

LAMPIRAN

Surat Balasan Penelitian Dari Pihak Rumah Sakit Umum Daerah (RSUD) Pringsewu



PEMERINTAH KABUPATEN PRINGSEWU
RUMAH SAKIT UMUM DAERAH PRINGSEWU
Jln. Lintas Barat PekonFajarAgung Barat Kec.Pringsewu 35373
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Pringsewu, 08 Januari 2024

Nomor : 445/0095/LL.04/2024
Sifat : Biasa
Lampiran : -
Perihal : **Jawaban Izin Penelitian**

Kepada Yth
Dekan Fakultas Ilmu Komputer
Institut Bisnis dan Informatika (IBI)
Darmajaya
di_
Bandar Lampung


Berdasarkan surat dari Dekan Fakultas Ilmu Komputer Institut Bisnis dan Informatika (IBI) Darmajaya Bandar Lampung Nomor : Penelitian.034/DMJ/DFEB/BAAK/XII-23 tanggal 14 Desember 2023 perihal Permohonan Izin Penelitian, maka dengan ini kami mengizinkan mahasiswa :

Nama : Aisyah Febrilian
NPM : 2012110100
Program Studi : S1 Manajemen
Jenjang : Strata Satu (S1)
Judul : Pengaruh Pelatihan dan Pengembangan Karir Terhadap Kinerja Pegawai.

untuk melaksanakan Penelitian di RSUD Pringsewu. Selanjutnya kami informasikan untuk kegiatan tersebut dikenakan administrasi keuangan sesuai dengan ketentuan yang berlaku serta setelah selesai penelitian diharapkan dapat menyerahkan Skripsi hasil penelitiannya di bagian Diklat dan Litbang RSUD Pringsewu.

Demikian disampaikan, atas perhatiannya diucapkan terimakasih.

Direktur
RSUD Pringsewu


dr. Andi Arman
NIP.19780801.200501 1 009

Lampiran I (Kuesioner Penelitian)

KUESIONER PENELITIAN

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul
**“PENGARUH PELATIHAN DAN PENGEMBANGAN KARIR
TERHADAP KINERJA PEGAWAI RUMAH SAKIT UMUM DAERAH
(RSUD) PRINGSEWU”**

Bersama ini saya,

Nama : Aisyah Febrilian

NPM : 2012110100

Email : aisyahlian73@gmail.com

Fakultas/Jurusan : Ekonomi / Manajemen IIB Darmaja

Dosen Pembimbing : Drs. Suwandi, M.M

Memohon bantuan kepada Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian. Atas perhatian dan bantuannya saya ucapkan terimakasih.

Hormat Saya,

Aisyah Febrilian

NPM. 2012110100

Format Pengisian Kuesioner

1. Jawablah Pernyataan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pernyataan/ pernyataan harus dijawab semua.

I. Identitas Responden

1. Nama responden :

2. Jenis Kelamin : Laki-Laki Perempuan

3. Usia :

20 Tahun - 29 Tahun 40 Tahun - 49 Tahun

30 Tahun - 39 Tahun 50 Tahun - 58 Tahun

4. Pendidikan Terakhir :

SMA

Diploma 3

Strata 1

Strata 2

II. Berilah tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

Pelatihan (X1)

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
Tujuan Dan Sasaran Pelatihan Harus Jelas Dan Diukur						
1	Program pelatihan dapat meningkatkan kualitas pegawai					
2	Program pelatihan yang diberikan kepada pegawai dapat meningkatkan keahlian pegawai					
Pelatih (<i>Trainers</i>) Harus Memiliki Kualifikasi Yang Memadai						
3	Pelatih sangat menguasai materi yang Disampaikan					
4	Pelatihan dipandu oleh pelatih yang sesuai					
Materi Pelatihan Harus Sesuai Dengan Tujuan Yang Hendak Dicapai						
5	Materi pelatihan disampaikan dengan menarik dan dibahas secara mendalam					
6	Materi pelatihan yang disampaikan sesuai dengan kebutuhan pegawai					
Metode Pelatihan Harus Sesuai Dengan Tingkat Kemampuan Pegawai						
7	Metode pelatihan yang disampaikan sesuai dengan kebutuhan pegawai					
8	Metode pelatihan yang diberikan Perusahaan menarik					
Peserta Pelatihan (<i>Trainee</i>)						
9	Program pelatihan dapat meningkatkan kemampuan peserta					
10	Peserta senang mengikuti pelatihan yang disediakan					

Pengembangan Karir (X2)

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
Perencanaan Karir						
1	Memiliki minat yang besar untuk terus mengembangkan karir					
2	Perusahaan memberikan akses kepada pegawai untuk mengembangkan karir					
Pengembangan Karir Individu						
3	Pelatihan yang diperoleh mampu melakukan pekerjaan pada jenjang karir yang lebih tinggi					
4	Perusahaan memberikan pelatihan dan pendidikan pada pegawai					
Pengembangan Karir Yang Didukung Oleh Departemen SDM						
5	Perusahaan selalu mendukung pengembangan karir karyawannya					
6	Perusahaan menyediakan informasi dan data yang lengkap untuk menempati suatu jabatan tertentu kepada setiap karyawan					
Peran Umpan Balik Terhadap Kinerja						
7	Perusahaan memberikan kesempatan karir bagi pegawai yang memiliki kesetiaan terhadap perusahaan					
8	Prestasi kerja dalam perusahaan menjadi kesempatan untuk mengembangkan karir					

Kinerja Pegawai (Y)

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
Kuantitas Kerja						
1	Mampu menyelesaikan pekerjaan yang telah ditetapkan perusahaan					
2	Pekerjaan yang dihasilkan sudah sesuai dengan prosedur yang ada					
Kualitas Kerja						
3	Mengerjakan pekerjaan dengan sungguh – sungguh					
4	Mengerjakan pekerjaan dengan cekat dan cepat					
Ketepatan Waktu						
5	Melakukan pekerjaan sesuai dengan target					
6	Menyelesaikan setiap pekerjaan tepat waktu					
Kehadiran Karyawan						
7	Datang ke tempat kerja dengan tepat waktu					
8	Pulang dari tempat kerja dengan tepat waktu					
Kemampuan Bekerja Sama						
9	Mudah bekerjasama dengan bagian dan divisi lain					
10	Membangun hubungan baik dengan sesama rekan kerja					

Lampiran II (Hasil Jawaban Responden)

• Hasil Jawaban Responden Variabel Pelatihan

No	PE1	PE2	PE3	PE4	PE5	PE6	PE7	PE8	PE9	PE10	Pelatihan
1	4	4	4	4	5	5	5	5	5	4	45
2	4	4	4	4	5	4	5	3	5	3	41
3	5	5	3	4	5	4	5	5	5	5	46
4	4	4	4	4	5	4	5	5	5	5	45
5	5	5	3	3	4	5	5	5	5	5	45
6	4	4	4	4	4	3	5	3	5	3	39
7	4	4	3	3	3	4	3	4	5	4	37
8	5	5	4	4	3	5	5	4	5	4	44
9	4	4	4	4	3	5	5	4	5	4	42
10	4	4	4	4	4	4	4	4	4	4	40
11	5	5	5	5	3	4	4	4	4	4	43
12	5	5	4	4	4	4	5	4	5	4	44
13	4	4	4	4	5	4	5	5	5	5	45
14	4	4	4	4	3	3	4	4	4	4	38
15	4	4	4	4	3	5	4	3	4	3	38
16	4	4	4	4	4	4	4	4	4	4	40
17	4	4	4	4	4	4	4	3	4	3	38
18	5	4	4	4	3	3	3	3	3	3	35
19	4	4	3	3	5	3	4	3	4	3	36
20	3	3	2	2	3	4	4	4	4	4	33
21	4	4	4	4	4	4	4	4	4	4	40
22	5	5	5	5	3	4	4	4	4	4	43
23	5	5	4	4	4	4	5	4	5	4	44
24	4	4	4	4	5	4	5	5	5	5	45
25	4	4	4	4	3	3	4	4	4	4	38
26	4	4	4	4	3	5	4	3	4	3	38
27	4	4	4	4	4	4	4	4	4	4	40
28	4	4	4	4	4	4	4	3	4	3	38
29	5	4	4	4	3	3	3	3	3	3	35
30	4	4	3	3	5	3	4	3	4	3	36
31	3	3	2	2	3	4	4	4	4	4	33
32	4	4	4	4	5	3	4	3	4	5	40
33	4	4	4	4	5	5	5	3	5	5	44
34	5	5	4	4	4	2	4	4	4	5	41
35	4	4	4	4	4	5	4	4	4	4	41
36	3	3	4	4	4	4	3	3	3	3	34
37	4	4	4	4	3	4	4	4	4	4	39
38	5	5	5	5	5	3	5	5	5	5	48
39	4	4	4	4	5	3	5	4	5	4	42
40	3	3	4	4	3	2	3	2	5	5	34
41	5	5	3	3	4	5	5	4	5	4	43
42	4	4	4	4	4	3	4	4	4	4	39
43	4	4	4	4	5	4	5	3	5	3	41
44	5	5	3	4	5	4	5	5	5	5	46
45	4	4	4	4	5	4	5	5	5	5	45
46	5	5	3	3	4	5	5	5	5	5	45
47	4	4	4	4	4	3	5	3	5	3	39
48	4	4	3	3	3	4	3	4	5	4	37
49	5	5	4	4	3	5	5	4	5	4	44
50	4	4	4	4	3	5	5	4	5	4	42

51	4	4	4	4	4	4	4	4	4	4	40
52	4	4	4	4	3	5	4	3	4	3	38
53	4	4	4	4	4	4	4	4	4	4	40
54	4	4	4	4	4	4	4	3	4	3	38
55	5	4	4	4	3	3	3	3	3	3	35
56	4	4	3	3	5	3	4	3	4	3	36
57	3	3	2	2	3	4	4	4	4	4	33
58	4	4	4	4	5	3	4	3	4	5	40
59	4	4	4	4	5	5	5	3	5	5	44
60	5	5	4	4	4	2	4	4	4	5	41
61	4	4	4	4	4	5	4	4	4	4	41
62	3	3	4	4	4	4	3	3	3	3	34
63	4	4	4	4	3	4	4	4	4	4	39
64	5	5	5	5	5	3	5	5	5	5	48
65	4	4	4	4	5	3	5	4	5	4	42
66	3	3	4	4	3	2	3	2	5	5	34
67	5	5	3	3	4	4	4	4	4	4	40

52	3	4	4	4	3	4	3	4	29
53	4	5	5	4	4	5	4	5	36
54	3	5	5	3	3	3	3	3	28
55	3	5	5	4	3	4	3	4	31
56	3	5	5	4	5	4	5	4	35
57	4	5	5	5	3	5	3	5	35
58	4	5	5	4	4	4	4	4	34
59	4	5	3	5	4	3	4	3	31
60	2	4	4	4	2	3	5	5	29
61	3	3	3	3	3	4	5	4	28
62	3	4	4	4	3	3	3	5	29
63	4	3	3	4	4	5	4	5	32
64	2	2	4	3	2	3	5	3	24
65	4	4	4	4	4	4	3	3	30
66	3	4	4	5	5	5	5	5	36
67	4	5	5	3	3	3	4	3	30

• Hasil Jawaban Responden Variabel Kinerja Pegawai

No	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	Kinerja_Pegawai
1	5	5	5	5	5	5	5	5	5	5	50
2	5	5	5	5	5	5	5	5	5	5	50
3	5	5	5	5	5	5	5	5	5	5	50
4	5	5	5	5	5	5	5	5	5	5	50
5	5	5	5	5	5	5	5	5	5	5	50
6	3	3	3	3	4	4	4	5	4	5	38
7	4	4	4	4	4	4	5	4	5	4	42
8	5	4	5	4	5	5	4	3	4	5	44
9	5	4	5	4	4	4	5	3	5	5	44
10	4	4	4	4	4	4	4	2	4	5	39
11	4	4	4	4	5	5	5	3	5	5	44
12	4	4	4	4	5	5	4	4	4	4	42
13	4	5	4	5	4	4	5	4	5	4	44
14	3	4	3	4	4	4	5	2	5	5	39
15	5	3	5	3	4	4	3	3	3	3	36
16	4	4	4	4	4	4	5	5	5	5	44
17	4	3	4	3	4	4	4	3	4	3	36
18	5	5	3	5	5	4	5	4	5	4	45
19	4	4	4	4	4	4	3	3	3	3	36
20	4	4	4	4	3	3	5	3	5	5	40
21	4	4	4	4	4	4	4	2	4	2	36
22	4	4	4	4	5	5	5	3	5	5	44
23	4	4	4	4	5	5	4	4	4	4	42
24	4	5	4	5	4	4	5	4	5	4	44
25	3	4	3	4	4	4	5	2	5	5	39
26	5	3	5	3	4	4	3	3	3	5	38
27	4	4	4	4	4	4	5	5	5	5	44
28	4	3	4	3	4	4	4	3	4	3	36
29	5	5	3	5	5	4	5	4	5	4	45
30	4	4	4	4	4	4	3	3	3	3	36
31	4	4	4	4	3	3	5	3	5	3	38
32	3	4	3	4	4	4	4	2	4	2	34
33	5	5	5	5	4	4	5	5	5	5	48
34	2	4	2	4	5	5	5	3	5	3	38
35	5	5	5	5	4	4	5	5	5	5	48
36	3	3	3	3	3	3	4	3	4	3	32
37	4	4	4	4	4	4	5	5	5	5	44
38	3	5	3	5	5	5	5	2	5	2	40
39	3	4	3	4	4	4	5	5	5	5	42
40	2	2	2	2	3	3	4	3	4	3	28
41	5	4	5	4	5	5	5	4	5	4	46
42	3	4	3	4	4	4	4	5	5	5	41
43	4	3	4	3	4	4	5	3	5	3	38
44	4	5	4	5	5	5	5	5	5	5	48
45	4	4	4	4	4	4	4	3	4	3	38
46	5	5	5	5	5	5	5	4	5	4	48
47	3	3	3	3	4	4	4	5	4	5	38
48	5	5	5	5	5	5	5	5	5	5	50
49	5	4	5	4	5	5	4	3	4	3	42
50	5	4	5	4	4	4	5	1	1	1	34
51	4	4	4	4	4	4	4	5	5	5	43

52	5	3	5	3	4	4	3	3	3	5	38
53	4	4	4	4	4	4	5	5	5	5	44
54	4	3	4	3	4	4	4	3	4	3	36
55	5	5	3	5	5	4	5	4	5	4	45
56	4	4	4	4	4	4	3	3	3	3	36
57	4	4	4	4	3	3	5	3	5	3	38
58	2	4	1	2	3	2	2	2	2	2	22
59	5	5	5	5	4	4	5	5	5	1	44
60	2	4	2	4	5	5	5	3	5	5	40
61	5	5	5	5	4	4	5	5	5	5	48
62	3	3	3	3	3	3	4	3	4	3	32
63	4	4	4	4	4	4	5	5	5	5	44
64	3	5	3	5	5	5	5	2	5	2	40
65	3	4	3	4	4	4	5	5	5	5	42
66	5	5	5	5	5	5	5	5	5	5	50
67	5	4	5	4	5	5	5	4	5	4	46

Lampiran III (Hasil Uji Deskriptif)

jeniskelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	22	32.8	32.8	32.8
	perempuan	45	67.2	67.2	100.0
	Total	67	100.0	100.0	

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-29	7	10.4	10.4	10.4
	30-39	46	68.7	68.7	79.1
	40-49	10	14.9	14.9	94.0
	50-58	4	6.0	6.0	100.0
	Total	67	100.0	100.0	

pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	7	10.4	10.4	10.4
	D3	14	20.9	20.9	31.3
	S1	40	59.7	59.7	91.0
	S2	6	9.0	9.0	100.0
	Total	67	100.0	100.0	

PE1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	10.4	10.4	10.4
	4	41	61.2	61.2	71.6
	5	19	28.4	28.4	100.0
	Total	67	100.0	100.0	

PE2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	10.4	10.4	10.4
	4	44	65.7	65.7	76.1
	5	16	23.9	23.9	100.0
	Total	67	100.0	100.0	

PE3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4.5	4.5	4.5
3	11	16.4	16.4	20.9
Valid 4	49	73.1	73.1	94.0
5	4	6.0	6.0	100.0
Total	67	100.0	100.0	

PE4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4.5	4.5	4.5
3	9	13.4	13.4	17.9
Valid 4	51	76.1	76.1	94.0
5	4	6.0	6.0	100.0
Total	67	100.0	100.0	

PE5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	23	34.3	34.3	34.3
Valid 4	24	35.8	35.8	70.1
5	20	29.9	29.9	100.0
Total	67	100.0	100.0	

PE6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	6.0	6.0	6.0
3	17	25.4	25.4	31.3
Valid 4	31	46.3	46.3	77.6
5	15	22.4	22.4	100.0
Total	67	100.0	100.0	

PE7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	13.4	13.4	13.4
Valid 4	32	47.8	47.8	61.2
5	26	38.8	38.8	100.0
Total	67	100.0	100.0	

PE8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.0	3.0	3.0
3	22	32.8	32.8	35.8
Valid 4	32	47.8	47.8	83.6
5	11	16.4	16.4	100.0
Total	67	100.0	100.0	

PE9

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	7.5	7.5	7.5
Valid 4	32	47.8	47.8	55.2
5	30	44.8	44.8	100.0
Total	67	100.0	100.0	

PE10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	18	26.9	26.9	26.9
Valid 4	31	46.3	46.3	73.1
5	18	26.9	26.9	100.0
Total	67	100.0	100.0	

PK1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	11.9	11.9	11.9
Valid 3	29	43.3	43.3	55.2
4	24	35.8	35.8	91.0
5	6	9.0	9.0	100.0
Total	67	100.0	100.0	

PK2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.0	3.0	3.0
Valid 3	9	13.4	13.4	16.4
4	21	31.3	31.3	47.8
5	35	52.2	52.2	100.0
Total	67	100.0	100.0	

PK3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.5	1.5	1.5
3	10	14.9	14.9	16.4
Valid 4	22	32.8	32.8	49.3
5	34	50.7	50.7	100.0
Total	67	100.0	100.0	

PK4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	17	25.4	25.4	25.4
Valid 4	37	55.2	55.2	80.6
5	13	19.4	19.4	100.0
Total	67	100.0	100.0	

PK5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	11.9	11.9	11.9
3	28	41.8	41.8	53.7
Valid 4	20	29.9	29.9	83.6
5	11	16.4	16.4	100.0
Total	67	100.0	100.0	

PK6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.5	1.5	1.5
3	21	31.3	31.3	32.8
Valid 4	26	38.8	38.8	71.6
5	19	28.4	28.4	100.0
Total	67	100.0	100.0	

PK7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4.5	4.5	4.5
3	23	34.3	34.3	38.8
Valid 4	20	29.9	29.9	68.7
5	21	31.3	31.3	100.0
Total	67	100.0	100.0	

PK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	12	17.9	17.9	17.9
4	24	35.8	35.8	53.7
5	31	46.3	46.3	100.0
Total	67	100.0	100.0	

KP1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	6.0	6.0	6.0
3	12	17.9	17.9	23.9
4	27	40.3	40.3	64.2
5	24	35.8	35.8	100.0
Total	67	100.0	100.0	

KP2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.5	1.5	1.5
3	11	16.4	16.4	17.9
4	35	52.2	52.2	70.1
5	20	29.9	29.9	100.0
Total	67	100.0	100.0	

KP3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	3	4.5	4.5	6.0
3	15	22.4	22.4	28.4
4	27	40.3	40.3	68.7
5	21	31.3	31.3	100.0
Total	67	100.0	100.0	

KP4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.0	3.0	3.0
3	11	16.4	16.4	19.4
4	34	50.7	50.7	70.1
5	20	29.9	29.9	100.0
Total	67	100.0	100.0	

KP5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	10.4	10.4	10.4
4	36	53.7	53.7	64.2
5	24	35.8	35.8	100.0
Total	67	100.0	100.0	

KP6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.5	1.5	1.5
3	6	9.0	9.0	10.4
4	39	58.2	58.2	68.7
5	21	31.3	31.3	100.0
Total	67	100.0	100.0	

KP7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.5	1.5	1.5
3	6	9.0	9.0	10.4
4	18	26.9	26.9	37.3
5	42	62.7	62.7	100.0
Total	67	100.0	100.0	

KP8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	8	11.9	11.9	13.4
3	24	35.8	35.8	49.3
4	11	16.4	16.4	65.7
5	23	34.3	34.3	100.0
Total	67	100.0	100.0	

KP9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.5	1.5	1.5
2	1	1.5	1.5	3.0
3	6	9.0	9.0	11.9
4	16	23.9	23.9	35.8
5	43	64.2	64.2	100.0
Total	67	100.0	100.0	

KP10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.0	3.0	3.0
2	5	7.5	7.5	10.4
3	16	23.9	23.9	34.3
4	11	16.4	16.4	50.7
5	33	49.3	49.3	100.0
Total	67	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

Correlations

		PE1	PE2	PE3	PE4	PE5	PE6	PE7	PE8	PE9	PE10	Pelatihan
PE1	Pearson Correlation	1	.938**	.262	.339**	.079	.054	.331**	.390**	.142	.171	.606**
	Sig. (2-tailed)		.000	.032	.005	.523	.666	.006	.001	.251	.167	.000
	N	67	67	67	67	67	67	67	67	67	67	67
PE2	Pearson Correlation	.938**	1	.249	.333**	.177	.136	.492**	.489**	.323**	.286	.740**
	Sig. (2-tailed)	.000		.042	.006	.152	.271	.000	.000	.008	.019	.000
	N	67	67	67	67	67	67	67	67	67	67	67
PE3	Pearson Correlation	.262	.249	1	.960**	.075	-.117	.084	-.063	-.006	.034	.380**
	Sig. (2-tailed)	.032	.042		.000	.548	.347	.500	.613	.962	.787	.001
	N	67	67	67	67	67	67	67	67	67	67	67
PE4	Pearson Correlation	.339**	.333**	.960**	1	.143	-.111	.142	.018	.045	.104	.468**
	Sig. (2-tailed)	.005	.006	.000		.248	.372	.251	.884	.716	.403	.000
	N	67	67	67	67	67	67	67	67	67	67	67
PE5	Pearson Correlation	.079	.177	.075	.143	1	-.100	.517**	.232	.335**	.280	.503**
	Sig. (2-tailed)	.523	.152	.548	.248		.423	.000	.059	.006	.022	.000
	N	67	67	67	67	67	67	67	67	67	67	67
PE6	Pearson Correlation	.054	.136	-.117	-.111	-.100	1	.358**	.281	.195	-.073	.325**
	Sig. (2-tailed)	.666	.271	.347	.372	.423		.003	.021	.114	.555	.007
	N	67	67	67	67	67	67	67	67	67	67	67
PE7	Pearson Correlation	.331**	.492**	.084	.142	.517**	.358**	1	.524**	.736**	.331**	.806**
	Sig. (2-tailed)	.006	.000	.500	.251	.000	.003		.000	.000	.006	.000
	N	67	67	67	67	67	67	67	67	67	67	67
PE8	Pearson Correlation	.390**	.489**	-.063	.018	.232	.281	.524**	1	.373**	.543**	.687**
	Sig. (2-tailed)	.001	.000	.613	.884	.059	.021	.000		.002	.000	.000
	N	67	67	67	67	67	67	67	67	67	67	67
PE9	Pearson Correlation	.142	.323**	-.006	.045	.335**	.195	.736**	.373**	1	.493**	.646**
	Sig. (2-tailed)	.251	.008	.962	.716	.006	.114	.000	.002		.000	.000
	N	67	67	67	67	67	67	67	67	67	67	67
PE10	Pearson Correlation	.171	.286	.034	.104	.280	-.073	.331**	.543**	.493**	1	.568**
	Sig. (2-tailed)	.167	.019	.787	.403	.022	.555	.006	.000	.000		.000
	N	67	67	67	67	67	67	67	67	67	67	67
Pelatihan	Pearson Correlation	.606**	.740**	.380**	.468**	.503**	.325**	.806**	.687**	.646**	.568**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.007	.000	.000	.000	.000	
	N	67	67	67	67	67	67	67	67	67	67	67

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

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

Correlations

		PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	Pengembangan_Karir
PK1	Pearson Correlation	1	.445**	.372**	.514**	.767**	.541**	.250	.320	.799**
	Sig. (2-tailed)		.000	.002	.000	.000	.000	.041	.008	.000
	N	67	67	67	67	67	67	67	67	67
PK2	Pearson Correlation	.445**	1	.907**	.365**	.441**	.464**	-.048	-.079	.657**
	Sig. (2-tailed)	.000		.000	.002	.000	.000	.701	.526	.000
	N	67	67	67	67	67	67	67	67	67
PK3	Pearson Correlation	.372**	.907**	1	.267*	.377**	.486**	-.008	-.083	.626**
	Sig. (2-tailed)	.002	.000		.029	.002	.000	.950	.506	.000
	N	67	67	67	67	67	67	67	67	67
PK4	Pearson Correlation	.514**	.365**	.267*	1	.471**	.570**	.186	.422**	.696**
	Sig. (2-tailed)	.000	.002	.029		.000	.000	.132	.000	.000
	N	67	67	67	67	67	67	67	67	67
PK5	Pearson Correlation	.767**	.441**	.377**	.471**	1	.495**	.475**	.250	.823**
	Sig. (2-tailed)	.000	.000	.002	.000		.000	.000	.041	.000
	N	67	67	67	67	67	67	67	67	67
PK6	Pearson Correlation	.541**	.464**	.486**	.570**	.495**	1	.104	.431**	.767**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.400	.000	.000
	N	67	67	67	67	67	67	67	67	67
PK7	Pearson Correlation	.250	-.048	-.008	.186	.475**	.104	1	.292*	.448**
	Sig. (2-tailed)	.041	.701	.950	.132	.000	.400		.017	.000
	N	67	67	67	67	67	67	67	67	67
PK8	Pearson Correlation	.320	-.079	-.083	.422**	.250	.431**	.292**	1	.470**
	Sig. (2-tailed)	.008	.526	.506	.000	.041	.000	.017		.000
	N	67	67	67	67	67	67	67	67	67
Pengembangan Karir	Pearson Correlation	.799**	.657**	.626**	.696**	.823**	.767**	.448**	.470**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	67	67	67	67	67	67	67	67	67

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

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

Correlations

		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	Kinerja_Pegawai
KP1	Pearson Correlation	1	.417	.888	.485	.376	.344	.188	.310	.063	.193	.638
	Sig. (2-tailed)		.000	.000	.000	.002	.004	.128	.011	.613	.118	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP2	Pearson Correlation	.417	1	.279	.948	.536	.437	.535	.360	.466	.163	.720
	Sig. (2-tailed)	.000		.022	.000	.000	.000	.000	.003	.000	.188	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP3	Pearson Correlation	.888	.279	1	.389	.276	.412	.169	.294	.047	.214	.601
	Sig. (2-tailed)	.000	.022		.001	.024	.001	.171	.016	.704	.082	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP4	Pearson Correlation	.485	.948	.389	1	.583	.544	.640	.400	.556	.223	.814
	Sig. (2-tailed)	.000	.000	.001		.000	.000	.000	.001	.000	.070	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP5	Pearson Correlation	.376	.536	.276	.583	1	.932	.341	.237	.308	.244	.659
	Sig. (2-tailed)	.002	.000	.024	.000		.000	.005	.054	.011	.047	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP6	Pearson Correlation	.344	.437	.412	.544	.932	1	.363	.246	.323	.277	.672
	Sig. (2-tailed)	.004	.000	.001	.000	.000		.003	.045	.008	.023	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP7	Pearson Correlation	.188	.535	.169	.640	.341	.363	1	.359	.788	.300	.670
	Sig. (2-tailed)	.128	.000	.171	.000	.005	.003		.003	.000	.014	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP8	Pearson Correlation	.310	.360	.294	.400	.237	.246	.359	1	.526	.595	.695
	Sig. (2-tailed)	.011	.003	.016	.001	.054	.045	.003		.000	.000	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP9	Pearson Correlation	.063	.466	.047	.556	.308	.323	.788	.526	1	.479	.676
	Sig. (2-tailed)	.613	.000	.704	.000	.011	.008	.000	.000		.000	.000
	N	67	67	67	67	67	67	67	67	67	67	67
KP10	Pearson Correlation	.193	.163	.214	.223	.244	.277	.300	.595	.479	1	.607
	Sig. (2-tailed)	.118	.188	.082	.070	.047	.023	.014	.000	.000		.000
	N	67	67	67	67	67	67	67	67	67	67	67
Kinerja Pegawai	Pearson Correlation	.638	.720	.601	.814	.659	.672	.670	.695	.676	.607	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	67	67	67	67	67	67	67	67	67	67	67

** . 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)

Case Processing Summary

		N	%
Cases	Valid	67	100.0
	Excluded ^a	0	.0
	Total	67	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.759	10

Case Processing Summary

		N	%
Cases	Valid	67	100.0
	Excluded ^a	0	.0
	Total	67	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.814	8

Case Processing Summary

		N	%
Cases	Valid	67	100.0
	Excluded ^a	0	.0
	Total	67	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.854	10

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Pelatihan	Pengembangan_Karir	Kinerja_Pegawai
N		67	67	67
Normal Parameters ^{a,b}	Mean	40.16	31.61	41.34
	Std. Deviation	3.867	4.327	5.650
Most Extreme Differences	Absolute	.093	.160	.114
	Positive	.069	.160	.066
	Negative	-.093	-.098	-.114
Kolmogorov-Smirnov Z		.762	1.308	.931
Asymp. Sig. (2-tailed)		.607	.065	.352

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Pegawai * Pelatihan	(Combined)		899.287	14	64.235	2.765	.004
	Between Groups	Linearity	342.203	1	342.203	14.733	.000
		Deviation from Linearity	557.084	13	42.853	1.845	.060
	Within Groups		1207.817	52	23.227		
	Total		2107.104	66			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja_Pegawai * Pengembangan_Karir	(Combined)		796.843	14	56.917	2.259	.017
	Between Groups	Linearity	273.998	1	273.998	10.874	.002
		Deviation from Linearity	522.844	13	40.219	1.596	.117
	Within Groups		1310.262	52	25.197		
	Total		2107.104	66			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	2.053	7.606		.270	.788		
1 Pelatihan	.599	.153	.410	3.917	.000	1.000	1.000
Pengembangan_Karir	.481	.137	.369	3.520	.001	1.000	1.000

a. Dependent Variable: Kinerja_Pegawai

Lampiran IX (Hasil Uji Analisis Regresi Berganda)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengembangan_Karir, Pelatihan ^b	.	Enter

a. Dependent Variable: Kinerja_Pegawai

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.546 ^a	.298	.276	4.807

a. Predictors: (Constant), Pengembangan_Karir, Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.053	7.606		.270	.788
	Pelatihan	.599	.153	.410	3.917	.000
	Pengembangan_Karir	.481	.137	.369	3.520	.001

a. Dependent Variable: Kinerja_Pegawai

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	628.493	2	314.247	13.602	.000 ^b
	Residual	1478.611	64	23.103		
	Total	2107.104	66			

a. Dependent Variable: Kinerja_Pegawai

b. Predictors: (Constant), Pengembangan_Karir, Pelatihan