

## Lampiran I

Bandar Lampung, Juni 2023

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :  
Bapak/ Ibu  
Di Tempat

Dengan ini saya :

Nama : Bella Febriliani  
NPM : 1812110257  
Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan Bagian Marketing PT. Finansia Multi Finance, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH PELATIHAN, KOMPETENSI DAN STRES KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN BAGIAN MARKETING PT. FINANSIA MULTI FINANCE”** Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen 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 saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Bella Febriliani  
NPM. 1812110257

## PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

### **PENGARUH PELATIHAN, KOMPETENSI DAN STRES KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN BAGIAN MARKETING PT. FINANSIA MULTI FINANCE**

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      CS = Cukup Setuju**

**TS = Tidak Setuju      STS = Sangat Tidak Setuju**

No. Res :

### **IDENTITAS RESPONDEN**

1. Nama Responden ..... (boleh tidak diisi)
2. Jenis Kelamin :  Laki – Laki       Perempuan
3. Usia :  17 – 22 tahun       29 – 34 tahun  
 23 – 28 tahun       > 34 tahun

## DAFTAR PERNYATAAN

<b>Pelatihan</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b><i>Instruktur</i></b>						
<b>1</b>	Instruktur yang diberikan perusahaan dapat menarik saudara/i untuk mengikuti pelatihan					
<b>2</b>	Instruktur bekerja secara profesional dalam pelatihan					
<b><i>Peserta</i></b>						
<b>3</b>	Peserta menguasai berbagai materi pelatihan yang diberikan dengan cepat.					
<b>4</b>	Peserta aktif dalam pelaksanaan program pelatihan					
<b><i>Materi</i></b>						
<b>5</b>	Materi pelatihan sesuai dengan pekerjaan					
<b>6</b>	Materi pelatihan yang diberikan sesuai dengan kebutuhan perusahaan					
<b><i>Metode</i></b>						
<b>7</b>	Metode pelatihan yang digunakan sesuai dengan penyampaian materi					
<b>8</b>	Metode pelatihan yang diberikan perusahaan menarik					
<b><i>Tujuan</i></b>						
<b>9</b>	Pelatihan memotivasi karyawan agar dapat bekerja lebih baik					
<b>10</b>	Pelatihan yang diadakan dapat meningkatkan ketrampilan kerja					

<b>Kompetensi</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b>Knowledge</b>						
<b>1</b>	Memiliki pengetahuan dalam menggunakan peralatan pekerjaan					
<b>2</b>	Memiliki pengetahuan yang cukup mengenai tugas dan tanggung jawab pekerjaan					
<b>Skill</b>						
<b>3</b>	Ketrampilan yang dimiliki sesuai dengan bidang pekerjaan					
<b>4</b>	Mampu memecahkan masalah yang terjadi dalam pekerjaan					
<b>Motives</b>						
<b>5</b>	Menyelesaikan pekerjaan tanpa perintah langsung pimpinan					
<b>6</b>	Memiliki cara tertentu dalam menyelesaikan pekerjaan					
<b>Traits</b>						
<b>7</b>	Mampu bekerja sama dengan Tim dalam menyelesaikan tugas pekerjaan					
<b>8</b>	Dapat bekerja secara mandiri dalam menyelesaikan tugas pekerjaan					
<b>Self Concept</b>						
<b>9</b>	Selalu mematuhi norma dan aturan yang berlaku di perusahaan					
<b>10</b>	Memiliki kepercayaan diri untuk beradaptasi dalam lingkungan pekerjaan					

<b>Stress Kerja</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b>Tuntunan Tugas</b>						
<b>1</b>	Merasa tidak dapat menguasai situasi pekerjaan yang menjadi tuntutan tugas di perusahaan					
<b>2</b>	Merasa target perusahaan tidak terlalu tinggi					
<b>Tuntunan Peran</b>						
<b>3</b>	Merasa adanya tekanan yang diberikan oleh atasan dalam melakukan pekerjaan					
<b>4</b>	Merasa tidak terbebani dengan batas jam kerja perusahaan					
<b>Tuntunan Antar Pribadi</b>						
<b>5</b>	Merasa tidak mampu bekerja secara optimal karena adanya tekanan dari rekan kerja yang lain					
<b>6</b>	Merasa pekerjaan yang dibebankan perusahaan sudah sesuai dengan keranpilan					
<b>Struktur Organisasi</b>						
<b>7</b>	Merasa tidak ada kejelasan tentang peran dan tanggung jawab saya di perusahaan					
<b>8</b>	Merasa alur perintah struktur perusahaan tidak tumpang tindih					
<b>Kepemimpinan Organisasi</b>						
<b>9</b>	Merasa tegang karena atasan selalu mengawasi pekerjaan saya					
<b>10</b>	Merasa dalam mengerjakan pekerjaan tidak mendapatkan desakkan dari atasan					

<b>Produktivitas Kerja</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b><i>Kemampuan Untuk Melaksanakan Tugas</i></b>						
<b>1</b>	Paham dan mengerti mengenai pekerjaan yang ada					
<b>2</b>	Memilik keterampilan dalam melaksanakan tugas kerja					
<b><i>Meningkatkan Hasil Yang Dicapai</i></b>						
<b>3</b>	Selalu memenuhi target yang telah ditentukan perusahaan					
<b>4</b>	Melaksanakan pekerjaan secara maksimal demi tercapainya target perusahaan					
<b><i>Semangat Kerja</i></b>						
<b>5</b>	Bersedia diberi tambahan pekerjaan diluar jam kerja					
<b>6</b>	Tidak pernah mengeluh terhadap beban kerja yang diberikan perusahaan					
<b><i>Pengembangan Diri</i></b>						
<b>7</b>	Selalu berusaha memperbaiki kesalahan yang dilakukan dalam melaksanakan pekerjaan					
<b>8</b>	Perusahaan membukan peluang untuk meningkatkan keahlian dalam bekerja					
<b><i>Mutu</i></b>						
<b>9</b>	Hasil kerja selama ini sesuai dengan kualitas yang ditentukan oleh perusahaan					
<b>10</b>	Bekerja sesuai dengan program kerja yang ada di perusahaan					
<b><i>Efisien</i></b>						
<b>11</b>	Berusaha menyelesaikan pekerjaan sebelum waktu yang ditentukan perusahaan					
<b>12</b>	Menggunakan waktu kerja dengan baik					

## Lampiran II (Hasil Jawaban Responden)

- Variabel Pelatihan

No	PL1	PL2	PL3	PL4	PL5	PL6	PL7	PL8	PL9	PL10	Pelatihan_Kerja
1	4	3	5	5	5	4	3	3	4	3	39
2	4	4	5	4	4	4	3	4	4	5	41
3	4	4	5	5	5	4	4	4	4	4	43
4	4	4	4	5	5	4	3	4	4	4	41
5	3	4	5	4	4	2	4	4	4	4	38
6	3	4	4	4	4	3	3	3	4	4	36
7	5	4	4	4	4	5	2	2	2	2	34
8	1	4	4	4	4	5	2	2	2	2	30
9	1	4	4	4	4	2	3	3	4	4	33
10	1	2	2	4	4	4	2	2	4	4	29
11	1	2	2	4	4	4	2	2	4	4	29
12	4	4	4	5	4	3	3	3	3	4	37
13	4	3	5	5	5	3	4	3	3	3	38
14	4	4	5	5	5	3	4	4	4	4	42
15	2	3	4	5	4	4	3	4	3	3	35
16	3	3	4	3	4	3	3	3	3	4	33
17	4	5	5	5	4	4	3	4	4	4	42
18	1	2	2	4	4	4	2	2	4	4	29
19	3	4	4	4	4	3	3	3	3	3	34
20	3	2	4	4	3	2	3	2	2	2	27
21	2	2	3	4	3	2	2	3	3	3	27
22	3	4	4	4	4	3	4	4	4	3	37
23	3	2	4	4	3	2	1	2	2	2	25
24	2	2	3	4	2	2	2	2	2	3	24
25	3	3	4	4	3	4	4	3	2	2	32
26	3	3	4	3	4	3	3	3	3	4	33
27	4	5	5	5	4	4	3	4	4	4	42
28	4	4	5	5	4	4	5	4	4	4	43
29	4	4	5	5	5	4	4	4	4	3	42
30	4	4	5	5	4	4	3	4	5	5	43
31	3	3	5	5	5	2	3	3	3	4	36
32	4	4	5	5	4	3	3	3	3	3	37
33	4	4	4	5	5	4	3	3	3	4	39
34	3	3	4	5	4	5	3	3	4	3	37

- **Variabel Kompetensi**

No	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	Kompetensi
1	2	4	5	4	5	4	4	5	4	5	42
2	5	5	5	5	5	5	5	5	2	5	47
3	3	3	3	3	3	4	4	4	3	5	35
4	4	4	4	4	4	4	4	5	3	3	39
5	4	5	4	5	4	5	5	4	3	5	44
6	4	5	4	5	4	4	4	5	4	5	44
7	5	4	4	4	4	4	4	4	4	4	41
8	4	4	4	4	4	5	5	5	3	4	42
9	4	4	4	4	4	5	5	4	4	5	43
10	5	4	5	4	5	4	4	5	4	5	45
11	4	3	4	3	4	4	4	5	3	4	38
12	3	5	3	5	3	4	4	3	3	4	37
13	4	4	4	4	4	4	4	5	4	4	41
14	3	4	3	4	3	4	4	4	3	4	36
15	3	5	5	3	5	5	4	5	3	3	41
16	3	4	4	4	4	4	4	3	5	4	39
17	4	4	4	4	4	3	3	5	3	4	38
18	5	4	3	4	4	4	3	5	3	5	40
19	5	5	5	5	5	4	4	4	4	4	45
20	5	4	4	4	4	5	5	5	2	4	42
21	3	5	5	5	5	4	4	4	4	4	43
22	1	1	1	1	1	1	2	2	1	1	12
23	3	2	2	3	5	5	5	5	5	5	40
24	5	1	1	2	3	1	3	1	4	4	25
25	4	5	3	3	3	4	4	2	3	4	35
26	4	3	2	2	2	2	5	4	3	3	30
27	4	4	4	5	5	5	5	5	4	4	45
28	5	3	5	4	5	5	5	5	5	5	47
29	4	5	5	5	5	5	4	5	4	5	47
30	5	2	5	5	5	5	5	5	3	3	43
31	4	5	4	5	4	5	5	5	5	5	47
32	4	3	4	3	4	4	4	4	4	4	38
33	3	4	3	4	3	4	4	5	5	5	40
34	3	4	4	4	4	4	4	4	3	1	35



- **Variabe; Stres Kerja**

No	SK1	SK2	SK3	SK4	SK5	SK6	SK7	SK8	SK9	SK10	Stres_Kerja
1	4	3	5	5	2	4	5	3	5	4	40
2	2	2	5	2	5	2	2	2	1	3	26
3	5	4	4	5	5	5	5	5	5	4	47
4	4	4	5	5	4	4	4	4	5	5	44
5	4	4	5	4	4	4	4	3	2	4	38
6	4	4	4	4	3	3	4	4	4	4	38
7	4	4	4	4	4	4	4	3	2	4	37
8	4	5	2	4	1	1	4	4	4	4	33
9	2	4	1	4	3	4	2	4	4	4	32
10	4	2	2	2	2	4	4	2	2	4	28
11	4	2	2	2	2	4	4	2	2	4	28
12	1	4	4	2	4	4	1	3	3	4	30
13	4	3	4	4	5	1	4	3	1	2	31
14	1	4	1	1	4	5	1	3	1	1	22
15	1	3	4	1	2	4	1	2	4	1	23
16	3	3	4	3	4	4	3	4	3	3	34
17	1	5	1	1	2	3	1	2	1	1	18
18	1	2	2	1	2	4	1	2	2	4	21
19	4	4	4	4	2	3	4	4	4	4	37
20	3	2	4	3	2	3	3	2	4	4	30
21	2	2	2	4	3	2	2	2	3	4	26
22	4	4	5	5	5	5	5	4	2	2	41
23	1	1	1	1	1	1	1	1	1	1	10
24	3	2	3	2	3	2	3	2	1	4	25
25	3	3	4	4	3	3	3	3	4	5	35
26	2	3	4	5	5	4	2	2	4	5	36
27	5	5	5	5	5	4	5	5	5	5	49
28	4	2	5	5	5	2	4	2	5	5	39
29	5	2	5	5	5	5	5	1	2	5	40
30	4	2	5	5	4	2	4	2	3	5	36
31	5	3	5	5	4	5	5	3	3	3	41
32	4	2	5	2	3	2	4	3	5	5	35
33	4	2	2	5	5	4	5	2	2	5	36
34	5	3	2	4	2	2	5	5	2	4	34

• **Variabel Produktivitas Kerja**

No	PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Produktivitas_Kerja
1	5	4	4	3	5	5	4	5	4	3	3	4	49
2	4	5	4	4	5	4	4	4	4	3	4	4	49
3	3	3	4	4	3	4	4	3	3	3	3	4	41
4	5	4	4	4	4	5	3	5	4	3	4	3	48
5	4	4	3	4	5	4	2	4	2	4	4	4	44
6	4	4	3	4	4	4	4	4	3	3	3	4	44
7	4	4	5	4	4	4	5	4	5	3	3	3	48
8	4	4	1	4	4	4	5	4	5	2	2	2	41
9	4	3	1	4	4	4	2	4	2	3	3	4	38
10	4	2	1	2	2	4	4	4	4	2	2	4	35
11	4	2	1	2	2	4	4	4	4	2	2	4	35
12	5	4	4	4	4	4	3	4	3	3	3	3	44
13	5	4	4	3	5	5	3	5	3	4	3	3	47
14	5	4	4	4	5	5	3	5	3	4	4	4	50
15	5	5	2	3	4	4	4	4	4	3	4	3	45
16	3	4	3	3	4	4	3	4	3	3	3	3	40
17	5	5	4	5	5	3	5	4	4	3	4	4	51
18	4	2	1	2	2	4	4	4	4	2	2	4	35
19	4	4	3	4	4	4	4	4	3	3	3	3	43
20	4	3	3	2	4	3	1	3	2	3	2	2	32
21	4	3	2	2	3	2	1	2	1	1	2	2	25
22	1	1	1	1	1	1	1	3	1	3	1	3	18
23	5	5	5	5	5	5	5	5	5	5	5	5	60
24	4	3	2	2	2	1	5	5	5	1	5	5	40
25	4	3	3	3	4	1	1	1	1	4	3	2	30
26	3	4	3	3	4	4	3	4	3	3	3	3	40
27	5	5	4	5	5	4	5	4	4	3	4	4	52
28	5	5	4	4	5	4	4	4	4	5	4	4	52
29	5	5	4	4	5	5	5	5	4	4	4	4	54
30	5	5	4	4	5	4	4	4	4	3	4	5	51
31	5	4	3	3	5	5	3	5	2	3	3	3	44
32	5	5	4	4	5	4	4	4	3	3	3	3	47
33	5	5	4	4	4	5	4	5	4	3	3	3	49
34	5	4	3	3	4	4	4	4	5	3	3	4	46

### Lampiran III (Hasil Uji Deskriptif)

#### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	23	67.6	67.6	67.6
Valid Perempuan	11	32.4	32.4	100.0
Total	34	100.0	100.0	

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 34 tahun	5	14.7	14.7	14.7
Valid 17 – 22 tahun	7	20.6	20.6	35.3
Valid 23 – 28 tahun	10	29.4	29.4	64.7
Valid 29 – 34 tahun	12	35.3	35.3	100.0
Total	34	100.0	100.0	

- **Variabel Pelatihan**

#### PL1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	14.7	14.7	14.7
Valid 2	3	8.8	8.8	23.5
Valid 3	11	32.4	32.4	55.9
Valid 4	14	41.2	41.2	97.1
Valid 5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

#### PL2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	20.6	20.6	20.6
Valid 3	8	23.5	23.5	44.1
Valid 4	17	50.0	50.0	94.1
Valid 5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

#### PL3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	8.8	8.8	8.8
Valid 3	2	5.9	5.9	14.7
Valid 4	16	47.1	47.1	61.8
Valid 5	13	38.2	38.2	100.0
Total	34	100.0	100.0	

**PL4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	5.9	5.9	5.9
4	16	47.1	47.1	52.9
Valid 5	16	47.1	47.1	100.0
Total	34	100.0	100.0	

**PL5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.9	2.9	2.9
3	4	11.8	11.8	14.7
Valid 4	21	61.8	61.8	76.5
5	8	23.5	23.5	100.0
Total	34	100.0	100.0	

**PL6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	20.6	20.6	20.6
3	9	26.5	26.5	47.1
Valid 4	15	44.1	44.1	91.2
5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

**PL7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	7	20.6	20.6	23.5
Valid 3	18	52.9	52.9	76.5
4	7	20.6	20.6	97.1
5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

**PL8**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	23.5	23.5	23.5
Valid 3	14	41.2	41.2	64.7
4	12	35.3	35.3	100.0
Total	34	100.0	100.0	

**PL9**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17.6	17.6	17.6
3	10	29.4	29.4	47.1
Valid 4	17	50.0	50.0	97.1
5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

**PL10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14.7	14.7	14.7
3	10	29.4	29.4	44.1
Valid 4	17	50.0	50.0	94.1
5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

- **Variabel Kompetensi**

**KO1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	1	2.9	2.9	5.9
Valid 3	9	26.5	26.5	32.4
4	14	41.2	41.2	73.5
5	9	26.5	26.5	100.0
Total	34	100.0	100.0	

**KO2**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.9	5.9	5.9
2	2	5.9	5.9	11.8
Valid 3	5	14.7	14.7	26.5
4	15	44.1	44.1	70.6
5	10	29.4	29.4	100.0
Total	34	100.0	100.0	

**KO3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.9	5.9	5.9
2	2	5.9	5.9	11.8
Valid 3	6	17.6	17.6	29.4
4	15	44.1	44.1	73.5
5	9	26.5	26.5	100.0
Total	34	100.0	100.0	

**KO4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	2	5.9	5.9	8.8
3	6	17.6	17.6	26.5
4	15	44.1	44.1	70.6
5	10	29.4	29.4	100.0
Total	34	100.0	100.0	

**KO5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	1	2.9	2.9	5.9
3	6	17.6	17.6	23.5
4	15	44.1	44.1	67.6
5	11	32.4	32.4	100.0
Total	34	100.0	100.0	

**KO6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	5.9	5.9	5.9
2	1	2.9	2.9	8.8
3	1	2.9	2.9	11.8
4	18	52.9	52.9	64.7
5	12	35.3	35.3	100.0
Total	34	100.0	100.0	

**KO7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.9	2.9	2.9
3	3	8.8	8.8	11.8
4	19	55.9	55.9	67.6
5	11	32.4	32.4	100.0
Total	34	100.0	100.0	

**KO8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	2	5.9	5.9	8.8
3	2	5.9	5.9	14.7
4	10	29.4	29.4	44.1
5	19	55.9	55.9	100.0
Total	34	100.0	100.0	

**KO9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	2	5.9	5.9	8.8
3	14	41.2	41.2	50.0
Valid 4	12	35.3	35.3	85.3
5	5	14.7	14.7	100.0
Total	34	100.0	100.0	

**KO10**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.9	5.9	5.9
3	4	11.8	11.8	17.6
Valid 4	15	44.1	44.1	61.8
5	13	38.2	38.2	100.0
Total	34	100.0	100.0	

- Variabel Stres Kerja**

**SK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	17.6	17.6	17.6
2	4	11.8	11.8	29.4
3	4	11.8	11.8	41.2
Valid 4	15	44.1	44.1	85.3
5	5	14.7	14.7	100.0
Total	34	100.0	100.0	

**SK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	12	35.3	35.3	38.2
3	8	23.5	23.5	61.8
Valid 4	10	29.4	29.4	91.2
5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

**SK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	11.8	11.8	11.8
2	7	20.6	20.6	32.4
3	1	2.9	2.9	35.3
Valid 4	11	32.4	32.4	67.6
5	11	32.4	32.4	100.0
Total	34	100.0	100.0	

**SK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	14.7	14.7	14.7
2	6	17.6	17.6	32.4
3	2	5.9	5.9	38.2
Valid 4	10	29.4	29.4	67.6
5	11	32.4	32.4	100.0
Total	34	100.0	100.0	

**SK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.9	5.9	5.9
2	9	26.5	26.5	32.4
3	6	17.6	17.6	50.0
Valid 4	8	23.5	23.5	73.5
5	9	26.5	26.5	100.0
Total	34	100.0	100.0	

**SK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	8.8	8.8	8.8
2	7	20.6	20.6	29.4
3	5	14.7	14.7	44.1
Valid 4	14	41.2	41.2	85.3
5	5	14.7	14.7	100.0
Total	34	100.0	100.0	

**SK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	17.6	17.6	17.6
2	4	11.8	11.8	29.4
3	4	11.8	11.8	41.2
Valid 4	12	35.3	35.3	76.5
5	8	23.5	23.5	100.0
Total	34	100.0	100.0	

**SK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.9	5.9	5.9
2	13	38.2	38.2	44.1
3	9	26.5	26.5	70.6
Valid 4	7	20.6	20.6	91.2
5	3	8.8	8.8	100.0
Total	34	100.0	100.0	



**SK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	17.6	17.6	17.6
2	9	26.5	26.5	44.1
3	5	14.7	14.7	58.8
Valid 4	8	23.5	23.5	82.4
5	6	17.6	17.6	100.0
Total	34	100.0	100.0	

**SK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	11.8	11.8	11.8
2	2	5.9	5.9	17.6
3	3	8.8	8.8	26.5
Valid 4	16	47.1	47.1	73.5
5	9	26.5	26.5	100.0
Total	34	100.0	100.0	

- **Variabel Produktivitas Kerja**

**PK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
3	3	8.8	8.8	11.8
Valid 4	14	41.2	41.2	52.9
5	16	47.1	47.1	100.0
Total	34	100.0	100.0	

**PK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	3	8.8	8.8	11.8
3	6	17.6	17.6	29.4
Valid 4	14	41.2	41.2	70.6
5	10	29.4	29.4	100.0
Total	34	100.0	100.0	

**PK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	17.6	17.6	17.6
2	3	8.8	8.8	26.5
3	9	26.5	26.5	52.9
Valid 4	14	41.2	41.2	94.1
5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

**PK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	6	17.6	17.6	20.6
3	8	23.5	23.5	44.1
Valid 4	16	47.1	47.1	91.2
5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

**PK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	4	11.8	11.8	14.7
3	2	5.9	5.9	20.6
Valid 4	14	41.2	41.2	61.8
5	13	38.2	38.2	100.0
Total	34	100.0	100.0	

**PK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	8.8	8.8	8.8
2	1	2.9	2.9	11.8
3	2	5.9	5.9	17.6
Valid 4	20	58.8	58.8	76.5
5	8	23.5	23.5	100.0
Total	34	100.0	100.0	

**PK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	11.8	11.8	11.8
2	2	5.9	5.9	17.6
3	7	20.6	20.6	38.2
Valid 4	14	41.2	41.2	79.4
5	7	20.6	20.6	100.0
Total	34	100.0	100.0	

**PK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	1	2.9	2.9	5.9
3	3	8.8	8.8	14.7
Valid 4	20	58.8	58.8	73.5
5	9	26.5	26.5	100.0
Total	34	100.0	100.0	

**PK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	8.8	8.8	8.8
2	4	11.8	11.8	20.6
3	9	26.5	26.5	47.1
Valid 4	13	38.2	38.2	85.3
5	5	14.7	14.7	100.0
Total	34	100.0	100.0	

**PK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5.9	5.9	5.9
2	4	11.8	11.8	17.6
3	21	61.8	61.8	79.4
Valid 4	5	14.7	14.7	94.1
5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

**PK11**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	6	17.6	17.6	20.6
3	15	44.1	44.1	64.7
Valid 4	10	29.4	29.4	94.1
5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

**PK12**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11.8	11.8	11.8
3	12	35.3	35.3	47.1
Valid 4	15	44.1	44.1	91.2
5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

## Lampiran IV (Hasil Uji Validitas)

### • Variabel Pelatihan

#### Correlations

		PL1	PL2	PL3	PL4	PL5	PL6	PL7	PL8	PL9	PL10	Pelatihan Kerja
PL1	Pearson Correlation	1	.574**	.751**	.482**	.386*	.170	.468**	.519**	.095	.086	.707**
	Sig. (2-tailed)		.000	.000	.004	.024	.337	.005	.002	.592	.630	.000
	N	34	34	34	34	34	34	34	34	34	34	34
PL2	Pearson Correlation	.574**	1	.683**	.404*	.450**	.303	.499**	.678**	.360*	.305	.799**
	Sig. (2-tailed)	.000		.000	.018	.008	.082	.003	.000	.037	.079	.000
	N	34	34	34	34	34	34	34	34	34	34	34
PL3	Pearson Correlation	.751**	.683**	1	.499**	.426*	-.002	.624**	.680**	.170	.109	.753**
	Sig. (2-tailed)	.000	.000		.003	.012	.990	.000	.000	.337	.540	.000
	N	34	34	34	34	34	34	34	34	34	34	34
PL4	Pearson Correlation	.482**	.404*	.499**	1	.515**	.282	.366*	.476**	.344*	.145	.652**
	Sig. (2-tailed)	.004	.018	.003		.002	.107	.033	.004	.046	.412	.000
	N	34	34	34	34	34	34	34	34	34	34	34
PL5	Pearson Correlation	.386*	.450**	.426*	.515**	1	.339*	.428*	.441**	.494**	.374*	.706**
	Sig. (2-tailed)	.024	.008	.012	.002		.050	.012	.009	.003	.029	.000
	N	34	34	34	34	34	34	34	34	34	34	34
PL6	Pearson Correlation	.170	.303	-.002	.282	.339*	1	.040	.100	.226	.016	.376*
	Sig. (2-tailed)	.337	.082	.990	.107	.050		.822	.573	.198	.927	.028
	N	34	34	34	34	34	34	34	34	34	34	34
PL7	Pearson Correlation	.468**	.499**	.624**	.366*	.428*	.040	1	.724**	.363*	.225	.706**
	Sig. (2-tailed)	.005	.003	.000	.033	.012	.822		.000	.035	.201	.000
	N	34	34	34	34	34	34	34	34	34	34	34
PL8	Pearson Correlation	.519**	.678**	.680**	.476**	.441**	.100	.724**	1	.601**	.483**	.848**
	Sig. (2-tailed)	.002	.000	.000	.004	.009	.573	.000		.000	.004	.000
	N	34	34	34	34	34	34	34	34	34	34	34
PL9	Pearson Correlation	.095	.360*	.170	.344*	.494**	.226	.363*	.601**	1	.759**	.636**
	Sig. (2-tailed)	.592	.037	.337	.046	.003	.198	.035	.000		.000	.000
	N	34	34	34	34	34	34	34	34	34	34	34
PL10	Pearson Correlation	.086	.305	.109	.145	.374*	.016	.225	.483**	.759**	1	.507**
	Sig. (2-tailed)	.630	.079	.540	.412	.029	.927	.201	.004	.000		.002
	N	34	34	34	34	34	34	34	34	34	34	34
Pelatihan Kerja	Pearson Correlation	.707**	.799**	.753**	.652**	.706**	.376*	.706**	.848**	.636**	.507**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.028	.000	.000	.000	.002	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

• Variabel Kompetensi

Correlations

		KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	Kompetensi
KO1	Pearson Correlation	1	.122	.317	.335	.398*	.260	.348*	.229	.124	.353	.492**
	Sig. (2-tailed)		.491	.068	.052	.020	.137	.044	.192	.484	.041	.003
	N	34	34	34	34	34	34	34	34	34	34	34
KO2	Pearson Correlation	.122	1	.601**	.704**	.374*	.547**	.264	.332	.108	.333	.650**
	Sig. (2-tailed)	.491		.000	.000	.029	.001	.132	.055	.544	.055	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO3	Pearson Correlation	.317	.601**	1	.705**	.813**	.691**	.395*	.619**	.200	.259	.817**
	Sig. (2-tailed)	.068	.000		.000	.000	.000	.021	.000	.257	.138	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO4	Pearson Correlation	.335	.704**	.705**	1	.638**	.690**	.447**	.498**	.281	.423*	.830**
	Sig. (2-tailed)	.052	.000	.000		.000	.000	.008	.003	.107	.013	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO5	Pearson Correlation	.398*	.374*	.813**	.638**	1	.712**	.444**	.617**	.411*	.403*	.836**
	Sig. (2-tailed)	.020	.029	.000	.000		.000	.009	.000	.016	.018	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO6	Pearson Correlation	.260	.547**	.691**	.690**	.712**	1	.720**	.662**	.267	.453**	.860**
	Sig. (2-tailed)	.137	.001	.000	.000	.000		.000	.000	.126	.007	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO7	Pearson Correlation	.348*	.264	.395*	.447**	.444**	.720**	1	.461**	.265	.349*	.648**
	Sig. (2-tailed)	.044	.132	.021	.008	.009	.000		.006	.130	.043	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO8	Pearson Correlation	.229	.332	.619**	.498**	.617**	.662**	.461**	1	.181	.347*	.714**
	Sig. (2-tailed)	.192	.055	.000	.003	.000	.000	.006		.307	.044	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO9	Pearson Correlation	.124	.108	.200	.281	.411*	.267	.265	.181	1	.522**	.471**
	Sig. (2-tailed)	.484	.544	.257	.107	.016	.126	.130	.307		.002	.005
	N	34	34	34	34	34	34	34	34	34	34	34
KO10	Pearson Correlation	.353	.333	.259	.423*	.403*	.453**	.349*	.347*	.522**	1	.636**
	Sig. (2-tailed)	.041	.055	.138	.013	.018	.007	.043	.044	.002		.000
	N	34	34	34	34	34	34	34	34	34	34	34
Kompetensi	Pearson Correlation	.492**	.650**	.817**	.830**	.836**	.860**	.648**	.714**	.471**	.636**	1
	Sig. (2-tailed)	.003	.000	.000	.000	.000	.000	.000	.000	.005	.000	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

• Variabel Stres Kerja

		Correlations										Stres_Kerja
		SK1	SK2	SK3	SK4	SK5	SK6	SK7	SK8	SK9	SK10	
SK1	Pearson Correlation	1	.093	.485**	.721**	.284	.093	.980**	.430	.307	.523**	.798*
	Sig. (2-tailed)		.600	.004	.000	.103	.601	.000	.011	.077	.002	.000
	N	34	34	34	34	34	34	34	34	34	34	34
SK2	Pearson Correlation	.093	1	.038	.211	.092	.285	.085	.704**	.243	-.121	.372*
	Sig. (2-tailed)	.600		.831	.231	.605	.102	.634	.000	.166	.496	.030
	N	34	34	34	34	34	34	34	34	34	34	34
SK3	Pearson Correlation	.485**	.038	1	.519**	.535**	.158	.479**	.156	.443**	.370*	.687**
	Sig. (2-tailed)	.004	.831		.002	.001	.373	.004	.378	.009	.031	.000
	N	34	34	34	34	34	34	34	34	34	34	34
SK4	Pearson Correlation	.721**	.211	.519**	1	.516**	.164	.747**	.390*	.473**	.576**	.861**
	Sig. (2-tailed)	.000	.231	.002		.002	.354	.000	.023	.005	.000	.000
	N	34	34	34	34	34	34	34	34	34	34	34
SK5	Pearson Correlation	.284	.092	.535**	.516**	1	.338	.299	.117	.023	.235	.553**
	Sig. (2-tailed)	.103	.605	.001	.002		.051	.086	.508	.898	.181	.001
	N	34	34	34	34	34	34	34	34	34	34	34
SK6	Pearson Correlation	.093	.285	.158	.164	.338	1	.140	.165	.112	.024	.375*
	Sig. (2-tailed)	.601	.102	.373	.354	.051		.429	.351	.530	.892	.029
	N	34	34	34	34	34	34	34	34	34	34	34
SK7	Pearson Correlation	.980**	.085	.479**	.747**	.299	.140	1	.414*	.292	.492**	.801**
	Sig. (2-tailed)	.000	.634	.004	.000	.086	.429		.015	.094	.003	.000
	N	34	34	34	34	34	34	34	34	34	34	34
SK8	Pearson Correlation	.430*	.704**	.156	.390*	.117	.165	.414*	1	.432*	.127	.592**
	Sig. (2-tailed)	.011	.000	.378	.023	.508	.351	.015		.011	.474	.000
	N	34	34	34	34	34	34	34	34	34	34	34
SK9	Pearson Correlation	.307	.243	.443**	.473**	.023	.112	.292	.432*	1	.523**	.614**
	Sig. (2-tailed)	.077	.166	.009	.005	.898	.530	.094	.011		.002	.000
	N	34	34	34	34	34	34	34	34	34	34	34
SK10	Pearson Correlation	.523**	-.121	.370*	.576**	.235	.024	.492**	.127	.523**	1	.616**
	Sig. (2-tailed)	.002	.496	.031	.000	.181	.892	.003	.474	.002		.000
	N	34	34	34	34	34	34	34	34	34	34	34
Stres_Kerja	Pearson Correlation	.798*	.372*	.687**	.861**	.553**	.375*	.801**	.592**	.614**	.616**	1
	Sig. (2-tailed)	.000	.030	.000	.000	.001	.029	.000	.000	.000	.000	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

• Variabel Produktivitas Kerja

Correlations

		PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Produktivitas Kerja
PK1	Pearson Correlation	1	.679**	.490**	.524**	.663**	.550**	.414*	.468**	.427*	.268	.548**	.211	.737**
	Sig. (2-tailed)		.000	.003	.001	.000	.001	.015	.005	.012	.125	.001	.232	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK2	Pearson Correlation	.679**	1	.724**	.791**	.866**	.504**	.483**	.404*	.398*	.470**	.700**	.158	.859**
	Sig. (2-tailed)	.000		.000	.000	.000	.002	.004	.018	.020	.005	.000	.374	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK3	Pearson Correlation	.490**	.724**	1	.675**	.725**	.416*	.291	.284	.234	.599**	.593**	.166	.743**
	Sig. (2-tailed)	.003	.000		.000	.000	.014	.095	.103	.182	.000	.000	.348	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK4	Pearson Correlation	.524**	.791**	.675**	1	.752**	.501**	.486**	.303	.336	.514**	.629**	.260	.808**
	Sig. (2-tailed)	.001	.000	.000		.000	.003	.004	.082	.052	.002	.000	.138	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK5	Pearson Correlation	.663**	.866**	.725**	.752**	1	.548**	.200	.316	.119	.633**	.579**	.067	.767**
	Sig. (2-tailed)	.000	.000	.000	.000		.001	.256	.068	.502	.000	.000	.708	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK6	Pearson Correlation	.550**	.504**	.416*	.501**	.548**	1	.414*	.698**	.402*	.383*	.239	.216	.700**
	Sig. (2-tailed)	.001	.002	.014	.003	.001		.015	.000	.019	.025	.173	.220	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK7	Pearson Correlation	.414*	.483**	.291	.486**	.200	.414*	1	.577**	.893**	-.015	.456**	.534**	.695**
	Sig. (2-tailed)	.015	.004	.095	.004	.256	.015		.000	.000	.933	.007	.001	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK8	Pearson Correlation	.468**	.404*	.284	.303	.316	.698**	.577**	1	.592**	.159	.456**	.485**	.675**
	Sig. (2-tailed)	.005	.018	.103	.082	.068	.000	.000		.000	.369	.007	.004	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK9	Pearson Correlation	.427*	.398*	.234	.336	.119	.402*	.893**	.592**	1	-.042	.427*	.492**	.640**
	Sig. (2-tailed)	.012	.020	.182	.052	.502	.019	.000	.000		.815	.012	.003	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK10	Pearson Correlation	.268	.470**	.599**	.514**	.633**	.383*	-.015	.159	-.042	1	.417*	.148	.525**
	Sig. (2-tailed)	.125	.005	.000	.002	.000	.025	.933	.369	.815		.014	.405	.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK11	Pearson Correlation	.548**	.700**	.593**	.629**	.579**	.239	.456**	.456**	.427*	.417*	1	.569**	.772**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.173	.007	.007	.012	.014		.000	.000
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
PK12	Pearson Correlation	.211	.158	.166	.260	.067	.216	.534**	.485**	.492**	.148	.569**	1	.492**
	Sig. (2-tailed)	.232	.374	.348	.138	.708	.220	.001	.004	.003	.405	.000		.003
	N	34	34	34	34	34	34	34	34	34	34	34	34	34
Produktivitas Kerja	Pearson Correlation	.737**	.859**	.743**	.808**	.767**	.700**	.695**	.675**	.640**	.525**	.772**	.492**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.003	
	N	34	34	34	34	34	34	34	34	34	34	34	34	34

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

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

## Lampiran V (Hasil Uji Reliabilitas)

- **Variabel Pelatihan**

### Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.856	10

- **Variabel Kompetensi**

### Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.882	10

- **Variabel Stres Kerja**

### Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.837	10



- **Variabel Produktivitas Kerja**

**Case Processing Summary**

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.905	12

**Lampiran VI (Hasil Uji Normalitas)**

**One-Sample Kolmogorov-Smirnov Test**

		Pelatihan Kerja	Kompetensi	Stres Kerja	Produktivitas Kerja
N		34	34	34	34
Normal Parameters <sup>a,b</sup>	Mean	35.50	39.59	32.94	43.15
	Std. Deviation	5.572	6.880	8.363	8.610
	Absolute	.106	.173	.109	.128
Most Extreme Differences	Positive	.089	.141	.079	.093
	Negative	-.106	-.173	-.109	-.128
Kolmogorov-Smirnov Z		.619	1.011	.637	.745
Asymp. Sig. (2-tailed)		.839	.258	.812	.636

a. Test distribution is Normal.

b. Calculated from data.

**Lampiran VII (Hasil Uji Linearitas)**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Pelatihan_Kerja	Between Groups	(Combined)	1740.098	15	116.007	2.957	.015
		Linearity	570.483	1	570.483	14.541	.001
		Deviation from Linearity	1169.615	14	83.544	2.130	.066
	Within Groups	706.167	18	39.231			
	Total	2446.265	33				

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Kompetensi		(Combined)	1138.848	14	81.346	1.182	.360
	Between Groups	Linearity	577.769	1	577.769	8.396	.009
		Deviation from Linearity	561.079	13	43.160	.627	.803
	Within Groups		1307.417	19	68.811		
	Total		2446.265	33			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Stres_Kerja		(Combined)	1492.098	22	67.823	.782	.701
	Between Groups	Linearity	4.308	1	4.308	.050	.828
		Deviation from Linearity	1487.791	21	70.847	.817	.669
	Within Groups		954.167	11	86.742		
	Total		2446.265	33			

### Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.628	9.035		.291	.773	
	Pelatihan_Kerja	.923	.235	.597	3.926	.000	.724
	Kompetensi	.500	.164	.400	3.040	.005	.970
	Stres_Kerja	-.366	.155	-.355	-2.364	.025	.742

a. Dependent Variable: Produktivitas\_Kerja

## Lampiran IX (Hasil Uji Regresi Linear Berganda)

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Stres_Kerja, Kompetensi, Pelatihan_Kerja <sup>b</sup>	.	Enter

a. Dependent Variable: Produktivitas\_Kerja

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.705 <sup>a</sup>	.498	.447	6.401

a. Predictors: (Constant), Stres\_Kerja, Kompetensi, Pelatihan\_Kerja

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.628	9.035		.291	.773
	Pelatihan_Kerja	.923	.235	.597	3.926	.000
	Kompetensi	.500	.164	.400	3.040	.005
	Stres_Kerja	-.366	.155	-.355	-2.364	.025

a. Dependent Variable: Produktivitas\_Kerja

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1217.069	3	405.690	9.901	.000 <sup>b</sup>
	Residual	1229.195	30	40.973		
	Total	2446.265	33			

a. Dependent Variable: Produktivitas\_Kerja

b. Predictors: (Constant), Stres\_Kerja, Kompetensi, Pelatihan\_Kerja