

Lampiran I

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

MENINGKATKAN KUALITAS SDM KARYAWAN PADA SEKTOR PARIWISATA PUNCAK MAS COTTAGE LAMPUNG

Petunjuk pengisian :

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

SS = Sangat Setuju

CS = Cukup Setuju

CS = Cukup

Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh tidak diisi)

2. Jenis Kelamin : ☐ Laki – Laki ☐ Perempuan

3. Usia : ☐ 17 – 22 tahun ☐ 29 – 34 tahun
☐ 23 – 28 tahun ☐ > 35 tahun

DAFTAR PERNYATAAN

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

Sumber : Mutholib (2019)

MOTIVASI KERJA						
No	Pernyataan	STS	TS	CS	S	SS
Kebutuhan Psikologi						
1	Perusahaan memberikan tempat tinggal yang layak					
2	Perusahaan memberikan fasilitas yang diinginkan karyawan					
Kebutuhan Rasa Aman						
3	Perusahaan memberikan jaminan kecelakaan kerja					
4	Perusahaan memberikan jaminan kesehatan kerja					
Kebutuhan Sosial						
5	Atasan memberikan apresiasi terhadap hasil kerja karyawan					
6	Perusahaan memberikan promosi jabatan bagi karyawan yang berprestasi					
Kebutuhan Penghargaan						
7	Atasan memberikan apresiasi terhadap hasil kerja karyawan					
8	Perusahaan memberikan promosi jabatan bagi karyawan yang berprestasi					
Kebutuhan Aktualisasi Diri						
9	Atasan memberikan apresiasi terhadap hasil kerja karyawan					
10	Perusahaan memberikan promosi jabatan bagi karyawan yang berprestasi					

Sumber : Saputra (2020)

KUALITAS SDM KARYAWAN						
No	Pernyataan	STS	TS	CS	S	SS
Pengetahuan Kerja						
1	Keterampilan memudahkan karyawan dalam menyelesaikan pekerjaan					
2	Karyawan mudah dalam menyelesaikan pekerjaan dikarenakan keterampilan yang dimiliki					
Kemampuan Fisik						
3	Memiliki stamina yang baik dalam menyelesaikan pekerjaan					
4	Selalu semangat dan kuat dalam menjalankan aktivitas kerja					
Kemampuan Non Fisik						
5	Keterampilan memudahkan karyawan dalam menyelesaikan pekerjaan					
6	Karyawan mudah dalam menyelesaikan pekerjaan dikarenakan keterampilan yang dimiliki					
Kemampuan Intelektual						
7	Meningkatkan potensi diri hasil kerja sesuai dengan ketentuan perusahaan					
8	Berfikir dengan tepat dalam meningkatkan keahlian dalam bekerja					
Kemampuan Psikologis						
9	Tepat waktu dalam menyelesaikan pekerjaan					
10	Memaksimalkan waktu kerja se efisien mungkin agar hasil kerja maksimal					

Sumber : Jaya (2017)

Lampiran II
Hasil jawaban Responden Pelatihan (X1)

No	PEL1	PEL2	PEL3	PEL4	PEL5	PEL6	PEL7	PEL8	PEL9	PEL10	Total PEL
1	4	4	5	5	5	4	5	5	5	4	46
2	4	4	4	5	5	5	5	5	5	5	47
3	3	4	5	4	4	4	3	4	5	4	40
4	3	4	4	4	4	4	4	4	3	3	37
5	5	4	4	4	4	4	5	4	5	2	41
6	3	4	4	4	4	4	5	4	5	3	40
7	1	4	4	4	3	4	4	3	3	3	33
8	2	2	2	4	2	4	4	4	4	2	30
9	2	2	2	4	2	4	4	4	4	2	30
10	3	4	4	4	4	4	4	4	3	3	37
11	3	2	4	4	3	3	1	3	2	3	28
12	2	2	3	4	3	2	1	2	1	1	21
13	3	3	4	4	3	3	3	3	4	4	34
14	3	3	4	3	4	4	3	4	3	3	34
15	4	5	5	5	5	4	5	4	4	3	44
16	4	4	5	5	5	4	4	4	4	5	44
17	4	4	5	5	5	5	5	5	4	4	46
18	4	4	5	5	5	4	4	4	4	3	42
19	3	3	5	4	4	4	3	5	2	3	36
20	4	4	5	5	5	4	4	4	3	3	41
21	4	4	4	5	5	5	4	5	4	3	43
22	3	3	4	5	4	4	4	4	5	3	39
23	4	3	5	5	4	5	4	5	4	3	42
24	4	4	5	4	5	4	4	4	4	3	41
25	4	4	4	5	4	4	3	4	3	3	38
26	4	3	5	5	4	5	3	5	3	4	41
27	4	4	5	5	4	5	3	5	3	4	42
28	2	3	4	5	5	4	4	4	4	3	38
29	3	3	4	3	4	4	3	4	3	3	34
30	4	5	5	5	5	3	5	4	4	3	43
31	1	2	2	4	2	4	4	4	4	2	29
32	3	4	4	4	4	4	4	4	3	3	37
33	3	2	4	4	3	3	1	3	2	3	28
Total	107	114	138	145	132	132	122	134	119	103	1246

Hasil jawaban Responden Motivasi Kerja (X2)

No	MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	MK9	MK10	Total MK
1	4	4	4	5	4	4	5	5	4	4	43
2	4	4	5	4	4	4	4	5	4	5	43
3	4	4	4	4	3	4	5	4	4	4	40
4	4	4	4	4	3	4	4	4	3	4	38
5	2	2	2	2	5	4	4	4	2	2	29
6	1	1	1	4	1	4	4	4	2	3	25
7	4	4	4	3	1	4	4	4	3	4	35
8	4	4	4	4	1	2	2	4	2	4	31
9	4	4	4	4	1	2	2	4	2	4	31
10	3	3	4	4	3	4	4	4	3	4	36
11	2	2	4	4	3	2	4	4	2	4	31
12	2	2	4	3	2	2	3	4	2	4	28
13	2	2	4	4	3	3	4	4	3	4	33
14	3	4	3	4	3	3	4	3	3	3	33
15	4	4	5	5	4	5	5	5	4	5	46
16	4	4	5	5	4	4	5	5	4	5	45
17	4	3	5	5	4	4	5	5	4	5	44
18	5	5	5	5	4	4	5	5	4	5	47
19	3	4	5	4	3	3	5	5	3	5	40
20	3	3	4	4	4	4	5	5	3	4	39
21	3	4	5	5	4	4	4	5	3	5	42
22	4	3	4	5	3	3	4	5	3	4	38
23	4	3	5	5	4	3	5	5	3	5	42
24	4	5	5	5	4	4	5	4	4	5	45
25	3	4	4	4	4	4	4	5	3	4	39
26	3	3	5	4	4	3	5	5	3	5	40
27	4	4	5	4	4	4	5	5	4	5	44
28	3	3	4	4	2	3	4	5	4	4	36
29	3	4	3	4	3	3	4	3	3	3	33
30	4	4	5	5	4	5	5	5	4	5	46
31	4	4	4	4	1	2	2	4	2	4	31
32	3	3	4	4	3	4	4	4	3	4	36
33	2	2	4	4	3	2	4	4	2	4	31
Total	110	113	137	138	103	114	138	146	102	139	1240

Hasil jawaban Responden Kualitas SDM Karyawan (Y)

No	K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	Total K
1	5	4	4	4	4	4	5	4	4	4	42
2	4	3	4	4	4	5	4	5	4	4	41
3	4	4	4	4	4	4	4	4	4	3	39
4	3	3	3	4	4	4	4	4	4	3	36
5	5	2	2	2	2	2	4	4	2	5	30
6	5	2	2	2	2	3	4	5	1	1	27
7	2	3	3	4	4	4	3	4	4	1	32
8	4	2	2	4	4	4	2	4	4	1	31
9	4	2	2	4	4	4	2	4	4	1	31
10	3	3	3	3	3	4	4	4	3	3	33
11	2	3	2	2	2	4	3	3	2	3	26
12	2	2	2	2	3	4	3	3	2	2	25
13	4	4	3	2	2	4	3	3	2	3	30
14	3	3	3	3	4	3	4	4	4	3	34
15	4	3	4	4	4	5	5	4	4	4	41
16	4	5	4	4	4	5	5	4	4	4	43
17	4	4	4	4	3	5	5	5	3	4	41
18	4	3	4	5	5	5	5	4	5	4	44
19	2	3	3	3	4	5	4	5	4	3	36
20	3	3	3	3	3	4	5	4	3	4	35
21	4	3	3	3	4	5	5	5	4	4	40
22	5	3	3	4	3	4	4	4	3	3	36
23	4	3	3	4	3	5	4	5	3	4	38
24	4	3	4	4	5	5	5	4	5	4	43
25	3	3	3	3	4	4	4	4	4	4	36
26	3	4	3	3	3	5	4	5	3	4	37
27	3	4	4	4	4	5	4	5	4	4	41
28	4	3	4	3	3	4	5	4	3	2	35
29	3	3	3	3	4	3	4	4	4	3	34
30	4	3	4	4	4	5	5	3	4	4	40
31	4	2	2	4	4	4	2	4	4	1	31
32	3	3	3	3	3	4	4	4	3	3	33
33	2	3	2	2	2	4	3	3	2	3	26
Total	117	101	102	111	115	139	131	135	113	103	1167

Lampiran III

Hasil Uji Karakteristik Responden

UMUR

	Frequency	Percent	Valid Percent	Cumulative Percent
20-30 Tahun	16	48,5	48,5	48,5
Valid 31-40 Tahun	12	36,4	36,4	84,8
41-50 Tahun	5	15,2	15,2	100,0
Total	33	100,0	100,0	

JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki Laki	15	45,5	45,5	45,5
Valid Perempuan	18	54,5	54,5	100,0
Total	33	100,0	100,0	

Lampiran IV

Hasil Uji Frekuensi Jawaban Variabel

Hasil Uji Frekuensi Jawaban Pelatihan (X1)

PEL1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	6,1	6,1	6,1
2	4	12,1	12,1	18,2
3	12	36,4	36,4	54,5
4	14	42,4	42,4	97,0
5	1	3,0	3,0	100,0
Total	33	100,0	100,0	

PEL2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18,2	18,2	18,2
3	8	24,2	24,2	42,4
4	17	51,5	51,5	93,9
5	2	6,1	6,1	100,0
Total	33	100,0	100,0	

PEL3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9,1	9,1	9,1
3	1	3,0	3,0	12,1
4	16	48,5	48,5	60,6
5	13	39,4	39,4	100,0
Total	33	100,0	100,0	

PEL4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6,1	6,1	6,1
4	16	48,5	48,5	54,5
5	15	45,5	45,5	100,0
Total	33	100,0	100,0	

PEL5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9,1	9,1	9,1
3	5	15,2	15,2	24,2
4	14	42,4	42,4	66,7
5	11	33,3	33,3	100,0
Total	33	100,0	100,0	

PEL6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3,0	3,0	3,0
3	4	12,1	12,1	15,2
4	22	66,7	66,7	81,8
5	6	18,2	18,2	100,0
Total	33	100,0	100,0	

PEL7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	9,1	9,1	9,1
3	8	24,2	24,2	33,3
Valid 4	15	45,5	45,5	78,8
5	7	21,2	21,2	100,0
Total	33	100,0	100,0	

PEL8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3,0	3,0	3,0
3	4	12,1	12,1	15,2
Valid 4	20	60,6	60,6	75,8
5	8	24,2	24,2	100,0
Total	33	100,0	100,0	

PEL9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3,0	3,0	3,0
2	3	9,1	9,1	12,1
Valid 3	10	30,3	30,3	42,4
4	13	39,4	39,4	81,8
5	6	18,2	18,2	100,0
Total	33	100,0	100,0	

PEL10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3,0	3,0	3,0
2	4	12,1	12,1	15,2
3	20	60,6	60,6	75,8
4	6	18,2	18,2	93,9
5	2	6,1	6,1	100,0
Total	33	100,0	100,0	

Hasil Uji Frekuensi Jawaban Motivasi Kerja (X2)**MK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3,0	3,0	3,0
2	5	15,2	15,2	18,2
3	10	30,3	30,3	48,5
4	16	48,5	48,5	97,0
5	1	3,0	3,0	100,0
Total	33	100,0	100,0	

MK2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3,0	3,0	3,0
2	5	15,2	15,2	18,2
3	8	24,2	24,2	42,4
4	17	51,5	51,5	93,9
5	2	6,1	6,1	100,0
Total	33	100,0	100,0	

MK3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3,0	3,0	3,0
2	1	3,0	3,0	6,1
3	2	6,1	6,1	12,1
4	17	51,5	51,5	63,6
5	12	36,4	36,4	100,0
Total	33	100,0	100,0	

MK4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3,0	3,0	3,0
3	2	6,1	6,1	9,1
4	20	60,6	60,6	69,7
5	10	30,3	30,3	100,0
Total	33	100,0	100,0	

MK5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	15,2	15,2	15,2
2	2	6,1	6,1	21,2
3	11	33,3	33,3	54,5
4	14	42,4	42,4	97,0
5	1	3,0	3,0	100,0
Total	33	100,0	100,0	

MK6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18,2	18,2	18,2
3	8	24,2	24,2	42,4
Valid 4	17	51,5	51,5	93,9
5	2	6,1	6,1	100,0
Total	33	100,0	100,0	

MK7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9,1	9,1	9,1
3	1	3,0	3,0	12,1
Valid 4	16	48,5	48,5	60,6
5	13	39,4	39,4	100,0
Total	33	100,0	100,0	

MK8

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6,1	6,1	6,1
Valid 4	15	45,5	45,5	51,5
5	16	48,5	48,5	100,0
Total	33	100,0	100,0	

MK9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	24,2	24,2	24,2
3	14	42,4	42,4	66,7
4	11	33,3	33,3	100,0
Total	33	100,0	100,0	

MK10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3,0	3,0	3,0
3	3	9,1	9,1	12,1
4	17	51,5	51,5	63,6
5	12	36,4	36,4	100,0
Total	33	100,0	100,0	

Hasil Uji Frekuensi Jawaban Kualitas SDM Karyawan (Y)

K1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15,2	15,2	15,2
3	9	27,3	27,3	42,4
4	15	45,5	45,5	87,9
5	4	12,1	12,1	100,0
Total	33	100,0	100,0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18,2	18,2	18,2
3	20	60,6	60,6	78,8
Valid 4	6	18,2	18,2	97,0
5	1	3,0	3,0	100,0
Total	33	100,0	100,0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	24,2	24,2	24,2
3	14	42,4	42,4	66,7
Valid 4	11	33,3	33,3	100,0
Total	33	100,0	100,0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18,2	18,2	18,2
3	10	30,3	30,3	48,5
Valid 4	16	48,5	48,5	97,0
5	1	3,0	3,0	100,0
Total	33	100,0	100,0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15,2	15,2	15,2
3	9	27,3	27,3	42,4
Valid 4	17	51,5	51,5	93,9
5	2	6,1	6,1	100,0
Total	33	100,0	100,0	

K6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3,0	3,0	3,0
3	3	9,1	9,1	12,1
Valid 4	17	51,5	51,5	63,6
5	12	36,4	36,4	100,0
Total	33	100,0	100,0	

K7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9,1	9,1	9,1
3	5	15,2	15,2	24,2
Valid 4	15	45,5	45,5	69,7
5	10	30,3	30,3	100,0
Total	33	100,0	100,0	

K8

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	15,2	15,2	15,2
4	20	60,6	60,6	75,8
5	8	24,2	24,2	100,0
Total	33	100,0	100,0	

K9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3,0	3,0	3,0
2	5	15,2	15,2	18,2
3	8	24,2	24,2	42,4
4	17	51,5	51,5	93,9
5	2	6,1	6,1	100,0
Total	33	100,0	100,0	

K10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	15,2	15,2	15,2
2	2	6,1	6,1	21,2
3	11	33,3	33,3	54,5
4	14	42,4	42,4	97,0
5	1	3,0	3,0	100,0
Total	33	100,0	100,0	

Lampiran V

Hasil Uji Validitas

Hasil Uji Validitas Pelatihan (X1)

		Correlations										TOTAL PELATIHAN
		PEL1	PEL2	PEL3	PEL4	PEL5	PEL6	PEL7	PEL8	PEL9	PEL10	
PEL1	Pearson Correlation	1	,590**	,701**	,485**	,714**	,353*	,285	,498**	,273	,449**	,746**
	Sig. (2-tailed)		,000	,000	,004	,000	,044	,108	,003	,125	,009	,000
	N	33	33	33	33	33	33	33	33	33	33	33
PEL2	Pearson Correlation	,590**	1	,663**	,418*	,769**	,326	,637**	,362*	,393*	,446**	,802**
	Sig. (2-tailed)	,000		,000	,015	,000	,064	,000	,039	,024	,009	,000
	N	33	33	33	33	33	33	33	33	33	33	33
PEL3	Pearson Correlation	,701**	,663**	1	,444**	,795**	,268	,155	,384*	,084	,617**	,708**
	Sig. (2-tailed)	,000	,000		,010	,000	,132	,390	,027	,643	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
PEL4	Pearson Correlation	,485**	,418*	,444**	1	,548**	,388*	,369*	,452**	,315	,402*	,646**
	Sig. (2-tailed)	,004	,015	,010		,001	,026	,035	,008	,075	,020	,000
	N	33	33	33	33	33	33	33	33	33	33	33
PEL5	Pearson Correlation	,714**	,769**	,795**	,548**	1	,354*	,454**	,474**	,301	,530**	,835**
	Sig. (2-tailed)	,000	,000	,000	,001		,044	,008	,005	,088	,002	,000
	N	33	33	33	33	33	33	33	33	33	33	33
PEL6	Pearson Correlation	,353*	,326	,268	,388*	,354*	1	,514**	,872**	,426*	,461**	,663**

PEL7	Sig. (2-tailed)	,044	,064	,132	,026	,044		,002	,000	,013	,007	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,285	,637**	,155	,369*	,454**	,514**	1	,547**	,768**	,215	,715**
PEL8	Sig. (2-tailed)	,108	,000	,390	,035	,008	,002		,001	,000	,231	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,498**	,362*	,384*	,452**	,474**	,872**	,547**	1	,435*	,474**	,742**
PEL9	Sig. (2-tailed)	,003	,039	,027	,008	,005	,000	,001		,011	,005	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,273	,393*	,084	,315	,301	,426*	,768**	,435*	1	,327	,628**
PEL10	Sig. (2-tailed)	,125	,024	,643	,075	,088	,013	,000	,011		,063	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,449**	,446**	,617**	,402*	,530**	,461**	,215	,474**	,327	1	,672**
TOTAL PELATIHAN	Sig. (2-tailed)	,009	,009	,000	,020	,002	,007	,231	,005	,063		,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,746**	,802**	,708**	,646**	,835**	,663**	,715**	,742**	,628**	,672**	1
TOTAL PELATIHAN	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	33	33	33	33	33	33	33	33	33	33	33

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

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

Hasil Uji Validitas Motivasi Kerja (X2)

		Correlations										TOTAL MOTIVA SI KERJA
		MK1	MK2	MK3	MK4	MK5	MK6	MK7	MK8	MK9	MK10	
MK1	Pearson Correlation	1	,838**	,633**	,515**	,147	,283	,159	,362*	,597**	,554**	,704**
	Sig. (2-tailed)		,000	,000	,002	,413	,111	,376	,038	,000	,001	,000
	N	33	33	33	33	33	33	33	33	33	33	33
MK2	Pearson Correlation	,838**	1	,548**	,413*	,159	,293	,131	,166	,555**	,452**	,643**
	Sig. (2-tailed)	,000		,001	,017	,376	,098	,469	,355	,001	,008	,000
	N	33	33	33	33	33	33	33	33	33	33	33
MK3	Pearson Correlation	,633**	,548**	1	,561**	,385*	,148	,356*	,611**	,566**	,930**	,786**
	Sig. (2-tailed)	,000	,001		,001	,027	,411	,042	,000	,001	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
MK4	Pearson Correlation	,515**	,413*	,561**	1	,300	,278	,410*	,481**	,566**	,664**	,696**
	Sig. (2-tailed)	,002	,017	,001		,090	,118	,018	,005	,001	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
MK5	Pearson Correlation	,147	,159	,385*	,300	1	,556**	,742**	,472**	,538**	,310	,666**
	Sig. (2-tailed)	,413	,376	,027	,090		,001	,000	,006	,001	,079	,000
	N	33	33	33	33	33	33	33	33	33	33	33
MK6	Pearson Correlation	,283	,293	,148	,278	,556**	1	,663**	,389*	,688**	,234	,641**

MK7	Sig. (2-tailed)	,111	,098	,411	,118	,001		,000	,025	,000	,190	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,159	,131	,356*	,410*	,742**	,663**	1	,488**	,716**	,418*	,715**
MK8	Sig. (2-tailed)	,376	,469	,042	,018	,000	,000		,004	,000	,016	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,362*	,166	,611**	,481**	,472**	,389*	,488**	1	,514**	,690**	,693**
MK9	Sig. (2-tailed)	,038	,355	,000	,005	,006	,025	,004		,002	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,597**	,555**	,566**	,566**	,538**	,688**	,716**	,514**	1	,572**	,877**
MK10	Sig. (2-tailed)	,000	,001	,001	,001	,001	,000	,000	,002		,001	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,554**	,452**	,930**	,664**	,310	,234	,418*	,690**	,572**	1	,786**
TOTAL MOTIVASI KERJA	Sig. (2-tailed)	,001	,008	,000	,000	,079	,190	,016	,000	,001		,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,704**	,643**	,786**	,696**	,666**	,641**	,715**	,693**	,877**	,786**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	33	33	33	33	33	33	33	33	33	33	33

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

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

Hasil Uji Validitas Kualitas SDM Karyawan (Y)

		Correlations										
		K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	TOTAL KUALITAS SDM KARYAWAN
K1	Pearson Correlation	1	-,004	,242	,313	,053	-,085	,284	,239	,050	,150	,363*
	Sig. (2-tailed)		,980	,174	,076	,771	,639	,109	,180	,781	,405	,038
	N	33	33	33	33	33	33	33	33	33	33	33
K2	Pearson Correlation	-,004	1	,685**	,231	,108	,454**	,486**	,128	,197	,509**	,580**
	Sig. (2-tailed)	,980		,000	,197	,550	,008	,004	,478	,273	,002	,000
	N	33	33	33	33	33	33	33	33	33	33	33
K3	Pearson Correlation	,242	,685**	1	,592**	,517**	,572**	,760**	,241	,555**	,538**	,889**
	Sig. (2-tailed)	,174	,000		,000	,002	,001	,000	,176	,001	,001	,000
	N	33	33	33	33	33	33	33	33	33	33	33
K4	Pearson Correlation	,313	,231	,592**	1	,783**	,537**	,222	,296	,808**	,087	,747**
	Sig. (2-tailed)	,076	,197	,000		,000	,001	,214	,095	,000	,630	,000
	N	33	33	33	33	33	33	33	33	33	33	33
K5	Pearson Correlation	,053	,108	,517**	,783**	1	,436*	,224	,211	,969**	,070	,678**
	Sig. (2-tailed)	,771	,550	,002	,000		,011	,210	,239	,000	,701	,000
	N	33	33	33	33	33	33	33	33	33	33	33
K6	Pearson Correlation	-,085	,454**	,572**	,537**	,436*	1	,332	,292	,452**	,310	,648**

K7	Sig. (2-tailed)	,639	,008	,001	,001	,011		,059	,099	,008	,079	,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,284	,486**	,760**	,222	,224	,332	1	,275	,234	,708**	,725**
	Sig. (2-tailed)	,109	,004	,000	,214	,210	,059		,122	,191	,000	,000
	N	33	33	33	33	33	33	33	33	33	33	33
K8	Pearson Correlation	,239	,128	,241	,296	,211	,292	,275	1	,197	,162	,442*
	Sig. (2-tailed)	,180	,478	,176	,095	,239	,099	,122		,271	,367	,010
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,050	,197	,555**	,808**	,969**	,452**	,234	,197	1	,159	,720**
	Sig. (2-tailed)	,781	,273	,001	,000	,000	,008	,191	,271		,376	,000
K9	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,150	,509**	,538**	,087	,070	,310	,708**	,162	,159	1	,610**
	Sig. (2-tailed)	,405	,002	,001	,630	,701	,079	,000	,367	,376		,000
	N	33	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	,363*	,580**	,889**	,747**	,678**	,648**	,725**	,442*	,720**	,610**	1
TOTAL KUALITAS SDM KARYAWAN	Sig. (2-tailed)	,038	,000	,000	,000	,000	,000	,000	,010	,000	,000	
	N	33	33	33	33	33	33	33	33	33	33	33

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

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

Lampiran VI
Hasil Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
,890	10

Reliability Statistics

Cronbach's Alpha	N of Items
,889	10

Reliability Statistics

Cronbach's Alpha	N of Items
,835	10

Lampiran VII
Hasil Uji Lineritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			727,220	16	45,451	3,702	,006
TOTAL KUALITAS	Between	Linearity	629,137	1	629,137	51,249	,000
SDM KARYAWAN	Groups	Deviation from	98,082	15	6,539	,533	,885
* TOTAL		Linearity					
PELATIHAN	Within Groups		196,417	16	12,276		
Total			923,636	32			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			872,136	15	58,142	19,193	,000
TOTAL KUALITAS	Between	Linearity	829,732	1	829,732	273,89	,000
SDM KARYAWAN *	Groups	Deviation from	42,404	14	3,029	1,000	,494
TOTAL MOTIVASI		Linearity					
KERJA	Within Groups		51,500	17	3,029		
Total			923,636	32			

Lampiran VIII
Hasil Uji Multikolinieritas

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1,683	1,803		,934	,358		
TOTAL PELATIHAN	,218	,068	,249	3,221	,003	,423	2,367
TOTAL MOTIVASI KERJA	,677	,069	,759	9,830	,000	,423	2,367

a. Dependent Variable: TOTAL KUALITAS SDM KARYAWAN

Lampiran IX

Hasil Uji Regresi Berganda Uji t

Pelatihan terhadap Kualitas SDM Karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,825 ^a	,681	,671	3,082

a. Predictors: (Constant), TOTAL PELATIHAN

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	629,137	1	629,137	66,225	,000 ^b
	Residual	294,499	31	9,500		
	Total	923,636	32			

a. Dependent Variable: TOTAL KUALITAS SDM KARYAWAN

b. Predictors: (Constant), TOTAL PELATIHAN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,025	3,402		2,359	,025
	TOTAL PELATIHAN	,724	,089	,825	8,138	,000

a. Dependent Variable: TOTAL KUALITAS SDM KARYAWAN

Motivasi Kerja terhadap Kualitas SDM Karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,948 ^a	,898	,895	1,740

a. Predictors: (Constant), TOTAL MOTIVASI KERJA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	829,732	1	829,732	273,914	,000 ^b
	Residual	93,904	31	3,029		
	Total	923,636	32			

a. Dependent Variable: TOTAL KUALITAS SDM KARYAWAN

b. Predictors: (Constant), TOTAL MOTIVASI KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,585	1,944		1,844	,075
	TOTAL MOTIVASI KERJA	,846	,051	,948	16,550	,000

a. Dependent Variable: TOTAL KUALITAS SDM KARYAWAN

Hasil Uji Regresi Berganda Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,961 ^a	,924	,919	1,525

a. Predictors: (Constant), TOTAL MOTIVASI KERJA, TOTAL PELATIHAN

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	853,867	2	426,934	183,578	,000 ^b
Residual	69,769	30	2,326		
Total	923,636	32			

a. Dependent Variable: TOTAL KUALITAS SDM KARYAWAN

b. Predictors: (Constant), TOTAL MOTIVASI KERJA, TOTAL PELATIHAN

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,683	1,803		,934	,358
TOTAL PELATIHAN	,218	,068	,249	3,221	,003
TOTAL MOTIVASI KERJA	,677	,069	,759	9,830	,000

a. Dependent Variable: TOTAL KUALITAS SDM KARYAWAN