
3	Dalam bekerja saya akan bertanggung jawab atas segala tugas yang telah diberikan					
4	Dalam bekerja saya berani mengambil resiko atas apa yang telah dilakukan					

5	dalam bekerja saya akan lebih kreatif dan inovatif					
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## Karakteristik Responden

### Statistics

		penddikan	Usia	jenis_kelamin	lama_kerja
N	Valid	84	84	84	84
	Missing	0	0	0	0

### Frequency Table

		penddikan			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	SMA	22	26.2	26.2	26.2
	Diploma	33	39.3	39.3	65.5
	Sarjana	29	34.5	34.5	100.0
	Total	84	100.0	100.0	

### Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<= 25 Tahun	25	29.8	29.8	29.8
	26 Tahun - 35 Tahun	19	22.6	22.6	52.4
	36 Tahun - 45 Tahun	19	22.6	22.6	75.0
	> 45 tahun	21	25.0	25.0	100.0
	Total	84	100.0	100.0	

## jenis\_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	51	60.7	60.7	60.7
	perempuan	33	39.3	39.3	100.0
	Total	84	100.0	100.0	

## lama kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 5 tahun	18	21.4	21.4	21.4
	6-10 tahun	29	34.5	34.5	56.0
	> 10 tahun	37	44.0	44.0	100.0
	Total	84	100.0	100.0	

## Deskripsi

### Descriptives

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	84	3	5	3.77	.567
X1.2	84	3	5	3.88	.629
X1.3	84	2	5	3.81	.784
X1.4	84	2	5	3.81	.885
X1.5	84	2	5	3.98	.776
Valid N (listwise)	84				

### Descriptives

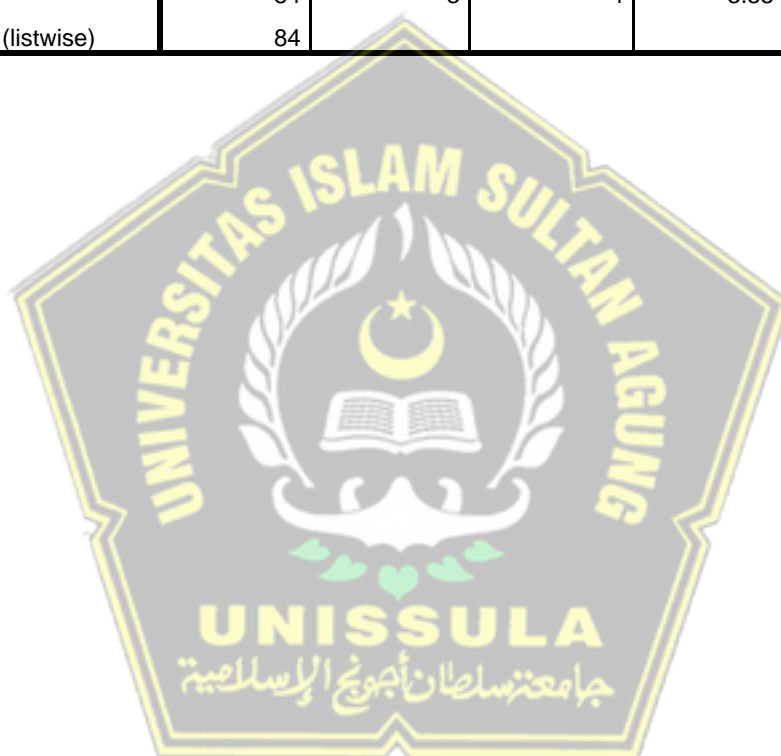
Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Y.1.1	84	2	5	2.99	.843
Y.1.2	84	2	5	2.99	.843
Y.1.3	84	2	4	3.02	.791
Valid N (listwise)	84				

### Descriptives

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Y2.1	84	2	5	3.93	.725
Y2.2	84	2	5	3.73	.766
Y2.3	84	2	5	3.44	.608
Y2.4	84	2	5	3.77	.665
Y2.5	84	2	5	3.36	.688
Valid N (listwise)	84				

## Descriptives

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Z1.1	84	2	5	3.58	.680
Z1.2	84	2	5	3.77	.782
Z1.3	84	2	5	3.79	.622
Z1.4	84	3	4	3.60	.494
Z1.5	84	3	4	3.55	.501
Valid N (listwise)	84				



## Validitas Reliabilitas

### Reliability

#### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	84	84.0
	Excluded <sup>a</sup>	16	16.0
	Total	100	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.914	5

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	15.476	7.264	.820	.894
X1.2	15.369	7.416	.666	.916
X1.3	15.440	6.225	.832	.883
X1.4	15.440	5.912	.790	.897
X1.5	15.274	6.177	.859	.877

## Reliability

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	84	84.0
	Excluded <sup>a</sup>	16	16.0
	Total	100	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.904	3

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1.1	6.012	2.301	.839	.838
Y.1.2	6.012	2.397	.785	.885
Y.1.3	5.976	2.505	.809	.865



## Reliability

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	84	84.0
	Excluded <sup>a</sup>	16	16.0
	Total	100	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.863	5

**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	14.298	5.465	.518	.877
Y2.2	14.500	4.518	.810	.799
Y2.3	14.786	5.664	.590	.856
Y2.4	14.452	4.974	.785	.809
Y2.5	14.869	5.007	.735	.821

## Reliability

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	84	84.0
	Excluded <sup>a</sup>	16	16.0
	Total	100	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.881	5

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z1.1	14.702	4.236	.685	.863
Z1.2	14.512	3.795	.726	.861
Z1.3	14.500	4.301	.747	.847
Z1.4	14.690	4.795	.730	.857
Z1.5	14.738	4.678	.779	.847

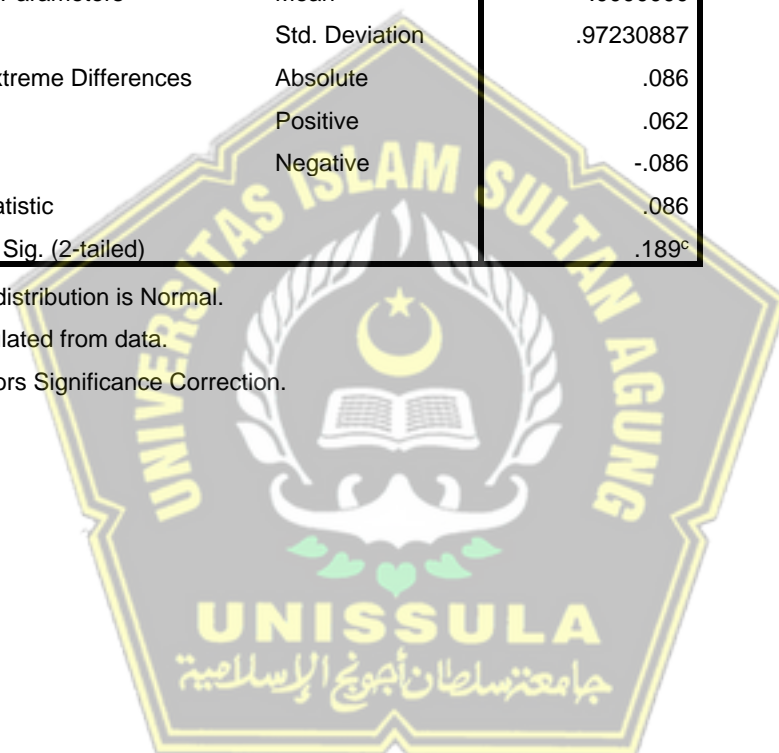
## Asumsi Klasik

### NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		84
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	.97230887
Most Extreme Differences	Absolute	.086
	Positive	.062
	Negative	-.086
Test Statistic		.086
Asymp. Sig. (2-tailed)		.189 <sup>c</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.



## Regression

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

Model	Variables Entered	Variables Removed	Method
1	motivasi berprestasi, kompetensi, pelatihan <sup>b</sup>		Enter

a. Dependent Variable: park

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.165 <sup>a</sup>	.027	-.009	2.30506

a. Predictors: (Constant), motivasi berprestasi, kompetensi, pelatihan

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.944	3	3.981	.749	.526 <sup>b</sup>
	Residual	425.064	80	5.313		
	Total	437.008	83			

a. Dependent Variable: park

b. Predictors: (Constant), motivasi berprestasi, kompetensi, pelatihan

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

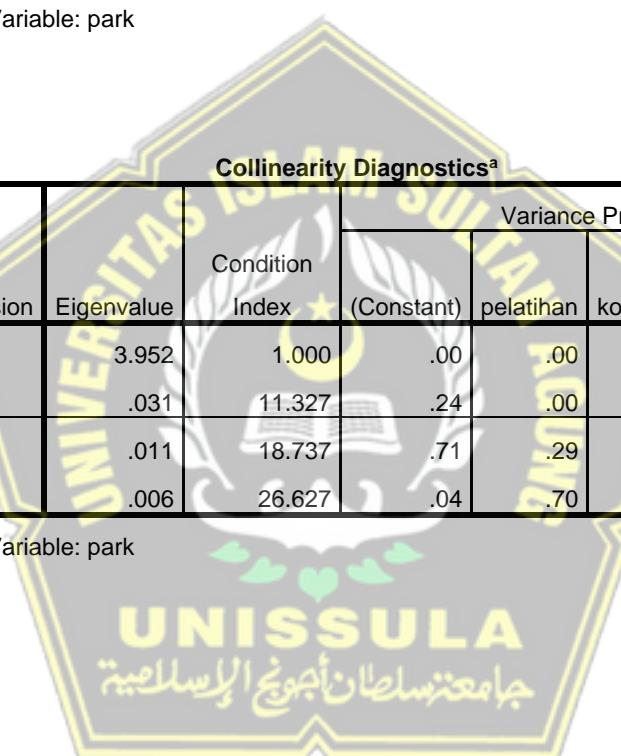
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	.201	1.738		.115	.908		
pelatihan	-.067	.131	-.093	-.514	.609	.371	2.694
kompetensi	-.114	.153	-.113	-.749	.456	.533	1.877
motivasi berprestasi	.025	.149	.030	.166	.869	.374	2.671

a. Dependent Variable: park

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	pelatihan	kompetensi	motivasi berprestasi
1	1	3.952	1.000	.00	.00	.00	.00
	2	.031	11.327	.24	.00	.64	.00
	3	.011	18.737	.71	.29	.36	.11
	4	.006	26.627	.04	.70	.00	.88

a. Dependent Variable: park



## Regresi

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	motivasi berprestasi, kompetensi, pelatihan <sup>b</sup>		Enter

a. Dependent Variable: kinerja

b. All requested variables entered.

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.926 <sup>a</sup>	.857	.852	.9904

a. Predictors: (Constant), motivasi berprestasi, kompetensi, pelatihan

b. Dependent Variable: kinerja

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	470.676	3	156.892	159.957	.000 <sup>b</sup>
	Residual	78.467	80	.981		
	Total	549.143	83			

a. Dependent Variable: kinerja

b. Predictors: (Constant), motivasi berprestasi, kompetensi, pelatihan

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.557	.747		3.424	.001		
	pelatihan	.327	.056	.404	5.817	.000	.371	2.694
	kompetensi	.145	.066	.128	2.203	.030	.533	1.877
	motivasi berprestasi	.447	.064	.483	6.994	.000	.374	2.671

a. Dependent Variable: kinerja

## Regression

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

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

a. Dependent Variable: kompetensi

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.645 <sup>a</sup>	.416	.408	1.7466

a. Predictors: (Constant), pelatihan

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	177.853	1	177.853	58.301	.000 <sup>b</sup>
	Residual	250.147	82	3.051		
	Total	428.000	83			

a. Dependent Variable: kompetensi

b. Predictors: (Constant), pelatihan

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.130	1.177		.111	.912		
	pelatihan	.461	.060	.645	7.636	.000	1.000	1.000

a. Dependent Variable: kompetensi

## Regression

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

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

a. Dependent Variable: motivasi berprestasi

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.768 <sup>a</sup>	.589	.584	1.7943

a. Predictors: (Constant), pelatihan

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	378.694	1	378.694	117.621	.000 <sup>b</sup>
	Residual	264.009	82	3.220		
	Total	642.702	83			

a. Dependent Variable: motivasi berprestasi

b. Predictors: (Constant), pelatihan

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.284	1.209		4.369	.000		
	pelatihan	.672	.062	.768	10.845	.000	1.000	1.000

a. Dependent Variable: motivasi berprestasi