

## LAMPIRAN 1

### **KUESIONER PRASURVEY**

Responden yang terhormat, saya Indah Fuji Damayanti mahasiswa Fakultas Ekonomi dan Bisnis Universitas Esa Unggul angkatan 2016. Mohon kesediaan Anda untuk mengisi kuesioner dalam penelitian ini terkait hubungan interpersonal, pelatihan, lingkungan kerja, kecerdasan emosional dan kinerja karyawan.

### **PETUNJUK PENGISIAN**

1. Isi data responden terlebih dahulu
2. Pilih salah satu antara setuju dan tidak setuju dari setiap pernyataan
3. Jawablah dengan jujur sesuai dengan kondisi yang sebenarnya

### **DATA DIRI RESPONDEN**

1. Tingkat Usia :
  - a. 21 Tahun - 30 Tahun
  - b. 31 Tahun - 40 Tahun
  - c. 41 Tahun - 50 Tahun
  - d. > 50 Tahun
2. Lama Bekerja :
  - a. 1 - 5 Tahun
  - b. 6 - 10 Tahun
  - c. 11 - 15 Tahun
  - d. 16 - 20 Tahun
  - e. > 20 Tahun
3. Status Perkawinan :
  - a. Menikah
  - b. Belum Menikah
4. Unit / Bagian :
  - a. Spesialis Forklift
  - b. Spesialis Wheel Loader
  - c. Spesialis Excavator
  - d. Spesialis Backhoe Loader
  - e. Spesialis Bulldozer
  - f. Spesialis Dump Truck

### **PERNYATAAN**

1. Survey Terhadap Variabel Hubungan Interpersonal

- Saya setuju, hubungan interpersonal berpengaruh dengan kinerja karyawan dimana saya dapat bekerjasama dengan karyawan lain dalam menyelesaikan suatu pekerjaan
  - Saya tidak setuju, hubungan interpersonal tidak berpengaruh dengan kinerja karyawan dimana saya tidak dapat bekerja sama dengan karyawan lain dalam menyelesaikan suatu pekerjaan
2. Survey Terhadap Variabel Pelatihan
- Saya setuju, pelatihan berpengaruh terhadap kinerja karyawan dimana karyawan harus mendapat pelatihan dari perusahaan agar dapat lebih terampil dalam menyelesaikan pekerjaannya
  - Saya tidak setuju, pelatihan tidak berpengaruh terhadap kinerja karyawan dimana karyawan tidak perlu mendapat pelatihan dari perusahaan agar dapat lebih terampil dalam menyelesaikan pekerjaannya
3. Survey Terhadap Variabel Lingkungan Kerja
- Saya setuju, lingkungan kerja berpengaruh terhadap kinerja karyawan dimana di tempat saya bekerja lingkungan kerjanya sudah nyaman dan kondusif
  - Saya tidak setuju, lingkungan kerja tidak berpengaruh terhadap kinerja karyawan dimana di tempat saya bekerja lingkungan kerjanya belum nyaman dan kondusif
4. Survey Terhadap Variabel Kecerdasan Emosional
- Saya setuju, kecerdasan emosional berpengaruh terhadap kinerja karyawan dimana saya mampu mengontrol emosi di dalam bekerja
  - Saya tidak setuju, kecerdasan emosional tidak berpengaruh terhadap kinerja karyawan dimana saya kurang mampu mengontrol emosi di dalam bekerja

## LAMPIRAN 2

**KUESIONER PENELITIAN**

Responden Yang Terhormat,

Bersama kuesioner ini, saya Indah Fuji Damayanti mahasiswi dari Universitas Esa Unggul, Fakultas Ekonomi dan Bisnis Jurusan Manajemen dalam rangka menyelesaikan tugas akhir, saya bermaksud mengadakan penelitian dengan judul **“Pengaruh Hubungan Interpersonal, Pelatihan, Lingkungan Kerja dan Kecerdasan Emosional Terhadap Kinerja Karyawan (Studi Kasus Pada PT. Mitra Teknindo Sejati)”**. Tujuan dari penelitian ini untuk memperoleh data mengenai pengaruh hubungan interpersonal, pelatihan, lingkungan kerja dan kecerdasan emosional terhadap kinerja karyawan. Oleh sebab ini, saya mohon kesediaan Anda untuk berpartisipasi menjadi responden dengan mengisi kuesioner yang sudah tersedia. Isi yang terdapat di kuesioner ini hanya digunakan untuk kepentingan akademik. Informasi yang Anda sampaikan akan dirahasiakan dan dijaga dengan baik dari pihak manapun. Oleh karena itu, saya mohon kesediaan Anda untuk menjawab kuesioner dengan jujur dan sesuai dengan keadaan Anda yang sebenarnya. Atas bantuan dan waktu Anda mengisi kuesioner ini, saya ucapkan terima kasih.

**PETUNJUK PENGISIAN**

1. Sebelum menjawab angket/kuesioner, isilah terlebih dahulu identitas Anda.
2. Bacalah dengan teliti setiap item pertanyaan.
3. Pilihlah alternatif jawaban yang paling sesuai, berilah tanda (X) pada kolom jawaban yang telah disediakan.
4. Dalam mengisi pernyataan ini sangat diharapkan untuk mengisi keadaan Anda yang sebenarnya. Dengan keterangan jawaban sebagai berikut :

No.	Alternatif Jawaban	Skor
1.	Sangat Tidak Setuju (STS)	1
2.	Tidak Setuju (TS)	2
3.	Setuju (S)	3
4.	Sangat Setuju (SS)	4

**IDENTITAS RESPONDEN**

1. Tingkat Usia :
  - a. 21 Tahun - 30 Tahun
  - b. 31 Tahun - 40 Tahun

- c. 41 Tahun - 50 Tahun
- d. 50 Tahun
- 2. Lama Bekerja :
  - a. 1 - 5 Tahun
  - b. 6 - 10 Tahun
  - c. 11 - 15 Tahun
  - d. 16 - 20 Tahun
  - e. 20 Tahun
- 3. Status Perkawinan :
  - a. Menikah
  - b. Belum Menikah
- 4. Unit / Bagian :
  - a. Spesialis Forklift
  - b. Spesialis Wheel Loader
  - c. Spesialis Excavator
  - d. Spesialis Backhoe Loader
  - e. Spesialis Bulldozer
  - f. Spesialis Dump Truck
- 5. Tingkat Pendidikan :
  - a. SMP
  - b. SMA/SMK
  - c. D3
  - d. S1
  - e. Lainnya
- 6. Pengeluaran Rutin Perbulan (Biaya Hidup) :
  - a. Rp. 2.000.000 - Rp. 3.000.000
  - b. Rp. 3.000.000 - Rp. 4.000.000
  - c. Rp. 4.000.000 - Rp 5.000.000
  - d. Rp, 5.000.000 - Rp. 6.000.000
  - e. > Rp. 6.000.000

No.	Pernyataan	STS	TS	S	SS
		1	2	3	4
<b>Hubungan Interpersonal</b>					
1.	Saya mampu memberi respon dengan baik				
2.	Saya berempati atas apa yang dirasakan oleh orang lain				
3.	Saya menghargai keberadaan orang lain sebagai seorang yang penting				
4.	Saya mudah berinteraksi dengan rekan kerja				

5.	Saya memberikan tanggapan secara jujur atas berkomunikasi dengan orang lain				
6.	Saya dapat memahami pendapat orang lain				
7.	Saya dapat menerima kritikan dari orang lain baik pimpinan maupun rekan kerja				
8.	Saling bertukar informasi dalam menyelesaikan pekerjaan				
9.	Saya mudah bergaul dengan rekan kerja maupun orang yang baru saya kenal di lingkungan kerja				
10.	Dengan adanya kedekatan antar rekan kerja dapat membuat saya merasa nyaman dengan suasana di lingkungan kerja				
<b>Pelatihan</b>					
11.	Setelah mengikuti pelatihan, saya merasa lebih percaya diri dalam penyelesaian pekerjaan dibanding sebelum mengikuti pelatihan				
12.	Setelah mengikuti pelatihan, saya dapat mengurangi tingkat kesalahan dalam mengerjakan pekerjaan				
13.	Materi pelatihan sesuai dengan kebutuhan, sehingga mampu menunjang pekerjaan yang saya lakukan				
14.	Kesesuaian materi pelatihan yang digunakan dengan penyampaian materi				
15.	Tingkat ketepatan metode pelatihan yang digunakan dengan penyampaian materi				
16.	Saya selalu bersemangat mengikuti pelatihan				
17.	Saya berpartisipasi aktif dalam mengikuti program pelatihan agar dapat lebih mudah memahami pekerjaan yang harus diselesaikan				
18.	Pelatih menguasai materi pelatihan, sehingga mampu menjelaskan materi dengan baik				
19.	Pelatih sangat antusias untuk memberikan pelatihan				
<b>Lingkungan Kerja</b>					
20.	Penerangan lampu di lingkungan kerja sangat membantu saya dalam menyelesaikan pekerjaan				

21.	Warna dinding di lingkungan kerja membuat saya merasa nyaman dalam bekerja				
22.	Komposisi warna benda-benda pada lingkungan kerja saya sangat mendukung keadaan pikiran saya untuk bekerja				
23.	Alat peredam suara sangat berguna ketika saya sedang bekerja jika kondisi lingkungan kerja saya mengalami kebisingan				
24.	Dalam melaksanakan pekerjaan saya merasa nyaman karena tidak ada suara bising yang mengganggu				
25.	Suhu udara sudah sesuai dan baik di lingkungan kerja untuk mendukung konsentrasi agar tetap fokus dalam bekerja				
26.	Ventilasi/pengaturan udara di lingkungan kerja membuat saya merasa nyaman dalam bekerja				
<b>Kecerdasan Emosional</b>					
27.	Saya mengetahui keadaan emosi diri saya dengan baik				
28.	Saya mengetahui potensi yang ada pada diri saya				
29.	Saya percaya atas kemampuan yang saya miliki				
30.	Saya mampu mengendalikan diri dalam menghadapi permasalahan kerja				
31.	Saya mampu menjaga amanat yang diberikan pimpinan				
32.	Saya dapat menyesuaikan diri dengan lingkungan tempat saya bekerja				
33.	Saya memiliki keinginan untuk berprestasi di tempat kerja				
34.	Saya bersedia untuk memanfaatkan kesempatan untuk bekerja lebih baik lagi				
35.	Saya yakin bahwa saya mampu melakukan pekerjaan dengan baik				
36.	Saya dapat memahami situasi yang sedang dialami orang lain				
37.	Saya memiliki jiwa toleransi dalam menghadapi perbedaan				
38.	Saya mampu mempengaruhi orang lain				

	dalam proses pengambilan keputusan				
39.	Saya mampu berkomunikasi dengan bahasa yang mudah dipahami orang lain				
40.	Saya mampu mengarahkan perselisihan ke arah penyelesaian melalui jalan yang baik				
41.	Saya mampu menyelesaikan suatu pekerjaan tim dengan baik				
<b>Kinerja Karyawan</b>					
42.	Volume pekerjaan yang saya lakukan telah sesuai dengan harapan pimpinan perusahaan				
43.	Kuantitas/jumlah kerja yang saya lakukan dalam periode melebihi karyawan lain				
44.	Saya memiliki pengetahuan yang mampu menyelesaikan pekerjaan yang ditugaskan				
45.	Saya meminimalisir sekecil mungkin tingkat kesalahan yang terjadi dalam hasil pekerjaan saya				
46.	Saya bangga jika hasil pekerjaan saya mendapat apresiasi dari atasan dan rekan kerja saya				
47.	Saya dapat menyelesaikan pekerjaan sesuai dengan waktu yang telah ditentukan				
48.	Saya dapat menggunakan waktu kerja seefisien mungkin				
49.	Ketika jam kerja, saya berada di tempat kerja kecuali jika ada tugas lapangan				
50.	Saya selalu datang tepat waktu sesuai dengan waktu yang telah ditetapkan perusahaan				
51.	Saya dapat bekerja sama dengan anggota tim untuk mempermudah pekerjaan				

## LAMPIRAN 3

Tabulasi Data *Pre-Test* 30 Responden

## 1. VARIABEL HUBUNGAN INTERPERSONAL

BUTIR PERNYATAAN											
No Responden	HUBUNGAN INTERPERSONAL (X1)										SKOR TOTAL
	1	2	3	4	5	6	7	8	9	10	
1	4	4	4	4	3	3	3	3	2	3	33
2	4	4	4	4	4	4	3	3	3	4	37
3	4	4	4	4	4	3	4	4	4	4	39
4	4	4	4	3	3	3	4	3	4	3	35
5	4	3	4	4	3	3	4	4	3	4	36
6	4	3	4	4	3	4	4	4	3	3	36
7	4	4	3	4	3	4	3	4	4	4	37
8	4	4	4	3	4	4	4	4	3	4	38
9	4	4	4	4	4	4	3	4	3	3	37
10	3	2	3	3	3	2	3	3	3	3	28
11	4	4	4	4	2	3	3	4	4	4	36
12	4	3	4	4	3	4	4	4	3	4	37
13	3	3	4	3	3	3	3	3	3	4	32
14	4	4	4	4	4	4	4	3	4	4	39
15	2	3	3	2	2	2	1	2	3	3	23
16	3	3	3	3	3	3	3	3	3	3	30
17	4	4	3	4	3	4	4	4	4	3	37
18	4	3	3	4	2	3	3	4	3	3	32
19	4	4	4	4	4	4	4	4	4	4	40
20	3	4	3	3	3	3	4	4	4	4	35
21	3	3	3	4	3	3	4	4	3	4	34
22	3	4	3	2	3	3	3	4	3	4	32
23	4	4	4	4	4	4	4	4	4	4	40
24	4	3	3	4	2	3	3	4	3	3	32
25	2	3	2	1	2	3	4	3	2	1	23
26	3	4	3	3	3	2	3	4	3	4	32
27	4	4	4	3	4	4	4	4	4	3	38
28	3	4	3	3	3	3	4	4	4	4	35
29	4	4	4	4	4	4	4	4	4	4	40
30	4	4	4	4	4	4	4	3	4	3	38

Sumber : Data diolah, 2020



Tabulasi Data *Pre-Test* 30 Responden

## 2. VARIABEL PELATIHAN

No Responden	BUTIR PERNYATAAN									SKOR TOTAL
	PELATIHAN (X2)									
	1	2	3	4	5	6	7	8	9	
1	3	4	3	3	2	3	2	3	2	25
2	4	4	4	4	4	4	4	3	4	35
3	4	4	4	3	3	3	4	4	3	32
4	3	3	4	4	3	3	3	4	4	31
5	3	4	4	4	3	4	4	4	3	33
6	3	4	3	4	4	4	3	4	4	33
7	3	4	4	3	4	4	4	3	4	33
8	4	4	4	3	4	4	4	4	4	35
9	3	3	4	4	3	4	3	4	3	31
10	3	3	3	3	4	3	4	3	2	28
11	4	3	4	2	2	3	2	3	3	26
12	4	4	4	4	4	4	4	4	4	36
13	3	3	3	3	3	3	3	3	3	27
14	3	4	4	4	4	4	4	4	3	34
15	3	4	3	3	4	4	4	3	2	30
16	3	4	3	3	3	4	4	3	4	31
17	3	3	4	4	4	4	4	4	3	33
18	4	3	3	3	3	3	3	4	3	29
19	4	4	4	4	4	4	4	4	4	36
20	4	4	4	4	4	4	4	4	4	36
21	4	4	4	4	4	4	4	4	4	36
22	3	3	4	4	3	4	3	3	3	30
23	4	4	4	4	4	3	2	2	1	28
24	4	3	3	3	3	3	3	4	3	29
25	2	1	1	1	1	2	3	4	3	18
26	3	3	4	3	4	3	4	3	4	31
27	4	4	4	4	4	4	4	4	4	36
28	4	4	4	4	4	4	4	4	4	36
29	4	4	4	4	4	4	4	4	4	36
30	4	4	3	4	4	3	4	3	4	33

Sumber : Data diolah, 2020

Tabulasi Data *Pre-Test* 30 Responden

## 3. VARIABEL LINGKUNGAN KERJA

BUTIR PERNYATAAN								
No Responden	LINGKUNGAN KERJA (X3)							SKOR TOTAL
	1	2	3	4	5	6	7	
1	3	3	2	3	2	3	3	19
2	3	4	3	4	3	4	3	24
3	4	3	3	4	2	3	4	23
4	3	3	3	3	3	4	4	23
5	2	2	2	3	2	2	2	15
6	4	4	4	3	4	3	4	26
7	3	4	3	4	4	3	4	25
8	4	3	3	4	2	3	3	22
9	3	4	3	4	4	4	4	26
10	1	2	3	2	2	1	1	12
11	2	1	1	2	2	2	1	11
12	4	3	3	4	2	4	4	24
13	3	3	3	4	3	3	3	22
14	4	3	4	4	4	4	3	26
15	1	1	2	1	2	1	1	9
16	4	4	3	4	4	4	4	27
17	4	3	4	4	4	3	4	26
18	3	1	2	3	2	3	3	17
19	4	4	4	4	4	4	4	28
20	3	4	3	4	4	3	4	25
21	4	3	3	3	3	4	3	23
22	3	3	3	3	4	3	3	22
23	1	2	1	2	3	2	1	12
24	3	1	2	4	2	3	3	18
25	2	1	1	1	2	3	3	13
26	4	3	3	3	3	3	2	21
27	4	4	4	4	4	4	4	28
28	3	4	3	4	4	3	4	25
29	4	4	4	4	4	4	4	28
30	3	4	4	4	4	4	4	27

Sumber : Data diolah, 2020

Tabulasi Data *Pre-Test* 30 Responden

## 4. VARIABEL KECERDASAN EMOSIONAL

BUTIR PERNYATAAN																
No Responden	KECERDASAN EMOSIONAL (X4)															SKOR TOTAL
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	2	2	3	3	3	4	4	4	3	3	3	3	2	3	2	44
2	4	3	4	3	4	4	3	3	4	4	3	3	4	4	4	54
3	3	3	4	4	4	3	3	4	4	3	4	3	3	3	4	52
4	3	4	3	3	3	4	3	3	4	3	3	3	3	3	3	48
5	3	4	3	4	4	3	4	4	3	4	3	4	4	4	3	54
6	3	4	4	4	4	4	3	4	4	4	4	4	4	3	3	56
7	3	4	4	4	4	4	4	3	3	3	3	3	4	4	4	54
8	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	59
9	4	3	4	4	4	4	4	3	4	4	4	3	4	4	4	57
10	2	3	3	3	3	3	3	3	4	3	3	4	3	3	3	46
11	1	2	3	3	3	3	2	2	2	2	3	2	3	3	2	36
12	4	3	3	4	3	3	4	3	4	3	4	4	3	3	4	52
13	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
14	4	4	4	3	4	4	4	4	4	3	4	4	4	4	4	58
15	1	2	3	3	3	2	2	3	3	3	4	4	4	4	3	44
16	4	3	4	4	4	4	4	4	4	4	4	4	3	3	3	56
17	4	4	3	3	4	4	3	4	4	4	3	4	4	4	4	56
18	4	4	3	4	3	3	4	3	4	4	4	4	4	3	4	55
19	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
20	4	3	4	4	3	4	3	4	4	4	4	4	3	4	4	56
21	3	3	3	3	3	4	4	4	3	3	3	3	3	3	3	48
22	3	3	4	3	3	3	4	3	4	4	3	3	3	3	4	50
23	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	57
24	4	4	3	4	3	3	4	3	4	4	4	4	4	3	4	55
25	2	3	4	3	4	4	3	3	3	4	3	2	1	1	2	42
26	3	3	3	3	4	2	3	3	3	4	3	3	3	3	3	46
27	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
28	4	3	4	4	3	4	3	4	4	4	4	4	3	4	4	56
29	4	4	4	4	4	4	4	4	4	4	4	4	3	2	2	55
30	4	4	4	4	4	3	4	3	4	4	4	4	4	4	4	58

Sumber : Data diolah, 2020

Tabulasi Data *Pre-Test* 30 Responden

## 5. VARIABEL KINERJA KARYAWAN

No Responden	BUTIR PERNYATAAN										SKOR TOTAL
	KINERJA KARYAWAN (Y)										
	1	2	3	4	5	6	7	8	9	10	
1	3	2	3	2	3	3	3	3	3	3	28
2	3	4	3	3	4	4	3	4	4	4	36
3	4	3	4	3	4	4	4	3	4	3	36
4	3	4	4	4	3	4	4	3	3	4	36
5	4	3	4	4	4	3	3	4	3	4	36
6	4	3	4	3	3	4	4	4	3	4	36
7	3	2	4	4	3	3	4	3	3	4	33
8	3	4	3	4	4	4	4	3	4	4	37
9	4	4	4	4	4	4	4	4	3	4	39
10	3	3	3	3	3	3	3	3	3	3	30
11	3	3	3	4	3	2	3	3	4	3	31
12	4	3	4	4	4	3	4	4	4	4	38
13	3	3	3	3	3	3	3	3	3	3	30
14	3	4	4	3	4	3	4	4	4	4	37
15	4	3	2	2	2	2	3	2	2	1	23
16	3	3	4	4	4	4	4	4	4	3	37
17	3	2	3	4	4	4	4	4	4	4	36
18	4	3	4	4	4	4	3	3	4	4	37
19	4	4	4	4	4	4	4	4	4	4	40
20	3	4	4	3	4	3	4	4	3	4	36
21	3	4	3	4	4	4	4	4	4	4	38
22	3	3	3	2	3	3	3	3	3	3	29
23	4	3	4	4	4	4	4	4	4	4	39
24	4	3	4	4	4	4	3	3	4	4	37
25	1	1	1	1	2	1	1	2	1	2	13
26	4	3	4	3	3	3	3	4	4	3	34
27	4	4	4	4	4	4	4	4	4	4	40
28	3	4	4	3	4	3	4	4	3	4	36
29	3	2	3	4	4	3	4	4	4	4	35
30	4	4	3	3	3	3	3	3	3	4	33

Sumber : Data diolah, 2020

## LAMPIRAN 4

## Tabulasi Data Penelitian 96 Responden

## 1. VARIABEL HUBUNGAN INTERPERSONAL

No Responden	BUTIR PERNYATAAN										SKOR TOTAL
	HUBUNGAN INTERPERSONAL (X1)										
	1	2	3	4	5	6	7	8	9	10	
1	4	4	4	4	3	2	4	4	4	4	37
2	4	4	3	3	4	3	4	3	3	4	35
3	4	3	4	4	3	3	3	4	3	3	34
4	4	3	3	4	4	3	3	3	4	3	34
5	4	4	3	2	3	2	3	3	4	4	32
6	4	4	3	3	4	4	3	4	4	3	36
7	4	4	3	2	3	2	3	3	2	4	30
8	3	3	4	3	4	4	4	3	4	3	35
9	4	4	4	3	4	3	4	4	4	4	38
10	4	3	4	4	4	4	3	4	4	4	38
11	4	3	2	3	3	2	3	3	3	3	29
12	4	3	4	3	3	4	3	3	4	3	34
13	4	4	4	3	4	4	4	4	4	3	38
14	3	3	3	3	3	4	3	4	3	4	33
15	4	4	4	3	4	3	3	4	4	3	36
16	4	3	4	4	3	4	3	4	4	4	37
17	4	4	4	4	3	4	3	4	4	3	37
18	4	4	3	4	4	4	3	4	3	4	37
19	3	3	4	3	3	4	3	4	3	4	34
20	4	3	4	3	3	3	4	4	3	4	35
21	4	3	4	3	4	3	4	3	4	3	35
22	4	4	3	4	4	3	4	3	4	3	36
23	3	3	3	3	2	3	3	2	2	2	26
24	4	3	4	4	3	4	3	4	4	4	37
25	4	3	4	3	4	4	4	4	4	3	37
26	4	4	4	4	4	4	4	4	4	4	40
27	4	4	3	4	3	4	3	4	2	3	34
28	4	4	3	4	3	4	3	4	3	4	36
29	3	4	3	4	3	2	3	2	3	3	30
30	3	4	4	3	4	3	4	3	4	4	36
31	3	3	3	3	3	3	3	3	3	3	30
32	4	3	3	3	4	3	2	2	2	3	29
33	4	3	3	2	2	3	2	2	2	1	24

34	2	2	2	2	3	2	3	2	2	2	22
35	3	2	3	3	4	3	2	3	2	2	27
36	2	2	3	2	2	3	2	3	2	3	24
37	3	3	4	4	3	2	1	2	3	2	27
38	2	3	2	3	2	2	1	1	2	1	19
39	2	1	2	2	3	3	2	2	2	2	21
40	2	2	2	2	2	2	2	2	2	2	20
41	3	2	1	2	2	2	1	2	1	2	18
42	2	2	2	2	2	2	2	2	2	2	20
43	2	2	2	2	2	1	2	2	2	2	19
44	2	2	2	2	2	2	2	2	2	2	20
45	3	3	3	3	3	4	3	3	4	4	33
46	4	3	3	4	3	3	3	3	4	3	33
47	2	2	2	2	2	2	2	2	2	2	20
48	4	4	3	4	4	3	4	4	3	4	37
49	4	4	3	4	3	3	3	4	3	3	34
50	4	3	4	3	4	4	4	4	4	4	38
51	4	4	4	4	4	3	4	3	4	3	37
52	4	3	4	3	4	3	4	3	4	4	36
53	4	3	3	2	3	2	3	2	3	2	27
54	4	3	2	3	2	3	2	3	2	3	27
55	3	2	3	3	2	3	2	3	3	2	26
56	4	3	2	3	2	3	3	2	3	2	27
57	2	2	2	2	2	2	2	2	2	2	20
58	4	3	3	3	4	4	3	2	3	3	32
59	4	4	4	3	3	4	3	3	4	3	35
60	4	3	4	4	3	4	3	4	3	4	36
61	3	4	3	4	3	4	3	3	4	3	34
62	4	3	3	3	2	3	3	3	2	3	29
63	4	3	4	3	4	3	3	2	3	4	33
64	4	3	3	4	3	4	3	2	3	4	33
65	4	3	4	3	2	3	4	3	3	2	31
66	4	3	3	4	3	4	3	2	3	4	33
67	4	3	4	3	3	2	3	4	3	2	31
68	4	3	3	3	4	3	4	3	2	3	32
69	4	3	3	3	4	4	3	4	3	4	35
70	4	3	3	4	4	3	4	3	4	3	35
71	3	4	3	2	3	4	3	2	3	4	31
72	4	3	4	3	2	3	4	3	2	3	31
73	4	3	3	3	2	3	3	3	2	3	29
74	4	3	3	4	3	4	3	4	3	3	34
75	4	3	4	3	4	3	4	3	2	3	33
76	4	3	4	3	2	3	4	3	2	3	31

77	2	2	2	2	2	3	3	3	3	2	24
78	4	3	4	3	2	3	4	3	2	3	31
79	4	3	3	2	3	4	3	2	3	4	31
80	2	2	2	2	2	2	2	2	2	2	20
81	3	3	3	4	3	3	4	3	4	3	33
82	4	3	2	2	2	2	2	2	2	2	23
83	2	2	2	2	2	2	2	2	2	2	20
84	3	2	2	2	2	3	2	3	2	3	24
85	2	2	2	2	2	2	2	2	2	2	20
86	2	2	2	2	2	2	2	2	2	2	20
87	2	2	2	2	2	2	2	2	2	2	20
88	2	3	2	2	2	3	2	2	2	2	22
89	2	2	2	2	2	2	2	2	2	2	20
90	2	2	2	3	2	3	2	3	2	2	23
91	2	2	2	2	2	3	2	2	2	2	21
92	2	2	2	2	2	2	2	2	2	2	20
93	4	3	3	2	3	4	4	3	2	3	31
94	2	2	2	2	2	2	2	2	2	2	20
95	4	3	4	3	2	3	4	3	2	3	31
96	2	2	2	2	2	2	2	2	2	2	20

2. VARIABEL PELATIHAN

BUTIR PERNYATAAN										
No Responden	PELATIHAN (X2)									SKOR TOTAL
	1	2	3	4	5	6	7	8	9	
1	4	4	4	4	4	4	4	4	4	36
2	3	3	3	3	3	3	4	3	3	28
3	3	4	3	4	3	3	4	3	3	30
4	3	4	4	4	3	4	4	3	3	32
5	4	4	4	4	3	3	3	4	4	33
6	3	3	4	3	3	4	4	3	4	31
7	4	3	4	4	4	3	4	3	4	33
8	4	4	4	4	4	4	4	4	4	36
9	3	4	3	3	4	4	3	4	4	32
10	4	3	4	3	4	3	4	4	3	32
11	4	3	4	4	3	3	4	3	4	32
12	3	4	3	4	3	4	3	3	3	30
13	4	4	4	4	4	4	4	4	4	36
14	4	4	4	3	4	4	3	4	4	34
15	4	3	4	4	4	4	3	4	3	33
16	3	4	4	3	4	4	4	4	4	34
17	4	3	4	3	4	3	4	3	4	32

18	4	3	4	3	4	4	3	4	4	33
19	3	4	3	4	4	3	4	3	4	32
20	4	3	4	4	4	3	4	4	3	33
21	4	3	4	4	4	3	3	3	4	32
22	3	4	4	4	4	4	4	4	4	35
23	4	4	3	4	4	4	4	4	4	35
24	4	4	4	3	3	4	3	4	3	32
25	4	4	3	4	4	3	4	3	4	33
26	3	4	4	3	4	3	4	4	3	32
27	3	4	3	3	4	4	4	4	3	32
28	4	4	3	4	3	4	3	4	4	33
29	3	3	2	1	2	1	2	3	1	18
30	3	3	4	2	2	3	4	3	4	28
31	3	4	3	3	3	3	2	2	2	25
32	2	2	2	2	2	3	2	2	1	18
33	3	2	2	3	2	3	3	2	1	21
34	2	2	2	2	2	2	2	2	2	18
35	3	2	3	2	2	2	2	2	1	19
36	3	2	2	3	2	2	1	3	1	19
37	1	2	1	2	2	3	4	2	3	20
38	2	3	2	2	3	2	2	3	2	21
39	3	2	2	2	2	2	2	2	1	18
40	3	2	2	2	3	2	2	2	2	20
41	2	2	2	2	2	2	2	2	2	18
42	2	2	2	2	2	2	2	2	2	18
43	2	2	2	2	2	2	2	2	2	18
44	2	2	2	2	2	2	2	2	2	18
45	4	4	4	3	4	3	4	4	4	34
46	3	3	3	4	3	3	3	4	3	29
47	2	2	2	2	2	2	2	2	2	18
48	4	3	4	4	4	4	4	3	4	34
49	4	3	4	4	4	3	3	3	3	31
50	4	3	4	3	4	3	4	4	3	32
51	4	3	4	4	4	4	4	4	4	35
52	3	4	4	2	2	2	3	2	2	24
53	3	2	3	2	3	2	3	2	3	23
54	2	3	2	3	2	3	2	3	2	22
55	3	3	2	3	3	2	4	2	3	25
56	3	3	2	2	3	2	3	3	4	25
57	3	3	3	2	3	2	3	2	3	24
58	3	4	3	2	3	4	3	2	2	26
59	4	4	4	3	3	3	3	3	3	30
60	3	3	4	3	4	4	3	4	3	31



61	4	3	4	3	3	3	2	3	3	28
62	3	3	2	3	3	2	3	3	2	24
63	3	3	3	2	3	4	3	3	2	26
64	3	2	3	3	4	3	3	3	4	28
65	3	4	3	2	3	4	3	3	2	27
66	3	2	3	4	3	2	3	4	3	27
67	3	4	3	2	3	4	3	2	3	27
68	4	4	3	2	3	4	3	3	2	28
69	3	4	3	4	3	3	3	4	4	31
70	4	3	3	2	3	4	3	2	3	27
71	3	2	3	4	3	2	3	4	3	27
72	4	3	2	3	4	3	2	3	4	28
73	3	3	2	3	3	2	3	3	2	24
74	2	3	4	3	2	3	4	3	2	26
75	4	3	2	3	4	3	2	3	4	28
76	4	3	2	3	4	3	2	3	4	28
77	2	2	2	3	2	2	3	2	3	21
78	4	3	2	3	4	3	2	3	4	28
79	3	2	3	4	3	2	3	4	3	27
80	2	2	2	2	2	2	2	3	2	19
81	4	3	2	3	3	3	3	4	4	29
82	2	2	2	2	3	3	2	2	2	20
83	2	2	2	2	2	2	2	2	2	18
84	2	3	2	3	3	2	2	2	2	21
85	2	2	2	2	2	2	2	2	2	18
86	2	2	2	2	2	2	2	2	2	18
87	2	2	2	2	2	2	2	2	2	18
88	2	2	2	3	2	2	2	3	2	20
89	2	2	2	2	2	2	2	2	2	18
90	2	2	2	2	2	3	2	2	2	19
91	2	2	2	2	2	2	2	2	2	18
92	3	2	2	2	2	2	2	2	2	19
93	4	3	2	3	4	3	2	3	4	28
94	2	2	2	1	2	2	2	2	2	17
95	4	3	3	2	3	4	3	2	3	27
96	2	2	2	3	2	2	2	2	2	19

### 3. VARIABEL LINGKUNGAN KERJA

BUTIR PERNYATAAN									
No Responden	LINGKUNGAN KERJA (X3)							SKOR TOTAL	
	1	2	3	4	5	6	7		
1	4	4	4	4	4	4	3	27	

2	3	4	4	3	3	4	3	24
3	4	3	2	2	3	3	4	21
4	4	3	4	4	3	4	3	25
5	4	4	4	4	4	4	4	28
6	4	4	4	4	4	4	4	28
7	4	4	3	4	3	4	4	26
8	4	3	4	4	4	4	4	27
9	3	3	4	3	4	4	4	25
10	3	4	4	3	4	4	4	26
11	4	3	4	4	4	4	4	27
12	4	3	3	4	3	3	4	24
13	4	3	4	3	4	4	4	26
14	4	4	4	4	3	3	4	26
15	4	4	3	4	3	4	4	26
16	4	4	4	4	4	4	4	28
17	4	4	3	3	4	4	4	26
18	4	4	4	4	4	4	3	27
19	3	4	4	3	4	3	4	25
20	4	4	3	4	3	4	4	26
21	4	3	4	4	4	4	4	27
22	4	4	4	4	4	4	3	27
23	4	4	4	4	3	4	4	27
24	4	3	4	4	3	4	4	26
25	4	4	4	3	4	4	4	27
26	4	4	3	3	2	3	4	23
27	3	3	3	3	3	4	4	23
28	4	4	4	3	4	3	3	25
29	4	4	4	4	4	4	3	27
30	3	4	4	4	4	4	3	26
31	3	3	4	3	3	2	2	20
32	3	3	2	3	3	3	2	19
33	2	2	3	3	3	3	3	19
34	3	3	4	3	3	3	3	22
35	3	2	2	3	2	3	3	18
36	2	2	3	4	4	4	3	22
37	3	3	3	2	3	3	4	21
38	3	3	3	3	2	2	2	18
39	3	4	3	4	3	2	1	20
40	4	4	4	4	4	4	4	28
41	2	3	2	3	4	3	3	20
42	3	3	4	3	2	2	2	19
43	3	3	3	3	4	3	2	21
44	3	4	4	3	3	3	4	24

45	4	3	4	4	4	3	4	26
46	4	3	3	3	3	3	3	22
47	2	2	2	2	2	2	2	14
48	3	4	4	4	4	3	3	25
49	4	3	3	4	3	3	4	24
50	4	4	4	3	4	4	4	27
51	4	4	4	4	3	3	4	26
52	2	2	2	2	2	2	2	14
53	2	3	2	3	2	3	3	18
54	3	2	3	2	3	2	3	18
55	4	4	4	4	4	4	4	28
56	3	3	2	3	2	3	3	19
57	3	4	3	2	3	4	3	22
58	3	3	3	4	3	2	4	22
59	4	3	4	3	4	3	4	25
60	4	3	4	3	4	4	3	25
61	4	3	3	3	3	3	4	23
62	3	3	2	3	3	3	2	19
63	3	4	3	2	3	4	4	23
64	3	4	3	3	4	3	2	22
65	3	4	3	2	3	4	3	22
66	2	3	4	3	3	3	2	20
67	4	4	4	3	2	3	3	23
68	3	4	3	2	3	4	3	22
69	4	4	3	4	3	3	3	24
70	4	3	2	3	4	3	2	21
71	2	3	4	3	2	3	4	21
72	3	2	3	4	3	2	3	20
73	3	3	2	3	3	3	2	19
74	3	4	3	2	3	4	3	22
75	3	2	3	4	3	3	4	22
76	4	4	4	4	4	4	4	28
77	4	4	4	4	3	3	4	26
78	3	3	2	3	4	3	2	20
79	4	4	4	4	4	4	4	28
80	4	4	4	3	3	3	2	23
81	3	3	2	3	4	3	2	20
82	2	2	2	2	2	3	2	15
83	3	3	2	3	2	3	3	19
84	2	3	2	2	2	2	2	15
85	2	2	2	2	2	2	2	14
86	2	3	4	3	2	3	2	19
87	4	4	3	3	4	4	3	25

88	3	2	3	3	4	3	3	21
89	3	3	4	4	3	3	2	22
90	4	4	4	4	4	3	4	27
91	3	3	3	4	3	3	2	21
92	3	4	4	4	4	4	4	27
93	3	4	3	3	3	3	3	22
94	3	3	4	3	3	4	3	23
95	4	4	4	4	4	4	4	28
96	4	3	4	3	4	3	4	25

4. VARIABEL KECERDASAN EMOSIONAL

No Responden	BUTIR PERNYATAAN															SKOR TOTAL
	KECERDASAN EMOSIONAL (X4)															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	2	2	2	2	3	3	3	2	2	3	2	3	2	2	2	35
2	3	3	2	2	2	3	3	2	3	2	2	2	2	2	3	36
3	3	2	3	2	3	3	2	3	2	3	3	2	3	3	3	40
4	2	2	3	2	2	3	2	2	3	2	2	2	2	2	2	33
5	2	3	2	3	4	3	3	2	2	3	3	4	3	2	2	41
6	4	3	3	3	4	3	4	3	4	3	4	4	4	4	4	54
7	2	3	2	3	4	3	4	3	2	3	4	3	4	3	2	45
8	4	4	3	3	4	3	3	4	3	3	3	4	3	3	3	50
9	3	2	3	2	2	3	4	3	3	3	2	2	2	3	2	39
10	3	2	2	2	2	2	2	2	2	2	3	4	3	3	3	37
11	3	3	4	3	3	4	3	3	4	4	3	3	3	2	3	48
12	3	2	2	2	2	2	2	2	2	2	2	2	2	2	3	32
13	3	4	4	4	4	4	4	4	4	3	4	4	3	4	4	57
14	3	4	3	3	4	3	4	3	3	2	3	2	3	3	3	46
15	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	44
16	3	3	4	3	2	3	3	2	3	2	3	2	3	3	3	42
17	2	2	3	2	2	2	3	3	3	2	2	2	3	3	4	38
18	2	3	4	3	2	2	3	2	2	3	2	2	2	2	2	36
19	4	3	2	3	2	3	4	3	3	2	2	3	4	3	2	43
20	3	3	2	2	3	2	3	2	3	2	3	2	3	2	3	38
21	4	4	4	4	4	4	4	3	4	3	3	4	3	3	4	55
22	4	4	4	4	3	4	4	4	3	3	3	4	4	3	4	55
23	4	4	4	4	4	4	4	4	3	3	3	4	3	4	4	56
24	3	3	4	4	3	4	3	4	4	4	4	3	3	4	4	54
25	4	4	4	4	3	3	4	4	3	4	3	4	3	4	4	55
26	3	3	4	3	3	4	3	4	4	4	3	3	3	3	3	50
27	3	4	3	4	3	4	4	3	4	3	4	4	4	3	3	53
28	4	4	3	3	4	4	4	3	4	4	4	4	3	3	3	54

29	2	1	2	1	2	3	4	4	4	3	3	3	3	4	4	43
30	3	4	4	4	3	4	3	4	4	3	3	4	4	3	4	54
31	2	3	2	3	4	3	3	4	3	4	3	3	3	3	4	47
32	2	2	2	2	2	2	2	3	2	3	2	2	3	2	2	33
33	1	1	1	2	1	1	1	1	1	2	1	1	1	1	1	17
34	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
35	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	16
36	2	2	1	1	2	3	2	1	3	2	2	2	1	2	1	27
37	2	3	3	2	2	1	2	3	3	3	3	3	2	2	1	35
38	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	16
39	1	1	1	1	1	1	1	1	1	1	1	1	3	3	3	21
40	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
41	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
42	2	2	2	2	2	2	2	2	2	2	2	2	3	2	2	31
43	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
44	2	2	2	2	2	2	2	2	2	3	2	2	2	2	2	31
45	4	3	4	3	2	2	3	2	2	3	4	3	2	2	2	41
46	4	3	3	3	3	4	3	4	3	4	4	2	3	3	3	49
47	2	2	2	2	2	2	2	2	2	3	2	2	2	2	2	31
48	2	3	3	3	2	2	3	2	3	2	3	4	3	2	2	39
49	3	4	3	3	3	2	3	3	2	3	3	2	3	3	3	43
50	2	3	3	4	3	3	3	2	3	4	4	3	2	2	3	44
51	3	3	4	4	3	3	3	3	3	3	3	3	3	3	3	47
52	2	3	2	2	2	3	3	3	2	3	2	3	2	3	2	37
53	2	3	2	3	2	2	3	3	2	3	3	2	3	2	3	38
54	2	3	2	3	2	3	3	2	3	3	3	2	3	3	3	40
55	3	2	3	2	3	3	2	3	2	3	2	3	3	2	3	39
56	3	2	2	2	3	3	2	3	3	2	2	3	2	3	3	38
57	3	3	3	2	2	3	2	2	2	3	3	3	3	3	3	40
58	3	3	3	2	3	3	3	3	2	3	3	3	3	2	3	42
59	3	4	3	4	3	3	4	4	4	3	3	4	3	4	4	53
60	4	3	4	3	4	4	3	3	2	2	2	3	4	3	3	47
61	3	3	3	3	2	2	3	3	3	3	3	3	2	3	3	42
62	3	2	3	2	3	3	2	3	2	3	4	3	2	3	3	41
63	4	3	2	3	4	3	2	4	3	4	3	3	2	3	3	46
64	3	4	3	2	3	3	2	4	3	2	4	3	3	3	2	44
65	2	3	4	3	3	3	4	3	2	3	4	3	3	2	3	45
66	2	3	4	3	2	4	4	4	3	2	4	3	3	3	3	47
67	4	3	3	3	2	4	3	3	4	3	3	4	3	2	3	47
68	2	3	4	3	2	4	3	3	2	3	3	2	3	4	3	44
69	2	3	3	2	3	4	3	3	4	3	3	3	2	3	2	43
70	3	4	3	3	2	4	3	3	3	2	4	3	3	2	3	45
71	3	2	3	4	3	3	4	2	3	3	4	3	2	3	4	46

72	4	3	2	3	4	2	3	3	3	4	2	2	3	4	3	45
73	3	2	3	2	3	3	2	3	2	3	4	3	2	3	3	41
74	3	2	3	4	3	3	4	2	3	4	2	3	4	3	3	46
75	3	2	3	4	3	3	4	2	3	4	2	3	4	3	2	45
76	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	31
77	2	1	2	3	3	4	3	3	3	3	3	2	2	2	2	38
78	3	4	3	2	2	2	2	2	2	2	2	2	2	2	3	35
79	3	3	2	3	4	2	3	2	3	4	2	3	4	3	2	43
80	2	3	2	3	2	2	3	2	2	2	1	2	2	2	2	32
81	3	3	3	2	3	3	2	3	2	2	3	4	3	2	3	41
82	2	2	3	2	2	2	3	2	2	2	2	2	2	3	2	33
83	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
84	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
85	2	2	2	3	2	2	2	2	2	2	2	3	2	3	2	33
86	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
87	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30
88	2	2	2	2	2	2	2	2	2	2	3	2	2	3	2	32
89	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	31
90	2	2	2	3	2	2	2	3	2	2	2	2	2	2	2	32
91	2	2	2	2	2	2	2	2	3	2	2	2	2	2	2	31
92	2	2	2	2	2	2	3	2	2	2	2	3	2	2	2	32
93	3	4	3	2	3	3	2	4	3	2	4	3	2	3	4	45
94	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	31
95	3	4	3	2	3	3	2	4	3	2	4	3	2	3	4	45
96	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	30

5. VARIABEL KINERJA KARYAWAN

BUTIR PERNYATAAN											
No Responden	KINERJA KARYAWAN (Y)										SKOR TOTAL
	1	2	3	4	5	6	7	8	9	10	
1	3	3	4	4	4	4	4	4	4	4	38
2	3	4	3	3	4	3	3	3	4	4	34
3	4	4	4	4	4	4	3	4	3	4	38
4	4	3	4	4	4	4	4	4	4	4	39
5	4	4	4	4	3	3	3	4	4	3	36
6	4	3	3	3	4	3	4	3	3	4	34
7	4	4	4	4	4	4	3	4	4	4	39
8	4	4	4	3	4	4	3	4	3	4	37
9	4	4	4	3	4	3	3	4	4	4	37
10	4	3	4	4	4	4	3	3	4	3	36
11	4	2	3	4	4	4	3	3	2	3	32
12	4	3	4	3	3	4	4	4	3	4	36

13	4	4	4	3	4	4	4	3	4	4	38
14	3	4	3	4	3	4	4	3	4	3	35
15	4	3	4	4	4	4	3	4	4	4	38
16	4	4	4	4	4	4	4	4	4	4	40
17	4	4	3	4	3	4	4	4	4	4	38
18	4	4	4	4	4	4	4	4	4	4	40
19	4	4	3	4	3	4	3	4	4	3	36
20	3	3	4	3	3	3	3	3	3	3	31
21	3	4	4	3	4	4	4	3	4	4	37
22	4	4	3	4	4	4	4	4	4	3	38
23	3	4	4	4	3	4	4	4	4	3	37
24	3	4	4	4	4	4	4	4	4	4	39
25	4	4	4	4	4	4	4	4	3	4	39
26	3	3	3	3	3	3	4	3	4	4	33
27	4	3	4	4	4	3	4	4	3	4	37
28	4	3	3	3	3	3	4	3	3	4	33
29	4	3	4	4	4	4	2	2	2	2	31
30	4	3	4	3	4	3	4	3	4	3	35
31	3	3	3	3	4	3	3	3	3	2	30
32	2	2	2	2	2	2	2	2	2	2	20
33	1	1	1	1	1	1	1	1	1	1	10
34	2	2	2	3	2	2	2	2	2	2	21
35	1	1	1	1	1	1	1	1	1	1	10
36	2	3	2	2	3	3	1	2	3	1	22
37	2	3	2	2	2	1	3	3	2	2	22
38	2	2	2	2	2	2	2	1	1	2	18
39	3	4	3	2	2	3	4	3	3	2	29
40	2	2	2	2	2	2	2	2	2	2	20
41	2	2	2	2	2	2	2	2	2	2	20
42	2	2	2	2	2	2	2	2	2	2	20
43	2	2	3	2	2	2	2	2	2	2	21
44	2	2	2	2	2	2	2	2	2	2	20
45	3	3	3	4	4	4	3	4	3	4	35
46	3	3	3	3	4	3	3	3	3	4	32
47	2	2	2	2	2	2	2	2	2	2	20
48	4	4	3	4	3	4	3	4	4	4	37
49	3	3	4	3	4	3	4	4	2	4	34
50	4	4	4	3	3	4	4	4	4	3	37
51	4	3	4	3	3	4	3	3	4	3	34
52	3	2	3	2	3	3	2	2	3	2	25
53	2	3	2	3	2	3	2	3	2	3	25
54	2	3	3	2	3	2	4	2	3	3	27
55	3	4	3	2	3	3	3	3	3	2	29

56	2	3	3	3	3	3	3	3	3	3	29
57	2	3	3	2	2	2	3	2	2	2	23
58	3	4	3	2	3	3	4	3	3	4	32
59	3	4	3	4	4	4	4	4	3	4	37
60	2	3	3	2	3	3	4	3	3	2	28
61	2	3	4	3	3	2	3	4	3	4	31
62	3	3	2	2	3	3	4	3	3	2	28
63	4	3	2	3	4	3	3	2	3	4	31
64	3	4	3	3	4	3	3	4	3	4	34
65	4	3	2	3	3	4	3	2	3	4	31
66	2	3	4	3	3	2	3	4	3	2	29
67	4	3	2	3	4	3	2	3	4	3	31
68	2	3	4	4	3	3	3	3	3	3	31
69	3	4	3	3	3	2	3	3	2	3	29
70	4	3	2	3	4	3	2	3	4	3	31
71	3	2	3	4	3	2	3	4	3	4	31
72	2	3	4	3	3	2	3	4	3	2	29
73	3	3	2	2	3	3	4	3	3	2	28
74	2	3	4	3	2	3	4	3	2	3	29
75	3	4	3	2	2	3	4	3	2	3	29
76	3	3	2	3	4	3	2	3	4	3	30
77	2	2	2	1	1	2	3	3	3	3	22
78	3	2	3	4	3	3	2	3	4	3	30
79	3	4	3	2	3	4	3	2	3	4	31
80	2	2	2	2	2	2	2	2	2	3	21
81	3	4	4	3	3	3	3	3	4	3	33
82	2	2	2	2	2	2	2	2	2	2	20
83	2	2	2	2	2	2	2	2	2	2	20
84	2	2	2	3	2	2	2	2	2	2	21
85	3	2	2	2	2	3	2	2	2	2	22
86	2	2	2	2	2	2	2	2	2	2	20
87	2	2	2	2	2	2	2	2	2	2	20
88	2	2	2	2	2	2	2	2	2	2	20
89	2	2	2	2	2	2	2	2	2	2	20
90	2	2	2	2	2	2	2	3	2	2	21
91	3	2	3	2	2	2	2	2	2	2	22
92	2	2	3	2	2	3	2	2	2	2	22
93	3	2	3	4	3	2	3	4	3	2	29
94	2	2	2	2	2	2	2	2	2	2	20
95	3	2	3	4	3	2	3	4	3	3	30
96	2	2	2	2	2	2	2	2	2	3	21

LAMPIRAN 5



UJI VALIDITAS DAN RELIABILITAS

Validitas Hubungan Interpersonal

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
X1.1	Pearson Correlation	1	,414 <sup>*</sup>	,719 <sup>**</sup>	,829 <sup>**</sup>	,476 <sup>**</sup>	,672 <sup>**</sup>	,407 <sup>*</sup>	,459 <sup>*</sup>	,397 <sup>*</sup>	,325
	Sig. (2-tailed)		,023	,000	,000	,008	,000	,026	,011	,030	,079
	N	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,414 <sup>*</sup>	1	,364 <sup>*</sup>	,205	,526 <sup>**</sup>	,463 <sup>**</sup>	,269	,286	,538 <sup>**</sup>	,359
	Sig. (2-tailed)	,023		,048	,277	,003	,010	,150	,125	,002	,051
	N	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,719 <sup>**</sup>	,364 <sup>*</sup>	1	,586 <sup>**</sup>	,633 <sup>**</sup>	,517 <sup>**</sup>	,265	,094	,308	,442 <sup>*</sup>
	Sig. (2-tailed)	,000	,048		,001	,000	,003	,156	,621	,098	,014
	N	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,829 <sup>**</sup>	,205	,586 <sup>**</sup>	1	,360	,493 <sup>**</sup>	,260	,410 <sup>*</sup>	,352	,456 <sup>*</sup>
	Sig. (2-tailed)	,000	,277	,001		,051	,006	,164	,024	,057	,011
	N	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,476 <sup>**</sup>	,526 <sup>**</sup>	,633 <sup>**</sup>	,360	1	,622 <sup>**</sup>	,470 <sup>**</sup>	,163	,415 <sup>*</sup>	,398 <sup>*</sup>
	Sig. (2-tailed)	,008	,003	,000	,051		,000	,009	,390	,023	,030
	N	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,672 <sup>**</sup>	,463 <sup>**</sup>	,517 <sup>**</sup>	,493 <sup>**</sup>	,622 <sup>**</sup>	1	,535 <sup>**</sup>	,344	,368 <sup>*</sup>	,153
	Sig. (2-tailed)	,000	,010	,003	,006	,000		,002	,063	,046	,420
	N	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	,407 <sup>*</sup>	,269	,265	,260	,470 <sup>**</sup>	,535 <sup>**</sup>	1	,500 <sup>**</sup>	,370 <sup>*</sup>	,111
	Sig. (2-tailed)	,026	,150	,156	,164	,009	,002		,005	,044	,559
	N	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	,459 <sup>*</sup>	,286	,094	,410 <sup>*</sup>	,163	,344	,500 <sup>**</sup>	1	,306	,409 <sup>*</sup>
	Sig. (2-tailed)	,011	,125	,621	,024	,390	,063	,005		,100	,025
	N	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	,397 <sup>*</sup>	,538 <sup>**</sup>	,308	,352	,415 <sup>*</sup>	,368 <sup>*</sup>	,370 <sup>*</sup>	,306	1	,452 <sup>*</sup>
	Sig. (2-tailed)	,030	,002	,098	,057	,023	,046	,044	,100		,012
	N	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	,325	,359	,442 <sup>*</sup>	,456 <sup>*</sup>	,398 <sup>*</sup>	,153	,111	,409 <sup>*</sup>	,452 <sup>*</sup>	1
	Sig. (2-tailed)	,079	,051	,014	,011	,030	,420	,559	,025	,012	
	N	30	30	30	30	30	30	30	30	30	30
X2.1	Pearson Correlation	,447 <sup>*</sup>	,279	,373 <sup>*</sup>	,503 <sup>**</sup>	,317	,304	,265	,449 <sup>*</sup>	,478 <sup>**</sup>	,531 <sup>**</sup>
	Sig. (2-tailed)	,013	,136	,042	,005	,088	,102	,156	,013	,008	,003
	N	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,392 <sup>*</sup>	,252	,527 <sup>**</sup>	,528 <sup>**</sup>	,521 <sup>**</sup>	,333	,112	,113	,394 <sup>*</sup>	,633 <sup>**</sup>
	Sig. (2-tailed)										
	N										

	Sig. (2-tailed)	,032	,178	,003	,003	,003	,072	,557	,553	,031	,000
	N	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,510**	,563**	,483**	,501**	,512**	,309	,225	,515**	,615**	,824**
	Sig. (2-tailed)	,004	,001	,007	,005	,004	,096	,232	,004	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,425*	,302	,457*	,454*	,585**	,452*	,346	,266	,450*	,484**
	Sig. (2-tailed)	,019	,105	,011	,012	,001	,012	,061	,155	,012	,007
	N	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,186	,126	,197	,313	,487**	,291	,130	,170	,496**	,521**
	Sig. (2-tailed)	,325	,506	,297	,092	,006	,118	,493	,368	,005	,003
	N	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,176	,194	,205	,240	,362*	,398*	,044	,244	,273	,489**
	Sig. (2-tailed)	,353	,305	,276	,202	,050	,029	,816	,194	,144	,006
	N	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	-,130	-,054	-,136	-,030	,314	,051	,148	-,012	,258	,222
	Sig. (2-tailed)	,493	,777	,474	,873	,091	,789	,434	,949	,169	,237
	N	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,176	-,022	-,007	,083	,014	,214	,489**	,353	,076	-,133
	Sig. (2-tailed)	,353	,910	,970	,661	,940	,256	,006	,056	,691	,482
	N	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	,138	,229	,050	,074	,205	,303	,378*	,283	,233	,189
	Sig. (2-tailed)	,466	,224	,792	,698	,277	,103	,039	,129	,215	,317
	N	30	30	30	30	30	30	30	30	30	30
X3.1	Pearson Correlation	,359	,332	,214	,306	,386*	,435*	,448*	,394*	,169	,237
	Sig. (2-tailed)	,052	,073	,256	,101	,035	,016	,013	,031	,371	,207
	N	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	,267	,465**	,339	,244	,700**	,515**	,374*	,187	,349	,327
	Sig. (2-tailed)	,154	,010	,067	,194	,000	,004	,042	,321	,058	,077
	N	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	,271	,231	,277	,240	,585**	,425*	,337	,106	,403*	,225
	Sig. (2-tailed)	,147	,219	,138	,201	,001	,019	,069	,578	,027	,232
	N	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	,541**	,398*	,371*	,498**	,553**	,547**	,384*	,381*	,385*	,438*
	Sig. (2-tailed)	,002	,029	,044	,005	,002	,002	,036	,038	,036	,015
	N	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	,110	,459*	,062	,101	,471**	,479**	,279	,187	,511**	,167
	Sig. (2-tailed)	,562	,011	,744	,595	,009	,007	,136	,323	,004	,377
	N	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	,361*	,398*	,271	,265	,478**	,586**	,470**	,178	,165	,059

	Sig. (2-tailed)	,050	,029	,147	,157	,008	,001	,009	,347	,383	,758
	N	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	,298	,329	,108	,176	,347	,534**	,485**	,266	,244	-,049
	Sig. (2-tailed)	,109	,076	,569	,351	,060	,002	,007	,156	,194	,799
	N	30	30	30	30	30	30	30	30	30	30
X4.1	Pearson Correlation	,403*	,249	,146	,320	,466**	,539**	,459*	,369*	,266	,189
	Sig. (2-tailed)	,027	,185	,441	,085	,009	,002	,011	,045	,156	,317
	N	30	30	30	30	30	30	30	30	30	30
X4.2	Pearson Correlation	,504**	,093	,152	,291	,323	,526**	,535**	,344	,368*	0,000
	Sig. (2-tailed)	,005	,626	,422	,118	,081	,003	,002	,063	,046	1,000
	N	30	30	30	30	30	30	30	30	30	30
X4.3	Pearson Correlation	,088	,462*	,112	-,082	,604**	,552**	,351	,152	,308	,050
	Sig. (2-tailed)	,644	,010	,557	,666	,000	,002	,057	,423	,098	,792
	N	30	30	30	30	30	30	30	30	30	30
X4.4	Pearson Correlation	,372*	,048	,174	,397*	,227	,377*	,299	,473**	,346	,100
	Sig. (2-tailed)	,043	,800	,357	,030	,228	,040	,109	,008	,061	,601
	N	30	30	30	30	30	30	30	30	30	30
X4.5	Pearson Correlation	,308	,340	,232	,182	,604**	,552**	,351	,152	,197	-,050
	Sig. (2-tailed)	,097	,066	,218	,335	,000	,002	,057	,423	,298	,792
	N	30	30	30	30	30	30	30	30	30	30
X4.6	Pearson Correlation	,300	,331	,141	,179	,418*	,636**	,563**	,184	,190	-,080
	Sig. (2-tailed)	,107	,074	,458	,344	,021	,000	,001	,330	,314	,673
	N	30	30	30	30	30	30	30	30	30	30
X4.7	Pearson Correlation	,441*	,097	,192	,353	,431*	,497**	,361*	,345	-,045	,120
	Sig. (2-tailed)	,015	,609	,310	,056	,017	,005	,050	,062	,815	,526
	N	30	30	30	30	30	30	30	30	30	30
X4.8	Pearson Correlation	,155	,171	,162	,192	,489**	,304	,531**	,232	,183	,177
	Sig. (2-tailed)	,412	,365	,392	,310	,006	,102	,003	,218	,333	,350
	N	30	30	30	30	30	30	30	30	30	30
X4.9	Pearson Correlation	,304	,112	,147	,135	,511**	,414*	,370*	,151	,274	0,000
	Sig. (2-tailed)	,102	,556	,438	,475	,004	,023	,044	,425	,144	1,000
	N	30	30	30	30	30	30	30	30	30	30
X4.10	Pearson Correlation	,020	,130	-,171	-,110	,263	,278	,269	,286	-,060	-,179
	Sig. (2-tailed)	,918	,492	,365	,561	,161	,137	,150	,125	,754	,343
	N	30	30	30	30	30	30	30	30	30	30
X4.11	Pearson Correlation	,198	,097	,232	,182	,310	,345	,150	,152	,308	,050
	Sig. (2-tailed)	,294	,609	,218	,335	,096	,062	,428	,423	,098	,792
	N	30	30	30	30	30	30	30	30	30	30
X4.12	Pearson Correlation	,212	-,156	,141	,250	,262	,221	,161	,085	,279	,161

	Sig. (2-tailed)	,261	,411	,458	,183	,163	,240	,396	,653	,135	,396
	N	30	30	30	30	30	30	30	30	30	30
X4.13	Pearson Correlation	,521**	,152	,383 <sup>+</sup>	,516**	,341	,432 <sup>+</sup>	-,070	,206	,434 <sup>+</sup>	,349
	Sig. (2-tailed)	,003	,422	,036	,004	,065	,017	,714	,276	,017	,059
	N	30	30	30	30	30	30	30	30	30	30
X4.14	Pearson Correlation	,340	,375 <sup>+</sup>	,347	,363 <sup>+</sup>	,424 <sup>+</sup>	,315	-,035	,089	,466**	,457 <sup>+</sup>
	Sig. (2-tailed)	,066	,041	,060	,049	,020	,090	,854	,639	,009	,011
	N	30	30	30	30	30	30	30	30	30	30
X4.15	Pearson Correlation	,320	,269	,088	,240	,395 <sup>+</sup>	,406 <sup>+</sup>	,174	,321	,403 <sup>+</sup>	,312
	Sig. (2-tailed)	,085	,150	,642	,201	,031	,026	,359	,084	,027	,093
	N	30	30	30	30	30	30	30	30	30	30
Y.1	Pearson Correlation	,448 <sup>+</sup>	,037	,463**	,523**	,234	,104	-,113	,281	,249	,340
	Sig. (2-tailed)	,013	,848	,010	,003	,214	,584	,551	,132	,185	,066
	N	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	,210	,232	,407 <sup>+</sup>	,206	,447 <sup>+</sup>	,154	,160	,065	,366 <sup>+</sup>	,415 <sup>+</sup>
	Sig. (2-tailed)	,265	,217	,026	,275	,013	,417	,399	,732	,047	,023
	N	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	,577**	,218	,375 <sup>+</sup>	,576**	,315	,238	,277	,521**	,450 <sup>+</sup>	,484**
	Sig. (2-tailed)	,001	,247	,041	,001	,090	,205	,139	,003	,012	,007
	N	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	,645**	,106	,383 <sup>+</sup>	,652**	,254	,409 <sup>+</sup>	,281	,539**	,483**	,406 <sup>+</sup>
	Sig. (2-tailed)	,000	,577	,037	,000	,175	,025	,132	,002	,007	,026
	N	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	,565**	,234	,333	,603**	,497**	,470**	,482**	,579**	,369 <sup>+</sup>	,482**
	Sig. (2-tailed)	,001	,214	,072	,000	,005	,009	,007	,001	,045	,007
	N	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	,586**	,162	,372 <sup>+</sup>	,547**	,477**	,390 <sup>+</sup>	,267	,382 <sup>+</sup>	,247	,267
	Sig. (2-tailed)	,001	,394	,043	,002	,008	,033	,154	,037	,189	,154
	N	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	,488**	,359	,442 <sup>+</sup>	,521**	,542**	,459 <sup>+</sup>	,333	,409 <sup>+</sup>	,616**	,556**
	Sig. (2-tailed)	,006	,051	,014	,003	,002	,011	,072	,025	,000	,001
	N	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	,406 <sup>+</sup>	,253	,339	,528**	,523**	,443 <sup>+</sup>	,482**	,506**	,345	,482**
	Sig. (2-tailed)	,026	,177	,067	,003	,003	,014	,007	,004	,062	,007
	N	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	,625**	,269	,420 <sup>+</sup>	,667**	,395 <sup>+</sup>	,334	,243	,491**	,403 <sup>+</sup>	,590**
	Sig. (2-tailed)	,000	,150	,021	,000	,031	,071	,196	,006	,027	,001
	N	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	,747**	,320	,409 <sup>+</sup>	,675**	,486**	,669**	,660**	,616**	,444 <sup>+</sup>	,382 <sup>+</sup>

	Sig. (2-tailed)	,000	,085	,025	,000	,007	,000	,000	,000	,014	,037
	N	30	30	30	30	30	30	30	30	30	30
SKOR_TOTAL	Pearson Correlation	,638**	,448*	,482**	,589**	,712**	,687**	,533**	,504**	,572**	,494**
	Sig. (2-tailed)	,000	,013	,007	,001	,000	,000	,002	,005	,001	,006
	N	30	30	30	30	30	30	30	30	30	30

Validitas Pelatihan

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8
X1.1	Pearson Correlation	,447*	,392*	,510**	,425*	,186	,176	-,130	,176
	Sig. (2-tailed)	,013	,032	,004	,019	,325	,353	,493	,353
	N	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,279	,252	,563**	,302	,126	,194	-,054	-,022
	Sig. (2-tailed)	,136	,178	,001	,105	,506	,305	,777	,910
	N	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,373*	,527**	,483**	,457*	,197	,205	-,136	-,007
	Sig. (2-tailed)	,042	,003	,007	,011	,297	,276	,474	,970
	N	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,503**	,528**	,501**	,454*	,313	,240	-,030	,083
	Sig. (2-tailed)	,005	,003	,005	,012	,092	,202	,873	,661
	N	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,317	,521**	,512**	,585**	,487**	,362*	,314	,014
	Sig. (2-tailed)	,088	,003	,004	,001	,006	,050	,091	,940
	N	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,304	,333	,309	,452*	,291	,398*	,051	,214
	Sig. (2-tailed)	,102	,072	,096	,012	,118	,029	,789	,256
	N	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	,265	,112	,225	,346	,130	,044	,148	,489**
	Sig. (2-tailed)	,156	,557	,232	,061	,493	,816	,434	,006
	N	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	,449*	,113	,515**	,266	,170	,244	-,012	,353
	Sig. (2-tailed)	,013	,553	,004	,155	,368	,194	,949	,056
	N	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	,478**	,394*	,615**	,450*	,496**	,273	,258	,076
	Sig. (2-tailed)	,008	,031	,000	,012	,005	,144	,169	,691
	N	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	,531**	,633**	,824**	,484**	,521**	,489**	,222	-,133
	Sig. (2-tailed)	,003	,000	,000	,007	,003	,006	,237	,482
	N	30	30	30	30	30	30	30	30
X2.1	Pearson Correlation	1	,539**	,501**	,369*	,425*	,219	,136	,113
	Sig. (2-tailed)		,002	,005	,045	,019	,244	,474	,551
	N	30	30	30	30	30	30	30	30

X2.2	Pearson Correlation	,539**	1	,587**	,631**	,659**	,658**	,368*	-,057
	Sig. (2-tailed)	,002		,001	,000	,000	,000	,046	,766
	N	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,501**	,587**	1	,672**	,566**	,612**	,255	,072
	Sig. (2-tailed)	,005	,001		,000	,001	,000	,174	,706
	N	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,369*	,631**	,672**	1	,698**	,670**	,314	,172
	Sig. (2-tailed)	,045	,000	,000		,000	,000	,091	,364
	N	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,425*	,659**	,566**	,698**	1	,631**	,622**	,005
	Sig. (2-tailed)	,019	,000	,001	,000		,000	,000	,978
	N	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,219	,658**	,612**	,670**	,631**	1	,528**	,253
	Sig. (2-tailed)	,244	,000	,000	,000	,000		,003	,178
	N	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,136	,368*	,255	,314	,622**	,528**	1	,350
	Sig. (2-tailed)	,474	,046	,174	,091	,000	,003		,058
	N	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,113	-,057	,072	,172	,005	,253	,350	1
	Sig. (2-tailed)	,551	,766	,706	,364	,978	,178	,058	
	N	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	,251	,211	,255	,255	,295	,403*	,547**	,479**
	Sig. (2-tailed)	,181	,263	,174	,174	,113	,027	,002	,007
	N	30	30	30	30	30	30	30	30
X3.1	Pearson Correlation	,226	,281	,330	,325	,259	,398*	,390*	,525**
	Sig. (2-tailed)	,229	,133	,075	,080	,166	,029	,033	,003
	N	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	,164	,523**	,435*	,609**	,491**	,569**	,425*	,120
	Sig. (2-tailed)	,387	,003	,016	,000	,006	,001	,019	,528
	N	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	,125	,410*	,364*	,623**	,636**	,558**	,626**	,355
	Sig. (2-tailed)	,510	,024	,048	,000	,000	,001	,000	,054
	N	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	,414*	,459*	,499**	,529**	,401*	,482**	,421*	,351
	Sig. (2-tailed)	,023	,011	,005	,003	,028	,007	,021	,057
	N	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	,004	,272	,327	,576**	,444*	,526**	,275	,058
	Sig. (2-tailed)	,981	,145	,078	,001	,014	,003	,141	,761
	N	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	,220	,161	,214	,391*	,110	,263	,227	,404*
	Sig. (2-tailed)	,243	,394	,256	,032	,562	,160	,227	,027
	N	30	30	30	30	30	30	30	30

X3.7	Pearson Correlation	,124	,182	,128	,369 <sup>†</sup>	,134	,334	,334	,567 <sup>**</sup>
	Sig. (2-tailed)	,515	,336	,502	,045	,481	,071	,072	,001
	N	30	30	30	30	30	30	30	30
X4.1	Pearson Correlation	,370 <sup>†</sup>	,273	,317	,542 <sup>**</sup>	,415 <sup>†</sup>	,456 <sup>†</sup>	,501 <sup>**</sup>	,521 <sup>**</sup>
	Sig. (2-tailed)	,044	,144	,088	,002	,023	,011	,005	,003
	N	30	30	30	30	30	30	30	30
X4.2	Pearson Correlation	,122	,102	,155	,381 <sup>†</sup>	,359	,214	,357	,490 <sup>**</sup>
	Sig. (2-tailed)	,522	,590	,414	,038	,052	,256	,053	,006
	N	30	30	30	30	30	30	30	30
X4.3	Pearson Correlation	,128	,239	,081	,194	,182	,285	,194	,044
	Sig. (2-tailed)	,501	,204	,670	,305	,335	,127	,304	,817
	N	30	30	30	30	30	30	30	30
X4.4	Pearson Correlation	,420 <sup>†</sup>	,394 <sup>†</sup>	,141	,329	,222	,231	,146	,231
	Sig. (2-tailed)	,021	,031	,457	,076	,239	,219	,441	,219
	N	30	30	30	30	30	30	30	30
X4.5	Pearson Correlation	-,112	,138	,081	,100	,182	,165	,295	,044
	Sig. (2-tailed)	,557	,468	,670	,599	,335	,385	,114	,817
	N	30	30	30	30	30	30	30	30
X4.6	Pearson Correlation	,051	,156	,114	,265	,038	,283	-,043	,283
	Sig. (2-tailed)	,788	,410	,549	,156	,843	,130	,822	,130
	N	30	30	30	30	30	30	30	30
X4.7	Pearson Correlation	,192	,282	,162	,375 <sup>†</sup>	,141	,241	,080	,145
	Sig. (2-tailed)	,310	,131	,391	,041	,457	,200	,673	,446
	N	30	30	30	30	30	30	30	30
X4.8	Pearson Correlation	,155	,539 <sup>**</sup>	,233	,452 <sup>†</sup>	,347	,432 <sup>†</sup>	,313	,326
	Sig. (2-tailed)	,414	,002	,216	,012	,060	,017	,092	,079
	N	30	30	30	30	30	30	30	30
X4.9	Pearson Correlation	,294	,248	,187	,576 <sup>**</sup>	,461 <sup>†</sup>	,296	,309	,296
	Sig. (2-tailed)	,114	,187	,322	,001	,010	,112	,097	,112
	N	30	30	30	30	30	30	30	30
X4.10	Pearson Correlation	,064	-,018	-,073	,302	,205	,194	,216	,194
	Sig. (2-tailed)	,736	,925	,703	,105	,277	,305	,252	,305
	N	30	30	30	30	30	30	30	30
X4.11	Pearson Correlation	,487 <sup>**</sup>	,440 <sup>†</sup>	,081	,287	,359	,285	,194	,285
	Sig. (2-tailed)	,006	,015	,670	,124	,052	,127	,304	,127
	N	30	30	30	30	30	30	30	30
X4.12	Pearson Correlation	,339	,560 <sup>**</sup>	,195	,566 <sup>**</sup>	,674 <sup>**</sup>	,476 <sup>**</sup>	,440 <sup>†</sup>	,187
	Sig. (2-tailed)	,067	,001	,302	,001	,000	,008	,015	,324
	N	30	30	30	30	30	30	30	30
X4.13	Pearson Correlation	,367 <sup>†</sup>	,505 <sup>**</sup>	,480 <sup>**</sup>	,548 <sup>**</sup>	,638 <sup>**</sup>	,520 <sup>**</sup>	,252	,017
	Sig. (2-tailed)	,046	,004	,007	,002	,000	,003	,180	,930
	N	30	30	30	30	30	30	30	30

X4.14	Pearson Correlation	,325	,620**	,598**	,583**	,610**	,572**	,291	-,104
	Sig. (2-tailed)	,080	,000	,000	,001	,000	,001	,119	,584
	N	30	30	30	30	30	30	30	30
X4.15	Pearson Correlation	,409*	,323	,435*	,515**	,545**	,386*	,352	,136
	Sig. (2-tailed)	,025	,081	,016	,004	,002	,035	,056	,473
	N	30	30	30	30	30	30	30	30
Y.1	Pearson Correlation	,439*	,514**	,413*	,485**	,456*	,251	,086	-,021
	Sig. (2-tailed)	,015	,004	,023	,007	,011	,181	,652	,912
	N	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	,508**	,460*	,517**	,577**	,487**	,396*	,277	,166
	Sig. (2-tailed)	,004	,011	,003	,001	,006	,030	,138	,380
	N	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	,369*	,491**	,602**	,547**	,393*	,338	,106	,172
	Sig. (2-tailed)	,045	,006	,000	,002	,031	,068	,576	,364
	N	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	,512**	,362*	,594**	,401*	,377*	,358	,133	,208
	Sig. (2-tailed)	,004	,049	,001	,028	,040	,052	,482	,271
	N	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	,627**	,479**	,601**	,566**	,391*	,476**	,279	,380*
	Sig. (2-tailed)	,000	,007	,000	,001	,033	,008	,135	,039
	N	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	,425*	,424*	,472**	,581**	,430*	,347	,111	,187
	Sig. (2-tailed)	,019	,019	,008	,001	,018	,060	,558	,323
	N	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	,442*	,707**	,749**	,692**	,651**	,667**	,297	,222
	Sig. (2-tailed)	,014	,000	,000	,000	,000	,000	,111	,238
	N	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	,333	,490**	,618**	,711**	,528**	,585**	,284	,199
	Sig. (2-tailed)	,072	,006	,000	,000	,003	,001	,128	,291
	N	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	,658**	,463*	,646**	,385*	,423*	,303	,144	,053
	Sig. (2-tailed)	,000	,010	,000	,036	,020	,104	,449	,782
	N	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	,503**	,374*	,548**	,653**	,431*	,364*	,134	,364*
	Sig. (2-tailed)	,005	,041	,002	,000	,017	,048	,479	,048
	N	30	30	30	30	30	30	30	30
SKOR_TOTAL	Pearson Correlation	,541**	,647**	,672**	,780**	,655**	,646**	,441*	,362*
	Sig. (2-tailed)	,002	,000	,000	,000	,000	,000	,015	,049
	N	30	30	30	30	30	30	30	30



Validitas Lingkungan Kerja

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7
X1.1	Pearson Correlation	,359	,267	,271	,541**	,110	,361*	,298
	Sig. (2-tailed)	,052	,154	,147	,002	,562	,050	,109
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,332	,465**	,231	,398*	,459*	,398*	,329
	Sig. (2-tailed)	,073	,010	,219	,029	,011	,029	,076
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,214	,339	,277	,371*	,062	,271	,108
	Sig. (2-tailed)	,256	,067	,138	,044	,744	,147	,569
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,306	,244	,240	,498**	,101	,265	,176
	Sig. (2-tailed)	,101	,194	,201	,005	,595	,157	,351
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,386*	,700**	,585**	,553**	,471**	,478**	,347
	Sig. (2-tailed)	,035	,000	,001	,002	,009	,008	,060
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,435*	,515**	,425*	,547**	,479**	,586**	,534**
	Sig. (2-tailed)	,016	,004	,019	,002	,007	,001	,002
	N	30	30	30	30	30	30	30
X1.7	Pearson Correlation	,448*	,374*	,337	,384*	,279	,470**	,485**
	Sig. (2-tailed)	,013	,042	,069	,036	,136	,009	,007
	N	30	30	30	30	30	30	30
X1.8	Pearson Correlation	,394*	,187	,106	,381*	,187	,178	,266
	Sig. (2-tailed)	,031	,321	,578	,038	,323	,347	,156
	N	30	30	30	30	30	30	30
X1.9	Pearson Correlation	,169	,349	,403*	,385*	,511**	,165	,244
	Sig. (2-tailed)	,371	,058	,027	,036	,004	,383	,194
	N	30	30	30	30	30	30	30
X1.10	Pearson Correlation	,237	,327	,225	,438*	,167	,059	-,049
	Sig. (2-tailed)	,207	,077	,232	,015	,377	,758	,799
	N	30	30	30	30	30	30	30
X2.1	Pearson Correlation	,226	,164	,125	,414*	,004	,220	,124
	Sig. (2-tailed)	,229	,387	,510	,023	,981	,243	,515
	N	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,281	,523**	,410*	,459*	,272	,161	,182
	Sig. (2-tailed)	,133	,003	,024	,011	,145	,394	,336
	N	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,330	,435*	,364*	,499**	,327	,214	,128
	Sig. (2-tailed)	,075	,016	,048	,005	,078	,256	,502
	N	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,325	,609**	,623**	,529**	,576**	,391*	,369*
	Sig. (2-tailed)							
	N							

	Sig. (2-tailed)	,080	,000	,000	,003	,001	,032	,045
	N	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,259	,491**	,636**	,401*	,444*	,110	,134
	Sig. (2-tailed)	,166	,006	,000	,028	,014	,562	,481
	N	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,398*	,569**	,558**	,482**	,526**	,263	,334
	Sig. (2-tailed)	,029	,001	,001	,007	,003	,160	,071
	N	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,390*	,425*	,626**	,421*	,275	,227	,334
	Sig. (2-tailed)	,033	,019	,000	,021	,141	,227	,072
	N	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,525**	,120	,355	,351	,058	,404*	,567**
	Sig. (2-tailed)	,003	,528	,054	,057	,761	,027	,001
	N	30	30	30	30	30	30	30
X2.9	Pearson Correlation	,717**	,623**	,589**	,590**	,442*	,683**	,688**
	Sig. (2-tailed)	,000	,000	,001	,001	,014	,000	,000
	N	30	30	30	30	30	30	30
X3.1	Pearson Correlation	1	,605**	,695**	,740**	,428*	,777**	,745**
	Sig. (2-tailed)		,000	,000	,000	,018	,000	,000
	N	30	30	30	30	30	30	30
X3.2	Pearson Correlation	,605**	1	,771**	,715**	,779**	,640**	,713**
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000
	N	30	30	30	30	30	30	30
X3.3	Pearson Correlation	,695**	,771**	1	,679**	,687**	,558**	,645**
	Sig. (2-tailed)	,000	,000		,000	,000	,001	,000
	N	30	30	30	30	30	30	30
X3.4	Pearson Correlation	,740**	,715**	,679**	1	,508**	,681**	,742**
	Sig. (2-tailed)	,000	,000	,000		,004	,000	,000
	N	30	30	30	30	30	30	30
X3.5	Pearson Correlation	,428*	,779**	,687**	,508**	1	,518**	,574**
	Sig. (2-tailed)	,018	,000	,000	,004		,003	,001
	N	30	30	30	30	30	30	30
X3.6	Pearson Correlation	,777**	,640**	,558**	,681**	,518**	1	,787**
	Sig. (2-tailed)	,000	,000	,001	,000	,003		,000
	N	30	30	30	30	30	30	30
X3.7	Pearson Correlation	,745**	,713**	,645**	,742**	,574**	,787**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,001	,000	
	N	30	30	30	30	30	30	30
X4.1	Pearson Correlation	,703**	,596**	,653**	,866**	,509**	,731**	,746**
	Sig. (2-tailed)	,000	,001	,000	,000	,004	,000	,000
	N	30	30	30	30	30	30	30
X4.2	Pearson Correlation	,435*	,274	,541**	,490**	,364*	,404*	,484**
	Sig. (2-tailed)	,016	,143	,002	,006	,048	,027	,007

	N	30	30	30	30	30	30	30
X4.3	Pearson Correlation	,235	,578**	,325	,321	,593**	,376*	,442*
	Sig. (2-tailed)	,211	,001	,080	,083	,001	,040	,014
	N	30	30	30	30	30	30	30
X4.4	Pearson Correlation	,170	,319	,161	,418*	,295	,226	,448*
	Sig. (2-tailed)	,369	,086	,395	,022	,114	,229	,013
	N	30	30	30	30	30	30	30
X4.5	Pearson Correlation	,307	,388*	,325	,247	,367*	,297	,245
	Sig. (2-tailed)	,099	,034	,080	,188	,046	,111	,192
	N	30	30	30	30	30	30	30
X4.6	Pearson Correlation	,309	,511**	,252	,337	,480**	,501**	,519**
	Sig. (2-tailed)	,097	,004	,179	,069	,007	,005	,003
	N	30	30	30	30	30	30	30
X4.7	Pearson Correlation	,371*	,304	,243	,475**	,241	,509**	,368*
	Sig. (2-tailed)	,044	,102	,195	,008	,199	,004	,045
	N	30	30	30	30	30	30	30
X4.8	Pearson Correlation	,415*	,443*	,394*	,349	,337	,220	,355
	Sig. (2-tailed)	,023	,014	,031	,059	,069	,243	,054
	N	30	30	30	30	30	30	30
X4.9	Pearson Correlation	,329	,428*	,538**	,502**	,394*	,391*	,505**
	Sig. (2-tailed)	,076	,018	,002	,005	,031	,033	,004
	N	30	30	30	30	30	30	30
X4.10	Pearson Correlation	,204	,295	,231	,266	,391*	,256	,329
	Sig. (2-tailed)	,279	,114	,219	,156	,032	,172	,076
	N	30	30	30	30	30	30	30
X4.11	Pearson Correlation	,235	,198	,248	,321	,216	,217	,311
	Sig. (2-tailed)	,211	,293	,186	,083	,251	,249	,094
	N	30	30	30	30	30	30	30
X4.12	Pearson Correlation	,137	,206	,435*	,337	,238	-,008	,151
	Sig. (2-tailed)	,470	,274	,016	,069	,206	,964	,426
	N	30	30	30	30	30	30	30
X4.13	Pearson Correlation	,089	,167	,349	,362*	,273	,022	,018
	Sig. (2-tailed)	,639	,376	,058	,050	,144	,908	,924
	N	30	30	30	30	30	30	30
X4.14	Pearson Correlation	-,005	,343	,292	,382*	,332	-,026	,025
	Sig. (2-tailed)	,979	,063	,118	,037	,073	,891	,897
	N	30	30	30	30	30	30	30
X4.15	Pearson Correlation	,232	,301	,355	,548**	,320	,235	,330
	Sig. (2-tailed)	,217	,106	,055	,002	,084	,211	,074
	N	30	30	30	30	30	30	30
Y.1	Pearson Correlation	,102	,083	,199	,242	,015	-,028	-,023
	Sig. (2-tailed)	,591	,664	,292	,197	,937	,883	,904
	N	30	30	30	30	30	30	30

Y.2	Pearson Correlation	,204	,376*	,371*	,394*	,272	,321	,139
	Sig. (2-tailed)	,279	,040	,043	,031	,146	,084	,462
	N	30	30	30	30	30	30	30
Y.3	Pearson Correlation	,374*	,390*	,308	,580**	,316	,282	,323
	Sig. (2-tailed)	,042	,033	,098	,001	,089	,131	,081
	N	30	30	30	30	30	30	30
Y.4	Pearson Correlation	,307	,187	,212	,478**	,154	,274	,186
	Sig. (2-tailed)	,099	,323	,261	,008	,418	,143	,326
	N	30	30	30	30	30	30	30
Y.5	Pearson Correlation	,480**	,359	,313	,694**	,238	,438*	,361*
	Sig. (2-tailed)	,007	,052	,092	,000	,206	,016	,050
	N	30	30	30	30	30	30	30
Y.6	Pearson Correlation	,474**	,407*	,421*	,575**	,267	,405*	,378*
	Sig. (2-tailed)	,008	,026	,020	,001	,153	,026	,039
	N	30	30	30	30	30	30	30
Y.7	Pearson Correlation	,500**	,608**	,562**	,603**	,501**	,352	,437*
	Sig. (2-tailed)	,005	,000	,001	,000	,005	,056	,016
	N	30	30	30	30	30	30	30
Y.8	Pearson Correlation	,492**	,606**	,480**	,555**	,548**	,455*	,323
	Sig. (2-tailed)	,006	,000	,007	,001	,002	,012	,082
	N	30	30	30	30	30	30	30
Y.9	Pearson Correlation	,528**	,213	,302	,548**	,111	,345	,103
	Sig. (2-tailed)	,003	,258	,105	,002	,558	,062	,588
	N	30	30	30	30	30	30	30
Y.10	Pearson Correlation	,459*	,488**	,435*	,685**	,411*	,536**	,488**
	Sig. (2-tailed)	,011	,006	,016	,000	,024	,002	,006
	N	30	30	30	30	30	30	30
SKOR_TOTAL	Pearson Correlation	,668**	,737**	,719**	,839**	,614**	,630**	,635**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000
	N	30	30	30	30	30	30	30

### Validitas Kecerdasan Emosional

	X4.1	X4.2	X4.3	X4.4	X4.5	X4.6	X4.7	X4.8	X4.9	X4.10	X4.11	X4.12	X4.13	X4.14	X4.15	
X1.1	Pearson Correlation	,403	,504**	,088	,372	,308	,300	,441	,155	,304	,020	,198	,212	,521**	,340	,320
	Sig. (2-tailed)	,027	,005	,644	,043	,097	,107	,015	,412	,102	,918	,294	,261	,003	,066	,085
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,249	,093	,462*	,048	,340	,331	,097	,171	,112	,130	,097	,156	,152	,375	,269
	Sig. (2-tailed)	,185	,626	,010	,800	,066	,074	,609	,365	,556	,492	,609	,411	,422	,041	,150
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,146	,152	,112	,174	,232	,141	,192	,162	,147	,171	,232	,141	,383	,347	,088
	Sig. (2-tailed)															
	N															

	Sig. (2-tailed) N	,44 1 30	,42 2 30	,55 7 30	,35 7 30	,21 8 30	,45 8 30	,31 0 30	,39 2 30	,43 8 30	,365 30	,218 30	,458 30	,036 30	,060 30	,642 30
X1.4	Pearson Correlation Sig. (2-tailed) N	,32 0 30	,29 1 30	-, 08 2 30	,39 7 30	,18 2 30	,17 9 30	,35 3 30	,19 2 30	,13 5 30	-, 110 30	,182 30	,250 30	,516 30	,363 30	,240 30
X1.5	Pearson Correlation Sig. (2-tailed) N	,46 6 30	,32 3 30	,60 4 30	,22 7 30	,60 4 30	,41 8 30	,43 1 30	,48 9 30	,51 1 30	,263 30	,310 30	,262 30	,341 30	,424 30	,395 30
X1.6	Pearson Correlation Sig. (2-tailed) N	,53 9 30	,52 6 30	,55 2 30	,37 7 30	,55 2 30	,63 6 30	,49 7 30	,30 4 30	,41 4 30	,278 30	,345 30	,221 30	,432 30	,315 30	,406 30
X1.7	Pearson Correlation Sig. (2-tailed) N	,45 9 30	,53 5 30	,35 1 30	,29 9 30	,35 1 30	,56 3 30	,36 1 30	,53 1 30	,37 0 30	,269 30	,150 30	,161 30	-, 070 30	-, 035 30	,174 30
X1.8	Pearson Correlation Sig. (2-tailed) N	,36 9 30	,34 4 30	,15 2 30	,47 3 30	,15 2 30	,18 4 30	,34 5 30	,23 2 30	,15 1 30	,286 30	,152 30	,085 30	,206 30	,089 30	,321 30
X1.9	Pearson Correlation Sig. (2-tailed) N	,26 6 30	,36 8 30	,30 8 30	,34 6 30	,19 7 30	,19 0 30	-, 04 5 30	,18 3 30	,27 4 30	-, 060 30	,308 30	,279 30	,434 30	,466 30	,403 30
X1.10	Pearson Correlation Sig. (2-tailed) N	,18 9 30	0,0 00 30	,05 0 30	,10 0 30	-, 05 0 30	-, 08 0 30	,12 0 30	,17 7 30	0,0 00 30	-, 179 30	,050 30	,161 30	,349 30	,457 30	,312 30
X2.1	Pearson Correlation Sig. (2-tailed) N	,37 0 30	,12 2 30	,12 8 30	,42 0 30	-, 11 2 30	,05 1 30	,19 2 30	,15 5 30	,29 4 30	,064 30	,487 30	,339 30	,367 30	,325 30	,409 30
X2.2	Pearson Correlation Sig. (2-tailed) N	,27 3 30	,10 2 30	,23 9 30	,39 4 30	,13 8 30	,15 6 30	,28 2 30	,53 9 30	,24 8 30	-, 018 30	,440 30	,560 30	,505 30	,620 30	,323 30
X2.3	Pearson Correlation Sig. (2-tailed) N	,31 7 30	,15 5 30	,08 1 30	,14 1 30	,08 1 30	,11 4 30	,16 2 30	,23 3 30	,18 7 30	-, 073 30	,081 30	,195 30	,480 30	,598 30	,435 30
X2.4	Pearson Correlation Sig. (2-tailed) N	,54 2 30	,38 1 30	,19 4 30	,32 9 30	,10 0 30	,26 5 30	,37 5 30	,45 2 30	,57 6 30	,302 30	,287 30	,566 30	,548 30	,583 30	,515 30
X2.5	Pearson Correlation Sig. (2-tailed)	,41 5 30	,35 9 30	,18 2 30	,22 2 30	,18 2 30	,03 8 30	,14 1 30	,34 7 30	,46 1 30	,205 30	,359 30	,674 30	,638 30	,610 30	,545 30
		,02 3	,05 2	,33 5	,23 9	,33 5	,84 3	,45 7	,06 0	,01 0	,277	,052	,000	,000	,000	,002

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation Sig. (2-tailed) N	,456 ,011 30	,214 ,256 30	,285 ,127 30	,231 ,219 30	,165 ,385 30	,283 ,130 30	,241 ,200 30	,432 ,017 30	,296 ,112 30	,194 ,305 30	,285 ,127 30	,476 ,008 30	,520 ,003 30	,572 ,001 30	,386 ,035 30
X2.7	Pearson Correlation Sig. (2-tailed) N	,501 ,005 30	,357 ,053 30	,194 ,304 30	,146 ,441 30	,295 ,114 30	-.043 ,822 30	,080 ,673 30	,313 ,092 30	,309 ,097 30	,216 ,252 30	,194 ,304 30	,440 ,015 30	,252 ,180 30	,291 ,119 30	,352 ,056 30
X2.8	Pearson Correlation Sig. (2-tailed) N	,521 ,003 30	,490 ,006 30	,044 ,817 30	,231 ,219 30	,044 ,817 30	,283 ,130 30	,145 ,446 30	,326 ,079 30	,296 ,112 30	,194 ,305 30	,285 ,127 30	,187 ,324 30	,017 ,930 30	-.104 ,584 30	,136 ,473 30
X2.9	Pearson Correlation Sig. (2-tailed) N	,628 ,000 30	,434 ,017 30	,284 ,128 30	,226 ,230 30	,199 ,292 30	,251 ,182 30	,137 ,472 30	,100 ,598 30	,183 ,332 30	,229 ,224 30	,114 ,550 30	,046 ,811 30	,059 ,755 30	,020 ,917 30	,157 ,406 30
X3.1	Pearson Correlation Sig. (2-tailed) N	,703 ,000 30	,435 ,016 30	,235 ,211 30	,170 ,369 30	,307 ,099 30	,309 ,097 30	,371 ,044 30	,415 ,023 30	,329 ,076 30	,204 ,279 30	,235 ,211 30	,137 ,470 30	,089 ,639 30	-.005 ,979 30	,232 ,217 30
X3.2	Pearson Correlation Sig. (2-tailed) N	,596 ,001 30	,274 ,143 30	,578 ,001 30	,319 ,086 30	,388 ,034 30	,511 ,004 30	,304 ,102 30	,443 ,014 30	,428 ,018 30	,295 ,114 30	,198 ,293 30	,206 ,274 30	,167 ,376 30	,343 ,063 30	,301 ,106 30
X3.3	Pearson Correlation Sig. (2-tailed) N	,653 ,000 30	,541 ,002 30	,325 ,080 30	,161 ,395 30	,325 ,080 30	,252 ,179 30	,243 ,195 30	,394 ,031 30	,538 ,002 30	,231 ,219 30	,248 ,186 30	,435 ,016 30	,349 ,058 30	,292 ,118 30	,355 ,055 30
X3.4	Pearson Correlation Sig. (2-tailed) N	,866 ,000 30	,490 ,006 30	,321 ,083 30	,418 ,022 30	,387 ,188 30	,337 ,069 30	,475 ,008 30	,349 ,058 30	,502 ,005 30	,266 ,156 30	,321 ,083 30	,337 ,069 30	,362 ,050 30	,382 ,037 30	,548 ,002 30
X3.5	Pearson Correlation Sig. (2-tailed) N	,509 ,004 30	,364 ,048 30	,593 ,001 30	,295 ,114 30	,367 ,046 30	,480 ,007 30	,241 ,199 30	,337 ,069 30	,394 ,031 30	,391 ,032 30	,216 ,251 30	,238 ,206 30	,273 ,144 30	,332 ,073 30	,320 ,084 30
X3.6	Pearson Correlation Sig. (2-tailed) N	,731 ,000 30	,404 ,027 30	,376 ,040 30	,226 ,229 30	,297 ,111 30	,501 ,005 30	,509 ,004 30	,220 ,243 30	,391 ,033 30	,256 ,172 30	,217 ,249 30	-.008 ,964 30	,022 ,908 30	-.026 ,891 30	,235 ,211 30
X3.7	Pearson Correlation Sig. (2-tailed) N	,746 ,000 30	,484 ,007 30	,442 ,014 30	,448 ,013 30	,245 ,192 30	,519 ,003 30	,368 ,045 30	,355 ,054 30	,505 ,004 30	,329 ,076 30	,311 ,094 30	,151 ,426 30	,018 ,924 30	,025 ,897 30	,330 ,074 30
X4.1	Pearson Correlation Sig. (2-tailed) N	1 30	,651 ,000 30	,368 ,045 30	,455 ,011 30	,295 ,113 30	,367 ,046 30	,556 ,001 30	,370 ,044 30	,697 ,000 30	,576 ,001 30	,441 ,015 30	,485 ,007 30	,367 ,046 30	,279 ,136 30	,606 ,000 30

X4.2	Pearson Correlation Sig. (2-tailed) N	,651 ,000 30	1 30	,242 ,198 30	,377 ,040 30	,449 ,013 30	,304 ,102 30	,497 ,005 30	,304 ,102 30	,509 ,004 30	,463 ,010 30	,242 ,198 30	,470 ,009 30	,504 ,004 30	,169 ,371 30	,406 ,026 30
X4.3	Pearson Correlation Sig. (2-tailed) N	,368 ,045 30	,242 ,198 30	1 ,038 30	,396 ,031 30	,593 ,001 30	,537 ,002 30	,272 ,147 30	,367 ,046 30	,459 ,011 30	,462 ,010 30	,457 ,011 30	,102 ,593 30	,113 ,551 30	,168 ,374 30	,341 ,065 30
X4.4	Pearson Correlation Sig. (2-tailed) N	,455 ,011 30	,377 ,040 30	,396 ,031 30	1 ,164 30	,261 ,403 30	,159 ,403 30	,432 ,017 30	,301 ,106 30	,414 ,023 30	,410 ,024 30	,665 ,000 30	,483 ,007 30	,338 ,068 30	,202 ,285 30	,380 ,039 30
X4.5	Pearson Correlation Sig. (2-tailed) N	,295 ,113 30	,449 ,013 30	,593 ,001 30	,261 ,164 30	1 ,086 30	,319 ,147 30	,272 ,147 30	,367 ,046 30	,209 ,269 30	,462 ,010 30	,186 ,326 30	,102 ,593 30	,302 ,104 30	,168 ,374 30	,154 ,418 30
X4.6	Pearson Correlation Sig. (2-tailed) N	,367 ,046 30	,304 ,102 30	,537 ,002 30	,159 ,403 30	,319 ,086 30	1 ,348 30	,348 ,059 30	,531 ,003 30	,334 ,071 30	,234 ,214 30	,102 ,593 30	,041 ,831 30	,030 ,874 30	,087 ,649 30	,080 ,673 30
X4.7	Pearson Correlation Sig. (2-tailed) N	,556 ,001 30	,497 ,005 30	,272 ,147 30	,432 ,017 30	,272 ,147 30	,348 ,059 30	1 ,037 30	,383 ,037 30	,401 ,028 30	,389 ,034 30	,272 ,147 30	,348 ,059 30	,227 ,228 30	,114 ,547 30	,339 ,067 30
X4.8	Pearson Correlation Sig. (2-tailed) N	,370 ,044 30	,304 ,102 30	,367 ,046 30	,301 ,102 30	,367 ,046 30	,531 ,033 30	,383 ,037 30	1 ,405 30	,405 ,026 30	,386 ,035 30	,367 ,046 30	,531 ,003 30	,117 ,539 30	,241 ,200 30	,160 ,397 30
X4.9	Pearson Correlation Sig. (2-tailed) N	,697 ,000 30	,509 ,004 30	,459 ,011 30	,414 ,023 30	,209 ,269 30	,334 ,071 30	,401 ,028 30	,405 ,026 30	1 ,560 30	,560 ,001 30	,584 ,001 30	,635 ,000 30	,349 ,059 30	,234 ,213 30	,635 ,000 30
X4.10	Pearson Correlation Sig. (2-tailed) N	,576 ,001 30	,463 ,010 30	,462 ,010 30	,410 ,024 30	,462 ,010 30	,234 ,214 30	,389 ,035 30	,386 ,035 30	,560 ,001 30	1 ,340 30	,428 ,018 30	,237 ,208 30	,119 ,530 30	,353 ,056 30	
X4.11	Pearson Correlation Sig. (2-tailed) N	,441 ,015 30	,242 ,198 30	,457 ,011 30	,665 ,000 30	,186 ,326 30	,102 ,593 30	,302 ,104 30	,168 ,374 30	,154 ,418 30	,340 ,066 30	1 ,646 30	,397 ,030 30	,263 ,159 30	,435 ,016 30	
X4.12	Pearson Correlation Sig. (2-tailed) N	,485 ,007 30	,470 ,009 30	,102 ,593 30	,483 ,007 30	,102 ,593 30	,041 ,831 30	,348 ,059 30	,531 ,003 30	,635 ,000 30	,428 ,018 30	,646 ,000 30	1 ,576 30	,468 ,009 30	,457 ,011 30	
X4.13	Pearson Correlation Sig. (2-tailed) N	,367 ,046 30	,509 ,004 30	,113 ,593 30	,338 ,068 30	,302 ,104 30	,030 ,874 30	,227 ,228 30	,117 ,539 30	,349 ,059 30	,234 ,213 30	,635 ,000 30	1 ,769 30	,263 ,159 30	,435 ,016 30	

X4.14	Pearson Correlation Sig. (2-tailed) N	,279 ,136 30	,169 ,371 30	,168 ,374 30	,202 ,285 30	,168 ,374 30	,087 ,649 30	,114 ,547 30	,241 ,200 30	,234 ,213 30	,119 ,530 30	,263 ,159 30	,468 ,009 30	,769 ,000 30	1 30	,675 ,000 30
X4.15	Pearson Correlation Sig. (2-tailed) N	,606 ,000 30	,406 ,026 30	,341 ,065 30	,380 ,039 30	,154 ,418 30	,080 ,673 30	,339 ,067 30	,160 ,397 30	,635 ,000 30	,353 ,056 30	,435 ,016 30	,457 ,011 30	,641 ,000 30	,675 ,000 30	1 30
Y.1	Pearson Correlation Sig. (2-tailed) N	,189 ,316 30	,182 ,336 30	-,126 ,506 30	,522 ,003 30	,078 ,680 30	-,399 ,029 30	,205 ,278 30	,078 ,681 30	,252 ,180 30	,128 ,500 30	,488 ,006 30	,503 ,005 30	,684 ,000 30	,500 ,005 30	,442 ,015 30
Y.2	Pearson Correlation Sig. (2-tailed) N	,411 ,024 30	,154 ,417 30	,187 ,322 30	,114 ,547 30	-,072 ,705 30	,092 ,627 30	,104 ,585 30	,127 ,503 30	,372 ,043 30	,077 ,685 30	,360 ,051 30	,300 ,107 30	,481 ,007 30	,617 ,000 30	,529 ,003 30
Y.3	Pearson Correlation Sig. (2-tailed) N	,491 ,006 30	,381 ,038 30	,100 ,599 30	,608 ,000 30	,100 ,599 30	,115 ,545 30	,375 ,041 30	,286 ,125 30	,403 ,027 30	,134 ,480 30	,381 ,038 30	,415 ,022 30	,483 ,007 30	,451 ,012 30	,515 ,004 30
Y.4	Pearson Correlation Sig. (2-tailed) N	,430 ,018 30	,473 ,008 30	-,104 ,583 30	,431 ,017 30	,149 ,431 30	,212 ,260 30	,372 ,043 30	,139 ,463 30	,208 ,270 30	,030 ,874 30	,234 ,213 30	,348 ,059 30	,565 ,001 30	,354 ,055 30	,307 ,099 30
Y.5	Pearson Correlation Sig. (2-tailed) N	,719 ,000 30	,387 ,035 30	,210 ,265 30	,483 ,007 30	,210 ,265 30	,390 ,033 30	,522 ,003 30	,531 ,003 30	,535 ,002 30	,331 ,074 30	,428 ,018 30	,477 ,008 30	,424 ,019 30	,392 ,032 30	,532 ,002 30
Y.6	Pearson Correlation Sig. (2-tailed) N	,567 ,001 30	,459 ,011 30	,120 ,526 30	,329 ,076 30	,211 ,264 30	,338 ,068 30	,433 ,017 30	,425 ,019 30	,610 ,000 30	,323 ,082 30	,301 ,106 30	,410 ,024 30	,565 ,001 30	,401 ,028 30	,542 ,002 30
Y.7	Pearson Correlation Sig. (2-tailed) N	,459 ,011 30	,306 ,100 30	,251 ,181 30	,398 ,029 30	,150 ,428 30	,402 ,028 30	,281 ,133 30	,531 ,003 30	,462 ,010 30	0,000 1,000 30	,451 ,012 30	,482 ,007 30	,489 ,006 30	,528 ,003 30	,451 ,012 30
Y.8	Pearson Correlation Sig. (2-tailed) N	,571 ,001 30	,277 ,139 30	,225 ,232 30	,382 ,037 30	,334 ,072 30	,395 ,031 30	,348 ,059 30	,525 ,003 30	,368 ,046 30	,351 ,058 30	,225 ,232 30	,395 ,031 30	,333 ,072 30	,371 ,043 30	,296 ,112 30
Y.9	Pearson Correlation Sig. (2-tailed) N	,454 ,012 30	,263 ,161 30	-,034 ,857 30	,193 ,307 30	,154 ,418 30	,080 ,673 30	,339 ,067 30	,243 ,195 30	,289 ,122 30	,017 ,930 30	,248 ,187 30	,306 ,100 30	,445 ,014 30	,279 ,135 30	,349 ,059 30
Y.10	Pearson Correlation Sig. (2-tailed) N	,711 ,000 30	,669 ,000 30	,222 ,237 30	,461 ,010 30	,222 ,237 30	,522 ,003 30	,564 ,001 30	,337 ,068 30	,491 ,006 30	,320 ,085 30	,222 ,237 30	,372 ,043 30	,471 ,009 30	,380 ,038 30	,497 ,005 30



SKOR_TO TAL	Pearson Correlati on	,81 6**	,61 1**	,44 3**	,54 3**	,40 2**	,44 5**	,52 8**	,53 9**	,63 5**	,381	,496	,545	,593	,549	,630
	Sig. (2- tailed)	,00 0	,00 0	,01 4	,00 2	,02 8	,01 4	,00 3	,00 2	,00 0	,038	,005	,002	,001	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Validitas Kinerja Karyawan

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.1 0	SKOR_TO TAL
X1.1	Pearson Correlati on	,448	,21 0	,57 7**	,64 5**	,56 5**	,58 6**	,488	,40 6	,62 5**	,74 7**	,638**
	Sig. (2- tailed)	,013	,26 5	,00 1	,00 0	,00 1	,00 1	,006	,02 6	,00 0	,00 0	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlati on	,037	,23 2	,21 8	,10 6	,23 4	,16 2	,359	,25 3	,26 9	,32 0	,448*
	Sig. (2- tailed)	,848	,21 7	,24 7	,57 7	,21 4	,39 4	,051	,17 7	,15 0	,08 5	,013
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlati on	,463	,40 7	,37 5	,38 3	,33 3	,37 2	,442	,33 9	,42 0	,40 9	,482**
	Sig. (2- tailed)	,010	,02 6	,04 1	,03 7	,07 2	,04 3	,014	,06 7	,02 1	,02 5	,007
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlati on	,523	,20 6	,57 6**	,65 2**	,60 3	,54 7**	,521	,52 8**	,66 7**	,67 5**	,589**
	Sig. (2- tailed)	,003	,27 5	,00 1	,00 0	,00 0	,00 2	,003	,00 3	,00 0	,00 0	,001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlati on	,234	,44 7	,31 5	,25 4	,49 7**	,47 7**	,542	,52 3**	,39 5	,48 6**	,712**
	Sig. (2- tailed)	,214	,01 3	,09 0	,17 5	,00 5	,00 8	,002	,00 3	,03 1	,00 7	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlati on	,104	,15 4	,23 8	,40 9	,47 0	,39 0	,459	,44 3	,33 4	,66 9	,687**
	Sig. (2- tailed)	,584	,41 7	,20 5	,02 5	,00 9	,03 3	,011	,01 4	,07 1	,00 0	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlati on	-	,16 0	,27 7	,28 1	,48 2**	,26 7	,333	,48 2**	,24 3	,66 0	,533**
	Sig. (2- tailed)	,551	,39 9	,13 9	,13 2	,00 7	,15 4	,072	,00 7	,19 6	,00 0	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlati on	,281	,06 5	,52 1**	,53 9**	,57 9**	,38 2	,409	,50 6**	,49 1**	,61 6**	,504**
	Sig. (2- tailed)	,132	,73 2	,00 3	,00 2	,00 1	,03 7	,025	,00 4	,00 6	,00 0	,005
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlati on	,249	,36 6	,45 0	,48 3**	,36 9	,24 7	,616	,34 5	,40 3	,44 4	,572**
	Sig. (2- tailed)	,185	,04 7	,01 2	,00 7	,04 5	,18 9	,000	,06 2	,02 7	,01 4	,001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlati	,340	,41 5	,48 4**	,40 6	,48 2**	,26 7	,556	,48 2**	,59 0	,38 2	,494**

	on											
	Sig. (2-tailed)	,066	,023	,007	,026	,007	,154	,001	,007	,001	,037	,006
	N	30	30	30	30	30	30	30	30	30	30	30
X2.1	Pearson Correlation	,439	,508	,369	,512	,627	,425	,442	,333	,658	,503	,541**
	Sig. (2-tailed)	,015	,004	,045	,004	,000	,019	,014	,072	,000	,005	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,514	,460	,491	,362	,479	,424	,707	,490	,463	,374	,647**
	Sig. (2-tailed)	,004	,011	,006	,049	,007	,019	,000	,006	,010	,041	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,413	,517	,602	,594	,601	,472	,749	,618	,646	,548	,672**
	Sig. (2-tailed)	,023	,003	,000	,001	,000	,008	,000	,000	,000	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,485	,577	,547	,401	,566	,581	,692	,711	,385	,653	,780**
	Sig. (2-tailed)	,007	,001	,002	,028	,001	,001	,000	,000	,036	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,456	,487	,393	,377	,391	,430	,651	,528	,423	,431	,655**
	Sig. (2-tailed)	,011	,006	,031	,040	,033	,018	,000	,003	,020	,017	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,251	,396	,338	,358	,476	,347	,667	,585	,303	,364	,646**
	Sig. (2-tailed)	,181	,030	,068	,052	,008	,060	,000	,001	,104	,048	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,086	,277	,106	,133	,279	,111	,297	,284	,144	,134	,441*
	Sig. (2-tailed)	,652	,138	,576	,482	,135	,558	,111	,128	,449	,479	,015
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	-	,166	,172	,208	,380	,187	,222	,199	,053	,364	,362*
	Sig. (2-tailed)	,912	,380	,364	,271	,039	,323	,238	,291	,782	,048	,049
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	-	,344	,255	,283	,251	,208	,315	,365	,216	,433	,543**
	Sig. (2-tailed)	,822	,063	,174	,129	,182	,270	,090	,048	,251	,017	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X3.1	Pearson Correlation	,102	,204	,374	,307	,480	,474	,500	,492	,528	,459	,668**
	Sig. (2-tailed)	,591	,279	,042	,099	,007	,008	,005	,006	,003	,011	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	,083	,376	,390	,187	,359	,407	,608	,606	,213	,488	,737**

	Sig. (2-tailed) N	,664 30	,04 30	,03 30	,32 30	,05 30	,02 30	,000 30	,00 30	,25 30	,00 30	,000 30
X3.3	Pearson Correlation Sig. (2-tailed) N	,199 ,292 30	,37 04 30	,30 09 30	,21 26 30	,31 09 30	,42 02 30	,562 001 30	,48 00 30	,30 10 30	,43 01 30	,719 000 30
X3.4	Pearson Correlation Sig. (2-tailed) N	,242 ,197 30	,39 03 30	,58 00 30	,47 00 30	,69 00 30	,57 00 30	,603 000 30	,55 00 30	,54 00 30	,68 00 30	,839 000 30
X3.5	Pearson Correlation Sig. (2-tailed) N	,015 ,937 30	,27 14 30	,31 08 30	,15 41 30	,23 20 30	,26 15 30	,501 005 30	,54 00 30	,11 55 30	,41 02 30	,614 000 30
X3.6	Pearson Correlation Sig. (2-tailed) N	- ,028 ,883 30	,32 08 30	,28 13 30	,27 14 30	,43 01 30	,40 02 30	,352 056 30	,45 01 30	,34 06 30	,53 00 30	,630 000 30
X3.7	Pearson Correlation Sig. (2-tailed) N	- ,023 ,904 30	,13 46 30	,32 08 30	,18 32 30	,36 05 30	,37 03 30	,437 016 30	,32 08 30	,10 58 30	,48 00 30	,635 000 30
X4.1	Pearson Correlation Sig. (2-tailed) N	,189 ,316 30	,41 02 30	,49 00 30	,43 01 30	,71 00 30	,56 00 30	,459 011 30	,57 00 30	,45 01 30	,71 00 30	,816 000 30
X4.2	Pearson Correlation Sig. (2-tailed) N	,182 ,336 30	,15 41 30	,38 03 30	,47 00 30	,38 03 30	,45 01 30	,306 100 30	,27 13 30	,26 16 30	,66 00 30	,611 000 30
X4.3	Pearson Correlation Sig. (2-tailed) N	- ,126 ,506 30	,18 32 30	,10 59 30	- 10 58 30	,21 26 30	,12 52 30	,251 181 30	,22 23 30	,03 85 30	,22 23 30	,443 014 30
X4.4	Pearson Correlation Sig. (2-tailed) N	,522 ,003 30	,11 54 30	,60 00 30	,43 01 30	,48 00 30	,32 07 30	,398 029 30	,38 03 30	,19 30 30	,46 01 30	,543 002 30
X4.5	Pearson Correlation Sig. (2-tailed) N	,078 ,680 30	- 07 50 30	,10 59 30	,14 43 30	,21 26 30	,21 26 30	,150 428 30	,33 07 30	,15 41 30	,22 23 30	,402 028 30
X4.6	Pearson Correlation Sig. (2-tailed)	,399 ,029	,09 62	,11 54	,21 26	,39 03	,33 06	,402 028	,39 03	,08 67	,52 00	,445 014

	N	30	30	30	30	30	30	30	30	30	30	30
X4.7	Pearson Correlation	,205	,104	,375	,372	,522	,433	,281	,348	,339	,564	,528**
	Sig. (2-tailed)	,278	,585	,041	,043	,003	,017	,133	,059	,067	,001	,003
	N	30	30	30	30	30	30	30	30	30	30	30
X4.8	Pearson Correlation	,078	,127	,286	,139	,531	,425	,531	,525	,243	,337	,539**
	Sig. (2-tailed)	,681	,503	,125	,463	,003	,019	,003	,003	,195	,068	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X4.9	Pearson Correlation	,252	,372	,403	,208	,535	,610	,462	,368	,289	,491	,635**
	Sig. (2-tailed)	,180	,043	,027	,270	,002	,000	,010	,046	,122	,006	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X4.10	Pearson Correlation	,128	,077	,134	,030	,331	,323	0,000	,351	,017	,320	,381*
	Sig. (2-tailed)	,500	,685	,480	,874	,074	,082	1,000	,058	,930	,085	,038
	N	30	30	30	30	30	30	30	30	30	30	30
X4.11	Pearson Correlation	,488	,360	,381	,234	,428	,301	,451	,225	,248	,222	,496**
	Sig. (2-tailed)	,006	,051	,038	,213	,018	,106	,012	,232	,187	,237	,005
	N	30	30	30	30	30	30	30	30	30	30	30
X4.12	Pearson Correlation	,503	,300	,415	,348	,477	,410	,482	,395	,306	,372	,545**
	Sig. (2-tailed)	,005	,107	,022	,059	,008	,024	,007	,031	,100	,043	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X4.13	Pearson Correlation	,684	,481	,483	,565	,424	,565	,489	,333	,445	,471	,593**
	Sig. (2-tailed)	,000	,007	,007	,001	,019	,001	,006	,072	,014	,009	,001
	N	30	30	30	30	30	30	30	30	30	30	30
X4.14	Pearson Correlation	,500	,617	,451	,354	,392	,401	,528	,371	,279	,380	,549**
	Sig. (2-tailed)	,005	,000	,012	,055	,032	,028	,003	,043	,135	,038	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X4.15	Pearson Correlation	,442	,529	,515	,307	,532	,542	,451	,296	,349	,497	,630**
	Sig. (2-tailed)	,015	,003	,004	,099	,002	,002	,012	,112	,059	,005	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.1	Pearson Correlation	1	,402	,626	,444	,339	,499	,416	,317	,442	,267	,444*
	Sig. (2-tailed)		,028	,000	,014	,067	,005	,022	,088	,015	,154	,014
	N	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	,402	1	,457	,332	,439	,479	,479	,393	,349	,429	,557**
	Sig. (2-tailed)	,028		,011	,073	,015	,007	,007	,032	,059	,018	,001
	N	30	30	30	30	30	30	30	30	30	30	30

Y.3	Pearson Correlation Sig. (2-tailed) N	,626 ,000 30	,457 ,011 30	1 ,000 30	,634 ,000 30	,641 ,000 30	,644 ,000 30	,692 ,000 30	,636 ,000 30	,579 ,001 30	,653 ,000 30	,698 ,000 30
Y.4	Pearson Correlation Sig. (2-tailed) N	,444 ,014 30	,332 ,073 30	,634 ,000 30	1 ,000 30	,687 ,000 30	,637 ,000 30	,656 ,000 30	,533 ,002 30	,717 ,000 30	,689 ,000 30	,631 ,000 30
Y.5	Pearson Correlation Sig. (2-tailed) N	,339 ,067 30	,439 ,015 30	,641 ,000 30	,687 ,000 30	1 ,000 30	,699 ,000 30	,643 ,000 30	,744 ,000 30	,758 ,000 30	,748 ,000 30	,792 ,000 30
Y.6	Pearson Correlation Sig. (2-tailed) N	,499 ,005 30	,479 ,007 30	,644 ,000 30	,637 ,000 30	,699 ,000 30	1 ,000 30	,667 ,000 30	,530 ,003 30	,667 ,000 30	,646 ,000 30	,723 ,000 30
Y.7	Pearson Correlation Sig. (2-tailed) N	,416 ,022 30	,479 ,007 30	,692 ,000 30	,656 ,000 30	,643 ,000 30	,667 ,000 30	1 ,000 30	,643 ,000 30	,590 ,001 30	,590 ,001 30	,811 ,000 30
Y.8	Pearson Correlation Sig. (2-tailed) N	,317 ,088 30	,393 ,032 30	,636 ,000 30	,533 ,002 30	,744 ,000 30	,530 ,003 30	,643 ,000 30	1 ,000 30	,598 ,000 30	,683 ,000 30	,756 ,000 30
Y.9	Pearson Correlation Sig. (2-tailed) N	,442 ,015 30	,349 ,059 30	,579 ,001 30	,717 ,000 30	,758 ,000 30	,667 ,000 30	,590 ,001 30	,598 ,000 30	1 ,000 30	,562 ,001 30	,637 ,000 30
Y.10	Pearson Correlation Sig. (2-tailed) N	,267 ,154 30	,429 ,018 30	,653 ,000 30	,689 ,000 30	,748 ,000 30	,646 ,000 30	,590 ,001 30	,683 ,000 30	,562 ,001 30	1 ,000 30	,823 ,000 30
SKOR_TOTAL	Pearson Correlation Sig. (2-tailed) N	,444 ,014 30	,557 ,001 30	,698 ,000 30	,631 ,000 30	,792 ,000 30	,723 ,000 30	,811 ,000 30	,756 ,000 30	,637 ,000 30	,823 ,000 30	1 ,000 30

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

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

### Reabilitas Hubungan Interpersonal

#### Reliability Statistics

Cronbach's Alpha	N of Items
,874	10

#### 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	31,10	15,334	,782	,847
X1.2	31,10	16,714	,542	,865
X1.3	31,17	16,213	,650	,858
X1.4	31,23	15,082	,638	,858
X1.5	31,53	15,430	,657	,856
X1.6	31,37	15,551	,679	,854
X1.7	31,20	16,303	,501	,869
X1.8	31,07	17,030	,477	,870
X1.9	31,33	16,368	,559	,864
X1.10	31,20	16,372	,487	,870

Reliabilitas Pelatihan

**Reliability Statistics**

Cronbach's Alpha	N of Items
,856	9

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	28,10	14,921	,462	,851
X2.2	28,00	13,517	,663	,832
X2.3	27,97	13,620	,645	,834
X2.4	28,10	13,059	,700	,828
X2.5	28,10	12,645	,732	,824
X2.6	28,00	13,793	,752	,827
X2.7	28,03	13,895	,576	,841
X2.8	28,00	15,862	,244	,868
X2.9	28,23	13,840	,470	,855

Reliabilitas Lingkungan Kerja

**Reliability Statistics**

Cronbach's Alpha	N of Items
,933	7

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	18,47	23,706	,779	,923
X3.2	18,63	22,240	,834	,918
X3.3	18,70	24,079	,795	,922
X3.4	18,23	23,840	,801	,921
X3.5	18,50	24,948	,677	,932
X3.6	18,43	24,530	,779	,923
X3.7	18,43	22,599	,831	,918

Reliabilitas Kecerdasan Emosional

**Reliability Statistics**

Cronbach's Alpha	N of Items
,894	15

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X4.1	49,07	28,202	,740	,880
X4.2	48,97	31,275	,638	,884
X4.3	48,73	33,168	,517	,889
X4.4	48,77	32,806	,578	,887
X4.5	48,73	33,582	,443	,892
X4.7	48,77	33,426	,358	,895
X4.8	48,80	32,166	,541	,888
X4.10	48,83	32,695	,521	,889
X4.11	48,63	31,620	,733	,882
X4.12	48,70	32,286	,597	,886
X4.14	48,73	32,754	,592	,887
X4.15	48,77	31,426	,653	,884
X4.16	48,90	31,334	,563	,888
X4.17	48,93	32,202	,455	,892
X4.18	48,87	30,602	,657	,883

Reliabilitas Kinerja Karyawan

**Reliability Statistics**

Cronbach's Alpha	N of Items

,926	10
------	----

**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	30,83	26,833	,526	,928
Y.2	31,03	26,102	,519	,930
Y.3	30,73	24,616	,797	,914
Y.4	30,83	24,213	,761	,916
Y.5	30,67	25,333	,821	,914
Y.6	30,87	24,464	,785	,915
Y.7	30,70	25,183	,770	,916
Y.8	30,73	25,926	,719	,919
Y.9	30,77	24,944	,750	,917
Y.10	30,63	24,930	,752	,916



## LAMPIRAN 6

## UJI ASUMSI KLASIK

## 1. Hasil Uji Normalitas Data

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		96
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	2,89192216
Most Extreme Differences	Absolute	,087
	Positive	,087
	Negative	-,087
Test Statistic		,087
Asymp. Sig. (2-tailed)		,069 <sup>c</sup>

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

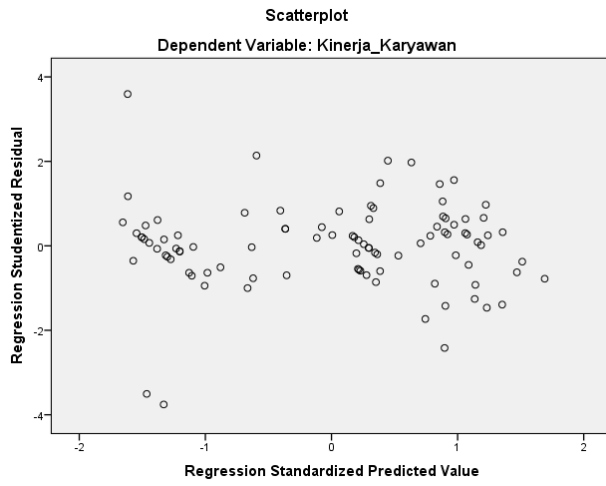
## 2. Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	Hubungan_Interpersonal	,222	4,506
	Pelatihan	,182	5,501
	Lingkungan_Kerja	,661	1,512
	Kecerdasan_Emosional	,478	2,092

- a. Dependent Variable: Kinerja\_Karyawan

### 3. Hasil Uji Heteroskedastisitas





## LAMPIRAN 8

## UJI F DAN UJI t

## 1. Hasil Uji F

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4037,901	4	1009,475	115,622	,000 <sup>b</sup>
	Residual	794,505	91	8,731		
	Total	4832,406	95			

a. Dependent Variable: Kinerja\_Karyawan

b. Predictors: (Constant), Kecerdasan\_Emosional, Lingkungan\_Kerja, Hubungan\_Interpersonal, Pelatihan

## 2. Hasil Uji t

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4,973	2,148		-2,316	,023
	Hubungan_Interpersonal	,244	,102	,216	2,394	,019
	Pelatihan	,628	,120	,524	5,257	,000
	Lingkungan_Kerja	,222	,103	,112	2,152	,034
	Kecerdasan_Emosional	,132	,049	,167	2,721	,008

a. Dependent Variable: Kinerja\_Karyawan

## LAMPIRAN 9

## UJI KOEFISIEN DETERMINASI

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,914 <sup>a</sup>	,836	,828	2,955

a. Predictors: (Constant), Kecerdasan\_Emosional, Lingkungan\_Kerja, Hubungan\_Interpersonal, Pelatihan