

Lampiran hasil Uji Validitas variabel Motivasi (X1) dengan SPSS.

Correlations													
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	XSUM	
X1.1	Pearson Correlation	1	.342 <sup>*</sup>	.497 <sup>**</sup>	.332 <sup>*</sup>	0.291	.425 <sup>**</sup>	.475 <sup>**</sup>	.516 <sup>**</sup>	.535 <sup>**</sup>	.388 <sup>*</sup>	0.195	.745 <sup>**</sup>
	Sig. (2-tailed)		0.031	0.001	0.036	0.069	0.006	0.002	0.001	0	0.013	0.228	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.2	Pearson Correlation	.342 <sup>*</sup>	1	0.207	.361 <sup>*</sup>	.490 <sup>**</sup>	0.301	0.132	0.211	0.222	.362 <sup>*</sup>	0.237	.556 <sup>**</sup>
	Sig. (2-tailed)	0.031		0.199	0.022	0.001	0.059	0.417	0.191	0.169	0.022	0.142	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.3	Pearson Correlation	.497 <sup>**</sup>	0.207	1	0.253	0.235	0.282	0.271	.424 <sup>**</sup>	.591 <sup>**</sup>	.398 <sup>*</sup>	0.067	.643 <sup>**</sup>
	Sig. (2-tailed)	0.001	0.199		0.115	0.144	0.078	0.091	0.006	0	0.011	0.683	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.4	Pearson Correlation	.332 <sup>*</sup>	.361 <sup>*</sup>	0.253	1	.335 <sup>*</sup>	.432 <sup>**</sup>	.466 <sup>**</sup>	0.238	0.278	.385 <sup>*</sup>	.374 <sup>*</sup>	.632 <sup>**</sup>
	Sig. (2-tailed)	0.036	0.022	0.115		0.035	0.005	0.002	0.139	0.083	0.014	0.017	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.5	Pearson Correlation	0.291	.490 <sup>**</sup>	0.235	.335 <sup>*</sup>	1	0.287	0.202	.335 <sup>*</sup>	.330 <sup>*</sup>	.394 <sup>*</sup>	0.114	.576 <sup>**</sup>
	Sig. (2-tailed)	0.069	0.001	0.144	0.035		0.072	0.211	0.035	0.038	0.012	0.485	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.6	Pearson Correlation	.425 <sup>**</sup>	0.301	0.282	.432 <sup>**</sup>	0.287	1	0.273	0.274	.419 <sup>**</sup>	0.24	.424 <sup>**</sup>	.642 <sup>**</sup>
	Sig. (2-tailed)	0.006	0.059	0.078	0.005	0.072		0.089	0.087	0.007	0.135	0.006	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.7	Pearson Correlation	.475 <sup>**</sup>	0.132	0.271	.466 <sup>**</sup>	0.202	0.273	1	.489 <sup>**</sup>	0.235	0.131	0.019	.519 <sup>**</sup>
	Sig. (2-tailed)	0.002	0.417	0.091	0.002	0.211	0.089		0.001	0.145	0.422	0.909	0.001
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.8	Pearson Correlation	.516 <sup>**</sup>	0.211	.424 <sup>**</sup>	0.238	.335 <sup>*</sup>	0.274	.489 <sup>**</sup>	1	.689 <sup>**</sup>	.327 <sup>*</sup>	0.055	.684 <sup>**</sup>
	Sig. (2-tailed)	0.001	0.191	0.006	0.139	0.035	0.087	0.001		0	0.039	0.737	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.9	Pearson Correlation	.535 <sup>**</sup>	0.222	.591 <sup>**</sup>	0.278	.330 <sup>*</sup>	.419 <sup>**</sup>	0.235	.689 <sup>**</sup>	1	.444 <sup>**</sup>	0.289	.770 <sup>**</sup>
	Sig. (2-tailed)	0	0.169	0	0.083	0.038	0.007	0.145	0		0.004	0.07	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.10	Pearson Correlation	.388 <sup>*</sup>	.362 <sup>*</sup>	.398 <sup>*</sup>	.385 <sup>*</sup>	.394 <sup>*</sup>	0.24	0.131	.327 <sup>*</sup>	.444 <sup>**</sup>	1	0.043	.614 <sup>**</sup>
	Sig. (2-tailed)	0.013	0.022	0.011	0.014	0.012	0.135	0.422	0.039	0.004		0.794	0
	N	40	40	40	40	40	40	40	40	40	40	40	40
X1.11	Pearson Correlation	0.195	0.237	0.067	.374 <sup>*</sup>	0.114	.424 <sup>**</sup>	0.019	0.055	0.289	0.043	1	.398 <sup>*</sup>
	Sig. (2-tailed)	0.228	0.142	0.683	0.017	0.485	0.006	0.909	0.737	0.07	0.794		0.011
	N	40	40	40	40	40	40	40	40	40	40	40	40
XSUM	Pearson Correlation	.745 <sup>**</sup>	.556 <sup>**</sup>	.643 <sup>**</sup>	.632 <sup>**</sup>	.576 <sup>**</sup>	.642 <sup>**</sup>	.519 <sup>**</sup>	.684 <sup>**</sup>	.770 <sup>**</sup>	.614 <sup>**</sup>	.398 <sup>*</sup>	1
	Sig. (2-tailed)	0	0	0	0	0	0	0.001	0	0	0	0.011	
	N	40	40	40	40	40	40	40	40	40	40	40	40

\*. Correlation is significant at the 0.05 level (2-tailed).  
 \*\*. Correlation is significant at the 0.01 level (2-tailed).

Lampiran hasil Uji Validitas variabel Kompetensi (X2) dengan SPSS.

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.SUM
X2.1	Pearson Correlation	1	.402	.272	.291	-.046	.197	.160	.316	.384	.335	.474	.215	.623
	Sig. (2-tailed)		.010	.090	.068	.777	.224	.324	.047	.015	.035	.002	.182	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.402	1	.114	.314	.484	-.056	.163	.125	.333	.236	.097	.094	.522
	Sig. (2-tailed)	.010		.485	.049	.002	.729	.316	.440	.036	.143	.553	.565	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.272	.114	1	.404	.129	.409	.287	.293	.069	.144	.333	.188	.597
	Sig. (2-tailed)	.090	.485		.010	.428	.009	.072	.066	.673	.375	.036	.246	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.291	.314	.404	1	.275	.202	.388	.000	.046	.262	.126	.251	.594
	Sig. (2-tailed)	.068	.049	.010		.086	.211	.013	1.000	.776	.103	.437	.118	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.5	Pearson Correlation	-.046	.484	.129	.275	1	-.018	.104	-.114	.393	.185	-.170	.049	.339
	Sig. (2-tailed)	.777	.002	.428	.086		.913	.524	.483	.012	.253	.295	.764	.032
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.197	-.056	.409	.202	-.018	1	.421	.472	.061	-.053	.362	.225	.514
	Sig. (2-tailed)	.224	.729	.009	.211	.913		.007	.002	.710	.743	.022	.164	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.7	Pearson Correlation	.160	.163	.287	.388	.104	.421	1	.293	-.010	.026	.201	.452	.575
	Sig. (2-tailed)	.324	.316	.072	.013	.524	.007		.067	.949	.871	.213	.003	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.8	Pearson Correlation	.316	.125	.293	.000	-.114	.472	.293	1	.260	.238	.556	.101	.560
	Sig. (2-tailed)	.047	.440	.066	1.000	.483	.002	.067		.105	.140	.000	.537	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.9	Pearson Correlation	.384	.333	.069	.046	.393	.061	-.010	.260	1	.231	.164	.031	.419
	Sig. (2-tailed)	.015	.036	.673	.776	.012	.710	.949	.105		.152	.311	.852	.007
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.10	Pearson Correlation	.335	.236	.144	.262	.185	-.053	.026	.238	.231	1	.202	.111	.478
	Sig. (2-tailed)	.035	.143	.375	.103	.253	.743	.871	.140	.152		.212	.497	.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.11	Pearson Correlation	.474	.097	.333	.126	-.170	.362	.201	.556	.164	.202	1	.331	.576
	Sig. (2-tailed)	.002	.553	.036	.437	.295	.022	.213	.000	.311	.212		.037	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.12	Pearson Correlation	.215	.094	.188	.251	.049	.225	.452	.101	.031	.111	.331	1	.482
	Sig. (2-tailed)	.182	.565	.246	.118	.764	.164	.003	.537	.852	.497	.037		.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2.SUM	Pearson Correlation	.623	.522	.597	.594	.339	.514	.575	.560	.419	.478	.576	.482	1
	Sig. (2-tailed)	.000	.001	.000	.000	.032	.001	.000	.000	.007	.002	.000	.002	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

\*. Correlation is significant at the 0.05 level (2-tailed).  
 \*\*. Correlation is significant at the 0.01 level (2-tailed).

Lampiran hasil Uji Validitas variabel Pelatihan (X3) dengan SPSS.

		Correlations														
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.SUM
X3.1	Pearson Correlation	1	.338	.365	.396	.409	.271	-.096	.134	.284	-.034	.048	.424	.497	.508	.600
	Sig. (2-tailed)		.033	.020	.012	.009	.091	.554	.411	.076	.837	.769	.006	.001	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.2	Pearson Correlation	.338	1	.381	.277	.044	.345	.081	-.090	.040	.045	.190	.141	.259	.383	.455
	Sig. (2-tailed)	.033		.015	.084	.790	.029	.618	.582	.809	.785	.239	.387	.107	.015	.003
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.3	Pearson Correlation	.365	.381	1	.437	.235	.509	.172	-.097	.043	.223	.019	.498	.280	.414	.592
	Sig. (2-tailed)	.020	.015		.005	.144	.001	.289	.552	.793	.166	.909	.001	.080	.008	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.4	Pearson Correlation	.396	.277	.437	1	.289	.331	.296	.369	.332	.256	.023	.328	.411	.628	.720
	Sig. (2-tailed)	.012	.084	.005		.071	.037	.063	.019	.036	.111	.888	.039	.008	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.5	Pearson Correlation	.409	.044	.235	.289	1	.402	.211	.125	.239	.171	.000	.387	.608	.420	.591
	Sig. (2-tailed)	.009	.790	.144	.071		.010	.191	.441	.137	.290	1.000	.014	.000	.007	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.6	Pearson Correlation	.271	.345	.509	.331	.402	1	.053	.021	.156	.322	.008	.484	.422	.367	.629
	Sig. (2-tailed)	.091	.029	.001	.037	.010		.746	.896	.335	.043	.963	.002	.007	.020	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.7	Pearson Correlation	-.096	.081	.172	.296	.211	.053	1	.160	.277	.150	.177	-.041	.123	.151	.338
	Sig. (2-tailed)	.554	.618	.289	.063	.191	.746		.324	.084	.354	.274	.800	.449	.352	.033
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.8	Pearson Correlation	.134	-.090	-.097	.369	.125	.021	.160	1	.417	.050	.133	.159	.278	.177	.377
	Sig. (2-tailed)	.411	.582	.552	.019	.441	.896	.324		.007	.757	.414	.326	.083	.276	.016
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.9	Pearson Correlation	.284	.040	.043	.332	.239	.156	.277	.417	1	.067	.190	.351	.218	.182	.486
	Sig. (2-tailed)	.076	.809	.793	.036	.137	.335	.084	.007		.682	.239	.026	.177	.260	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.10	Pearson Correlation	-.034	.045	.223	.256	.171	.322	.150	.050	.067	1	.088	.029	.180	.243	.356
	Sig. (2-tailed)	.837	.785	.166	.111	.290	.043	.354	.757	.682		.591	.860	.266	.131	.024
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.11	Pearson Correlation	.048	.190	.019	.023	.000	.008	.177	.133	.190	.088	1	.123	.037	.094	.253
	Sig. (2-tailed)	.769	.239	.909	.888	1.000	.963	.274	.414	.239	.591		.449	.822	.563	.115
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.12	Pearson Correlation	.424	.141	.498	.328	.387	.484	-.041	.159	.351	.029	.123	1	.433	.525	.651
	Sig. (2-tailed)	.006	.387	.001	.039	.014	.002	.800	.326	.026	.860	.449		.005	.001	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.13	Pearson Correlation	.497	.259	.280	.411	.608	.422	.123	.278	.218	.180	.037	.433	1	.696	.734
	Sig. (2-tailed)	.001	.107	.080	.008	.000	.007	.449	.083	.177	.266	.822	.005		.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.14	Pearson Correlation	.508	.383	.414	.628	.420	.367	.151	.177	.182	.243	.094	.525	.696	1	.784
	Sig. (2-tailed)	.001	.015	.008	.000	.007	.020	.352	.276	.260	.131	.563	.001	.000		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X3.SUM	Pearson Correlation	.600	.455	.592	.720	.591	.629	.338	.377	.486	.356	.253	.651	.734	.784	1
	Sig. (2-tailed)	.000	.003	.000	.000	.000	.000	.000	.033	.016	.001	.024	.115	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

\*. Correlation is significant at the 0.05 level (2-tailed).  
 \*\*. Correlation is significant at the 0.01 level (2-tailed).

Lampiran hasil Uji Validitas variabel Kinerja (Y) dengan SPSS.

		Correlations												
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.SUM
Y.1	Pearson Correlation	1	.211	.306	.151	.088	.261	.390	.340	.260	.165	.207	.060	.485
	Sig. (2-tailed)		.190	.055	.352	.591	.103	.013	.032	.105	.310	.201	.711	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.2	Pearson Correlation	.211	1	.438	.389	.177	-.024	.149	.223	.297	.139	.446	.213	.502
	Sig. (2-tailed)	.190		.005	.013	.273	.885	.360	.167	.062	.394	.004	.186	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.3	Pearson Correlation	.306	.438	1	.825	.274	.321	.209	.382	.306	.157	.501	.432	.765
	Sig. (2-tailed)	.055	.005		.000	.088	.044	.196	.015	.055	.332	.001	.005	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.4	Pearson Correlation	.151	.389	.825	1	.225	.359	.063	.327	.147	.161	.473	.485	.698
	Sig. (2-tailed)	.352	.013	.000		.163	.023	.699	.040	.365	.321	.002	.002	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.5	Pearson Correlation	.088	.177	.274	.225	1	-.054	.407	.324	.462	.220	.367	.267	.541
	Sig. (2-tailed)	.591	.273	.088	.163		.741	.009	.042	.003	.173	.020	.096	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.6	Pearson Correlation	.261	-.024	.321	.359	-.054	1	.199	.303	.074	.106	.287	.156	.448
	Sig. (2-tailed)	.103	.885	.044	.023	.741		.219	.058	.652	.515	.073	.338	.004
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.7	Pearson Correlation	.390	.149	.209	.063	.407	.199	1	.290	.389	.277	.417	.128	.554
	Sig. (2-tailed)	.013	.360	.196	.699	.009	.219		.069	.013	.083	.007	.432	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.8	Pearson Correlation	.340	.223	.382	.327	.324	.303	.290	1	.323	.391	.329	.412	.669
	Sig. (2-tailed)	.032	.167	.015	.040	.042	.058	.069		.042	.013	.038	.008	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.9	Pearson Correlation	.260	.297	.306	.147	.462	.074	.389	.323	1	-.021	.333	.153	.516
	Sig. (2-tailed)	.105	.062	.055	.365	.003	.652	.013	.042		.900	.036	.345	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.10	Pearson Correlation	.165	.139	.157	.161	.220	.106	.277	.391	-.021	1	.524	.342	.468
	Sig. (2-tailed)	.310	.394	.332	.321	.173	.515	.083	.013	.900		.001	.031	.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.11	Pearson Correlation	.207	.446	.501	.473	.367	.287	.417	.329	.333	.524	1	.281	.736
	Sig. (2-tailed)	.201	.004	.001	.002	.020	.073	.007	.038	.036	.001		.079	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.12	Pearson Correlation	.060	.213	.432	.485	.267	.156	.128	.412	.153	.342	.281	1	.560
	Sig. (2-tailed)	.711	.186	.005	.002	.096	.338	.432	.008	.345	.031	.079		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y.SUM	Pearson Correlation	.485	.502	.765	.698	.541	.448	.554	.669	.516	.468	.736	.560	1
	Sig. (2-tailed)	.001	.001	.000	.000	.000	.004	.000	.000	.001	.002	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

\*. Correlation is significant at the 0.05 level (2-tailed).  
 \*\*. Correlation is significant at the 0.01 level (2-tailed).

Lampiran hasil Uji Validitas variabel Pelatihan (X3) dengan SPSS.

Model Summary <sup>b</sup>								
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson			
1	.836	.698	.673	.24587	1.807			
Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.112	.404		-.277	.783		
	X1	.328	.159	.319	2.060	.047	.349	2.865
	X2	.366	.161	.326	2.267	.029	.405	2.468
	X3	.364	.151	.299	2.410	.021	.544	1.837