

LAMPIRAN

LAMPIRAN 1: KUESIONER PENELITIAN



PROGRAM STUDI MANAJEMEN INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA BANDAR LAMPUNG

Jalan Zainal Abidin Pagar Alam No.93 Bandar Lampung, Lampung 35142

Kuesioner Penelitian

PENGARUH PELATIHAN DAN KOMPENSASI TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT NATURA PERISA AROMA LAMPUNG

Responden Yth,

Perkenalkan Saya

Nama : PRYANDA ALIFFAHMI S
NPM : 1812110343
Prodi : Manajemen IIB Darmajaya

Saat ini sedang melakukan penelitian skripsi saya yang berjudul “Pengaruh Pelatihan dan Kompensasi terhadap Produktivitas Kerja Karyawan pada PT. Natura Perisa Aroma Lampung.” Dalam rangka menyelesaikan skripsi saya pada program Strata-1 Fakultas Ekonomi & Bisnis Program Studi Manajemen, Institut Informatika & Bisnis Darmajaya tersebut, maka saya memerlukan bantuan Ibu/ Ibu/ Saudara(i) untuk mengisi kuesioner ini sebagai sumber data penelitian.

Saya mengharapkan kerja sama Ibu/Saudara(i) untuk memberikan jawaban pada kuesioner ini secara jujur dan apa adanya karena identitas dan informasi dari Ibu/Saudara(i) akan di rahasiakan oleh peneliti dan hanya digunakan untuk penelitian ini.

Selain untuk kepentingan akademis, hasil penelitian ini akan dapat diajukan kembali kepada pihak PT. Natura Perisa Aroma Lampung agar dapat digunakan sebagai masukan dan saran perbaikan.

Cara Pengisian Kuesioner:

Isilah kolom pertanyaan dengan memberikan tanda silang (X) pada kolom pilihan jawaban yang paling tepat sesuai dengan kondisi Ibu/Saudara(i) dalam lembar kuesioner yang telah disediakan. Jawaban yang disediakan antara lain:

| Jawaban | Bobot |
|---------------------------|-------|
| Sangat setuju (SS) | 5 |
| Setuju (S) | 4 |
| Netral (N) | 3 |
| Tidak Setuju (TS) | 2 |
| Sangat Tidak Setuju (STS) | 1 |

Atas perhatian dan kerja sama Ibu/Saudara(i), saya mengucapkan terima kasih.

Pryanda Aliffahmi S

No.

IDENTITAS RESPONDEN

Petunjuk Pengisian:

Beri tanda silang (X) pada huruf alternatif jawaban yang tersedia, yang sesuai dengan kondisi riil Anda.

- Nama : (Boleh Tidak Diisi)
- Jenis Kelamin : Laki – Laki Perempuan
- Usia : 17 tahun – 22 Tahun 23 Tahun – 27 Tahun
 28 Tahun – 32 Tahun 33 Tahun - 40 Tahun
 >40 Tahun
- Tingkat Pendidikan : SD D3
 SMP Sarjana
 SMA

KUESIONER

1. Pelatihan

| No | Pernyataan | SS | S | N | TS | STS |
|-----|---|----|---|---|----|-----|
| | Jenis Pelatihan | | | | | |
| 1. | Pelatihan yang diberikan bersifat praktis untuk membantu keterampilan karyawan. | | | | | |
| 2. | Pelatihan yang diberikan menambah pengetahuan karyawan untuk menyelesaikan pekerjaan. | | | | | |
| | Tujuan Pelatihan | | | | | |
| 3. | Pelatihan sesuai dengan tujuan dan sasaran yang sudah ditetapkan. | | | | | |
| 4. | Kemampuan dan ketrampilan peserta pelatihan meningkat setelah mengikuti pelatihan. | | | | | |
| | Materi | | | | | |
| 5. | Materi pelatihan sesuai dengan tujuan yang sudah ditetapkan | | | | | |
| 6. | Materi pelatihan sesuai dengan Kebutuhan yang dibutuhkan organisasi | | | | | |
| | Metode yang digunakan | | | | | |
| 7. | Metode pelatihan yang diterapkan sudah tepat. | | | | | |
| 8. | Metode yang diterapkan mudah dipahami peserta. | | | | | |
| | Kualifikasi peserta | | | | | |
| 9. | Peserta pelatihan sudah sesuai dengan kualifikasi yang sudah ditentukan. | | | | | |
| 10. | Peserta pelatihan mempunyai kemauan yang kuat untuk mengikuti pelatihan. | | | | | |
| | Kualifikasi pelatih | | | | | |
| 11. | Instruktur pelatihan menguasai materi pelatihan. | | | | | |
| 12. | Instruktur pelatihan menyampaikan materi dengan baik. | | | | | |

Sumber: Mangkunegara, 2016

2. Kompensasi

| No | Pernyataan | SS | S | N | TS | STS |
|----|---|----|---|---|----|-----|
| | Upah dan gaji | | | | | |
| 1. | Gaji yang diberikan sesuai dengan jabatan | | | | | |
| 2. | Gaji diberikan tepat waktu. | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| | Intensif | | | | | |
| 3. | Insentif diberikan kepada karyawan yang berprestasi | | | | | |
| 4. | Insentif memberikan semangat yang lebih dalam bekerja | | | | | |
| | Tunjangan | | | | | |
| 5. | Tunjangan yang diberikan dapat diandalkan untuk pemenuhan kebutuhan. | | | | | |
| 6. | Tunjangan yang diberikan sesuai dengan jabatan yang ditempati karyawan. | | | | | |
| | Fasilitas | | | | | |
| 7. | Tersedia fasilitas kerja berupa meja dan kursi yang masih dalam keadaan baik. | | | | | |
| 8. | Tersedia akses internet untuk mendapatkan informasi baru. | | | | | |

Sumber: Simamora, 2015

3. Produktivitas Kerja

| No | Pernyataan | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| | Kemampuan | | | | | |
| 1 | Karyawan memiliki keterampilan yang sangat baik dalam melaksanakan tugas. | | | | | |
| 2 | Tugas dan tanggung jawab diberikan sesuai dengan kemampuan karyawan. | | | | | |
| | Meningkatkan hasil yang dicapai | | | | | |
| 3 | Pekerjaan yang dihasilkan karyawan sudah sesuai dengan target yang ditetapkan oleh perusahaan. | | | | | |
| 4 | Jumlah dari hasil pekerjaan yang dilakukan karyawan sudah memenuhi target yang ditetapkan. | | | | | |
| | Semangat kerja | | | | | |
| 5 | Karyawan berusaha menyelesaikan pekerjaan sebelum batas waktu yang ditentukan oleh atasan. | | | | | |
| 6 | Karyawan tidak pernah mengeluh terhadap beban pekerjaan yang diembankan. | | | | | |
| | Pengembangan diri | | | | | |
| 7 | Karyawan selalu mengikuti pelatihan yang diadakan oleh perusahaan untuk meningkatkan keahlian. | | | | | |
| 8 | Perusahaan membuka peluang untuk pengembangan pegawai dan perusahaan | | | | | |
| | Mutu | | | | | |
| 9 | Mutu dari hasil kerja karyawan selalu memenuhi standar yang telah ditetapkan | | | | | |
| 10 | Karyawan selalu berusaha untuk meningkatkan kualitas kerja. | | | | | |
| | Efisiensi | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 11 | Metode pelaksanaan kerja yang telah ditetapkan sudah cukup efisien | | | | | |
| 12 | karyawan sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan | | | | | |

Sumber: Sutrisno, 2016

LAMPIRAN 2: TABULASI DATA

| PELATIHAN (X1) | | | | | | | | | | | | | |
|----------------|----|----|----|----|----|----|----|----|----|-----|-----|-----|----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | |
| 1 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 31 |
| 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 41 |
| 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 41 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 34 |
| 5 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 35 |
| 6 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 42 |
| 7 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 44 |
| 8 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 37 |
| 9 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 34 |
| 10 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 41 |
| 11 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 47 |
| 12 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 45 |
| 13 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 42 |
| 14 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 43 |
| 15 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 41 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 38 |
| 17 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 47 |
| 18 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 44 |
| 19 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 2 | 33 |
| 20 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 41 |
| 21 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 45 |
| 22 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 2 | 2 | 33 |
| 23 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 31 |
| 24 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 45 |
| 25 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 40 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 34 |
| 27 | 4 | 4 | 3 | 4 | 2 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 40 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 28 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 38 |
| 29 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 42 |
| 30 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 41 |
| 31 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 40 |
| 32 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 42 |
| 33 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 43 |
| 34 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 40 |
| 35 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 48 |
| 36 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 37 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 55 |
| 38 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 44 |
| 39 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 41 |
| 40 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 36 |
| 41 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 40 |
| 42 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 46 |
| 43 | 2 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 2 | 36 |
| 44 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 46 |
| 45 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 2 | 3 | 3 | 4 | 4 | 42 |
| 46 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 40 |
| 47 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 2 | 51 |
| 48 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 46 |
| 49 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 42 |
| 50 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 43 |
| 51 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 53 |
| 52 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 44 |
| 53 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 45 |
| 54 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 45 |
| 55 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 52 |
| 56 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 46 |
| 57 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 43 |
| 58 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 52 |
| 59 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 41 |
| 60 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |

3,63 3,48 3,45 3,60 3,50 3,52 3,48 3,58 3,62 3,45 3,52 3,23 **3,51**

| KOMPENSASI (X2) | | | | | | | | | |
|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|--------|
| NO | K01 | K02 | K03 | K04 | K05 | K06 | K07 | K08 | JUMLAH |
| 1 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 25 |
| 2 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 29 |
| 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 27 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 6 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 27 |
| 7 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 29 |
| 8 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 26 |
| 9 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 23 |
| 10 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 28 |
| 11 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 25 |
| 12 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 29 |
| 13 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 28 |
| 14 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 15 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 27 |
| 16 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 28 |
| 17 | 4 | 3 | 3 | 4 | 2 | 2 | 4 | 4 | 26 |
| 18 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 30 |
| 19 | 3 | 2 | 3 | 2 | 4 | 4 | 2 | 3 | 23 |
| 20 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 32 |
| 21 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 29 |
| 22 | 3 | 5 | 2 | 4 | 3 | 4 | 2 | 4 | 27 |
| 23 | 2 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 24 |
| 24 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 29 |
| 25 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 26 |
| 26 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 27 |
| 27 | 4 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 27 |
| 28 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 29 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 32 |

| | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|
| 30 | 4 | 2 | 4 | 3 | 2 | 4 | 2 | 4 | 25 |
| 31 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 19 |
| 32 | 4 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 27 |
| 33 | 4 | 5 | 4 | 3 | 3 | 3 | 2 | 3 | 27 |
| 34 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 29 |
| 35 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 28 |
| 36 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 2 | 22 |
| 37 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 27 |
| 38 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 30 |
| 39 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 24 |
| 40 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 22 |
| 41 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 29 |
| 42 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 35 |
| 43 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 23 |
| 44 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 4 | 25 |
| 45 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |
| 46 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 22 |
| 47 | 4 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 22 |
| 48 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 49 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 50 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 30 |
| 51 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 53 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 28 |
| 54 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 30 |
| 55 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 56 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 29 |
| 57 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 27 |
| 58 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 30 |
| 59 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 30 |
| 60 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 5 | 31 |

3,68 3,48 3,30 3,43 3,47 3,47 3,15 3,67 **3,46**

| PRODUKTIVITAS (Y) | | | | | | | | | | | | | |
|-------------------|------|------|------|------|------|------|------|------|------|------|------|------|--------|
| NO | PR01 | PR02 | PR03 | PR04 | PR05 | PR06 | PR07 | PR08 | PR09 | PR10 | PR11 | PR12 | JUMLAH |
| 1 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 38 |
| 2 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 35 |
| 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 36 |
| 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 38 |
| 5 | 2 | 2 | 4 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 37 |
| 6 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 39 |
| 7 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 42 |
| 8 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 2 | 39 |
| 9 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 35 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 43 |
| 11 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 2 | 43 |
| 12 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 45 |
| 13 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 41 |
| 14 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 37 |
| 15 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 4 | 2 | 38 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 35 |
| 17 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 40 |
| 18 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 42 |
| 19 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 4 | 2 | 2 | 36 |
| 20 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 2 | 5 | 4 | 5 | 5 | 51 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 45 |
| 22 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 2 | 5 | 3 | 3 | 3 | 40 |
| 23 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 38 |
| 24 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 44 |
| 25 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 38 |
| 26 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 40 |
| 27 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 3 | 40 |
| 28 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 41 |
| 29 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 42 |
| 30 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 2 | 4 | 38 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 34 |
| 32 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 37 |

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|----|------|------|------|------|------|------|------|------|------|------|------|------|-------------|
| 33 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 51 |
| 34 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 42 |
| 35 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 38 |
| 36 | 4 | 4 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 37 |
| 37 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 49 |
| 38 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 52 |
| 39 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 37 |
| 40 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 32 |
| 41 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 40 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 52 |
| 43 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 37 |
| 44 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 43 |
| 45 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 51 |
| 46 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 32 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 34 |
| 48 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 48 |
| 49 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 38 |
| 50 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 42 |
| 51 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 2 | 2 | 4 | 42 |
| 52 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 41 |
| 53 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 50 |
| 54 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 51 |
| 55 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 40 |
| 56 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 42 |
| 57 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 39 |
| 58 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 42 |
| 59 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 47 |
| 60 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 50 |
| | 3,38 | 3,30 | 3,65 | 3,58 | 3,55 | 3,55 | 3,52 | 3,23 | 3,48 | 3,50 | 3,25 | 3,10 | 3,43 |

| X1 | X2 | Y |
|-----------|-----------|----------|
| 31 | 25 | 38 |
| 41 | 28 | 35 |
| 42 | 29 | 36 |
| 34 | 27 | 38 |
| 35 | 34 | 37 |
| 42 | 27 | 39 |
| 44 | 30 | 42 |
| 37 | 26 | 39 |
| 34 | 23 | 35 |
| 41 | 28 | 43 |
| 47 | 25 | 43 |
| 45 | 29 | 45 |
| 42 | 28 | 41 |
| 43 | 31 | 37 |
| 41 | 27 | 38 |
| 38 | 28 | 35 |
| 47 | 26 | 40 |
| 44 | 30 | 42 |
| 33 | 23 | 36 |
| 41 | 32 | 51 |
| 45 | 29 | 45 |
| 33 | 27 | 40 |
| 31 | 24 | 38 |
| 45 | 29 | 44 |
| 40 | 26 | 38 |
| 34 | 27 | 40 |
| 40 | 27 | 40 |
| 38 | 29 | 41 |
| 42 | 32 | 42 |
| 41 | 25 | 38 |
| 40 | 19 | 34 |
| 42 | 27 | 37 |
| 43 | 27 | 51 |
| 40 | 29 | 42 |
| 48 | 28 | 38 |

| | | |
|----|----|----|
| 47 | 22 | 37 |
| 55 | 27 | 49 |
| 44 | 30 | 52 |
| 41 | 24 | 37 |
| 36 | 22 | 32 |
| 40 | 29 | 40 |
| 46 | 35 | 52 |
| 36 | 23 | 37 |
| 46 | 25 | 43 |
| 42 | 30 | 51 |
| 40 | 22 | 32 |
| 51 | 22 | 34 |
| 46 | 31 | 48 |
| 42 | 31 | 38 |
| 43 | 30 | 42 |
| 53 | 31 | 42 |
| 44 | 30 | 41 |
| 45 | 28 | 50 |
| 45 | 30 | 51 |
| 52 | 30 | 40 |
| 46 | 29 | 42 |
| 43 | 27 | 39 |
| 52 | 30 | 42 |
| 41 | 30 | 47 |
| 45 | 31 | 50 |

LAMPIRAN 3: OUTPUT UJI VALIDITAS VARIABEL PENELITIAN

Pelatihan (X1)

| | | Correlations | | | | | | | | | | | | |
|----------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | P01 | P02 | P03 | P04 | P05 | P06 | P07 | P08 | P09 | P10 | P11 | P12 | JUMLAH |
| P01 | Pearson Correlation | 1 | ,465** | ,425** | ,566** | ,212 | ,425** | ,358** | ,475** | ,262 | ,397** | ,361** | ,228 | ,715** |
| | Sig. (2-tailed) | | ,000 | ,001 | ,000 | ,103 | ,001 | ,005 | ,000 | ,043 | ,002 | ,005 | ,080 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P02 | Pearson Correlation | ,465** | 1 | ,333** | ,366** | ,269* | ,485** | ,344** | ,230 | ,074 | ,561** | ,130 | ,072 | ,600** |
| | Sig. (2-tailed) | ,000 | | ,009 | ,004 | ,037 | ,000 | ,007 | ,077 | ,573 | ,000 | ,324 | ,583 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P03 | Pearson Correlation | ,425** | ,333** | 1 | ,549** | ,317* | ,336** | ,323* | ,210 | ,377** | ,485** | ,403** | ,292* | ,692** |
| | Sig. (2-tailed) | ,001 | ,009 | | ,000 | ,014 | ,009 | ,012 | ,107 | ,003 | ,000 | ,001 | ,023 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P04 | Pearson Correlation | ,566** | ,366** | ,549** | 1 | ,457** | ,549** | ,477** | ,254 | ,302* | ,333** | ,802** | ,336** | ,824** |
| | Sig. (2-tailed) | ,000 | ,004 | ,000 | | ,000 | ,000 | ,000 | ,050 | ,019 | ,009 | ,000 | ,009 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P05 | Pearson Correlation | ,212 | ,269* | ,317* | ,457** | 1 | ,377** | ,331** | ,127 | -,020 | ,034 | ,377** | ,613** | ,553** |
| | Sig. (2-tailed) | ,103 | ,037 | ,014 | ,000 | | ,003 | ,010 | ,335 | ,882 | ,797 | ,003 | ,000 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P06 | Pearson Correlation | ,425** | ,485** | ,336** | ,549** | ,377** | 1 | ,564** | ,225 | ,242 | ,320* | ,322* | ,252 | ,702** |
| | Sig. (2-tailed) | ,001 | ,000 | ,009 | ,000 | ,003 | | ,000 | ,084 | ,063 | ,013 | ,012 | ,052 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P07 | Pearson Correlation | ,358** | ,344** | ,323* | ,477** | ,331** | ,564** | 1 | ,192 | ,208 | ,161 | ,251 | ,133 | ,599** |
| | Sig. (2-tailed) | ,005 | ,007 | ,012 | ,000 | ,010 | ,000 | | ,143 | ,111 | ,219 | ,053 | ,311 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P08 | Pearson Correlation | ,475** | ,230 | ,210 | ,254 | ,127 | ,225 | ,192 | 1 | ,297* | ,173 | ,095 | ,125 | ,467** |
| | Sig. (2-tailed) | ,000 | ,077 | ,107 | ,050 | ,335 | ,084 | ,143 | | ,021 | ,185 | ,471 | ,341 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P09 | Pearson Correlation | ,262 | ,074 | ,377** | ,302* | -,020 | ,242 | ,208 | ,297* | 1 | ,289* | ,312* | ,083 | ,465** |
| | Sig. (2-tailed) | ,043 | ,573 | ,003 | ,019 | ,882 | ,063 | ,111 | ,021 | | ,025 | ,015 | ,526 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P10 | Pearson Correlation | ,397** | ,561** | ,485** | ,333** | ,034 | ,320* | ,161 | ,173 | ,289* | 1 | ,168 | ,014 | ,548** |
| | Sig. (2-tailed) | ,002 | ,000 | ,000 | ,009 | ,797 | ,013 | ,219 | ,185 | ,025 | | ,199 | ,914 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P11 | Pearson Correlation | ,361** | ,130 | ,403** | ,802** | ,377** | ,322* | ,251 | ,095 | ,312* | ,168 | 1 | ,414** | ,635** |
| | Sig. (2-tailed) | ,005 | ,324 | ,001 | ,000 | ,003 | ,012 | ,053 | ,471 | ,015 | ,199 | | ,001 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| P12 | Pearson Correlation | ,228 | ,072 | ,292* | ,336** | ,613** | ,252 | ,133 | ,125 | ,083 | ,014 | ,414** | 1 | ,483** |
| | Sig. (2-tailed) | ,080 | ,583 | ,023 | ,009 | ,000 | ,052 | ,311 | ,341 | ,526 | ,914 | ,001 | | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| JU ML AH | Pearson Correlation | ,715** | ,600** | ,692** | ,824** | ,553** | ,702** | ,599** | ,467** | ,465** | ,548** | ,635** | ,483** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

** . Correlation is significant at the 0.01 level (2-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).

Kompensasi (X2)

| Correlations | | | | | | | | | | |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | K01 | K02 | K03 | K04 | K05 | K06 | K07 | K08 | JUMLAH |
| K01 | Pearson Correlation | 1 | ,115 | ,433** | ,319* | ,031 | -,005 | ,268* | ,025 | ,472** |
| | Sig. (2-tailed) | | ,381 | ,001 | ,013 | ,814 | ,972 | ,038 | ,852 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| K02 | Pearson Correlation | ,115 | 1 | ,310* | ,214 | ,437** | ,192 | ,126 | ,374** | ,667** |
| | Sig. (2-tailed) | ,381 | | ,016 | ,101 | ,000 | ,142 | ,337 | ,003 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| K03 | Pearson Correlation | ,433** | ,310* | 1 | ,220 | ,063 | ,098 | ,215 | ,080 | ,527** |
| | Sig. (2-tailed) | ,001 | ,016 | | ,091 | ,635 | ,455 | ,098 | ,541 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| K04 | Pearson Correlation | ,319* | ,214 | ,220 | 1 | ,145 | ,104 | ,332** | ,179 | ,550** |
| | Sig. (2-tailed) | ,013 | ,101 | ,091 | | ,271 | ,431 | ,010 | ,170 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| K05 | Pearson Correlation | ,031 | ,437** | ,063 | ,145 | 1 | ,432** | ,169 | ,119 | ,560** |
| | Sig. (2-tailed) | ,814 | ,000 | ,635 | ,271 | | ,001 | ,196 | ,367 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| K06 | Pearson Correlation | -,005 | ,192 | ,098 | ,104 | ,432** | 1 | ,286* | ,183 | ,527** |
| | Sig. (2-tailed) | ,972 | ,142 | ,455 | ,431 | ,001 | | ,027 | ,161 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| K07 | Pearson Correlation | ,268* | ,126 | ,215 | ,332** | ,169 | ,286* | 1 | ,207 | ,591** |
| | Sig. (2-tailed) | ,038 | ,337 | ,098 | ,010 | ,196 | ,027 | | ,113 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| K08 | Pearson Correlation | ,025 | ,374** | ,080 | ,179 | ,119 | ,183 | ,207 | 1 | ,497** |
| | Sig. (2-tailed) | ,852 | ,003 | ,541 | ,170 | ,367 | ,161 | ,113 | | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| JUMLAH AH | Pearson Correlation | ,472** | ,667** | ,527** | ,550** | ,560** | ,527** | ,591** | ,497** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

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

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

Produktivitas Kerja (Y)

| | | Correlations | | | | | | | | | | | | |
|----------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | PR01 | PR02 | PR03 | PR04 | PR05 | PR06 | PR07 | PR08 | PR09 | PR10 | PR11 | PR12 | JUMLAH |
| PR 01 | Pearson Correlation | 1 | ,535** | ,076 | ,303* | ,231 | ,049 | ,250 | ,093 | ,276* | ,224 | ,285* | ,019 | ,480** |
| | Sig. (2-tailed) | | ,000 | ,563 | ,018 | ,076 | ,709 | ,054 | ,481 | ,033 | ,086 | ,027 | ,885 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 02 | Pearson Correlation | ,535** | 1 | ,139 | ,261* | ,161 | ,066 | ,388** | ,086 | ,080 | ,233 | ,279* | ,005 | ,466** |
| | Sig. (2-tailed) | ,000 | | ,289 | ,044 | ,218 | ,614 | ,002 | ,514 | ,543 | ,073 | ,031 | ,971 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 03 | Pearson Correlation | ,076 | ,139 | 1 | ,352** | ,197 | ,232 | ,166 | ,031 | ,384** | ,189 | ,332** | ,241 | ,492** |
| | Sig. (2-tailed) | ,563 | ,289 | | ,006 | ,132 | ,075 | ,206 | ,815 | ,002 | ,149 | ,010 | ,063 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 04 | Pearson Correlation | ,303* | ,261* | ,352** | 1 | ,564** | ,261* | ,095 | ,060 | ,416** | ,290* | ,393** | ,340** | ,641** |
| | Sig. (2-tailed) | ,018 | ,044 | ,006 | | ,000 | ,044 | ,471 | ,650 | ,001 | ,025 | ,002 | ,008 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 05 | Pearson Correlation | ,231 | ,161 | ,197 | ,564** | 1 | ,376** | ,299* | ,178 | ,427** | ,270* | ,312* | ,278* | ,628** |
| | Sig. (2-tailed) | ,076 | ,218 | ,132 | ,000 | | ,003 | ,020 | ,174 | ,001 | ,037 | ,015 | ,032 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 06 | Pearson Correlation | ,049 | ,066 | ,232 | ,261* | ,376** | 1 | ,099 | ,245 | ,374** | ,298* | ,312* | ,278* | ,531** |
| | Sig. (2-tailed) | ,709 | ,614 | ,075 | ,044 | ,003 | | ,453 | ,059 | ,003 | ,021 | ,015 | ,032 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 07 | Pearson Correlation | ,250 | ,388** | ,166 | ,095 | ,299* | ,099 | 1 | ,414** | ,257* | ,014 | ,160 | ,123 | ,469** |
| | Sig. (2-tailed) | ,054 | ,002 | ,206 | ,471 | ,020 | ,453 | | ,001 | ,047 | ,917 | ,222 | ,350 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 08 | Pearson Correlation | ,093 | ,086 | ,031 | ,060 | ,178 | ,245 | ,414** | 1 | ,238 | ,275* | ,090 | ,116 | ,411** |
| | Sig. (2-tailed) | ,481 | ,514 | ,815 | ,650 | ,174 | ,059 | ,001 | | ,067 | ,033 | ,494 | ,379 | ,001 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 09 | Pearson Correlation | ,276* | ,080 | ,384** | ,416** | ,427** | ,374** | ,257* | ,238 | 1 | ,381** | ,422** | ,401** | ,711** |
| | Sig. (2-tailed) | ,033 | ,543 | ,002 | ,001 | ,001 | ,003 | ,047 | ,067 | | ,003 | ,001 | ,002 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 10 | Pearson Correlation | ,224 | ,233 | ,189 | ,290* | ,270* | ,298* | ,014 | ,275* | ,381** | 1 | ,467** | ,340** | ,614** |
| | Sig. (2-tailed) | ,086 | ,073 | ,149 | ,025 | ,037 | ,021 | ,917 | ,033 | ,003 | | ,000 | ,008 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 11 | Pearson Correlation | ,285* | ,279* | ,332** | ,393** | ,312* | ,312* | ,160 | ,090 | ,422** | ,467** | 1 | ,368** | ,682** |
| | Sig. (2-tailed) | ,027 | ,031 | ,010 | ,002 | ,015 | ,015 | ,222 | ,494 | ,001 | ,000 | | ,004 | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| PR 12 | Pearson Correlation | ,019 | ,005 | ,241 | ,340** | ,278* | ,278* | ,123 | ,116 | ,401** | ,340** | ,368** | 1 | ,556** |
| | Sig. (2-tailed) | ,885 | ,971 | ,063 | ,008 | ,032 | ,032 | ,350 | ,379 | ,002 | ,008 | ,004 | | ,000 |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| JU ML AH | Pearson Correlation | ,480** | ,466** | ,492** | ,641** | ,628** | ,531** | ,469** | ,411** | ,711** | ,614** | ,682** | ,556** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 | |
| | N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |

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

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

LAMPIRAN 4: OUTPUT UJI RELIABILITAS VARIABEL PENELITIAN

Pelatihan (X1)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,845 | 12 |

Kompensasi (X2)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,671 | 8 |

Produktivitas kerja (Y)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,800 | 12 |

LAMPIRAN 5: OUTPUT UJI ASUMSI KLASIK

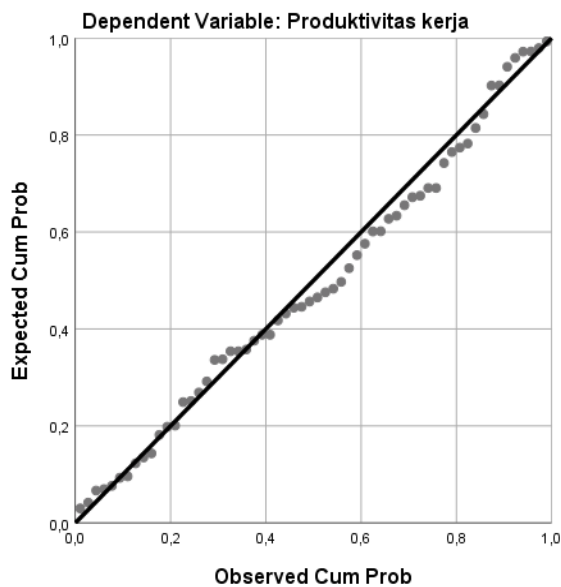
(a) Uji Determinasi R-Square

| Model Summary | | | | |
|--|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,629 ^a | ,396 | ,374 | 4,141 |
| a. Predictors: (Constant), Kompensasi, Pelatihan | | | | |

(b) Uji Normalitas

1) Uji Normalitas menggunakan P-P Plot

Normal P-P Plot of Regression Standardized Residual



2) Uji Normalitas menggunakan Kolmogorov Smirnov

| One-Sample Kolmogorov-Smirnov Test | | |
|------------------------------------|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 60 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 4,07050036 |
| Most Extreme Differences | Absolute | ,073 |
| | Positive | ,073 |
| | Negative | -,050 |
| Test Statistic | | ,073 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |
| a. Test distribution is Normal. | | |

(c) Output Uji Linearitas

| ANOVA Table | | | | | | | |
|------------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| | | | Sum of Squares | df | Mean Square | F | Sig. |
| Produktivitas kerja * Pelatihan | Between Groups | (Combined) | 798,007 | 19 | 42,000 | 2,050 | ,028 |
| | | Linearity | 243,147 | 1 | 243,147 | 11,870 | ,001 |
| | | Deviation from Linearity | 554,860 | 18 | 30,826 | 1,505 | ,139 |
| | Within Groups | | 819,393 | 40 | 20,485 | | |
| | Total | | 1617,400 | 59 | | | |

| ANOVA Table | | | | | | | |
|-------------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| | | | Sum of Squares | df | Mean Square | F | Sig. |
| Produktivitas kerja * Kompensasi | Between Groups | (Combined) | 757,542 | 13 | 58,272 | 3,117 | ,002 |
| | | Linearity | 553,363 | 1 | 553,363 | 29,603 | ,000 |
| | | Deviation from Linearity | 204,178 | 12 | 17,015 | ,910 | ,544 |
| | Within Groups | | 859,858 | 46 | 18,693 | | |
| | Total | | 1617,400 | 59 | | | |

(d) Output Uji Multikolinearitas

| Coefficients ^a | | | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 7,383 | 5,668 | | 1,302 | ,198 | | |
| | Pelatihan | ,241 | ,107 | ,241 | 2,245 | ,029 | ,919 | 1,088 |
| | Kompensasi | ,853 | ,177 | ,516 | 4,809 | ,000 | ,919 | 1,088 |

a. Dependent Variable: Produktivitas kerja

1) Output uji-t

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7,383 | 5,668 | | 1,302 | ,198 |
| | Pelatihan | ,241 | ,107 | ,241 | 2,245 | ,029 |
| | Kompensasi | ,853 | ,177 | ,516 | 4,809 | ,000 |

a. Dependent Variable: Produktivitas kerja

2) Output uji-F

| ANOVA ^a | | | | | | |
|--------------------|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 639,831 | 2 | 319,915 | 18,654 | ,000 ^b |
| | Residual | 977,569 | 57 | 17,150 | | |
| | Total | 1617,400 | 59 | | | |

a. Dependent Variable: Produktivitas kerja

b. Predictors: (Constant), Kompensasi, Pelatihan

Distribution Nilai Tabel $F_{0,05}$ Degrees of freedom for Nominator

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 20 | 24 | 30 | 40 | 60 | 120 | ∞ |
|----------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|----------|
| 1 | 161 | 200 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 244 | 246 | 248 | 249 | 250 | 251 | 252 | 253 | 254 |
| 2 | 18,5 | 19,0 | 19,2 | 19,2 | 19,3 | 19,3 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,5 | 19,5 | 19,5 | 19,5 | 19,5 | 19,5 |
| 3 | 10,1 | 9,55 | 9,28 | 9,12 | 9,01 | 8,94 | 8,89 | 8,85 | 8,81 | 8,79 | 8,74 | 8,70 | 8,66 | 8,64 | 8,62 | 8,59 | 8,57 | 8,55 | 8,53 |
| 4 | 7,71 | 6,94 | 6,59 | 6,39 | 6,26 | 6,16 | 6,09 | 6,04 | 6,00 | 5,96 | 5,91 | 5,86 | 5,80 | 5,77 | 5,75 | 5,72 | 5,69 | 5,66 | 5,63 |
| 5 | 6,61 | 5,79 | 5,41 | 5,19 | 5,05 | 4,95 | 4,88 | 4,82 | 4,77 | 4,74 | 4,68 | 4,62 | 4,56 | 4,53 | 4,50 | 4,46 | 4,43 | 4,40 | 4,37 |
| 6 | 5,99 | 5,14 | 4,76 | 4,53 | 4,39 | 4,28 | 4,21 | 4,15 | 4,10 | 4,06 | 4,00 | 3,94 | 3,87 | 3,84 | 3,81 | 3,77 | 3,74 | 3,70 | 3,67 |
| 7 | 5,59 | 4,74 | 4,35 | 4,12 | 3,97 | 3,87 | 3,79 | 3,73 | 3,68 | 3,64 | 3,57 | 3,51 | 3,44 | 3,41 | 3,38 | 3,34 | 3,30 | 3,27 | 3,23 |
| 8 | 5,32 | 4,46 | 4,07 | 3,84 | 4,69 | 3,58 | 3,50 | 3,44 | 3,39 | 3,35 | 3,28 | 3,22 | 3,15 | 3,12 | 3,08 | 3,04 | 3,01 | 2,97 | 2,93 |
| 9 | 5,12 | 4,26 | 3,86 | 3,63 | 3,48 | 3,37 | 3,29 | 3,23 | 3,18 | 3,14 | 3,07 | 3,01 | 2,94 | 2,90 | 2,86 | 2,83 | 2,79 | 2,75 | 2,71 |
| 10 | 4,96 | 4,10 | 3,71 | 3,48 | 3,33 | 3,22 | 3,14 | 3,07 | 3,02 | 2,98 | 2,91 | 2,85 | 2,77 | 2,74 | 2,70 | 2,66 | 2,62 | 2,58 | 2,54 |
| 11 | 4,84 | 3,98 | 3,59 | 3,36 | 3,20 | 3,09 | 3,01 | 2,95 | 2,90 | 2,85 | 2,79 | 2,72 | 2,65 | 2,61 | 2,57 | 2,53 | 2,49 | 2,45 | 2,40 |
| 12 | 4,75 | 3,89 | 3,49 | 3,26 | 3,11 | 3,00 | 2,91 | 2,85 | 2,80 | 2,75 | 2,69 | 2,62 | 2,54 | 2,51 | 2,47 | 2,43 | 2,38 | 2,34 | 2,30 |
| 13 | 4,67 | 3,81 | 3,41 | 3,13 | 3,03 | 2,92 | 2,83 | 2,77 | 2,71 | 2,67 | 2,60 | 2,53 | 2,46 | 2,42 | 2,38 | 2,34 | 2,30 | 2,25 | 2,21 |
| 14 | 4,60 | 3,74 | 3,34 | 3,11 | 2,96 | 2,85 | 2,76 | 2,70 | 2,65 | 2,60 | 2,53 | 2,46 | 2,39 | 2,35 | 2,31 | 2,27 | 2,22 | 2,18 | 2,13 |
| 15 | 4,54 | 3,68 | 3,29 | 3,06 | 2,90 | 2,79 | 2,71 | 2,64 | 2,59 | 2,54 | 2,48 | 2,40 | 2,33 | 2,29 | 2,25 | 2,20 | 2,16 | 2,11 | 2,07 |
| 16 | 4,49 | 3,63 | 3,24 | 3,01 | 2,85 | 2,74 | 2,66 | 2,59 | 2,54 | 2,49 | 2,42 | 2,35 | 2,28 | 2,24 | 2,19 | 2,15 | 2,11 | 2,06 | 2,01 |
| 17 | 4,45 | 3,59 | 3,20 | 2,96 | 2,81 | 2,70 | 2,61 | 2,55 | 2,49 | 2,45 | 2,38 | 2,31 | 2,23 | 2,19 | 2,15 | 2,10 | 2,06 | 2,01 | 1,96 |
| 18 | 4,41 | 3,55 | 3,16 | 2,93 | 2,77 | 2,66 | 2,58 | 2,51 | 2,46 | 2,41 | 2,34 | 2,27 | 2,19 | 2,15 | 2,11 | 2,06 | 2,02 | 1,97 | 1,92 |
| 19 | 4,38 | 3,52 | 3,13 | 2,90 | 2,74 | 2,63 | 2,54 | 2,48 | 2,42 | 2,38 | 2,31 | 2,23 | 2,16 | 2,11 | 2,07 | 2,03 | 1,98 | 1,93 | 1,88 |
| 20 | 4,35 | 3,49 | 3,10 | 2,87 | 2,71 | 2,60 | 2,51 | 2,45 | 2,39 | 2,35 | 2,28 | 2,20 | 2,12 | 2,08 | 2,04 | 1,99 | 1,95 | 1,90 | 1,84 |
| 21 | 4,32 | 3,47 | 3,07 | 2,84 | 2,68 | 2,57 | 2,49 | 2,42 | 2,37 | 2,32 | 2,25 | 2,18 | 2,10 | 2,05 | 2,01 | 1,96 | 1,92 | 1,87 | 1,81 |
| 22 | 4,30 | 3,44 | 3,05 | 2,82 | 2,66 | 2,55 | 2,46 | 2,40 | 2,34 | 2,30 | 2,23 | 2,15 | 2,07 | 2,03 | 1,98 | 1,94 | 1,89 | 1,84 | 1,78 |
| 23 | 4,28 | 3,42 | 3,03 | 2,80 | 2,64 | 2,53 | 2,44 | 2,37 | 2,32 | 2,27 | 2,20 | 2,13 | 2,05 | 2,01 | 1,96 | 1,91 | 1,86 | 1,81 | 1,76 |
| 24 | 4,26 | 3,40 | 3,01 | 2,78 | 2,62 | 2,51 | 2,42 | 2,36 | 2,30 | 2,25 | 2,18 | 2,11 | 2,03 | 1,98 | 1,94 | 1,89 | 1,84 | 1,79 | 1,73 |
| 25 | 4,24 | 3,39 | 2,99 | 2,76 | 2,60 | 2,49 | 2,40 | 2,34 | 2,28 | 2,24 | 2,16 | 2,09 | 2,01 | 1,96 | 1,92 | 1,87 | 1,82 | 1,77 | 1,71 |
| 30 | 4,17 | 3,32 | 2,92 | 2,69 | 2,53 | 2,42 | 2,33 | 2,27 | 2,21 | 2,16 | 2,09 | 2,01 | 1,93 | 1,89 | 1,84 | 1,79 | 1,74 | 1,68 | 1,62 |
| 40 | 4,08 | 3,23 | 2,84 | 2,61 | 2,45 | 2,34 | 2,25 | 2,18 | 2,12 | 2,08 | 2,00 | 1,92 | 1,84 | 1,79 | 1,74 | 1,69 | 1,64 | 1,58 | 1,51 |
| 50 | 4,08 | 3,18 | 2,79 | 2,56 | 2,40 | 2,29 | 2,20 | 2,13 | 2,07 | 2,02 | 1,95 | 1,87 | 1,78 | 1,74 | 1,69 | 1,63 | 1,56 | 1,50 | 1,41 |
| 60 | 4,00 | 3,15 | 2,76 | 2,53 | 2,37 | 2,25 | 2,17 | 2,10 | 2,04 | 1,99 | 1,92 | 1,84 | 1,75 | 1,70 | 1,65 | 1,59 | 1,53 | 1,47 | 1,39 |
| 100 | 3,94 | 3,09 | 2,70 | 2,46 | 2,30 | 2,19 | 2,10 | 2,03 | 1,97 | 1,92 | 1,85 | 1,80 | 1,68 | 1,63 | 1,57 | 1,51 | 1,46 | 1,40 | 1,28 |
| 120 | 3,92 | 3,07 | 2,68 | 2,45 | 2,29 | 2,18 | 2,09 | 2,02 | 1,96 | 1,91 | 1,83 | 1,75 | 1,66 | 1,61 | 1,55 | 1,50 | 1,43 | 1,35 | 1,22 |
| ∞ | 3,84 | 3,00 | 2,60 | 2,37 | 2,21 | 2,10 | 2,01 | 1,94 | 1,88 | 1,83 | 1,75 | 1,67 | 1,57 | 1,52 | 1,46 | 1,39 | 1,32 | 1,22 | 1,00 |

LAMPIRAN 10, t-Tabel Untuk Alpha α 5% t

| df | 0,05 | 0,025 |
|----|-------|--------|
| 1 | 6.314 | 12.706 |
| 2 | 2.920 | 4.303 |
| 3 | 2.353 | 3.182 |
| 4 | 2.132 | 2.776 |
| 5 | 2.015 | 2.571 |
| 6 | 1.943 | 2.447 |
| 7 | 1.895 | 2.365 |
| 8 | 1.860 | 2.306 |
| 9 | 1.833 | 2.262 |
| 10 | 1.812 | 2.228 |
| 11 | 1.796 | 2.201 |
| 12 | 1.782 | 2.179 |
| 13 | 1.771 | 2.160 |
| 14 | 1.761 | 2.145 |
| 15 | 1.753 | 2.131 |
| 16 | 1.746 | 2.120 |
| 17 | 1.740 | 2.110 |
| 18 | 1.734 | 2.101 |
| 19 | 1.729 | 2.093 |
| 20 | 1.725 | 2.086 |
| 21 | 1.721 | 2.080 |
| 22 | 1.717 | 2.074 |
| 23 | 1.714 | 2.069 |
| 24 | 1.711 | 2.064 |
| 25 | 1.708 | 2.060 |
| 26 | 1.706 | 2.056 |
| 27 | 1.703 | 2.052 |
| 28 | 1.701 | 2.048 |
| 29 | 1.699 | 2.045 |
| 30 | 1.697 | 2.042 |
| 31 | 1.696 | 2.040 |
| 32 | 1.694 | 2.037 |
| 33 | 1.692 | 2.035 |
| 34 | 1.691 | 2.032 |
| 35 | 1.690 | 2.030 |
| 36 | 1.688 | 2.028 |
| 37 | 1.687 | 2.026 |
| 38 | 1.686 | 2.024 |
| 39 | 1.685 | 2.023 |
| 40 | 1.684 | 2.021 |
| 41 | 1.683 | 2.020 |
| 42 | 1.682 | 2.018 |
| 43 | 1.681 | 2.017 |
| 44 | 1.680 | 2.015 |
| 45 | 1.679 | 2.014 |
| 46 | 1.679 | 2.014 |
| 47 | 1.678 | 2.013 |
| 48 | 1.677 | 2.012 |
| 49 | 1.677 | 2.011 |
| 50 | 1.676 | 2.010 |
| 51 | 1.675 | 2.008 |
| 52 | 1.675 | 2.007 |

| df | 0,05 | 0,025 |
|-----|-------|-------|
| 53 | 1.674 | 2.006 |
| 54 | 1.674 | 2.005 |
| 55 | 1.673 | 2.004 |
| 56 | 1.673 | 2.003 |
| 57 | 1.672 | 2.002 |
| 58 | 1.672 | 2.002 |
| 59 | 1.671 | 2.001 |
| 60 | 1.671 | 2.000 |
| 61 | 1.670 | 2.000 |
| 62 | 1.670 | 1.999 |
| 63 | 1.669 | 1.998 |
| 64 | 1.669 | 1.998 |
| 65 | 1.669 | 1.997 |
| 66 | 1.668 | 1.997 |
| 67 | 1.668 | 1.996 |
| 68 | 1.668 | 1.995 |
| 69 | 1.667 | 1.995 |
| 70 | 1.667 | 1.994 |
| 71 | 1.667 | 1.995 |
| 72 | 1.666 | 1.993 |
| 73 | 1.666 | 1.993 |
| 74 | 1.666 | 1.993 |
| 75 | 1.665 | 1.992 |
| 76 | 1.665 | 1.992 |
| 77 | 1.665 | 1.991 |
| 78 | 1.665 | 1.991 |
| 79 | 1.664 | 1.990 |
| 80 | 1.664 | 1.990 |
| 81 | 1.664 | 1.990 |
| 82 | 1.664 | 1.989 |
| 83 | 1.663 | 1.989 |
| 84 | 1.663 | 1.989 |
| 85 | 1.663 | 1.988 |
| 86 | 1.663 | 1.988 |
| 87 | 1.663 | 1.988 |
| 88 | 1.662 | 1.987 |
| 89 | 1.662 | 1.987 |
| 90 | 1.662 | 1.987 |
| 91 | 1.662 | 1.986 |
| 92 | 1.662 | 1.986 |
| 93 | 1.661 | 1.986 |
| 94 | 1.661 | 1.986 |
| 95 | 1.661 | 1.985 |
| 96 | 1.661 | 1.985 |
| 97 | 1.661 | 1.985 |
| 98 | 1.661 | 1.984 |
| 99 | 1.660 | 1.984 |
| 100 | 1.660 | 1.984 |
| 101 | 1.660 | 1.984 |
| 102 | 1.660 | 1.983 |
| 103 | 1.660 | 1.983 |
| 104 | 1.660 | 1.983 |

| df | 0,05 | 0,025 |
|-----|-------|-------|
| 105 | 1.659 | 1.983 |
| 106 | 1.659 | 1.983 |
| 107 | 1.659 | 1.982 |
| 108 | 1.659 | 1.982 |
| 109 | 1.659 | 1.982 |
| 110 | 1.659 | 1.982 |
| 111 | 1.659 | 1.982 |
| 112 | 1.659 | 1.981 |
| 113 | 1.658 | 1.981 |
| 114 | 1.658 | 1.981 |
| 115 | 1.658 | 1.981 |
| 116 | 1.658 | 1.981 |
| 117 | 1.658 | 1.980 |
| 118 | 1.658 | 1.980 |
| 119 | 1.658 | 1.980 |
| 120 | 1.658 | 1.980 |
| 121 | 1.658 | 1.980 |
| 122 | 1.657 | 1.980 |
| 123 | 1.657 | 1.979 |
| 124 | 1.657 | 1.979 |
| 125 | 1.657 | 1.979 |
| 126 | 1.657 | 1.979 |
| 127 | 1.657 | 1.979 |
| 128 | 1.657 | 1.979 |
| 129 | 1.657 | 1.979 |
| 130 | 1.657 | 1.978 |
| 131 | 1.657 | 1.978 |
| 132 | 1.656 | 1.978 |
| 133 | 1.656 | 1.978 |
| 134 | 1.656 | 1.978 |
| 135 | 1.656 | 1.978 |
| 136 | 1.656 | 1.978 |
| 137 | 1.656 | 1.977 |
| 138 | 1.656 | 1.977 |
| 139 | 1.656 | 1.977 |
| 140 | 1.656 | 1.977 |
| 141 | 1.656 | 1.977 |
| 142 | 1.656 | 1.977 |
| 143 | 1.656 | 1.977 |
| 144 | 1.656 | 1.977 |
| 145 | 1.655 | 1.976 |
| 146 | 1.655 | 1.976 |
| 147 | 1.655 | 1.976 |
| 148 | 1.655 | 1.976 |
| 149 | 1.655 | 1.976 |
| 150 | 1.655 | 1.976 |
| 151 | 1.655 | 1.976 |
| 152 | 1.655 | 1.976 |
| 153 | 1.655 | 1.976 |
| 154 | 1.655 | 1.975 |
| 155 | 1.655 | 1.975 |
| 156 | 1.655 | 1.975 |

| df | 0,05 | 0,025 |
|-----|-------|-------|
| 157 | 1.655 | 1.975 |
| 158 | 1.655 | 1.975 |
| 159 | 1.654 | 1.975 |
| 160 | 1.654 | 1.975 |
| 161 | 1.654 | 1.975 |
| 162 | 1.654 | 1.975 |
| 163 | 1.654 | 1.975 |
| 164 | 1.654 | 1.975 |
| 165 | 1.654 | 1.974 |
| 166 | 1.654 | 1.974 |
| 167 | 1.654 | 1.974 |
| 168 | 1.654 | 1.974 |
| 169 | 1.654 | 1.974 |
| 170 | 1.654 | 1.974 |
| 171 | 1.654 | 1.974 |
| 172 | 1.654 | 1.974 |
| 173 | 1.654 | 1.974 |
| 174 | 1.654 | 1.974 |
| 175 | 1.654 | 1.974 |
| 176 | 1.654 | 1.974 |
| 177 | 1.654 | 1.973 |
| 178 | 1.653 | 1.973 |
| 179 | 1.653 | 1.973 |
| 180 | 1.653 | 1.973 |
| 181 | 1.653 | 1.973 |
| 182 | 1.653 | 1.973 |
| 183 | 1.654 | 1.973 |
| 184 | 1.653 | 1.973 |
| 185 | 1.653 | 1.973 |
| 186 | 1.653 | 1.973 |
| 187 | 1.653 | 1.973 |
| 188 | 1.653 | 1.973 |
| 189 | 1.654 | 1.973 |
| 190 | 1.653 | 1.973 |
| 191 | 1.653 | 1.972 |
| 192 | 1.653 | 1.972 |
| 193 | 1.653 | 1.972 |
| 194 | 1.653 | 1.972 |
| 195 | 1.654 | 1.972 |
| 196 | 1.653 | 1.972 |
| 197 | 1.653 | 1.972 |
| 198 | 1.653 | 1.972 |
| 199 | 1.653 | 1.972 |
| 200 | 1.653 | 1.972 |