

LAMPIRAN 1. KUISIONER PENELITIAN



Fakultas EKONOMI & BISNIS

Institut Informatika dan Bisnis Darmajaya

“ANALISIS PENGARUH KOMPETENSI DAN PEMANFAATAN TEKNOLOGI INFORMASI TERHADAP KINERJA PERSONEL POLRES PRINGSEWU BERDASARKAN MOTIVASI SEBAGAI VARIABEL INTERVENING”

Kepada:
Yth. Bapak/Ibu/Sdr/i
di
Polres Pringsewu

Dengan hormat,

Sehubungan dengan penelitian saya sebagaimana judul di atas, dengan ini saya Raga Nurmansyah NPM 2322311033P mahasiswa Institut Informatika Dan Bisnis Darmajaya Lampung Fakultas Ekonomi dan Bisnis Program Studi Magister Manajemen, memohon kesediaan Bapak/Ibu untuk memberikan informasi sesuai dengan apa yang Bapak/Ibu rasakan atau alami di Polres Pringsewu. Atas waktu dan kesediaannya diucapkan terimakasih.

A. Identitas Responden

Nama :

Jenis Kelamin : () Pria () Wanita

Tahun Kelahiran: () 1980 - 1985
() 1986 - 1990
() 1991 - 1994

Satuan Kerja : () BAG OPS () SAT RESKRIM () SAT TAHTI () SI TIK
() BAG SDM () SAT NARKOBA () SIPROPAM () SIKUM
() BAG REN () SAT SAMAPTA () SIWAS () SIUM
() BAG LOG () SAT LANTAS () SI HUMAS () SIKEU
() SAT INTEL () SAT BINMAS () SI DOKKES () SPKT

Status Kepegawaian : () POLRI () ASN

B. Petunjuk Pengisian Kuisisioner

Pilihlah salah satu jawaban pada setiap pernyataan dengan memberikan tanda ceklistm(✓) pada tempat yang telah tersedia dengan jawaban yang bapak/ibu/sdr/i anggap paling sesuai.

Keterangan :

- SS : Sangat Setuju
 S : Setuju
 KS : Kurang Setuju
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

Catatan :

Khusus kuisisioner bagian 4 dengan variabel Kinerja (Y), diisi oleh atasan langsung (Kabag/Kasat/Kasi) sesuai dengan satuan kerja Bapak/Ibu/Sdr/i masing-masing.

**KUISISIONER BAGIAN 1
 VARIABEL KOMPETENSI (X₁)**

| NO | PERNYATAAN | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 1. | Saya pernah melaksanakan operasi khusus Kepolisian. | | | | | |
| 2. | Saya pernah menduduki jabatan sebagai staf dan operasional. | | | | | |
| 3. | Masa jabatan saya saat ini lebih dari 10 tahun. | | | | | |
| 4. | Saya pernah mengikuti Dikbangspes/pelatihan | | | | | |
| 5. | Saya pernah mengikuti kursus yang diselenggarakan oleh pihak non-Polri | | | | | |
| 6. | Saya memiliki jenjang pendidikan terakhir D3/S1/S2/S3. | | | | | |
| 7. | Saya memahami isi Undang-Undang Nomor 2 Tahun 2002 tentang Kepolisian Negara Republik Indonesia. | | | | | |
| 8. | Saya memahami SOP bidang tugas saya saat ini. | | | | | |
| 9. | Saya mampu mengidentifikasi masalah dalam bidang pekerjaan saya. | | | | | |
| 10. | Saya mampu mencari solusi atas permasalahan yang sedang terjadi dalam bidang tugas saya. | | | | | |
| 11. | Saya memiliki kemampuan teknis yang menunjang pekerjaan saya. | | | | | |
| 12. | Saya memiliki sertifikat keahlian. | | | | | |
| 13. | Saya mahir dalam mengoperasikan komputer. | | | | | |

**KUISISIONER BAGIAN 2
 PEMANFAATAN TEKNOLOGI INFORMASI (X₂)**

| No | Pernyataan | SS | S | KS | TS | STS |
|----|---|----|---|----|----|-----|
| 1. | Komputer dan program aplikasi sangat membantu saya dalam bekerja. | | | | | |
| 2. | Bidang tugas saya bergantung pada komputer dan program aplikasi. | | | | | |
| 3. | Saya selalu bekerja dengan menggunakan komputer dan program aplikasi setiap hari. | | | | | |
| 4. | Penggunaan komputer dan program aplikasi lebih dari satu jam per hari. | | | | | |
| 5. | Satuan kerja saya memiliki lebih dari satu program aplikasi. | | | | | |
| 6. | Saya menggunakan lebih dari satu program aplikasi dalam pekerjaan sehari-hari. | | | | | |

KUISIONER BAGIAN 3**MOTIVASI (Z)**

| No | Pernyataan | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 1. | Gaji yang saya terima sesuai dengan beban pekerjaan. | | | | | |
| 2. | Gaji yang saya terima cukup untuk memenuhi kebutuhan pribadi dan keluarga. | | | | | |
| 3. | Besaran gaji yang saya terima di atas 10 juta per bulan. | | | | | |
| 4. | Saya menerima bonus karena telah bekerja dengan baik. | | | | | |
| 5. | Saya menerima bonus atas pekerjaan tambahan yang saya kerjakan. | | | | | |
| 6. | Bonus yang saya terima sesuai dengan beban pekerjaan tambahan. | | | | | |
| 7. | Saya menerima bonus setiap bulan. | | | | | |
| 8. | Saya menerima tunjangan jabatan. | | | | | |
| 9. | Instansi memberikan jaminan tempat tinggal. | | | | | |
| 10. | Instansi memberikan jaminan pendidikan anak. | | | | | |
| 11. | Instansi memberikan jaminan kesehatan. | | | | | |
| 12. | Saya mendapat promosi jabatan. | | | | | |
| 13. | Saya dipromosikan mengikuti seleksi alih golongan. | | | | | |
| 14. | Saya mendapat kenaikan pangkat lebih cepat. | | | | | |

KUISIONER BAGIAN 4**KINERJA (Y)**

| No | Pernyataan | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 1. | Hasil pekerjaan anggota saya sesuai dengan SOP. | | | | | |
| 2. | Anggota saya selalu melaksanakan pekerjaan dengan baik dan teliti. | | | | | |
| 3. | Anggota saya dapat meminimalisir kesalahan dalam bekerja. | | | | | |
| 4. | Anggota saya selalu mencapai target pekerjaan. | | | | | |
| 5. | Anggota saya mampu melebihi target pekerjaan. | | | | | |
| 6. | Anggota saya selalu memulai pekerjaan sesuai dengan waktu yang telah direncanakan. | | | | | |
| 7. | Anggota saya selalu menyelesaikan pekerjaan sesuai dengan batas waktu yang telah ditentukan. | | | | | |
| 8. | Anggota saya mampu bekerja dengan sarana dan prasarana yang tersedia. | | | | | |
| 9. | Anggota saya mampu menangani beberapa pekerjaan sekaligus. | | | | | |
| 10. | Anggota saya selalu menyelesaikan pekerjaan sesuai dengan petunjuk dan arahan pimpinan. | | | | | |
| 11. | Anggota saya sanggup bekerja diluar jam kerja (lembur atau hari libur). | | | | | |
| 12. | Anggota saya mampu menyelesaikan pekerjaan tanpa bantuan orang lain. | | | | | |
| 13. | Anggota saya proaktif dalam melakukan pekerjaan. | | | | | |
| 14. | Anggota saya mampu bekerja tanpa diawasi. | | | | | |

LAMPIRAN 2. JAWABAN RESPONDEN TENTANG KINERJA (Y)

| Responden | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 | item11 | item12 | item13 | item14 | Total |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|-------|
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 2 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 50 |
| 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 46 |
| 6 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 47 |
| 7 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 46 |
| 8 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 45 |
| 9 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 47 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 11 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 45 |
| 12 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 45 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 37 |
| 14 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 45 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 50 |
| 16 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 43 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 47 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 36 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 40 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 37 |
| 21 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 43 |
| 22 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 46 |
| 23 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 43 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 40 |
| 25 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 47 |
| 26 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 45 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 28 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 43 |
| 29 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 50 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 37 |
| 32 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 43 |
| 33 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 46 |
| 34 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 35 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 36 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 40 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 40 |
| 38 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 48 |
| 39 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| 40 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 48 |
| 41 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| 42 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 48 |
| 43 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 42 |
| 44 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 46 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 45 |
| 47 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 48 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 49 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 50 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 48 |
| 51 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 48 |

| | | | | | | | | | | | | | | | | |
|-----------|------|-----|-------|-----|------|-------|------|-------|-------|-------|-------|--------|-------|-------|-------|----|
| 52 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| 53 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 54 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 44 | |
| 55 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | |
| Jumlah | 188 | 187 | 170 | 187 | 194 | 194 | 136 | 161 | 161 | 177 | 175 | 149 | 161 | 161 | 2401 | |
| Rata-rata | 3,42 | 3,4 | 3,091 | 3,4 | 3,53 | 3,527 | 2,47 | 2,927 | 2,927 | 3,218 | 3,182 | 2,7091 | 2,927 | 2,927 | 43,65 | |

LAMPIRAN 3. JAWABAN RESPONDEN TENTANG KOMPETENSI (X₁)

| Responden | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 | item11 | item12 | item13 | Total |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|-------|
| 1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 37 |
| 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 46 |
| 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 36 |
| 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 42 |
| 6 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 43 |
| 7 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 42 |
| 8 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 9 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 43 |
| 10 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 37 |
| 11 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 12 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 13 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 34 |
| 14 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 41 |
| 15 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 46 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 17 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 43 |
| 18 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 33 |
| 19 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 36 |
| 20 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 34 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 24 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 36 |
| 25 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 37 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 27 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 35 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 29 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 37 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 37 |
| 31 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 29 |
| 32 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 34 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 37 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 36 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 37 |
| 37 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 37 |

| | | | | | | | | | | | | | | | |
|-----------|-------|-----|-------|-----|-------|-------|-------|-------|-----|-------|-------|-------|-------|-------|----|
| 38 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 36 |
| 39 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 37 |
| 40 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 37 |
| 41 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 36 |
| 42 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 36 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 37 |
| 44 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 32 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 37 |
| 46 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 35 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 49 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 38 |
| 50 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 35 |
| 51 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 37 |
| 52 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 37 |
| 53 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 36 |
| 54 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| 55 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 36 |
| Jumlah | 140 | 176 | 155 | 176 | 171 | 171 | 169 | 166 | 143 | 166 | 163 | 140 | 153 | 2089 | |
| Rata-rata | 2,545 | 3,2 | 2,818 | 3,2 | 3,109 | 3,109 | 3,073 | 3,018 | 2,6 | 3,018 | 2,964 | 2,545 | 2,782 | 37,98 | |

LAMPIRAN 4. JAWABAN RESPONDEN TENTANG MOTIVASI (Z)

| Responden | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 | item11 | item12 | item13 | item14 | Total |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|-------|
| 1 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 41 |
| 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 50 |
| 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 5 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 48 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 43 |
| 7 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 50 |
| 8 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 9 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 46 |
| 10 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 37 |
| 11 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 40 |
| 13 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 37 |
| 14 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 15 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 50 |
| 16 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 39 |
| 17 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 48 |
| 18 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 36 |
| 19 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 20 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 36 |
| 21 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 45 |
| 22 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 48 |
| 23 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |

| | | | | | | | | | | | | | | | |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|-------|-------|-------|
| 24 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 39 |
| 25 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 26 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 48 |
| 27 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 28 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 46 |
| 29 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 45 |
| 30 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 50 |
| 31 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 36 |
| 32 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 45 |
| 33 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 48 |
| 34 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 35 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 36 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 41 |
| 37 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 38 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 39 |
| 39 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 50 |
| 40 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 41 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 48 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 43 |
| 43 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 50 |
| 44 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 45 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 46 |
| 46 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 37 |
| 47 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 48 |
| 48 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 49 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 40 |
| 50 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 38 |
| 51 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 49 |
| 52 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 48 |
| 53 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 54 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| 55 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 44 |
| Jumlah | 180 | 196 | 150 | 147 | 183 | 162 | 172 | 180 | 145 | 159 | 143 | 198 | 171 | 186 | 2372 |
| Rata-rata | 3,273 | 3,564 | 2,727 | 2,673 | 3,327 | 2,945 | 3,127 | 3,273 | 2,636 | 2,891 | 2,6 | 3,6 | 3,109 | 3,382 | 43,13 |

LAMPIRAN 5. JAWABAN RESPONDEN TENTANG PEMANFAATAN TEKNOLOGI INFORMASI (X₂)

| Responden | item1 | item2 | item3 | item4 | item5 | item6 | Total |
|-----------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 3 | 2 | 3 | 3 | 3 | 2 | 16 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 4 | 3 | 2 | 3 | 3 | 3 | 2 | 16 |
| 5 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 7 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 8 | 3 | 2 | 3 | 3 | 3 | 2 | 16 |
| 9 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 10 | 3 | 2 | 2 | 3 | 3 | 2 | 15 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 13 | 3 | 2 | 2 | 2 | 3 | 2 | 14 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 15 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 16 | 3 | 3 | 3 | 3 | 3 | 2 | 17 |
| 17 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 18 | 3 | 2 | 2 | 2 | 3 | 2 | 14 |
| 19 | 3 | 2 | 3 | 3 | 3 | 2 | 16 |
| 20 | 3 | 2 | 2 | 2 | 3 | 2 | 14 |
| 21 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 22 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 24 | 3 | 3 | 3 | 3 | 3 | 2 | 17 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 26 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 27 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 28 | 4 | 3 | 3 | 4 | 4 | 3 | 21 |
| 29 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 30 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 31 | 3 | 2 | 2 | 3 | 3 | 2 | 15 |
| 32 | 4 | 3 | 3 | 4 | 4 | 3 | 21 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 34 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 35 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 36 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 39 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 40 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 41 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 42 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 43 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 44 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 46 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 47 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 48 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 49 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 50 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 51 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 52 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 53 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 54 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 55 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| Jumlah | 205 | 166 | 174 | 179 | 198 | 161 | 1083 |
| Rata-rata | 3,727 | 3,018 | 3,164 | 3,255 | 3,6 | 2,927 | 19,69 |

LAMPIRAN 6. HASIL UJI VALIDITAS KINERJA

| | item1 | item2 | item3 | item4 | item5 | item6 | item7 |
|---------------------------|--------|--------|--------|--------|--------|--------|-------|
| Pearson Correlation | 1 | ,963** | ,373** | ,512** | ,507** | ,360** | ,231 |
| item1 Sig. (2-tailed) | | ,000 | ,005 | ,000 | ,000 | ,007 | ,090 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item2 Pearson Correlation | ,963** | 1 | ,387** | ,470** | ,476** | ,327* | ,268* |

| | | | | | | | | | |
|--------|---------------------|---------|---------|--------|--------|-------|---------|---------|--------|
| item10 | Pearson Correlation | ,148 | ,148 | 1 | ,892** | ,338* | ,148 | ,148 | ,634** |
| | Sig. (2-tailed) | ,281 | ,281 | | ,000 | ,012 | ,281 | ,281 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item11 | Pearson Correlation | ,132 | ,132 | ,892** | 1 | ,302* | ,132 | ,132 | ,641** |
| | Sig. (2-tailed) | ,337 | ,337 | ,000 | | ,025 | ,337 | ,337 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item12 | Pearson Correlation | -,025 | -,025 | ,338* | ,302* | 1 | -,025 | -,025 | ,305* |
| | Sig. (2-tailed) | ,855 | ,855 | ,012 | ,025 | | ,855 | ,855 | ,024 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item13 | Pearson Correlation | 1,000** | 1,000** | ,148 | ,132 | -,025 | 1 | 1,000** | ,579** |
| | Sig. (2-tailed) | ,000 | ,000 | ,281 | ,337 | ,855 | | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item14 | Pearson Correlation | 1,000** | 1,000** | ,148 | ,132 | -,025 | 1,000** | 1 | ,579** |
| | Sig. (2-tailed) | ,000 | ,000 | ,281 | ,337 | ,855 | ,000 | | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| Total | Pearson Correlation | ,579** | ,579** | ,634** | ,641** | ,305* | ,579** | ,579** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,024 | ,000 | ,000 | |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |

LAMPIRAN 7. HASIL UJI VALIDITAS KOMPETENSI

| | | item1 | item2 | item3 | item4 | item5 | item6 | item7 |
|--------|---------------------|--------|--------|--------|--------|---------|---------|--------|
| item1 | Pearson Correlation | 1 | ,494** | ,422** | ,494** | ,372** | ,372** | ,319* |
| | Sig. (2-tailed) | | ,000 | ,001 | ,000 | ,005 | ,005 | ,017 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item2 | Pearson Correlation | ,494** | 1 | ,213 | ,907** | ,763** | ,763** | ,662** |
| | Sig. (2-tailed) | ,000 | | ,119 | ,000 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item3 | Pearson Correlation | ,422** | ,213 | 1 | ,319* | ,141 | ,141 | ,106 |
| | Sig. (2-tailed) | ,001 | ,119 | | ,018 | ,305 | ,305 | ,439 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item4 | Pearson Correlation | ,494** | ,907** | ,319* | 1 | ,651** | ,651** | ,535** |
| | Sig. (2-tailed) | ,000 | ,000 | ,018 | | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item5 | Pearson Correlation | ,372** | ,763** | ,141 | ,651** | 1 | 1,000** | ,859** |
| | Sig. (2-tailed) | ,005 | ,000 | ,305 | ,000 | | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item6 | Pearson Correlation | ,372** | ,763** | ,141 | ,651** | 1,000** | 1 | ,859** |
| | Sig. (2-tailed) | ,005 | ,000 | ,305 | ,000 | ,000 | | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item7 | Pearson Correlation | ,319* | ,662** | ,106 | ,535** | ,859** | ,859** | 1 |
| | Sig. (2-tailed) | ,017 | ,000 | ,439 | ,000 | ,000 | ,000 | |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item8 | Pearson Correlation | ,228 | ,493** | ,037 | ,317* | ,618** | ,618** | ,709** |
| | Sig. (2-tailed) | ,094 | ,000 | ,790 | ,018 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item9 | Pearson Correlation | ,522** | ,034 | ,289* | ,034 | -,162 | -,162 | -,046 |
| | Sig. (2-tailed) | ,000 | ,808 | ,033 | ,808 | ,236 | ,236 | ,738 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item10 | Pearson Correlation | ,228 | ,493** | ,037 | ,317* | ,618** | ,618** | ,709** |
| | Sig. (2-tailed) | ,094 | ,000 | ,790 | ,018 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item11 | Pearson Correlation | ,213 | ,088 | ,412** | ,307* | ,058 | ,058 | ,044 |
| | Sig. (2-tailed) | ,119 | ,524 | ,002 | ,023 | ,674 | ,674 | ,751 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item12 | Pearson Correlation | ,560** | ,494** | ,232 | ,494** | ,372** | ,372** | ,319* |
| | Sig. (2-tailed) | ,000 | ,000 | ,088 | ,000 | ,005 | ,005 | ,017 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item13 | Pearson Correlation | ,225 | ,338* | ,208 | ,338* | ,278* | ,278* | ,256 |
| | Sig. (2-tailed) | ,099 | ,012 | ,128 | ,012 | ,040 | ,040 | ,059 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| Total | Pearson Correlation | ,718** | ,828** | ,449** | ,789** | ,765** | ,765** | ,722** |
| | Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |

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| | | item8 | item9 | item10 | item11 | item12 | item13 | Total |
|-------|---------------------|-------|--------|--------|--------|--------|--------|--------|
| item1 | Pearson Correlation | ,228 | ,522** | ,228 | ,213 | ,560** | ,225 | ,718** |
| | Sig. (2-tailed) | ,094 | ,000 | ,094 | ,119 | ,000 | ,099 | ,000 |

| | | | | | | | | |
|--------|---------------------|---------|-------|---------|--------|--------|--------|--------|
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,493** | ,034 | ,493** | ,088 | ,494** | ,338* | ,828** |
| item2 | Sig. (2-tailed) | ,000 | ,808 | ,000 | ,524 | ,000 | ,012 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,037 | ,289* | ,037 | ,412** | ,232 | ,208 | ,449** |
| item3 | Sig. (2-tailed) | ,790 | ,033 | ,790 | ,002 | ,088 | ,128 | ,001 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,317* | ,034 | ,317* | ,307 | ,494** | ,338* | ,789** |
| item4 | Sig. (2-tailed) | ,018 | ,808 | ,018 | ,023 | ,000 | ,012 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,618** | -,162 | ,618** | ,058 | ,372** | ,278* | ,765** |
| item5 | Sig. (2-tailed) | ,000 | ,236 | ,000 | ,674 | ,005 | ,040 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,618** | -,162 | ,618** | ,058 | ,372** | ,278* | ,765** |
| item6 | Sig. (2-tailed) | ,000 | ,236 | ,000 | ,674 | ,005 | ,040 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,709** | -,046 | ,709** | ,044 | ,319* | ,256 | ,722** |
| item7 | Sig. (2-tailed) | ,000 | ,738 | ,000 | ,751 | ,017 | ,059 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | 1 | ,223 | 1,000** | ,015 | ,228 | ,230 | ,624** |
| item8 | Sig. (2-tailed) | | ,101 | ,000 | ,912 | ,094 | ,091 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,223 | 1 | ,223 | ,238 | ,075 | ,288* | ,339* |
| item9 | Sig. (2-tailed) | ,101 | | ,101 | ,080 | ,589 | ,033 | ,011 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | 1,000** | ,223 | 1 | ,015 | ,228 | ,230 | ,624** |
| item10 | Sig. (2-tailed) | ,000 | ,101 | | ,912 | ,094 | ,091 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,015 | ,238 | ,015 | 1 | ,213 | ,368** | ,340* |
| item11 | Sig. (2-tailed) | ,912 | ,080 | ,912 | | ,119 | ,006 | ,011 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,228 | ,075 | ,228 | ,213 | 1 | ,579** | ,671** |
| item12 | Sig. (2-tailed) | ,094 | ,589 | ,094 | ,119 | | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,230 | ,288* | ,230 | ,368** | ,579** | 1 | ,574** |
| item13 | Sig. (2-tailed) | ,091 | ,033 | ,091 | ,006 | ,000 | | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,624** | ,339* | ,624** | ,340* | ,671** | ,574** | 1 |
| Total | Sig. (2-tailed) | ,000 | ,011 | ,000 | ,011 | ,000 | ,000 | |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |

LAMPIRAN 8. HASIL UJI VALIDITAS TEKNOLOGI INFORMASI

| | item1 | item2 | item3 | item4 | item5 | item6 | Total | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| | Pearson Correlation | 1 | ,742** | ,671** | ,672** | ,874** | ,790** | ,895** |
| item1 | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,742** | 1 | ,774** | ,750** | ,713** | ,886** | ,908** |
| item2 | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,671** | ,774** | 1 | ,874** | ,695** | ,718** | ,879** |
| item3 | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,672** | ,750** | ,874** | 1 | ,724** | ,665** | ,872** |
| item4 | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,874** | ,713** | ,695** | ,724** | 1 | ,729** | ,894** |
| item5 | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,790** | ,886** | ,718** | ,665** | ,729** | 1 | ,894** |
| item6 | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| | Pearson Correlation | ,895** | ,908** | ,879** | ,872** | ,894** | ,894** | 1 |
| Total | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |

LAMPIRAN 9. HASIL UJI VALIDITAS MOTIVASI

| | item1 | item2 | item3 | item4 | item5 | item6 | item7 | |
|-------|---------------------|-------|--------|--------|--------|--------|-------|--------|
| item1 | Pearson Correlation | 1 | ,539** | ,375** | ,427** | ,878** | ,147 | ,624** |

| | | | | | | | | |
|--------|---------------------|---------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | | ,000 | ,005 | ,001 | ,000 | ,284 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item2 | Pearson Correlation | ,539** | 1 | ,696** | ,793** | ,614** | ,273* | ,336* |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,044 | ,012 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item3 | Pearson Correlation | ,375** | ,696** | 1 | ,878** | ,427** | ,392** | ,234 |
| | Sig. (2-tailed) | ,005 | ,000 | | ,000 | ,001 | ,003 | ,086 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item4 | Pearson Correlation | ,427** | ,793** | ,878** | 1 | ,486** | ,344* | ,266* |
| | Sig. (2-tailed) | ,001 | ,000 | ,000 | | ,000 | ,010 | ,049 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item5 | Pearson Correlation | ,878** | ,614** | ,427** | ,486** | 1 | ,168 | ,548** |
| | Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | | ,221 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item6 | Pearson Correlation | ,147 | ,273* | ,392** | ,344* | ,168 | 1 | ,092 |
| | Sig. (2-tailed) | ,284 | ,044 | ,003 | ,010 | ,221 | | ,505 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item7 | Pearson Correlation | ,624** | ,336* | ,234 | ,266* | ,548** | ,092 | 1 |
| | Sig. (2-tailed) | ,000 | ,012 | ,086 | ,049 | ,000 | ,505 | |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item8 | Pearson Correlation | 1,000** | ,539** | ,375** | ,427** | ,878** | ,147 | ,624** |
| | Sig. (2-tailed) | ,000 | ,000 | ,005 | ,001 | ,000 | ,284 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item9 | Pearson Correlation | ,463** | ,859** | ,810** | ,923** | ,527** | ,318* | ,289* |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,018 | ,033 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item10 | Pearson Correlation | ,214 | ,398** | ,571** | ,502** | ,244 | ,686** | ,134 |
| | Sig. (2-tailed) | ,116 | ,003 | ,000 | ,000 | ,073 | ,000 | ,331 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item11 | Pearson Correlation | ,500** | ,928** | ,750** | ,854** | ,569** | ,294* | ,312* |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,029 | ,020 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item12 | Pearson Correlation | ,500** | ,928** | ,750** | ,854** | ,569** | ,294* | ,312* |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,029 | ,020 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item13 | Pearson Correlation | ,571** | ,308* | ,214 | ,244 | ,502** | ,084 | ,916** |
| | Sig. (2-tailed) | ,000 | ,022 | ,116 | ,073 | ,000 | ,542 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item14 | Pearson Correlation | ,779** | ,692** | ,481** | ,548** | ,887** | ,189 | ,486** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,168 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| Total | Pearson Correlation | ,775** | ,881** | ,773** | ,839** | ,809** | ,377** | ,566** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,005 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 |

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| | | item8 | item9 | item10 | item11 | item12 | item13 | item14 | Total |
|-------|---------------------|---------|--------|--------|--------|--------|--------|--------|--------|
| item1 | Pearson Correlation | 1,000** | ,463** | ,214 | ,500** | ,500** | ,571** | ,779** | ,775** |
| | Sig. (2-tailed) | ,000 | ,000 | ,116 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item2 | Pearson Correlation | ,539** | ,859** | ,398** | ,928** | ,928** | ,308* | ,692** | ,881** |
| | Sig. (2-tailed) | ,000 | ,000 | ,003 | ,000 | ,000 | ,022 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item3 | Pearson Correlation | ,375** | ,810** | ,571** | ,750** | ,750** | ,214 | ,481** | ,773** |
| | Sig. (2-tailed) | ,005 | ,000 | ,000 | ,000 | ,000 | ,116 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item4 | Pearson Correlation | ,427** | ,923** | ,502** | ,854** | ,854** | ,244 | ,548** | ,839** |
| | Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | ,073 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item5 | Pearson Correlation | ,878** | ,527** | ,244 | ,569** | ,569** | ,502** | ,887** | ,809** |
| | Sig. (2-tailed) | ,000 | ,000 | ,073 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item6 | Pearson Correlation | ,147 | ,318* | ,686** | ,294* | ,294* | ,084 | ,189 | ,377** |
| | Sig. (2-tailed) | ,284 | ,018 | ,000 | ,029 | ,029 | ,542 | ,168 | ,005 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item7 | Pearson Correlation | ,624** | ,289* | ,134 | ,312* | ,312* | ,916** | ,486** | ,566** |
| | Sig. (2-tailed) | ,000 | ,033 | ,331 | ,020 | ,020 | ,000 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item8 | Pearson Correlation | 1 | ,463** | ,214 | ,500** | ,500** | ,571** | ,779** | ,775** |
| | Sig. (2-tailed) | | ,000 | ,116 | ,000 | ,000 | ,000 | ,000 | ,000 |

| | | | | | | | | | |
|--------|---------------------|--------|--------|--------|---------|---------|--------|--------|--------|
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item9 | Pearson Correlation | ,463** | 1 | ,463** | ,926** | ,926** | ,265 | ,594** | ,871** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,051 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item10 | Pearson Correlation | ,214 | ,463** | 1 | ,429** | ,429** | ,122 | ,275* | ,511** |
| | Sig. (2-tailed) | ,116 | ,000 | | ,001 | ,001 | ,373 | ,042 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item11 | Pearson Correlation | ,500** | ,926** | ,429** | 1 | 1,000** | ,286* | ,642** | ,890** |
| | Sig. (2-tailed) | ,000 | ,000 | ,001 | | ,000 | ,034 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item12 | Pearson Correlation | ,500** | ,926** | ,429** | 1,000** | 1 | ,286* | ,642** | ,890** |
| | Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | | ,034 | ,000 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item13 | Pearson Correlation | ,571** | ,265 | ,122 | ,286* | ,286* | 1 | ,445** | ,530** |
| | Sig. (2-tailed) | ,000 | ,051 | ,373 | ,034 | ,034 | | ,001 | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| item14 | Pearson Correlation | ,779** | ,594** | ,275* | ,642** | ,642** | ,445** | 1 | ,828** |
| | Sig. (2-tailed) | ,000 | ,000 | ,042 | ,000 | ,000 | ,001 | | ,000 |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| Total | Pearson Correlation | ,775** | ,871** | ,511** | ,890** | ,890** | ,530** | ,828** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |

LAMPIRAN 10. HASIL UJI RELIABILITAS KINERJA

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 55 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 55 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,850 | 14 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| item1 | 40,24 | 8,925 | ,742 | ,823 |
| item2 | 40,25 | 8,971 | ,730 | ,824 |
| item3 | 40,56 | 10,436 | ,458 | ,844 |
| item4 | 40,25 | 9,527 | ,527 | ,839 |
| item5 | 40,13 | 9,928 | ,377 | ,850 |
| item6 | 40,13 | 9,632 | ,477 | ,843 |
| item7 | 41,18 | 9,559 | ,503 | ,841 |
| item8 | 40,73 | 10,424 | ,523 | ,842 |
| item9 | 40,73 | 10,424 | ,523 | ,842 |
| item10 | 40,44 | 9,769 | ,551 | ,837 |
| item11 | 40,47 | 9,846 | ,565 | ,837 |
| item12 | 40,95 | 10,645 | ,175 | ,861 |
| item13 | 40,73 | 10,424 | ,523 | ,842 |
| item14 | 40,73 | 10,424 | ,523 | ,842 |

LAMPIRAN 11. HASIL UJI RELIABILITAS KOMPETENSI

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 55 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 55 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,866 | 13 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| item1 | 35,44 | 7,954 | ,626 | ,851 |
| item2 | 34,78 | 7,840 | ,775 | ,841 |
| item3 | 35,16 | 9,028 | ,343 | ,868 |
| item4 | 34,78 | 7,952 | ,725 | ,844 |
| item5 | 34,87 | 8,335 | ,709 | ,847 |
| item6 | 34,87 | 8,335 | ,709 | ,847 |
| item7 | 34,91 | 8,603 | ,667 | ,851 |
| item8 | 34,96 | 9,110 | ,575 | ,858 |
| item9 | 35,38 | 9,166 | ,191 | ,882 |
| item10 | 34,96 | 9,110 | ,575 | ,858 |
| item11 | 35,02 | 9,611 | ,286 | ,868 |
| item12 | 35,44 | 8,102 | ,568 | ,856 |
| item13 | 35,20 | 8,644 | ,474 | ,861 |

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 55 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 55 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,947 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| item1 | 15,96 | 7,369 | ,843 | ,936 |
| item2 | 16,67 | 7,446 | ,864 | ,934 |
| item3 | 16,53 | 7,809 | ,829 | ,938 |
| item4 | 16,44 | 7,769 | ,817 | ,939 |
| item5 | 16,09 | 7,232 | ,837 | ,938 |
| item6 | 16,76 | 7,739 | ,849 | ,936 |

LAMPIRAN 12. HASIL UJI RELIABILITAS MOTIVASI**Reliability****Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 55 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 55 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,942 | 14 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| item1 | 39,85 | 17,978 | ,731 | ,937 |
| item2 | 39,56 | 17,176 | ,853 | ,933 |
| item3 | 40,40 | 17,985 | ,729 | ,937 |
| item4 | 40,45 | 17,549 | ,805 | ,935 |
| item5 | 39,80 | 17,681 | ,768 | ,936 |
| item6 | 40,18 | 20,226 | ,333 | ,945 |
| item7 | 40,00 | 19,333 | ,513 | ,942 |
| item8 | 39,85 | 17,978 | ,731 | ,937 |
| item9 | 40,49 | 17,329 | ,841 | ,933 |
| item10 | 40,24 | 19,591 | ,458 | ,943 |
| item11 | 40,53 | 17,180 | ,864 | ,933 |
| item12 | 39,53 | 17,180 | ,864 | ,933 |
| item13 | 40,02 | 19,537 | ,478 | ,943 |
| item14 | 39,75 | 17,490 | ,789 | ,935 |

LAMPIRAN 13. HASIL UJI DESKRIPTIF STATISTIK

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|---------------------|----|---------|---------|-------|----------------|
| Kinerja | 55 | 36 | 50 | 43,65 | 3,373 |
| Kompetensi | 55 | 29 | 46 | 37,98 | 3,159 |
| Teknologi Informasi | 55 | 14 | 28 | 19,69 | 3,282 |
| Motivasi | 55 | 36 | 50 | 43,13 | 4,579 |
| Valid N (listwise) | 55 | | | | |

Frequency Table

Kinerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| 36 | 1 | 1,8 | 1,8 | 1,8 |
| 37 | 3 | 5,4 | 5,5 | 7,3 |
| 40 | 5 | 8,9 | 9,1 | 16,4 |
| 41 | 6 | 10,7 | 10,9 | 27,3 |
| 42 | 6 | 10,7 | 10,9 | 38,2 |
| 43 | 5 | 8,9 | 9,1 | 47,3 |
| Valid 44 | 6 | 10,7 | 10,9 | 58,2 |
| 45 | 7 | 12,5 | 12,7 | 70,9 |
| 46 | 4 | 7,1 | 7,3 | 78,2 |
| 47 | 4 | 7,1 | 7,3 | 85,5 |
| 48 | 5 | 8,9 | 9,1 | 94,5 |
| 50 | 3 | 5,4 | 5,5 | 100,0 |
| Total | 55 | 98,2 | 100,0 | |
| Missing System | 1 | 1,8 | | |
| Total | 56 | 100,0 | | |

Kompetensi

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| 29 | 1 | 1,8 | 1,8 | 1,8 |
| 32 | 1 | 1,8 | 1,8 | 3,6 |
| 33 | 1 | 1,8 | 1,8 | 5,5 |
| 34 | 2 | 3,6 | 3,6 | 9,1 |
| 35 | 3 | 5,4 | 5,5 | 14,5 |
| 36 | 8 | 14,3 | 14,5 | 29,1 |
| Valid 37 | 14 | 25,0 | 25,5 | 54,5 |
| 38 | 1 | 1,8 | 1,8 | 56,4 |
| 39 | 12 | 21,4 | 21,8 | 78,2 |
| 41 | 5 | 8,9 | 9,1 | 87,3 |
| 42 | 2 | 3,6 | 3,6 | 90,9 |
| 43 | 3 | 5,4 | 5,5 | 96,4 |
| 46 | 2 | 3,6 | 3,6 | 100,0 |
| Total | 55 | 98,2 | 100,0 | |
| Missing System | 1 | 1,8 | | |
| Total | 56 | 100,0 | | |

Teknologi Informasi

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| 14 | 3 | 5,4 | 5,5 | 5,5 |
| 15 | 2 | 3,6 | 3,6 | 9,1 |
| 16 | 4 | 7,1 | 7,3 | 16,4 |
| 17 | 2 | 3,6 | 3,6 | 20,0 |
| 18 | 10 | 17,9 | 18,2 | 38,2 |
| 19 | 7 | 12,5 | 12,7 | 50,9 |
| 20 | 11 | 19,6 | 20,0 | 70,9 |
| 21 | 2 | 3,6 | 3,6 | 74,5 |
| 22 | 5 | 8,9 | 9,1 | 83,6 |
| 23 | 2 | 3,6 | 3,6 | 87,3 |
| 24 | 1 | 1,8 | 1,8 | 89,1 |
| 26 | 5 | 8,9 | 9,1 | 98,2 |
| 28 | 1 | 1,8 | 1,8 | 100,0 |
| Total | 55 | 98,2 | 100,0 | |
| Missing System | 1 | 1,8 | | |
| Total | 56 | 100,0 | | |

Motivasi

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| 36 | 3 | 5,4 | 5,5 | 5,5 |
| 37 | 3 | 5,4 | 5,5 | 10,9 |
| 38 | 9 | 16,1 | 16,4 | 27,3 |
| 39 | 3 | 5,4 | 5,5 | 32,7 |
| 40 | 2 | 3,6 | 3,6 | 36,4 |
| 41 | 2 | 3,6 | 3,6 | 40,0 |
| 43 | 2 | 3,6 | 3,6 | 43,6 |
| 44 | 10 | 17,9 | 18,2 | 61,8 |
| 45 | 3 | 5,4 | 5,5 | 67,3 |
| 46 | 3 | 5,4 | 5,5 | 72,7 |
| 48 | 8 | 14,3 | 14,5 | 87,3 |
| 49 | 1 | 1,8 | 1,8 | 89,1 |
| 50 | 6 | 10,7 | 10,9 | 100,0 |
| Total | 55 | 98,2 | 100,0 | |
| Missing System | 1 | 1,8 | | |
| Total | 56 | 100,0 | | |

LAMPIRAN 14. HASIL UJI NORMALITAS

NPar Tests

One-Sample Kolmogorov-Smirnov Test

| | | Kinerja | Kompetensi | Teknologi Informasi | Motivasi |
|----------------------------------|----------------|---------|------------|---------------------|----------|
| N | | 55 | 55 | 55 | 55 |
| Normal Parameters ^{a,b} | Mean | 43,65 | 37,98 | 19,69 | 43,13 |
| | Std. Deviation | 3,373 | 3,159 | 3,282 | 4,579 |
| Most Extreme Differences | Absolute | ,073 | ,167 | ,172 | ,144 |
| | Positive | ,070 | ,167 | ,172 | ,144 |
| | Negative | -,073 | -,120 | -,103 | -,139 |
| Kolmogorov-Smirnov Z | | ,543 | 1,242 | 1,272 | 1,065 |
| Asymp. Sig. (2-tailed) | | ,930 | ,091 | ,078 | ,207 |

a. Test distribution is Normal.

b. Calculated from data.

LAMPIRAN 15. HASIL UJI MULTIKOLINEARITAS

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|---------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| (Constant) | 7,650 | 2,477 | | 3,088 | ,003 | | |
| 1 Kompetensi | ,492 | ,089 | ,461 | 5,511 | ,000 | ,456 | 2,192 |
| Teknologi Informasi | ,457 | ,110 | ,444 | 4,164 | ,000 | ,280 | 3,570 |
| Motivasi | ,193 | ,094 | ,262 | 2,047 | ,046 | ,195 | 5,131 |

a. Dependent Variable: Kinerja

LAMPIRAN 16. HASIL UJI AUTOKORELASI

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | ,915 ^a | ,837 | ,828 | 1,400 | 1,867 |

a. Predictors: (Constant), Motivasi, Kompetensi, Teknologi Informasi
 b. Dependent Variable: Kinerja

LAMPIRAN 17. HASIL UJI HETEROKEDASSTISITAS

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | ,340 | 1,478 | | ,230 | ,819 |
| 1 Kompetensi | -,002 | ,053 | -,006 | -,029 | ,977 |
| Teknologi Informasi | -,024 | ,065 | -,096 | -,366 | ,716 |
| Motivasi | ,029 | ,056 | ,165 | ,523 | ,603 |

a. Dependent Variable: ABS_Res

LAMPIRAN 18. HASIL UJI REGRESI LINIER BERGANDA PENGARUH KOMPETENSI DAN TEKNOLOGI INFORMASI TERHADAP MOTIVASI

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Teknologi Informasi, Kompetensi ^b | | Enter |

a. Dependent Variable: Motivasi
 b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,897 ^a | ,805 | ,798 | 2,060 |

a. Predictors: (Constant), Teknologi Informasi, Kompetensi

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|---------|-------------------|
| 1 Regression | 911,451 | 2 | 455,726 | 107,396 | ,000 ^b |
| Residual | 220,658 | 52 | 4,243 | | |
| Total | 1132,109 | 54 | | | |

a. Dependent Variable: Motivasi
 b. Predictors: (Constant), Teknologi Informasi, Kompetensi

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| (Constant) | -2,649 | 3,625 | | -,731 | ,468 |
| 1 Kompetensi | ,695 | ,089 | ,479 | 7,778 | ,000 |
| Teknologi Informasi | ,985 | ,086 | ,706 | 11,456 | ,000 |

a. Dependent Variable: Motivasi

LAMPIRAN 19. HASIL UJI REGRESI LINIER BERGANDA PENGARUH KOMPETENSI, TEKNOLOGI INFORMASI DAN MOTIVASI TERHADAP KINERJA

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Motivasi, Kompetensi, Teknologi Informasi ^b | | Enter |

- a. Dependent Variable: Kinerja
- b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,915 ^a | ,837 | ,828 | 1,400 |

- a. Predictors: (Constant), Motivasi, Kompetensi, Teknologi Informasi

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 514,427 | 3 | 171,476 | 87,445 | ,000 ^b |
| | Residual | 100,009 | 51 | 1,961 | | |
| | Total | 614,436 | 54 | | | |

- a. Dependent Variable: Kinerja
- b. Predictors: (Constant), Motivasi, Kompetensi, Teknologi Informasi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|---------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 7,650 | 2,477 | | 3,088 | ,003 |
| | Kompetensi | ,492 | ,089 | ,461 | 5,511 | ,000 |
| | Teknologi Informasi | ,457 | ,110 | ,444 | 4,164 | ,000 |
| | Motivasi | ,193 | ,094 | ,262 | 2,047 | ,046 |

- a. Dependent Variable: Kinerja

LAMPIRAN 20. HASIL UJI SOBEL (<http://quantpsy.org/sobel/sobel.htm>)

| Input: | | Test statistic: | Std. Error: | p-value: |
|----------------|------------------------------------|--|--|------------|
| a | <input type="text" value="0.479"/> | Sobel test: 2.4750266 | 0.05070572 | 0.01332263 |
| b | <input type="text" value="0.262"/> | Aroian test: 2.44201142 | 0.05139124 | 0.01460568 |
| s _a | <input type="text" value="0.089"/> | Goodman test: 2.5094181 | 0.0500108 | 0.01209303 |
| s _b | <input type="text" value="0.094"/> | <input type="button" value="Reset all"/> | <input type="button" value="Calculate"/> | |

- a. Dependent Variable: Kinerja
- b. Predictors: Motivasi, Kompetensi

| Input: | | Test statistic: | Std. Error: | p-value: |
|----------------|------------------------------------|--|--|------------|
| a | <input type="text" value="0.706"/> | Sobel test: 2.63926193 | 0.07008475 | 0.00830868 |
| b | <input type="text" value="0.262"/> | Aroian test: 2.62187789 | 0.07054943 | 0.00874468 |
| s _a | <input type="text" value="0.086"/> | Goodman test: 2.65699641 | 0.06961696 | 0.00788403 |
| s _b | <input type="text" value="0.094"/> | <input type="button" value="Reset all"/> | <input type="button" value="Calculate"/> | |

- a. Dependent Variable: Kinerja
- b. Predictors: Motivasi, Teknologi Informasi