

LAMPIRAN

Lampiran 1

Bandar Lampung, April 2022

Hal : **Permohonan Bantuan Pengisian Kuisisioner**

Kepada Yth :

Bapak/ Ibu

Di

Tempat

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT. Arta Boga Cemerlang di Bandar Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen

SDM. Tentang **“PENGARUH PENGEMBANGAN KARIR, KESELAMATAN DAN KESEHATAN KERJA DAN EFEKTIVITAS KERJA TERHADAP KINERJA KARYAWAN PADA PT. ARTA BOGA CEMERLANG DI BANDAR LAMPUNG”**.

Sehubungan dengan maksud di atas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrument penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan jawaban tersebut tidak berpengaruh terhadap kondisi saudara.

Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terimakasih.

Hormat Saya

Refaldi
NPM. 181211043

KUESIONER

Pernyataan di bawah ini dalam rangka penelitian skripsi dengan judul :
PENGARUH PENGEMBANGAN KARIR, KESELAMATAN DAN KESEHATAN KERJA DAN EFEKTIVITAS KERJA TERHADAP KINERJA KARYAWAN PADA PT. ARTA BOGA CEMERLANG DI BANDAR LAMPUNG

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

SS = Sangat Setuju S = Setuju KS = Kurang Setuju
TS = Tidak Setuju STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh tidak diisi)

1. Divisi :

2. Jenis Kelamin : Laki – Laki Perempuan

3. Masa Kerja : 0 – 6 Bulan > 15 Bulan

7 – 15 Bulan

4. Usia : 17 -30 Tahun 41 – 50 Tahun

31 – 40 Tahun > 50 tahun

6. Pendidikan Terakhir : SMA S1

D3 S2

DAFTAR PERNYATAAN

Pengembangan Karir (X₁)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Penilaian dan Evaluasi						
1	Perusahaan selalu memberikan penilaian hasil kinerja disetiap tahunnya					
2	Penilaian dilakukan perusahaan dalam pengembangan karir karyawan					
Prestasi Kerja						
3	Karyawan mendapatkan promosi jabatan karena prestasi kerja karyawan yang baik					
4	Atasan selalu memberikan <i>reward</i> kepada karyawan yang berprestasi					

Latar Belakang Pendidikan					
5	Berdasarkan latar belakang pendidikan yang karyawan miliki ada harapan karyawan di promosikan/peningkatan karir				
6	Posisi jabatan sesuai dengan latar belakang pendidikan				
Pelatihan					
7	Perusahaan memberikan kesempatan serta peluang untuk tumbuh melalui program pelatihan				
8	Jabatan yang diberikan kepada karyawan memerlukan peningkatan keterampilan melalui diklat/pelatihan				
Pengalaman Kerja					
9	Berdasarkan pengalaman kerja yang dimiliki karyawan siap untuk ditempatkan di berbagai posisi pekerjaan				
10	Pengalaman kerja yang dimiliki karyawan memudahkan dalam bekerja				
Kesetiaan pada Perusahaan					
11	Semakin lama karyawan bekerja di perusahaan, semakin tinggi loyalitas karyawan terhadap perusahaan				
12	Tingkat kemampuan karyawan dapat diukur dengan lamanya masa kerja				

Sumber : Menurut Putri (2019)

Keselamatan dan Kesehatan Kerja (X₂)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Alat Pelindung Kerja						
1	Saya merasa alat pelindung keselamatan yang tersedia sudah sesuai dengan kondisi pekerjaan yang dilakukan					
2	Saya menggunakan alat pelindung keselamatan kerja dengan baik untuk menjaga keselamatan kerja					
Ruang Kerja yang Aman						
3	Tingkat keamanan ruangan kerja diperusahaan sangat tinggi					
4	Perusahaan memberikan asuransi kecelakaan kerja kepada karyawan					
Penggunaan Peralatan Kerja						

5	Saya menggunakan peralatan kerja untuk menjaga terjadinya kecelakaan kerja					
6	Peralatan yang berbahaya diberi tanda – tanda dengan sangat jelas dan mudah di mengerti					
Ruang Kerja yang Sehat						
7	Tingkat kebersihan yang ada diruangan kerja sudah baik					
8	Ruangan kerja selalu dibersih secara berkala untuk kesehatan karyawan					
Penerangan diruang Kerja						
9	Tingkat penerangan diruangan kerja sudah baik					
10	Kondisi penerangan dan pencahayaan yang baik dapat mempermudah melakukan pekerjaan					

Sumber : Menurut Firmanzah (2017)

Efektivitas Kerja (X3)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Kemampuan Menyesuaikan diri						
1	Karyawan dapat menyesuaikan diri dengan cepat pada lingkungan kerja yang baru					
2	Kemampuan karir individu mendapat apresiasi dari perusahaan					
3	Atasan memberikan penjelasan mengenai kekurangan dan perbaikan kinerja					
Prestasi Kerja						
4	Karyawan penuh semangat untuk berprestasi untuk mencapai target kerja					
5	Karyawan yang memiliki kinerja yang baik berhak atas kesempatan promosi					
6	Hasil kerja saya sesuai dengan kualitas kerja					

	yang ditetapkan					
7	Prestasi kerja yang ada diperusahaan menjadi pertimbangan untuk pengembangan karir karyawan					
Kepuasan Kerja						
8	Karyawan merasa puas dengan jenjang karir yang diberikan perusahaan					
9	Saya merasa puas dengan bidang pekerjaan yang saya geluti saat ini					
10	Seluruh karyawan memiliki kesempatan untuk mengembangkan karir					

Sumber : Menurut Syam (2020)

Kinerja Karyawan (Y)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
Kualitas Kerja						
1	Standar kualitas kerja yang telah ditetapkan oleh perusahaan selama ini dapat saya capai dengan baik					
2	Saya berusaha menghasilkan kualitas kerja yang baik dibandingkan dengan rekan kerja					
Kuantitas Kerja						
3	Saya diberikan kesempatan berinisiatif sendiri untuk mencapai target kerja yang ditetapkan perusahaan.					
4	Karyawan dapat menyelesaikan pekerjaan lebih dari yang ditargetkan					

Ketetapan Waktu					
5	karyawan mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang ditentukan.				
6	Saya bekerja sesuai dengan jam kerja yang ditetapkan perusahaan				
Efektivitas					
7	Karyawan selalu berinisiatif dalam memperbaiki dan mengatasi setiap masalah pekerjaan				
8	Karyawan mampu bereaksi untuk mengubah situasi/kondisi apabila terjadi masalah pekerjaan didalam perusahaan				
Kemandirian					
9	karyawan mampu menyelesaikan setiap masalah - masalah dalam pekerjaan.				
10	karyawan mampu mempercepat menyelesaikan pekerjaaa sebelum batas waktu yang ditentukan.				

Sumber : Sudarmanto (2009)

Lampiran 2

Hasil jawaban kuesioner Responden

• Hasil jawaban Variabel Pengembangan Karir (X_1)

Noresponden	Butir Pernyataan												Total	
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12		
	3	4	3	4	4	4	4	4	3	4	4	4	4	45
	5	5	5	5	4	4	5	4	5	4	4	4	4	54
	2	4	2	4	5	5	4	5	4	4	5	5	5	49
	5	5	5	5	4	4	5	4	3	4	4	4	4	52
	3	3	3	3	3	3	3	3	3	4	3	3	3	37
	4	4	4	4	4	4	4	4	4	4	4	4	4	48
	3	5	3	5	5	5	5	5	5	5	5	5	5	56
	3	4	3	4	4	4	4	4	4	4	4	4	4	46
	2	2	2	2	3	3	2	3	3	4	3	3	3	32
	5	4	5	4	5	5	4	5	5	5	5	5	5	57
	3	4	3	4	4	4	4	4	4	4	4	4	4	46
	4	3	4	3	4	4	3	4	5	4	4	4	4	46
	4	5	4	5	5	5	5	5	5	4	5	5	5	57
	4	5	4	5	4	4	5	4	4	5	4	4	4	52
	5	5	5	5	5	5	5	5	5	4	5	5	5	59
	3	3	3	3	4	4	3	4	3	4	4	4	4	42
	4	4	4	4	4	4	4	4	3	3	4	4	4	46
	5	4	5	4	5	5	4	5	3	4	5	5	5	54
	5	4	5	4	4	4	4	5	4	4	4	4	4	51
	4	4	4	4	4	4	4	4	4	4	4	4	4	48
	4	4	4	4	4	4	4	4	4	4	4	4	4	48
	4	4	4	4	5	5	4	4	4	5	5	5	5	53
	4	4	4	4	5	5	4	4	4	4	5	5	5	52
	4	5	4	5	4	4	5	4	5	4	4	4	4	52
	3	4	3	4	4	4	4	3	4	4	4	4	4	45
	5	3	5	3	4	4	3	5	3	4	4	4	4	47
	4	4	4	4	4	4	4	4	4	4	4	4	4	48
	4	3	4	3	4	4	4	4	3	4	4	4	4	45
	5	5	3	5	5	4	5	3	3	3	4	4	4	49
	4	4	4	4	4	4	4	4	3	3	4	4	4	46
	4	4	4	4	3	3	3	4	4	2	3	3	3	41
	5	3	4	4	3	4	3	4	4	4	4	4	4	46
	4	4	4	4	4	4	4	4	4	4	4	4	3	47
	4	3	4	4	4	4	3	4	4	4	4	5	4	47
	3	5	5	4	5	4	3	3	4	4	4	5	4	49
	4	4	4	4	4	4	3	3	4	4	4	4	4	46
	4	4	3	3	3	4	4	2	3	3	4	3	3	40
	5	5	4	4	4	4	2	4	4	4	4	4	4	48
	3	4	4	4	5	5	4	5	4	4	4	5	5	51
	4	4	5	5	4	5	4	5	5	5	5	5	5	56
	4	4	4	4	3	5	4	4	4	3	4	3	3	46
	3	4	4	4	5	4	4	4	4	4	5	4	4	49
	2	2	3	3	4	4	3	4	3	3	3	4	4	38
	5	4	5	5	4	4	5	5	5	5	5	5	5	57
	3	4	4	4	5	4	4	4	4	4	3	3	3	46
	4	3	4	4	4	4	5	4	4	4	3	3	3	46
	4	5	5	5	5	4	5	4	5	5	2	4	4	53
	4	5	4	4	4	4	4	5	4	4	3	4	4	49
	5	5	5	5	4	4	5	4	5	5	3	4	4	54
	3	3	4	4	5	4	3	4	4	4	3	4	4	45
	4	4	4	4	4	4	3	3	4	4	2	4	4	44
	5	4	5	5	4	4	3	4	5	5	4	4	4	52

Noresponden	Butir Pernyataan												Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	
	5	4	4	4	4	4	4	4	4	4	3	4	48
	4	4	4	4	4	4	4	4	4	4	5	4	49
	4	4	5	4	3	4	3	3	2	4	4	5	45
	5	4	4	5	4	4	1	4	4	5	5	4	49
	5	2	4	3	4	4	3	4	4	4	4	4	45
	5	3	4	4	4	4	3	4	4	4	4	4	47
	4	4	4	4	4	4	4	4	4	4	4	3	47
	4	3	4	4	4	4	3	4	4	4	4	5	47
	3	5	5	4	3	4	3	3	4	4	4	5	47
	4	4	4	4	3	4	3	3	4	4	4	4	45
Total	242	241	245	248	250	252	230	244	241	246	243	251	2933

- Hasil Jawaban Variabel K3 (X₂)

No Responden	Butir Pernyataan											Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10		
	4	4	3	3	4	3	3	4	3	2	33	
	4	4	3	4	3	3	3	3	5	4	36	
	4	3	3	3	3	4	3	3	4	3	33	
	3	3	3	3	3	5	3	3	3	3	32	
	3	4	3	3	3	3	3	3	3	2	30	
	5	5	4	5	3	4	5	4	4	5	44	
	5	5	5	4	5	5	4	5	5	4	47	
	5	5	4	5	4	4	5	3	4	5	44	
	4	4	4	4	3	4	3	3	3	3	35	
	4	5	4	5	5	5	5	4	5	5	47	
	4	4	3	3	3	3	3	3	4	3	33	
	5	5	3	4	2	3	3	4	5	3	37	
	4	4	4	4	2	2	3	4	5	2	34	
	5	3	3	4	3	2	3	3	4	3	33	
	5	3	3	5	4	3	4	4	5	3	39	
	4	3	3	3	3	3	3	3	3	3	31	
	5	4	4	4	4	3	3	2	3	2	34	
	5	4	3	5	5	4	4	4	3	4	41	
	5	5	5	5	4	4	2	4	4	3	41	
	4	3	4	4	5	5	4	4	4	5	42	
	5	5	5	5	5	5	4	3	3	4	44	
	5	4	3	3	4	4	4	4	4	3	38	
	5	5	5	5	5	5	4	4	4	2	44	
	4	4	4	4	3	4	3	4	3	3	36	
	4	3	3	4	4	4	4	4	3	4	37	
	4	5	3	4	3	2	3	5	4	4	37	
	4	4	3	4	4	4	3	4	3	4	37	
	3	4	3	4	3	4	2	3	3	3	32	
	5	4	4	4	4	4	3	5	5	4	42	
	5	4	4	4	4	4	3	5	5	4	42	
	4	4	4	3	4	3	4	3	3	4	36	
	4	4	4	5	5	5	5	3	3	4	42	
	5	5	5	2	4	2	4	4	4	5	40	
	4	4	4	5	4	5	4	4	4	4	42	
	3	3	3	4	3	4	3	3	3	3	32	
	4	4	4	4	4	4	4	4	4	4	40	
	5	5	5	3	5	3	5	5	5	5	46	
	4	4	4	3	5	3	5	4	4	4	40	
	3	3	3	2	3	2	3	2	2	3	26	
	5	5	5	5	5	5	5	4	4	5	48	

No Responden	ButirPernyataan										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
	4	4	4	3	4	3	4	4	4	4	38
	4	4	4	4	5	4	5	3	3	4	40
	5	5	5	4	5	4	5	5	5	5	48
	4	4	4	4	5	4	5	5	5	4	44
	5	5	5	5	5	5	5	5	5	5	50
	4	4	4	3	5	3	5	3	3	4	38
	4	4	4	4	3	4	3	4	4	4	38
	5	5	5	5	5	5	5	4	4	5	48
	4	4	4	5	5	5	5	4	4	4	44
	4	4	4	4	4	4	4	4	4	4	40
	5	5	5	4	4	4	4	4	4	5	44
	5	5	5	4	5	4	5	4	4	5	46
	4	4	4	4	5	4	5	5	5	4	44
	4	4	4	3	4	3	4	4	4	4	38
	4	4	4	5	4	5	4	3	3	4	40
	4	4	4	4	4	4	4	4	4	4	40
	4	4	4	4	4	4	4	3	3	4	38
	5	4	5	3	3	3	3	3	3	4	36
	4	4	4	3	4	3	4	3	3	4	36
	3	3	3	4	4	4	4	4	4	3	36
	4	4	4	4	3	2	3	2	4	4	34
Total	261	251	238	240	242	229	234	227	234	231	2387

- Hasil Jawaban Variabel Efektivitas (X3)

No Responden	ButirPernyataan										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
	3	4	4	4	3	4	3	3	4	3	35
	3	5	5	5	5	5	3	3	5	5	44
	4	2	4	4	4	4	4	4	4	4	38
	4	5	3	4	3	3	4	4	3	5	38
	3	4	3	3	3	3	3	3	3	3	31
	4	4	4	4	4	4	4	4	4	4	40
	5	3	5	5	5	4	5	5	5	5	47
	4	3	4	5	4	4	4	4	4	4	40
	2	2	3	3	3	3	4	2	3	2	27
	4	5	5	5	5	5	4	4	5	4	46
	4	5	4	4	4	5	4	4	4	4	42
	3	5	5	5	5	5	4	3	5	3	43
	3	4	5	5	5	5	2	2	5	5	41
	2	4	4	5	4	5	5	5	5	5	44
	5	4	2	5	5	5	3	3	2	4	38
	3	4	3	5	3	4	3	3	5	3	36
	4	3	3	3	3	5	4	4	4	4	37
	4	5	3	5	3	5	4	4	4	4	41
	4	4	4	5	4	4	4	4	4	4	41
	5	4	4	4	4	5	4	4	4	4	42
	4	4	3	4	3	5	4	4	4	4	39
	4	4	4	5	4	4	4	4	4	4	41
	5	4	4	5	4	4	5	5	4	5	45
	4	3	3	4	3	5	4	4	4	4	38
	3	5	3	4	3	4	3	3	4	3	35
	4	4	4	4	4	5	4	4	4	4	41
	3	4	3	4	3	4	3	3	4	5	36
	3	3	3	3	3	4	3	3	4	5	34
	3	4	5	4	5	4	3	3	4	5	40

No Responden	ButirPernyataan										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
	4	4	3	4	3	4	4	4	4	3	37
	4	3	3	5	3	4	4	3	3	4	36
	4	4	3	3	4	4	5	3	3	3	36
	4	4	3	5	3	5	4	4	4	5	41
	3	3	4	4	3	3	4	4	4	5	37
	4	3	4	5	5	4	3	3	5	5	41
	4	4	4	5	3	5	4	4	5	4	42
	3	3	4	4	3	4	5	5	4	4	39
	4	4	3	4	4	5	5	4	5	4	42
	4	4	3	5	5	5	3	2	3	4	38
	4	3	4	4	3	4	5	4	3	4	38
	5	5	5	4	4	5	4	4	3	4	43
	3	4	4	3	4	4	5	3	3	4	37
	3	4	3	5	3	4	5	5	4	5	41
	3	3	4	5	3	3	5	5	5	4	40
	4	2	3	3	2	4	5	5	4	4	36
	3	3	4	5	3	5	5	3	4	5	40
	5	4	3	4	4	5	3	4	5	4	41
	3	3	1	3	3	3	5	4	4	4	33
	4	3	3	3	2	4	5	4	4	4	36
	4	4	4	5	3	5	4	4	4	5	42
	2	3	2	4	4	3	4	4	5	3	34
	3	3	2	3	2	4	5	4	5	3	34
	2	3	1	4	4	3	5	5	4	3	34
	3	3	4	3	3	5	4	4	5	4	38
	3	3	4	5	3	4	4	3	4	3	36
	4	5	3	5	5	4	4	4	3	3	40
	4	4	4	3	3	3	4	3	3	3	34
	5	5	5	4	4	4	3	3	3	3	39
	4	3	3	4	2	2	4	3	3	4	32
	5	3	4	4	4	4	4	4	2	5	39
	4	3	4	3	3	3	3	2	5	4	34
Total	224	226	217	255	218	254	244	225	243	244	2350

• Hasil Jawaban Kuesioner Kinerja Karyawan (Y)

No Responden	ButirPernyataan										Hasil
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
	3	4	3	4	3	4	4	4	4	2	35
	5	5	5	5	5	5	4	4	5	5	48
	4	4	2	4	2	4	5	5	5	3	38
	3	3	5	5	5	5	4	4	5	5	44
	3	3	3	3	3	3	3	3	4	3	31
	4	4	4	4	4	4	4	4	5	5	42
	5	4	3	5	3	5	5	5	5	2	42
	4	4	3	4	3	4	4	4	5	5	40
	3	3	2	2	2	2	3	3	4	3	27
	5	5	5	4	5	4	5	5	5	4	47
	4	5	3	4	3	4	4	4	4	5	40
	5	5	4	3	4	3	4	4	5	3	40
	5	5	4	5	4	5	5	5	5	5	48
	4	5	4	5	4	5	4	4	5	3	43
	5	5	5	5	5	5	5	5	5	4	49
	3	4	3	3	3	3	4	4	4	5	36
	3	5	4	4	4	4	4	4	5	4	41
	3	5	5	4	5	4	5	5	4	3	43

	4	4	5	4	5	4	4	4	5	3	42
	4	5	4	4	4	4	4	4	4	2	39
	3	5	4	4	4	4	5	5	5	3	42
	4	4	4	4	4	4	5	5	4	4	42
	4	4	4	5	4	5	4	4	5	4	43
	3	5	3	4	3	4	4	4	5	2	37
	3	4	5	3	5	3	4	4	3	3	37
	4	5	4	4	4	4	4	4	5	5	43
	3	4	4	3	4	3	4	4	4	3	36
	3	4	5	5	3	5	5	4	5	4	43
	5	4	4	4	4	4	4	4	3	3	39
	3	4	4	4	4	4	3	3	5	3	37
	3	4	4	4	3	4	3	3	4	3	35
	3	5	5	5	5	5	3	3	5	5	44
	4	2	4	4	4	4	4	4	4	4	38
	4	5	3	4	3	3	4	4	3	5	38
	3	4	3	3	3	3	3	3	3	3	31
	4	4	4	4	4	4	4	4	4	4	40
	5	3	5	5	5	4	5	5	5	5	47
	4	3	4	5	4	4	4	4	4	4	40
	2	2	3	3	3	3	3	4	2	3	27
	4	5	5	5	5	5	4	4	5	4	46
	4	5	4	4	4	5	4	4	4	4	42
	3	5	5	5	5	5	4	3	5	3	43
	3	4	5	5	5	5	2	2	5	5	41
	2	4	4	5	4	5	5	5	5	5	44
	5	4	2	5	5	5	3	3	2	4	38
	3	4	3	5	3	4	3	3	5	3	36
	4	3	3	3	3	5	4	4	4	4	37
	4	5	3	5	3	5	4	4	4	4	41
	4	4	4	5	4	4	4	4	4	4	41
	5	4	4	4	4	5	4	4	4	4	42
	4	4	3	4	3	5	4	4	4	4	39
	4	4	4	5	4	4	4	4	4	4	41
	5	4	4	5	4	4	5	5	4	5	45
	4	3	3	4	3	5	4	4	4	4	38
	3	5	3	4	3	4	3	3	4	3	35
	4	4	4	4	4	5	4	4	4	4	41
	3	4	3	4	3	4	3	3	4	5	36
	3	3	3	3	3	4	3	3	4	5	34
	3	4	5	4	5	4	3	3	4	5	40
	4	4	3	4	3	4	4	4	4	3	37
	3	4	2	3	3	4	5	3	3	4	34
Total	227	252	231	253	232	255	243	237	262	233	2425

Lampiran 3

Hasil uji frekuensi karakteristik responden

1. Karakteristik berdasarkan Jenis Kelamin Responden

JENISKELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI - LAKI	37	60.7	60.7	60.7
	PEREMPUAN	24	39.3	39.3	100.0
	Total	61	100.0	100.0	

2. Karakteristik berdasarkan Masa Kerja Responden

MASAKERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 6 BULAN	8	13.1	13.1	13.1
	7 - 15 BULAN	20	32.8	32.8	45.9
	> 15 BULAN	33	54.1	54.1	100.0
	Total	61	100.0	100.0	

3. Karakteristik berdasarkan Usia Responden

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17 - 30 TAHUN	29	47.5	47.5	47.5
	31 - 40 TAHUN	32	52.5	52.5	100.0
	Total	61	100.0	100.0	

4. Karakteristik berdasarkan Pendidikan Responden

PENDIDIKAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	14	23.0	23.0	23.0
	D3	32	52.5	52.5	75.4
	S1	6	9.8	9.8	85.2
	S2	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

Lampiran 4

Hasil Uji frekuensi Jawaban Responden

1. Variabel Pengembangan Karir (X_1)

X1P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.9	4.9	4.9
	3	13	21.3	21.3	26.2
	4	28	45.9	45.9	72.1
	5	17	27.9	27.9	100.0
	Total	61	100.0	100.0	

X1P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.9	4.9	4.9
	3	11	18.0	18.0	23.0
	4	33	54.1	54.1	77.0
	5	14	23.0	23.0	100.0
	Total	61	100.0	100.0	

X1P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	10	16.4	16.4	19.7
	4	34	55.7	55.7	75.4
	5	15	24.6	24.6	100.0
	Total	61	100.0	100.0	

X1P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	8	13.1	13.1	14.8
	4	38	62.3	62.3	77.0
	5	14	23.0	23.0	100.0
	Total	61	100.0	100.0	

X1P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	14.8	14.8	14.8
	4	37	60.7	60.7	75.4
	5	15	24.6	24.6	100.0
	Total	61	100.0	100.0	

X1P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	4.9	4.9	4.9
	4	47	77.0	77.0	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

X1P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	2	3.3	3.3	4.9
	3	19	31.1	31.1	36.1
	4	27	44.3	44.3	80.3
	5	12	19.7	19.7	100.0
	Total	61	100.0	100.0	

X1P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	10	16.4	16.4	18.0
	4	38	62.3	62.3	80.3
	5	12	19.7	19.7	100.0
	Total	61	100.0	100.0	

X1P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	13	21.3	21.3	23.0
	4	35	57.4	57.4	80.3
	5	12	19.7	19.7	100.0
	Total	61	100.0	100.0	

X1P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	6	9.8	9.8	11.5
	4	44	72.1	72.1	83.6
	5	10	16.4	16.4	100.0
	Total	61	100.0	100.0	

X1P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	10	16.4	16.4	19.7
	4	36	59.0	59.0	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

X1P12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	14.8	14.8	14.8
	4	36	59.0	59.0	73.8
	5	16	26.2	26.2	100.0
	Total	61	100.0	100.0	

TOTAL_X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	32	1	1.6	1.6	1.6
	37	1	1.6	1.6	3.3
	38	1	1.6	1.6	4.9
	40	1	1.6	1.6	6.6
	41	1	1.6	1.6	8.2
	42	1	1.6	1.6	9.8
	44	1	1.6	1.6	11.5
	45	7	11.5	11.5	23.0
	46	10	16.4	16.4	39.3
	47	7	11.5	11.5	50.8
	48	5	8.2	8.2	59.0
	49	7	11.5	11.5	70.5
	51	2	3.3	3.3	73.8
	52	5	8.2	8.2	82.0
	53	2	3.3	3.3	85.2
	54	3	4.9	4.9	90.2
	56	2	3.3	3.3	93.4
	57	3	4.9	4.9	98.4
	59	1	1.6	1.6	100.0
Total		61	100.0	100.0	

2. Variabel K3 (X₂)

X2P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	9.8	9.8	9.8
	4	32	52.5	52.5	62.3
	5	23	37.7	37.7	100.0
	Total	61	100.0	100.0	

X2P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	16.4	16.4	16.4
	4	34	55.7	55.7	72.1
	5	17	27.9	27.9	100.0
	Total	61	100.0	100.0	

X2P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	31.1	31.1	31.1
	4	29	47.5	47.5	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

X2P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	15	24.6	24.6	27.9
	4	29	47.5	47.5	75.4
	5	15	24.6	24.6	100.0
	Total	61	100.0	100.0	

X2P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	17	27.9	27.9	31.1
	4	23	37.7	37.7	68.9
	5	19	31.1	31.1	100.0
	Total	61	100.0	100.0	

X2P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	9.8	9.8	9.8
	3	16	26.2	26.2	36.1
	4	26	42.6	42.6	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

X2P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	22	36.1	36.1	39.3
	4	21	34.4	34.4	73.8
	5	16	26.2	26.2	100.0
	Total	61	100.0	100.0	

X2P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.9	4.9	4.9
	3	20	32.8	32.8	37.7
	4	29	47.5	47.5	85.2
	5	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

X2P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	21	34.4	34.4	36.1
	4	26	42.6	42.6	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

X2P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	15	24.6	24.6	32.8
	4	29	47.5	47.5	80.3
	5	12	19.7	19.7	100.0
	Total	61	100.0	100.0	

TOTAL_X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26	1	1.6	1.6	1.6
	30	1	1.6	1.6	3.3
	31	1	1.6	1.6	4.9
	32	3	4.9	4.9	9.8
	33	4	6.6	6.6	16.4
	34	3	4.9	4.9	21.3
	35	1	1.6	1.6	23.0
	36	6	9.8	9.8	32.8
	37	4	6.6	6.6	39.3
	38	6	9.8	9.8	49.2
	39	1	1.6	1.6	50.8
	40	7	11.5	11.5	62.3
	41	2	3.3	3.3	65.6
	42	5	8.2	8.2	73.8
	44	8	13.1	13.1	86.9
	46	2	3.3	3.3	90.2
	47	2	3.3	3.3	93.4
	48	3	4.9	4.9	98.4
	50	1	1.6	1.6	100.0
Total		61	100.0	100.0	

3. Variabel Efektivitas (X3)

X3P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.6	6.6	6.6
	3	20	32.8	32.8	39.3
	4	29	47.5	47.5	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

X3P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.9	4.9	4.9
	3	22	36.1	36.1	41.0
	4	26	42.6	42.6	83.6
	5	10	16.4	16.4	100.0
	Total	61	100.0	100.0	

X3P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.3	3.3	3.3
	2	3	4.9	4.9	8.2
	3	23	37.7	37.7	45.9
	4	25	41.0	41.0	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

X3P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	21.3	21.3	21.3
	4	24	39.3	39.3	60.7
	5	24	39.3	39.3	100.0
	Total	61	100.0	100.0	

X3P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.6	6.6	6.6
	3	28	45.9	45.9	52.5
	4	19	31.1	31.1	83.6
	5	10	16.4	16.4	100.0
	Total	61	100.0	100.0	

X3P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	10	16.4	16.4	18.0
	4	28	45.9	45.9	63.9
	5	22	36.1	36.1	100.0
	Total	61	100.0	100.0	

X3P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	14	23.0	23.0	24.6
	4	30	49.2	49.2	73.8
	5	16	26.2	26.2	100.0
	Total	61	100.0	100.0	

X3P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.6	6.6	6.6
	3	19	31.1	31.1	37.7
	4	30	49.2	49.2	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

X3P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	13	21.3	21.3	24.6
	4	30	49.2	49.2	73.8
	5	16	26.2	26.2	100.0
	Total	61	100.0	100.0	

X3P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	14	23.0	23.0	24.6
	4	30	49.2	49.2	73.8
	5	16	26.2	26.2	100.0
	Total	61	100.0	100.0	

TOTAL_X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	27	1	1.6	1.6	1.6
	31	1	1.6	1.6	3.3
	32	1	1.6	1.6	4.9
	33	1	1.6	1.6	6.6
	34	6	9.8	9.8	16.4
	35	2	3.3	3.3	19.7
	36	7	11.5	11.5	31.1
	37	4	6.6	6.6	37.7
	38	7	11.5	11.5	49.2
	39	4	6.6	6.6	55.7
	40	6	9.8	9.8	65.6
	41	9	14.8	14.8	80.3
	42	5	8.2	8.2	88.5
	43	2	3.3	3.3	91.8
	44	2	3.3	3.3	95.1
	45	1	1.6	1.6	96.7
	46	1	1.6	1.6	98.4
	47	1	1.6	1.6	100.0
Total		61	100.0	100.0	

4. Variabel Kinerja Karyawan (Y)

YP1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.3	3.3	3.3
3	24	39.3	39.3	42.6
4	24	39.3	39.3	82.0
5	11	18.0	18.0	100.0
Total	61	100.0	100.0	

YP2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.3	3.3	3.3
3	8	13.1	13.1	16.4
4	31	50.8	50.8	67.2
5	20	32.8	32.8	100.0
Total	61	100.0	100.0	

YP3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	6.6	6.6	6.6
3	19	31.1	31.1	37.7
4	24	39.3	39.3	77.0
5	14	23.0	23.0	100.0
Total	61	100.0	100.0	

YP4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.6	1.6	1.6
3	10	16.4	16.4	18.0
4	29	47.5	47.5	65.6
5	21	34.4	34.4	100.0
Total	61	100.0	100.0	

YP5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.3	3.3	3.3
3	22	36.1	36.1	39.3
4	23	37.7	37.7	77.0
5	14	23.0	23.0	100.0
Total	61	100.0	100.0	

YP6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	8	13.1	13.1	14.8
	4	31	50.8	50.8	65.6
	5	21	34.4	34.4	100.0
	Total	61	100.0	100.0	

YP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	12	19.7	19.7	21.3
	4	35	57.4	57.4	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

YP8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	14	23.0	23.0	26.2
	4	34	55.7	55.7	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

YP9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.6	1.6	1.6
	3	6	9.8	9.8	11.5
	4	28	45.9	45.9	57.4
	5	26	42.6	42.6	100.0
	Total	61	100.0	100.0	

YP10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	18	29.5	29.5	37.7
	4	21	34.4	34.4	72.1
	5	17	27.9	27.9	100.0
	Total	61	100.0	100.0	

TOTAL_Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	27	2	3.3	3.3	3.3
	31	2	3.3	3.3	6.6
	34	2	3.3	3.3	9.8
	35	3	4.9	4.9	14.8
	36	4	6.6	6.6	21.3
	37	5	8.2	8.2	29.5
	38	5	8.2	8.2	37.7
	39	3	4.9	4.9	42.6
	40	6	9.8	9.8	52.5
	41	6	9.8	9.8	62.3
	42	7	11.5	11.5	73.8
	43	6	9.8	9.8	83.6
	44	3	4.9	4.9	88.5
	45	1	1.6	1.6	90.2
	46	1	1.6	1.6	91.8
	47	2	3.3	3.3	95.1
	48	2	3.3	3.3	98.4
	49	1	1.6	1.6	100.0
Total		61	100.0	100.0	

Lampiran 5

Hasil Uji Persyaratan Instrumen

1. Hasil Uji Validitas

- Variabel Pengembangan Karir (X_1)

		Correlations												
		X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10	X1P11	X1P12	TOTAL_X1
X1P1	Pearson Correlation	1	.413	.914**	.413	.294	.230	.413	.335	.131	-.070	.230	.230	.588**
	Sig. (2-tailed)		.023	.000	.023	.115	.221	.023	.071	.492	.714	.221	.221	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P2	Pearson Correlation	.413	1	.318	1.000**	.502**	.444	.941**	.277	.472**	.076	.444	.444	.771**
	Sig. (2-tailed)	.023		.087	.000	.005	.014	.000	.138	.008	.691	.014	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P3	Pearson Correlation	.914**	.318	1	.318	.194	.255	.318	.481**	.220	.053	.255	.255	.588**
	Sig. (2-tailed)	.000	.087		.087	.305	.173	.087	.007	.242	.779	.173	.173	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P4	Pearson Correlation	.413	1.000**	.318	1	.502**	.444	.941**	.277	.472**	.076	.444	.444	.771**
	Sig. (2-tailed)	.023	.000	.087		.005	.014	.000	.138	.008	.691	.014	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P5	Pearson Correlation	.294	.502**	.194	.502**	1	.954**	.576**	.557**	.349	.386	.954**	.954**	.809**
	Sig. (2-tailed)	.115	.005	.305	.005		.000	.001	.001	.058	.035	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P6	Pearson Correlation	.230	.444	.255	.444	.954**	1	.520**	.679**	.425	.489**	1.000**	1.000**	.829**
	Sig. (2-tailed)	.221	.014	.173	.014	.000		.003	.000	.019	.006	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P7	Pearson Correlation	.413	.941**	.318	.941**	.576**	.520**	1	.277	.414	.222	.520**	.520**	.801**
	Sig. (2-tailed)	.023	.000	.087	.000	.001	.003		.138	.023	.238	.003	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P8	Pearson Correlation	.335	.277	.481**	.277	.557**	.679**	.277	1	.391	.279	.679**	.679**	.675**
	Sig. (2-tailed)	.071	.138	.007	.138	.001	.000	.138		.033	.135	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P9	Pearson Correlation	.131	.472**	.220	.472**	.349	.425	.414	.391	1	.352	.425	.425	.599**
	Sig. (2-tailed)	.492	.008	.242	.008	.058	.019	.023	.033		.057	.019	.019	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P10	Pearson Correlation	-.070	.076	.053	.076	.386	.489**	.222	.279	.352	1	.489**	.489**	.411**
	Sig. (2-tailed)	.714	.691	.779	.691	.035	.006	.238	.135	.057		.006	.006	.024
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P11	Pearson Correlation	.230	.444	.255	.444	.954**	1.000**	.520**	.679**	.425	.489**	1	1.000**	.829**
	Sig. (2-tailed)	.221	.014	.173	.014	.000	.000	.003	.000	.019	.006	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1P12	Pearson Correlation	.230	.444	.255	.444	.954**	1.000**	.520**	.679**	.425	.489**	1.000**	1	.829**
	Sig. (2-tailed)	.221	.014	.173	.014	.000	.000	.003	.000	.019	.006	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X1	Pearson Correlation	.588**	.771**	.588**	.771**	.809**	.829**	.801**	.675**	.599**	.411**	.829**	.829**	1
	Sig. (2-tailed)	.001	.000	.001	.000	.000	.000	.000	.000	.000	.024	.000	.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 K3 (X₂)

Correlations

		X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10	TOTAL_X2
X2P1	Pearson Correlation	1	.367	.456	.548*	.389	.053	.375	.296	.407	.199	.624*
	Sig. (2-tailed)		.046	.011	.002	.034	.781	.041	.113	.026	.291	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2P2	Pearson Correlation	.367*	1	.567**	.515**	.193	.182	.254	.286	.243	.210	.587**
	Sig. (2-tailed)	.046		.001	.004	.306	.337	.175	.125	.196	.265	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X2P3	Pearson Correlation	.456*	.567**	1	.557**	.485**	.515**	.235	.216	.198	.143	.683**
	Sig. (2-tailed)	.011	.001		.001	.007	.004	.211	.252	.295	.451	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2P4	Pearson Correlation	.548**	.515**	.557**	1	.452*	.279	.474**	.211	.242	.443	.739**
	Sig. (2-tailed)	.002	.004	.001		.012	.136	.008	.262	.197	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2P5	Pearson Correlation	.389*	.193	.485**	.452*	1	.659**	.506**	.260	-.016	.377*	.704**
	Sig. (2-tailed)	.034	.306	.007	.012		.000	.004	.165	.934	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2P6	Pearson Correlation	.053	.182	.515**	.279	.659**	1	.405	.132	-.096	.416	.597**
	Sig. (2-tailed)	.781	.337	.004	.136	.000		.027	.487	.614	.022	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X2P7	Pearson Correlation	.375*	.254	.235	.474**	.506**	.405*	1	.155	.197	.586**	.679**
	Sig. (2-tailed)	.041	.175	.211	.008	.004	.027		.413	.297	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2P8	Pearson Correlation	.296	.286	.216	.211	.260	.132	.155	1	.494**	.326	.534**
	Sig. (2-tailed)	.113	.125	.252	.262	.165	.487	.413		.006	.079	.002
	N	30	30	30	30	30	30	30	30	30	30	30
X2P9	Pearson Correlation	.407*	.243	.198	.242	-.016	-.096	.197	.494**	1	.253	.454*
	Sig. (2-tailed)	.026	.196	.295	.197	.934	.614	.297	.006		.178	.012
	N	30	30	30	30	30	30	30	30	30	30	30
X2P10	Pearson Correlation	.199	.210	.143	.443	.377*	.416	.586**	.326	.253	1	.658**
	Sig. (2-tailed)	.291	.265	.451	.014	.040	.022	.001	.079	.178		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X2	Pearson Correlation	.624*	.587**	.683**	.739**	.704**	.597**	.679**	.534**	.454*	.658**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.001	.000	.002	.012	.000	
	N	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 Efektivitas (X3)

Correlations

		X3P1	X3P2	X3P3	X3P4	X3P5	X3P6	X3P7	X3P8	X3P9	X3P10	TOTAL_X3
X3P1	Pearson Correlation	1	.017	-.035	.245	.214	.217	.394*	.581**	-.207	.230	.467**
	Sig. (2-tailed)		.928	.856	.192	.257	.250	.031	.001	.272	.221	.009
	N	30	30	30	30	30	30	30	30	30	30	30
X3P2	Pearson Correlation	.017	1	.174	.392*	.186	.294	-.153	.015	.189	.106	.397*
	Sig. (2-tailed)	.928		.356	.032	.324	.115	.421	.939	.318	.576	.030
	N	30	30	30	30	30	30	30	30	30	30	30
X3P3	Pearson Correlation	-.035	.174	1	.439*	.745**	.231	.112	.113	.695**	.323	.669**
	Sig. (2-tailed)	.856	.356		.015	.000	.219	.554	.554	.000	.082	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3P4	Pearson Correlation	.245	.392*	.439*	1	.598**	.372*	.170	.276	.454*	.285	.732**
	Sig. (2-tailed)	.192	.032	.015		.000	.043	.368	.140	.012	.126	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3P5	Pearson Correlation	.214	.186	.745**	.598**	1	.389*	.025	.045	.334	.381*	.693**
	Sig. (2-tailed)	.257	.324	.000	.000		.034	.897	.814	.071	.038	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3P6	Pearson Correlation	.217	.294	.231	.372*	.389*	1	.050	.182	.402*	.237	.571**
	Sig. (2-tailed)	.250	.115	.219	.043	.034		.792	.336	.027	.208	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X3P7	Pearson Correlation	.394*	-.153	.112	.170	.025	.050	1	.852**	.111	.078	.445*
	Sig. (2-tailed)	.031	.421	.554	.368	.897	.792		.000	.561	.682	.014
	N	30	30	30	30	30	30	30	30	30	30	30
X3P8	Pearson Correlation	.581**	.015	.113	.276	.045	.182	.852**	1	.178	.355	.617**
	Sig. (2-tailed)	.001	.939	.554	.140	.814	.336	.000		.346	.054	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3P9	Pearson Correlation	-.207	.189	.695**	.454*	.334	.402*	.111	.178	1	.243	.579**
	Sig. (2-tailed)	.272	.318	.000	.012	.071	.027	.561	.346		.197	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X3P10	Pearson Correlation	.230	.106	.323	.285	.381*	.237	.078	.355	.243	1	.576**
	Sig. (2-tailed)	.221	.576	.082	.126	.038	.208	.682	.054	.197		.001
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X3	Pearson Correlation	.467**	.397*	.669**	.732**	.693**	.571**	.445*	.617**	.579**	.576**	1
	Sig. (2-tailed)	.009	.030	.000	.000	.000	.001	.014	.000	.001	.001	
	N	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 Kinerja Karyawan (Y)

Correlations

		YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	YP9	YP10	TOTAL_Y
YP1	Pearson Correlation	1	.389*	.165	.403*	.245	.403*	.365*	.434*	.233	.190	.594**
	Sig. (2-tailed)		.034	.385	.027	.192	.027	.047	.017	.216	.315	.001
	N	30	30	30	30	30	30	30	30	30	30	30
YP2	Pearson Correlation	.389*	1	.295	.318	.338	.318	.427*	.470**	.278	.050	.577**
	Sig. (2-tailed)	.034		.114	.086	.068	.086	.018	.009	.137	.792	.001
	N	30	30	30	30	30	30	30	30	30	30	30
YP3	Pearson Correlation	.165	.295	1	.413*	.914**	.413*	.294	.230	.106	.218	.675**
	Sig. (2-tailed)	.385	.114		.023	.000	.023	.115	.221	.578	.247	.000
	N	30	30	30	30	30	30	30	30	30	30	30
YP4	Pearson Correlation	.403*	.318	.413*	1	.318	1.000**	.502**	.444*	.535**	.235	.800**
	Sig. (2-tailed)	.027	.086	.023		.087	.000	.005	.014	.002	.212	.000
	N	30	30	30	30	30	30	30	30	30	30	30
YP5	Pearson Correlation	.245	.338	.914**	.318	1	.318	.194	.255	.052	.190	.641**
	Sig. (2-tailed)	.192	.068	.000	.087		.087	.305	.173	.783	.314	.000
	N	30	30	30	30	30	30	30	30	30	30	30
YP6	Pearson Correlation	.403*	.318	.413*	1.000**	.318	1	.502**	.444*	.535**	.235	.800**
	Sig. (2-tailed)	.027	.086	.023	.000	.087		.005	.014	.002	.212	.000
	N	30	30	30	30	30	30	30	30	30	30	30
YP7	Pearson Correlation	.365*	.427*	.294	.502**	.194	.502**	1	.954**	.235	.076	.659**
	Sig. (2-tailed)	.047	.018	.115	.005	.305	.005		.000	.212	.689	.000
	N	30	30	30	30	30	30	30	30	30	30	30
YP8	Pearson Correlation	.434*	.470**	.230	.444*	.255	.444*	.954**	1	.202	.056	.649**
	Sig. (2-tailed)	.017	.009	.221	.014	.173	.014	.000		.286	.768	.000
	N	30	30	30	30	30	30	30	30	30	30	30
YP9	Pearson Correlation	.233	.278	.106	.535**	.052	.535**	.235	.202	1	.255	.515**
	Sig. (2-tailed)	.216	.137	.578	.002	.783	.002	.212	.286		.174	.004
	N	30	30	30	30	30	30	30	30	30	30	30
YP10	Pearson Correlation	.190	.050	.218	.235	.190	.235	.076	.056	.255	1	.453
	Sig. (2-tailed)	.315	.792	.247	.212	.314	.212	.689	.768	.174		.012
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_Y	Pearson Correlation	.594**	.577**	.675**	.800**	.641**	.800**	.659**	.649**	.515**	.453	1
	Sig. (2-tailed)	.001	.001	.000	.000	.000	.000	.000	.000	.004	.012	
	N	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).

2. Hasil Uji Reliabilitas

- **Variabel Pengembangan Karir (X_1)**

Reliability Statistics

Cronbach's Alpha	N of Items
.766	13

- **Variabel K3 (X_2)**

Reliability Statistics

Cronbach's Alpha	N of Items
.754	11

- **Variabel Efektivitas (X_3)**

Reliability Statistics

Cronbach's Alpha	N of Items
.741	11

- **Variabel Kinerja Karyawan (Y)**

Reliability Statistics

Cronbach's Alpha	N of Items
.754	11

Lampiran 6

Hasil Uji Analisis Data

1. Hasil Uji Normal

One-Sample Kolmogorov-Smirnov Test

		TOTAL_X1	TOTAL_X2	TOTAL_X3	TOTAL_Y
N		61	61	61	61
Normal Parameters ^{a,b}	Mean	48.08	39.13	38.52	39.75
	Std. Deviation	5.011	5.198	3.797	4.618
Most Extreme Differences	Absolute	.155	.088	.094	.095
	Positive	.132	.078	.065	.077
	Negative	-.155	-.088	-.094	-.095
Kolmogorov-Smirnov Z		1.207	.686	.733	.742
Asymp. Sig. (2-tailed)		.109	.734	.656	.641

a. Test distribution is Normal.

b. Calculated from data.

2. Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.126	5.944		.526	.601		
	TOTAL_X1	.265	.108	.288	2.463	.017	.758	1.319
	TOTAL_X2	.319	.093	.359	3.446	.001	.952	1.050
	TOTAL_X3	.295	.141	.243	2.087	.041	.765	1.307

a. Dependent Variable: TOTAL_Y

3. Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y*TOTAL_X1	Between Groups	(Combined)	694.602	18	38.589	2.772	.003
		Linearity	289.331	1	289.331	20.783	.000
		Deviation from Linearity	405.271	17	23.839	1.712	.079
Within Groups			584.710	42	13.922		
Total			1279.311	60			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y*TOTAL_X2	Between Groups	(Combined)	695.921	18	38.662	2.783	.003
		Linearity	269.519	1	269.519	19.403	.000
		Deviation from Linearity	426.402	17	25.082	1.806	.060
Within Groups			583.390	42	13.890		
Total			1279.311	60			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y*TOTAL_X3	Between Groups	(Combined)	440.658	17	25.921	1.329	.221
		Linearity	250.844	1	250.844	12.861	.001
		Deviation from Linearity	189.814	16	11.863	.608	.860
Within Groups			838.653	43	19.504		
Total			1279.311	60			

Lampiran 7

Hasil Uji Regresi Linier Berganda Uji t

X1-Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.476 ^a	.226	.213	4.096

a. Predictors: (Constant), TOTAL_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	289.331	1	289.331	17.243	.000 ^b
	Residual	989.981	59	16.779		
	Total	1279.311	60			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.683	5.101		3.662	.001
	TOTAL_X1	.438	.106	.476	4.153	.000

a. Dependent Variable: TOTAL_Y

X2-Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.459 ^a	.211	.197	4.137

a. Predictors: (Constant), TOTAL_X2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	269.519	1	269.519	15.747	.000 ^b
	Residual	1009.792	59	17.115		
	Total	1279.311	60			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.798	4.056		5.868	.000
	TOTAL_X2	.408	.103	.459	3.968	.000

a. Dependent Variable: TOTAL_Y

X3-Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.443 ^a	.196	.182	4.175

a. Predictors: (Constant), TOTAL_X3

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	250.844	1	250.844	14.390	.000 ^b
	Residual	1028.467	59	17.432		
	Total	1279.311	60			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X3

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.011	5.494		3.460	.001
	TOTAL_X3	.538	.142	.443	3.793	.000

a. Dependent Variable: TOTAL_Y

Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.640 ^a	.409	.378	3.641

a. Predictors: (Constant), TOTAL_X3, TOTAL_X2, TOTAL_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	523.794	3	174.598	13.173	.000 ^b
	Residual	755.517	57	13.255		
	Total	1279.311	60			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X3, TOTAL_X2, TOTAL_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.126	5.944		.526	.601
	TOTAL_X1	.265	.108	.288	2.463	.017
	TOTAL_X2	.319	.093	.359	3.446	.001
	TOTAL_X3	.295	.141	.243	2.087	.041

a. Dependent Variable: TOTAL_Y

Lampiran 8

Tabel Nilai-nilai r Product Moment

N	Tarf Signifikansi		N	Tarf Signifikansi	
	5 %	1 %		5 %	1 %
3	0,997	0,999	38	0,320	0,413
4	0,950	0,990	39	0,316	0,408
5	0,878	0,959	40	0,312	0,403
6	0,811	0,917	41	0,308	0,398
7	0,754	0,874	42	0,304	0,393
8	0,707	0,834	43	0,301	0,389
9	0,666	0,798	44	0,297	0,384
10	0,632	0,765	45	0,294	0,380
11	0,602	0,735	46	0,291	0,376
12	0,576	0,708	47	0,288	0,372
13	0,553	0,684	48	0,284	0,368
14	0,532	0,661	49	0,281	0,364
15	0,514	0,641	50	0,279	0,361
16	0,497	0,623	55	0,266	0,345
17	0,482	0,606	60	0,254	0,330
18	0,468	0,590	65	0,244	0,317
19	0,456	0,575	70	0,235	0,306
20	0,444	0,561	75	0,227	0,296
21	0,433	0,549	80	0,220	0,286
22	0,423	0,537	85	0,213	0,278
23	0,413	0,526	90	0,207	0,270
24	0,404	0,515	95	0,202	0,263
25	0,396	0,505	100	0,195	0,256
26	0,388	0,496	125	0,176	0,230
27	0,381	0,487	150	0,159	0,210
28	0,374	0,478	175	0,148	0,194
29	0,367	0,470	200	0,138	0,181
30	0,361	0,463	300	0,113	0,148
31	0,355	0,456	400	0,098	0,128
32	0,349	0,449	500	0,088	0,115
33	0,344	0,442	600	0,080	0,105
34	0,339	0,436	700	0,074	0,097
35	0,334	0,430	800	0,070	0,091
36	0,329	0,424	900	0,065	0,086
37	0,325	0,418	1000	0,062	0,081