

LAMPIRAN

Lampiran 2

Tabulasi Data Karakteristik 30 Responden dan 80 Responden

Tabulasi Data Karakteristik 30 dan 80 Responden

Keterangan		Jumlah Responden	Total
Jenis kelamin	Laki-laki	8	30
	Perempuan	22	
Usia	31-40 tahun	9	30
	41-50 tahun	16	
	> 50 tahun	5	
Pendidikan	SD	5	30
	SMP	9	
	SMA	10	
	D3	2	
	S1	4	
Lama mendirikan usaha	1 tahun	9	30
	2 tahun	6	
	3 tahun	3	
	>3 tahun	12	

Sumber : data primer diolah, 2019

Tabulasi Data Karakteristik 80 Responden

Keterangan		Jumlah Responden	Total
Jenis Kelamin	Laki-laki	22	80
	Perempuan	58	
Usia	31- 40 tahun	18	80
	41- 50 tahun	42	
	> 50 tahun	20	
Pendidikan	SD	8	80
	SMP	14	
	SMA	45	
	D3	5	
	SI	8	
Lama Mendirikan Usaha	1 tahun	15	80
	2 tahun	8	
	3 tahun	14	
	>3 tahun	43	

Sumber : Data primer diolah, 2019

LAMPIRAN 3

Tabulasi Data Pre-Test (30) Responden

No Responden	Pendidikan (X1)					Skor Total
	Butiran Pernyataan					
	X1.1	X1.2	X1.3	X1.4	X1.5	
1	4	4	2	4	4	18
2	3	3	4	3	4	17
3	4	3	3	3	3	16
4	2	3	2	4	4	15
5	3	3	3	3	4	16
6	3	3	4	3	3	16
7	2	2	2	2	2	10
8	4	4	4	4	3	19
9	4	4	3	3	4	18
10	2	3	2	3	3	13
11	3	2	3	3	3	14
12	3	3	3	3	3	15
13	4	3	3	3	3	16
14	4	3	3	3	4	17
15	4	4	4	3	4	19
16	3	3	2	3	4	15
17	1	4	3	4	4	16
18	4	4	3	3	3	17
19	2	2	3	3	3	13
20	2	3	2	3	3	13
21	4	4	3	3	4	18
22	3	4	4	4	3	18
23	4	4	3	4	3	18
24	3	2	3	4	4	16
25	3	3	3	3	4	16
26	3	4	3	4	3	17
27	3	3	3	4	3	16
28	4	3	3	4	3	17
29	3	3	3	4	3	16
30	4	4	4	4	4	20

Sumber : Data primer diolah, 2019

No Responden	Pelatihan (X2)							Skor Total
	Butiran Pernyataan							
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	
1	4	4	4	4	4	4	4	28
2	3	3	4	3	3	3	3	22
3	4	4	3	4	4	4	4	27
4	2	3	3	3	3	3	3	20
5	4	2	4	4	2	4	2	22
6	3	3	4	3	3	4	3	23
7	4	4	3	4	4	4	4	27
8	3	3	3	3	3	3	3	21
9	4	4	4	4	4	4	4	28
10	2	3	3	3	3	3	3	20
11	3	3	3	3	3	4	3	22
12	4	4	4	4	4	4	4	28
13	3	3	2	3	3	4	3	21
14	3	4	4	4	4	3	4	26
15	3	3	3	3	3	3	3	21
16	2	3	3	3	3	3	3	20
17	4	3	3	3	3	4	3	23
18	4	3	3	3	3	4	3	23
19	3	3	3	3	3	3	3	21
20	3	3	3	3	3	3	3	21
21	4	4	4	4	4	4	4	28
22	3	4	4	4	4	3	4	26
23	4	3	3	3	3	4	3	23
24	3	3	3	3	3	4	3	22
25	4	4	4	4	4	4	4	28
26	3	4	4	4	3	3	4	25
27	3	3	4	3	3	4	3	23
28	3	3	3	3	3	4	3	22
29	3	4	4	4	4	3	4	26
30	4	4	4	4	4	4	4	28

Sumber : Data primer diolah, 2019

No responden	Pengalaman (X3)						SkorTotal
	Butiran Pernyataan						
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	
1	3	3	3	3	3	3	18
2	3	3	3	3	3	3	18
3	4	4	4	3	4	4	23
4	4	4	4	3	3	3	21
5	3	3	3	2	3	3	17
6	3	3	3	4	3	3	19
7	3	4	3	4	4	3	21
8	4	4	4	4	3	3	22
9	4	2	4	4	4	3	21
10	3	3	3	3	3	3	18
11	2	4	4	4	3	4	21
12	4	4	4	3	4	3	22
13	4	4	4	3	4	4	23
14	4	3	3	4	4	3	21
15	3	4	3	3	3	3	19
16	3	3	3	3	3	3	18
17	3	4	3	4	3	4	21
18	3	3	3	3	4	3	19
19	3	3	3	3	3	3	18
20	4	4	4	4	3	3	22
21	3	3	3	4	3	3	19
22	3	4	3	3	3	3	19
23	3	3	3	3	3	3	18
24	3	3	3	4	3	3	19
25	3	3	3	3	3	3	18
26	3	3	3	3	3	3	18
27	3	3	3	4	3	3	19
28	3	3	4	3	4	3	20
29	3	3	3	3	4	3	19
30	3	3	4	4	3	3	20

Sumber : Data primer diolah, 2019

No Responden	Kinerja (Y)							Skor Total
	Butiran Pernyataan							
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	
1	4	4	4	4	4	4	4	28
2	3	3	3	3	3	3	3	21
3	4	4	4	3	3	4	4	26
4	3	3	3	4	4	3	4	24
5	3	3	3	3	3	3	3	21
6	4	4	4	4	3	4	3	26
7	3	3	4	3	3	3	3	22
8	3	3	3	3	3	3	3	21
9	4	3	4	4	4	4	4	27
10	3	4	3	3	4	3	3	23
11	4	4	3	3	4	3	3	24
12	3	3	3	3	3	3	3	21
13	3	3	3	3	3	3	3	21
14	3	3	4	3	3	3	3	22
15	4	4	4	3	3	4	3	25
16	4	4	4	3	3	4	3	25
17	3	4	3	3	4	3	3	23
18	4	3	4	3	3	3	4	24
19	4	4	4	3	3	3	4	25
20	4	3	3	3	3	3	3	22
21	3	4	3	3	3	3	3	22
22	3	4	4	3	3	3	3	23
23	3	3	3	3	3	3	3	21
24	4	4	3	3	4	4	4	26
25	4	3	3	3	3	3	3	22
26	3	3	3	3	3	3	3	21
27	4	4	3	3	4	4	3	25
28	3	3	3	3	3	3	3	21
29	3	3	3	3	3	3	3	21
30	4	3	3	3	3	3	3	22

Sumber : Data primer diolah, 2019

LAMPIRAN 4

Tabulasi Data 80 (Delapan Puluh) Responden

No Responden	Pendidikan (X1)					Skor Total
	Butiran Pernyataan					
	X1.1	X1.2	X1.3	X1.4	X1.5	
1	4	4	4	4	4	20
2	4	4	4	4	4	20
3	4	3	3	3	3	16
4	4	4	4	4	4	20
5	4	4	4	4	4	20
6	3	3	3	3	4	16
7	4	2	3	4	4	17
8	2	3	3	4	4	16
9	4	3	4	2	3	16
10	3	4	4	3	4	18
11	4	2	3	4	3	16
12	4	4	4	4	4	20
13	3	4	3	3	3	16
14	4	3	4	3	2	16
15	4	4	4	3	3	18
16	4	3	4	3	2	16
17	3	4	3	4	4	18
18	2	4	4	2	4	16
19	4	4	4	4	4	20
20	4	4	4	4	4	20
21	3	4	4	3	3	17
22	4	3	3	4	2	16
23	4	4	4	4	4	20
24	3	2	4	4	1	14
25	3	4	3	4	4	18
26	4	4	4	4	4	20
27	2	3	3	3	4	15
28	4	3	4	3	3	17
29	3	4	3	4	2	16
30	4	4	4	4	4	20
31	4	4	4	3	3	18
32	3	4	4	4	4	19
33	4	4	4	4	4	20
34	4	4	4	4	4	20
35	3	3	3	3	4	16
36	4	4	3	4	3	18
37	4	4	3	3	4	18
38	4	4	4	4	4	20
39	3	4	4	4	3	18
40	4	3	4	4	3	18

41	4	4	4	4	4	20
42	4	4	4	3	3	18
43	4	4	4	3	4	19
44	4	4	4	4	4	20
45	4	4	4	4	4	20
46	4	4	4	4	4	20
47	4	4	4	4	4	20
48	4	4	4	4	4	20
49	4	3	4	4	4	19
50	4	4	3	4	3	18
51	4	4	4	4	4	20
52	3	4	4	4	3	18
53	4	4	4	4	4	20
54	4	4	4	4	4	20
55	4	3	4	4	3	18
56	4	4	4	4	4	20
57	2	4	3	3	4	16
58	3	4	3	4	3	17
59	4	4	4	3	3	18
60	4	4	4	4	4	20
61	3	4	4	4	4	19
62	3	4	4	4	3	18
63	4	4	4	4	4	20
64	3	4	3	4	4	18
65	3	4	4	4	3	18
66	4	4	3	3	4	18
67	4	4	4	4	4	20
68	3	3	3	4	4	17
69	4	4	4	3	3	18
70	4	4	4	4	4	20
71	4	4	3	3	4	18
72	3	3	4	4	4	18
73	4	4	4	4	4	20
74	4	4	4	4	4	20
75	4	4	4	4	4	20
76	4	4	4	4	4	20
77	3	4	4	4	3	18
78	4	4	4	4	4	20
79	4	4	4	4	4	20
80	4	4	4	4	4	20

Sumber : Data primer diolah, 2019

No Responden	Pelatihan (X2)							Skor Total
	Butiran Pernyataan							
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	
1	3	4	4	4	4	4	4	27
2	3	4	4	4	4	4	3	26
3	4	4	3	3	3	4	4	25
4	4	4	3	4	4	4	4	27
5	4	4	4	3	3	3	3	24
6	3	3	4	4	4	4	4	26
7	4	4	4	4	4	3	2	25
8	2	4	4	4	4	4	3	25
9	3	1	2	3	2	4	3	18
10	2	3	4	4	4	3	4	24
11	3	2	4	3	4	3	4	23
12	3	4	2	3	3	3	3	21
13	4	3	3	4	4	4	4	26
14	1	4	4	3	4	3	4	23
15	2	4	3	4	3	4	3	23
16	3	3	3	3	2	3	3	20
17	3	4	3	3	3	3	4	23
18	4	3	3	4	4	3	3	24
19	3	4	4	3	4	3	4	25
20	3	3	4	3	3	4	3	23
21	2	3	3	3	3	3	3	20
22	4	3	3	3	3	4	4	24
23	4	3	4	3	4	3	3	24
24	4	3	3	4	3	4	4	25
25	2	4	3	4	4	4	3	24
26	3	4	4	3	3	4	4	25
27	4	4	4	4	4	4	4	28
28	3	2	3	3	3	3	3	20
29	1	4	4	3	4	4	4	24
30	3	4	3	3	3	2	2	20
31	4	2	4	4	4	4	3	25
32	3	3	2	3	4	3	4	22
33	2	3	4	3	3	4	3	22
34	4	4	3	4	3	3	3	24
35	4	3	4	4	4	3	4	26
36	4	3	4	4	4	2	3	24
37	4	3	3	3	3	4	4	24
38	3	4	4	4	4	4	4	27
39	4	4	3	3	4	3	4	25
40	4	4	4	3	4	4	3	26
41	2	2	3	4	2	4	3	20
42	4	4	3	3	3	3	3	23
43	4	4	4	4	4	4	4	28

44	3	3	3	3	3	3	3	21
45	2	4	3	4	3	3	4	23
46	4	3	4	4	4	4	4	27
47	3	4	3	3	3	4	3	23
48	3	3	3	3	3	3	3	21
49	1	3	4	4	4	4	3	23
50	4	3	4	4	3	4	4	26
51	3	4	3	3	4	3	4	24
52	3	4	4	4	4	4	2	25
53	2	4	3	4	2	4	4	23
54	4	3	4	3	2	4	3	23
55	3	3	4	4	4	4	4	26
56	4	4	4	4	4	4	4	28
57	4	3	3	3	3	4	4	24
58	4	4	4	4	3	3	2	24
59	4	4	4	3	4	3	4	26
60	4	4	4	4	4	4	4	28
61	4	4	4	4	4	4	4	28
62	4	4	4	4	3	4	4	27
63	4	3	4	3	4	4	4	26
64	4	4	3	4	3	3	3	24
65	4	3	4	3	4	4	4	26
66	3	4	4	4	3	4	2	24
67	4	3	4	2	4	4	2	23
68	3	4	4	3	4	3	3	24
69	4	2	3	4	4	3	4	24
70	4	3	4	3	3	2	3	22
71	3	2	3	4	4	3	1	20
72	3	4	3	3	3	3	4	23
73	2	3	3	4	4	4	4	24
74	4	4	4	4	3	4	3	26
75	4	4	3	3	4	3	4	25
76	3	4	3	4	4	4	3	25
77	4	3	4	4	3	3	3	24
78	4	3	3	4	4	4	4	26
79	3	4	4	4	4	4	4	27
80	4	3	4	3	4	3	3	24

Sumber : Data primer diolah, 2019

No responden	Pengalaman (X3)						Skor Total
	Butiran Pernyataan						
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	
1	4	4	4	3	4	4	23
2	4	3	4	4	4	4	23
3	4	4	3	4	4	4	23
4	2	4	4	4	4	3	21
5	4	3	4	4	4	4	23
6	3	3	3	3	3	3	18
7	3	3	3	3	3	3	18
8	4	4	4	4	4	4	24
9	4	4	4	4	4	3	23
10	4	2	4	4	3	4	21
11	4	4	4	4	3	2	21
12	4	3	4	2	4	3	20
13	2	4	3	4	3	3	19
14	4	1	4	4	4	3	20
15	3	3	4	3	3	2	18
16	4	4	4	4	4	4	24
17	4	4	3	3	4	4	22
18	1	4	4	4	3	4	20
19	4	3	4	4	4	4	23
20	2	4	3	3	2	4	18
21	4	4	4	4	4	3	23
22	3	3	4	3	4	2	19
23	4	4	4	4	4	4	24
24	3	3	3	3	3	4	19
25	4	4	4	4	4	4	24
26	4	4	4	4	4	3	23
27	3	4	3	4	4	4	22
28	3	4	4	3	4	4	22
29	4	4	4	3	4	3	22
30	4	4	4	4	4	4	24
31	4	3	4	3	4	3	21
32	4	4	4	4	4	4	24
33	2	4	3	4	4	4	21
34	4	4	4	4	4	4	24
35	4	3	4	3	3	3	20
36	4	4	4	4	3	4	23
37	4	4	4	4	4	4	24
38	3	3	4	4	4	4	22
39	3	4	4	4	4	4	23
40	4	3	4	4	4	4	23
41	4	4	3	4	4	3	22
42	4	4	4	4	4	4	24
43	4	3	4	4	4	3	22

44	4	4	3	4	3	4	22
45	4	3	4	3	4	4	22
46	4	4	4	4	4	4	24
47	4	4	3	3	4	4	22
48	4	3	4	4	3	4	22
49	4	4	3	3	4	3	21
50	4	4	4	4	3	4	23
51	4	4	4	4	4	3	23
52	4	4	4	4	4	4	24
53	4	4	4	4	4	4	24
54	4	4	4	4	4	4	24
55	4	4	4	4	4	4	24
56	3	3	4	3	3	4	20
57	4	4	4	4	4	4	24
58	4	3	4	4	3	2	20
59	4	4	3	3	4	4	22
60	3	4	4	4	4	3	22
61	4	3	3	3	4	3	20
62	4	3	4	4	4	4	23
63	4	4	4	4	4	3	23
64	4	3	3	4	4	4	22
65	3	3	4	4	4	4	22
66	3	4	4	4	4	4	23
67	4	4	4	4	4	4	24
68	3	4	4	4	4	4	23
69	4	4	4	4	4	4	24
70	4	4	3	4	4	4	23
71	4	4	4	4	4	4	24
72	4	4	4	4	4	4	24
73	4	4	3	4	4	4	23
74	4	4	4	4	4	4	24
75	4	3	4	4	3	3	21
76	3	4	3	4	3	4	21
77	4	3	4	3	4	4	22
78	4	4	4	4	4	4	24
79	4	4	4	4	4	3	23
80	4	4	3	4	4	4	23

Sumber : Data primer diolah, 2019

No Responden	Kinerja (Y)							Skor Total
	Butiran pernyataan							
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	
1	4	4	4	4	3	4	4	27
2	4	4	3	4	4	3	4	26
3	4	4	4	3	3	4	3	25
4	4	4	3	4	4	4	4	27
5	4	3	4	4	3	3	3	24
6	4	4	4	3	3	4	4	26
7	3	4	3	4	4	4	3	25
8	4	2	4	3	4	4	4	25
9	4	3	4	3	3	4	4	25
10	4	3	3	3	3	3	3	22
11	3	4	4	3	3	4	4	25
12	4	3	4	4	4	2	3	24
13	4	4	3	4	4	3	4	26
14	3	4	3	2	4	3	4	23
15	2	3	4	4	3	3	3	22
16	4	4	3	3	4	4	3	25
17	3	3	4	4	4	3	4	25
18	4	3	4	3	3	4	4	25
19	3	3	3	3	3	4	4	23
20	2	4	3	4	3	4	3	23
21	3	3	4	3	4	3	4	24
22	4	3	3	4	3	2	4	23
23	4	4	3	4	4	4	3	26
24	3	3	3	3	3	3	3	21
25	3	4	4	3	4	3	4	25
26	4	4	4	4	4	4	4	28
27	4	4	4	3	4	4	3	26
28	3	3	4	4	4	3	4	25
29	4	4	4	4	4	4	4	28
30	4	4	3	4	4	4	4	27
31	3	4	4	4	4	4	4	27
32	4	4	4	4	4	4	4	28
33	4	3	3	4	3	2	3	22
34	4	4	3	4	4	4	4	27
35	4	3	4	4	3	4	4	26
36	3	4	3	4	4	4	4	26
37	4	3	4	3	4	4	4	26
38	4	4	4	4	4	4	4	28
39	4	4	4	4	3	4	4	27
40	3	4	4	4	4	4	3	26
41	4	4	4	4	4	4	4	28
42	4	4	4	4	4	4	4	28
43	4	4	4	4	4	4	4	28

44	4	4	4	4	3	4	4	27
45	3	4	3	4	4	4	4	26
46	4	4	4	4	4	4	4	28
47	4	4	3	4	3	4	4	26
48	3	4	4	4	4	3	4	26
49	4	4	4	4	4	4	4	28
50	4	4	4	3	4	4	3	26
51	3	4	4	4	4	4	4	27
52	4	4	3	4	4	3	4	26
53	3	4	4	4	3	4	4	26
54	4	2	4	4	4	4	3	25
55	3	3	4	4	4	4	4	26
56	4	4	4	3	4	4	4	27
57	3	4	3	4	4	3	3	24
58	4	4	4	3	4	2	3	24
59	4	3	3	4	3	3	4	24
60	4	4	4	4	3	4	4	27
61	4	4	4	4	4	4	4	28
62	3	3	4	2	4	4	4	24
63	4	4	4	4	4	4	4	28
64	3	4	4	3	3	4	3	24
65	4	4	3	4	4	4	3	26
66	3	4	4	3	4	3	4	25
67	3	3	4	4	4	4	4	26
68	3	4	3	4	4	3	4	25
69	4	4	4	4	4	4	4	28
70	3	4	3	3	4	4	4	25
71	4	3	4	4	3	4	3	25
72	4	3	4	4	3	4	3	25
73	4	4	4	4	4	4	4	28
74	4	4	4	4	3	3	3	25
75	4	4	4	4	4	4	4	28
76	4	4	4	4	4	4	3	27
77	3	4	3	4	4	3	4	25
78	4	4	4	4	4	4	4	28
79	4	4	4	4	4	4	4	28
80	3	4	4	4	3	4	4	26

Sumber : Data primer dioelah, 2019

LAMPIRAN 5

Hasil Uji Validitas 30 (Tiga Puluh) Responden

Hasil uji validitas variabel pendidikan (X1)

		Correlations					
		X1.1	X1.2	X1.3	X1.4	X1.5	Total_X1
X1.1	Pearson Correlation	1	,416*	,386*	,087	,147	,711**
	Sig. (2-tailed)		,022	,035	,648	,439	,000
	N	30	30	30	30	30	30
X1.2	Pearson Correlation	,416*	1	,316	,405*	,289	,769**
	Sig. (2-tailed)	,022		,089	,026	,122	,000
	N	30	30	30	30	30	30
X1.3	Pearson Correlation	,386*	,316	1	,193	,095	,637**
	Sig. (2-tailed)	,035	,089		,307	,617	,000
	N	30	30	30	30	30	30
X1.4	Pearson Correlation	,087	,405*	,193	1	,176	,536**
	Sig. (2-tailed)	,648	,026	,307		,352	,002
	N	30	30	30	30	30	30
X1.5	Pearson Correlation	,147	,289	,095	,176	1	,495**
	Sig. (2-tailed)	,439	,122	,617	,352		,005
	N	30	30	30	30	30	30
Total_X1	Pearson Correlation	,711**	,769**	,637**	,536**	,495**	1
	Sig. (2-tailed)	,000	,000	,000	,002	,005	
	N	30	30	30	30	30	30

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

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

Hasil uji validitas variabel pelatihan (X2)

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	Total_X2
X2.1	Pearson Correlation	1	,352	,289	,536**	,387*	,701**	,352	,703**
	Sig. (2-tailed)		,056	,122	,002	,034	,000	,056	,000
	N	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,352	1	,462*	,767**	,945**	,050	1,000**	,873**
	Sig. (2-tailed)	,056		,010	,000	,000	,794	,000	,000
	N	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,289	,462*	1	,646**	,407*	,024	,462*	,631**
	Sig. (2-tailed)	,122	,010		,000	,026	,898	,010	,000
	N	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,536**	,767**	,646**	1	,709**	,165	,767**	,876**
	Sig. (2-tailed)	,002	,000	,000		,000	,384	,000	,000
	N	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,387*	,945**	,407*	,709**	1	,127	,945**	,862**
	Sig. (2-tailed)	,034	,000	,026	,000		,505	,000	,000
	N	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,701**	,050	,024	,165	,127	1	,050	,405*
	Sig. (2-tailed)	,000	,794	,898	,384	,505		,794	,026
	N	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,352	1,000**	,462*	,767**	,945**	,050	1	,873**
	Sig. (2-tailed)	,056	,000	,010	,000	,000	,794		,000
	N	30	30	30	30	30	30	30	30
Total_X2	Pearson Correlation	,703**	,873**	,631**	,876**	,862**	,405*	,873**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,026	,000	
	N	30	30	30	30	30	30	30	30

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

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

Hasil uji validitas variabel pelatihan (X3)

		Correlations						
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	Total_X3
X3.1	Pearson Correlation	1	,209	,523**	,053	,426*	,013	,654**
	Sig. (2-tailed)		,269	,003	,780	,019	,945	,000
	N	30	30	30	30	30	30	30
X3.2	Pearson Correlation	,209	1	,351	,038	,000	,487**	,599**
	Sig. (2-tailed)	,269		,057	,843	1,000	,006	,000
	N	30	30	30	30	30	30	30
X3.3	Pearson Correlation	,523**	,351	1	,172	,309	,347	,768**
	Sig. (2-tailed)	,003	,057		,362	,097	,061	,000
	N	30	30	30	30	30	30	30
X3.4	Pearson Correlation	,053	,038	,172	1	-,040	,096	,416*
	Sig. (2-tailed)	,780	,843	,362		,834	,615	,022
	N	30	30	30	30	30	30	30
X3.5	Pearson Correlation	,426*	,000	,309	-,040	1	,171	,514**
	Sig. (2-tailed)	,019	1,000	,097	,834		,366	,004
	N	30	30	30	30	30	30	30
X3.6	Pearson Correlation	,013	,487**	,347	,096	,171	1	,545**
	Sig. (2-tailed)	,945	,006	,061	,615	,366		,002
	N	30	30	30	30	30	30	30
Total_X3	Pearson Correlation	,654**	,599**	,768**	,416*	,514**	,545**	1
	Sig. (2-tailed)	,000	,000	,000	,022	,004	,002	
	N	30	30	30	30	30	30	30

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

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

Hasil uji validitas variabel kinerja (Y)

		Correlations							
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Total_Y
Y.1	Pearson Correlation	1	,396*	,397*	,223	,191	,645**	,432*	,733**
	Sig. (2-tailed)		,031	,030	,237	,311	,000	,017	,000
	N	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	,396*	1	,312	,053	,385*	,537**	,154	,645**
	Sig. (2-tailed)	,031		,094	,782	,035	,002	,417	,000
	N	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	,397*	,312	1	,312	-,146	,480**	,398*	,608**
	Sig. (2-tailed)	,030	,094		,093	,441	,007	,029	,000
	N	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	,223	,053	,312	1	,429*	,429*	,479**	,585**
	Sig. (2-tailed)	,237	,782	,093		,018	,018	,007	,001
	N	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	,191	,385*	-,146	,429*	1	,318	,380*	,535**
	Sig. (2-tailed)	,311	,035	,441	,018		,087	,038	,002
	N	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	,645**	,537**	,480**	,429*	,318	1	,380*	,827**
	Sig. (2-tailed)	,000	,002	,007	,018	,087		,038	,000
	N	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	,432*	,154	,398*	,479**	,380*	,380*	1	,680**
	Sig. (2-tailed)	,017	,417	,029	,007	,038	,038		,000
	N	30	30	30	30	30	30	30	30
Total_Y	Pearson Correlation	,733**	,645**	,608**	,585**	,535**	,827**	,680**	1
	Sig. (2-tailed)	,000	,000	,000	,001	,002	,000	,000	
	N	30	30	30	30	30	30	30	30

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

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

LAMPIRAN 6
Hasil Uji Reliabilitas 30 (tiga puluh) Responden

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,713	25

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	79,70	19,390	,399	,691
X1.2	79,63	20,585	,320	,699
X1.3	79,87	21,844	,126	,717
X1.4	79,50	22,534	,033	,722
X1.5	79,47	21,913	,149	,713
X2.1	79,57	20,047	,436	,688
X2.2	79,50	19,707	,608	,676
X2.3	79,43	21,220	,281	,703
X2.4	79,43	20,599	,473	,689
X2.5	79,53	19,568	,651	,673
X2.6	79,27	21,375	,302	,702
X2.7	79,50	19,707	,608	,676
X3.1	79,63	21,964	,169	,711
X3.2	79,53	23,913	-,224	,740
X3.3	79,53	22,120	,148	,712
X3.4	79,50	21,638	,207	,709

X3.5	79,57	21,978	,188	,709
X3.6	79,73	22,754	,043	,716
Y.1	79,40	21,697	,225	,707
Y.2	79,43	22,806	-,009	,723
Y.3	79,50	21,569	,265	,704
Y.4	79,73	21,857	,321	,703
Y.5	79,60	22,731	,019	,720
Y.6	79,60	21,352	,352	,699
Y.7	79,63	21,757	,268	,705

Lampiran 7
Analisis Regresi Linear Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,538 ^a	,290	,262	1,46301

a. Predictors: (Constant), pengalaman, pelatihan, pendidikan

Uji F**ANOVA^a**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	66,329	3	22,110	10,330	,000 ^b
	Residual	162,671	76	2,140		
	Total	229,000	79			

a. Dependent Variable: kinerja

b. Predictors: (Constant), pengalaman, pelatihan, pendidikan

Uji t**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,234	3,231		2,548	,013
	Pendidikan	,327	,106	,311	3,079	,003
	Pelatihan	,221	,077	,282	2,883	,005
	pengalaman	,278	,102	,277	2,728	,008

a. Dependent Variable: kinerja