

# **LAMPIRAN**

## Lampiran 1 Kuesioner Penelitian

Bandar Lampung, Jumat 2 Agustus 2019

Prihal: Surat Permohonan Menjadi Responden

Kepada Yth,

Karyawan PT. Semen Baturaja (Persero) Tbk. Pabrik Panjang Bandar Lampung  
Di Jl. Yos Sudarso Km. 7 Way Lunik, Teluk Betung Selatan, Kota Bandar  
Lampung.

Dalam rangka untuk penelitian skripsi program sarjana S-1 jurusan Manajemen  
Fakultas Ekonomi dan Bisnis Institut Bisnis dan Informatika (IBI) Darmajaya,  
saya yang bertanda tangan dibawah ini:

|                  |                                             |
|------------------|---------------------------------------------|
| Nama             | : Akbar Wisnu Aji                           |
| NPM              | : 1512110334                                |
| Jurusan          | : Manajemen Fakultas Ekonomi dan Bisnis     |
| Perguruan Tinggi | : Institut Bisnis dan Informatika Darmajaya |
| Email            | : akbarwisnuaji@gmail.com                   |
| Pembimbing       | : Dr. Anuar Sanusi, S.E., M.Si              |

memerlukan informasi untuk mendukung penelitian skripsi yang saya lakukan  
dengan judul **“PENGARUH PELATIHAN DAN PENGEMBANGAN KARIR  
TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT. SEMEN  
BATURAJA (PERSERO) TBK. PABRIK PANJANG BANDAR  
LAMPUNG”**

Untuk itu saya mohon kesediaan Bapak/Ibu berpartisipasi dalam penelitian ini  
dengan mengisi kuesioner yang terlampir, kuesioner ini sangat menentukan  
keberhasilan penelitian yang saya lakukan. Sesuai dengan etika dalam penelitian,  
data yang saya peroleh akan dijaga kerahasiaannya dan digunakan semata-mata  
untuk kepentingan penelitian.

Demikianlah permohonan ini dibuat, atas kesediaan Bapak/Ibu meluangkan waktu  
mengisi kuesioner tersebut, saya ucapkan terima kasih.

Hormat Saya

Akbar Wisnu Aji

## KUESIONER PENELITIAN

### **Pengaruh Pelatihan dan Pengembangan Karir terhadap Produktivitas Kerja karyawan pada PT. Semen Baturaja (Persero) Tbk. Pabrik Panjang Bandar Lampung.**

**Nomor :**

#### **Identitas Responden**

Nama Responden : .....

Jenis Kelamin : ☐ Pria ☐ Wanita

Umur : ☐ 20-29 Tahun ☐ 30-39 Tahun  
☐ >40 Tahun

Pendidikan Terakhir : ☐ SMA ☐ D3 ☐ S1 ☐ S2 ..... Lainnya

#### **Petunjuk pengisian kuesioner**

1. Mohon diberi tanda cklist ( $\sqrt{\phantom{x}}$ ) pada kolom jawaban Bapak/ Ibu anggap paling sesuai. Pendapatn Bapak/Ibu dinyatakan dalam skala 1 s/d 5 yang memiliki makna:

|                     |       |     |
|---------------------|-------|-----|
| Sangat Setuju       | (SS)  | = 5 |
| Setuju              | (S)   | = 4 |
| Cukup Setuju        | (CS)  | = 3 |
| Tidak Setuju        | (TS)  | = 2 |
| Sangat Tidak Setuju | (STS) | = 1 |
2. Setiap pernyataan hanya membutuhkan satu jawaban saja
3. Mohon memberikan jawaban yang sebenarnya
4. Setelah mengisi kuesioner mohon Bapak/ibu berikan kepada yang menyerahkan kuesioner

## I. Pelatihan (X1)

| No         | Pernyataan                                                                    | SS | S | CS | TS | STS |
|------------|-------------------------------------------------------------------------------|----|---|----|----|-----|
|            |                                                                               | 5  | 4 | 3  | 2  | 1   |
| Instruktur |                                                                               |    |   |    |    |     |
| 1.         | Penyampaian materi dapat diterima dengan baik oleh karyawan                   |    |   |    |    |     |
| 2.         | Pendidikan instruktur memadai sesuai dengan bidangnya                         |    |   |    |    |     |
| Peserta    |                                                                               |    |   |    |    |     |
| 3.         | Seleksi dilakukan untuk memilih peserta pelatihan sesuai dengan kualifikasi   |    |   |    |    |     |
| 4.         | Karyawan memiliki semangat yang kuat dalam mengikuti pelatihan                |    |   |    |    |     |
| Materi     |                                                                               |    |   |    |    |     |
| 5.         | Materi yang diberikan sesuai dengan tujuan pelatihan                          |    |   |    |    |     |
| Metode     |                                                                               |    |   |    |    |     |
| 6.         | Metode pelatihan sesuai dengan jenis pelatihan                                |    |   |    |    |     |
| 7.         | Metode yang diterapkan mempermudah dalam memahami pelatihan                   |    |   |    |    |     |
| 8.         | Metode yang di gunakan mempermudah karyawan dalam pelaksanaan pelatihan       |    |   |    |    |     |
| Tujuan     |                                                                               |    |   |    |    |     |
| 9.         | Karyawan memahami tujuan dari pelatihan yang dilaksanakan                     |    |   |    |    |     |
| 10.        | Pelatihan yang diberikan mempermudah karyawan dalam menyelesaikan pekerjaanya |    |   |    |    |     |
| Sasaran    |                                                                               |    |   |    |    |     |
| 11.        | Setelah mengikuti pelatihan karyawan memiliki kompetensi dibidangnya          |    |   |    |    |     |
| 12.        | Setelah mengikuti pelatihan karyawan mampu bekerja secara optimal             |    |   |    |    |     |

## II. Pengembangan Karir (X2)

| No                                         | Pernyataan                                                                               | SS | S | CS | TS | STS |
|--------------------------------------------|------------------------------------------------------------------------------------------|----|---|----|----|-----|
|                                            |                                                                                          | 5  | 4 | 3  | 2  | 1   |
| Perlakuan yang adil dalam berkarir         |                                                                                          |    |   |    |    |     |
| 1.                                         | Karyawan mendapatkan perlakuan adil dalam sistem karir saat ini                          |    |   |    |    |     |
| 2.                                         | Karyawan memperoleh kesempatan lebih luas dalam berkarir                                 |    |   |    |    |     |
| 3.                                         | Perusahaan memberikan kepercayaan untuk bisa mengembangkan karir karyawan                |    |   |    |    |     |
| Keperdulian para atasan langsung           |                                                                                          |    |   |    |    |     |
| 4.                                         | Atasan memberikan bimbingan mengenai perencanaan karir karyawan                          |    |   |    |    |     |
| 5.                                         | Atasan memperdulikan potensi yang dimiliki oleh karyawan                                 |    |   |    |    |     |
| 6.                                         | Atasan terlibat secara langsung dalam perencanaan karir                                  |    |   |    |    |     |
| Informasi tentang berbagai peluang promosi |                                                                                          |    |   |    |    |     |
| 7.                                         | Perusahaan selalu memberikan informasi peluang promosi                                   |    |   |    |    |     |
| 8.                                         | Karyawan mendapatkan akses informasi peluang pengembangan karir                          |    |   |    |    |     |
| 9.                                         | Informasi peluang promosi yang didapat karyawan langsung melalui bagian karir perusahaan |    |   |    |    |     |
| Adanya minat untuk dipromosikan            |                                                                                          |    |   |    |    |     |
| 10.                                        | Karyawan mempunyai minat untuk dipromosikan sesuai dengan jabatan yang diinginkan        |    |   |    |    |     |
| Tingkat kepuasan                           |                                                                                          |    |   |    |    |     |
| 11.                                        | Perusahaan tidak mempersulit karyawan dalam mengikuti promosi                            |    |   |    |    |     |
| 12.                                        | Karyawan merasa puas akan hasil yang dicapai selama berkarir di perusahaan               |    |   |    |    |     |

### III. Produktivitas Kerja (Y)

| No                              | Pernyataan                                                                                 | SS | S | CS | TS | STS |
|---------------------------------|--------------------------------------------------------------------------------------------|----|---|----|----|-----|
|                                 |                                                                                            | 5  | 4 | 3  | 2  | 1   |
| Kemampuan                       |                                                                                            |    |   |    |    |     |
| 1.                              | Tugas diberikan perusahaan sesuai dengan kemampuan karyawan                                |    |   |    |    |     |
| 2.                              | Karyawan memiliki keterampilan dalam menyelesaikan pekerjaan                               |    |   |    |    |     |
| Meningkatkan hasil yang dicapai |                                                                                            |    |   |    |    |     |
| 3.                              | Perusahaan memberikan pelatihan kerja untuk meningkatkan produksi yang dihasilkan karyawan |    |   |    |    |     |
| 4.                              | Karyawan berusaha semaksimal mungkin meningkatkan hasil kerja yang dicapai                 |    |   |    |    |     |
| Semangat kerja                  |                                                                                            |    |   |    |    |     |
| 5.                              | Karyawan mempertahankan semangat kerja guna mencapai tujuannya                             |    |   |    |    |     |
| 6.                              | Semangat kerja karyawan yang tinggi dapat meningkatkan produktivitas kerja                 |    |   |    |    |     |
| Pengembangan diri               |                                                                                            |    |   |    |    |     |
| 7.                              | Pengembangan diri karyawan tercermin dari produktivitasnya                                 |    |   |    |    |     |
| 8.                              | Karyawan memiliki harapan dalam mengembangkan karir                                        |    |   |    |    |     |
| Mutu                            |                                                                                            |    |   |    |    |     |
| 9.                              | Karyawan mengedepankan kualitas yang dihasilkan dalam bekerja                              |    |   |    |    |     |
| 10.                             | Karyawan menjaga mutu yang dihasilkan sesuai standar                                       |    |   |    |    |     |
| Efisiensi                       |                                                                                            |    |   |    |    |     |
| 11.                             | Karyawan memanfaatkan waktu lembur untuk menyelesaikan pekerjaan                           |    |   |    |    |     |
| 12.                             | Karyawan saling bekerja sama dalam menyelesaikan pekerjaan agar tepat waktu                |    |   |    |    |     |

## Lampiran 2 Hasil Kuesioner

### Tabulasi Variabel Pelatihan (X1)

| RESP | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | TOTAL |
|------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| 1    | 5    | 4    | 3    | 4    | 4    | 4    | 3    | 4    | 4    | 5     | 5     | 3     | 48    |
| 2    | 5    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 4     | 4     | 4     | 43    |
| 3    | 4    | 4    | 3    | 2    | 4    | 4    | 4    | 4    | 3    | 4     | 4     | 4     | 44    |
| 4    | 5    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 3     | 3     | 5     | 44    |
| 5    | 3    | 5    | 2    | 4    | 3    | 5    | 2    | 2    | 5    | 4     | 3     | 4     | 42    |
| 6    | 5    | 5    | 4    | 4    | 4    | 5    | 4    | 3    | 3    | 4     | 4     | 3     | 48    |
| 7    | 4    | 4    | 3    | 2    | 4    | 4    | 3    | 5    | 4    | 5     | 4     | 3     | 45    |
| 8    | 5    | 4    | 3    | 4    | 4    | 4    | 3    | 3    | 3    | 3     | 2     | 5     | 43    |
| 9    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 5     | 4     | 3     | 43    |
| 10   | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 4     | 3     | 4     | 44    |
| 11   | 5    | 5    | 5    | 5    | 4    | 2    | 5    | 4    | 5    | 5     | 4     | 4     | 53    |
| 12   | 4    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 3     | 3     | 3     | 41    |
| 13   | 5    | 3    | 4    | 5    | 3    | 3    | 4    | 4    | 4    | 4     | 4     | 4     | 47    |
| 14   | 3    | 4    | 3    | 4    | 4    | 4    | 3    | 4    | 3    | 3     | 3     | 5     | 43    |
| 15   | 5    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 4    | 3     | 3     | 3     | 40    |
| 16   | 4    | 3    | 5    | 4    | 4    | 3    | 5    | 3    | 5    | 5     | 5     | 4     | 50    |
| 17   | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 3    | 4     | 4     | 3     | 45    |
| 18   | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 4    | 5    | 5     | 5     | 4     | 46    |
| 19   | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 5     | 4     | 4     | 49    |
| 20   | 5    | 2    | 3    | 4    | 3    | 2    | 3    | 4    | 4    | 3     | 3     | 5     | 41    |
| 21   | 5    | 3    | 5    | 4    | 3    | 3    | 5    | 5    | 4    | 3     | 3     | 3     | 46    |
| 22   | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 3    | 4     | 4     | 4     | 48    |
| 23   | 5    | 3    | 3    | 3    | 4    | 3    | 3    | 4    | 3    | 4     | 3     | 3     | 41    |
| 24   | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5     | 4     | 4     | 56    |
| 25   | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 3    | 2     | 3     | 3     | 45    |
| 26   | 3    | 3    | 4    | 3    | 2    | 3    | 4    | 4    | 4    | 5     | 5     | 5     | 45    |
| 27   | 5    | 2    | 4    | 5    | 5    | 2    | 4    | 4    | 5    | 3     | 4     | 4     | 47    |
| 28   | 5    | 5    | 5    | 4    | 4    | 5    | 5    | 4    | 5    | 4     | 4     | 4     | 54    |
| 29   | 3    | 5    | 5    | 4    | 4    | 5    | 5    | 4    | 4    | 4     | 5     | 3     | 51    |
| 30   | 4    | 2    | 4    | 5    | 3    | 2    | 4    | 4    | 3    | 4     | 3     | 4     | 42    |
| 31   | 4    | 4    | 5    | 5    | 5    | 4    | 5    | 4    | 5    | 5     | 4     | 5     | 55    |
| 32   | 5    | 5    | 4    | 5    | 3    | 5    | 4    | 5    | 5    | 4     | 5     | 5     | 55    |
| 33   | 3    | 4    | 3    | 4    | 5    | 4    | 3    | 5    | 5    | 5     | 3     | 3     | 47    |
| 34   | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 4    | 2    | 5     | 4     | 4     | 44    |

|       |     |     |     |     |     |     |     |     |     |     |     |     |    |
|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
| 35    | 5   | 4   | 4   | 5   | 3   | 4   | 4   | 4   | 4   | 5   | 4   | 5   | 51 |
| 36    | 4   | 3   | 4   | 4   | 5   | 3   | 4   | 4   | 3   | 4   | 5   | 4   | 47 |
| 37    | 5   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 4   | 5   | 3   | 4   | 44 |
| 38    | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 4   | 5   | 57 |
| 39    | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 4   | 3   | 5   | 4   | 51 |
| 40    | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 3   | 4   | 42 |
| 41    | 5   | 4   | 2   | 5   | 5   | 4   | 2   | 5   | 4   | 4   | 5   | 3   | 48 |
| 42    | 4   | 4   | 5   | 3   | 3   | 4   | 5   | 3   | 3   | 4   | 3   | 3   | 44 |
| 43    | 3   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 45 |
| 44    | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 3   | 5   | 5   | 5   | 5   | 53 |
| 45    | 4   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 55 |
| 46    | 5   | 5   | 5   | 5   | 5   | 2   | 5   | 4   | 5   | 4   | 5   | 5   | 55 |
| 47    | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 3   | 47 |
| 48    | 4   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 45 |
| 49    | 5   | 5   | 4   | 3   | 5   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 52 |
| 50    | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 5   | 52 |
| 51    | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 50 |
| 52    | 3   | 4   | 4   | 4   | 5   | 3   | 3   | 4   | 4   | 5   | 5   | 5   | 49 |
| 53    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 52 |
| 54    | 3   | 3   | 3   | 3   | 4   | 3   | 3   | 5   | 4   | 4   | 5   | 3   | 43 |
| 55    | 4   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 5   | 4   | 54 |
| 56    | 3   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 3   | 3   | 41 |
| 57    | 4   | 4   | 3   | 3   | 4   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 46 |
| 58    | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 59 |
| 59    | 5   | 5   | 5   | 4   | 4   | 2   | 2   | 4   | 4   | 4   | 5   | 5   | 49 |
| 60    | 3   | 3   | 3   | 3   | 3   | 3   | 3   | 4   | 4   | 3   | 3   | 3   | 38 |
| 61    | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 60 |
| 62    | 5   | 5   | 5   | 5   | 4   | 5   | 3   | 5   | 5   | 5   | 5   | 5   | 57 |
| 63    | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 53 |
| TOTAL | 267 | 243 | 244 | 252 | 252 | 233 | 239 | 260 | 254 | 264 | 251 | 255 |    |



**Tabulasi Variabel Pengembangan Karir (X2)**

| <b>RESP</b> | <b>X2.1</b> | <b>X2.2</b> | <b>X2.3</b> | <b>X2.4</b> | <b>X2.5</b> | <b>X2.6</b> | <b>X2.7</b> | <b>X2.8</b> | <b>X2.9</b> | <b>X2.10</b> | <b>X2.11</b> | <b>X2.12</b> | <b>TOTAL</b> |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|
| <b>1</b>    | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4            | 4            | 4            | <b>48</b>    |
| <b>2</b>    | 5           | 5           | 5           | 4           | 5           | 4           | 5           | 5           | 4           | 5            | 5            | 5            | <b>57</b>    |
| <b>3</b>    | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4           | 4            | 4            | 4            | <b>48</b>    |
| <b>4</b>    | 5           | 5           | 5           | 5           | 3           | 5           | 5           | 5           | 5           | 2            | 5            | 5            | <b>55</b>    |
| <b>5</b>    | 2           | 4           | 4           | 4           | 5           | 4           | 4           | 4           | 4           | 4            | 4            | 2            | <b>45</b>    |
| <b>6</b>    | 4           | 2           | 4           | 4           | 4           | 4           | 5           | 5           | 4           | 4            | 4            | 4            | <b>48</b>    |
| <b>7</b>    | 3           | 3           | 3           | 4           | 3           | 4           | 4           | 4           | 4           | 4            | 3            | 3            | <b>42</b>    |
| <b>8</b>    | 5           | 5           | 4           | 5           | 5           | 5           | 2           | 5           | 5           | 5            | 5            | 5            | <b>56</b>    |
| <b>9</b>    | 3           | 3           | 4           | 2           | 4           | 2           | 4           | 4           | 5           | 5            | 3            | 3            | <b>42</b>    |
| <b>10</b>   | 4           | 4           | 2           | 4           | 4           | 4           | 3           | 3           | 4           | 4            | 4            | 4            | <b>44</b>    |
| <b>11</b>   | 5           | 5           | 4           | 4           | 4           | 4           | 5           | 5           | 4           | 4            | 2            | 5            | <b>51</b>    |
| <b>12</b>   | 5           | 5           | 5           | 2           | 4           | 4           | 5           | 5           | 4           | 3            | 5            | 5            | <b>52</b>    |
| <b>13</b>   | 2           | 4           | 4           | 3           | 5           | 3           | 4           | 4           | 3           | 5            | 4            | 2            | <b>43</b>    |
| <b>14</b>   | 3           | 3           | 4           | 5           | 5           | 5           | 4           | 4           | 5           | 5            | 3            | 3            | <b>49</b>    |
| <b>15</b>   | 4           | 4           | 3           | 5           | 4           | 5           | 5           | 5           | 5           | 4            | 4            | 4            | <b>52</b>    |
| <b>16</b>   | 5           | 2           | 4           | 4           | 3           | 4           | 3           | 3           | 4           | 5            | 5            | 5            | <b>47</b>    |
| <b>17</b>   | 4           | 4           | 3           | 4           | 4           | 4           | 4           | 4           | 4           | 3            | 4            | 4            | <b>46</b>    |
| <b>18</b>   | 3           | 3           | 4           | 3           | 4           | 3           | 4           | 4           | 3           | 5            | 3            | 2            | <b>41</b>    |
| <b>19</b>   | 5           | 5           | 4           | 5           | 4           | 5           | 5           | 5           | 5           | 5            | 5            | 5            | <b>58</b>    |
| <b>20</b>   | 4           | 4           | 2           | 5           | 4           | 5           | 5           | 5           | 5           | 4            | 4            | 4            | <b>51</b>    |
| <b>21</b>   | 4           | 4           | 4           | 3           | 4           | 3           | 4           | 4           | 3           | 4            | 4            | 4            | <b>45</b>    |
| <b>22</b>   | 5           | 5           | 3           | 4           | 5           | 4           | 5           | 5           | 4           | 4            | 2            | 5            | <b>51</b>    |
| <b>23</b>   | 2           | 5           | 5           | 4           | 4           | 4           | 5           | 5           | 4           | 4            | 5            | 2            | <b>49</b>    |
| <b>24</b>   | 5           | 2           | 4           | 4           | 5           | 4           | 4           | 4           | 4           | 5            | 5            | 5            | <b>51</b>    |
| <b>25</b>   | 4           | 4           | 4           | 4           | 4           | 4           | 5           | 5           | 4           | 4            | 4            | 4            | <b>50</b>    |
| <b>26</b>   | 4           | 4           | 3           | 4           | 4           | 4           | 5           | 5           | 4           | 4            | 4            | 4            | <b>49</b>    |
| <b>27</b>   | 5           | 5           | 5           | 3           | 5           | 3           | 4           | 4           | 3           | 4            | 5            | 5            | <b>51</b>    |
| <b>28</b>   | 4           | 4           | 4           | 4           | 5           | 4           | 4           | 4           | 4           | 3            | 4            | 4            | <b>48</b>    |
| <b>29</b>   | 4           | 2           | 3           | 4           | 4           | 4           | 4           | 4           | 4           | 3            | 4            | 4            | <b>44</b>    |
| <b>30</b>   | 5           | 5           | 5           | 3           | 4           | 3           | 4           | 4           | 3           | 5            | 5            | 5            | <b>51</b>    |
| <b>31</b>   | 5           | 2           | 5           | 4           | 4           | 4           | 3           | 3           | 4           | 5            | 5            | 2            | <b>46</b>    |
| <b>32</b>   | 4           | 4           | 4           | 4           | 5           | 4           | 5           | 5           | 4           | 5            | 4            | 4            | <b>52</b>    |
| <b>33</b>   | 5           | 5           | 4           | 5           | 4           | 5           | 5           | 5           | 5           | 5            | 2            | 5            | <b>55</b>    |
| <b>34</b>   | 4           | 4           | 2           | 4           | 4           | 4           | 3           | 3           | 4           | 3            | 4            | 4            | <b>43</b>    |
| <b>35</b>   | 2           | 5           | 4           | 5           | 4           | 5           | 4           | 4           | 5           | 5            | 5            | 2            | <b>50</b>    |
| <b>36</b>   | 5           | 5           | 5           | 5           | 4           | 5           | 4           | 4           | 5           | 5            | 5            | 5            | <b>57</b>    |

|              |            |            |            |            |            |            |            |            |            |            |            |            |           |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|
| <b>37</b>    | 3          | 3          | 3          | 4          | 4          | 4          | 3          | 3          | 4          | 3          | 3          | 3          | <b>40</b> |
| <b>38</b>    | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | <b>48</b> |
| <b>39</b>    | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | <b>60</b> |
| <b>40</b>    | 4          | 4          | 4          | 3          | 4          | 3          | 4          | 4          | 3          | 4          | 4          | 4          | <b>45</b> |
| <b>41</b>    | 5          | 2          | 4          | 4          | 5          | 4          | 4          | 4          | 4          | 3          | 5          | 5          | <b>49</b> |
| <b>42</b>    | 5          | 5          | 2          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 5          | <b>50</b> |
| <b>43</b>    | 4          | 4          | 4          | 5          | 5          | 5          | 4          | 4          | 5          | 4          | 2          | 4          | <b>50</b> |
| <b>44</b>    | 3          | 3          | 3          | 3          | 3          | 3          | 3          | 3          | 3          | 3          | 3          | 4          | <b>37</b> |
| <b>45</b>    | 4          | 4          | 5          | 5          | 4          | 5          | 4          | 4          | 5          | 4          | 4          | 2          | <b>50</b> |
| <b>46</b>    | 5          | 5          | 5          | 5          | 4          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | <b>59</b> |
| <b>47</b>    | 4          | 4          | 4          | 2          | 3          | 2          | 4          | 4          | 4          | 4          | 4          | 4          | <b>43</b> |
| <b>48</b>    | 5          | 5          | 2          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | <b>57</b> |
| <b>49</b>    | 4          | 4          | 4          | 5          | 3          | 5          | 4          | 4          | 5          | 4          | 4          | 2          | <b>48</b> |
| <b>50</b>    | 2          | 5          | 4          | 3          | 5          | 3          | 4          | 4          | 3          | 5          | 5          | 2          | <b>45</b> |
| <b>51</b>    | 2          | 2          | 5          | 4          | 5          | 4          | 5          | 5          | 4          | 5          | 2          | 2          | <b>45</b> |
| <b>52</b>    | 5          | 5          | 5          | 4          | 5          | 4          | 4          | 4          | 4          | 4          | 5          | 5          | <b>54</b> |
| <b>53</b>    | 4          | 4          | 4          | 3          | 4          | 3          | 4          | 4          | 3          | 4          | 4          | 4          | <b>45</b> |
| <b>54</b>    | 5          | 5          | 2          | 4          | 5          | 4          | 4          | 4          | 4          | 3          | 5          | 5          | <b>50</b> |
| <b>55</b>    | 5          | 5          | 4          | 4          | 4          | 4          | 3          | 3          | 4          | 4          | 5          | 5          | <b>50</b> |
| <b>56</b>    | 5          | 5          | 5          | 5          | 4          | 5          | 5          | 5          | 5          | 5          | 2          | 5          | <b>56</b> |
| <b>57</b>    | 2          | 5          | 3          | 3          | 4          | 3          | 4          | 4          | 3          | 3          | 5          | 2          | <b>41</b> |
| <b>58</b>    | 4          | 4          | 4          | 3          | 2          | 3          | 4          | 4          | 3          | 3          | 4          | 4          | <b>42</b> |
| <b>59</b>    | 4          | 4          | 2          | 4          | 4          | 4          | 3          | 3          | 4          | 4          | 4          | 4          | <b>44</b> |
| <b>60</b>    | 4          | 4          | 4          | 4          | 5          | 4          | 4          | 4          | 4          | 2          | 4          | 4          | <b>47</b> |
| <b>61</b>    | 5          | 5          | 5          | 4          | 5          | 4          | 4          | 4          | 4          | 5          | 5          | 5          | <b>55</b> |
| <b>62</b>    | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | <b>48</b> |
| <b>63</b>    | 5          | 5          | 5          | 5          | 4          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | <b>59</b> |
| <b>TOTAL</b> | <b>257</b> | <b>257</b> | <b>245</b> | <b>252</b> | <b>264</b> | <b>254</b> | <b>262</b> | <b>265</b> | <b>259</b> | <b>260</b> | <b>259</b> | <b>250</b> |           |

### Tabulasi Variabel Produktivitas Kerja (Y)

| RESP | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | TOTAL |
|------|----|----|----|----|----|----|----|----|----|-----|-----|-----|-------|
| 1    | 4  | 4  | 5  | 4  | 3  | 4  | 5  | 5  | 4  | 3   | 3   | 3   | 47    |
| 2    | 3  | 3  | 4  | 3  | 3  | 3  | 4  | 3  | 5  | 3   | 4   | 4   | 42    |
| 3    | 3  | 3  | 5  | 4  | 4  | 4  | 5  | 5  | 3  | 5   | 2   | 5   | 48    |
| 4    | 5  | 5  | 5  | 5  | 5  | 5  | 4  | 5  | 4  | 4   | 5   | 3   | 55    |
| 5    | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4   | 5   | 5   | 48    |
| 6    | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 2  | 5   | 5   | 5   | 50    |
| 7    | 4  | 3  | 3  | 3  | 4  | 4  | 3  | 4  | 5  | 5   | 4   | 4   | 46    |
| 8    | 3  | 3  | 5  | 4  | 5  | 5  | 4  | 5  | 5  | 4   | 4   | 4   | 51    |
| 9    | 4  | 3  | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 3   | 4   | 2   | 37    |
| 10   | 5  | 5  | 3  | 5  | 5  | 3  | 4  | 5  | 4  | 4   | 4   | 4   | 51    |
| 11   | 5  | 5  | 4  | 5  | 5  | 5  | 5  | 5  | 5  | 4   | 5   | 5   | 58    |
| 12   | 3  | 5  | 5  | 3  | 3  | 3  | 4  | 4  | 4  | 5   | 4   | 4   | 47    |
| 13   | 3  | 5  | 5  | 4  | 5  | 4  | 3  | 3  | 3  | 3   | 4   | 3   | 45    |
| 14   | 5  | 5  | 5  | 5  | 5  | 5  | 4  | 3  | 4  | 5   | 5   | 5   | 56    |
| 15   | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4   | 4   | 4   | 48    |
| 16   | 5  | 5  | 5  | 5  | 4  | 4  | 4  | 5  | 5  | 4   | 5   | 4   | 55    |
| 17   | 5  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 3   | 3   | 49    |
| 18   | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3   | 4   | 4   | 41    |
| 19   | 5  | 5  | 5  | 4  | 5  | 4  | 4  | 4  | 5  | 4   | 4   | 2   | 51    |
| 20   | 4  | 4  | 4  | 4  | 3  | 3  | 4  | 4  | 5  | 5   | 5   | 5   | 50    |
| 21   | 4  | 5  | 4  | 4  | 3  | 4  | 4  | 4  | 5  | 4   | 3   | 4   | 48    |
| 22   | 3  | 3  | 3  | 4  | 4  | 4  | 5  | 4  | 4  | 4   | 3   | 3   | 44    |
| 23   | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 5  | 4  | 3   | 3   | 4   | 44    |
| 24   | 5  | 4  | 5  | 4  | 4  | 4  | 3  | 3  | 4  | 4   | 4   | 4   | 48    |
| 25   | 3  | 4  | 4  | 3  | 4  | 5  | 3  | 4  | 4  | 4   | 4   | 3   | 45    |
| 26   | 4  | 3  | 4  | 4  | 3  | 5  | 4  | 2  | 4  | 4   | 4   | 4   | 45    |
| 27   | 4  | 4  | 5  | 5  | 5  | 5  | 5  | 4  | 3  | 4   | 5   | 5   | 54    |
| 28   | 5  | 5  | 4  | 5  | 4  | 5  | 4  | 4  | 5  | 5   | 5   | 4   | 55    |
| 29   | 5  | 5  | 5  | 4  | 3  | 5  | 4  | 5  | 5  | 5   | 5   | 2   | 53    |
| 30   | 3  | 5  | 4  | 5  | 5  | 5  | 4  | 5  | 5  | 4   | 5   | 4   | 54    |
| 31   | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4   | 4   | 4   | 49    |
| 32   | 5  | 5  | 4  | 4  | 4  | 3  | 4  | 4  | 5  | 4   | 4   | 4   | 50    |
| 33   | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 3  | 4   | 4   | 5   | 47    |
| 34   | 4  | 4  | 3  | 3  | 3  | 3  | 4  | 3  | 4  | 5   | 5   | 4   | 45    |
| 35   | 5  | 4  | 5  | 4  | 5  | 5  | 5  | 5  | 4  | 4   | 3   | 4   | 53    |
| 36   | 5  | 5  | 5  | 5  | 5  | 4  | 5  | 4  | 5  | 5   | 4   | 4   | 56    |

|              |            |            |            |            |            |            |            |            |            |            |            |            |           |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|
| <b>37</b>    | 4          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 3          | 5          | 4          | 4          | <b>49</b> |
| <b>38</b>    | 5          | 5          | 4          | 4          | 3          | 4          | 5          | 5          | 5          | 4          | 5          | 4          | <b>53</b> |
| <b>39</b>    | 3          | 4          | 3          | 4          | 5          | 4          | 4          | 3          | 5          | 5          | 5          | 5          | <b>50</b> |
| <b>40</b>    | 5          | 5          | 5          | 5          | 5          | 3          | 5          | 5          | 4          | 3          | 5          | 2          | <b>52</b> |
| <b>41</b>    | 5          | 3          | 5          | 4          | 5          | 5          | 5          | 5          | 5          | 3          | 5          | 4          | <b>54</b> |
| <b>42</b>    | 3          | 5          | 5          | 4          | 4          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | <b>56</b> |
| <b>43</b>    | 4          | 4          | 4          | 5          | 4          | 3          | 4          | 4          | 5          | 4          | 5          | 4          | <b>50</b> |
| <b>44</b>    | 4          | 5          | 5          | 5          | 4          | 4          | 5          | 5          | 4          | 4          | 4          | 3          | <b>52</b> |
| <b>45</b>    | 5          | 5          | 5          | 5          | 5          | 4          | 3          | 5          | 5          | 5          | 5          | 4          | <b>56</b> |
| <b>46</b>    | 4          | 5          | 5          | 5          | 5          | 4          | 4          | 4          | 4          | 4          | 4          | 4          | <b>52</b> |
| <b>47</b>    | 5          | 5          | 3          | 5          | 5          | 4          | 3          | 4          | 3          | 4          | 3          | 2          | <b>46</b> |
| <b>48</b>    | 4          | 4          | 5          | 4          | 4          | 4          | 4          | 5          | 5          | 5          | 4          | 5          | <b>53</b> |
| <b>49</b>    | 5          | 5          | 3          | 4          | 5          | 4          | 4          | 4          | 4          | 4          | 5          | 4          | <b>51</b> |
| <b>50</b>    | 4          | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 4          | 3          | 4          | 4          | <b>46</b> |
| <b>51</b>    | 5          | 5          | 5          | 4          | 3          | 4          | 5          | 5          | 5          | 4          | 5          | 5          | <b>55</b> |
| <b>52</b>    | 4          | 4          | 5          | 4          | 4          | 3          | 4          | 5          | 5          | 4          | 5          | 4          | <b>51</b> |
| <b>53</b>    | 5          | 4          | 3          | 5          | 5          | 5          | 5          | 4          | 3          | 3          | 4          | 2          | <b>48</b> |
| <b>54</b>    | 5          | 5          | 5          | 5          | 5          | 5          | 4          | 4          | 4          | 4          | 4          | 4          | <b>54</b> |
| <b>55</b>    | 4          | 4          | 4          | 4          | 5          | 4          | 5          | 4          | 4          | 5          | 4          | 4          | <b>51</b> |
| <b>56</b>    | 3          | 4          | 3          | 3          | 4          | 5          | 5          | 5          | 5          | 5          | 5          | 5          | <b>52</b> |
| <b>57</b>    | 4          | 5          | 4          | 3          | 5          | 5          | 5          | 5          | 5          | 4          | 4          | 3          | <b>52</b> |
| <b>58</b>    | 4          | 4          | 4          | 5          | 3          | 4          | 5          | 4          | 5          | 5          | 5          | 4          | <b>52</b> |
| <b>59</b>    | 4          | 4          | 5          | 4          | 4          | 3          | 4          | 4          | 5          | 4          | 5          | 5          | <b>51</b> |
| <b>60</b>    | 5          | 4          | 4          | 3          | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 4          | <b>47</b> |
| <b>61</b>    | 5          | 5          | 5          | 5          | 5          | 5          | 4          | 4          | 5          | 5          | 5          | 5          | <b>58</b> |
| <b>62</b>    | 4          | 4          | 3          | 4          | 4          | 4          | 4          | 4          | 4          | 5          | 4          | 4          | <b>48</b> |
| <b>63</b>    | 5          | 5          | 5          | 4          | 5          | 5          | 5          | 4          | 5          | 4          | 4          | 3          | <b>54</b> |
| <b>TOTAL</b> | <b>267</b> | <b>272</b> | <b>268</b> | <b>259</b> | <b>262</b> | <b>258</b> | <b>264</b> | <b>262</b> | <b>269</b> | <b>262</b> | <b>269</b> | <b>246</b> |           |

### Lampiran 3 Karakteristik Responden

#### Jenis Kelamin

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 49        | 77.8    | 77.8          | 77.8               |
|       | Perempuan | 14        | 22.2    | 22.2          | 100.0              |
|       | Total     | 63        | 100.0   | 100.0         |                    |

#### Umur

|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 20-29 Tahun | 27        | 42.9    | 42.9          | 42.9               |
|       | 30-39 Tahun | 31        | 49.2    | 49.2          | 92.1               |
|       | >40 Tahun   | 5         | 7.9     | 7.9           | 100.0              |
|       | Total       | 63        | 100.0   | 100.0         |                    |

#### Pendidikan

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | D3    | 25        | 39.7    | 39.7          | 39.7               |
|       | S1    | 29        | 46.0    | 46.0          | 85.7               |
|       | S2    | 5         | 7.9     | 7.9           | 93.7               |
|       | SMA   | 4         | 6.3     | 6.3           | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

## Lampiran 4 Hasil Jawaban Responden

### Hasil Jawaban Responden Variabel Pelatihan (X1)

#### X1.1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 13        | 20.6    | 20.6          | 20.6               |
|       | 4     | 22        | 34.9    | 34.9          | 55.6               |
|       | 5     | 28        | 44.4    | 44.4          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

#### X1.2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 4.8     | 4.8           | 4.8                |
|       | 3     | 18        | 28.6    | 28.6          | 33.3               |
|       | 4     | 27        | 42.9    | 42.9          | 76.2               |
|       | 5     | 15        | 23.8    | 23.8          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

#### X1.3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 3.2     | 3.2           | 3.2                |
|       | 3     | 20        | 31.7    | 31.7          | 34.9               |
|       | 4     | 25        | 39.7    | 39.7          | 74.6               |
|       | 5     | 16        | 25.4    | 25.4          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

#### X1.4

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 3.2     | 3.2           | 3.2                |
|       | 3     | 13        | 20.6    | 20.6          | 23.8               |
|       | 4     | 31        | 49.2    | 49.2          | 73.0               |
|       | 5     | 17        | 27.0    | 27.0          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X1.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 12        | 19.0    | 19.0          | 20.6               |
|       | 4     | 36        | 57.1    | 57.1          | 77.8               |
|       | 5     | 14        | 22.2    | 22.2          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X1.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 9.5     | 9.5           | 9.5                |
|       | 3     | 19        | 30.2    | 30.2          | 39.7               |
|       | 4     | 26        | 41.3    | 41.3          | 81.0               |
|       | 5     | 12        | 19.0    | 19.0          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X1.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 4.8     | 4.8           | 4.8                |
|       | 3     | 21        | 33.3    | 33.3          | 38.1               |
|       | 4     | 25        | 39.7    | 39.7          | 77.8               |
|       | 5     | 14        | 22.2    | 22.2          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X1.8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 8         | 12.7    | 12.7          | 14.3               |
|       | 4     | 36        | 57.1    | 57.1          | 71.4               |
|       | 5     | 18        | 28.6    | 28.6          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X1.9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 14        | 22.2    | 22.2          | 23.8               |
|       | 4     | 30        | 47.6    | 47.6          | 71.4               |
|       | 5     | 18        | 28.6    | 28.6          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X1.10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 11        | 17.5    | 17.5          | 19.0               |
|       | 4     | 26        | 41.3    | 41.3          | 60.3               |
|       | 5     | 25        | 39.7    | 39.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X1.11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 19        | 30.2    | 30.2          | 31.7               |
|       | 4     | 23        | 36.5    | 36.5          | 68.3               |
|       | 5     | 20        | 31.7    | 31.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X1.12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 18        | 28.6    | 28.6          | 28.6               |
|       | 4     | 24        | 38.1    | 38.1          | 66.7               |
|       | 5     | 21        | 33.3    | 33.3          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |



## Hasil Jawaban Responden Variabel Pengembangan Karir (X2)

### X2.1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 7         | 11.1    | 11.1          | 11.1               |
|       | 3     | 6         | 9.5     | 9.5           | 20.6               |
|       | 4     | 25        | 39.7    | 39.7          | 60.3               |
|       | 5     | 25        | 39.7    | 39.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

### X2.2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 7         | 11.1    | 11.1          | 11.1               |
|       | 3     | 6         | 9.5     | 9.5           | 20.6               |
|       | 4     | 25        | 39.7    | 39.7          | 60.3               |
|       | 5     | 25        | 39.7    | 39.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

### X2.3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 7         | 11.1    | 11.1          | 11.1               |
|       | 3     | 9         | 14.3    | 14.3          | 25.4               |
|       | 4     | 31        | 49.2    | 49.2          | 74.6               |
|       | 5     | 16        | 25.4    | 25.4          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

### X2.4

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 4.8     | 4.8           | 4.8                |
|       | 3     | 11        | 17.5    | 17.5          | 22.2               |
|       | 4     | 32        | 50.8    | 50.8          | 73.0               |
|       | 5     | 17        | 27.0    | 27.0          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X2.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 6         | 9.5     | 9.5           | 11.1               |
|       | 4     | 36        | 57.1    | 57.1          | 68.3               |
|       | 5     | 20        | 31.7    | 31.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X2.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 3.2     | 3.2           | 3.2                |
|       | 3     | 11        | 17.5    | 17.5          | 20.6               |
|       | 4     | 33        | 52.4    | 52.4          | 73.0               |
|       | 5     | 17        | 27.0    | 27.0          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X2.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 8         | 12.7    | 12.7          | 14.3               |
|       | 4     | 34        | 54.0    | 54.0          | 68.3               |
|       | 5     | 20        | 31.7    | 31.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X2.8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 8         | 12.7    | 12.7          | 12.7               |
|       | 4     | 34        | 54.0    | 54.0          | 66.7               |
|       | 5     | 21        | 33.3    | 33.3          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X2.9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 11        | 17.5    | 17.5          | 17.5               |
|       | 4     | 34        | 54.0    | 54.0          | 71.4               |
|       | 5     | 18        | 28.6    | 28.6          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X2.10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 3.2     | 3.2           | 3.2                |
|       | 3     | 11        | 17.5    | 17.5          | 20.6               |
|       | 4     | 27        | 42.9    | 42.9          | 63.5               |
|       | 5     | 23        | 36.5    | 36.5          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X2.11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 9.5     | 9.5           | 9.5                |
|       | 3     | 6         | 9.5     | 9.5           | 19.0               |
|       | 4     | 26        | 41.3    | 41.3          | 60.3               |
|       | 5     | 25        | 39.7    | 39.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**X2.12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 11        | 17.5    | 17.5          | 17.5               |
|       | 3     | 4         | 6.3     | 6.3           | 23.8               |
|       | 4     | 24        | 38.1    | 38.1          | 61.9               |
|       | 5     | 24        | 38.1    | 38.1          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

## Hasil Jawaban Responden Variabel Produktivitas Kerja (Y)

**Y1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 11        | 17.5    | 17.5          | 17.5               |
|       | 4     | 26        | 41.3    | 41.3          | 58.7               |
|       | 5     | 26        | 41.3    | 41.3          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 8         | 12.7    | 12.7          | 12.7               |
|       | 4     | 27        | 42.9    | 42.9          | 55.6               |
|       | 5     | 28        | 44.4    | 44.4          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 12        | 19.0    | 19.0          | 19.0               |
|       | 4     | 23        | 36.5    | 36.5          | 55.6               |
|       | 5     | 28        | 44.4    | 44.4          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 12        | 19.0    | 19.0          | 19.0               |
|       | 4     | 32        | 50.8    | 50.8          | 69.8               |
|       | 5     | 19        | 30.2    | 30.2          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 14        | 22.2    | 22.2          | 22.2               |
|       | 4     | 25        | 39.7    | 39.7          | 61.9               |
|       | 5     | 24        | 38.1    | 38.1          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 12        | 19.0    | 19.0          | 20.6               |
|       | 4     | 30        | 47.6    | 47.6          | 68.3               |
|       | 5     | 20        | 31.7    | 31.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 8         | 12.7    | 12.7          | 12.7               |
|       | 4     | 35        | 55.6    | 55.6          | 68.3               |
|       | 5     | 20        | 31.7    | 31.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 11        | 17.5    | 17.5          | 19.0               |
|       | 4     | 28        | 44.4    | 44.4          | 63.5               |
|       | 5     | 23        | 36.5    | 36.5          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 9         | 14.3    | 14.3          | 15.9               |
|       | 4     | 25        | 39.7    | 39.7          | 55.6               |
|       | 5     | 28        | 44.4    | 44.4          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 10        | 15.9    | 15.9          | 15.9               |
|       | 4     | 33        | 52.4    | 52.4          | 68.3               |
|       | 5     | 20        | 31.7    | 31.7          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 1.6     | 1.6           | 1.6                |
|       | 3     | 7         | 11.1    | 11.1          | 12.7               |
|       | 4     | 29        | 46.0    | 46.0          | 58.7               |
|       | 5     | 26        | 41.3    | 41.3          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

**Y12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 9.5     | 9.5           | 9.5                |
|       | 3     | 9         | 14.3    | 14.3          | 23.8               |
|       | 4     | 33        | 52.4    | 52.4          | 76.2               |
|       | 5     | 15        | 23.8    | 23.8          | 100.0              |
|       | Total | 63        | 100.0   | 100.0         |                    |

## Lampiran 5 Hasil Uji Validitas

### Hasil Uji Validitas Variabel Pelatihan (X1)

Correlations

|       |                     | X1.1   | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8   | X1.9   | X1.10  | X1.11  | X1.12  | TOTAL  |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X1.1  | Pearson Correlation | 1      | .201   | .272*  | .292*  | .090   | .059   | .199   | .033   | .096   | .004   | .031   | .243   | .385*  |
|       | Sig. (2-tailed)     |        | .114   | .031   | .020   | .485   | .647   | .118   | .796   | .454   | .976   | .810   | .054   | .002   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.2  | Pearson Correlation | .201   | 1      | .366** | .221   | .304*  | .717** | .230   | .173   | .234   | .313*  | .343** | .229   | .678** |
|       | Sig. (2-tailed)     | .114   |        | .003   | .082   | .016   | .000   | .069   | .176   | .065   | .012   | .006   | .071   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.3  | Pearson Correlation | .272*  | .366** | 1      | .396** | .111   | .121   | .833** | .114   | .312*  | .261*  | .393** | .303*  | .699** |
|       | Sig. (2-tailed)     | .031   | .003   |        | .001   | .385   | .343   | .000   | .375   | .013   | .039   | .001   | .016   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.4  | Pearson Correlation | .292*  | .221   | .396** | 1      | .237   | .069   | .292*  | .181   | .352** | .132   | .247   | .312*  | .566** |
|       | Sig. (2-tailed)     | .020   | .082   | .001   |        | .062   | .589   | .020   | .156   | .005   | .302   | .051   | .013   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.5  | Pearson Correlation | .090   | .304*  | .111   | .237   | 1      | .182   | .082   | .271*  | .213   | .059   | .334** | .059   | .432** |
|       | Sig. (2-tailed)     | .485   | .016   | .385   | .062   |        | .153   | .521   | .031   | .093   | .643   | .007   | .648   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.6  | Pearson Correlation | .059   | .717** | .121   | .069   | .182   | 1      | .194   | .196   | .086   | .246   | .167   | .066   | .494*  |
|       | Sig. (2-tailed)     | .647   | .000   | .343   | .589   | .153   |        | .127   | .123   | .505   | .052   | .190   | .605   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.7  | Pearson Correlation | .199   | .230   | .833** | .292*  | .082   | .194   | 1      | .074   | .236   | .207   | .247   | .160   | .590** |
|       | Sig. (2-tailed)     | .118   | .069   | .000   | .020   | .521   | .127   |        | .565   | .063   | .103   | .051   | .212   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.8  | Pearson Correlation | .033   | .173   | .114   | .181   | .271*  | .196   | .074   | 1      | .178   | .196   | .315*  | .078   | .409*  |
|       | Sig. (2-tailed)     | .796   | .176   | .375   | .156   | .031   | .123   | .565   |        | .163   | .124   | .012   | .543   | .001   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.9  | Pearson Correlation | .096   | .234   | .312*  | .352** | .213   | .086   | .236   | .178   | 1      | .343** | .408** | .292   | .567** |
|       | Sig. (2-tailed)     | .454   | .065   | .013   | .005   | .093   | .505   | .063   | .163   |        | .006   | .001   | .020   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.10 | Pearson Correlation | .004   | .313*  | .261*  | .132   | .059   | .246   | .207   | .196   | .343** | 1      | .526** | .272*  | .548** |
|       | Sig. (2-tailed)     | .976   | .012   | .039   | .302   | .643   | .052   | .103   | .124   | .006   |        | .000   | .031   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.11 | Pearson Correlation | .031   | .343** | .393** | .247   | .334** | .167   | .247   | .315*  | .408** | .526** | 1      | .221   | .647** |
|       | Sig. (2-tailed)     | .810   | .006   | .001   | .051   | .007   | .190   | .051   | .012   | .001   | .000   |        | .081   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X1.12 | Pearson Correlation | .243   | .229   | .303*  | .312*  | .059   | .066   | .160   | .078   | .292*  | .272*  | .221   | 1      | .495** |
|       | Sig. (2-tailed)     | .054   | .071   | .016   | .013   | .648   | .605   | .212   | .543   | .020   | .031   | .081   |        | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| TOTAL | Pearson Correlation | .385** | .678** | .699** | .566** | .432** | .494** | .590** | .409** | .567** | .548** | .647** | .495** | 1      |
|       | Sig. (2-tailed)     | .002   | .000   | .000   | .000   | .000   | .000   | .000   | .001   | .000   | .000   | .000   | .000   |        |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |

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

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

## Hasil Uji Validitas Variabel Pengembangan Karir (X2)

Correlations

|       |                     | X2.1   | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | X2.11  | X2.12  | TOTAL  |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X2.1  | Pearson Correlation | 1      | .249*  | .137   | .269*  | .026   | .323** | .100   | .177   | .281*  | .048   | .256*  | .865** | .651** |
|       | Sig. (2-tailed)     |        | .049   | .286   | .033   | .840   | .010   | .437   | .164   | .025   | .707   | .043   | .000   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.2  | Pearson Correlation | .249*  | 1      | .119   | .165   | .125   | .214   | .265*  | .356** | .158   | .069   | .256*  | .326** | .550** |
|       | Sig. (2-tailed)     | .049   |        | .355   | .196   | .328   | .091   | .036   | .004   | .215   | .593   | .043   | .009   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.3  | Pearson Correlation | .137   | .119   | 1      | .000   | .088   | .051   | .254*  | .282*  | .072   | .322*  | .146   | .013   | .399** |
|       | Sig. (2-tailed)     | .286   | .355   |        | 1.000  | .495   | .690   | .045   | .025   | .573   | .010   | .253   | .921   | .001   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.4  | Pearson Correlation | .269*  | .165   | .000   | 1      | .150   | .950** | .201   | .308*  | .774** | .198   | .000   | .168   | .622** |
|       | Sig. (2-tailed)     | .033   | .196   | 1.000  |        | .240   | .000   | .115   | .014   | .000   | .121   | 1.000  | .189   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.5  | Pearson Correlation | .026   | .125   | .088   | .150   | 1      | .146   | .107   | .205   | .060   | .252*  | .069   | .076   | .330** |
|       | Sig. (2-tailed)     | .840   | .328   | .495   | .240   |        | .252   | .406   | .108   | .643   | .047   | .592   | .555   | .008   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.6  | Pearson Correlation | .323** | .214   | .051   | .950** | .146   | 1      | .263*  | .377** | .809** | .150   | .040   | .218   | .681** |
|       | Sig. (2-tailed)     | .010   | .091   | .690   | .000   | .252   |        | .038   | .002   | .000   | .242   | .754   | .087   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.7  | Pearson Correlation | .100   | .265*  | .254*  | .201   | .107   | .263*  | 1      | .846** | .269*  | .134   | -.126  | .156   | .500** |
|       | Sig. (2-tailed)     | .437   | .036   | .045   | .115   | .406   | .038   |        | .000   | .033   | .295   | .326   | .221   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.8  | Pearson Correlation | .177   | .356** | .282*  | .308*  | .205   | .377** | .846** | 1      | .387** | .224   | -.065  | .239   | .637** |
|       | Sig. (2-tailed)     | .164   | .004   | .025   | .014   | .108   | .002   | .000   |        | .002   | .078   | .614   | .059   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.9  | Pearson Correlation | .281*  | .158   | .072   | .774** | .060   | .809** | .269*  | .387** | 1      | .238   | -.045  | .182   | .619** |
|       | Sig. (2-tailed)     | .025   | .215   | .573   | .000   | .643   | .000   | .033   | .002   |        | .060   | .724   | .152   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.10 | Pearson Correlation | .048   | .069   | .322*  | .198   | .252*  | .150   | .134   | .224   | .238   | 1      | .024   | -.032  | .392** |
|       | Sig. (2-tailed)     | .707   | .593   | .010   | .121   | .047   | .242   | .295   | .078   | .060   |        | .855   | .802   | .001   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.11 | Pearson Correlation | .256*  | .256*  | .146   | .000   | .069   | .040   | -.126  | -.065  | -.045  | .024   | 1      | .196   | .328** |
|       | Sig. (2-tailed)     | .043   | .043   | .253   | 1.000  | .592   | .754   | .326   | .614   | .724   | .855   |        | .124   | .009   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| X2.12 | Pearson Correlation | .865** | .326** | .013   | .168   | .076   | .218   | .156   | .239   | .182   | -.032  | .196   | 1      | .601** |
|       | Sig. (2-tailed)     | .000   | .009   | .921   | .189   | .555   | .087   | .221   | .059   | .152   | .802   | .124   |        | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| TOTAL | Pearson Correlation | .651** | .550** | .399** | .622** | .330** | .681** | .500** | .637** | .619** | .392** | .328** | .601** | 1      |
|       | Sig. (2-tailed)     | .000   | .000   | .001   | .000   | .008   | .000   | .000   | .000   | .000   | .001   | .009   | .000   |        |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |

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

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



## Hasil Uji Validitas Variabel Produktivitas Kerja (Y)

**Correlations**

|       |                     | Y1     | Y2     | Y3     | Y4     | Y5     | Y6     | Y7     | Y8     | Y9     | Y10    | Y11    | Y12    | TOTAL  |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y1    | Pearson Correlation | 1      | .420** | .179   | .419** | .247   | .133   | .005   | .132   | .027   | -.045  | .181   | -.190  | .424** |
|       | Sig. (2-tailed)     |        | .001   | .161   | .001   | .051   | .299   | .970   | .301   | .832   | .727   | .156   | .136   | .001   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y2    | Pearson Correlation | .420** | 1      | .273*  | .427** | .299*  | .157   | .043   | .238   | .201   | .132   | .278*  | -.109  | .568** |
|       | Sig. (2-tailed)     | .001   |        | .030   | .000   | .017   | .219   | .737   | .060   | .114   | .303   | .028   | .394   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y3    | Pearson Correlation | .179   | .273*  | 1      | .280*  | .179   | .266*  | .163   | .317*  | .212   | .014   | .049   | .061   | .523** |
|       | Sig. (2-tailed)     | .161   | .030   |        | .026   | .161   | .035   | .202   | .011   | .095   | .911   | .701   | .634   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y4    | Pearson Correlation | .419** | .427** | .280*  | 1      | .479** | .224   | .167   | .208   | .033   | .099   | .227   | -.088  | .588** |
|       | Sig. (2-tailed)     | .001   | .000   | .026   |        | .000   | .077   | .190   | .102   | .794   | .442   | .073   | .493   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y5    | Pearson Correlation | .247   | .299*  | .179   | .479** | 1      | .447** | .068   | .176   | -.019  | .013   | .096   | -.073  | .504** |
|       | Sig. (2-tailed)     | .051   | .017   | .161   | .000   |        | .000   | .594   | .167   | .881   | .920   | .454   | .568   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y6    | Pearson Correlation | .133   | .157   | .266*  | .224   | .447** | 1      | .260   | .196   | .122   | .191   | .070   | .038   | .539** |
|       | Sig. (2-tailed)     | .299   | .219   | .035   | .077   | .000   |        | .039   | .123   | .341   | .135   | .584   | .765   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y7    | Pearson Correlation | .005   | .043   | .163   | .167   | .068   | .260   | 1      | .395** | .156   | .004   | .026   | .119   | .404** |
|       | Sig. (2-tailed)     | .970   | .737   | .202   | .190   | .594   | .039   |        | .001   | .223   | .978   | .837   | .354   | .001   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y8    | Pearson Correlation | .132   | .238   | .317*  | .208   | .176   | .196   | .395** | 1      | .310*  | .075   | .038   | -.049  | .524** |
|       | Sig. (2-tailed)     | .301   | .060   | .011   | .102   | .167   | .123   | .001   |        | .013   | .559   | .768   | .701   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y9    | Pearson Correlation | .027   | .201   | .212   | .033   | -.019  | .122   | .156   | .310*  | 1      | .227   | .361** | .159   | .490** |
|       | Sig. (2-tailed)     | .832   | .114   | .095   | .794   | .881   | .341   | .223   | .013   |        | .074   | .004   | .212   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y10   | Pearson Correlation | -.045  | .132   | .014   | .099   | .013   | .191   | .004   | .075   | .227   | 1      | .241   | .435** | .414** |
|       | Sig. (2-tailed)     | .727   | .303   | .911   | .442   | .920   | .135   | .978   | .559   | .074   |        | .057   | .000   | .001   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y11   | Pearson Correlation | .181   | .278*  | .049   | .227   | .096   | .070   | .026   | .038   | .361** | .241   | 1      | .296*  | .498** |
|       | Sig. (2-tailed)     | .156   | .028   | .701   | .073   | .454   | .584   | .837   | .768   | .004   | .057   |        | .018   | .000   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| Y12   | Pearson Correlation | -.190  | -.109  | .061   | -.088  | -.073  | .038   | .119   | -.049  | .159   | .435** | .296*  | 1      | .303*  |
|       | Sig. (2-tailed)     | .136   | .394   | .634   | .493   | .568   | .765   | .354   | .701   | .212   | .000   | .018   |        | .016   |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |
| TOTAL | Pearson Correlation | .424** | .568** | .523** | .588** | .504** | .539** | .404** | .524** | .490** | .414** | .498** | .303*  | 1      |
|       | Sig. (2-tailed)     | .001   | .000   | .000   | .000   | .000   | .000   | .001   | .000   | .000   | .001   | .000   | .016   |        |
|       | N                   | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     | 63     |

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

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

## Lampiran 6 Hasil Uji Reliabilitas

### Hasil Uji Reliabilitas Variabel Pelatihan (X1)

Scale : Pelatihan (X1)

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 63 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 63 | 100.0 |

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

#### Reliability Statistics

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .785             | 12         |

### Hasil Uji Reliabilitas Variabel Pengembangan Karir (X2)

Scale : Pengembangan Karir (X1)

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 63 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 63 | 100.0 |

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

#### Reliability Statistics

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .753             | 12         |

## Hasil Uji Reliabilitas Variabel Produktivitas Kerja (X2)

Scale : Produktivitas Kerja (Y)

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 63 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 63 | 100.0 |

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

### Reliability Statistics

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| .693             | 12         |

## Lampiran 7 Hasil Uji Persyaratan Analisi Data

### Hasil Uji Normalitas

#### One-Sample Kolmogorov-Smirnov Test

|                                  |                | PELATIHAN | PENGEMBANGAN KARIR | PRODUKTIVITAS KERJA |
|----------------------------------|----------------|-----------|--------------------|---------------------|
| N                                |                | 63        | 63                 | 63                  |
| Normal Parameters <sup>a,b</sup> | Mean           | 47.84     | 48.95              | 50.13               |
|                                  | Std. Deviation | 5.203     | 5.228              | 4.248               |
| Most Extreme Differences         | Absolute       | .120      | .094               | .089                |
|                                  | Positive       | .120      | .094               | .057                |
|                                  | Negative       | -.063     | -.067              | -.089               |
| Kolmogorov-Smirnov Z             |                | .954      | .744               | .709                |
| Asymp. Sig. (2-tailed)           |                | .323      | .638               | .696                |

a. Test distribution is Normal.

b. Calculated from data.

### Hasil Uji Linieritas

#### Pelatihan (X1) Terhadap Produktivitas Kerja (Y)

ANOVA Table

|                                    |                |                          | Sum of Squares | df | Mean Square | F     | Sig. |
|------------------------------------|----------------|--------------------------|----------------|----|-------------|-------|------|
| PRODUKTIVITAS KERJA<br>* PELATIHAN | Between Groups | (Combined)               | 351.701        | 20 | 17.585      | .963  | .521 |
|                                    |                | Linearity                | 120.258        | 1  | 120.258     | 6.583 | .014 |
|                                    |                | Deviation from Linearity | 231.442        | 19 | 12.181      | .667  | .829 |
|                                    | Within Groups  |                          | 767.283        | 42 | 18.269      |       |      |
|                                    | Total          |                          | 1118.984       | 62 |             |       |      |

#### Pengembangan Karir (X2) Terhadap Produktivitas Kerja (Y)

ANOVA Table

|                                             |                |                          | Sum of Squares | df | Mean Square | F     | Sig. |
|---------------------------------------------|----------------|--------------------------|----------------|----|-------------|-------|------|
| PRODUKTIVITAS KERJA<br>* PENGEMBANGAN KARIR | Between Groups | (Combined)               | 292.782        | 20 | 14.639      | .744  | .759 |
|                                             |                | Linearity                | 92.703         | 1  | 92.703      | 4.713 | .036 |
|                                             |                | Deviation from Linearity | 200.079        | 19 | 10.530      | .535  | .929 |
|                                             | Within Groups  |                          | 826.202        | 42 | 19.671      |       |      |
|                                             | Total          |                          | 1118.984       | 62 |             |       |      |

## Hasil Uji Multikolinieritas

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

| Model |                    | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                    | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)         | 26.524                      | 6.428      |                           | 4.127 | .000 |                         |       |
|       | PELATIHAN          | .261                        | .095       | .320                      | 2.746 | .008 | .999                    | 1.001 |
|       | PENGEMBANGAN KARIR | .227                        | .095       | .279                      | 2.393 | .020 | .999                    | 1.001 |

a. Dependent Variable: PRODUKTIVITAS KERJA

## Lampiran 8 Hasil Uji Regresi Linier Berganda

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .430 <sup>a</sup> | .185     | .158              | 3.898                      |

a. Predictors: (Constant), PENGEMBANGAN KARIR, PELATIHAN

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

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 207.294        | 2  | 103.647     | 6.821 | .002 <sup>b</sup> |
|       | Residual   | 911.690        | 60 | 15.195      |       |                   |
|       | Total      | 1118.984       | 62 |             |       |                   |

a. Dependent Variable: PRODUKTIVITAS KERJA

b. Predictors: (Constant), PENGEMBANGAN KARIR, PELATIHAN

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

| Model |                    | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                    | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)         | 26.524                      | 6.428      |                           | 4.127 | .000 |
|       | PELATIHAN          | .261                        | .095       | .320                      | 2.746 | .008 |
|       | PENGEMBANGAN KARIR | .227                        | .095       | .279                      | 2.393 | .020 |

a. Dependent Variable: PRODUKTIVITAS KERJA

## Lampiran 9 Hasil Uji t dan Uji F

### Hasil Uji t

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 37.321                      | 4.753      |                           | 7.853 | .000 |
|       | PELATIHAN  | .268                        | .099       | .328                      | 2.710 | .009 |

a. Dependent Variable: PRODUKTIVITAS KERJA

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

| Model |                    | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                    | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)         | 38.678                      | 4.905      |                           | 7.886 | .000 |
|       | PENGEMBANGAN KARIR | .234                        | .100       | .288                      | 2.347 | .022 |

a. Dependent Variable: PRODUKTIVITAS KERJA

### Hasil Uji F

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

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 207.294        | 2  | 103.647     | 6.821 | .002 <sup>b</sup> |
|       | Residual   | 911.690        | 60 | 15.195      |       |                   |
|       | Total      | 1118.984       | 62 |             |       |                   |

a. Dependent Variable: PRODUKTIVITAS KERJA

b. Predictors: (Constant), PENGEMBANGAN KARIR, PELATIHAN

## Lampiran 10 Tabel r

Daftar r Tabel

| df =<br>(N-2) | Tingkat signifikansi untuk uji satu arah |        |        |        |        |
|---------------|------------------------------------------|--------|--------|--------|--------|
|               | 0,05                                     | 0,025  | 0,01   | 0,005  | 0,0005 |
|               | Tingkat signifikansi untuk uji dua arah  |        |        |        |        |
|               | 0,1                                      | 0,05   | 0,02   | 0,01   | 0,001  |
| 1             | 0.9877                                   | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2             | 0.9000                                   | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3             | 0.8054                                   | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4             | 0.7293                                   | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5             | 0.6694                                   | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6             | 0.6215                                   | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7             | 0.5822                                   | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8             | 0.5494                                   | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9             | 0.5214                                   | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10            | 0.4973                                   | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11            | 0.4762                                   | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12            | 0.4575                                   | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13            | 0.4409                                   | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14            | 0.4259                                   | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15            | 0.4124                                   | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16            | 0.4000                                   | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17            | 0.3887                                   | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18            | 0.3783                                   | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19            | 0.3687                                   | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20            | 0.3598                                   | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21            | 0.3515                                   | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22            | 0.3438                                   | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23            | 0.3365                                   | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24            | 0.3297                                   | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25            | 0.3233                                   | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26            | 0.3172                                   | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27            | 0.3115                                   | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28            | 0.3061                                   | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29            | 0.3009                                   | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30            | 0.2960                                   | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31            | 0.2913                                   | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32            | 0.2869                                   | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33            | 0.2826                                   | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34            | 0.2785                                   | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35            | 0.2746                                   | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36            | 0.2709                                   | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37            | 0.2673                                   | 0.3160 | 0.3712 | 0.4076 | 0.5066 |

|    |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|
| 38 | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39 | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40 | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| 41 | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| 42 | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| 43 | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| 44 | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| 45 | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| 46 | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| 47 | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| 48 | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| 49 | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| 50 | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |
| 51 | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52 | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53 | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54 | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55 | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56 | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57 | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58 | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59 | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60 | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61 | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62 | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63 | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64 | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65 | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| 66 | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| 67 | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| 68 | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| 69 | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| 70 | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| 71 | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| 72 | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| 73 | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| 74 | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| 75 | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| 76 | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| 77 | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| 78 | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| 79 | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| 80 | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| 81 | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |



|            |        |        |        |        |        |
|------------|--------|--------|--------|--------|--------|
| <b>82</b>  | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| <b>83</b>  | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| <b>84</b>  | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| <b>85</b>  | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| <b>86</b>  | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| <b>87</b>  | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| <b>88</b>  | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| <b>89</b>  | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| <b>90</b>  | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| <b>91</b>  | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| <b>92</b>  | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| <b>93</b>  | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| <b>94</b>  | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| <b>95</b>  | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| <b>96</b>  | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| <b>97</b>  | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| <b>98</b>  | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| <b>99</b>  | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| <b>100</b> | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

# Lampiran 11 Tabel t

## Daftar t Tabel

### Titik Persentase Distribusi t (df = 1 – 80)

| df \ Pr | 0.25    | 0.10    | 0.05    | 0.025    | 0.01     | 0.005    | 0.001     |
|---------|---------|---------|---------|----------|----------|----------|-----------|
|         | 0.50    | 0.20    | 0.10    | 0.050    | 0.02     | 0.010    | 0.002     |
| 1       | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| 2       | 0.81650 | 1.88562 | 2.91999 | 4.30265  | 6.96456  | 9.92484  | 22.32712  |
| 3       | 0.76489 | 1.63774 | 2.35336 | 3.18245  | 4.54070  | 5.84091  | 10.21453  |
| 4       | 0.74070 | 1.53321 | 2.13185 | 2.77645  | 3.74695  | 4.60409  | 7.17318   |
| 5       | 0.72669 | 1.47588 | 2.01505 | 2.57058  | 3.36493  | 4.03214  | 5.89343   |
| 6       | 0.71756 | 1.43976 | 1.94318 | 2.44691  | 3.14267  | 3.70743  | 5.20763   |
| 7       | 0.71114 | 1.41492 | 1.89458 | 2.36462  | 2.99795  | 3.49948  | 4.78529   |
| 8       | 0.70639 | 1.39682 | 1.85955 | 2.30600  | 2.89646  | 3.35539  | 4.50079   |
| 9       | 0.70272 | 1.38303 | 1.83311 | 2.26216  | 2.82144  | 3.24984  | 4.29681   |
| 10      | 0.69981 | 1.37218 | 1.81246 | 2.22814  | 2.76377  | 3.16927  | 4.14370   |
| 11      | 0.69745 | 1.36343 | 1.79588 | 2.20099  | 2.71808  | 3.10581  | 4.02470   |
| 12      | 0.69548 | 1.35622 | 1.78229 | 2.17881  | 2.68100  | 3.05454  | 3.92963   |
| 13      | 0.69383 | 1.35017 | 1.77093 | 2.16037  | 2.65031  | 3.01228  | 3.85198   |
| 14      | 0.69242 | 1.34503 | 1.76131 | 2.14479  | 2.62449  | 2.97684  | 3.78739   |
| 15      | 0.69120 | 1.34061 | 1.75305 | 2.13145  | 2.60248  | 2.94671  | 3.73283   |
| 16      | 0.69013 | 1.33676 | 1.74588 | 2.11991  | 2.58349  | 2.92078  | 3.68615   |
| 17      | 0.68920 | 1.33338 | 1.73961 | 2.10982  | 2.56693  | 2.89823  | 3.64577   |
| 18      | 0.68836 | 1.33039 | 1.73406 | 2.10092  | 2.55238  | 2.87844  | 3.61048   |
| 19      | 0.68762 | 1.32773 | 1.72913 | 2.09302  | 2.53948  | 2.86093  | 3.57940   |
| 20      | 0.68695 | 1.32534 | 1.72472 | 2.08596  | 2.52798  | 2.84534  | 3.55181   |
| 21      | 0.68635 | 1.32319 | 1.72074 | 2.07961  | 2.51765  | 2.83136  | 3.52715   |
| 22      | 0.68581 | 1.32124 | 1.71714 | 2.07387  | 2.50832  | 2.81876  | 3.50499   |
| 23      | 0.68531 | 1.31946 | 1.71387 | 2.06866  | 2.49987  | 2.80734  | 3.48496   |
| 24      | 0.68485 | 1.31784 | 1.71088 | 2.06390  | 2.49216  | 2.79694  | 3.46678   |
| 25      | 0.68443 | 1.31635 | 1.70814 | 2.05954  | 2.48511  | 2.78744  | 3.45019   |
| 26      | 0.68404 | 1.31497 | 1.70562 | 2.05553  | 2.47863  | 2.77871  | 3.43500   |
| 27      | 0.68368 | 1.31370 | 1.70329 | 2.05183  | 2.47266  | 2.77068  | 3.42103   |
| 28      | 0.68335 | 1.31253 | 1.70113 | 2.04841  | 2.46714  | 2.76326  | 3.40816   |
| 29      | 0.68304 | 1.31143 | 1.69913 | 2.04523  | 2.46202  | 2.75639  | 3.39624   |
| 30      | 0.68276 | 1.31042 | 1.69726 | 2.04227  | 2.45726  | 2.75000  | 3.38518   |
| 31      | 0.68249 | 1.30946 | 1.69552 | 2.03951  | 2.45282  | 2.74404  | 3.37490   |
| 32      | 0.68223 | 1.30857 | 1.69389 | 2.03693  | 2.44868  | 2.73848  | 3.36531   |
| 33      | 0.68200 | 1.30774 | 1.69236 | 2.03452  | 2.44479  | 2.73328  | 3.35634   |
| 34      | 0.68177 | 1.30695 | 1.69092 | 2.03224  | 2.44115  | 2.72839  | 3.34793   |
| 35      | 0.68156 | 1.30621 | 1.68957 | 2.03011  | 2.43772  | 2.72381  | 3.34005   |
| 36      | 0.68137 | 1.30551 | 1.68830 | 2.02809  | 2.43449  | 2.71948  | 3.33262   |
| 37      | 0.68118 | 1.30485 | 1.68709 | 2.02619  | 2.43145  | 2.71541  | 3.32563   |

|    |         |         |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|---------|---------|
| 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| 39 | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |
| 41 | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| 42 | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| 43 | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| 44 | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| 45 | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| 46 | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| 47 | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| 48 | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| 49 | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| 50 | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| 51 | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| 52 | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| 53 | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| 54 | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| 55 | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| 56 | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| 57 | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| 58 | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| 59 | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| 60 | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| 61 | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| 62 | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| 63 | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| 64 | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| 65 | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| 66 | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| 67 | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| 68 | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| 69 | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| 70 | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| 71 | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| 72 | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| 73 | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| 74 | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| 75 | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| 76 | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| 77 | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| 78 | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| 79 | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| 80 | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

## Lampiran 12 Tabel F

### Daftar F Tabel

| Titik Persentase Distribusi F untuk Probabilita = 0,05 |                            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|--------------------------------------------------------|----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| df untuk<br>penyebut<br>(N2)                           | df untuk pembilang<br>(N1) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|                                                        | 1                          | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |
| 1                                                      | 161                        | 199   | 216   | 225   | 230   | 234   | 237   | 239   | 241   | 242   | 243   | 244   | 245   | 245   | 246   |
| 2                                                      | 18.51                      | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3                                                      | 10.13                      | 9.55  | 9.28  | 9.12  | 9.01  | 8.94  | 8.89  | 8.85  | 8.81  | 8.79  | 8.76  | 8.74  | 8.73  | 8.71  | 8.70  |
| 4                                                      | 7.71                       | 6.94  | 6.59  | 6.39  | 6.26  | 6.16  | 6.09  | 6.04  | 6.00  | 5.96  | 5.94  | 5.91  | 5.89  | 5.87  | 5.86  |
| 5                                                      | 6.61                       | 5.79  | 5.41  | 5.19  | 5.05  | 4.95  | 4.88  | 4.82  | 4.77  | 4.74  | 4.70  | 4.68  | 4.66  | 4.64  | 4.62  |
| 6                                                      | 5.99                       | 5.14  | 4.76  | 4.53  | 4.39  | 4.28  | 4.21  | 4.15  | 4.10  | 4.06  | 4.03  | 4.00  | 3.98  | 3.96  | 3.94  |
| 7                                                      | 5.59                       | 4.74  | 4.35  | 4.12  | 3.97  | 3.87  | 3.79  | 3.73  | 3.68  | 3.64  | 3.60  | 3.57  | 3.55  | 3.53  | 3.51  |
| 8                                                      | 5.32                       | 4.46  | 4.07  | 3.84  | 3.69  | 3.58  | 3.50  | 3.44  | 3.39  | 3.35  | 3.31  | 3.28  | 3.26  | 3.24  | 3.22  |
| 9                                                      | 5.12                       | 4.26  | 3.86  | 3.63  | 3.48  | 3.37  | 3.29  | 3.23  | 3.18  | 3.14  | 3.10  | 3.07  | 3.05  | 3.03  | 3.01  |
| 10                                                     | 4.96                       | 4.10  | 3.71  | 3.48  | 3.33  | 3.22  | 3.14  | 3.07  | 3.02  | 2.98  | 2.94  | 2.91  | 2.89  | 2.86  | 2.85  |
| 11                                                     | 4.84                       | 3.98  | 3.59  | 3.36  | 3.20  | 3.09  | 3.01  | 2.95  | 2.90  | 2.85  | 2.82  | 2.79  | 2.76  | 2.74  | 2.72  |
| 12                                                     | 4.75                       | 3.89  | 3.49  | 3.26  | 3.11  | 3.00  | 2.91  | 2.85  | 2.80  | 2.75  | 2.72  | 2.69  | 2.66  | 2.64  | 2.62  |
| 13                                                     | 4.67                       | 3.81  | 3.41  | 3.18  | 3.03  | 2.92  | 2.83  | 2.77  | 2.71  | 2.67  | 2.63  | 2.60  | 2.58  | 2.55  | 2.53  |
| 14                                                     | 4.60                       | 3.74  | 3.34  | 3.11  | 2.96  | 2.85  | 2.76  | 2.70  | 2.65  | 2.60  | 2.57  | 2.53  | 2.51  | 2.48  | 2.46  |
| 15                                                     | 4.54                       | 3.68  | 3.29  | 3.06  | 2.90  | 2.79  | 2.71  | 2.64  | 2.59  | 2.54  | 2.51  | 2.48  | 2.45  | 2.42  | 2.40  |
| 16                                                     | 4.49                       | 3.63  | 3.24  | 3.01  | 2.85  | 2.74  | 2.66  | 2.59  | 2.54  | 2.49  | 2.46  | 2.42  | 2.40  | 2.37  | 2.35  |
| 17                                                     | 4.45                       | 3.59  | 3.20  | 2.96  | 2.81  | 2.70  | 2.61  | 2.55  | 2.49  | 2.45  | 2.41  | 2.38  | 2.35  | 2.33  | 2.31  |
| 18                                                     | 4.41                       | 3.55  | 3.16  | 2.93  | 2.77  | 2.66  | 2.58  | 2.51  | 2.46  | 2.41  | 2.37  | 2.34  | 2.31  | 2.29  | 2.27  |
| 19                                                     | 4.38                       | 3.52  | 3.13  | 2.90  | 2.74  | 2.63  | 2.54  | 2.48  | 2.42  | 2.38  | 2.34  | 2.31  | 2.28  | 2.26  | 2.23  |
| 20                                                     | 4.35                       | 3.49  | 3.10  | 2.87  | 2.71  | 2.60  | 2.51  | 2.45  | 2.39  | 2.35  | 2.31  | 2.28  | 2.25  | 2.22  | 2.20  |
| 21                                                     | 4.32                       | 3.47  | 3.07  | 2.84  | 2.68  | 2.57  | 2.49  | 2.42  | 2.37  | 2.32  | 2.28  | 2.25  | 2.22  | 2.20  | 2.18  |
| 22                                                     | 4.30                       | 3.44  | 3.05  | 2.82  | 2.66  | 2.55  | 2.46  | 2.40  | 2.34  | 2.30  | 2.26  | 2.23  | 2.20  | 2.17  | 2.15  |
| 23                                                     | 4.28                       | 3.42  | 3.03  | 2.80  | 2.64  | 2.53  | 2.44  | 2.37  | 2.32  | 2.27  | 2.24  | 2.20  | 2.18  | 2.15  | 2.13  |
| 24                                                     | 4.26                       | 3.40  | 3.01  | 2.78  | 2.62  | 2.51  | 2.42  | 2.36  | 2.30  | 2.25  | 2.22  | 2.18  | 2.15  | 2.13  | 2.11  |
| 25                                                     | 4.24                       | 3.39  | 2.99  | 2.76  | 2.60  | 2.49  | 2.40  | 2.34  | 2.28  | 2.24  | 2.20  | 2.16  | 2.14  | 2.11  | 2.09  |
| 26                                                     | 4.23                       | 3.37  | 2.98  | 2.74  | 2.59  | 2.47  | 2.39  | 2.32  | 2.27  | 2.22  | 2.18  | 2.15  | 2.12  | 2.09  | 2.07  |
| 27                                                     | 4.21                       | 3.35  | 2.96  | 2.73  | 2.57  | 2.46  | 2.37  | 2.31  | 2.25  | 2.20  | 2.17  | 2.13  | 2.10  | 2.08  | 2.06  |
| 28                                                     | 4.20                       | 3.34  | 2.95  | 2.71  | 2.56  | 2.45  | 2.36  | 2.29  | 2.24  | 2.19  | 2.15  | 2.12  | 2.09  | 2.06  | 2.04  |
| 29                                                     | 4.18                       | 3.33  | 2.93  | 2.70  | 2.55  | 2.43  | 2.35  | 2.28  | 2.22  | 2.18  | 2.14  | 2.10  | 2.08  | 2.05  | 2.03  |
| 30                                                     | 4.17                       | 3.32  | 2.92  | 2.69  | 2.53  | 2.42  | 2.33  | 2.27  | 2.21  | 2.16  | 2.13  | 2.09  | 2.06  | 2.04  | 2.01  |
| 31                                                     | 4.16                       | 3.30  | 2.91  | 2.68  | 2.52  | 2.41  | 2.32  | 2.25  | 2.20  | 2.15  | 2.11  | 2.08  | 2.05  | 2.03  | 2.00  |
| 32                                                     | 4.15                       | 3.29  | 2.90  | 2.67  | 2.51  | 2.40  | 2.31  | 2.24  | 2.19  | 2.14  | 2.10  | 2.07  | 2.04  | 2.01  | 1.99  |
| 33                                                     | 4.14                       | 3.28  | 2.89  | 2.66  | 2.50  | 2.39  | 2.30  | 2.23  | 2.18  | 2.13  | 2.09  | 2.06  | 2.03  | 2.00  | 1.98  |
| 34                                                     | 4.13                       | 3.28  | 2.88  | 2.65  | 2.49  | 2.38  | 2.29  | 2.23  | 2.17  | 2.12  | 2.08  | 2.05  | 2.02  | 1.99  | 1.97  |
| 35                                                     | 4.12                       | 3.27  | 2.87  | 2.64  | 2.49  | 2.37  | 2.29  | 2.22  | 2.16  | 2.11  | 2.07  | 2.04  | 2.01  | 1.99  | 1.96  |
| 36                                                     | 4.11                       | 3.26  | 2.87  | 2.63  | 2.48  | 2.36  | 2.28  | 2.21  | 2.15  | 2.11  | 2.07  | 2.03  | 2.00  | 1.98  | 1.95  |
| 37                                                     | 4.11                       | 3.25  | 2.86  | 2.63  | 2.47  | 2.36  | 2.27  | 2.20  | 2.14  | 2.10  | 2.06  | 2.02  | 2.00  | 1.97  | 1.95  |
| 38                                                     | 4.10                       | 3.24  | 2.85  | 2.62  | 2.46  | 2.35  | 2.26  | 2.19  | 2.14  | 2.09  | 2.05  | 2.02  | 1.99  | 1.96  | 1.94  |

|    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |
| 46 | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| 47 | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| 48 | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 49 | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 50 | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| 51 | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| 52 | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| 53 | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 54 | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 55 | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| 56 | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 57 | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 58 | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| 59 | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| 60 | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| 61 | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| 62 | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| 63 | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 64 | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 65 | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| 66 | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| 67 | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 68 | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 69 | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| 70 | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| 71 | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| 72 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 73 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 74 | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| 75 | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| 76 | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 77 | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 78 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| 79 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| 80 | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| 81 | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| 82 | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 83 | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 84 | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 85 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 86 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| 87 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| 88 | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| 89 | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 90 | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |

## Lampiran 13 Surat Izin Penelitian



Bandar Lampung, 14 Maret 2019

Nomor : Penelitian.003/DMJ/DEKAN/BAAK/III-19  
Lampiran : -  
Perihal : Permohonan Izin Penelitian

Kepada Yth,  
**PT. Semen Baturaja (Persero) Tbk, Pabrik Panjang**  
Di -

Jl. Yos Sudarso KM.7, Way Lunik, Teluk Betung Selatan, Bandar Lampung

Dengan hormat,

Berdasarkan dengan peraturan Akademik Institut Informatika dan Bisnis (IIB) bahwa mahasiswa/i Strata Satu (S1) yang akan menyelesaikan studinya diwajibkan untuk memiliki pengalaman kerja dengan melaksanakan Penelitian dan membuat laporan yang waktunya sesuai dengan kalender Institut Informatika dan Bisnis (IIB) Darmajaya.

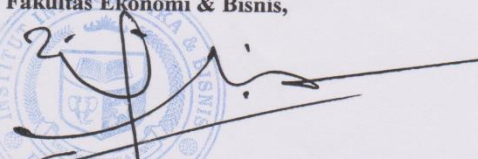
Untuk itu kami mohon kerja sama Bapak/Ibu agar kiranya dapat menerima mahasiswa/i untuk melakukan Penelitian, yang pelaksanaannya dimulai dari tanggal **18 Maret 2019 s.d 30 September 2019** (selama enam bulan dua belas hari)

Adapun mahasiswa/i tersebut adalah :

|         |                    |
|---------|--------------------|
| Nama    | : Akbar Wisnu Aji  |
| NPM     | : 1512110334       |
| Jurusan | : S1 Manajemen     |
| Jenjang | : Strata Satu (S1) |

Demikian permohonan ini dibuat, atas perhatian dan kerjasama yang baik kami ucapkan terimakasih.

Dekan  
Fakultas Ekonomi & Bisnis,

  
Prof. Ir. Zulkarnain Lubis, M.S., Ph.D  
NIK. 14580718

Tembusan:



**PT SEMEN BATURAJA  
(PERSERO) Tbk**

**Kantor Pusat**

Jl. Abikusno Cokrosuyoso, Keramasan Kertapati  
30258, Palembang, Sumatera Selatan

0711 - 511261 (Hunting)

0711 - 512126 (Fax)

sekper@semenbaturaja.co.id

Nomor : PR.08.01/427/2019

Panjang, 20 Maret 2019

Lamp : -

Hal : Jawaban Permohonan Penelitian

Yth.

Dekan Fakultas Ekonomi dan Bisnis  
Institut Informatika dan Bisnis Darmajaya

Di -

Tempat

Menindak lanjuti Surat permohonan Dekan Fakultas Ekonomi dan Bisnis Institut Informatika dan Bisnis Darmajaya tentang Permohonan Penelitian ke Perusahaan.

Maka dengan ini diberitahukan kepada Saudara, bahwa pada prinsipnya PT Semen Baturaja (Persero) Tbk Panjang Plant dapat menerima permohonan dimaksud, dengan ketentuan wajib memenuhi semua aturan yang berlaku di Perusahaan.

Adapun Penelitian yang akan dilakukan adalah mengenai Skripsi atas nama Akbar Wisnu Aji yang berjudul Pengaruh Pelatihan dan Pengembangan Karir Terhadap Produktivitas Kerja Karyawan Pada PT. Semen Baturaja (Persero) Tbk Pabrik Panjang Bandar Lampung.

Demikian atas perhatiannya diucapkan terima kasih.

PT. Semen Baturaja (Persero) Tbk.

  
**Kristan Teguh P. ST**  
SM Panjang Plant