

Lampiran 1



KUESIONER PENELITIAN

No Responden

Kepada Yth :

Bapak/ Saudara

Di Tempat

Dengan Hormat,

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul :

**Pengaruh Kompetensi dan Beban Kerja Terhadap Kinerja Karyawan PT.
Lampung TV**

Bersama ini saya

Nama : Dela Oktaviani

NPM : 1812110457

Email :

Fakultas/Jurusan : S1 Manajemen

Memohon bantuan bapak/saudara untuk mengisi kuesioner penelitian yang terlampir. Penelitian ini bertujuan untuk mengetahui perbandingan kinerja karyawan sebelum dan sesudah penelitian pada PT. Lampung TV. Jawaban subjektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Hormat Saya,

Dela Oktaviani

IDENTIFIKASI RESPONDEN

Nama Responden : (Boleh Tidak Diisi)

Umur : 20-25 Tahun 26-30 Tahun
 31-35 Tahun >36 Tahun

Jenis Kelamin : Laki-laki Perempuan

Pendidikan : SMA D3 S1

FORMAT PENGISIAN KUESIONER

Berilah tanda (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju.

STS : Sangat Tidak Setuju

1. Kompetensi

No	Pernyataan	SS	S	N	TS	STS
Karakter pribadi						
1	Karyawan memiliki kemampuan yang baik dalam setiap pekerjaan.					
2	Karyawan mempunyai respon yang baik pada informasi yang didapat.					
Konsep diri						
3	Karyawan memiliki sikap yang baik dalam setiap pekerjaan.					
4	Karyawan memiliki citra diri yang baik dimata rekan kerja.					
Pengetahuan						
5	Karyawan memiliki pengetahuan sesuai pekerjaan yang dilakukan.					
6	Karyawan dapat menganalisa pekerja yang akan dilakukan.					
Ketrampilan						
7	Karyawan mampu mengerjakan pekerjaan yang baru.					
8	Karyawan dapat mengerjakan berbagai pekerjaan.					
Motivasi Kerja						
9	Karyawan memiliki motivasi yang tinggi untuk kemajuan perusahaan.					
10	Karyawan dapat menjadi contoh yang baik bagi rekan kerja.					

2. Beban Kerja

No	Pernyataan	SS	S	N	TS	STS
Target Yang Harus Dicapai						
1	Karyawan fapat menyelesaikan pekerjaan yang telah diberikan.					
2	Karyawan mampu menyelesaikan pekerjaan sesuai waktu yang ditetapkan.					
Kondisi Pekerjaan						
3	Karyawan mampu mengerjakan pekerjaan pada kondisi apapun					
4	Karyawan dapat menangani pekerjaan apapun					
Penggunaan Waktu						
5	Karyawan dapat menyelesaikan pekerjaan tetap waktu					
6	Pekerjaan yang dilakukan karyawan terselesaikan pada waktu yang telah ditetapkan					
Standar Pekerjaan						
7	Karyawan dapat mengukur beban kerja yang akan dilakukan					
8	Karyawan selalu mengerjakan tugas sesuai tanggung jawab yang telah diberikan.					

- **Kinerja Karyawan**

No	Pernyataan	SS	S	N	TS	STS
Tingkat Kerapian Pekerjaan						
1	Pekerjaan yang dilakukan karyawan sesuai dengan ketentuan					
2	Pekerjaan yang dilakukan karyawan sesuai keinginan perusahaan.					
Ketepatan Waktu						
3	Pekerjaan yang dilakukan karyawan selesai tepat waktu.					
4	Pekerjaan yang dilakukan karyawan sesuai dengan waktu yang ditetapkan.					
Kualitas Pekerjaan						
5	Hasil pekerjaan yang dihasilkan karyawan sesuai dengan SOP yang ada.					
6	Hasil produksi mempunyai kualitas yang baik.					
Kuantitas Pekerjaan						
7	Karyawan selalu berusaha mengerjakan pekerjaan sesuai target yang ditetapkan.					
8	Karyawan selalu mencapai target yang ditetapkan perusahaan.					
Pengetahuan pekerjaan						
9	Karyawan mengerti tentang pekerjaan yang akan dilakukan.					
10	Karyawan selalu menganalisa setiap pekerjaan yang akan dilakukan.					

Lampiran 2

NO	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	Kompetensi
1	4	4	4	4	4	3	5	4	4	4	40
2	5	4	3	5	5	5	4	2	2	3	38
3	5	5	4	5	5	4	5	4	4	3	44
4	4	3	4	4	4	4	3	3	3	3	35
5	4	4	4	4	4	3	4	3	3	3	36
6	4	5	2	4	4	4	5	3	3	4	38
7	4	4	4	4	4	4	4	5	4	4	41
8	3	2	3	3	3	3	3	2	2	3	27
9	5	4	5	5	5	5	4	5	4	5	47
10	3	3	2	3	3	3	3	4	3	3	30
11	4	5	5	4	4	4	5	5	4	5	45
12	3	2	4	3	3	3	2	3	4	3	30
13	4	5	4	4	4	4	5	3	3	3	39
14	4	4	3	4	3	4	3	3	3	4	35
15	3	4	3	3	4	3	4	4	3	4	35
16	3	3	2	4	4	3	3	4	4	3	33
17	4	3	3	3	4	4	3	3	3	4	34
18	4	4	3	3	4	4	4	5	4	5	40
19	4	3	4	4	4	4	3	2	2	3	33
20	3	4	3	3	2	3	4	5	4	3	34
21	4	4	4	4	5	4	4	4	4	4	41
22	5	3	2	3	4	5	3	2	3	5	35
23	4	3	4	4	4	4	3	4	4	4	38
24	3	3	3	3	3	2	3	3	3	3	29
25	3	3	3	3	3	4	3	3	3	4	32
26	2	3	2	2	3	3	3	3	3	3	27
27	5	4	5	5	3	3	4	5	3	3	40
28	4	2	4	4	3	2	3	4	3	2	31
29	4	4	4	4	4	5	4	4	4	5	42
30	3	3	3	3	2	4	3	3	3	4	31
31	3	3	3	3	4	4	3	3	4	4	34
32	2	3	2	2	3	3	4	2	3	3	27
33	3	3	3	3	3	3	3	3	3	3	30
34	3	4	3	3	3	2	4	3	3	2	30
35	3	3	3	3	3	3	3	3	3	3	30
36	3	3	3	3	4	3	3	4	4	3	33
37	3	4	3	3	3	3	4	3	3	4	33
38	3	3	3	3	3	3	3	3	3	3	30
39	4	4	4	4	4	3	4	4	4	3	38
40	3	2	3	3	3	3	2	3	3	3	28

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

NO	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Kinerja Karyawan
1	5	4	4	4	4	4	4	5	4	3	41
2	5	3	5	5	4	5	5	4	5	5	46
3	4	5	5	4	5	3	4	5	4	3	42
4	4	4	4	2	3	3	3	4	2	4	33
5	5	5	5	4	5	4	4	5	4	4	45
6	3	3	3	3	3	3	3	3	3	3	30
7	3	4	4	3	4	4	4	4	3	4	37
8	5	5	5	3	5	5	3	5	4	5	45
9	4	4	4	5	4	4	5	4	5	4	43
10	3	3	3	2	5	5	3	5	5	5	39
11	4	4	4	5	4	4	5	4	5	4	43
12	3	3	3	4	3	3	4	3	4	3	33
13	5	5	5	5	5	5	5	5	5	5	50
14	2	3	2	3	2	3	3	2	3	2	25
15	5	5	5	3	5	5	3	5	4	5	45
16	3	3	3	3	3	3	3	3	3	3	30
17	4	4	4	4	4	4	4	4	4	4	40
18	3	3	3	4	3	3	4	3	4	3	33
19	3	3	3	3	3	3	3	3	3	3	30
20	4	4	4	5	4	4	5	4	5	4	43
21	4	4	4	4	4	5	4	5	5	4	43
22	5	4	3	5	5	5	5	4	5	5	46
23	5	5	4	5	5	4	3	4	5	4	44
24	4	3	4	4	4	5	3	3	4	2	36
25	4	4	4	4	4	3	3	3	4	4	37
26	4	5	2	4	4	3	4	3	3	3	35
27	4	4	4	4	4	3	4	3	3	3	36
28	3	2	3	3	3	4	3	3	3	2	29
29	5	4	5	5	5	4	5	4	5	5	47
30	3	3	2	3	3	3	2	2	3	4	28
31	4	5	5	4	4	5	5	4	4	4	44
32	3	2	4	3	3	2	4	3	3	3	30
33	4	5	4	4	4	5	4	3	4	3	40
34	4	4	3	4	3	4	3	3	4	2	34
35	3	4	3	3	4	4	3	3	4	3	34
36	3	3	2	4	4	3	2	4	4	3	32
37	4	3	3	3	4	3	3	3	3	3	32
38	4	4	3	3	4	2	4	3	2	3	32
39	4	3	4	4	4	4	4	4	3	3	37
40	3	4	3	3	2	4	4	3	4	3	33

Lampiran 3

Jenis kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	31	77,5	77,5	77,5
Valid Perempuan	9	22,5	22,5	100,0
Total	40	100,0	100,0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
20 - 25 Tahun	4	10,0	10,0	10,0
26- 30 Tahun	19	47,5	47,5	57,5
Valid 31- 35 Tahun	10	25,0	25,0	82,5
>36 Tahun	7	17,5	17,5	100,0
Total	40	100,0	100,0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	18	45,0	45,0	45,0
Valid D3	12	30,0	30,0	75,0
S1	10	25,0	25,0	100,0
Total	40	100,0	100,0	

Lampiran 4

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	17	42,5	42,5	47,5
Valid 4	16	40,0	40,0	87,5
5	5	12,5	12,5	100,0
Total	40	100,0	100,0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	10,0	10,0	10,0
3	17	42,5	42,5	52,5
Valid 4	15	37,5	37,5	90,0
5	4	10,0	10,0	100,0
Total	40	100,0	100,0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	15,0	15,0	15,0
3	18	45,0	45,0	60,0
Valid 4	13	32,5	32,5	92,5
5	3	7,5	7,5	100,0
Total	40	100,0	100,0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	19	47,5	47,5	52,5
Valid 4	15	37,5	37,5	90,0
5	4	10,0	10,0	100,0
Total	40	100,0	100,0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	16	40,0	40,0	45,0
Valid 4	18	45,0	45,0	90,0
5	4	10,0	10,0	100,0
Total	40	100,0	100,0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	7,5	7,5	7,5
3	18	45,0	45,0	52,5
Valid 4	15	37,5	37,5	90,0
5	4	10,0	10,0	100,0
Total	40	100,0	100,0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	19	47,5	47,5	52,5
Valid 4	14	35,0	35,0	87,5
5	5	12,5	12,5	100,0
Total	40	100,0	100,0	

X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	12,5	12,5	12,5
3	18	45,0	45,0	57,5
Valid 4	11	27,5	27,5	85,0
5	6	15,0	15,0	100,0
Total	40	100,0	100,0	

X1.9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	7,5	7,5	7,5
Valid 3	22	55,0	55,0	62,5
4	15	37,5	37,5	100,0
Total	40	100,0	100,0	

X1.10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
Valid 3	21	52,5	52,5	57,5
4	12	30,0	30,0	87,5
5	5	12,5	12,5	100,0
Total	40	100,0	100,0	

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	10,0	10,0	10,0
Valid 3	13	32,5	32,5	42,5
4	14	35,0	35,0	77,5
5	9	22,5	22,5	100,0
Total	40	100,0	100,0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	27,5	27,5	27,5
Valid 4	22	55,0	55,0	82,5
5	7	17,5	17,5	100,0
Total	40	100,0	100,0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2,5	2,5	2,5
3	10	25,0	25,0	27,5
Valid 4	22	55,0	55,0	82,5
5	7	17,5	17,5	100,0
Total	40	100,0	100,0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	7,5	7,5	7,5
3	12	30,0	30,0	37,5
Valid 4	14	35,0	35,0	72,5
5	11	27,5	27,5	100,0
Total	40	100,0	100,0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2,5	2,5	2,5
3	12	30,0	30,0	32,5
Valid 4	19	47,5	47,5	80,0
5	8	20,0	20,0	100,0
Total	40	100,0	100,0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	7,5	7,5	7,5
3	17	42,5	42,5	50,0
Valid 4	13	32,5	32,5	82,5
5	7	17,5	17,5	100,0
Total	40	100,0	100,0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	14	35,0	35,0	40,0
Valid 4	18	45,0	45,0	85,0
5	6	15,0	15,0	100,0
Total	40	100,0	100,0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2,5	2,5	2,5
3	20	50,0	50,0	52,5
Valid 4	15	37,5	37,5	90,0
5	4	10,0	10,0	100,0
Total	40	100,0	100,0	

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2,5	2,5	2,5
3	13	32,5	32,5	35,0
Valid 4	17	42,5	42,5	77,5
5	9	22,5	22,5	100,0
Total	40	100,0	100,0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	13	32,5	32,5	37,5
Valid 4	16	40,0	40,0	77,5
5	9	22,5	22,5	100,0
Total	40	100,0	100,0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	10,0	10,0	10,0
3	13	32,5	32,5	42,5
Valid 4	15	37,5	37,5	80,0
5	8	20,0	20,0	100,0
Total	40	100,0	100,0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	14	35,0	35,0	40,0
Valid 4	16	40,0	40,0	80,0
5	8	20,0	20,0	100,0
Total	40	100,0	100,0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	10	25,0	25,0	30,0
Valid 4	19	47,5	47,5	77,5
5	9	22,5	22,5	100,0
Total	40	100,0	100,0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	14	35,0	35,0	40,0
Valid 4	14	35,0	35,0	75,0
5	10	25,0	25,0	100,0
Total	40	100,0	100,0	

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	15	37,5	37,5	42,5
Valid 4	15	37,5	37,5	80,0
5	8	20,0	20,0	100,0
Total	40	100,0	100,0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	17	42,5	42,5	47,5
Valid 4	13	32,5	32,5	80,0
5	8	20,0	20,0	100,0
Total	40	100,0	100,0	

Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5,0	5,0	5,0
3	12	30,0	30,0	35,0
Valid 4	16	40,0	40,0	75,0
5	10	25,0	25,0	100,0
Total	40	100,0	100,0	

Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	10,0	10,0	10,0
3	17	42,5	42,5	52,5
Valid 4	12	30,0	30,0	82,5
5	7	17,5	17,5	100,0
Total	40	100,0	100,0	

Lampiran 5

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Kompetensi
X1.1	Pearson Correlation	1	,539**	,473*	,834**	,795**	,848**	,474*	-,015	-,011	,291	,757**
	Sig. (1-tailed)		,007	,018	,000	,000	,000	,017	,475	,482	,106	,000
	N	20	20	20	20	20	20	20	20	20	20	20
X1.2	Pearson Correlation	,539**	1	,212	,498*	,407*	,396*	,905**	,387*	,276	,383*	,785**
	Sig. (1-tailed)	,007		,185	,013	,037	,042	,000	,046	,119	,048	,000
	N	20	20	20	20	20	20	20	20	20	20	20
X1.3	Pearson Correlation	,473*	,212	1	,409*	,346	,334	,252	,204	,267	,283	,579**
	Sig. (1-tailed)	,018	,185		,037	,067	,075	,142	,194	,127	,113	,004
	N	20	20	20	20	20	20	20	20	20	20	20
X1.4	Pearson Correlation	,834**	,498*	,409*	1	,751**	,668**	,440*	-,043	,021	,040	,667**
	Sig. (1-tailed)	,000	,013	,037		,000	,001	,026	,428	,466	,433	,001
	N	20	20	20	20	20	20	20	20	20	20	20
X1.5	Pearson Correlation	,795**	,407*	,346	,751**	1	,656**	,426*	-,014	-,010	,262	,668**
	Sig. (1-tailed)	,000	,037	,067	,000		,001	,030	,477	,484	,132	,001
	N	20	20	20	20	20	20	20	20	20	20	20
X1.6	Pearson Correlation	,848**	,396*	,334	,668**	,656**	1	,251	-,031	-,131	,383*	,620**
	Sig. (1-tailed)	,000	,042	,075	,001	,001		,143	,449	,291	,048	,002
	N	20	20	20	20	20	20	20	20	20	20	20
X1.7	Pearson Correlation	,474*	,905**	,252	,440*	,426*	,251	1	,360	,257	,343	,746**
	Sig. (1-tailed)	,017	,000	,142	,026	,030	,143		,060	,137	,069	,000
	N	20	20	20	20	20	20	20	20	20	20	20
X1.8	Pearson Correlation	-,015	,387*	,204	-,043	-,014	-,031	,360	1	,851**	,587**	,558**
	Sig. (1-tailed)	,475	,046	,194	,428	,477	,449	,060		,000	,003	,005
	N	20	20	20	20	20	20	20	20	20	20	20
X1.9	Pearson Correlation	-,011	,276	,267	,021	-,010	-,131	,257	,851**	1	,419*	,495*
	Sig. (1-tailed)	,482	,119	,127	,466	,484	,291	,137	,000		,033	,013
	N	20	20	20	20	20	20	20	20	20	20	20
X1.10	Pearson Correlation	,291	,383*	,283	,040	,262	,383*	,343	,587**	,419*	1	,627**
	Sig. (1-tailed)	,106	,048	,113	,433	,132	,048	,069	,003	,033		,002
	N	20	20	20	20	20	20	20	20	20	20	20
Kompetensi	Pearson Correlation	,757**	,785**	,579**	,667**	,668**	,620**	,746**	,558**	,495*	,627**	1
	Sig. (1-tailed)	,000	,000	,004	,001	,001	,002	,000	,005	,013	,002	
	N	20	20	20	20	20	20	20	20	20	20	20

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	Beban Kerja
X2.1	Pearson Correlation	1	,515	,458	,972**	,320	,559*	,224	,340	,825**
	Sig. (1-tailed)		,010	,021	,000	,085	,005	,171	,071	,000
	N	20	20	20	20	20	20	20	20	20
X2.2	Pearson Correlation	,515*	1	,339	,534**	,725**	,309	,816**	,000	,733**
	Sig. (1-tailed)	,010		,072	,008	,000	,093	,000	,500	,000
	N	20	20	20	20	20	20	20	20	20
X2.3	Pearson Correlation	,458*	,339	1	,386*	,404*	,911**	,169	,311	,710**
	Sig. (1-tailed)	,021	,072		,047	,039	,000	,239	,091	,000
	N	20	20	20	20	20	20	20	20	20
X2.4	Pearson Correlation	,972**	,534**	,386*	1	,318	,498*	,299	,245	,800**
	Sig. (1-tailed)	,000	,008	,047		,086	,013	,100	,149	,000
	N	20	20	20	20	20	20	20	20	20
X2.5	Pearson Correlation	,320	,725**	,404*	,318	1	,368	,834**	,187	,704**
	Sig. (1-tailed)	,085	,000	,039	,086		,055	,000	,215	,000
	N	20	20	20	20	20	20	20	20	20
X2.6	Pearson Correlation	,559**	,309	,911**	,498*	,368	1	,154	,461*	,771**
	Sig. (1-tailed)	,005	,093	,000	,013	,055		,259	,020	,000
	N	20	20	20	20	20	20	20	20	20
X2.7	Pearson Correlation	,224	,816**	,169	,299	,834**	,154	1	-,060	,571**
	Sig. (1-tailed)	,171	,000	,239	,100	,000	,259		,400	,004
	N	20	20	20	20	20	20	20	20	20
X2.8	Pearson Correlation	,340	,000	,311	,245	,187	,461*	-,060	1	,456*
	Sig. (1-tailed)	,071	,500	,091	,149	,215	,020	,400		,022
	N	20	20	20	20	20	20	20	20	20
Beban Kerja	Pearson Correlation	,825**	,733**	,710**	,800**	,704**	,771**	,571**	,456*	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	,000	,004	,022	
	N	20	20	20	20	20	20	20	20	20

*. Correlation is significant at the 0.05 level (1-tailed).

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Kinerja Karyawan
Y1	Pearson Correlation	1	,732**	,909**	,409	,724**	,663**	,385*	,799**	,435*	,656**	,874**
	Sig. (1-tailed)		,000	,000	,037	,000	,001	,047	,000	,027	,001	,000
	N	20	20	20	20	20	20	20	20	20	20	20
Y2	Pearson Correlation	,732**	1	,831**	,205	,760**	,442*	,203	,776**	,208	,463*	,729**
	Sig. (1-tailed)	,000		,000	,193	,000	,025	,195	,000	,189	,020	,000
	N	20	20	20	20	20	20	20	20	20	20	20
Y3	Pearson Correlation	,909**	,831**	1	,377	,810**	,618**	,405*	,818**	,384*	,684**	,889**
	Sig. (1-tailed)	,000	,000		,050	,000	,002	,038	,000	,047	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20
Y4	Pearson Correlation	,409*	,205	,377	1	,201	,205	,933**	,117	,709**	,108	,558**
	Sig. (1-tailed)	,037	,193	,050		,198	,193	,000	,311	,000	,325	,005
	N	20	20	20	20	20	20	20	20	20	20	20
Y5	Pearson Correlation	,724**	,760**	,810**	,201	1	,760**	,263	,943**	,579**	,749**	,880**
	Sig. (1-tailed)	,000	,000	,000	,198		,000	,132	,000	,004	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20
Y6	Pearson Correlation	,663**	,442*	,618**	,205	,760**	1	,283	,706**	,646**	,898**	,804**
	Sig. (1-tailed)	,001	,025	,002	,193	,000		,113	,000	,001	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20
Y7	Pearson Correlation	,385*	,203	,405*	,933**	,263	,283	1	,212	,719**	,246	,606**
	Sig. (1-tailed)	,047	,195	,038	,000	,132	,113		,185	,000	,148	,002
	N	20	20	20	20	20	20	20	20	20	20	20
Y8	Pearson Correlation	,799**	,776**	,818**	,117	,943**	,706**	,212	1	,453*	,705**	,847**
	Sig. (1-tailed)	,000	,000	,000	,311	,000	,000	,185		,023	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20
Y9	Pearson Correlation	,435*	,208	,384*	,709**	,579**	,646**	,719**	,453*	1	,517**	,734**
	Sig. (1-tailed)	,027	,189	,047	,000	,004	,001	,000	,023		,010	,000
	N	20	20	20	20	20	20	20	20	20	20	20
Y10	Pearson Correlation	,656**	,463*	,684**	,108	,749**	,898**	,246	,705**	,517**	1	,780**
	Sig. (1-tailed)	,001	,020	,000	,325	,000	,000	,148	,000	,010		,000
	N	20	20	20	20	20	20	20	20	20	20	20
Kinerja Karyawan	Pearson Correlation	,874**	,729**	,889**	,558**	,880**	,804**	,606**	,847**	,734**	,780**	1
	Sig. (1-tailed)	,000	,000	,000	,005	,000	,000	,002	,000	,000	,000	
	N	20	20	20	20	20	20	20	20	20	20	20

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Lampiran 6

Case Processing Summary

		N	%
Cases	Valid	20	100,0
	Excluded ^a	0	,0
	Total	20	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,842	10

Case Processing Summary

		N	%
Cases	Valid	20	100,0
	Excluded ^a	0	,0
	Total	20	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,849	8

Case Processing Summary

		N	%
Cases	Valid	20	100,0
	Excluded ^a	0	,0
	Total	20	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,923	10

Lampiran 7

One-Sample Kolmogorov-Smirnov Test

		Kompetensi	Beban Kerja	Kinerja Karyawan
N		40	40	40
Normal Parameters ^{a,b}	Mean	34,83	30,00	37,55
	Std. Deviation	5,213	4,273	6,332
	Absolute	,112	,134	,130
Most Extreme Differences	Positive	,112	,075	,114
	Negative	-,079	-,134	-,130
Kolmogorov-Smirnov Z		,706	,846	,824
Asymp. Sig. (2-tailed)		,701	,472	,506

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 8

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Kompetensi	1,479	10	20	,218
Beban Kerja	2,316	10	20	,053

Lampiran 9

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Karyawan * Kompetensi		(Combined)	864,567	17	50,857	1,600	,149
	Between Groups	Linearity	296,811	1	296,811	9,337	,006
		Deviation from Linearity	567,756	16	35,485	1,116	,398
		Within Groups	699,333	22	31,788		
		Total	1563,900	39			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Karyawan * Beban Kerja		(Combined)	671,533	14	47,967	1,344	,251
	Between Groups	Linearity	170,090	1	170,090	4,765	,039
		Deviation from Linearity	501,443	13	38,573	1,081	,417
		Within Groups	892,367	25	35,695		
		Total	1563,900	39			

Lampiran 10

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,501 ^a	,251	,210	5,628

a. Predictors: (Constant), Beban Kerja, Kompetensi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,081	8,015		1,258	,216
	Kompetensi	,467	,177	,385	2,647	,012
	Beban Kerja	,373	,215	,252	1,733	,091

a. Dependent Variable: Kinerja Karyawan

Lampiran 11

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19,120	6,244		3,062	,004
Kompetensi	,529	,177	,436	2,984	,005

a. Dependent Variable: Kinerja Karyawan

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	22,887	6,876		3,328	,002
Beban Kerja	,489	,227	,330	2,153	,038

a. Dependent Variable: Kinerja Karyawan

Lampiran 12

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	391,942	2	195,971	6,187	,005 ^b
Residual	1171,958	37	31,675		
Total	1563,900	39			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Beban Kerja, Kompetensi

Lampiran 13

Tabel t

Pr df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421

Lampiran 14

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07

27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89