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## **KUESIONER**

Pengaruh Pelatihan dan Motivasi Terhadap Kinerja Karyawan

PT. Tiki JNE Cabang Medan

No.Responden:.....

Dengan hormat,

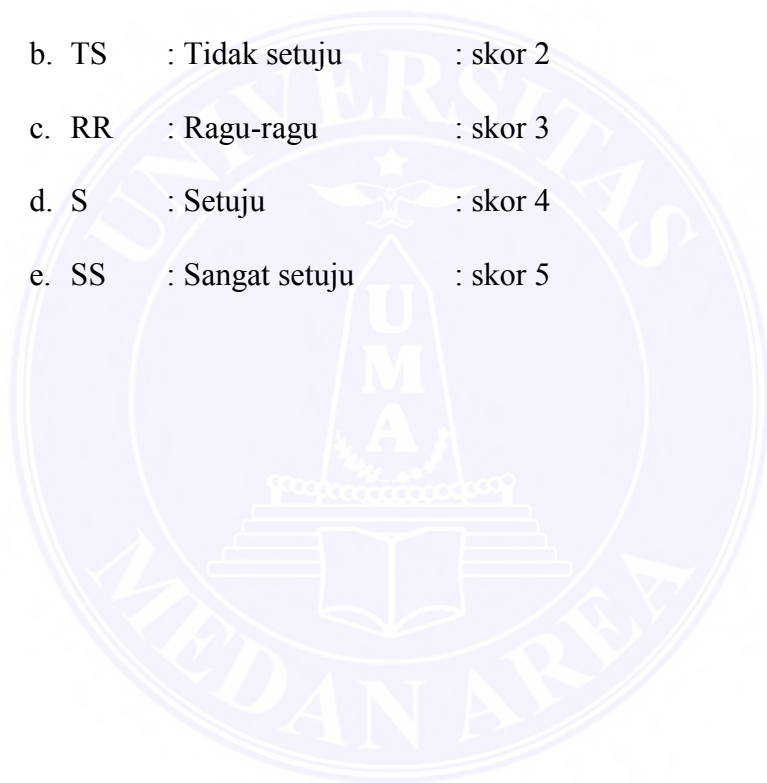
Saya Novi May Shelly NPM 138320089 Mahasiswa Fakultas Ekonomi program studi Manajemen Universitas Medan Area dalam rangka menyelesaikan program S1 Manajemen Universitas Medan Area melakukan penelitian mengenai “Pengaruh Pelatihan dan Motivasi Terhadap Kinerja Karyawan PT. Tiki JNE Cabang Medan.”

Penelitian ini diharapkan memberikan hasil yang bermanfaat, oleh karena itu dimohon kesediaan Saudara/I untuk mengisi atau menjawab kuesioner ini dengan sebenarnya. Jawaban yang anda berikan akan di jamin kerahasiaannya dan hanya digunakan untuk kepentingan penelitian skripsi.

Atas kesediaan Saudara/i dalam mengisi kuesioner, saya ucapkan terima kasih.

**A. Petunjuk pengisian angket:**

1. Berikanlah jawaban singkatan pada bagian pertanyaan identitas responden yang membutuhkan jawaban tertulis saudara/i
2. Berikanlah tanda checklist(√) pada kolom yang saudara/i anggap Setuju dengan jawaban pada saudara/i. Adapun makna tanda tersebut adalah.
  - a. STS : Sangat tidak setuju : skor 1
  - b. TS : Tidak setuju : skor 2
  - c. RR : Ragu-ragu : skor 3
  - d. S : Setuju : skor 4
  - e. SS : Sangat setuju : skor 5



## B. Identitas Responden

Nama :  
Jenis kelamin :  
Status :  
Umur :

### Pelatihan (X<sub>1</sub>)

No.	Pernyataan	Opsi				
		STS	TS	RR	S	SS
1.	Pelatihan dapat meningkatkan produktivitas kerja karyawan.					
2.	Penyelenggaraan pelatihan dapat memperbaiki kualitas dari tenaga kerja dan memperkecil terjadinya kesalahan dalam bekerja.					
3.	Pelatihan yang diberikan memudahkan seorang pekerja untuk mengisi kekosongan jabatan di perusahaan, sehingga perencanaan tenaga kerja dapat dilakukan dengan baik.					
4.	Pelatihan dapat meningkatkan moril kerja karyawan untuk lebih bertanggung jawab terhadap tugasnya.					
5.	Pemberian pelatihan merupakan langkah terbaik dalam rangka mencegah/mengurangi terjadinya kecelakaan kerja di perusahaan.					
6.	Pelatihan dapat mendorong inisiatif dan kreativitas tenaga kerja.					
7.	Pelatihan memberikan kesempatan bagi karyawan untuk meningkatkan perkembangan pribadinya.					
8.	Kecakapan instruktur dalam memberikan pelatihan materi sangat baik.					

### Motivasi Kerja (X<sub>2</sub>)

No.	Pernyataan	Opsi				
		STS	TS	RR	S	SS
1.	Tunjangan jaminan hari tua mengikat pegawai.					
2.	Setiap hasil kerja yang telah dilaksanakan layak mendapat penghargaan.					

3.	Saya memperoleh penghargaan oleh perusahaan atas prestasi kerja.					
4.	Pekerjaan yang diberikan sangat menantang.					
5.	Saya merasa tidak dibeda-bedakan dengan rekan kerja dalam bekerja.					
6.	Pimpinan memberi kesempatan kepada saya untuk mengembangkan ketrampilan dan kemampuan dalam bekerja.					

### Kinerja Karyawan (Y)

No.	Pernyataan	Opsi				
		STS	TS	RR	S	SS
1.	Saya mampu menyelesaikan setiap pekerjaan.					
2.	Saya bekerja sesuai dengan prosedur dan jadwal.					
3.	Saya mampu mengambil inisiatif dalam bekerja.					
4.	Saya dapat mempertanggung jawabkan tugas yang diberikan.					
5.	Saya hadir tepat waktu.					
6.	Saya mampu bekerja sama dengan semua karyawan.					

Komentaran Saran:

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\*\*\*\*\*TERIMAKASIH ATAS PARTISIPASI SAUDARA/I \*\*\*\*\*

LAMPIRAN II

HASIL JAWABAN RESPONDEN

No	Pelatihan								Motivasi						Kinerja					
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20
1	4	4	4	4	4	4	4	3	3	3	3	3	2	4	4	4	4	4	4	3
2	4	4	4	4	5	5	5	4	4	4	3	4	5	4	4	4	5	4	4	4
3	3	4	5	4	4	5	5	5	5	4	5	4	4	5	5	3	5	4	4	5
4	3	4	3	5	5	2	4	3	4	3	3	2	1	4	4	3	3	2	4	4
5	3	3	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4
6	4	3	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4
7	4	4	5	3	5	4	3	4	4	5	3	2	2	4	4	2	3	2	4	4
8	4	3	3	2	5	2	5	3	5	4	3	1	4	5	5	4	3	4	4	5
9	4	4	5	4	4	4	5	5	3	4	4	1	4	5	3	4	4	4	4	5
10	4	4	5	4	3	4	4	4	4	4	4	4	4	5	3	4	4	4	4	5
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12	5	4	4	2	5	3	4	3	4	3	3	4	4	4	4	4	3	4	4	4
13	5	5	4	2	5	3	3	3	4	3	3	4	4	4	4	3	3	4	4	4
14	5	4	4	2	3	3	4	3	4	3	3	4	4	4	4	3	3	4	4	4
15	4	4	5	5	5	4	5	4	5	3	4	2	4	5	5	3	3	4	4	5
16	4	4	5	4	5	2	4	3	3	4	4	3	2	4	3	4	4	3	4	4
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23	4	4	4	5	5	3	3	5	4	3	3	3	5	3	4	5	3	3	3	3
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46	3	4	4	5	5	4	4	4	4	3	4	4	3	5	4	3	4	4	3	5	4	5
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49	4	5	4	4	4	5	4	4	4	4	5	4	5	4	4	4	5	4	5	4	5	4
50	5	2	2	3	4	4	4	5	4	3	4	4	4	4	4	3	4	4	4	4	4	4
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52	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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54	4	4	4	4	3	4	4	4	4	4	3	4	4	4	4	4	3	4	4	4	4	4
55	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
56	4	2	4	4	4	3	4	5	4	4	5	4	5	5	4	4	5	4	5	5	5	5
57	4	3	4	4	3	4	3	5	2	5	4	4	2	5	2	3	4	4	5	5	5	5
58	4	4	4	3	5	2	4	5	4	4	4	4	5	5	4	3	4	4	5	2	2	2
59	4	4	4	3	4	4	3	4	4	3	4	3	4	4	4	3	4	3	4	4	4	4
60	3	3	3	4	5	3	3	5	5	4	4	4	3	5	5	4	4	4	3	5	4	5



LAMPIRAN III

**1. PELATIHAN (X1)**

Uji Validitas

**Correlations**

		P1	P2	P3	P4	P5	P6	P7	P8	Total_P
P1	Pearson Correlation	1	,229	,254	-,168	,165	,161	,128	-,043	,379
	Sig. (2-tailed)		,079	,051	,199	,208	,219	,328	,743	,003
	N	60	60	60	60	60	60	60	60	60
P2	Pearson Correlation	,229	1	,446*	,136	,290	,162	,197	-,133	,575*
	Sig. (2-tailed)	,079		,000	,301	,024	,218	,132	,312	,000
	N	60	60	60	60	60	60	60	60	60
P3	Pearson Correlation	,254	,446*	1	,272	,095	,313	,258	,041	,679*
	Sig. (2-tailed)	,051	,000		,035	,468	,015	,046	,755	,000
	N	60	60	60	60	60	60	60	60	60
P4	Pearson Correlation	-,168	,136	,272	1	,113	,262	,097	,251	,522*
	Sig. (2-tailed)	,199	,301	,035		,389	,044	,462	,053	,000
	N	60	60	60	60	60	60	60	60	60
P5	Pearson Correlation	,165	,290	,095	,113	1	-,219	,000	-,124	,276
	Sig. (2-tailed)	,208	,024	,468	,389		,092	1,000	,343	,033
	N	60	60	60	60	60	60	60	60	60
P6	Pearson Correlation	,161	,162	,313	,262	-,219	1	,278	,387**	,638**
	Sig. (2-tailed)	,219	,218	,015	,044	,092		,031	,002	,000
	N	60	60	60	60	60	60	60	60	60
P7	Pearson Correlation	,128	,197	,258	,097	,000	,278	1	,135	,506*
	Sig. (2-tailed)	,328	,132	,046	,462	1,000	,031		,303	,000
	N	60	60	60	60	60	60	60	60	60
P8	Pearson Correlation	-,043	-,133	,041	,251	-,124	,387**	,135	1	,404*
	Sig. (2-tailed)	,743	,312	,755	,053	,343	,002	,303		,001
	N	60	60	60	60	60	60	60	60	60
Total_P	Pearson Correlation	,379*	,575*	,679*	,522*	,276	,638**	,506*	,404*	1
	Sig. (2-tailed)	,003	,000	,000	,000	,033	,000	,000	,001	
	N	60	60	60	60	60	60	60	60	60

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

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

### Case Processing Summary

		N	%
Cases	Valid	60	100,0
	Excluded <sup>a</sup>	0	,0
	Total	60	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
,584	,570	8

### Item Statistics

	Mean	Std. Deviation	N
P1	4,02	,596	60
P2	3,73	,778	60
P3	3,95	,790	60
P4	3,68	,792	60
P5	4,28	,640	60
P6	3,80	,917	60
P7	4,00	,664	60
P8	4,15	,755	60

### Inter-Item Correlation Matrix

	P1	P2	P3	P4	P5	P6	P7	P8
P1	1,000	,229	,254	-,168	,165	,161	,128	-,043
P2	,229	1,000	,446	,136	,290	,162	,197	-,133
P3	,254	,446	1,000	,272	,095	,313	,258	,041
P4	-,168	,136	,272	1,000	,113	,262	,097	,251
P5	,165	,290	,095	,113	1,000	-,219	,000	-,124
P6	,161	,162	,313	,262	-,219	1,000	,278	,387
P7	,128	,197	,258	,097	,000	,278	1,000	,135
P8	-,043	-,133	,041	,251	-,124	,387	,135	1,000

**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
P1	27,60	8,142	,193	,195	,577
P2	27,88	7,054	,362	,307	,527
P3	27,67	6,531	,495	,325	,479
P4	27,93	7,284	,291	,240	,550
P5	27,33	8,497	,067	,211	,609
P6	27,82	6,457	,399	,357	,510
P7	27,62	7,562	,316	,123	,544
P8	27,47	7,880	,166	,225	,589

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
31,62	9,156	3,026	8

## 2. MOTIVASI (X2)

### Uji Validitas

Correlations

		M1	M2	M3	M4	M5	M6	Total_M
M1	Pearson Correlation	1	,000	,180	,000	,107	,143	,426**
	Sig. (2-tailed)		1,000	,169	1,000	,415	,276	,001
	N	60	60	60	60	60	60	60
M2	Pearson Correlation	,000	1	,308	,072	,089	,482**	,486**
	Sig. (2-tailed)	1,000		,017	,585	,499	,000	,000
	N	60	60	60	60	60	60	60
M3	Pearson Correlation	,180	,308	1	,253	,319	,284	,674**
	Sig. (2-tailed)	,169	,017		,051	,013	,028	,000
	N	60	60	60	60	60	60	60
M4	Pearson Correlation	,000	,072	,253	1	,409**	-,040	,573**
	Sig. (2-tailed)	1,000	,585	,051		,001	,764	,000
	N	60	60	60	60	60	60	60
M5	Pearson Correlation	,107	,089	,319	,409**	1	,174	,687**
	Sig. (2-tailed)	,415	,499	,013	,001		,183	,000
	N	60	60	60	60	60	60	60
M6	Pearson Correlation	,143	,482**	,284	-,040	,174	1	,519**
	Sig. (2-tailed)	,276	,000	,028	,764	,183		,000
	N	60	60	60	60	60	60	60
Total_M	Pearson Correlation	,426**	,486**	,674**	,573**	,687**	,519**	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	
	N	60	60	60	60	60	60	60

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

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

Case Processing Summary

		N	%
Cases	Valid	60	100,0
	Excluded <sup>a</sup>	0	,0
	Total	60	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
,563	,577	6

### Item Statistics

	Mean	Std. Deviation	N
M1	3,80	,798	60
M2	3,67	,601	60
M3	3,85	,732	60
M4	3,67	,914	60
M5	3,90	,951	60
M6	4,18	,624	60

### Inter-Item Correlation Matrix

	M1	M2	M3	M4	M5	M6
M1	1,000	,000	,180	,000	,107	,143
M2	,000	1,000	,308	,072	,089	,482
M3	,180	,308	1,000	,253	,319	,284
M4	,000	,072	,253	1,000	,409	-,040
M5	,107	,089	,319	,409	1,000	,174
M6	,143	,482	,284	-,040	,174	1,000

### 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
M1	19,27	5,758	,134	,057	,592
M2	19,40	5,736	,282	,279	,530
M3	19,22	4,851	,472	,232	,443
M4	19,40	4,990	,266	,213	,541
M5	19,17	4,379	,409	,241	,462
M6	18,88	5,596	,313	,296	,518

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23,07	6,911	2,629	6

### 3. KINERJA KARYAWAN (Y)

#### Uji Validitas

**Correlations**

		Kk1	Kk2	Kk3	Kk4	Kk5	Kk6	Total_Kk
Kk1	Pearson Correlation	1	,091	,087	,157	,023	,111	,427
	Sig. (2-tailed)		,489	,508	,231	,861	,399	,001
	N	60	60	60	60	60	60	60
Kk2	Pearson Correlation	,091	1	,339	,276	,116	,184	,560
	Sig. (2-tailed)	,489		,008	,033	,377	,160	,000
	N	60	60	60	60	60	60	60
Kk3	Pearson Correlation	,087	,339	1	,174	,465	,255	,665
	Sig. (2-tailed)	,508	,008		,185	,000	,050	,000
	N	60	60	60	60	60	60	60
Kk4	Pearson Correlation	,157	,276	,174	1	,313	,199	,619
	Sig. (2-tailed)	,231	,033	,185		,015	,127	,000
	N	60	60	60	60	60	60	60
Kk5	Pearson Correlation	,023	,116	,465	,313	1	,221	,592
	Sig. (2-tailed)	,861	,377	,000	,015		,089	,000
	N	60	60	60	60	60	60	60
Kk6	Pearson Correlation	,111	,184	,255	,199	,221	1	,599
	Sig. (2-tailed)	,399	,160	,050	,127	,089		,000
	N	60	60	60	60	60	60	60
Total_Kk	Pearson Correlation	,427	,560	,665	,619	,592	,599	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	
	N	60	60	60	60	60	60	60

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

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

**Case Processing Summary**

		N	%
Cases	Valid	60	100,0
	Excluded <sup>a</sup>	0	,0
	Total	60	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
,597	,601	6

**Item Statistics**

	Mean	Std. Deviation	N
Kk1	3,87	,676	60
Kk2	3,65	,606	60
Kk3	3,93	,710	60
Kk4	3,82	,725	60
Kk5	4,07	,578	60
Kk6	4,05	,769	60

**Inter-Item Correlation Matrix**

	Kk1	Kk2	Kk3	Kk4	Kk5	Kk6
Kk1	1,000	,091	,087	,157	,023	,111
Kk2	,091	1,000	,339	,276	,116	,184
Kk3	,087	,339	1,000	,174	,465	,255
Kk4	,157	,276	,174	1,000	,313	,199
Kk5	,023	,116	,465	,313	1,000	,221
Kk6	,111	,184	,255	,199	,221	1,000

**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
Kk1	19,52	4,627	,153	,038	,623
Kk2	19,73	4,301	,343	,181	,549
Kk3	19,45	3,811	,438	,316	,504
Kk4	19,57	3,945	,368	,184	,536
Kk5	19,32	4,254	,394	,291	,532
Kk6	19,33	3,955	,322	,107	,559

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
23,38	5,529	2,351	6

LAMPIRAN IV

**A. UJI VALIDITAS DAN REABILITAS**

**1. PELATIHAN (X1)**

**Correlations**

		P1	P2	P3	P4	P5	P6	P7	P8	Total_P
P1	Pearson Correlation	1	,229	,254	-,168	,165	,161	,128	-,043	,379
	Sig. (2-tailed)		,079	,051	,199	,208	,219	,328	,743	,003
	N	60	60	60	60	60	60	60	60	60
P2	Pearson Correlation	,229	1	,446**	,136	,290	,162	,197	-,133	,575
	Sig. (2-tailed)	,079		,000	,301	,024	,218	,132	,312	,000
	N	60	60	60	60	60	60	60	60	60
P3	Pearson Correlation	,254	,446**	1	,272	,095	,313	,258	,041	,679
	Sig. (2-tailed)	,051	,000		,035	,468	,015	,046	,755	,000
	N	60	60	60	60	60	60	60	60	60
P4	Pearson Correlation	-,168	,136	,272	1	,113	,262	,097	,251	,522
	Sig. (2-tailed)	,199	,301	,035		,389	,044	,462	,053	,000
	N	60	60	60	60	60	60	60	60	60
P5	Pearson Correlation	,165	,290	,095	,113	1	-,219	,000	-,124	,276
	Sig. (2-tailed)	,208	,024	,468	,389		,092	1,000	,343	,033
	N	60	60	60	60	60	60	60	60	60
P6	Pearson Correlation	,161	,162	,313	,262	-,219	1	,278	,387**	,638
	Sig. (2-tailed)	,219	,218	,015	,044	,092		,031	,002	,000
	N	60	60	60	60	60	60	60	60	60
P7	Pearson Correlation	,128	,197	,258	,097	,000	,278	1	,135	,506
	Sig. (2-tailed)	,328	,132	,046	,462	1,000	,031		,303	,000
	N	60	60	60	60	60	60	60	60	60
P8	Pearson Correlation	-,043	-,133	,041	,251	-,124	,387**	,135	1	,404
	Sig. (2-tailed)	,743	,312	,755	,053	,343	,002	,303		,001
	N	60	60	60	60	60	60	60	60	60
Total_P	Pearson Correlation	,379	,575	,679	,522	,276	,638	,506	,404	1
	Sig. (2-tailed)	,003	,000	,000	,000	,033	,000	,000	,001	
	N	60	60	60	60	60	60	60	60	60

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

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



**Case Processing Summary**

		N	%
Cases	Valid	60	100,0
	Excluded <sup>a</sup>	0	,0
	Total	60	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
,584	,570	8

**Item Statistics**

	Mean	Std. Deviation	N
P1	4,02	,596	60
P2	3,73	,778	60
P3	3,95	,790	60
P4	3,68	,792	60
P5	4,28	,640	60
P6	3,80	,917	60
P7	4,00	,664	60
P8	4,15	,755	60

**Inter-Item Correlation Matrix**

	P1	P2	P3	P4	P5	P6	P7	P8
P1	1,000	,229	,254	-,168	,165	,161	,128	-,043
P2	,229	1,000	,446	,136	,290	,162	,197	-,133
P3	,254	,446	1,000	,272	,095	,313	,258	,041
P4	-,168	,136	,272	1,000	,113	,262	,097	,251
P5	,165	,290	,095	,113	1,000	-,219	,000	-,124
P6	,161	,162	,313	,262	-,219	1,000	,278	,387
P7	,128	,197	,258	,097	,000	,278	1,000	,135
P8	-,043	-,133	,041	,251	-,124	,387	,135	1,000

**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
P1	27,60	8,142	,193	,195	,577
P2	27,88	7,054	,362	,307	,527
P3	27,67	6,531	,495	,325	,479
P4	27,93	7,284	,291	,240	,550
P5	27,33	8,497	,067	,211	,609
P6	27,82	6,457	,399	,357	,510
P7	27,62	7,562	,316	,123	,544
P8	27,47	7,880	,166	,225	,589

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
31,62	9,156	3,026	8

**2. HARGA (X2)**

**Correlations**

		M1	M2	M3	M4	M5	M6	Total_M
M1	Pearson Correlation	1	,000	,180	,000	,107	,143	,426
	Sig. (2-tailed)		1,000	,169	1,000	,415	,276	,001
	N	60	60	60	60	60	60	60
M2	Pearson Correlation	,000	1	,308	,072	,089	,482	,486
	Sig. (2-tailed)	1,000		,017	,585	,499	,000	,000
	N	60	60	60	60	60	60	60
M3	Pearson Correlation	,180	,308	1	,253	,319	,284	,674
	Sig. (2-tailed)	,169	,017		,051	,013	,028	,000
	N	60	60	60	60	60	60	60
M4	Pearson Correlation	,000	,072	,253	1	,409	-,040	,573
	Sig. (2-tailed)	1,000	,585	,051		,001	,764	,000
	N	60	60	60	60	60	60	60
M5	Pearson Correlation	,107	,089	,319	,409	1	,174	,687
	Sig. (2-tailed)	,415	,499	,013	,001		,183	,000
	N	60	60	60	60	60	60	60
M6	Pearson Correlation	,143	,482	,284	-,040	,174	1	,519
	Sig. (2-tailed)	,276	,000	,028	,764	,183		,000
	N	60	60	60	60	60	60	60

Total_M	Pearson Correlation	,426**	,486*	,674**	,573*	,687**	,519**	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	
	N	60	60	60	60	60	60	60

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

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

#### Case Processing Summary

		N	%
Cases	Valid	60	100,0
	Excluded <sup>a</sup>	0	,0
	Total	60	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
,563	,577	6

#### Item Statistics

	Mean	Std. Deviation	N
M1	3,80	,798	60
M2	3,67	,601	60
M3	3,85	,732	60
M4	3,67	,914	60
M5	3,90	,951	60
M6	4,18	,624	60

#### Inter-Item Correlation Matrix

	M1	M2	M3	M4	M5	M6
M1	1,000	,000	,180	,000	,107	,143
M2	,000	1,000	,308	,072	,089	,482
M3	,180	,308	1,000	,253	,319	,284
M4	,000	,072	,253	1,000	,409	-,040
M5	,107	,089	,319	,409	1,000	,174
M6	,143	,482	,284	-,040	,174	1,000

### 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
M1	19,27	5,758	,134	,057	,592
M2	19,40	5,736	,282	,279	,530
M3	19,22	4,851	,472	,232	,443
M4	19,40	4,990	,266	,213	,541
M5	19,17	4,379	,409	,241	,462
M6	18,88	5,596	,313	,296	,518

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23,07	6,911	2,629	6

## 3. KEPUASAN PELANGGAN (Y)

### Correlations

		Kk1	Kk2	Kk3	Kk4	Kk5	Kk6	Total_Kk
Kk1	Pearson Correlation	1	,091	,087	,157	,023	,111	,427
	Sig. (2-tailed)		,489	,508	,231	,861	,399	,001
	N	60	60	60	60	60	60	60
Kk2	Pearson Correlation	,091	1	,339	,276	,116	,184	,560
	Sig. (2-tailed)	,489		,008	,033	,377	,160	,000
	N	60	60	60	60	60	60	60
Kk3	Pearson Correlation	,087	,339	1	,174	,465	,255	,665
	Sig. (2-tailed)	,508	,008		,185	,000	,050	,000
	N	60	60	60	60	60	60	60
Kk4	Pearson Correlation	,157	,276	,174	1	,313	,199	,619
	Sig. (2-tailed)	,231	,033	,185		,015	,127	,000
	N	60	60	60	60	60	60	60
Kk5	Pearson Correlation	,023	,116	,465	,313	1	,221	,592
	Sig. (2-tailed)	,861	,377	,000	,015		,089	,000
	N	60	60	60	60	60	60	60
Kk6	Pearson Correlation	,111	,184	,255	,199	,221	1	,599
	Sig. (2-tailed)	,399	,160	,050	,127	,089		,000
	N	60	60	60	60	60	60	60
Total_Kk	Pearson Correlation	,427	,560	,665	,619	,592	,599	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	
	N	60	60	60	60	60	60	60

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

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

**Case Processing Summary**

		N	%
Cases	Valid	60	100,0
	Excluded <sup>a</sup>	0	,0
	Total	60	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
,597	,601	6

**Item Statistics**

	Mean	Std. Deviation	N
Kk1	3,87	,676	60
Kk2	3,65	,606	60
Kk3	3,93	,710	60
Kk4	3,82	,725	60
Kk5	4,07	,578	60
Kk6	4,05	,769	60

**Inter-Item Correlation Matrix**

	Kk1	Kk2	Kk3	Kk4	Kk5	Kk6
Kk1	1,000	,091	,087	,157	,023	,111
Kk2	,091	1,000	,339	,276	,116	,184
Kk3	,087	,339	1,000	,174	,465	,255
Kk4	,157	,276	,174	1,000	,313	,199
Kk5	,023	,116	,465	,313	1,000	,221
Kk6	,111	,184	,255	,199	,221	1,000

**Item-Total Statistics**

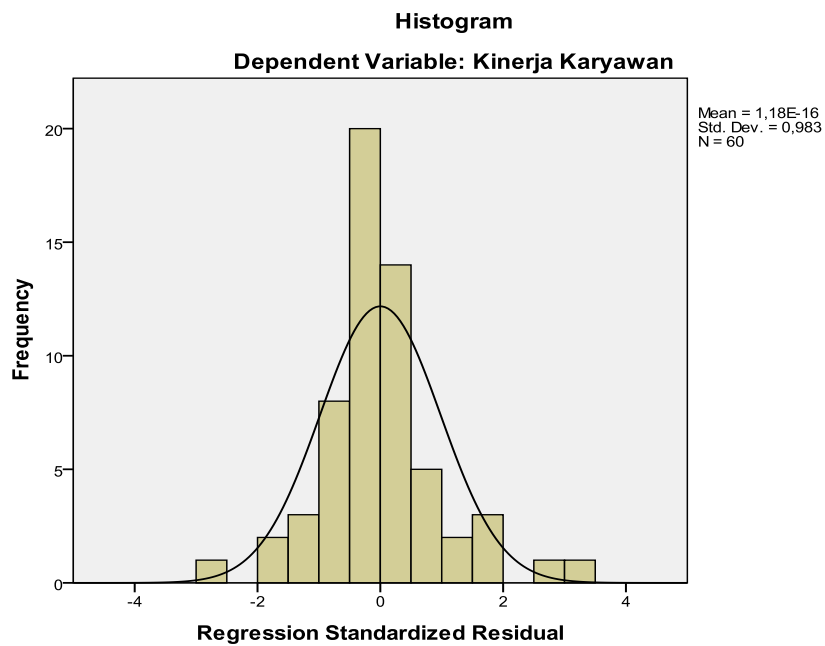
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Kk1	19,52	4,627	,153	,038	,623
Kk2	19,73	4,301	,343	,181	,549
Kk3	19,45	3,811	,438	,316	,504
Kk4	19,57	3,945	,368	,184	,536
Kk5	19,32	4,254	,394	,291	,532
Kk6	19,33	3,955	,322	,107	,559

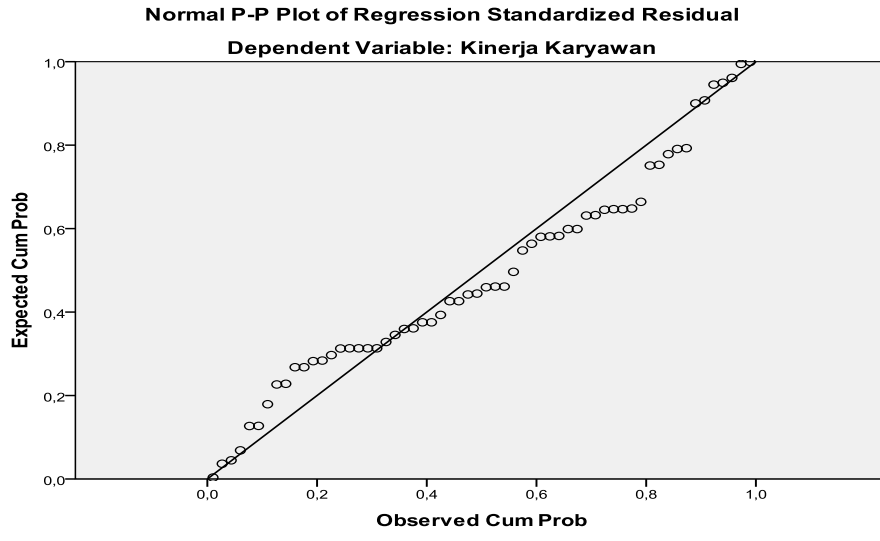
**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
23,38	5,529	2,351	6

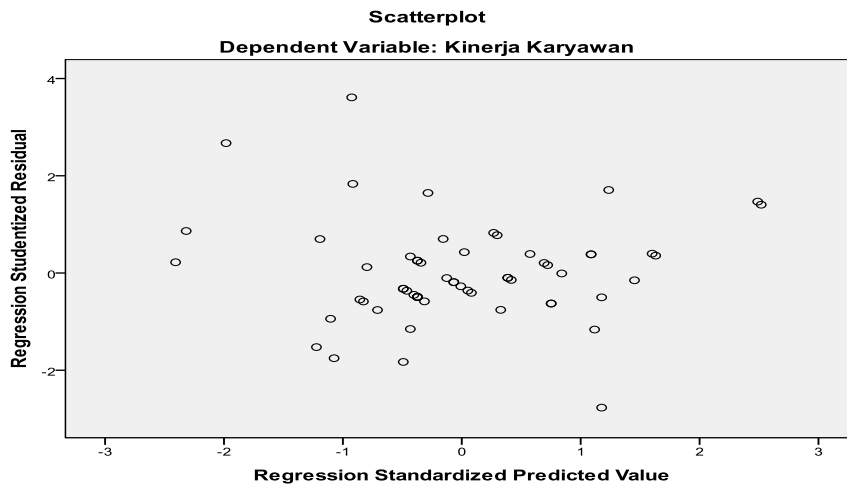
**B. UJI ASUMSI KLASIK**

**UJI NORMALITAS**





UJI HETEROSKEDASTISITAS



## UJI MULTIKOLINEARITAS

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

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
	1	(Constant)	7,557			2,015		
	Pelatihan	-,057	,066	-,074	-,875	,386	,789	1,267
	Motivasi	,765	,076	,855	10,116	,000	,789	1,267

a. Dependent Variable: Kinerja Karyawan

## UJI KOEFISIEN DETERMINASI (R<sup>2</sup>)

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,824 <sup>a</sup>	,679	,667	1,356

a. Predictors: (Constant), Motivasi , Pelatihan

b. Dependent Variable: Kinerja Karyawan



### UJI PARSIAL ( UJI T )

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,557	2,015		3,751	,000
	Pelatihan	-,057	,066	-,074	-,875	,386
	Motivasi	,765	,076	,855	10,116	,000

a. Dependent Variable: Kinerja Karyawan

### UJI SIMULTAN (UJI F)

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	221,355	2	110,677	60,180	,000 <sup>a</sup>
	Residual	104,828	57	1,839		
	Total	326,183	59			

a. Predictors: (Constant), Motivasi , Pelatihan

b. Dependent Variable: Kinerja Karyawan

LAMPIRAN V

**1. Frekuensi Jawaban Responden  
Frekuensi Variabel Pelatihan (X<sub>1</sub>)**

**Statistics**

		Pelatihan1	Pelatihan2	Pelatihan3	Pelatihan4	Pelatihan5	Pelatihan6	Pelatihan7	Pelatihan8
N	Valid	60	60	60	60	60	60	60	60
	Missing	0	0	0	0	0	0	0	0
Mean		4,02	3,73	3,95	3,68	4,28	3,80	4,00	4,15
Median		4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00
Mode		4	4	4	4	4	4	4	4
Sum		241	224	237	221	257	228	240	249

**Pelatihan1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR(3)	10	16,7	16,7	16,7
	S(4)	39	65,0	65,0	81,7
	SS(5)	11	18,3	18,3	100,0
	Total	60	100,0	100,0	

**Pelatihan2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	6	10,0	10,0	10,0
	RR(3)	10	16,7	16,7	26,7
	S(4)	38	63,3	63,3	90,0
	SS(5)	6	10,0	10,0	100,0
	Total	60	100,0	100,0	

**Pelatihan3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	4	6,7	6,7	6,7
	RR(3)	8	13,3	13,3	20,0
	S(4)	35	58,3	58,3	78,3
	SS(5)	13	21,7	21,7	100,0
	Total	60	100,0	100,0	

**Pelatihan4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	5	8,3	8,3	8,3
	RR(3)	16	26,7	26,7	35,0
	S(4)	32	53,3	53,3	88,3
	SS(5)	7	11,7	11,7	100,0
	Total	60	100,0	100,0	

**Pelatihan5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR(3)	6	10,0	10,0	10,0
	S(4)	31	51,7	51,7	61,7
	SS(5)	23	38,3	38,3	100,0
	Total	60	100,0	100,0	

**Pelatihan6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	5	8,3	8,3	8,3
	RR(3)	17	28,3	28,3	36,7
	S(4)	23	38,3	38,3	75,0
	SS(5)	15	25,0	25,0	100,0
	Total	60	100,0	100,0	

**Pelatihan7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR(3)	13	21,7	21,7	21,7
	S(4)	34	56,7	56,7	78,3
	SS(5)	13	21,7	21,7	100,0
	Total	60	100,0	100,0	

**Pelatihan7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR(3)	13	21,7	21,7	21,7
	S(4)	34	56,7	56,7	78,3
	SS(5)	13	21,7	21,7	100,0
	Total	60	100,0	100,0	

## 2. Frekuensi Jawaban Responden Frekuensi Variabel Motivasi ( $X_2$ )

**Statistics**

		Motivasi1	Motivasi2	Motivasi3	Motivas4	Motivasi5	Motivasi6
N	Valid	60	60	60	60	60	60
	Missing	0	0	0	0	0	0
Mean		3,80	3,67	3,85	3,67	3,90	4,18
Median		4,00	4,00	4,00	4,00	4,00	4,00
Mode		4	4	4	4	4	4
Sum		228	220	231	220	234	251

**Motivasi1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	5	8,3	8,3	8,3
	RR(3)	11	18,3	18,3	26,7
	S(4)	35	58,3	58,3	85,0
	SS(5)	9	15,0	15,0	100,0
	Total	60	100,0	100,0	

**Motivasi2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR(3)	24	40,0	40,0	40,0
	S(4)	32	53,3	53,3	93,3
	SS(5)	4	6,7	6,7	100,0
	Total	60	100,0	100,0	

**Motivasi3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	1	1,7	1,7	1,7
	RR(3)	18	30,0	30,0	31,7
	S(4)	30	50,0	50,0	81,7
	SS(5)	11	18,3	18,3	100,0
	Total	60	100,0	100,0	

**Motivasi4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS(1)	2	3,3	3,3	3,3
	TS(2)	4	6,7	6,7	10,0
	RR(3)	14	23,3	23,3	33,3
	S(4)	32	53,3	53,3	86,7
	SS(5)	8	13,3	13,3	100,0
	Total	60	100,0	100,0	

**Motivasi5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS(1)	2	3,3	3,3	3,3
	TS(2)	4	6,7	6,7	10,0
	RR(3)	6	10,0	10,0	20,0
	S(4)	34	56,7	56,7	76,7
	SS(5)	14	23,3	23,3	100,0
	Total	60	100,0	100,0	

**Motivasi6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR(3)	7	11,7	11,7	11,7
	S(4)	35	58,3	58,3	70,0
	SS(5)	18	30,0	30,0	100,0
	Total	60	100,0	100,0	

**3. Frekuensi Jawaban Responden  
Frekuensi Variabel Kinerja Karyawan (Y)**

**Statistics**

		Kinerja_karya wan1	Kinerja_karya wan2	Kinerja_karya wan3	Kinerja_karya wan4	Kinerja_karya wan5	Kinerja_karya wan6
N	Valid	60	60	60	60	60	60
	Missing	0	0	0	0	0	0
Mean		3,87	3,65	3,93	3,82	4,07	4,05
Median		4,00	4,00	4,00	4,00	4,00	4,00
Mode		4	4	4	4	4	4
Sum		232	219	236	229	244	243

**Kinerja\_karyawan1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	1	1,7	1,7	1,7
	RR(3)	15	25,0	25,0	26,7
	S(4)	35	58,3	58,3	85,0
	SS(5)	9	15,0	15,0	100,0
	Total	60	100,0	100,0	

**Kinerja\_karyawan2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	1	1,7	1,7	1,7
	RR(3)	22	36,7	36,7	38,3
	S(4)	34	56,7	56,7	95,0
	SS(5)	3	5,0	5,0	100,0
	Total	60	100,0	100,0	

**Kinerja\_karyawan3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR(3)	17	28,3	28,3	28,3
	S(4)	30	50,0	50,0	78,3
	S(5)	13	21,7	21,7	100,0
	Total	60	100,0	100,0	

**Kinerja\_karyawan4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	3	5,0	5,0	5,0
	RR(3)	13	21,7	21,7	26,7
	S(4)	36	60,0	60,0	86,7
	SS(5)	8	13,3	13,3	100,0
	Total	60	100,0	100,0	

**Kinerja\_karyawan5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RR(3)	8	13,3	13,3	13,3
	S(4)	40	66,7	66,7	80,0
	SS(5)	12	20,0	20,0	100,0
	Total	60	100,0	100,0	

**Kinerja\_karyawan6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS(2)	3	5,0	5,0	5,0
	RR(3)	7	11,7	11,7	16,7
	S(4)	34	56,7	56,7	73,3
	SS(5)	16	26,7	26,7	100,0
	Total	60	100,0	100,0	

LAMPIRAN VI

Tabel Nilai-Nilai Dalam Distribusi-t

<b>Pr</b>	<b>0.25</b>	<b>0.10</b>	<b>0.05</b>	<b>0.025</b>	<b>0.01</b>	<b>0.005</b>	<b>0.001</b>
<b>df</b>	<b>0.50</b>	<b>0.20</b>	<b>0.10</b>	<b>0.050</b>	<b>0.02</b>	<b>0.010</b>	<b>0.002</b>
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804



## LAMPIRAN VII

Tabel F dengan signifikansi 5%

Df untuk penyebut ( N2 )	Df untuk pembilang ( N1 )							
	1	2	3	4	5	6	7	8
<b>48</b>	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14
<b>49</b>	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13
<b>50</b>	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13
<b>51</b>	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13
<b>52</b>	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12
<b>53</b>	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12
<b>54</b>	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12
<b>55</b>	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11
<b>56</b>	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11
<b>57</b>	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11
<b>58</b>	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10
<b>59</b>	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10
<b>60</b>	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10
<b>61</b>	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09
<b>62</b>	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09
<b>63</b>	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09
<b>64</b>	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09
<b>65</b>	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08
<b>66</b>	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08
<b>67</b>	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08
<b>68</b>	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08
<b>69</b>	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08
<b>70</b>	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07
<b>71</b>	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07
<b>72</b>	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07
<b>73</b>	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07
<b>74</b>	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07
<b>75</b>	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06
<b>76</b>	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06
<b>77</b>	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06
<b>78</b>	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06
<b>79</b>	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06
<b>80</b>	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06

LAMPIRAN VIII

TABEL R

DF = n-2	Tingkat Signifikansi Untuk Uji 1 arah				
	0,05	0,025	0,001	0,005	0,0005
	Tingkat Signifikansi Untuk Uji 2 arah				
	0,1	0,05	0,02	0,01	0,001
38	0,2638	0,3120	0,3665	0,4026	0,5007
39	0,2605	0,3081	0,3621	0,3978	0,4950
40	0,2573	0,3044	0,3578	0,3932	0,4896
41	0,2542	0,3008	0,3536	0,3887	0,4843
42	0,2512	0,2973	0,3496	0,3843	0,4791
43	0,2483	0,2940	0,3457	0,3801	0,4742
44	0,2455	0,2907	0,3420	0,3761	0,4694
45	0,2429	0,2876	0,3384	0,3721	0,4647
46	0,2403	0,2845	0,3348	0,3683	0,4601
47	0,2377	0,2816	0,3314	0,3646	0,4557
48	0,2353	0,2787	0,3281	0,3610	0,4514
49	0,2329	0,2759	0,3249	0,3575	0,4473
50	0,2306	0,2732	0,3218	0,3542	0,4432
51	0,2284	0,2706	0,3188	0,3509	0,4393
52	0,2262	0,2681	0,3158	0,3477	0,4354
53	0,2241	0,2656	0,3129	0,3445	0,4317
54	0,2221	0,2632	0,3102	0,3415	0,4280
55	0,2201	0,2609	0,3074	0,3385	0,4244
56	0,2181	0,2586	0,3048	0,3357	0,4210
57	0,2162	0,2564	0,3022	0,3328	0,4176
58	0,2144	0,2542	0,2997	0,3301	0,4143
59	0,2126	0,2521	0,2972	0,3274	0,4110
60	0,2108	0,2500	0,2948	0,3248	0,4079
61	0,2091	0,2480	0,2925	0,3223	0,4048
62	0,2075	0,2461	0,2902	0,3198	0,4018
63	0,2058	0,2441	0,2880	0,3173	0,3988