

LAMPIRAN

1) KARAKTERISTIK RESPONDEN

JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	11	34.4	34.4	34.4
Valid Perempuan	21	65.6	65.6	100.0
Total	32	100.0	100.0	

USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
20 - 30 TAHUN	19	59.4	59.4	59.4
31 - 40 TAHUN	5	15.6	15.6	75.0
Valid 41-50 TAHUN	5	15.6	15.6	90.6
>50 TAHUN	3	9.4	9.4	100.0
Total	32	100.0	100.0	

PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	4	12.5	12.5	12.5
Valid S1	19	59.4	59.4	71.9
S2	9	28.1	28.1	100.0
Total	32	100.0	100.0	

- Jawaban Responden Pelatihan

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	34.4	34.4	34.4
Valid 4	18	56.3	56.3	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	8	25.0	25.0	28.1
Valid 4	13	40.6	40.6	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
Valid 4	14	43.8	43.8	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	21.9	21.9	21.9
Valid 4	12	37.5	37.5	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
3	10	31.3	31.3	34.4
Valid 4	12	37.5	37.5	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	7	21.9	21.9	25.0
Valid 4	11	34.4	34.4	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	3	9.4	9.4	12.5
Valid 3	15	46.9	46.9	59.4
4	11	34.4	34.4	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	6	18.8	18.8	21.9
Valid 4	11	34.4	34.4	56.3
5	14	43.8	43.8	100.0
Total	32	100.0	100.0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18.8	18.8	18.8
3	15	46.9	46.9	65.6
Valid 4	9	28.1	28.1	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	14	43.8	43.8	56.3
Valid 4	11	34.4	34.4	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

- Insentif**I1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	10	31.3	31.3	37.5
Valid 4	7	21.9	21.9	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

I2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	8	25.0	25.0	31.3
Valid 4	11	34.4	34.4	65.6
5	11	34.4	34.4	100.0
Total	32	100.0	100.0	

I3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	13	40.6	40.6	43.8
Valid 4	11	34.4	34.4	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

I4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	13	40.6	40.6	43.8
Valid 4	16	50.0	50.0	93.8
5	2	6.3	6.3	100.0
Total	32	100.0	100.0	

I5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	10	31.3	31.3	40.6
Valid 4	13	40.6	40.6	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

I6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	11	34.4	34.4	46.9
Valid 4	7	21.9	21.9	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

I7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15.6	15.6	15.6
Valid 4	12	37.5	37.5	53.1
5	15	46.9	46.9	100.0
Total	32	100.0	100.0	

I8

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	40.6	40.6	40.6
4	11	34.4	34.4	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

- Jawaban Responden Komitmen**K1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	10	31.3	31.3	34.4
4	16	50.0	50.0	84.4
5	5	15.6	15.6	100.0
Total	32	100.0	100.0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	40.6	40.6	40.6
4	15	46.9	46.9	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	34.4	34.4	34.4
4	15	46.9	46.9	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	34.4	34.4	34.4
4	15	46.9	46.9	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	9	28.1	28.1	31.3
4	15	46.9	46.9	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	15	46.9	46.9	50.0
4	10	31.3	31.3	81.3
5	6	18.8	18.8	100.0
Total	32	100.0	100.0	

K6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.1	3.1	3.1
3	9	28.1	28.1	31.3
4	14	43.8	43.8	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

K7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	13	40.6	40.6	50.0
Valid 4	12	37.5	37.5	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

K8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.3	6.3	6.3
3	14	43.8	43.8	50.0
Valid 4	13	40.6	40.6	90.6
5	3	9.4	9.4	100.0
Total	32	100.0	100.0	

K9

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6.3	6.3	6.3
Valid 4	15	46.9	46.9	53.1
5	15	46.9	46.9	100.0
Total	32	100.0	100.0	

K10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	25.0	25.0	25.0
Valid 4	14	43.8	43.8	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

2). Uji Validitas Pelatihan

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Pelatihan
P1	Pearson Correlation	1	.162	.361*	.417*	.220	.417*	-.262	.332	.047	.077	.476**
	Sig. (2-tailed)		.376	.042	.018	.226	.018	.148	.063	.800	.674	.006
	N	32	32	32	32	32	32	32	32	32	32	32
P2	Pearson Correlation	.162	1	.365*	.382*	.118	.382*	-.385*	.346	.675**	.881*	.520**
	Sig. (2-tailed)	.376		.040	.031	.521	.031	.029	.052	.000	.000	.002
	N	32	32	32	32	32	32	32	32	32	32	32
P3	Pearson Correlation	.361*	.365*	1	.309	.143	.309	-.292	.287	.337	.255	.418*
	Sig. (2-tailed)	.042	.040		.085	.435	.085	.105	.111	.059	.159	.017
	N	32	32	32	32	32	32	32	32	32	32	32
P4	Pearson Correlation	.417*	.382*	.309	1	.413*	1.000**	-.415*	.917**	.317	.238	.568**
	Sig. (2-tailed)	.018	.031	.085		.019	.000	.018	.000	.077	.190	.001
	N	32	32	32	32	32	32	32	32	32	32	32
P5	Pearson Correlation	.220	.118	.143	.413*	1	.413*	-.062	.508**	.283	.148	.572**
	Sig. (2-tailed)	.226	.521	.435	.019		.019	.737	.003	.117	.418	.001
	N	32	32	32	32	32	32	32	32	32	32	32
P6	Pearson Correlation	.417*	.382*	.309	1.000**	.413*	1	-.415*	.917**	.317	.238	.568**
	Sig. (2-tailed)	.018	.031	.085	.000	.019		.018	.000	.077	.190	.001
	N	32	32	32	32	32	32	32	32	32	32	32
P7	Pearson Correlation	-.262	-.385*	-.292	-.415*	-.062	-.415*	1	-.440*	-.353*	-.247	-.390*
	Sig. (2-tailed)	.148	.029	.105	.018	.737	.018		.012	.047	.173	.027
	N	32	32	32	32	32	32	32	32	32	32	32
P8	Pearson Correlation	.332	.346	.287	.917**	.508**	.917**	-.440*	1	.302	.294	.614**
	Sig. (2-tailed)	.063	.052	.111	.000	.003	.000	.012		.093	.102	.000
	N	32	32	32	32	32	32	32	32	32	32	32
P9	Pearson Correlation	.047	.675**	.337	.317	.283	.317	-.353*	.302	1	.563*	.604**
	Sig. (2-tailed)	.800	.000	.059	.077	.117	.077	.047	.093		.001	.000
	N	32	32	32	32	32	32	32	32	32	32	32
P10	Pearson Correlation	.077	.881*	.255	.238	.148	.238	-.247	.294	.563**	1	.438*
	Sig. (2-tailed)	.674	.000	.159	.190	.418	.190	.173	.102	.001		.012
	N	32	32	32	32	32	32	32	32	32	32	32
Pelatihan	Pearson Correlation	.476*	.520*	.418*	.568**	.572**	.568**	-.390*	.614**	.604**	.438*	1
	Sig. (2-tailed)	.006	.002	.017	.001	.001	.001	.027	.000	.000	.012	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

Correlations

	I1	I2	I3	I4	I5	I6	I7	I8	Insentif	
I1	Pearson Correlation	1	.656**	.488**	.271	-.155	.573**	.189	-.006	.668**
	Sig. (2-tailed)		.000	.005	.133	.396	.001	.301	.973	.000
	N	32	32	32	32	32	32	32	32	32
I2	Pearson Correlation	.656**	1	.564**	.291	-.089	.647**	.062	-.007	.691**
	Sig. (2-tailed)	.000		.001	.106	.627	.000	.738	.971	.000
	N	32	32	32	32	32	32	32	32	32
I3	Pearson Correlation	.488**	.564**	1	.389*	-.021	.645**	.130	.083	.700**
	Sig. (2-tailed)	.005	.001		.028	.908	.000	.479	.652	.000
	N	32	32	32	32	32	32	32	32	32
I4	Pearson Correlation	.271	.291	.389*	1	.159	.384*	.070	.358*	.577**
	Sig. (2-tailed)	.133	.106	.028		.385	.030	.704	.044	.001
	N	32	32	32	32	32	32	32	32	32
I5	Pearson Correlation	-.155	-.089	-.021	.159	1	.041	.592**	.376*	.364*
	Sig. (2-tailed)	.396	.627	.908	.385		.826	.000	.034	.041
	N	32	32	32	32	32	32	32	32	32
I6	Pearson Correlation	.573**	.647**	.645**	.384*	.041	1	.158	.212	.799**
	Sig. (2-tailed)	.001	.000	.000	.030	.826		.388	.244	.000
	N	32	32	32	32	32	32	32	32	32
I7	Pearson Correlation	.189	.062	.130	.070	.592**	.158	1	.355*	.506**
	Sig. (2-tailed)	.301	.738	.479	.704	.000	.388		.046	.003
	N	32	32	32	32	32	32	32	32	32
I8	Pearson Correlation	-.006	-.007	.083	.358*	.376*	.212	.355*	1	.459**
	Sig. (2-tailed)	.973	.971	.652	.044	.034	.244	.046		.008
	N	32	32	32	32	32	32	32	32	32
Inse ntif	Pearson Correlation	.668**	.691**	.700**	.577**	.364*	.799**	.506**	.459**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.041	.000	.003	.008	
	N	32	32	32	32	32	32	32	32	32

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

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

Correlations

	K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	Komitmen	
K1	Pearson Correlation	1	.442*	.291	.332	.498**	.386*	.496**	.436*	.618*	.477**	.731**
	Sig. (2-tailed)		.011	.106	.064	.004	.029	.004	.013	.000	.006	.000
	N	32	32	32	32	32	32	32	32	32	32	32
K2	Pearson Correlation	.442*	1	.365*	.171	.394*	.471**	.605**	.297	.434*	.346	.661**
	Sig. (2-tailed)	.011		.040	.349	.026	.007	.000	.099	.013	.052	.000
	N	32	32	32	32	32	32	32	32	32	32	32
K3	Pearson Correlation	.291	.365*	1	.190	.123	.029	.406*	.214	.220	.312	.457**
	Sig. (2-tailed)	.106	.040		.298	.503	.875	.021	.239	.227	.082	.009
	N	32	32	32	32	32	32	32	32	32	32	32
K4	Pearson Correlation	.332	.171	.190	1	.277	.429*	.489**	.541**	.306	.335	.613**
	Sig. (2-tailed)	.064	.349	.298		.125	.014	.004	.001	.089	.061	.000
	N	32	32	32	32	32	32	32	32	32	32	32
K5	Pearson Correlation	.498**	.394*	.123	.277	1	.571**	.595**	.504**	.283	.651**	.741**
	Sig. (2-tailed)	.004	.026	.503	.125		.001	.000	.003	.116	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
K6	Pearson Correlation	.386*	.471*	.029	.429*	.571**	1	.403*	.601**	.399*	.218	.677**
	Sig. (2-tailed)	.029	.007	.875	.014	.001		.022	.000	.024	.232	.000
	N	32	32	32	32	32	32	32	32	32	32	32
K7	Pearson Correlation	.496**	.605**	.406*	.489**	.595**	.403*	1	.451**	.380*	.653**	.820**
	Sig. (2-tailed)	.004	.000	.021	.004	.000	.022		.010	.032	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
K8	Pearson Correlation	.436*	.297	.214	.541**	.504**	.601**	.451**	1	.351*	.387*	.716**
	Sig. (2-tailed)	.013	.099	.239	.001	.003	.000	.010		.049	.029	.000
	N	32	32	32	32	32	32	32	32	32	32	32
K9	Pearson Correlation	.618**	.434*	.220	.306	.283	.399*	.380*	.351*	1	.289	.613**
	Sig. (2-tailed)	.000	.013	.227	.089	.116	.024	.032	.049		.108	.000
	N	32	32	32	32	32	32	32	32	32	32	32
K10	Pearson Correlation	.477**	.346	.312	.335	.651**	.218	.653**	.387*	.289	1	.699**
	Sig. (2-tailed)	.006	.052	.082	.061	.000	.232	.000	.029	.108		.000
	N	32	32	32	32	32	32	32	32	32	32	32
Komitmen	Pearson Correlation	.731**	.661*	.457**	.613**	.741**	.677**	.820**	.716**	.613*	.699**	1
	Sig. (2-tailed)	.000	.000	.009	.000	.000	.000	.000	.000	.000	.000	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

3). Hasil Uji Reliabilitas

Scale: Pelatihan

Case Processing Summary

		N	%
	Valid	32	100.0
Cases	Excluded ^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.781	10

Scale: Insentif

Case Processing Summary

		N	%
	Valid	32	100.0
Cases	Excluded ^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.745	8

Scale: Komitmen

Case Processing Summary

		N	%
	Valid	32	100.0
Cases	Excluded ^a	0	.0
	Total	32	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.867	10

4) Uji Normalitas**One-Sample Kolmogorov-Smirnov Test**

		Pelatihan	Insentif	Komitmen
N		32	32	32
Normal Parameters ^{a,b}	Mean	37.03	30.84	38.31
	Std. Deviation	3.839	4.198	5.127
	Absolute	.144	.195	.103
Most Extreme Differences	Positive	.088	.195	.103
	Negative	-.144	-.165	-.080
Kolmogorov-Smirnov Z		.815	1.104	.582
Asymp. Sig. (2-tailed)		.520	.175	.887

a. Test distribution is Normal.

b. Calculated from data.

5. Uji Multikolinearitas**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	-3.795	7.640		-.497	.623		
1 Pelatihan	.363	.156	.272	2.328	.027	.989	1.011
Insentif	.930	.143	.761	6.520	.000	.989	1.011

a. Dependent Variable: Komitmen

6. Uji Linearitas

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	365.042	13	28.080	1.124	.401
Between Linearity	29.796	1	29.796	1.192	.289
Komitmen * Groups Deviation from Linearity	335.245	12	27.937	1.118	.404
Within Groups	449.833	18	24.991		
Total	814.875	31			

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	513.875	11	46.716	3.104	.013
Between Linearity	436.992	1	436.992	29.036	.000
Komitmen * Groups Deviation from Linearity	76.883	10	7.688	.511	.863
Insentif					
Within Groups	301.000	20	15.050		
Total	814.875	31			

7. REGRESI LINEAR BERGANDA

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Insentif, Pelatihan ^b		Enter

a. Dependent Variable: Komitmen

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.781 ^a	.609	.582	3.313

a. Predictors: (Constant), Insentif, Pelatihan

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	496.482	2	248.241	22.610	.000 ^b
Residual	318.393	29	10.979		
Total	814.875	31			

a. Dependent Variable: Komitmen

b. Predictors: (Constant), Insentif, Pelatihan

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.795	7.640		.497	.623
Pelatihan	.363	.156	.272	2.328	.027
Insentif	.930	.143	.761	6.520	.000

a. Dependent Variable: Komitmen