

**PENGARUH PENDIDIKAN DAN PELATIHAN TERHADAP
PRESTASI KERJA PEGAWAI KANTOR DINAS
KOMUNIKASI DAN INFORMATIKA
PROVINSI SUMATERA UTARA**

SKRIPSI

Diajukan Untuk dan Memenuhi Syarat Mencapai Gelar Sarjana
Di Fakultas Ekonomi Universitas Islam Sumatera Utara

DIAJUKAN OLEH :

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PROGRAM PENDIDIKAN : STRATA SATU (S1)
PROGRAM STUDI : EKONOMI MANAJEMEN
KONSENTRASI : MSDM



**FAKULTAS EKONOMI
UNIVERSITAS ISLAM SUMATERA UTARA
MEDAN
2022**

LEMBAR PERSETUJUAN SKRIPSI

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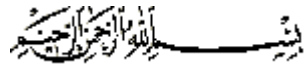
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UNIVERSITAS ISLAM SUMATERA UTARA
MEDAN
2022**

KATA PENGANTAR



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Medan, Februari 2022
Penulis,

M. Dwiza Johanda Putra

DAFTAR ISI

Halaman

ABSTRAK.

ABSTRACT.

| | |
|---|------------|
| KATA PENGANTAR..... | i |
| DAFTAR ISI | iii |
| DAFTAR TABEL | v |
| DAFTAR GAMBAR..... | vi |
| BAB I : PENDAHULUAN | 1 |
| 1.1. Latar Belakang Masalah | 1 |
| 1.2. Identifikasi Masalah..... | 6 |
| 1.3. Batasan dan Rumusan Masalah | 7 |
| 1.3.1. Batasan Masalah..... | 7 |
| 1.3.2. Rumusan Masalah | 7 |
| 1.4. Tujuan Penelitian | 7 |
| 1.5. Manfaat Penelitian | 8 |
| BAB II : URAIAN TEORITIS | 9 |
| 2.1. Landasan Teoritis | 8 |
| 2.1.1. Prestasi Kerja | 8 |
| 2.1.1.1. Pengertian Prestasi Kerja | 8 |
| 2.1.1.2. Tujuan Penilaian Prestasi Kerja | 10 |
| 2.1.1.3. Metode-Metode Penilaian Prestasi Kerja... | 10 |
| 2.1.1.4. Kendala-Kendala Penilaian Prestasi Kerja..... | 12 |
| 2.1.1.5. Indikator Penilaian Prestasi Kerja..... | 13 |
| 2.1.2. Pendidikan..... | 15 |
| 2.1.2.1. Pengertian Pendidikan | 15 |

| | | |
|-----------------|---|-----------|
| 2.1.2.2. | Siklus Pendidikan..... | 17 |
| 2.1.2.3. | Manfaat dan Dampak Pendidikan | 19 |
| 2.1.2.4. | Indikator Pendidikan..... | 21 |
| 2.1.3. | Pelatihan..... | 21 |
| 2.1.3.1. | Pengertian Pelatihan..... | 21 |
| 2.1.3.2. | Faktor-faktor Yang Mempengaruhi Pelatihan..... | 23 |
| 2.1.3.3. | Tujuan Pelatihan | 28 |
| 2.1.3.4. | Indikator Pelatihan | 30 |
| 2.2. | Penelitian Terdahulu | 30 |
| 2.3. | Kerangka Konseptual | 31 |
| 2.4. | Hipotesis | 34 |
| BAB III | METODE PENELITIAN | 35 |
| 3.1. | Lokasi, Objek dan Waktu Penelitian | 35 |
| 3.2. | Populasi dan Sampel | 36 |
| 3.3. | Definisi Operasional Variabel..... | 36 |
| 3.4. | Teknik Pengumpulan Data..... | 37 |
| 3.5. | Teknik Analisis Data | 38 |
| BAB IV : | GAMBARAN UMUM DINAS KOMUNIKASI DAN INFORMATIKA PROVINSI SUMATERA UTARA | 44 |
| 4.1. | Sejarah Dinas Komunikasi dan Informatika Provinsi Sumatera Utara..... | 44 |
| 4.2. | Struktur Organisasi Dinas Komunikasi dan Informatika Provinsi Sumatera Utara | 44 |
| 4.3. | Tugas dan Fungsi | 47 |
| 4.4. | Visi dan Misi..... | 49 |
| 4.5. | Tujuan dan Sasaran | 50 |

| | |
|--|-----------|
| BAB V : ANALISIS DAN EVALUASI | 52 |
| 5.1. Analisis Data | 52 |
| 5.1.1. Karakteristik Responden | 52 |
| 5.1.2. Hasil Angket Variabel Penelitian..... | 53 |
| 5.1.3. Uji Coba Instrumen | 60 |
| 5.1.4. Deskripsi Data Variabel | 63 |
| 5.1.5. Uji Asumsi Klasik | 64 |
| 5.1.6. Pengujian Hipotesis..... | 69 |
| 5.2. Evaluasi Data | 72 |
| BAB VI : KESIMPULAN DAN SARAN | 76 |
| 6.1. Kesimpulan | 76 |
| 6.2. Saran | 76 |

DAFTAR PUSTAKA.

LAMPIRAN.

DAFTAR TABEL

| | Halaman |
|--|---------|
| Tabel 2.1. : Penelitian Terdahulu..... | 31 |
| Tabel 3.1. : Jadwal Penelitian | 35 |
| Tabel 3.2. : Operasional Variabel | 37 |
| Tabel 5.1 : Deskripsi Umur Responden..... | 52 |
| Tabel 5.2 : Deskripsi Jenis Kelamin | 53 |
| Tabel 5.3 : Deskripsi Pengalaman Kerja | 53 |
| Tabel 5.4 : Skor Angket Variabel Pendidikan | 54 |
| Tabel 5.5 : Skor Angket Variabel Pelatihan..... | 56 |
| Tabel 5.6 : Skor Angket Variabel Prestasi Kerja..... | 58 |
| Tabel 5.7 : Item-Total Statistics | 61 |
| Tabel 5.8 : Uji Validitas Item Kuesioner Pendidikan (X ₁)..... | 61 |
| Tabel 5.9 : Item-Total Statistics..... | 62 |
| Tabel 5.10 : Uji Validitas Item Kuesioner Pelatihan (X ₂)..... | 62 |
| Tabel 5.11 : Item-Total Statistics..... | 63 |
| Tabel 5.12 : Uji Validitas Kuesioner Prestasi Kerja (Y) | 63 |
| Tabel 5.13 : Deskripsi Data Variabel Penelitian..... | 64 |
| Tabel 5.14 : Residuals Statistics ^a | 65 |
| Tabel 5.15 : Nilai VIF..... | 67 |
| Tabel 5.16 : ANOVA..... | 69 |
| Tabel 5.17 : Tabel Koefisien | 70 |
| Tabel 5.18 : Model Summary | 71 |

DAFTAR GAMBAR

| | Halaman |
|--|---------|
| Gambar 2.1. : Kerangka Konseptual | 34 |
| Gambar 4.1. : Struktur Organisasi Dinas Komunikasi dan Informatika Provinsi Sumatera Utara..... | 46 |
| Gambar 5.1. : Histogram | 66 |
| Gambar 5.2. : Scatter Plot | 68 |
| Gambar 5.1. : Histogram | 80 |
| Gambar 5.2. : Scatter Plot..... | 82 |

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Lampiran 1 : Kuisisioner

KUESIONER PENELITIAN

Dengan Hormat,

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Untuk itu diharapkan para responden dapat memberikan jawaban yang sebenar-benarnya demi membantu penelitian ini. Atas kesediaannya saya ucapkan terima kasih, semoga penelitian ini bermanfaat bagi kita semua.

Hormat Saya,

Peneliti

I. Identitas Responden

Berikan tanda silang (X) untuk jawaban pilihan saudara.

- a. Berapa usia anda saat ini ?
 - a) 20 - 30 Tahun
 - b) 31 – 40 Tahun
 - c) 41 – 50 Tahun
 - d) > 50 Tahun
- b. Jenis Kelamin :
 - 1) Laki-laki
 - 2) Perempuan
- c. Berapa lama saudara telah bekerja ?
 - 1) 5 – 10 Tahun
 - 2) 11 - 15 Tahun
 - 3) 16 – 20 Tahun
 - 4) > 20 Tahun.

II. Petunjuk Pengisian Kuesioner

Responden dapat memberikan jawaban dengan memberikan tanda silang (X) pada salah satu pilihan jawaban yang tersedia. Hanya satu jawaban saja yang dimungkinkan untuk setiap pertanyaan. Pada masing-masing pertanyaan terdapat lima alternatif jawaban yang mengacu pada teknik skala Likert, yaitu:

| | |
|---------------------------|-----|
| Sangat Setuju (SS) | = 5 |
| Setuju (S) | = 4 |
| Netral (N) | = 3 |
| Tidak Setuju (TS) | = 2 |
| Sangat Tidak Setuju (STS) | = 1 |

Daftar Pertanyaan

Variabel Pendidikan (X_1)

| NO | Pertanyaan | STS | TS | S | SS | N |
|----|---|-----|----|---|----|---|
| 1 | Pendidikan perlu diikuti oleh pegawai | | | | | |
| 2 | Pendidikan adalah usaha menyesuaikan pegawai dengan lingkungannya, baik di luar maupun di dalam lingkungan pekerjaan | | | | | |
| 3 | Dengan pendidikan berarti menyesuaikan pegawai atau orang dengan pekerjaan yang dihadapinya | | | | | |
| 4 | Pendidikan menekankan kepada peningkatan aktualisasi diri dalam bentuk peningkatan konseptual seseorang dalam membahas setiap permasalahan dalam mengambil suatu keputusan. | | | | | |
| 5 | Pegawai yang telah mengikuti pendidikan diadakan evaluasi | | | | | |
| 6 | Mengikuti pendidikan menambah pengetahuan tentang pekerjaan. | | | | | |
| 7 | Setelah mengikuti pendidikan ada peningkatan sikap dan semakin bertanggung jawab terhadap pekerjaan | | | | | |
| 8 | Mengikuti pendidikan mampu meningkatkan kemampuan menghadapi masalah tugas semakin baik | | | | | |
| 9 | Salah satu identifikasi kebutuhan pelatihan adalah berdasarkan penilaian kerja pegawai. | | | | | |
| 10 | Pendidikan sangat besar manfaatnya dalam mengubah tingkah laku pegawai dalam mencapai tujuan organisasi | | | | | |

**Daftar Pertanyaan
Variabel Pelatihan (X₂)**

| NO | Pertanyaan | STS | TS | S | SS | N |
|----|--|-----|----|---|----|---|
| 1 | Pelatihan bagi pegawai sangat penting | | | | | |
| 2 | Identifikasi Kebutuhan pelatihan berdasarkan Penilaian Kerja. | | | | | |
| 3 | Program pelatihan dijalankan sesuai dengan prestasi kerja | | | | | |
| 4 | Mengikuti pelatihan menempatkan pegawai pada pekerjaan yang tepat | | | | | |
| 5 | Profesionalisme dapat ditingkatkan dengan pelatihan | | | | | |
| 6 | Mengikuti pelatihan dapat meningkatkan prestasi kerja | | | | | |
| 7 | Mengikuti pelatihan berdampak positif bagi pegawai dan perusahaan | | | | | |
| 8 | Mengikuti pelatihan dapat meningkatkan pengetahuan, keterampilan dan kemampuan pegawai | | | | | |
| 9 | Keterkaitan antara pelatihan dan peningkatan prestasi kerja | | | | | |
| 10 | Semua pegawai mendapatkan kesempatan yang sama mengikuti pelatihan. | | | | | |

Daftar Pertanyaan
Variabel Prestasi Kerja (Y)

| NO | Pertanyaan | STS | TS | S | SS | N |
|----|---|-----|----|---|----|---|
| 1 | Dilakukan penilaian terhadap prestasi kerja pegawai. | | | | | |
| 2 | Memperoleh penghargaan atas prestasi kerja yang sangat baik | | | | | |
| 3 | Penilaian utama bagi pegawai adalah keahlian dan keterampilan kerja | | | | | |
| 4 | Hasil kerja selalu sesuai dengan ketentuan yang ditetapkan | | | | | |
| 5 | Dapat menyelesaikan pekerjaan sesuai yang diinstruksikan | | | | | |
| 6 | Kualitas kerja sesuai yang diharapkan pimpinan | | | | | |
| 7 | Sangat jarang mengalami kendala dalam pelaksanaan tugas | | | | | |
| 8 | Selalu bersikap optimis terhadap penyelesaian tugas | | | | | |
| 9 | Pernah memperoleh pujian dari hasil kerja yang dilakukan. | | | | | |
| 10 | Pekerjaan yang ditugaskan sesuai dengan ilmu yang dimiliki pegawai. | | | | | |

Reliability

Pendidikan (X_1)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .827 | .836 | 10 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------|------|----------------|----|
| item1 | 2.87 | .346 | 30 |
| item2 | 2.83 | .531 | 30 |
| item3 | 2.80 | .407 | 30 |
| item4 | 2.93 | .583 | 30 |
| item5 | 2.93 | .521 | 30 |
| item6 | 3.00 | .695 | 30 |
| item7 | 2.80 | .484 | 30 |
| item8 | 2.87 | .346 | 30 |
| item9 | 2.73 | .521 | 30 |
| item10 | 2.87 | .346 | 30 |

Inter-Item Correlation Matrix

| | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| item1 | 1.000 | .626 | .294 | .125 | .523 | .144 | .247 | .135 | .179 | .135 |
| item2 | .626 | 1.000 | .639 | .074 | .457 | .000 | .403 | .063 | .333 | -.125 |
| item3 | .294 | .639 | 1.000 | .378 | .260 | .244 | .665 | .294 | .553 | .049 |
| item4 | .125 | .074 | .378 | 1.000 | .098 | .425 | .440 | .638 | .393 | .467 |
| item5 | .523 | .457 | .260 | .098 | 1.000 | .476 | .219 | .140 | .186 | .140 |
| item6 | .144 | .000 | .244 | .425 | .476 | 1.000 | .512 | .431 | .476 | .431 |
| item7 | .247 | .403 | .665 | .440 | .219 | .512 | 1.000 | .247 | .875 | .247 |
| item8 | .135 | .063 | .294 | .638 | .140 | .431 | .247 | 1.000 | .370 | .712 |
| item9 | .179 | .333 | .553 | .393 | .186 | .476 | .875 | .370 | 1.000 | .562 |
| item10 | .135 | -.125 | .049 | .467 | .140 | .431 | .247 | .712 | .562 | 1.000 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| item1 | 25.77 | 8.461 | .414 | .650 | .821 |
| item2 | 25.80 | 7.959 | .392 | .800 | .825 |
| item3 | 25.83 | 7.868 | .604 | .678 | .805 |
| item4 | 25.70 | 7.459 | .507 | .571 | .813 |
| item5 | 25.70 | 7.872 | .434 | .572 | .820 |
| item6 | 25.63 | 6.930 | .547 | .640 | .813 |
| item7 | 25.83 | 7.316 | .711 | .936 | .791 |
| item8 | 25.77 | 8.254 | .523 | .741 | .813 |
| item9 | 25.90 | 7.197 | .696 | .952 | .791 |
| item10 | 25.77 | 8.392 | .450 | .904 | .819 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 28.63 | 9.413 | 3.068 | 10 |

Pelatihan (X_2)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .915 | .917 | 10 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------|------|----------------|----|
| item1 | 2.93 | .254 | 30 |
| item2 | 2.90 | .305 | 30 |
| item3 | 2.97 | .183 | 30 |
| item4 | 2.90 | .305 | 30 |
| item5 | 2.93 | .254 | 30 |
| item6 | 2.90 | .305 | 30 |
| item7 | 2.93 | .254 | 30 |
| item8 | 2.90 | .305 | 30 |
| item9 | 2.80 | .407 | 30 |
| item10 | 2.87 | .346 | 30 |

Inter-Item Correlation Matrix

| | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| item1 | 1.000 | .802 | -.050 | .802 | .464 | -.089 | -.071 | -.089 | .535 | .681 |
| item2 | .802 | 1.000 | .557 | 1.000 | .802 | .259 | .356 | .259 | .667 | .850 |
| item3 | -.050 | .557 | 1.000 | .557 | .695 | .557 | .695 | .557 | .371 | .473 |
| item4 | .802 | 1.000 | .557 | 1.000 | .802 | .259 | .356 | .259 | .667 | .850 |
| item5 | .464 | .802 | .695 | .802 | 1.000 | .356 | .464 | .356 | .535 | .681 |
| item6 | -.089 | .259 | .557 | .259 | .356 | 1.000 | .802 | .630 | .389 | .523 |
| item7 | -.071 | .356 | .695 | .356 | .464 | .802 | 1.000 | .802 | .535 | .681 |
| item8 | -.089 | .259 | .557 | .259 | .356 | .630 | .802 | 1.000 | .667 | .523 |
| item9 | .535 | .667 | .371 | .667 | .535 | .389 | .535 | .667 | 1.000 | .784 |
| item10 | .681 | .850 | .473 | .850 | .681 | .523 | .681 | .523 | .784 | 1.000 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| item1 | 26.10 | 4.438 | .465 | . | .917 |
| item2 | 26.13 | 3.913 | .823 | . | .898 |
| item3 | 26.07 | 4.478 | .631 | . | .911 |
| item4 | 26.13 | 3.913 | .823 | . | .898 |
| item5 | 26.10 | 4.162 | .746 | . | .903 |
| item6 | 26.13 | 4.257 | .515 | . | .916 |
| item7 | 26.10 | 4.231 | .674 | . | .907 |
| item8 | 26.13 | 4.189 | .574 | . | .913 |
| item9 | 26.23 | 3.633 | .774 | . | .903 |
| item10 | 26.17 | 3.661 | .921 | . | .890 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 29.03 | 4.999 | 2.236 | 10 |

Prestasi Kerja (Y)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .849 | .897 | 10 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------|------|----------------|----|
| item1 | 3.03 | .320 | 30 |
| item2 | 3.07 | .450 | 30 |
| item3 | 3.13 | .681 | 30 |
| item4 | 3.13 | .434 | 30 |
| item5 | 3.07 | .254 | 30 |
| item6 | 3.13 | .629 | 30 |
| item7 | 3.13 | .571 | 30 |
| item8 | 3.27 | .640 | 30 |
| item9 | 3.00 | .263 | 30 |
| item10 | 3.03 | .320 | 30 |

Inter-Item Correlation Matrix

| | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| item1 | 1.000 | .943 | .295 | .464 | .822 | .663 | .352 | .124 | .821 | 1.000 |
| item2 | .943 | 1.000 | .420 | .483 | .866 | .577 | .367 | .176 | .876 | .943 |
| item3 | .295 | .420 | 1.000 | .637 | .346 | -.043 | .484 | .548 | .385 | .295 |
| item4 | .464 | .483 | .637 | 1.000 | .543 | .059 | .065 | .240 | .302 | .464 |
| item5 | .822 | .866 | .346 | .543 | 1.000 | .591 | .174 | .099 | .518 | .822 |
| item6 | .663 | .577 | -.043 | .059 | .591 | 1.000 | .141 | .251 | .418 | .663 |
| item7 | .352 | .367 | .484 | .065 | .174 | .141 | 1.000 | .749 | .460 | .352 |
| item8 | .124 | .176 | .548 | .240 | .099 | .251 | .749 | 1.000 | .205 | .124 |
| item9 | .821 | .876 | .385 | .302 | .518 | .418 | .460 | .205 | 1.000 | .821 |
| item10 | 1.000 | .943 | .295 | .464 | .822 | .663 | .352 | .124 | .821 | 1.000 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| item1 | 27.97 | 8.309 | .787 | . | .824 |
| item2 | 27.93 | 7.651 | .808 | . | .813 |
| item3 | 27.87 | 7.430 | .530 | . | .843 |
| item4 | 27.87 | 8.464 | .479 | . | .841 |
| item5 | 27.93 | 8.754 | .695 | . | .835 |
| item6 | 27.87 | 7.982 | .418 | . | .853 |
| item7 | 27.87 | 7.844 | .529 | . | .838 |
| item8 | 27.73 | 7.789 | .466 | . | .848 |
| item9 | 28.00 | 8.690 | .713 | . | .833 |
| item10 | 27.97 | 8.309 | .787 | . | .824 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 31.00 | 9.862 | 3.140 | 10 |

Lampiran 3

**SKOR HASIL JAWABAN ANGKET
VARIABEL PENDIDIKAN (X₁)**

| No Spl | Skor Dari Pernyataan Angket | | | | | | | | | | Jlh Skor |
|-----------|-----------------------------|---|---|---|---|---|---|---|---|----|-------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 1 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 32 |
| 2 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 35 |
| 3 | 2 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 37 |
| 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| 6 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 37 |
| 7 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 8 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 36 |
| 9 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 44 |
| 10 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 28 |
| 11 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 42 |
| 12 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 36 |
| 13 | 3 | 4 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 30 |
| 14 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 37 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 40 |
| 16 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 38 |
| 17 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 38 |
| 18 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 32 |
| 19 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 37 |
| 20 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 25 |
| 21 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 43 |
| 22 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 45 |
| 23 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 24 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 32 |
| 25 | 4 | 5 | 5 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 34 |
| 26 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 37 |
| 27 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 39 |
| 28 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 5 | 40 |
| 29 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |
| 30 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 36 |
| 31 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 32 |
| 32 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 35 |
| 33 | 2 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 33 |
| 34 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 37 |
| 35 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 36 |
| 36 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 37 |
| 37 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 38 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 36 |
| 39 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 44 |
| 40 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 28 |

**SKOR HASIL JAWABAN ANGKET
VARIABEL PELATIHAN (X₂)**

| No Spl | Skor Dari PernyataanAngket | | | | | | | | | | Jlh Skor |
|-----------|----------------------------|---|---|---|---|---|---|---|---|----|-------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 1 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 3 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 6 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 44 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 10 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 34 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 12 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 47 |
| 13 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 41 |
| 14 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 15 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 42 |
| 16 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 17 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 39 |
| 19 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 20 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 36 |
| 21 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 22 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 46 |
| 23 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 42 |
| 24 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 25 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 42 |
| 26 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 45 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 42 |
| 28 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| 29 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 31 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 40 |
| 32 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 33 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 38 |
| 34 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 35 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 36 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 38 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 44 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 40 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 34 |

**SKOR HASIL JAWABAN ANGKET
VARIABEL PRESTASI KERJA (Y)**

| No Spl | Skor Dari PernyataanAngket | | | | | | | | | | Jlh Skor |
|-----------|----------------------------|---|---|---|---|---|---|---|---|----|-------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 42 |
| 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 42 |
| 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 42 |
| 6 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 46 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 46 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 10 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 34 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 12 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 42 |
| 13 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 3 | 5 | 43 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 46 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 46 |
| 17 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 18 | 4 | 5 | 5 | 5 | 2 | 2 | 4 | 4 | 5 | 4 | 40 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 20 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 21 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 23 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 3 | 5 | 42 |
| 24 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 33 |
| 25 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 26 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 27 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 28 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 29 | 4 | 4 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 5 | 42 |
| 30 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 42 |
| 33 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 34 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 42 |
| 35 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 42 |
| 36 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 46 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 38 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 46 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 40 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 34 |

Frequencies

Pendidikan (X₁)

Statistics

| | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 |
|--------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| N Valid | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | 4.02 | 4.10 | 3.85 | 3.80 | 3.00 | 3.22 | 3.48 | 3.55 | 3.70 | 3.65 |
| Std. Error of Mean | .110 | .106 | .116 | .109 | .113 | .131 | .101 | .134 | .114 | .092 |
| Median | 4.00 | 4.00 | 4.00 | 4.00 | 3.00 | 3.00 | 3.00 | 3.00 | 4.00 | 4.00 |
| Mode | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 |
| Std. Deviation | .698 | .672 | .736 | .687 | .716 | .832 | .640 | .846 | .723 | .580 |
| Variance | .487 | .451 | .541 | .472 | .513 | .692 | .410 | .715 | .523 | .336 |
| Range | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |
| Minimum | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| Maximum | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| Sum | 161 | 164 | 154 | 152 | 120 | 129 | 139 | 142 | 148 | 146 |

item1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2 | 5.0 | 5.0 | 5.0 |
| 3 | 3 | 7.5 | 7.5 | 12.5 |
| 4 | 27 | 67.5 | 67.5 | 80.0 |
| 5 | 8 | 20.0 | 20.0 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 1 | 2.5 | 2.5 | 2.5 |
| 3 | 4 | 10.0 | 10.0 | 12.5 |
| 4 | 25 | 62.5 | 62.5 | 75.0 |
| 5 | 10 | 25.0 | 25.0 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 3 | 7.5 | 7.5 | 7.5 |
| 3 | 5 | 12.5 | 12.5 | 20.0 |
| 4 | 27 | 67.5 | 67.5 | 87.5 |
| 5 | 5 | 12.5 | 12.5 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 7.5 | 7.5 | 7.5 |
| | 3 | 5 | 12.5 | 12.5 | 20.0 |
| | 4 | 29 | 72.5 | 72.5 | 92.5 |
| | 5 | 3 | 7.5 | 7.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 10 | 25.0 | 25.0 | 25.0 |
| | 3 | 20 | 50.0 | 50.0 | 75.0 |
| | 4 | 10 | 25.0 | 25.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 7 | 17.5 | 17.5 | 17.5 |
| | 3 | 20 | 50.0 | 50.0 | 67.5 |
| | 4 | 10 | 25.0 | 25.0 | 92.5 |
| | 5 | 3 | 7.5 | 7.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2.5 | 2.5 | 2.5 |
| | 3 | 21 | 52.5 | 52.5 | 55.0 |
| | 4 | 16 | 40.0 | 40.0 | 95.0 |
| | 5 | 2 | 5.0 | 5.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5.0 | 5.0 | 5.0 |
| | 3 | 21 | 52.5 | 52.5 | 57.5 |
| | 4 | 10 | 25.0 | 25.0 | 82.5 |
| | 5 | 7 | 17.5 | 17.5 | 100.0 |

item8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5.0 | 5.0 | 5.0 |
| | 3 | 21 | 52.5 | 52.5 | 57.5 |
| | 4 | 10 | 25.0 | 25.0 | 82.5 |
| | 5 | 7 | 17.5 | 17.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5.0 | 5.0 | 5.0 |
| | 3 | 12 | 30.0 | 30.0 | 35.0 |
| | 4 | 22 | 55.0 | 55.0 | 90.0 |
| | 5 | 4 | 10.0 | 10.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 16 | 40.0 | 40.0 | 40.0 |
| | 4 | 22 | 55.0 | 55.0 | 95.0 |
| | 5 | 2 | 5.0 | 5.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

Pelatihan (X₂)**Statistics**

| | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 |
|--------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| N Valid | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | 4.50 | 4.35 | 4.25 | 4.40 | 3.85 | 3.88 | 4.12 | 4.00 | 4.20 | 4.05 |
| Std. Error of Mean | .101 | .098 | .112 | .100 | .127 | .096 | .082 | .095 | .096 | .080 |
| Median | 5.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| Mode | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 |
| Std. Deviation | .641 | .622 | .707 | .632 | .802 | .607 | .516 | .599 | .608 | .504 |
| Variance | .410 | .387 | .500 | .400 | .644 | .369 | .266 | .359 | .369 | .254 |
| Range | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Minimum | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Sum | 180 | 174 | 170 | 176 | 154 | 155 | 165 | 160 | 168 | 162 |

item1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 3 | 7.5 | 7.5 | 7.5 |
| 4 | 14 | 35.0 | 35.0 | 42.5 |
| 5 | 23 | 57.5 | 57.5 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 3 | 7.5 | 7.5 | 7.5 |
| 4 | 20 | 50.0 | 50.0 | 57.5 |
| 5 | 17 | 42.5 | 42.5 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 6 | 15.0 | 15.0 | 15.0 |
| 4 | 18 | 45.0 | 45.0 | 60.0 |
| 5 | 16 | 40.0 | 40.0 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 3 | 7.5 | 7.5 | 7.5 |
| | 4 | 18 | 45.0 | 45.0 | 52.5 |
| | 5 | 19 | 47.5 | 47.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 16 | 40.0 | 40.0 | 40.0 |
| | 4 | 14 | 35.0 | 35.0 | 75.0 |
| | 5 | 10 | 25.0 | 25.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 10 | 25.0 | 25.0 | 25.0 |
| | 4 | 25 | 62.5 | 62.5 | 87.5 |
| | 5 | 5 | 12.5 | 12.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 3 | 7.5 | 7.5 | 7.5 |
| | 4 | 29 | 72.5 | 72.5 | 80.0 |
| | 5 | 8 | 20.0 | 20.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 7 | 17.5 | 17.5 | 17.5 |
| | 4 | 26 | 65.0 | 65.0 | 82.5 |
| | 5 | 7 | 17.5 | 17.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 4 | 10.0 | 10.0 | 10.0 |
| | 4 | 24 | 60.0 | 60.0 | 70.0 |
| | 5 | 12 | 30.0 | 30.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 4 | 10.0 | 10.0 | 10.0 |
| | 4 | 30 | 75.0 | 75.0 | 85.0 |
| | 5 | 6 | 15.0 | 15.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

Prestasi Kerja (Y)

Statistics

| | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 |
|--------------------|----------------|-------|-------|-------|----------------|-------|-------|-------|-------|--------|
| N Valid | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | 4.50 | 4.32 | 4.62 | 4.45 | 4.08 | 3.98 | 4.28 | 4.12 | 3.98 | 4.42 |
| Std. Error of Mean | .080 | .104 | .078 | .101 | .140 | .154 | .119 | .096 | .116 | .113 |
| Median | 4.50 | 4.00 | 5.00 | 5.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 5.00 |
| Mode | 4 ^a | 4 | 5 | 5 | 4 ^a | 5 | 5 | 4 | 4 | 5 |
| Std. Deviation | .506 | .656 | .490 | .639 | .888 | .974 | .751 | .607 | .733 | .712 |
| Variance | .256 | .430 | .240 | .408 | .789 | .948 | .563 | .369 | .538 | .507 |
| Range | 1 | 2 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 2 |
| Minimum | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 3 |
| Maximum | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Sum | 180 | 173 | 185 | 178 | 163 | 159 | 171 | 165 | 159 | 177 |

a. Multiple modes exist. The smallest value is shown

item1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 20 | 50.0 | 50.0 | 50.0 |
| 5 | 20 | 50.0 | 50.0 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 4 | 10.0 | 10.0 | 10.0 |
| 4 | 19 | 47.5 | 47.5 | 57.5 |
| 5 | 17 | 42.5 | 42.5 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 15 | 37.5 | 37.5 | 37.5 |
| 5 | 25 | 62.5 | 62.5 | 100.0 |
| Total | 40 | 100.0 | 100.0 | |

item4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 3 | 7.5 | 7.5 | 7.5 |
| | 4 | 16 | 40.0 | 40.0 | 47.5 |
| | 5 | 21 | 52.5 | 52.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5.0 | 5.0 | 5.0 |
| | 3 | 8 | 20.0 | 20.0 | 25.0 |
| | 4 | 15 | 37.5 | 37.5 | 62.5 |
| | 5 | 15 | 37.5 | 37.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 7.5 | 7.5 | 7.5 |
| | 3 | 10 | 25.0 | 25.0 | 32.5 |
| | 4 | 12 | 30.0 | 30.0 | 62.5 |
| | 5 | 15 | 37.5 | 37.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 7 | 17.5 | 17.5 | 17.5 |
| | 4 | 15 | 37.5 | 37.5 | 55.0 |
| | 5 | 18 | 45.0 | 45.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 12.5 | 12.5 | 12.5 |
| | 4 | 25 | 62.5 | 62.5 | 75.0 |
| | 5 | 10 | 25.0 | 25.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 11 | 27.5 | 27.5 | 27.5 |
| | 4 | 19 | 47.5 | 47.5 | 75.0 |
| | 5 | 10 | 25.0 | 25.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

item10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 12.5 | 12.5 | 12.5 |
| | 4 | 13 | 32.5 | 32.5 | 45.0 |
| | 5 | 22 | 55.0 | 55.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

Frequencies

Statistics

| | | X1 | X2 | Y |
|--------------------|---------|--------|--------|--------|
| N | Valid | 40 | 40 | 40 |
| | Missing | 0 | 0 | 0 |
| Mean | | 36.28 | 41.60 | 42.75 |
| Std. Error of Mean | | .746 | .596 | .731 |
| Median | | 36.00 | 42.00 | 42.00 |
| Mode | | 37 | 38 | 42 |
| Std. Deviation | | 4.718 | 3.768 | 4.623 |
| Variance | | 22.256 | 14.195 | 21.372 |
| Range | | 20 | 15 | 17 |
| Minimum | | 25 | 34 | 33 |
| Maximum | | 45 | 49 | 50 |
| Sum | | 1451 | 1664 | 1710 |

X1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 25 | 1 | 2.5 | 2.5 | 2.5 |
| | 28 | 2 | 5.0 | 5.0 | 7.5 |
| | 30 | 1 | 2.5 | 2.5 | 10.0 |
| | 32 | 5 | 12.5 | 12.5 | 22.5 |
| | 33 | 2 | 5.0 | 5.0 | 27.5 |
| | 34 | 2 | 5.0 | 5.0 | 32.5 |
| | 35 | 2 | 5.0 | 5.0 | 37.5 |
| | 36 | 6 | 15.0 | 15.0 | 52.5 |
| | 37 | 7 | 17.5 | 17.5 | 70.0 |
| | 38 | 2 | 5.0 | 5.0 | 75.0 |
| | 39 | 1 | 2.5 | 2.5 | 77.5 |
| | 40 | 2 | 5.0 | 5.0 | 82.5 |
| | 42 | 1 | 2.5 | 2.5 | 85.0 |
| | 43 | 1 | 2.5 | 2.5 | 87.5 |
| | 44 | 4 | 10.0 | 10.0 | 97.5 |
| | 45 | 1 | 2.5 | 2.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

X2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 34 | 2 | 5.0 | 5.0 | 5.0 |
| | 36 | 1 | 2.5 | 2.5 | 7.5 |
| | 38 | 9 | 22.5 | 22.5 | 30.0 |
| | 39 | 1 | 2.5 | 2.5 | 32.5 |
| | 40 | 3 | 7.5 | 7.5 | 40.0 |
| | 41 | 1 | 2.5 | 2.5 | 42.5 |
| | 42 | 7 | 17.5 | 17.5 | 60.0 |
| | 43 | 3 | 7.5 | 7.5 | 67.5 |
| | 44 | 5 | 12.5 | 12.5 | 80.0 |
| | 45 | 2 | 5.0 | 5.0 | 85.0 |
| | 46 | 1 | 2.5 | 2.5 | 87.5 |
| | 47 | 3 | 7.5 | 7.5 | 95.0 |
| | 49 | 2 | 5.0 | 5.0 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

Y

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 33 | 1 | 2.5 | 2.5 | 2.5 |
| | 34 | 4 | 10.0 | 10.0 | 12.5 |
| | 39 | 1 | 2.5 | 2.5 | 15.0 |
| | 40 | 3 | 7.5 | 7.5 | 22.5 |
| | 41 | 1 | 2.5 | 2.5 | 25.0 |
| | 42 | 15 | 37.5 | 37.5 | 62.5 |
| | 43 | 1 | 2.5 | 2.5 | 65.0 |
| | 46 | 6 | 15.0 | 15.0 | 80.0 |
| | 47 | 1 | 2.5 | 2.5 | 82.5 |
| | 48 | 1 | 2.5 | 2.5 | 85.0 |
| | 49 | 3 | 7.5 | 7.5 | 92.5 |
| | 50 | 3 | 7.5 | 7.5 | 100.0 |
| | Total | 40 | 100.0 | 100.0 | |

Regression

Descriptive Statistics

| | Mean | Std. Deviation | N |
|----|-------|----------------|----|
| Y | 42.75 | 4.623 | 40 |
| X1 | 36.28 | 4.718 | 40 |
| X2 | 41.60 | 3.768 | 40 |

Correlations

| | | Y | X1 | X2 |
|---------------------|----|-------|-------|-------|
| Pearson Correlation | Y | 1.000 | .765 | .804 |
| | X1 | .765 | 1.000 | .762 |
| | X2 | .804 | .762 | 1.000 |
| Sig. (1-tailed) | Y | . | .000 | .000 |
| | X1 | .000 | . | .000 |
| | X2 | .000 | .000 | . |
| N | Y | 40 | 40 | 40 |
| | X1 | 40 | 40 | 40 |
| | X2 | 40 | 40 | 40 |

Variables Entered/Removed^d

| Model | Variables Entered | Variables Removed | Method |
|-------|---------------------|-------------------|---------|
| 1 | X2, X1 ^a | | . Enter |

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary^d

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .838 ^a | .701 | .685 | 2.593 |

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA^d

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 584.698 | 2 | 292.349 | 43.476 | .000 ^a |
| | Residual | 248.802 | 37 | 6.724 | | |
| | Total | 833.500 | 39 | | | |

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.944 | 4.627 | | .636 | .528 |
| | X1 | .356 | .136 | .364 | 2.621 | .013 |
| | X2 | .646 | .170 | .527 | 3.794 | .001 |

a. Dependent Variable: Y

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 2.944 | 4.627 | | .636 | .528 | | |
| | X1 | .356 | .136 | .364 | 2.621 | .013 | .419 | 2.387 |
| | X2 | .646 | .170 | .527 | 3.794 | .001 | .419 | 2.387 |

a. Dependent Variable: Y

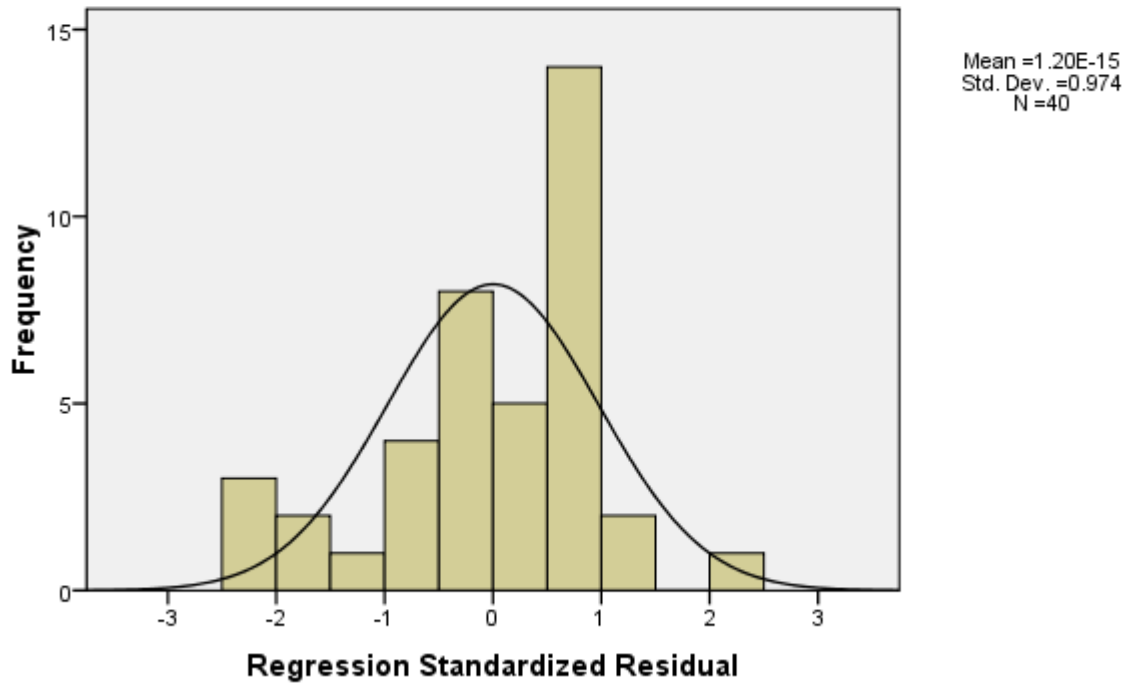
Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|----------------------|---------|---------|-------|----------------|----|
| Predicted Value | 34.89 | 50.28 | 42.75 | 3.872 | 40 |
| Residual | -5.900 | 5.733 | .000 | 2.526 | 40 |
| Std. Predicted Value | -2.030 | 1.946 | .000 | 1.000 | 40 |
| Std. Residual | -2.275 | 2.211 | .000 | .974 | 40 |

a. Dependent Variable: Y

Histogram

Dependent Variable: Y



Normal P-P Plot of Regression Standardized Residual