

LAMPIRAN 1

Tabulasi Data Responden Variabel Pelatihan dan Kompetensi

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TOTAL	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	TOTAL
1	2	3	4	4	4	3	20	4	3	3	4	4	3	4	3	3	3	4	3	41
2	3	3	3	3	3	3	18	4	3	2	3	3	3	4	3	3	3	4	4	39
3	3	3	3	3	3	3	18	3	3	4	4	4	3	4	3	3	3	4	3	41
4	3	3	3	3	3	3	18	3	3	3	3	3	3	4	4	4	4	3	3	40
5	3	3	3	3	3	3	18	3	4	4	3	3	4	4	3	4	4	3	4	43
6	4	4	4	3	4	3	22	3	4	3	3	3	4	3	3	4	3	3	3	39
7	3	3	3	3	3	4	19	3	3	4	4	3	3	4	4	3	3	3	3	40
8	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	4	4	3	4	39
9	3	2	3	3	3	4	18	3	3	3	3	3	2	3	3	3	3	3	3	35
10	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
11	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
12	3	2	3	3	3	3	17	3	3	3	3	3	3	3	3	3	3	3	3	36
13	3	3	3	3	4	4	20	4	4	3	3	3	4	3	4	4	3	4	4	43
14	3	3	3	3	3	3	18	3	3	3	3	3	2	3	3	3	3	3	3	35
15	3	2	3	3	3	3	17	3	3	3	3	3	3	3	3	3	3	3	3	36
16	3	2	3	3	3	3	17	3	3	3	3	3	3	3	3	3	3	3	3	36
17	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
18	3	3	3	3	4	4	20	3	3	3	3	4	3	3	3	4	3	3	4	39
19	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
20	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
21	3	3	3	3	4	3	19	3	3	3	3	3	3	3	3	3	3	3	3	36
22	3	3	3	3	3	3	18	3	4	3	3	3	3	3	3	4	3	3	3	38
23	3	3	3	3	4	4	20	3	3	3	3	3	3	4	4	4	4	4	4	42
24	3	3	3	3	3	3	18	4	4	4	4	4	4	3	4	3	3	3	4	44
25	3	3	3	3	3	3	18	4	4	3	4	3	4	3	4	3	4	3	4	43
26	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
27	3	3	3	3	4	4	20	3	4	4	3	3	4	3	4	3	3	4	3	41
28	3	3	3	3	3	3	18	3	4	3	4	3	4	3	4	3	4	4	3	42
29	4	3	3	4	4	4	22	4	3	3	4	4	3	3	4	3	4	3	4	42
30	3	3	3	3	3	3	18	4	3	4	3	3	4	4	3	4	3	3	4	42

Tabulasi Data Responden Variabel Kecerdasan Emosional dan Kinerja

No.	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TOTAL	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTAL
1	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
2	3	3	3	3	4	3	4	3	4	30	3	3	3	3	4	3	4	3	4	3	33
3	4	4	3	4	4	4	3	4	4	34	4	4	3	4	4	4	3	4	4	4	38
4	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
5	3	4	3	3	3	3	3	4	3	29	3	4	3	3	3	3	3	4	3	4	33
6	3	3	4	3	3	3	4	3	3	29	3	3	4	3	3	3	4	3	3	3	32
7	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
8	3	3	4	3	3	3	4	3	4	30	3	3	4	3	3	3	4	3	4	3	33
9	3	3	3	4	3	3	3	3	3	28	3	3	3	4	3	3	3	3	3	3	31
10	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
11	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
12	3	3	3	3	4	3	4	3	4	30	3	3	3	3	4	3	4	3	4	3	33
13	3	3	4	3	4	4	3	3	4	31	3	3	4	3	4	4	3	3	4	3	34
14	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
15	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
16	3	4	3	4	4	3	4	3	3	31	3	4	3	4	4	3	4	3	3	4	35
17	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
18	3	3	3	3	4	3	4	3	3	29	3	3	3	3	4	3	4	3	3	4	33
19	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
20	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
21	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
22	3	3	3	4	3	3	4	3	3	29	3	3	3	4	3	3	4	3	3	3	32
23	3	3	3	3	4	4	4	4	4	32	3	3	3	3	4	4	4	4	4	4	36
24	4	4	4	4	4	4	4	4	3	35	4	4	4	4	4	4	4	4	3	4	39
25	4	3	3	3	4	3	4	3	4	31	4	3	3	3	4	3	4	3	4	3	34
26	4	4	4	4	4	3	4	3	4	34	4	4	4	4	4	3	4	3	4	3	37
27	3	4	3	4	3	3	4	4	3	31	3	4	3	4	3	3	4	4	3	3	34
28	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
29	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
30	3	3	4	3	4	3	4	3	4	31	3	3	4	3	4	3	4	3	4	3	34

LAMPIRAN 2

Tabulasi Data Responden Variabel Pelatihan dan Kompetensi

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TOTAL	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	TOTAL
1	2	3	4	4	4	3	20	4	3	3	4	4	3	4	3	3	3	4	3	41
2	3	3	3	3	3	3	18	4	3	2	3	3	3	4	3	3	3	4	4	39
3	3	3	3	3	3	3	18	3	3	4	4	4	3	4	3	3	3	4	3	41
4	3	3	3	3	3	3	18	3	3	3	3	3	3	4	4	4	4	3	3	40
5	3	3	3	3	3	3	18	3	4	4	3	3	4	4	3	4	4	3	4	43
6	4	4	4	3	4	3	22	3	4	3	3	3	4	3	3	4	3	3	3	39
7	3	3	3	3	3	4	19	3	3	4	4	3	3	4	4	3	3	3	3	40
8	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	4	4	3	4	39
9	3	2	3	3	3	4	18	3	3	3	3	3	2	3	3	3	3	3	3	35
10	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
11	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
12	3	2	3	3	3	3	17	3	3	3	3	3	3	3	3	3	3	3	3	36
13	3	3	3	3	4	4	20	4	4	3	3	3	4	3	4	4	3	4	4	43
14	3	3	3	3	3	3	18	3	3	3	3	3	2	3	3	3	3	3	3	35
15	3	2	3	3	3	3	17	3	3	3	3	3	3	3	3	3	3	3	3	36
16	3	2	3	3	3	3	17	3	3	3	3	3	3	3	3	3	3	3	3	36
17	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
18	3	3	3	3	4	4	20	3	3	3	3	4	3	3	3	4	3	3	4	39
19	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
20	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
21	3	3	3	3	4	3	19	3	3	3	3	3	3	3	3	3	3	3	3	36
22	3	3	3	3	3	3	18	3	4	3	3	3	3	3	3	4	3	3	3	38
23	3	3	3	3	4	4	20	3	3	3	3	3	3	4	4	4	4	4	4	42
24	3	3	3	3	3	3	18	4	4	4	4	4	4	3	4	3	3	3	4	44
25	3	3	3	3	3	3	18	4	4	3	4	3	4	3	4	3	4	3	4	43
26	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	3	3	3	3	36
27	3	3	3	3	4	4	20	3	4	4	3	3	4	3	4	3	3	4	3	41
28	3	3	3	3	3	3	18	3	4	3	4	3	4	3	4	3	4	4	3	42
29	4	3	3	4	4	4	22	4	3	3	4	4	3	3	4	3	4	3	4	42
30	3	3	3	3	3	3	18	4	3	4	3	3	4	4	3	4	3	3	4	42
31	4	4	4	4	4	4	24	3	3	4	4	4	4	4	3	3	3	4	4	43
32	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	4	3	3	3	37
33	3	3	3	4	4	4	21	4	4	3	3	3	4	4	4	4	4	4	3	44
34	3	3	4	3	4	3	20	3	3	3	3	4	3	4	3	3	3	3	2	37
35	3	4	4	3	4	4	22	3	4	3	4	4	3	4	4	3	4	4	3	43

116	4	4	4	4	4	4	24	4	4	4	4	4	4	4	4	4	4	3	1	44
117	3	3	3	4	4	3	20	3	3	3	3	3	4	4	3	4	4	3	4	41
118	4	4	4	3	3	3	21	3	3	4	4	4	3	3	3	3	4	3	3	40
119	3	2	3	3	2	3	16	4	3	3	2	3	3	2	3	3	4	4	3	37
120	4	4	3	4	3	3	21	3	3	4	4	3	4	3	3	3	3	4	3	40
121	3	2	3	4	4	4	20	4	3	3	2	3	4	4	3	4	3	4	3	40
122	1	3	1	3	3	2	13	2	2	1	3	1	3	3	1	2	2	1	1	22
123	3	3	2	2	2	3	15	2	3	3	3	2	2	2	3	2	3	4	3	32
124	3	2	3	2	3	4	17	2	3	3	2	3	2	3	3	4	3	4	3	35

Tabulasi Data Responden Variabel Kecerdasan Emosional dan Kinerja Karyawan

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TOTAL	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTAL	
1	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
2	3	3	3	3	4	3	4	3	4	30	3	3	3	3	4	3	4	3	4	3	3	33
3	4	4	3	4	4	4	3	4	4	34	4	4	3	4	4	4	3	4	4	4	4	38
4	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
5	3	4	3	3	3	3	3	4	3	29	3	4	3	3	3	3	3	4	3	4	3	33
6	3	3	4	3	3	3	4	3	3	29	3	3	4	3	3	3	4	3	3	3	3	32
7	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
8	3	3	4	3	3	3	4	3	4	30	3	3	4	3	3	3	4	3	4	3	3	33
9	3	3	3	4	3	3	3	3	3	28	3	3	3	4	3	3	3	3	3	3	3	31
10	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
11	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
12	3	3	3	3	4	3	4	3	4	30	3	3	3	3	4	3	4	3	4	3	3	33
13	3	3	4	3	4	4	3	3	4	31	3	3	4	3	4	4	3	3	4	3	3	34
14	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
15	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
16	3	4	3	4	4	3	4	3	3	31	3	4	3	4	4	3	4	3	3	4	3	35
17	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
18	3	3	3	3	4	3	4	3	3	29	3	3	3	3	4	3	4	3	3	4	3	33
19	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
20	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
21	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	3	30
22	3	3	3	4	3	3	4	3	3	29	3	3	3	4	3	3	4	3	3	3	3	32
23	3	3	3	3	4	4	4	4	4	32	3	3	3	3	4	4	4	4	4	4	4	36
24	4	4	4	4	4	4	4	4	3	35	4	4	4	4	4	4	4	4	3	4	3	39
25	4	3	3	3	4	3	4	3	4	31	4	3	3	3	4	3	4	3	4	3	3	34
26	4	4	4	4	4	3	4	3	4	34	4	4	4	4	4	3	4	3	4	3	3	37

56	2	4	3	3	4	2	3	4	4	29	3	2	3	4	4	3	4	4	3	4	34
57	4	4	4	4	4	4	4	4	4	36	4	3	4	4	3	4	4	3	4	3	36
58	4	4	3	3	4	3	3	4	3	31	4	3	4	3	3	4	3	3	4	3	34
59	3	4	3	4	4	4	3	3	4	32	4	2	2	3	3	4	3	4	3	4	32
60	4	4	3	4	4	3	4	3	4	33	4	4	4	4	4	4	4	3	3	3	37
61	2	3	4	3	3	4	3	2	3	27	3	3	4	3	2	3	4	3	2	3	30
62	3	3	2	3	4	4	3	4	4	30	4	4	4	4	4	4	4	4	4	4	40
63	3	2	3	2	2	3	2	4	3	24	2	2	3	4	4	2	4	2	4	3	30
64	4	4	3	3	3	4	3	4	4	32	4	3	4	3	4	4	4	4	4	4	38
65	3	3	3	4	3	3	4	2	2	27	4	3	3	3	4	4	3	3	4	4	35
66	3	4	3	4	3	4	3	4	3	31	4	3	4	3	4	4	4	4	4	3	37
67	4	4	3	3	4	3	4	4	4	33	4	3	3	4	4	4	4	4	4	4	38
68	3	3	4	2	4	4	3	4	3	30	3	4	3	4	4	3	4	3	4	3	35
69	3	3	4	4	4	3	4	3	3	31	3	4	3	4	4	3	3	4	3	3	34
70	2	3	4	3	4	2	3	4	3	28	4	3	3	4	3	4	3	4	3	4	35
71	3	4	2	2	4	3	3	3	3	27	4	3	4	4	4	4	3	3	4	4	37
72	4	3	3	4	4	3	4	3	4	32	4	4	3	4	3	4	3	4	3	4	36
73	4	3	4	2	4	2	4	3	2	28	4	4	3	2	3	4	3	2	3	4	32
74	3	2	2	2	3	2	2	2	2	20	2	2	3	3	2	2	2	2	3	2	23
75	4	4	3	4	4	4	4	4	4	35	4	4	4	4	3	4	4	4	4	4	39
76	3	2	3	3	3	3	3	4	3	27	3	3	4	3	3	3	3	3	3	3	31
77	4	4	3	3	4	4	4	3	3	32	4	3	3	4	4	4	4	3	4	4	37
78	3	1	4	3	3	3	2	1	2	22	3	2	3	2	1	3	1	1	3	3	22
79	2	2	2	2	2	3	2	2	2	19	2	2	2	2	2	2	2	2	2	2	20
80	2	3	3	3	4	3	4	3	4	29	4	4	4	4	4	4	4	3	4	4	39
81	3	4	3	3	4	4	4	4	3	32	4	4	4	4	4	4	4	4	4	4	40
82	4	4	4	4	4	3	4	3	4	34	4	4	4	4	4	4	4	4	4	4	40
83	4	4	4	4	4	4	4	4	4	36	4	4	4	4	4	4	4	4	4	4	40
84	3	3	3	3	4	3	3	3	3	28	3	3	4	4	3	3	3	4	3	3	33

85	4	3	3	3	4	3	3	3	3	29	4	3	3	4	3	4	3	4	3	3	34
86	3	3	3	3	3	3	3	3	3	27	3	3	4	3	3	3	4	3	3	3	32
87	3	3	3	3	3	3	3	3	4	28	3	4	3	3	3	3	4	3	3	3	32
88	3	3	3	3	4	3	4	3	3	29	3	3	3	3	4	3	3	3	3	3	31
89	4	3	3	3	3	3	3	3	3	28	4	4	3	3	3	4	3	4	4	4	36
90	4	3	3	3	4	3	3	4	3	30	3	3	3	3	3	3	4	3	3	4	32
91	3	3	3	3	3	3	3	4	4	29	4	3	3	3	3	4	4	3	3	3	33
92	4	3	4	3	3	3	3	3	3	29	4	4	4	3	4	4	3	3	4	4	37
93	4	4	3	4	3	3	3	3	3	30	4	3	4	4	4	4	3	3	3	3	35
94	3	3	3	4	3	3	3	4	3	29	4	4	4	4	3	4	4	3	3	4	37
95	3	3	3	4	3	3	3	3	3	28	4	4	3	3	4	4	4	3	4	3	36
96	3	3	4	4	4	3	3	3	3	30	4	3	3	3	4	4	4	3	4	4	36
97	4	4	4	3	3	3	4	4	3	32	3	4	3	4	4	3	3	4	4	4	36
98	4	3	3	4	4	4	3	3	3	31	4	4	4	4	3	4	3	3	4	3	36
99	4	4	4	3	3	3	3	3	3	30	4	4	4	3	3	4	3	3	4	3	35
100	3	3	3	4	4	4	3	3	4	31	4	3	3	4	4	4	4	4	4	4	38
101	4	3	2	3	3	3	2	3	4	27	4	4	3	2	3	4	3	4	4	3	34
102	2	2	2	2	4	2	2	3	3	22	3	3	3	3	3	3	3	3	3	3	30
103	4	4	3	3	3	4	3	4	4	32	3	3	3	3	3	3	3	4	3	3	31
104	3	3	3	3	3	3	3	3	3	27	3	3	3	3	3	3	3	3	3	3	30
105	4	3	3	4	4	3	3	3	3	30	3	4	4	3	3	3	4	4	4	3	35
106	3	3	3	4	4	4	4	4	3	32	4	3	3	3	4	4	3	4	4	3	35
107	3	4	3	4	4	3	4	3	3	31	3	3	3	3	3	3	3	3	3	3	30
108	3	3	3	3	3	4	3	3	4	29	4	3	4	3	4	4	4	4	4	3	37
109	3	4	4	3	3	3	4	4	4	32	3	3	3	4	4	3	4	4	3	3	34
110	4	3	4	4	3	3	3	3	3	30	4	3	3	3	4	4	4	4	4	3	36
111	3	3	3	3	4	4	3	3	3	29	3	4	4	4	3	3	3	4	3	3	34
112	3	3	3	3	3	4	4	3	3	29	3	4	4	3	3	3	4	3	3	3	33
113	4	4	3	4	4	3	4	4	3	33	3	3	4	3	4	3	4	3	4	3	34

114	3	3	3	4	4	4	3	4	3	31	4	4	4	3	3	4	3	3	3	3	34
115	2	2	2	2	2	2	2	3	3	20	3	2	3	3	3	3	3	3	3	3	29
116	4	4	3	2	4	4	4	4	4	33	4	3	4	4	4	4	3	4	4	4	38
117	3	3	3	4	3	3	3	4	4	30	4	3	4	3	3	4	3	4	3	3	34
118	3	3	4	3	4	4	3	4	3	31	3	4	4	3	4	3	3	4	3	4	35
119	3	4	2	2	4	2	3	3	3	26	3	4	4	4	2	3	3	2	3	4	32
120	3	3	3	3	4	4	4	3	3	30	4	3	4	4	3	4	4	4	4	4	38
121	4	3	4	3	3	4	3	4	3	31	3	3	4	3	4	3	4	3	4	3	34
122	1	2	2	1	3	1	1	2	2	15	2	1	1	2	1	2	2	2	1	2	16
123	3	4	3	2	4	3	2	3	4	28	2	2	3	4	3	2	3	4	3	2	28
124	3	4	3	4	4	3	4	3	4	32	3	3	4	3	4	3	4	3	4	3	34

LAMPIRAN 3

Uji Validitas

Variabel Pelatihan

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Pelatihan
X1.1	Pearson Correlation	1	.295	-.028	-.028	.176	.192	.458*
	Sig. (2-tailed)		.114	.882	.882	.353	.309	.011
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.295	1	.405*	.068	.343	-.060	.583**
	Sig. (2-tailed)	.114		.026	.723	.064	.754	.001
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	-.028	.405*	1	.464**	.443*	-.147	.518**
	Sig. (2-tailed)	.882	.026		.010	.014	.437	.003
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	-.028	.068	.464**	1	.443*	.169	.518**
	Sig. (2-tailed)	.882	.723	.010		.014	.373	.003
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.176	.343	.443*	.443*	1	.558**	.868**
	Sig. (2-tailed)	.353	.064	.014	.014		.001	.000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.192	-.060	-.147	.169	.558**	1	.567**
	Sig. (2-tailed)	.309	.754	.437	.373	.001		.001
	N	30	30	30	30	30	30	30
Pelatihan	Pearson Correlation	.458*	.583**	.518**	.518**	.868**	.567**	1
	Sig. (2-tailed)	.011	.001	.003	.003	.000	.001	
	N	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).

Variabel Kompetensi

		Correlations												Kompetensi
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	
X2.1	Pearson Correlation	1	.202	-.029	.441*	.388*	.378*	.202	.327	-.017	.068	.255	.613**	.591**
	Sig. (2-tailed)		.284	.879	.015	.034	.039	.284	.078	.928	.720	.174	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.202	1	.277	.202	-.067	.752**	-.193	.428*	.263	.202	.202	.213	.567**
	Sig. (2-tailed)	.284		.138	.284	.723	.000	.306	.018	.160	.284	.284	.258	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	-.029	.277	1	.319	.230	.407*	.277	.241	.080	-.029	-.029	.052	.445*
	Sig. (2-tailed)	.879	.138		.086	.221	.026	.138	.200	.673	.879	.879	.785	.014
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.441*	.202	.319	1	.599**	.233	.202	.499**	-.361*	.255	.255	.111	.563**
	Sig. (2-tailed)	.015	.284	.086		.000	.216	.284	.005	.050	.174	.174	.558	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.388*	-.067	.230	.599**	1	.000	.135	.098	-.098	-.035	.176	.253	.385*
	Sig. (2-tailed)	.034	.723	.221	.000		1.000	.477	.608	.608	.853	.352	.177	.035
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.378*	.752**	.407*	.233	.000	1	.056	.430*	.295	.233	.233	.392*	.718**
	Sig. (2-tailed)	.039	.000	.026	.216	1.000		.770	.018	.113	.216	.216	.032	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.202	-.193	.277	.202	.135	.056	1	.099	.263	.202	.380*	.213	.435*
	Sig. (2-tailed)		.879	.086	.284	.221	.026		.138	.200	.673	.879	.785	.014
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

	Sig. (2-tailed)	.284	.306	.138	.284	.477	.770		.604	.160	.284	.038	.258	.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.327	.428*	.241	.499**	.098	.430*	.099	1	.048	.499**	.327	.309	.676**
	Sig. (2-tailed)	.078	.018	.200	.005	.608	.018	.604		.803	.005	.078	.097	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	-.017	.263	.080	-.361*	-.098	-.295	.263	.048	1	.327	-.017	.463**	.371*
	Sig. (2-tailed)	.928	.160	.673	.050	.608	.113	.160	.803		.078	.928	.010	.044
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.068	.202	-.029	.255	-.035	.233	.202	.499**	.327	1	.068	.446*	.508**
	Sig. (2-tailed)	.720	.284	.879	.174	.853	.216	.284	.005	.078		.720	.014	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.11	Pearson Correlation	.255	.202	-.029	.255	.176	.233	.380*	.327	-.017	.068	1	.111	.453*
	Sig. (2-tailed)	.174	.284	.879	.174	.352	.216	.038	.078	.928	.720		.558	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.12	Pearson Correlation	.613**	.213	.052	.111	.253	.392*	.213	.309	.463**	.446*	.111	1	.659**
	Sig. (2-tailed)	.000	.258	.785	.558	.177	.032	.258	.097	.010	.014	.558		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Kompetensi	Pearson Correlation	.591**	.567**	.445*	.563**	.385*	.718**	.435*	.676**	.371*	.508**	.453*	.659**	1
	Sig. (2-tailed)	.001	.001	.014	.001	.035	.000	.016	.000	.044	.004	.012	.000	
	N	30	30	30	30	30	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).														

Variabel Kecerdasan Emosional

		Correlations									Kecerdasan Emosional
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	
X3.1	Pearson Correlation	1	.401*	.824*	.535*	.499*	.670*	.533*	.553*	.686*	.880**
	Sig. (2-tailed)		.028	.000	.002	.005	.000	.002	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.401*	1	.312	.284	.334	.577*	.114	.430*	.348	.582**
	Sig. (2-tailed)	.028		.094	.128	.071	.001	.549	.018	.060	.001
	N	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.824*	.312	1	.422*	.416*	.439*	.676*	.597*	.617*	.820**
	Sig. (2-tailed)	.000	.094		.020	.022	.015	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.535*	.284	.422*	1	.123	.693*	.261	.340	.464*	.632**
	Sig. (2-tailed)	.002	.128	.020		.516	.000	.164	.066	.010	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.499*	.334	.416*	.123	1	.225	.420*	.431*	.466*	.594**
	Sig. (2-tailed)	.005	.071	.022	.516		.233	.021	.018	.009	.001
	N	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.670*	.577*	.439*	.693*	.225	1	.246	.404*	.467*	.729**
	Sig. (2-tailed)	.000	.001	.015	.000	.233		.191	.027	.009	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.533*	.114	.676*	.261	.420*	.246	1	.608*	.562*	.693**
	Sig. (2-tailed)	.002	.549	.000	.164	.021	.191		.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30

X3.8	Pearson Correlation	.553*	.430*	.597*	.340	.431*	.404*	.608*	1	.564*	.764**
	Sig. (2-tailed)	.002	.018	.001	.066	.018	.027	.000		.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.686*	.348	.617*	.464*	.466*	.467*	.562*	.564*	1	.791**
	Sig. (2-tailed)	.000	.060	.000	.010	.009	.009	.001	.001		.000
	N	30	30	30	30	30	30	30	30	30	30
Kecerdasan Emosional	Pearson Correlation	.880*	.582*	.820*	.632*	.594*	.729*	.693*	.764*	.791*	1
	Sig. (2-tailed)	.000	.001	.000	.000	.001	.000	.000	.000	.000	
	N	30	30	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).											

Variabel Kinerja Karyawan

		Correlations										Kinerj a
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	
Y.1	Pearson Correlation	1	.539*	.294	.479*	.515*	.423*	.251	.351	.385*	.294	.695**
	Sig. (2-tailed)		.002	.115	.007	.004	.020	.182	.057	.036	.115	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.539*	1	.167	.709*	.311	.294	.235	.671*	.036	.583*	.695**
	Sig. (2-tailed)	.002		.379	.000	.094	.115	.210	.000	.849	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.294	.167	1	.118	.311	.294	.404*	.000	.400*	-.042	.472**
	Sig. (2-tailed)	.115	.379		.534	.094	.115	.027	1.000	.028	.827	.008
	N	30	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.479*	.709*	.118	1	.234	.247	.313	.388*	-.017	.315	.586**
	Sig. (2-tailed)	.007	.000	.534		.212	.188	.092	.034	.928	.090	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.515*	.311	.311	.234	1	.515*	.591*	.217	.709*	.484*	.793**
	Sig. (2-tailed)	.004	.094	.094	.212		.004	.001	.250	.000	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	.423*	.294	.294	.247	.515*	1	.053	.614*	.385*	.539*	.658**
	Sig. (2-tailed)	.020	.115	.115	.188	.004		.782	.000	.036	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	.251	.235	.404*	.313	.591*	.053	1	.150	.455*	.235	.624**
	Sig. (2-tailed)	.182	.210	.027	.092	.001	.782		.428	.012	.210	.000
	N	30	30	30	30	30	30	30	30	30	30	30

Y.8	Pearson Correlation	.351	.671*	.000	.388*	.217	.614*	.150	1	.098	.671*	.622**
	Sig. (2-tailed)	.057	.000	1.000	.034	.250	.000	.428		.608	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.385*	.036	.400*	-.017	.709*	.385*	.455*	.098	1	.036	.576**
	Sig. (2-tailed)	.036	.849	.028	.928	.000	.036	.012	.608		.849	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.294	.583*	-.042	.315	.484*	.539*	.235	.671*	.036	1	.631**
	Sig. (2-tailed)	.115	.001	.827	.090	.007	.002	.210	.000	.849		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Kinerja	Pearson Correlation	.695*	.695*	.472*	.586*	.793*	.658*	.624*	.622*	.576*	.631*	1
	Sig. (2-tailed)	.000	.000	.008	.001	.000	.000	.000	.000	.001	.000	
	N	30	30	30	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).												

Lampiran 4

Uji Reliabilitas

Uji Reliabilitas Semua Variabel

Reliability Statistics	
Cronbach's Alpha	N of Items
.791	37

Uji Reliabilitas Variabel Pelatihan

Reliability Statistics	
Cronbach's Alpha	N of Items
.627	6

Uji Reliabilitas Variabel Kompetensi

Reliability Statistics	
Cronbach's Alpha	N of Items
.773	12

Uji Reliabilitas Variabel Kecerdasan Emosional

Reliability Statistics	
Cronbach's Alpha	N of Items
.883	9

Uji Reliabilitas Variabel Kinerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.832	10

LAMPIRAN 5

Uji Hipotesis

Analisis Regresi Linear Berganda

Coefficients^a						
Model		<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.601	1.882		-.850	.397
	Pelatihan	.330	.133	.195	2.484	.014
	Kompetensi	.336	.091	.331	3.670	.000
	Kecerdasan Emosional	.525	.079	.436	6.685	.000

a. *Dependent Variable: KINERJA*

Uji F

ANOVA^a						
Model		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
1	<i>Regression</i>	1499.077	3	499.692	120.040	.000 ^b
	<i>Residual</i>	499.527	120	4.163		
	<i>Total</i>	1998.605	123			

A. *Dependent Variable: Kinerja*
 B. *Predictors: (Constant), Kecerdasan Emosional, Pelatihan, Kompetensi*

Uji t

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.601	1.882		-.850	.397
	Pelatihan	.330	.133	.195	2.484	.014
	Kompetensi	.336	.091	.331	3.670	.000
	Kecerdasan Emosional	.525	.079	.436	6.685	.000

a. *Dependent Variable: KINERJA*

Koefisien Determinasi (R²)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.866 ^a	.750	.744	2.040	1.872

a. *Predictors: (Constant), Kecerdasan Emosional, Pelatihan, Kompetensi*
b. *Dependent Variable: Kinerja*

LAMPIRAN 6

RSPAD GATOT SOEBROTO

Jakarta, 3 - 3 - 2020

Nomor : B/843 / TIL / 2020
Klasifikasi : Biasa
Lampiran : -
Perihal : Pemberian Izin Penelitian
di RSPAD Gatot Soebroto

Kepada

Yth Dekan Fak. Ekonomi dan Bisnis
Universitas Esa Unggul

di

Jakarta

1. Berdasarkan Surat Dekan Fakultas Ekonomi dan Bisnis Universitas Esa Unggul Nomor 251/SP/D-FEB/UEU/XII/2019 tanggal 5 Desember 2019 tentang Permohonan Izin Penelitian.
2. Sehubungan dasar di atas, dengan ini diizinkan kepada Dian Kartika Sari NIM.201511140 untuk melaksanakan penelitian di RSPAD Gatot Soebroto dengan judul Pengaruh Pelatihan, Kompetensi dan Kecerdasan Emosional terhadap Kinerja Karyawan Instalasi Farmasi RS Kepresidenan RSPAD Gatot Soebroto dengan biaya sebesar Rp.2.500.000,- (Dua juta lima ratus ribu rupiah)
3. Untuk pelaksanaannya agar peneliti mengikuti ketentuan sebagai berikut :
 - a. Melapor kepada pembimbing lapangan pada awal dan akhir penelitian;
 - b. Menyerahkan fotocopy hasil penelitian kepada Dirbinbang u.p. Kabag Litbang & Pustaka Sdirbinbang RSPAD Gatot Soebroto;
 - c. Menyelesaikan biaya administrasi kepada Dirbinbang u.p. Kabag Litbang & Pustaka Sdirbinbang RSPAD Gatot Soebroto; dan
 - d. Pembimbing / penanggung jawab lapangan Letkol Ckm Drs.Sutarno, MSi., Apt NRP 11930094850365
4. Demikian mohon dimaklumi.



dr. A. Budi Sunarya, Sp.THT-KL., M.A.R.S.
Brigadir Jenderal TNI

Tembusan :

1. Ka RSPAD Gatot Soebroto
2. Ketua Komite Riset RSPAD Gatot Soebroto
3. Dirbinyanmed dan Dirbinbang RSPAD Gatot Soebroto
4. Ka Instal Rawat Inap dan Rawat Jalan RSPAD Gatot Soebroto
5. Ka Instal Farmasi RSPAD Gatot Soebroto
6. Kabagminpasien & Formed Sdirbinyanmed RSPAD Gatot Soebroto
7. Kabag Litbang & Pustaka RSPAD Gatot Soebroto
8. Pembimbing lapangan
9. Peneliti