

Lampiran 1 kuesioner

Bandar Lampung, Juli 2017

Hal : **Permohonan Bantuan Pengisian Kuisisioner**

Kepada Yth :

Bapak/ Ibu

Di

Tempat

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan Penerbit Erlangga Bandar Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IBI Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. Tentang“ **PENGARUH MOTIVASI KERJA DAN PELATIHAN TERHADAP PRODUKTIVITAS PADA KARYAWAN PENERBIT ERLANGGA 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

Dea Monica

NPM. 1312110429

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :
**PENGARUH MOTIVASI KERJA DAN PELATIHAN TERHADAP
PRODUKTIVITAS PADA KARYAWAN PENERBIT ERLANGGA
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. Umur : 20 – 30 tahun 41 – 50 tahun

31 – 40 > 50 tahun

2. Jenis Kelamin : Laki – Laki Perempuan

3. Pendidikan Terakhir : SMA Pasca Sarjana
 Sarjana

4. Masa Kerja : 0 – 2 tahun 9 – 11 tahun
 3 – 5 tahun > 11 tahun
 6 – 8 tahun

DAFTAR PERNYATAAN

Motivasi Kerja (X_1)

Pernyataan	Jawaban				
	SS	S	KS	TS	STS
	5	4	3	2	1
1. Bertanggung jawab sepenuhnya dalam melakukan pekerjaan.					
2. Setiap pekerjaan dapat diselesaikan sesuai dengan prosedur.					
3. Perusahaan selalu memberikan kesempatan untuk mengembangkan kemampuan individu.					
4. Perusahaan dapat memberikan penilaian yang tepat terhadap pekerjaan yang dilakukan.					
5. Kemajuan perusahaan memberikan dorongan untuk berkembang.					
6. Tugas yang dijalankan dalam pekerjaan dipengaruhi cocok tidaknya pekerjaan.					
7. Memiliki semangat untuk terus mengembangkan kemampuan di dalam Perusahaan.					
8. Hasil yang dicapai dalam bekerja sudah cukup baik.					

Pelatihan (X₂)

Pernyataan	Jawaban				
	SS	S	KS	TS	STS
	5	4	3	2	1
1. Materi yang diberikan dalam pelatihan cukup memadai.					
2. Materi yang disiapkan pada pelatihan sesuai dengan tingkat kebutuhankerja yang akan dilakukan.					
3. Cara-cara pelatihan yang diberikan menarik dan sesuai dengan jenis pelatihan yang dibutuhkan.					
4. Instansi memberikan sosialisasi dalam pelaksanaan pelatihan.					
5. Kemampuan instruktur pelatihan dalam memberikan pelatihan sudah sesuai harapan.					
6. Instruktur memberikan materi yang mudah dimengerti.					
7. Untuk memahami pelatihan diberikan waktu yang cukup.					
8. Tingkat ketepatan waktu pelaksanaan sesuai rencana awal pelatihan.					
9. Fasilitas yang disediakan perusahaan dalam pelatihan sesuai yang diharapkan.					
10. Sarana atau prinsip-prinsip pelatihan yang diterapkan sudah efektif.					

Produktivitas (Y)

Pernyataan	Jawaban				
	SS	S	KS	TS	STS
	5	4	3	2	1
1. Kemampuan yang dimiliki sesuai dengan pekerjaan yang dilaksanakan.					
2. Individu dapat mengeluarkan semua kemampuan yang dimiliki untuk menyelesaikan semua pekerjaan.					
3. Hasil pekerjaan sesuai dengan target yang telah ditetapkan oleh Perusahaan.					
4. Memperbaiki dan meminimalisir kesalahan – kesalahan dalam bekerja.					
5. Semangat dalam melakukan pekerjaan meningkat.					
6. Fasilitas kerja yang tersedia sudah memadai.					
7. Memberikan ide – ide baru pada Perusahaan.					
8. Tugas dan tanggung jawab sesuai dengan kemampuan..					
9. Pekerjaan diselesaikan dengan memaksimalkan waktu.					
10. Permasalahn di Perusahaan dapat diselesaikan dengan baik.					
11. Teknologi yang disediakan dapat mendukung penyelesaian pekerjaan.					
12. Dapat menyelesaikan pekerjaan lebih baik dari yang lain.					

Lampiran 2

Karakteristik responden

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20 - 30 tahun	13	22.8	22.8	22.8
31 - 40 tahun	21	36.8	36.8	59.6
41 - 50 tahun	19	33.3	33.3	93.0
> 50 tahun	4	7.0	7.0	100.0
Total	57	100.0	100.0	

Jenis kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid laki – laki	29	50.9	50.9	50.9
perempuan	28	49.1	49.1	100.0
Total	57	100.0	100.0	

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	13	22.8	22.8	22.8
Sarjana	31	54.4	54.4	77.2
Pasca Sarjana	13	22.8	22.8	100.0
Total	57	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0 - 2 tahun	9	15.8	15.8	15.8
3 - 5 tahun	16	28.1	28.1	43.9
6 - 8 tahun	14	24.6	24.6	68.4
9 - 11 tahun	10	17.5	17.5	86.0
> 11 tahun	8	14.0	14.0	100.0
Total	57	100.0	100.0	

Lampiran 3

Hasil Jawaban Responden Motivasi kerja

MK1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.3	5.3	5.3
3	19	33.3	33.3	38.6
Valid 4	25	43.9	43.9	82.5
5	10	17.5	17.5	100.0
Total	57	100.0	100.0	

MK2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	26	45.6	45.6	47.4
Valid 4	21	36.8	36.8	84.2
5	9	15.8	15.8	100.0
Total	57	100.0	100.0	

MK3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.5	3.5	3.5
2	2	3.5	3.5	7.0
Valid 3	19	33.3	33.3	40.4
4	25	43.9	43.9	84.2
5	9	15.8	15.8	100.0
Total	57	100.0	100.0	

MK4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	18	31.6	31.6	33.3
Valid 4	23	40.4	40.4	73.7
5	15	26.3	26.3	100.0
Total	57	100.0	100.0	

MK5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.8	8.8	8.8
3	25	43.9	43.9	52.6
Valid 4	18	31.6	31.6	84.2
5	9	15.8	15.8	100.0
Total	57	100.0	100.0	

MK6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	3	5.3	5.3	7.0
Valid 3	17	29.8	29.8	36.8
4	24	42.1	42.1	78.9
5	12	21.1	21.1	100.0
Total	57	100.0	100.0	

MK7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.8	8.8	8.8
3	28	49.1	49.1	57.9
Valid 4	19	33.3	33.3	91.2
5	5	8.8	8.8	100.0
Total	57	100.0	100.0	

MK8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.0	7.0	7.0
3	26	45.6	45.6	52.6
Valid 4	21	36.8	36.8	89.5
5	6	10.5	10.5	100.0
Total	57	100.0	100.0	

Hasil Jawaban Responden Pelatihan**P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.3	5.3	5.3
3	11	19.3	19.3	24.6
Valid 4	23	40.4	40.4	64.9
5	20	35.1	35.1	100.0
Total	57	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.3	5.3	5.3
3	15	26.3	26.3	31.6
Valid 4	22	38.6	38.6	70.2
5	17	29.8	29.8	100.0
Total	57	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.0	7.0	7.0
3	26	45.6	45.6	52.6
Valid 4	19	33.3	33.3	86.0
5	8	14.0	14.0	100.0
Total	57	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	20	35.1	35.1	35.1
Valid 4	25	43.9	43.9	78.9
5	12	21.1	21.1	100.0
Total	57	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	5.3	5.3	5.3
2	8	14.0	14.0	19.3
Valid 3	18	31.6	31.6	50.9
4	12	21.1	21.1	71.9
5	16	28.1	28.1	100.0
Total	57	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.3	5.3	5.3
3	14	24.6	24.6	29.8
Valid 4	21	36.8	36.8	66.7
5	19	33.3	33.3	100.0
Total	57	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	21	36.8	36.8	38.6
Valid 4	21	36.8	36.8	75.4
5	14	24.6	24.6	100.0
Total	57	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	20	35.1	35.1	36.8
Valid 4	30	52.6	52.6	89.5
5	6	10.5	10.5	100.0
Total	57	100.0	100.0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	7	12.3	12.3	14.0
Valid 3	21	36.8	36.8	50.9
4	22	38.6	38.6	89.5
5	6	10.5	10.5	100.0
Total	57	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.8	8.8	8.8
3	17	29.8	29.8	38.6
Valid 4	18	31.6	31.6	70.2
5	17	29.8	29.8	100.0
Total	57	100.0	100.0	

Hasil Jawaban Responden Produktivitas

PR1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.8	8.8	8.8
3	17	29.8	29.8	38.6
Valid 4	18	31.6	31.6	70.2
5	17	29.8	29.8	100.0
Total	57	100.0	100.0	

PR2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	1	1.8	1.8	3.5
Valid 3	21	36.8	36.8	40.4
4	21	36.8	36.8	77.2
5	13	22.8	22.8	100.0
Total	57	100.0	100.0	

PR3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.5	3.5	3.5
3	19	33.3	33.3	36.8
Valid 4	20	35.1	35.1	71.9
5	16	28.1	28.1	100.0
Total	57	100.0	100.0	

PR4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	4	7.0	7.0	8.8
Valid 3	24	42.1	42.1	50.9
4	21	36.8	36.8	87.7
5	7	12.3	12.3	100.0
Total	57	100.0	100.0	

PR5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3.5	3.5	3.5
2	8	14.0	14.0	17.5
3	29	50.9	50.9	68.4
4	12	21.1	21.1	89.5
5	6	10.5	10.5	100.0
Total	57	100.0	100.0	

PR6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	15.8	15.8	15.8
3	26	45.6	45.6	61.4
4	16	28.1	28.1	89.5
5	6	10.5	10.5	100.0
Total	57	100.0	100.0	

PR7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.8	1.8	1.8
2	6	10.5	10.5	12.3
3	28	49.1	49.1	61.4
4	16	28.1	28.1	89.5
5	6	10.5	10.5	100.0
Total	57	100.0	100.0	

PR8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.8	1.8	1.8
2	8	14.0	14.0	15.8
3	26	45.6	45.6	61.4
4	21	36.8	36.8	98.2
5	1	1.8	1.8	100.0
Total	57	100.0	100.0	

PR9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.8	8.8	8.8
3	24	42.1	42.1	50.9
Valid 4	22	38.6	38.6	89.5
5	6	10.5	10.5	100.0
Total	57	100.0	100.0	

PR10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	13	22.8	22.8	22.8
3	23	40.4	40.4	63.2
Valid 4	17	29.8	29.8	93.0
5	4	7.0	7.0	100.0
Total	57	100.0	100.0	

PR11

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	13	22.8	22.8	24.6
Valid 3	18	31.6	31.6	56.1
4	15	26.3	26.3	82.5
5	10	17.5	17.5	100.0
Total	57	100.0	100.0	

PR12

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	6	10.5	10.5	12.3
Valid 3	18	31.6	31.6	43.9
4	23	40.4	40.4	84.2
5	9	15.8	15.8	100.0
Total	57	100.0	100.0	

Lampiran 4 Tabulasi Data Responden

Tabulasi data responden

Motivasi kerja (X1)									
No	Mk1	Mk2	Mk3	Mk4	Mk5	Mk6	Mk7	Mk8	total X1
1	4	3	4	4	3	3	3	3	27
2	3	4	4	3	3	4	3	3	27
3	2	3	3	3	3	3	2	4	23
4	3	3	3	3	3	3	3	3	24
5	3	3	3	4	4	4	3	3	27
6	5	3	4	4	5	4	3	5	33
7	4	5	5	4	5	5	5	4	37
8	5	4	5	4	5	5	5	4	37
9	5	4	4	4	4	4	3	3	31
10	4	4	5	5	4	3	5	4	34
11	3	3	4	3	3	3	3	3	25
12	4	4	3	4	4	3	4	3	29
13	3	4	4	3	4	4	3	3	28
14	4	3	4	2	2	2	2	2	21
15	4	4	3	3	4	4	3	2	27
16	3	3	3	3	3	4	2	3	24
17	4	4	5	4	3	3	4	3	30
18	5	5	4	4	5	5	5	5	38
19	4	5	4	4	3	3	4	3	30
20	3	4	5	5	3	4	3	4	31
21	4	3	3	5	3	4	4	4	30
22	4	4	3	3	4	4	4	4	30
23	4	4	3	5	3	5	3	4	31
24	3	3	4	4	3	3	4	3	27
25	4	3	4	5	5	4	4	4	33
26	4	4	4	5	3	5	4	4	33

27	3	3	4	4	3	4	3	3	27
28	4	4	3	4	4	5	4	4	32
29	4	4	3	5	5	5	4	4	34
30	4	3	4	4	3	4	3	4	29
31	5	5	5	4	4	5	4	5	37
32	3	4	4	3	4	4	4	3	29
33	3	4	3	5	3	4	4	3	29
34	3	3	4	5	3	3	3	3	27
35	4	2	3	3	2	4	3	4	25
36	3	3	4	5	3	5	5	3	31
37	5	4	3	4	4	5	3	5	33
38	3	3	1	3	3	3	3	3	22
39	4	3	3	3	2	4	3	4	26
40	4	4	4	5	3	5	4	4	33
41	2	3	2	4	4	3	3	2	23
42	3	3	2	3	2	4	3	3	23
43	2	3	1	4	4	3	4	4	25
44	3	3	4	3	3	5	3	3	27
45	3	3	4	5	3	4	4	3	29
46	4	5	3	5	5	4	4	4	34
47	4	4	4	3	3	3	3	4	28
48	5	5	5	4	4	4	3	5	35
49	4	3	3	4	2	2	3	4	25
50	5	3	4	4	4	4	3	5	32
51	4	5	4	4	5	3	3	3	31
52	3	5	3	5	5	2	2	2	27
53	5	3	5	3	4	4	4	4	32
54	4	4	4	4	3	4	3	3	29
55	3	4	3	3	4	1	2	3	23
56	5	5	5	5	3	3	4	3	33
57	4	3	4	3	4	3	3	3	27

Pelatihan (X2)											
No	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	total X2
1	4	4	3	3	4	3	3	4	3	2	33
2	4	4	3	4	3	3	3	3	5	4	36
3	4	3	3	3	3	4	3	3	4	3	33
4	3	3	3	3	3	5	3	3	3	3	32
5	3	4	3	3	3	3	3	3	3	2	30
6	5	5	4	5	3	4	5	4	4	5	44
7	5	5	5	4	5	5	4	5	5	4	47
8	5	5	4	5	4	4	5	3	4	5	44
9	4	4	4	4	3	4	3	3	3	3	35
10	4	5	4	5	5	5	5	4	5	5	47
11	4	4	3	3	3	3	3	3	4	3	33
12	5	5	3	4	2	3	3	4	5	3	37
13	4	4	4	4	2	2	3	4	5	2	34
14	5	3	3	4	3	2	3	3	4	3	33
15	5	3	3	5	4	3	4	4	5	3	39
16	4	3	3	3	3	3	3	3	3	3	31
17	5	4	4	4	4	3	3	2	3	2	34
18	5	4	3	5	5	4	4	4	3	4	41
19	5	5	5	5	4	4	2	4	4	3	41
20	4	3	4	4	5	5	4	4	4	5	42
21	5	4	5	4	5	5	5	4	4	5	46
22	4	4	4	5	5	4	4	5	3	5	43
23	5	3	3	4	4	5	5	4	4	3	40
24	4	4	3	3	5	4	4	3	4	4	38
25	5	5	5	4	5	5	5	4	3	4	45
26	5	3	3	4	5	5	4	4	4	5	42
27	4s	4	3	4	5	4	4	3	2	3	36
28	5	5	4	4	4	5	5	4	3	5	44

29	5	5	5	5	5	5	4	3	4	4	45
30	4	4	3	3	5	4	4	4	2	5	38
31	5	5	4	4	5	5	3	3	4	5	43
32	4	4	5	3	3	4	4	4	2	4	37
33	4	5	3	3	2	4	5	5	4	5	40
34	3	5	3	4	3	3	3	3	4	5	36
35	4	3	2	4	2	4	3	4	3	5	34
36	5	4	3	5	3	5	5	4	3	4	41
37	5	5	4	4	2	5	4	3	4	5	41
38	3	5	3	3	1	3	4	4	3	4	33
39	4	3	2	3	2	4	3	4	4	5	34
40	5	5	3	5	3	5	4	4	3	4	41
41	3	4	4	3	3	3	4	3	2	4	33
42	2	3	2	4	1	4	3	4	3	3	29
43	3	3	4	4	1	3	4	4	3	4	33
44	5	4	3	3	3	5	3	3	2	3	34
45	4	5	3	4	4	4	5	4	3	4	40
46	4	4	5	4	2	4	4	4	3	5	39
47	3	3	3	3	3	3	4	3	2	4	31
48	4	5	4	3	4	4	5	4	4	4	41
49	2	4	2	3	2	2	4	4	4	4	31
50	4	4	4	3	4	4	5	5	4	5	42
51	4	3	4	4	5	5	4	5	3	4	41
52	3	4	5	3	5	4	5	5	2	3	39
53	3	2	4	5	3	5	3	4	4	3	36
54	4	3	3	4	4	5	4	3	4	4	38
55	3	2	4	3	4	4	3	4	1	3	31
56	3	4	4	5	5	5	5	3	3	3	40
57	2	2	3	4	3	3	3	4	3	2	29

Produktivitas (Y)

No	Pr1	Pr2	Pr3	Pr4	Pr5	Pr6	Pr7	Pr8	Pr9	Pr10	Pr11	Pr12	total Y
1	4	4	3	3	4	3	3	4	3	2	4	4	41
2	4	4	3	4	3	3	3	3	5	4	5	4	45
3	4	3	3	3	3	4	3	3	4	3	4	4	41
4	3	3	3	3	3	5	3	3	3	3	3	3	38
5	3	4	3	3	3	3	3	3	3	2	3	3	36
6	5	5	4	5	3	4	5	4	4	5	4	5	53
7	5	5	5	4	5	5	4	5	5	4	4	5	56
8	5	5	4	5	4	4	5	3	4	5	4	5	53
9	4	4	4	4	3	4	3	3	3	3	3	4	42
10	4	5	4	5	5	5	5	4	5	5	5	4	56
11	4	4	3	3	3	3	3	3	4	3	5	4	42
12	5	5	3	4	2	3	3	4	5	3	5	5	47
13	4	4	4	4	2	2	3	4	5	2	5	4	43
14	5	3	3	4	3	2	3	3	4	3	5	5	43
15	5	3	3	5	4	3	4	4	5	3	5	5	49
16	4	3	3	3	3	3	3	3	3	3	4	4	39
17	5	4	4	4	4	3	3	2	3	2	5	5	44
18	5	4	3	5	5	4	4	4	3	4	5	5	51
19	5	5	5	5	4	4	2	4	4	3	4	5	50
20	4	3	4	4	5	5	4	4	4	5	5	4	51
21	5	4	5	3	3	4	2	3	4	4	3	4	44
22	4	5	5	2	2	3	3	2	4	3	4	4	41
23	5	3	4	4	4	3	4	4	2	4	2	3	42
24	5	4	3	3	4	4	3	3	3	4	3	2	41
25	4	3	4	3	1	3	2	2	3	3	2	3	33
26	5	5	3	3	3	3	3	4	4	4	4	2	43
27	3	3	4	3	3	2	2	3	2	2	2	3	32
28	4	4	5	3	3	3	4	3	4	3	3	4	43

29	5	3	4	2	5	3	3	4	3	4	2	3	41
30	3	3	5	3	3	5	5	4	4	2	2	4	43
31	5	3	3	3	2	5	5	2	4	4	2	2	40
32	3	3	4	4	1	2	2	2	3	2	2	3	31
33	5	5	4	4	3	4	3	3	4	4	4	3	46
34	5	1	2	3	3	2	3	2	4	4	1	1	31
35	4	4	5	4	3	3	4	4	4	3	3	4	45
36	4	3	3	4	3	2	3	1	3	3	2	2	33
37	5	4	5	2	2	3	3	3	4	4	3	4	42
38	4	3	4	4	3	4	4	3	3	3	2	3	40
39	5	5	5	4	4	4	5	4	4	4	4	4	52
40	4	4	4	3	3	3	3	2	3	3	3	3	38
41	3	4	4	3	3	2	3	3	3	2	3	3	36
42	4	3	3	1	2	2	3	3	2	3	2	2	30
43	4	4	5	4	3	3	4	4	3	3	3	4	44
44	3	4	4	3	3	4	4	3	2	2	3	3	38
45	4	4	4	3	4	3	3	3	3	3	3	3	40
46	4	5	5	4	4	4	4	4	4	3	4	4	49
47	3	5	5	3	3	4	3	4	3	2	4	4	43
48	5	5	5	4	3	3	4	3	3	4	4	4	47
49	5	4	5	4	4	4	4	3	3	4	3	4	47
50	5	4	5	5	3	3	4	4	4	4	3	4	48
51	2	3	3	4	5	3	3	4	4	2	2	3	38
52	3	2	2	3	3	2	2	3	3	3	3	2	31
53	4	4	4	3	4	4	4	3	3	4	4	4	45
54	3	3	4	4	3	3	4	4	4	3	3	3	41
55	2	3	5	3	2	3	1	3	3	2	2	3	32
56	3	3	3	3	3	3	3	3	3	3	3	3	36
57	2	3	3	2	2	3	3	2	2	2	2	3	29

Lampiran 5

Hasil Uji Validitas Variabel Motivasi Kerja

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Motivasi kerja
X1.1	Pearson Correlation	1	.410	.387	.353	.583**	.324	.560**	.285	.676**
	Sig. (1-tailed)		.036	.046	.064	.003	.082	.005	.111	.001
	N	20	20	20	20	20	20	20	20	20
X1.2	Pearson Correlation	.410	1	.460	.419	.441	.475	.739**	.249	.712**
	Sig. (1-tailed)	.036		.021	.033	.026	.017	.000	.145	.000
	N	20	20	20	20	20	20	20	20	20
X1.3	Pearson Correlation	.387	.460	1	.526**	.210	.226	.585**	.371	.634**
	Sig. (1-tailed)	.046	.021		.009	.187	.169	.003	.054	.001
	N	20	20	20	20	20	20	20	20	20
X1.4	Pearson Correlation	.353	.419	.526**	1	.448	.309	.625**	.561**	.718**
	Sig. (1-tailed)	.064	.033	.009		.024	.093	.002	.005	.000
	N	20	20	20	20	20	20	20	20	20
X1.5	Pearson Correlation	.583**	.441	.210	.448	1	.781**	.653**	.625**	.823**
	Sig. (1-tailed)	.003	.026	.187	.024		.000	.001	.002	.000
	N	20	20	20	20	20	20	20	20	20
X1.6	Pearson Correlation	.324	.475	.226	.309	.781**	1	.443	.514	.698**
	Sig. (1-tailed)	.082	.017	.169	.093	.000		.025	.010	.000
	N	20	20	20	20	20	20	20	20	20
X1.7	Pearson Correlation	.560**	.739**	.585**	.625**	.653**	.443	1	.469	.875**
	Sig. (1-tailed)	.005	.000	.003	.002	.001	.025		.019	.000
	N	20	20	20	20	20	20	20	20	20
X1.8	Pearson Correlation	.285	.249	.371	.561**	.625**	.514	.469	1	.697**
	Sig. (1-tailed)	.111	.145	.054	.005	.002	.010	.019		.000
	N	20	20	20	20	20	20	20	20	20
Motivasi kerja	Pearson Correlation	.676**	.712**	.634**	.718**	.823**	.698**	.875**	.697**	1
	Sig. (1-tailed)	.001	.000	.001	.000	.000	.000	.000	.000	
	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).

Hasil Uji Validitas Variabel Pelatihan

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Pelatihan
X2.1	Pearson Correlation	1	.395*	.360	.691**	.262	-.100	.271	.285	.318	.268	.536**
	Sig. (1-tailed)		.042	.059	.000	.133	.337	.124	.112	.086	.127	.007
	N	20	20	20	20	20	20	20	20	20	20	20
X2.2	Pearson Correlation	.395*	1	.579**	.500*	.140	.211	.321	.385*	.321	.318	.613**
	Sig. (1-tailed)	.042		.004	.012	.278	.186	.084	.047	.084	.086	.002
	N	20	20	20	20	20	20	20	20	20	20	20
X2.3	Pearson Correlation	.360	.579**	1	.482*	.402	.440	.190	.390	.237	.306	.649**
	Sig. (1-tailed)	.059	.004		.016	.039	.026	.211	.045	.157	.095	.001
	N	20	20	20	20	20	20	20	20	20	20	20
X2.4	Pearson Correlation	.691**	.500*	.482*	1	.421	.211	.562**	.385*	.401*	.573**	.785**
	Sig. (1-tailed)	.000	.012	.016		.032	.186	.005	.047	.040	.004	.000
	N	20	20	20	20	20	20	20	20	20	20	20
X2.5	Pearson Correlation	.262	.140	.402	.421	1	.616**	.476	.364	-.030	.490	.657**
	Sig. (1-tailed)	.133	.278	.039	.032		.002	.017	.057	.449	.014	.001
	N	20	20	20	20	20	20	20	20	20	20	20
X2.6	Pearson Correlation	-.100	.211	.440	.211	.616**	1	.447	.325	-.027	.635**	.616**
	Sig. (1-tailed)	.337	.186	.026	.186	.002		.024	.081	.455	.001	.002
	N	20	20	20	20	20	20	20	20	20	20	20
X2.7	Pearson Correlation	.271	.321	.190	.562**	.476	.447	1	.324	.266	.788**	.735**
	Sig. (1-tailed)	.124	.084	.211	.005	.017	.024		.082	.128	.000	.000
	N	20	20	20	20	20	20	20	20	20	20	20
X2.8	Pearson Correlation	.285	.385*	.390	.385*	.364	.325	.324	1	.509*	.331	.637**
	Sig. (1-tailed)	.112	.047	.045	.047	.057	.081	.082		.011	.077	.001
	N	20	20	20	20	20	20	20	20	20	20	20
X2.9	Pearson Correlation	.318	.321	.237	.401	-.030	-.027	.266	.509*	1	.328	.488
	Sig. (1-tailed)	.086	.084	.157	.040	.449	.455	.128	.011		.079	.015
	N	20	20	20	20	20	20	20	20	20	20	20
X2.10	Pearson Correlation	.268	.318	.306	.573**	.490	.635**	.788**	.331	.328	1	.805**
	Sig. (1-tailed)	.127	.086	.095	.004	.014	.001	.000	.077	.079		.000
	N	20	20	20	20	20	20	20	20	20	20	20
Pelatihan	Pearson Correlation	.536**	.613**	.649**	.785**	.657**	.616**	.735**	.637**	.488	.805**	1
	Sig. (1-tailed)	.007	.002	.001	.000	.001	.002	.000	.001	.015	.000	
	N	20	20	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).

Hasil Hasil Uji Validitas Variabel Produktivitas

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Produktivitas
Y1	Pearson Correlation	1	.395	.360	.691	.262	-.100	.271	.285	.318	.268	.479	1.000	.650
	Sig. (1-tailed)		.042	.059	.000	.133	.337	.124	.112	.086	.127	.016	.000	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y2	Pearson Correlation	.395	1	.579	.500	.140	.211	.321	.385	.321	.318	.000	.395	.593
	Sig. (1-tailed)	.042		.004	.012	.278	.186	.084	.047	.084	.086	.500	.042	.003
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y3	Pearson Correlation	.360	.579	1	.482	.402	.440	.190	.390	.237	.306	-.087	.360	.610
	Sig. (1-tailed)	.059	.004		.016	.039	.026	.211	.045	.157	.095	.357	.059	.002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y4	Pearson Correlation	.691	.500	.482	1	.421	.211	.562	.385	.401	.573	.356	.691	.823
	Sig. (1-tailed)	.000	.012	.016		.032	.186	.005	.047	.040	.004	.062	.000	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y5	Pearson Correlation	.262	.140	.402	.421	1	.616	.476	.364	-.030	.490	.161	.262	.637
	Sig. (1-tailed)	.133	.278	.039	.032		.002	.017	.057	.449	.014	.249	.133	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y6	Pearson Correlation	-.100	.211	.440	.211	.616	1	.447	.325	-.027	.635	-.315	-.100	.501
	Sig. (1-tailed)	.337	.186	.026	.186	.002		.024	.081	.455	.001	.088	.337	.012
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y7	Pearson Correlation	.271	.321	.190	.562	.476	.447	1	.324	.266	.788	.158	.271	.708
	Sig. (1-tailed)	.124	.084	.211	.005	.017	.024		.082	.128	.000	.253	.124	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y8	Pearson Correlation	.285	.385	.390	.385	.364	.325	.324	1	.509	.331	.154	.285	.621
	Sig. (1-tailed)	.112	.047	.045	.047	.057	.081	.082		.011	.077	.258	.112	.002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y9	Pearson Correlation	.318	.321	.237	.401	-.030	-.027	.266	.509	1	.328	.543	.318	.539
	Sig. (1-tailed)	.086	.084	.157	.040	.449	.455	.128	.011		.079	.007	.086	.007
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y10	Pearson Correlation	.268	.318	.306	.573	.490	.635	.788	.331	.328	1	.173	.268	.771
	Sig. (1-tailed)	.127	.086	.095	.004	.014	.001	.000	.077	.079		.233	.127	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y11	Pearson Correlation	.479	.000	-.087	.356	.161	-.315	.158	.154	.543	.173	1	.479	.386
	Sig. (1-tailed)	.016	.500	.357	.062	.249	.088	.253	.258	.007	.233		.016	.046
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Y12	Pearson Correlation	1.000	.395	.360	.691	.262	-.100	.271	.285	.318	.268	.479	1	.650
	Sig. (1-tailed)	.000	.042	.059	.000	.133	.337	.124	.112	.086	.127	.016		.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
Produktivitas	Pearson Correlation	.650	.593	.610	.823	.637	.501	.708	.621	.539	.771	.386	.650	1
	Sig. (1-tailed)	.001	.003	.002	.000	.001	.012	.000	.002	.007	.000	.046	.001	
	N	20	20	20	20	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).

Lampiran 6

Hasil Uji Reliabilitas

Scale: Motivasi 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
.876	8

Scale: Pelatihan

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	10

Scale: Produktivitas

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
.855	12

Lampiran 7

Hasil Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
PRODUKTIVITAS dan MOTIVASI		(Combined)	1080.916	16	67.557	1.950	.044
	Between Groups	Linearity	426.473	1	426.473	12.307	.001
		Deviation from Linearity	654.443	15	43.630	1.259	.272
	Within Groups		1386.067	40	34.652		
	Total		2466.982	56			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
PRODUKTIVITAS dan PELATIHAN		(Combined)	1209.854	18	67.214	2.032	.033
	Between Groups	Linearity	433.485	1	433.485	13.103	.001
		Deviation from Linearity	776.369	17	45.669	1.380	.200
	Within Groups		1257.129	38	33.082		
	Total		2466.982	56			

Lampiran 8

Hasil Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	19.290	6.409		3.010	.004		
MOTIVASI KERJA	.359	.331	.223	1.084	.283	.354	2.828
PELATIHAN	.325	.278	.240	1.168	.248	.354	2.828

a. Dependent Variable: PRODUKTIVITAS

Lampiran 8

Hasil Analisis Regresi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.440 ^a	.193	.163	6.071

a. Predictors: (Constant), PELATIHAN, MOTIVASI KERJA

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	476.760	2	238.380	6.468	.003 ^b
Residual	1990.222	54	36.856		
Total	2466.982	56			

a. Dependent Variable: PRODUKTIVITAS

b. Predictors: (Constant), PELATIHAN, MOTIVASI KERJA

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Constant)	19.290	6.409		
1 MOTIVASI	.359	.331	.223	1.084	.283
KERJA					
PELATIHAN	.325	.278	.240	1.168	.248

a. Dependent Variable: PRODUKTIVITAS

Lampiran 9

Uji t

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Constant)	22.467	5.823		
1 MOTIVASI	.670	.198	.416	3.390	.001
KERJA					

a. Dependent Variable: PRODUKTIVITAS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	(Constant)	20.624	6.300		
1 PELATIHAN	.567	.166	.419	3.424	.001

a. Dependent Variable: PRODUKTIVITAS

Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	476.760	2	238.380	6.468	.003 ^b
	Residual	1990.222	54	36.856		
	Total	2466.982	56			

a. Dependent Variable: Produktivitas

b. Predictors: (Constant), Pelatihan, Motivasi kerja