

LAMPIRAN

VAR00008	Pearson Correlation	.355	.380*	.449**	.435**	.380*	.379*	.557**	1	.456**	.380*	.776**
	Sig. (2-tailed)	.025	.016	.004	.005	.016	.016	.000		.003	.016	.000
	N	20	20	20	20	20	20	20	20	20	20	20
VAR00009	Pearson Correlation	.156	.346*	-.105	.128	.121	.456**	.393	.456**	1	.221	.563**
	Sig. (2-tailed)	.336	.029	.521	.430	.458	.003	.012	.003		.171	.000
	N	20	20	20	20	20	20	20	20	20	20	20
VAR00010	Pearson Correlation	.312	.280	.443**	.287	.239	.068	.171	.380*	.221	1	.535**
	Sig. (2-tailed)	.050	.080	.004	.073	.138	.678	.290	.016	.171		.000
	N	20	20	20	20	20	20	20	20	20	20	20
Validitas	Pearson Correlation	.610**	.657**	.544**	.614**	.584**	.616**	.724**	.776**	.563**	.535**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	20	20	20	20	20	20	20	20	20	20	20

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

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

VAR00008	Pearson Correlation	.491**	.668**	.587**	.452**	.411**	.520**	.417**	1	.687**	.612**	.812**
	Sig. (2-tailed)	.001	.000	.000	.003	.008	.000	.007		.000	.000	.000
	N	20	20	20	20	20	20	20	20	20	20	20
VAR00009	Pearson Correlation	.418**	.596**	.584**	.312	.228	.608**	.331	.687**	1	.677**	.748**
	Sig. (2-tailed)	.007	.000	.000	.050	.156	.000	.037	.000		.000	.000
	N	20	20	20	20	20	20	20	20	20	20	20
VAR00010	Pearson Correlation	.441**	.562**	.480**	.314	.299	.424**	.458**	.612**	.677**	1	.717**
	Sig. (2-tailed)	.004	.000	.002	.049	.061	.006	.003	.000	.000		.000
	N	20	20	20	20	20	20	20	20	20	20	20
Validitas	Pearson Correlation	.735**	.756**	.756**	.724**	.588**	.808**	.676**	.812**	.748**	.717**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	20	20	20	20	20	20	20	20	20	20	20

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

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

3. VALIDITAS PROMOSI JABATAN

Correlations

	VAR0001	VAR0002	VAR0003	VAR0004	VAR0005	VAR0006	VAR0007	VAR0008	VAR0009	VAR0010	VAR0011	VAR0012	Validitas
VAR00001 Pearson Correlation	1	.321*	.383*	.265	.885**	.127	.451**	.328*	.038	-.021	.885**	.006	.646**
Sig. (2-tailed)		.044	.015	.099	.000	.435	.003	.039	.814	.900	.000	.971	.000
N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00002 Pearson Correlation	.321*	1	.453**	.484**	.362*	-.095	.470**	.644**	.208	.114	.362*	.217	.652**
Sig. (2-tailed)	.044		.003	.002	.022	.558	.002	.000	.197	.483	.022	.179	.000
N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00003 Pearson Correlation	.383*	.453**	1	.556**	.390*	.446**	.522**	.491**	.079	.114	.390*	.301	.732**
Sig. (2-tailed)	.015	.003		.000	.013	.004	.001	.001	.630	.484	.013	.059	.000
N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00004 Pearson Correlation	.265	.484**	.556**	1	.279	.266	.265	.224	.145	.116	.279	.194	.581**
Sig. (2-tailed)	.099	.002	.000		.082	.098	.099	.165	.373	.474	.082	.231	.000
N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00005 Pearson Correlation	.885**	.362*	.390*	.279	1	.088	.531**	.356*	.056	-.017	1.000**	.131	.699**
Sig. (2-tailed)	.000	.022	.013	.082		.590	.000	.024	.733	.919	.000	.419	.000
N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00006 Pearson Correlation	.127	-.095	.446**	.266	.088	1	.354*	.278	.114	.173	.088	.503**	.479**

	Sig. (2-tailed)	.435	.558	.004	.098	.590		.025	.083	.483	.284	.590	.001	.002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00007	Pearson Correlation	.451**	.470**	.522**	.265	.531**	.354*	1	.554**	.230	.288	.531**	.217	.753**
	Sig. (2-tailed)	.003	.002	.001	.099	.000	.025		.000	.153	.072	.000	.179	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00008	Pearson Correlation	.328*	.644**	.491**	.224	.356*	.278	.554**	1	.160	.232	.356*	.332*	.705**
	Sig. (2-tailed)	.039	.000	.001	.165	.024	.083	.000		.325	.150	.024	.036	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00009	Pearson Correlation	.038	.208	.079	.145	.056	.114	.230	.160	1	.765**	.056	.199	.379*
	Sig. (2-tailed)	.814	.197	.630	.373	.733	.483	.153	.325		.000	.733	.218	.016
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00010	Pearson Correlation	-.021	.114	.114	.116	-.017	.173	.288	.232	.765**	1	-.017	.198	.367*
	Sig. (2-tailed)	.900	.483	.484	.474	.919	.284	.072	.150	.000		.919	.220	.020
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00011	Pearson Correlation	.885**	.362*	.390*	.279	1.000**	.088	.531**	.356*	.056	-.017	1	.131	.699**
	Sig. (2-tailed)	.000	.022	.013	.082	.000	.590	.000	.024	.733	.919		.419	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
VAR00012	Pearson Correlation	.006	.217	.301	.194	.131	.503**	.217	.332*	.199	.198	.131	1	.482**

	Sig. (2-tailed)	.971	.179	.059	.231	.419	.001	.179	.036	.218	.220	.419		.002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Validitas	Pearson Correlation	.646**	.652**	.732**	.581**	.699**	.479**	.753**	.705**	.379*	.367*	.699**	.482**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.000	.000	.016	.020	.000	.002	
	N	20	20	20	20	20	20	20	20	20	20	20	20	20

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

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

LAMPIRAN 2. HASIL UJI RELIABILITAS

1. RELIABILITAS PELATIHAN KERJA

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
.819	10

2. RELIABILITAS PRESTASI KERJA

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
.903	10

3. RELIABILITAS PROMOSI JABATAN

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
.836	12

LAMPIRAN 3. HASIL UJI LINIERITAS

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Promosi_jabatan *	Between	(Combined)	544.225	14	38.873	2.256	.037
Pelatihan_kerja	Groups	Linearity	365.454	1	365.454	21.210	.000
		Deviation from Linearity	178.771	13	13.752	.798	.656
	Within Groups		430.750	25	17.230		
	Total		974.975	39			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Promosi_jabatan *	Between	(Combined)	789.725	18	43.874	4.974	.000
Prestasi_kerja	Groups	Linearity	436.784	1	436.784	49.514	.000
		Deviation from Linearity	352.941	17	20.761	2.353	.032
	Within Groups		185.250	21	8.821		
	Total		974.975	39			

LAMPIRAN 4. HASIL UJI REGRESI BERGANDA

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Prestasi_Kerja, Pelatihan_Kerja ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Promosi_Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.727 ^a	.529	.503	3.52375

a. Predictors: (Constant), Prestasi_Kerja, Pelatihan_Kerja

b. Dependent Variable: Promosi_Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	515.554	2	257.777	20.760	.000 ^a
	Residual	459.421	37	12.417		
	Total	974.975	39			

a. Predictors: (Constant), Prestasi_Kerja, Pelatihan_Kerja

b. Dependent Variable: Promosi_Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	9.340	5.277		1.770	.085					
	Pelatihan_Kerja	.335	.170	.264	1.976	.056	.558	.309	.223	.716	1.397
	Prestasi_Kerja	.585	.141	.552	4.136	.000	.692	.562	.467	.716	1.397

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
	1 (Constant)	9.340	5.277				1.770	.085		
Pelatihan_Kerja	.335	.170	.264	1.976	.056	.558	.309	.223	.716	1.397
Prestasi_Kerja	.585	.141	.552	4.136	.000	.692	.562	.467	.716	1.397

a. Dependent Variable:

Promosi_Kerja

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Pelatihan_Kerja	Prestasi_Kerja
1	1	2.985	1.000	.00	.00	.00
	2	.009	17.760	.45	.02	.84
	3	.006	22.658	.55	.98	.16

a. Dependent Variable: Promosi_Kerja

LAMPIRAN 5. TABULASI DATA

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

PRESTASI KERJA											
No	1	2	3	4	5	6	7	8	9	10	Tot
1	5	5	5	5	5	5	5	5	5	5	50
2	4	2	3	4	5	3	5	2	3	3	34
3	4	4	4	4	4	4	4	4	4	4	40
4	2	3	2	5	5	3	5	3	2	2	32
5	2	3	4	3	3	2	2	2	2	3	26
6	4	5	5	5	5	5	5	5	5	5	49
7	5	5	5	5	5	5	5	5	4	4	48
8	4	5	5	4	3	3	2	5	4	4	39
9	4	4	4	4	5	4	4	5	4	4	42
10	5	5	5	5	5	5	5	5	5	5	50
11	5	5	4	5	5	5	4	5	4	3	45
12	4	4	4	5	5	4	5	5	4	4	44
13	5	5	5	5	5	5	5	5	5	3	48
14	3	3	2	4	4	3	3	2	2	2	28
15	4	2	3	4	4	3	2	2	3	3	30
16	3	3	3	3	4	3	3	3	3	3	31
17	5	5	5	5	5	5	5	5	5	5	50
18	5	4	4	5	3	5	2	5	5	3	41
19	3	3	2	5	5	3	4	2	2	3	32
20	4	2	2	3	4	4	4	4	3	3	33
21	3	3	2	3	3	3	3	2	3	3	28
22	3	3	3	2	3	3	2	3	3	3	28
23	4	3	4	4	3	4	3	3	3	2	33
24	4	3	4	4	4	4	3	3	2	2	33
25	2	4	3	3	4	3	3	3	3	3	31
26	5	4	5	4	5	4	5	3	3	3	41
27	5	4	4	5	5	5	5	2	3	3	41
28	4	3	4	4	4	5	5	3	5	4	41
29	4	3	3	4	4	4	4	3	2	4	35
30	2	4	3	4	4	3	3	3	3	3	32
31	2	3	2	2	3	3	2	2	4	3	26
32	3	3	3	3	4	3	4	3	4	3	33
33	4	2	3	4	4	4	3	2	3	3	32
34	3	4	4	3	3	3	3	3	3	3	32
35	4	3	4	4	4	4	3	3	2	2	33
36	3	3	5	3	4	5	3	3	4	3	36
37	3	4	3	4	3	3	4	3	4	3	34
38	4	5	5	5	3	5	2	2	4	3	38
39	5	4	3	4	2	4	3	2	2	3	32
40	2	3	4	4	5	4	3	3	3	2	33

PROMOSI JABATAN													
No	1	2	3	4	5	6	7	8	9	10	11	12	Tot
1	5	4	3	3	5	3	4	4	5	4	5	3	48
2	4	2	3	3	4	4	4	3	4	4	4	3	42
3	4	4	4	4	4	4	4	4	4	4	4	4	48
4	3	3	4	3	3	2	3	3	4	4	3	3	38
5	3	2	2	3	3	4	3	3	5	5	3	4	40
6	4	3	4	4	4	4	4	4	4	4	4	3	46
7	4	4	4	4	4	4	4	5	3	3	4	3	46
8	3	4	4	4	3	4	4	3	5	4	3	3	44
9	4	3	3	3	4	3	4	4	4	4	4	3	43
10	4	3	4	4	4	3	4	4	4	4	4	3	45
11	3	4	3	4	3	3	3	3	4	4	3	4	41
12	4	4	4	4	4	4	4	4	4	4	4	3	47
13	3	2	4	3	3	5	4	4	4	4	3	4	43
14	3	3	3	3	3	2	4	3	4	4	3	3	38
15	4	2	3	3	4	4	4	3	4	4	4	3	42
16	3	4	4	4	3	5	5	4	4	4	3	4	47
17	4	4	4	5	4	3	5	4	5	5	4	3	50
18	3	2	4	3	3	5	4	4	4	4	3	3	42
19	3	3	3	3	3	2	4	3	4	4	3	1	36
20	4	2	3	3	4	4	5	3	4	4	4	3	43
21	3	2	2	2	3	3	3	3	3	2	3	3	32
22	3	2	2	2	3	2	3	3	3	3	3	3	32
23	3	1	3	4	3	4	3	2	4	4	3	3	37
24	3	1	3	3	3	4	3	2	4	4	3	3	36
25	3	4	4	4	3	5	5	4	4	4	3	4	47
26	3	2	4	3	3	5	4	4	5	4	3	4	44
27	3	2	4	3	3	5	4	4	4	5	3	4	44
28	3	3	2	3	3	4	4	4	5	5	3	4	43
29	3	2	3	2	3	3	4	3	4	4	3	3	37
30	2	2	2	3	2	3	3	3	4	4	2	3	33
31	2	2	2	3	2	3	3	3	4	4	2	2	32
32	3	3	3	2	3	3	4	3	4	4	3	3	38
33	4	2	3	3	4	4	4	3	4	4	4	2	41
34	3	2	3	4	3	3	3	2	4	3	3	3	36
35	3	1	3	3	3	4	3	2	4	4	3	3	36
36	3	3	3	3	3	3	4	4	5	5	3	3	42
37	3	3	3	2	3	3	4	4	5	5	3	3	41
38	4	2	3	3	2	4	3	3	4	4	2	2	36
39	2	2	2	3	2	3	3	3	4	4	2	2	32
40	4	2	3	3	4	4	5	3	4	4	4	3	43

LAMPIRAN 6. DESKRIPSI DATA

1. DESKRIPSI VARIABEL PELATIHAN KERJA

Statistics

	p1	p2	p3	p4	p5	p6	p7	p8	p9	p10
N Valid	40	40	40	40	40	40	40	40	40	40
Missing	0	0	0	0	0	0	0	0	0	0
Mean	3.72	3.25	3.52	3.60	3.25	3.32	3.42	3.15	2.92	3.22
Median	4.00	3.00	4.00	4.00	3.00	3.00	4.00	3.00	3.00	3.00
Mode	4	3	4	4	4	3	4	3	3	3
Std. Deviation	.640	.742	.784	.709	.742	.944	.931	.864	1.071	.832
Minimum	2	2	2	2	2	2	2	1	1	2
Maximum	5	5	5	5	4	5	5	5	5	5
Sum	149	130	141	144	130	133	137	126	117	129

p1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	7.5	7.5	7.5
3	6	15.0	15.0	22.5
4	30	75.0	75.0	97.5
1	1	2.5	2.5	100.0
Total	40	100.0	100.0	

p2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	15.0	15.0	15.0
3	19	47.5	47.5	62.5
4	14	35.0	35.0	97.5
5	1	2.5	2.5	100.0
Total	40	100.0	100.0	

p3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	10.0	10.0	10.0
3	14	35.0	35.0	45.0
4	19	47.5	47.5	92.5
5	3	7.5	7.5	100.0
Total	40	100.0	100.0	

p4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.5	7.5	7.5
	3	12	30.0	30.0	37.5
	4	23	57.5	57.5	95.0
	5	2	5.0	5.0	100.0
	Total	40	100.0	100.0	

p5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	17.5	17.5	17.5
	3	16	40.0	40.0	57.5
	4	17	42.5	42.5	100.0
	Total	40	100.0	100.0	

p6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	20.0	20.0	20.0
	3	16	40.0	40.0	60.0
	4	11	27.5	27.5	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	20.0	20.0	20.0
	3	11	27.5	27.5	47.5
	4	17	42.5	42.5	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

p8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	2.5	2.5
	2	7	17.5	17.5	20.0
	3	19	47.5	47.5	67.5
	4	11	27.5	27.5	95.0
	5	2	5.0	5.0	100.0
	Total	40	100.0	100.0	

p9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	10.0	10.0	10.0
	2	9	22.5	22.5	32.5
	3	16	40.0	40.0	72.5
	4	8	20.0	20.0	92.5
	5	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

p10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	15.0	15.0	15.0
	3	23	57.5	57.5	72.5
	4	7	17.5	17.5	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

2. DESKRIPSI VARIABEL PRESTASI KERJA

Statistics

		p1	p2	p3	p4	p5	p6	p7	p8
N	Valid	40	40	40	40	40	40	40	40
	Missing	0	0	0	0	0	0	0	0
Mean		3.7250	3.6250	3.6750	4.0250	4.0750	3.8750	3.6250	3.3250
Std. Deviation		1.01242	.95239	1.02250	.86194	.85896	.88252	1.10215	1.16327

		p9	p10
N	Valid	40	40
	Missing	0	0
Mean		3.7250	3.4250
Std. Deviation		1.01242	1.00989

p1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	15.0	15.0	15.0
	3	9	22.5	22.5	37.5
	4	15	37.5	37.5	75.0
	5	10	25.0	25.0	100.0
Total		40	100.0	100.0	

p2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	10.0	10.0	10.0
	3	16	40.0	40.0	50.0
	4	11	27.5	27.5	77.5
	5	9	22.5	22.5	100.0
Total		40	100.0	100.0	

p3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	15.0	15.0	15.0
	3	11	27.5	27.5	42.5
	4	13	32.5	32.5	75.0
	5	10	25.0	25.0	100.0
Total		40	100.0	100.0	

p4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.0	5.0	5.0
	3	8	20.0	20.0	25.0
	4	17	42.5	42.5	67.5
	5	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

p5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	10	25.0	25.0	27.5
	4	14	35.0	35.0	62.5
	5	15	37.5	37.5	100.0
	Total	40	100.0	100.0	

p6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	15	37.5	37.5	40.0
	4	12	30.0	30.0	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	17.5	17.5	17.5
	3	13	32.5	32.5	50.0
	4	8	20.0	20.0	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

p8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	27.5	27.5	27.5
	3	16	40.0	40.0	67.5
	4	2	5.0	5.0	72.5
	5	11	27.5	27.5	100.0
	Total	40	100.0	100.0	

p9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	20.0	20.0	20.0
	3	14	35.0	35.0	55.0
	4	11	27.5	27.5	82.5
	5	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

p10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	15.0	15.0	15.0
	3	23	57.5	57.5	72.5
	4	7	17.5	17.5	90.0
	5	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

3. DESKRIPSI VARIABEL PROMOSI JABATAN

Statistics

		p1	p2	p3	p4	p5	p6	p7	p8	p9
N	Valid	40	40	40	40	40	40	40	40	40
	Missing	0	0	0	0	0	0	0	0	0
Mean		3.3000	2.6250	3.1750	3.2000	3.2500	3.6000	3.8000	3.3500	4.1250
Std. Deviation		.64847	.92508	.71208	.68687	.66986	.87119	.64847	.69982	.51578

		p10	p11	p12
N	Valid	40	40	40
	Missing	0	0	0
Mean		4.0250	3.2500	3.0750
Std. Deviation		.57679	.66986	.65584

Frequency Table

p1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.5	7.5	7.5
	3	23	57.5	57.5	65.0
	4	13	32.5	32.5	97.5
	5	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

p2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7.5	7.5	7.5
	2	18	45.0	45.0	52.5
	3	10	25.0	25.0	77.5
	4	9	22.5	22.5	100.0
	Total	40	100.0	100.0	

p3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	17.5	17.5	17.5
	3	19	47.5	47.5	65.0
	4	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

p4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	12.5	12.5	12.5
	3	23	57.5	57.5	70.0
	4	11	27.5	27.5	97.5
	5	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

p5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	10.0	10.0	10.0
	3	23	57.5	57.5	67.5
	4	12	30.0	30.0	97.5
	5	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

p6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	10.0	10.0	10.0
	3	14	35.0	35.0	45.0
	4	16	40.0	40.0	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	32.5	32.5	32.5
	4	22	55.0	55.0	87.5
	5	5	12.5	12.5	100.0
	Total	40	100.0	100.0	

p8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	10.0	10.0	10.0
	3	19	47.5	47.5	57.5
	4	16	40.0	40.0	97.5
	5	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

p9

		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	

p10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	3	7.5	7.5	10.0
	4	30	75.0	75.0	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

p11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	10.0	10.0	10.0
	3	23	57.5	57.5	67.5
	4	12	30.0	30.0	97.5
	5	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

p12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.5	2.5	2.5
	2	4	10.0	10.0	12.5
	3	26	65.0	65.0	77.5
	4	9	22.5	22.5	100.0
	Total	40	100.0	100.0	