

# LAMPIRAN





**LAMPIRAN 1**  
**SURAT BALASAN IJIN PENELITIAN**



**SURAT KETERANGAN**  
**Nomor : LUT/148/1400-F/2023**

Yang Bertanda tangan dibawah ini menerangkan bahwa:

Nama : Windi Wulandari  
NPM : 1912110265  
Jurusan : S1 Manajemen  
Perguruan Tinggi : Institut Informatika dan Bisnis (IIB) Darmajaya

Bersama ini kami sampaikan bahwa mahasiswi tersebut di atas dapat kami terima untuk melaksanakan penelitian di PT United Tractors Tbk terhitung mulai 05 Juni s.d 29 Juni 2023.

Demikian yang dapat kami sampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

Bandar Lampung, 06 Juni 2023

PT UNITED TRACTORS Tbk  
Wicky Ihza Mahendra  
**Pjs. Branch Operation Head**

**Moving as one**

**LAMPIRAN 2**  
**SURAT KUESIONER PENELITIAN**

Kepada YTH,

Bapak/Saudara/ Di Tempat

Dengan Hormat,

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul:

**PENGARUH PELATIHAN DAN MOTIVASI TERHADAP KINERJA  
KARYAWAN PT. UNITED TRACTORS TBK CABANG BANDAR  
LAMPUNG**

Bersama ini saya:

Nama: Windi Wulandari

NPM : 1912110265

Email : wulandriz029@gmail.com

Fakultas/Jurusan : Ekonomi/Manajemen

Dosen Pembimbing : Muprihan Thaib, S.SOS,MM

Email : -

Memohon bantuan kepada bapak/saudara untuk mengisi kuesioner penelitian yang terlampir. Penelitian ini bertujuan untuk mengetahui kinerja karyawan dengan adanya Pelatihan Kerja dan Motivasi Kerja pada Karyawan PT. United Tractors Tbk Cabang Lampung. Jawaban yang subjektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiannya dan hanya dipergunakan untuk kepentingan penelitian. Atas perhatian dan bantuan saya Atas perhatian dan bantuan saya ucapkan terima kasih.

Mohon Hormat

**Windi Wulandari**

NPM 1912110265

### DATA RESPONDEN

Nama :

Jabatan :

Alamat :

Jenis Kelamin : Laki – Laki / Perempuan

Usia  : 20 – 30 Tahun  41 – 50 Tahun

31 – 40 Tahun   
51 – 60 Tahun

Pendidikan Terakhir : SMA / D3 / S1 / S2

Bobot skala likert Berilah tanda (X) pada tempat yang telah tersedia dengan jawaban Anda. penilaian dilakukan berdasarkan skala berikut :

- 1) Sangat tidak setuju (STS) diberi Skor 1
- 2) Tidak setuju (TS) diberi Skor 2
- 3) Netral (N) diberi Skor 3
- 4) Setuju (S) diberi Skor 4
- 5) Sangat setuju (SS) diberi Skor 5

NO	SOAL	SS	S	N	TS	STS
<b>VARIABEL X1 : Pelatihan</b> Teori : (Subroto 2019)						
<b>Instruktur</b>						
1	Instruktur pelatihan menguasai materi pelatihan.					
2	Instruktur pelatihan menyampaikan materi dengan baik.					
<b>Peserta</b>						
3	Peserta pelatihan sudah sesuai dengan kualifikasi yang sudah ditentukan.					

4	Peserta pelatihan mempunyai ke Mawan yang kuat untuk mengikuti pelatihan.					
<b>Materi</b>						
5	Materi pelatihan sesuai dengan tujuan yang sudah ditetapkan.					
6	Materi pelatihan sesuai dengan kebutuhan yang dibutuhkan organisasi.					
<b>Metode</b>						
7	Metode pelatihan yang diterapkan sudah tepat.					
8	Metoda yang mudah dipahami peserta.					
<b>Tujuan</b>						
9	Perhatian sesuai dengan tujuan dan sasaran yang sudah ditetapkan.					
10	Kemampuan dan keterampilan peserta pelatihan meningkat setelah mengikuti pelatihan.					
<b>Sasaran</b>						
11	Sasaran pelatihan sudah ditentukan dengan baik, dan dengan terperinci.					
12	Sasaran pelatihan sudah dilakukan dengan terukur, Dengan tolak ukur yang sesuai berdasarkan standarisasi perusahaan.					



<b>VARIABEL X2 : Motivasi</b>						
Teori: (Napitupulu 2019)						
<b>Tanggung Jawab</b>						
1	Saya selalu bertanggung jawab atas pekerjaan saya untuk mencapai tujuan institusi.					
2	Saya selalu memeriksa ulang pekerjaan yang telah selesai sebagai bentuk rasa tanggung jawab saya terhadap pekerjaan.					
<b>Performa Kerja</b>						
3	Dalam pekerjaan saya memperoleh kesempatan untuk mengembangkan kreativitas.					
4	Saya bisa mengarahkan kemampuan yang saya miliki untuk mencapai prestasi kerja yang optimal.					
<b>Kemauan untuk maju</b>						
5	Perusahaan memberikan kesempatan bagi karyawan untuk mengembangkan potensi yang ada pada dirinya untuk lebih maju.					
6	Karyawan mendapatkan kesempatan untuk Mengembangkan karirnya.					
<b>Pengakuan Kinerja</b>						
7	Saya mendapatkan pujian dari pimpinan atas hasil pekerjaannya saya lakukan.					
8	Setiap hasil pekerjaan yang telah dilaksanakan layak mendapatkan penghargaan.					

<b>Pekerjaan yang Menantang</b>						
9	Pekerjaan yang diberikan sangat menantang.					
10	Pekerjaan yang diberikan dapat meningkatkan skill saya.					

<b>VARIABEL Y : Kinerja</b>						
Teori : (Budiasa I Komang (2021))						
<b>Kualitas Mutu</b>						
1	Saya mampu bekerja mencapai atau melebihi target.					
2	Saya cermat dan meminimalkan kesalahan dalam bekerja.					
<b>Kuantitas Jumlah</b>						
3	Saya terampil dalam bekerja dan mempunyai inisiatif untuk membanturekan kerja					
4	Saya berinisiatif mencari cara cara terbaik untuk meningkatkan kualitas kerja.					
<b>Ketepatan Waktu</b>						
5	Saya datang ke kantor dengan tepat waktu.					
6	Saya mampu menyelesaikan pekerjaandengan tepat waktu.					
<b>Efektivitas</b>						
7	Saya mempunyai komitmen dan tanggung jawab dalam bekerja.					
8	Saya berusaha dengan lebih keras daripada yang lain.					

<b>Pengawasan</b>						
9	Pengawasan sangat efektif untuk penilaian kinerja, penempatan standar, dan pengukuran kinerja karyawan.					
10	Pengawasan dilakukan bila ada penyimpangan yang dilakukan pekerja atau pegawai.					
<b>Hubungan antar Karyawan</b>						
11	Dapat membangun hubungan baik dengan sesama rekan kerja.					
12	Memberikan kontribusi kepada tim dalam setiap kegiatan.					

**LAMPIRAN 3**  
**JAWABAN KUESIONER RESPONDEN**  
**(X1) PELATIHAN KERJA**

<b>NO</b>	<b>X1.1</b>	<b>X1.2</b>	<b>X1.3</b>	<b>X1.4</b>	<b>X1.5</b>	<b>X1.6</b>	<b>X1.7</b>	<b>X1.8</b>	<b>X1.9</b>	<b>X1.10</b>	<b>X1.11</b>	<b>X1.12</b>	<b>TOTAL</b>
1	5	5	5	5	5	2	3	3	2	3	3	2	<b>43</b>
2	3	3	5	5	5	4	3	5	4	3	5	4	<b>49</b>
3	4	4	3	5	3	4	4	5	4	4	5	4	<b>49</b>
4	4	4	5	5	5	4	5	5	4	5	3	4	<b>53</b>
5	3	3	2	4	2	2	3	3	2	3	3	2	<b>32</b>
6	4	4	2	5	2	4	5	5	4	5	5	4	<b>49</b>
7	2	2	3	4	3	4	2	5	4	2	5	3	<b>39</b>
8	1	1	2	3	2	4	2	5	4	2	5	4	<b>35</b>
9	4	4	4	3	4	4	5	5	4	5	5	4	<b>51</b>
10	2	2	2	4	2	4	1	5	4	1	5	4	<b>36</b>
11	2	2	2	2	2	5	2	5	5	2	5	5	<b>39</b>
12	4	4	3	2	3	4	5	5	4	5	5	4	<b>48</b>
13	1	1	1	4	2	5	4	5	5	4	5	5	<b>42</b>
14	4	4	3	2	3	4	2	4	4	2	4	3	<b>39</b>
15	3	3	2	2	2	3	2	4	3	2	4	4	<b>34</b>
16	3	3	4	3	4	3	2	5	3	2	5	4	<b>41</b>
17	5	5	2	2	2	3	3	2	3	3	2	3	<b>35</b>
18	4	4	2	5	2	3	2	2	3	2	2	3	<b>34</b>
19	2	2	4	4	4	1	2	3	1	2	1	1	<b>27</b>
20	3	3	4	4	4	4	3	3	4	3	3	3	<b>41</b>
21	2	2	2	3	2	5	2	5	5	2	5	5	<b>40</b>
22	4	4	5	5	5	3	5	3	3	5	3	3	<b>48</b>
23	2	2	3	1	3	1	1	1	1	1	1	2	<b>19</b>
24	5	5	3	3	3	4	4	4	4	4	4	4	<b>47</b>
25	3	3	3	5	3	2	3	2	2	3	2	2	<b>33</b>
26	5	5	2	5	2	2	4	2	2	4	2	2	<b>37</b>
27	3	3	2	1	2	2	2	3	2	2	3	2	<b>27</b>
28	3	3	5	4	5	4	3	4	4	3	4	4	<b>46</b>
29	5	5	5	5	5	4	5	4	4	5	4	4	<b>55</b>
30	3	3	4	5	4	4	2	3	4	2	3	3	<b>40</b>
<b>TOTAL</b>	<b>98</b>	<b>98</b>	<b>94</b>	<b>110</b>	<b>95</b>	<b>102</b>	<b>91</b>	<b>115</b>	<b>102</b>	<b>91</b>	<b>111</b>	<b>101</b>	<b>1208</b>

**(X2 ) MOTIVASI KERJA**

<b>NO</b>	<b>X2.1</b>	<b>X2.2</b>	<b>X2.3</b>	<b>X2.4</b>	<b>X2.5</b>	<b>X2.6</b>	<b>X2.7</b>	<b>X2.8</b>	<b>X2.9</b>	<b>X2.10</b>	<b>TOTAL</b>
1	4	5	2	4	5	4	3	5	3	5	<b>40</b>
2	2	1	2	1	2	2	3	5	4	4	<b>26</b>
3	2	2	2	2	2	2	4	5	5	2	<b>28</b>
4	1	1	3	1	1	1	2	3	2	4	<b>19</b>
5	2	4	5	4	2	2	3	3	4	2	<b>31</b>
6	4	2	1	2	4	4	3	5	3	4	<b>32</b>
7	2	1	2	1	2	2	2	5	2	4	<b>23</b>
8	2	1	2	1	2	2	2	5	2	4	<b>23</b>
9	2	1	1	1	2	2	5	5	4	4	<b>27</b>
10	2	1	2	1	2	2	1	5	2	2	<b>20</b>
11	2	2	3	2	2	2	2	5	3	3	<b>26</b>
12	1	2	1	2	1	1	5	5	5	2	<b>25</b>
13	4	4	4	4	4	4	4	5	5	4	<b>42</b>
14	1	2	2	2	1	1	2	4	3	2	<b>20</b>
15	1	2	2	2	1	1	2	4	3	4	<b>22</b>
16	5	4	2	4	5	5	2	5	4	2	<b>38</b>
17	4	3	2	3	4	4	3	2	4	2	<b>31</b>
18	2	1	1	1	2	2	2	2	2	2	<b>17</b>
19	1	2	1	2	1	1	2	1	2	2	<b>15</b>
20	5	4	5	4	5	5	3	5	3	4	<b>43</b>
21	1	1	2	1	1	1	2	5	3	2	<b>19</b>
22	3	3	4	3	3	3	5	3	5	2	<b>34</b>
23	1	1	1	1	1	1	1	1	2	1	<b>11</b>
24	1	2	2	2	1	1	4	4	4	2	<b>23</b>
25	1	1	2	1	1	1	3	2	2	2	<b>16</b>
26	4	2	1	2	4	4	4	2	5	5	<b>33</b>
27	4	5	2	5	4	4	2	3	2	2	<b>33</b>
28	2	3	5	3	2	2	3	4	5	2	<b>31</b>
29	1	1	1	1	1	1	5	4	5	2	<b>22</b>
30	2	4	4	4	2	2	2	3	2	2	<b>27</b>
<b>TOTAL</b>	<b>69</b>	<b>68</b>	<b>69</b>	<b>67</b>	<b>70</b>	<b>69</b>	<b>86</b>	<b>115</b>	<b>100</b>	<b>84</b>	<b>797</b>

(Y) KINERJA

<b>NO</b>	<b>Y.1</b>	<b>Y.2</b>	<b>Y.3</b>	<b>Y.4</b>	<b>Y.5</b>	<b>Y.6</b>	<b>Y.7</b>	<b>Y.8</b>	<b>Y.9</b>	<b>Y.10</b>	<b>Y.11</b>	<b>Y.12</b>	<b>TOTAL</b>
1	4	4	5	5	5	4	3	3	2	3	3	2	<b>43</b>
2	2	5	3	1	3	2	3	5	4	3	5	4	<b>40</b>
3	2	2	2	2	2	2	4	5	4	4	5	4	<b>38</b>
4	2	1	1	1	1	1	5	5	4	5	3	4	<b>33</b>
5	3	2	2	4	2	2	3	3	2	3	3	2	<b>31</b>
6	2	2	1	2	1	4	5	5	4	5	5	4	<b>40</b>
7	2	2	2	1	2	2	2	5	4	2	5	3	<b>32</b>
8	2	2	3	1	3	2	2	5	4	2	5	4	<b>35</b>
9	2	3	2	1	2	2	5	5	4	5	5	4	<b>40</b>
10	2	2	3	1	3	2	1	5	4	1	5	4	<b>33</b>
11	3	1	2	2	2	2	2	5	5	2	5	5	<b>36</b>
12	2	1	1	2	1	1	5	5	4	5	5	4	<b>36</b>
13	2	5	4	4	4	4	4	5	5	4	5	5	<b>51</b>
14	2	2	1	2	1	1	2	4	4	2	4	3	<b>28</b>
15	2	2	3	2	3	4	2	4	3	2	4	4	<b>35</b>
16	4	2	4	4	4	5	2	5	3	2	5	4	<b>44</b>
17	3	3	5	3	5	4	3	2	3	3	2	3	<b>39</b>
18	1	2	2	1	2	2	2	2	3	2	2	3	<b>24</b>
19	2	1	4	3	4	1	2	4	3	2	1	1	<b>28</b>
20	2	2	2	4	2	5	3	3	4	3	3	3	<b>36</b>
21	1	2	1	1	1	1	2	5	5	2	5	5	<b>31</b>
22	3	5	5	3	5	3	5	3	3	5	3	3	<b>46</b>
23	1	4	1	1	1	1	1	1	1	1	1	2	<b>16</b>
24	2	1	1	2	1	1	4	4	4	4	4	4	<b>32</b>
25	2	3	3	1	3	1	3	2	2	3	2	2	<b>27</b>
26	2	2	2	2	2	4	4	2	2	4	2	2	<b>30</b>
27	5	4	4	5	4	4	2	3	2	2	3	2	<b>40</b>
28	3	4	2	3	2	2	3	4	4	3	4	4	<b>38</b>
29	2	1	3	1	3	1	5	4	4	5	4	4	<b>37</b>
30	4	4	5	4	5	2	2	3	4	2	3	3	<b>41</b>
<b>TOTAL</b>	<b>71</b>	<b>76</b>	<b>79</b>	<b>69</b>	<b>79</b>	<b>72</b>	<b>91</b>	<b>116</b>	<b>104</b>	<b>91</b>	<b>111</b>	<b>101</b>	<b>1060</b>

**LAMPIRAN 4**  
**DESKRIPSI JAWABAN RESPONDEN**

**Frequency Table Pelatihan Kerja (X1)**

**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	6	20.0	20.0	26.7
	3	9	30.0	30.0	56.7
	4	8	26.7	26.7	83.3
	5	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

**X1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	6	20.0	20.0	26.7
	3	9	30.0	30.0	56.7
	4	8	26.7	26.7	83.3
	5	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	11	36.7	36.7	40.0
	3	7	23.3	23.3	63.3
	4	5	16.7	16.7	80.0
	5	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	5	16.7	16.7	23.3
	3	5	16.7	16.7	40.0
	4	7	23.3	23.3	63.3
	5	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	40.0	40.0	40.0
	3	7	23.3	23.3	63.3
	4	5	16.7	16.7	80.0
	5	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

**X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	5	16.7	16.7	23.3
	3	5	16.7	16.7	40.0
	4	15	50.0	50.0	90.0
	5	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

**X1.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	1	2	6.7	6.7	6.7
	2	11	36.7	36.7	43.3
	3	7	23.3	23.3	66.7
	4	4	13.3	13.3	80.0
	5	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

### X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	4	13.3	13.3	16.7
	3	7	23.3	23.3	40.0
	4	5	16.7	16.7	56.7
	5	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

### X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	5	16.7	16.7	23.3
	3	5	16.7	16.7	40.0
	4	15	50.0	50.0	90.0
	5	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

### X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	11	36.7	36.7	43.3
	3	7	23.3	23.3	66.7
	4	4	13.3	13.3	80.0
	5	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

Total	30	100.0	100.0
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**X1.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	4	13.3	13.3	20.0
	3	7	23.3	23.3	43.3
	4	5	16.7	16.7	60.0
	5	12	40.0	40.0	100.0
	Total	30	100.0	100.0	

**X1.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	6	20.0	20.0	23.3
	3	7	23.3	23.3	46.7
	4	13	43.3	43.3	90.0
	5	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

## Frequency Table Motivasi Kerja (X2)

### X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	33.3	33.3	33.3
	2	11	36.7	36.7	70.0
	3	1	3.3	3.3	73.3
	4	6	20.0	20.0	93.3
	5	2	6.7	6.7	100.0
	Total		30	100.0	100.0

### X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	36.7	36.7	36.7
	2	9	30.0	30.0	66.7
	3	3	10.0	10.0	76.7
	4	5	16.7	16.7	93.3
	5	2	6.7	6.7	100.0
	Total		30	100.0	100.0

### X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	26.7	26.7	26.7
	2	14	46.7	46.7	73.3
	3	2	6.7	6.7	80.0
	4	3	10.0	10.0	90.0
	5	3	10.0	10.0	100.0
	Total		30	100.0	100.0

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	36.7	36.7	36.7
	2	9	30.0	30.0	66.7
	3	3	10.0	10.0	76.7
	4	6	20.0	20.0	96.7
	5	1	3.3	3.3	100.0
	Total		30	100.0	100.0

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	33.3	33.3	33.3
	2	11	36.7	36.7	70.0
	3	1	3.3	3.3	73.3
	4	5	16.7	16.7	90.0
	5	3	10.0	10.0	100.0
	Total		30	100.0	100.0

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	33.3	33.3	33.3
	2	11	36.7	36.7	70.0
	3	1	3.3	3.3	73.3
	4	6	20.0	20.0	93.3
	5	2	6.7	6.7	100.0
	Total		30	100.0	100.0

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	12	40.0	40.0	46.7
	3	8	26.7	26.7	73.3
	4	4	13.3	13.3	86.7
	5	4	13.3	13.3	100.0
	Total	30	100.0	100.0	

**X2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	4	13.3	13.3	20.0
	3	5	16.7	16.7	36.7
	4	5	16.7	16.7	53.3
	5	14	46.7	46.7	100.0
	Total	30	100.0	100.0	

**X2.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	33.3	33.3	33.3
	3	7	23.3	23.3	56.7
	4	6	20.0	20.0	76.7
	5	7	23.3	23.3	100.0
	Total	30	100.0	100.0	

**X2.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	17	56.7	56.7	60.0
	3	1	3.3	3.3	63.3
	4	9	30.0	30.0	93.3
	5	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

**Frequency Table Kinerja (Y)****Y.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	10.0	10.0	10.0
	2	18	60.0	60.0	70.0
	3	5	16.7	16.7	86.7
	4	3	10.0	10.0	96.7
	5	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

**Y.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	20.0	20.0	20.0
	2	13	43.3	43.3	63.3
	3	3	10.0	10.0	73.3
	4	5	16.7	16.7	90.0
	5	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

**Y.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	23.3	23.3	23.3
	2	9	30.0	30.0	53.3
	3	6	20.0	20.0	73.3
	4	4	13.3	13.3	86.7
	5	4	13.3	13.3	100.0
	Total		30	100.0	100.0

**Y.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	11	36.7	36.7	36.7
	2	8	26.7	26.7	63.3
	3	4	13.3	13.3	76.7
	4	5	16.7	16.7	93.3
	5	2	6.7	6.7	100.0
	Total		30	100.0	100.0

**Y.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	23.3	23.3	23.3
	2	9	30.0	30.0	53.3
	3	6	20.0	20.0	73.3
	4	4	13.3	13.3	86.7
	5	4	13.3	13.3	100.0
	Total		30	100.0	100.0

**Y.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	9	30.0	30.0	30.0
	2	11	36.7	36.7	66.7
	3	1	3.3	3.3	70.0
	4	7	23.3	23.3	93.3
	5	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

**Y.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	11	36.7	36.7	43.3
	3	7	23.3	23.3	66.7
	4	4	13.3	13.3	80.0
	5	6	20.0	20.0	100.0
	Total	30	100.0	100.0	

**Y.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	4	13.3	13.3	16.7
	3	6	20.0	20.0	36.7
	4	6	20.0	20.0	56.7
	5	13	43.3	43.3	100.0
	Total	30	100.0	100.0	



**Y.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	5	16.7	16.7	20.0
	3	6	20.0	20.0	40.0
	4	15	50.0	50.0	90.0
	5	3	10.0	10.0	100.0
	Total		30	100.0	100.0

**Y.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	11	36.7	36.7	43.3
	3	7	23.3	23.3	66.7
	4	4	13.3	13.3	80.0
	5	6	20.0	20.0	100.0
	Total		30	100.0	100.0

**Y.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	6.7	6.7	6.7
	2	4	13.3	13.3	20.0
	3	7	23.3	23.3	43.3
	4	5	16.7	16.7	60.0
	5	12	40.0	40.0	100.0
	Total		30	100.0	100.0

**Y.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	6	20.0	20.0	23.3
	3	7	23.3	23.3	46.7
	4	13	43.3	43.3	90.0
	5	3	10.0	10.0	100.0
	Total		30	100.0	100.0

**Correlations (X1) PELATIHAN KERJA**

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	PELATIHAN
X1.1 Pearson Correlation	1	1.00 0**	.33 5	.23 7	.29 2	- .139	.572 **	- .25 4	- .139	.572 **	- .21 4	- .16 9	.453*
Sig. (2-tailed)		.000	.07 1	.20 7	.11 8	.464	.001	.17 5	.464	.001	.25 5	.37 2	.012
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.2 Pearson Correlation	1.00 0**	1	.33 5	.23 7	.29 2	- .139	.572 **	- .25 4	- .139	.572 **	- .21 4	- .16 9	.453*
Sig. (2-tailed)		.000	.07 1	.20 7	.11 8	.464	.001	.17 5	.464	.001	.25 5	.37 2	.012
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.3 Pearson Correlation	.335	.335	1	.39 1*	.98 9**	- .066	.307	.01 5	- .066	.307	- .10 3	- .12 2	.488**
Sig. (2-tailed)	.071	.071		.03 3	.00 0	.727	.099	.93 6	.727	.099	.58 9	.52 2	.006
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.4 Pearson Correlation	.237	.237	.39 1*	1	.41 4*	.071	.396 *	.02 8	.071	.396 *	- .04 0	- .05 9	.470**
Sig. (2-tailed)	.207	.207	.03 3		.02 3	.709	.030	.88 2	.709	.030	.83 5	.75 7	.009
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.5 Pearson Correlation	.292	.292	.98 9**	.41 4*	1	- .027	.342	.04 4	- .027	.342	- .07 8	- .08 0	.514**
Sig. (2-tailed)	.118	.118	.00 0	.02 3		.889	.065	.81 9	.889	.065	.68 3	.67 3	.004
N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.6 Pearson Correlation	- .139	- .139	- .06 6	.07 1	- .02 7	1	.236	.76 1**	1.00 0**	.236	.79 9**	.89 7**	.643**

	Sig. (2-tailed)	.464	.464	.727	.709	.889		.209	.000	.000	.209	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.572**	.572**	.307	.396*	.342	.236	1	.223	1.000	.171	.2216	.771**	
	Sig. (2-tailed)	.001	.001	.099	.030	.065	.209		.236	.209	.000	.367	.229	
	N	30	30	30	30	30	30	30	30	30	30	30	30	
X1.8	Pearson Correlation	-.254	-.254	.015	.028	.044	.761**	.223	1	.761**	.223	.923**	.780**	.600**
	Sig. (2-tailed)	.175	.175	.936	.882	.819	.000	.236		.000	.236	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	-.139	-.139	-.066	-.071	-.027	1.000	.236	.761**	1	.236	.799**	.897**	.643**
	Sig. (2-tailed)	.464	.464	.727	.709	.889	.000	.209	.000		.209	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.572**	.572**	.307	.396*	.342	.236	1.000	.223	.236	1	.171	.2216	.771**
	Sig. (2-tailed)	.001	.001	.099	.030	.065	.209	.000	.236	.209		.367	.229	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	-.214	-.214	.103	.040	.078	.799**	.171	.923**	.799**	.171	1	.818**	.565**
	Sig. (2-tailed)	.255	.255	.589	.835	.683	.000	.367	.000	.000	.367		.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.12	Pearson Correlation	-.169	-.169	.122	.059	.080	.897**	.226	.780**	.897**	.226	.818**	1	.587**
	Sig. (2-tailed)	.372	.372	.522	.757	.673	.000	.229	.000	.000	.229	.000		.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
PELAT IHAN	Pearson Correlation	.453*	.453*	.488**	.470**	.514**	.643**	.771**	.600**	.643**	.771**	.565**	.587**	1

Sig. (2-tailed)	.012	.012	.006	.009	.004	.000	.000	.000	.000	.000	.001	.001	
N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

### Correlations (X2) MOTIVASI KERJA

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	MOTIVASI
X2.1 Pearson Correlation	1	.671*	.234	.668*	.992*	1.000*	.094	.185	.199	.367*	.864**
Sig. (2-tailed)		.000	.213	.000	.000	.000	.620	.327	.292	.046	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.2 Pearson Correlation	.671**	1	.533*	.991*	.696*	.671**	.069	.046	.185	.037	.782**
Sig. (2-tailed)	.000		.002	.000	.000	.000	.717	.810	.328	.845	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.3 Pearson Correlation	.234	.533*	1	.565*	.219	.234	.005	.132	.161	-.005	.487**
Sig. (2-tailed)	.213	.002		.001	.246	.213	.980	.486	.394	.980	.006
N	30	30	30	30	30	30	30	30	30	30	30
X2.4 Pearson Correlation	.668**	.991*	.565*	1	.676*	.668**	.069	.024	.202	-.015	.774**
Sig. (2-tailed)	.000	.000	.001		.000	.000	.716	.900	.285	.939	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.5 Pearson Correlation	.992**	.696*	.219	.676*	1	.992**	.093	.200	.184	.401*	.870**
Sig. (2-tailed)	.000	.000	.246	.000		.000	.624	.290	.331	.028	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.6 Pearson Correlation	1.000*	.671*	.234	.668*	.992*	1	.094	.185	.199	.367*	.864**
Sig. (2-tailed)	.000	.000	.213	.000	.000		.620	.327	.292	.046	.000
N	30	30	30	30	30	30	30	30	30	30	30
X2.7 Pearson Correlation	.094	.069	.005	.069	.093	.094	1	.184	.807*	.136	.380*

	Sig. (2-tailed)	.620	.717	.980	.716	.624	.620		.331	.000	.472	.039
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.185	.046	.132	.024	.200	.185	.184	1	.253	.388*	.408*
	Sig. (2-tailed)	.327	.810	.486	.900	.290	.327	.331		.177	.034	.025
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.199	.185	.161	.202	.184	.199	.807*	.253	1	.026	.489**
	Sig. (2-tailed)	.292	.328	.394	.285	.331	.292	.000	.177		.892	.006
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.367*	.037	-.005	-.015	.401*	.367*	.136	.388*	.026	1	.416*
	Sig. (2-tailed)	.046	.845	.980	.939	.028	.046	.472	.034	.892		.022
	N	30	30	30	30	30	30	30	30	30	30	30
MOTIV ASI	Pearson Correlation	.864**	.782*	.487*	.774*	.870*	.864**	.380*	.408*	.489*	.416*	1
	Sig. (2-tailed)	.000	.000	.006	.000	.000	.000	.039	.025	.006	.022	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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



Y.8	Pearson	-	-	-	-	-	-	1	.779	.873	.721	
	Correlation	.07	.283	-.218	.210	-.218	.114	.202	**	.202	**	.424*
	Sig. (2-tailed)	.68	.129	.247	.266	.247	.547	.284	.000	.284	.000	.020
	N	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson	-	-	-	-	-	.779	1	.732	.823		
	Correlation	.22	.226	-.224	.239	-.224	.170	.203	**	.203	**	.378*
	Sig. (2-tailed)	.23	.229	.233	.203	.233	.369	.283	.000	.283	.000	.040
	N	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson	-	-	-	-	1.00	.202	.203	1	.171	.226	
	Correlation	.06	.054	-.133	.047	-.133	.012	0**	.202	.203	1	.417*
	Sig. (2-tailed)	.71	.778	.484	.804	.484	.949	.000	.284	.283	.367	.022
	N	30	30	30	30	30	30	30	30	30	30	30
Y.11	Pearson	-	-	-	-	.873	.732	.171	1	.818		
	Correlation	.02	.106	-.219	.185	-.219	.032	.171	**	.171	1	.493**
	Sig. (2-tailed)	.91	.576	.245	.328	.245	.869	.367	.000	.000	.367	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson	-	-	-	-	.721	.823	.226	1	.818		
	Correlation	.21	.127	-.271	.312	-.271	.035	.226	**	.226	**	.407*
	Sig. (2-tailed)	.24	.504	.148	.094	.148	.854	.229	.000	.000	.229	.026
	N	30	30	30	30	30	30	30	30	30	30	30
KINE RJA	Pearson	.56	.407	.556*	.523	.556*	.556	.424	.378	.493	.407	1
	Correlation	.4**	*	*	**	*	**	.417*	*	.417*	**	*
	Sig. (2-tailed)	.00	.026	.001	.003	.001	.001	.022	.020	.040	.022	.026
	N	30	30	30	30	30	30	30	30	30	30	30

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

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



## Reliability X1 Pelatihan Kerja

### Reliability Statistics

Cronbach's Alpha	N of Items
.820	12

## Reliability X2 Motivasi Kerja

### Reliability Statistics

Cronbach's Alpha	N of Items
.840	10

## Reliability Y Kinerja

### Reliability Statistics

Cronbach's Alpha	N of Items
.686	12

## Uji Linier

### (X1) terhadap (Y)

#### ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KINERJA * PELATIHAN	Between Groups	(Combined)	1115.500	19	58.711	1.911	.147
		Linearity	420.829	1	420.829	13.700	.004
		Deviation from Linearity	694.671	18	38.593	1.256	.366
	Within Groups		307.167	10	30.717		
	Total		1422.667	29			

### ANOVA (X2) terhadap (Y)

**ANOVA Table**

			Sum of		Mean		
			Squares	df	Square	F	Sig.
KINERJA *	Between	(Combined)	1303.667	19	68.614	5.766	.004
		Linearity	861.658	1	861.658	72.408	.000
MOTIVASI	Groups	Deviation from Linearity	442.009	18	24.556	2.064	.121
		Within Groups	119.000	10	11.900		
Total			1422.667	29			

### Uji Normal

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Predicted Value
N		30
Normal Parameters <sup>a,b</sup>	Mean	35.3333333
	Std. Deviation	5.92569994
Most Extreme Differences	Absolute	.118
	Positive	.051
	Negative	-.118
Test Statistic		.118
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## Uji Multikolinieritas

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.105	3.803		2.131	.042		
	pelatihan	.291	.090	.347	3.234	.003	.915	1.092
	motivasi	.584	.093	.677	6.316	.000	.915	1.092

a. Dependent Variable: kinerja

## Uji Regresi Liinear Bergainda

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.105	3.803		2.131	.042
	pelatihan	.291	.090	.347	3.234	.003
	motivasi	.584	.093	.677	6.316	.000

a. Dependent Variable: kinerja

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.846 <sup>a</sup>	.716	.695	3.870

a. Predictors: (Constant), motivasi, pelatihan

## Uji Hipotesis

### Uji T Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	8.105	3.803		2.131	.042
	pelatihan	.291	.090	.347	3.234	.003
	motivasi	.584	.093	.677	6.316	.000

a. Dependent Variable: kinerja

### UJI F ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1018.304	2	509.152	33.997	.000 <sup>b</sup>
	Residual	404.363	27	14.976		
	Total	1422.667	29			

a. Dependent Variable: kinerja

b. Predictors: (Constant), motivasi, pelatihan

## LAMPIRAN 5

### DISTRIBUSI NILAI $r_{\text{tabel}}$

#### DISTRIBUSI NILAI $r_{\text{tabel}}$ SIGNIFIKANSI 5% dan 1%

N	The Level of Significance		N	The Level of Significance	
	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	0.432	0.537	85	0.213	0.278
23	0.413	0.526	90	0.207	0.267
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	<b>0.361</b>	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

## LAMPIRAN 6

### DISTRIBUSI NILAI T

**Tabel Distribusi T**

<b><i>v</i></b>	<b><math>\alpha</math></b>				
	<b>0.005</b>	<b>0.01</b>	<b>0.025</b>	<b>0.05</b>	<b>0.1</b>
<b>1</b>	63.6567	31.8205	12.7062	6.3138	3.0777
<b>2</b>	9.9248	6.9646	4.3027	2.9200	1.8856
<b>3</b>	5.8409	4.5407	3.1824	2.3534	1.6377
<b>4</b>	4.6041	3.7469	2.7764	2.1318	1.5332
<b>5</b>	4.0321	3.3649	2.5706	2.0150	1.4759
<b>6</b>	3.7074	3.1427	2.4469	1.9432	1.4398
<b>7</b>	3.4995	2.9980	2.3646	1.8946	1.4149
<b>8</b>	3.3554	2.8965	2.3060	1.8595	1.3968
<b>9</b>	3.2498	2.8214	2.2622	1.8331	1.3830
<b>10</b>	3.1693	2.7638	2.2281	1.8125	1.3722
<b>11</b>	3.1058	2.7181	2.2010	1.7959	1.3634
<b>12</b>	3.0545	2.6810	2.1788	1.7823	1.3562
<b>13</b>	3.0123	2.6503	2.1604	1.7709	1.3502
<b>14</b>	2.9768	2.6245	2.1448	1.7613	1.3450
<b>15</b>	2.9467	2.6025	2.1314	1.7531	1.3406
<b>16</b>	2.9208	2.5835	2.1199	1.7459	1.3368
<b>17</b>	2.8982	2.5669	2.1098	1.7396	1.3334
<b>18</b>	2.8784	2.5524	2.1009	1.7341	1.3304
<b>19</b>	2.8609	2.5395	2.0930	1.7291	1.3277
<b>20</b>	2.8453	2.5280	2.0860	1.7247	1.3253
<b>21</b>	2.8314	2.5176	2.0796	1.7207	1.3232
<b>22</b>	2.8188	2.5083	2.0739	1.7171	1.3212
<b>23</b>	2.8073	2.4999	2.0687	1.7139	1.3195
<b>24</b>	2.7969	2.4922	2.0639	1.7109	1.3178
<b>25</b>	2.7874	2.4851	2.0595	1.7081	1.3163
<b>26</b>	2.7787	2.4786	2.0555	1.7056	1.3150
<b>27</b>	2.7707	2.4727	2.0518	1.7033	1.3137
<b>28</b>	2.7633	2.4671	2.0484	1.7011	1.3125
<b>29</b>	2.7564	2.4620	2.0452	1.6991	1.3114
<b>30</b>	2.7500	2.4573	2.0423	1.6973	1.3104



**LAMPIRAN 8**  
**DATA KARYAWAN**

NO	USIA	JENIS KELAMIN	PENDIDIKAN
1	20 - 30 Tahun	Laki-laki	S1
2	20 - 30 Tahun	Laki-laki	S1
3	31 - 40 Tahun	Laki-laki	S1
4	20 - 30 Tahun	Laki-laki	D3
5	20 - 30 Tahun	Laki-laki	S1
6	31 - 40 Tahun	Laki-laki	S1
7	20 - 30 Tahun	Laki-laki	D3
8	20 - 30 Tahun	Laki-laki	D3
9	20 - 30 Tahun	Laki-laki	S1
10	20 - 30 Tahun	Perempuan	S1
11	31 - 40 Tahun	Laki-laki	S1
12	31 - 40 Tahun	Perempuan	D3
13	20 - 30 Tahun	Perempuan	S1
14	20 - 30 Tahun	Perempuan	S1
15	31 - 40 Tahun	Laki-laki	S1
16	20 - 30 Tahun	Laki-laki	D3
17	20 - 30 Tahun	Laki-laki	S1
18	20 - 30 Tahun	Laki-laki	S1
19	20 - 30 Tahun	Laki-laki	S1
20	31 - 40 Tahun	Perempuan	S1
21	20 - 30 Tahun	Laki-laki	D3
22	31 - 40 Tahun	Perempuan	S1
23	40-50 Tahun	Laki-laki	S2
24	20 - 30 Tahun	Laki-laki	S1
25	31 - 40 Tahun	Laki-laki	D3
26	20 - 30 Tahun	Laki-laki	S1
27	20 - 30 Tahun	Laki-laki	S1
28	20 - 30 Tahun	Perempuan	S1
29	40-50 Tahun	Laki-laki	S2
30	20-30 Tahun	Laki-laki	D3



