

Lampiran 8 : Deskripsi Jawaban Responden

MK.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 33 | 71,7 | 71,7 | 71,7 |
| Valid 5 | 13 | 28,3 | 28,3 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

MK.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 37 | 80,4 | 80,4 | 80,4 |
| Valid 5 | 9 | 19,6 | 19,6 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

MK.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 2 | 4,3 | 4,3 | 4,3 |
| Valid 4 | 42 | 91,3 | 91,3 | 95,7 |
| 5 | 2 | 4,3 | 4,3 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

MK.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 41 | 89,1 | 89,1 | 89,1 |
| Valid 5 | 5 | 10,9 | 10,9 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

MK.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 39 | 84,8 | 84,8 | 84,8 |
| Valid 5 | 7 | 15,2 | 15,2 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

MK.6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 36 | 78,3 | 78,3 | 78,3 |
| Valid 5 | 10 | 21,7 | 21,7 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

MK.7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 42 | 91,3 | 91,3 | 91,3 |
| Valid 5 | 4 | 8,7 | 8,7 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

MK.8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 3 | 1 | 2,2 | 2,2 | 2,2 |
| Valid 4 | 43 | 93,5 | 93,5 | 95,7 |
| 5 | 2 | 4,3 | 4,3 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 41 | 89,1 | 89,1 | 89,1 |
| Valid 5 | 5 | 10,9 | 10,9 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 44 | 95,7 | 95,7 | 95,7 |
| Valid 5 | 2 | 4,3 | 4,3 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 38 | 82,6 | 82,6 | 82,6 |
| Valid 5 | 8 | 17,4 | 17,4 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

LK.12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 43 | 93,5 | 93,5 | 93,5 |
| Valid 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

DK.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 40 | 87,0 | 87,0 | 87,0 |
| Valid 5 | 6 | 13,0 | 13,0 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

DK.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 38 | 82,6 | 82,6 | 82,6 |
| Valid 5 | 8 | 17,4 | 17,4 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

DK.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 36 | 78,3 | 78,3 | 78,3 |
| Valid 5 | 10 | 21,7 | 21,7 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

DK.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 34 | 73,9 | 73,9 | 73,9 |
| Valid 5 | 12 | 26,1 | 26,1 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

DK.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 42 | 91,3 | 91,3 | 91,3 |
| Valid 5 | 4 | 8,7 | 8,7 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

P.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 25 | 54,3 | 54,3 | 54,3 |
| Valid 5 | 21 | 45,7 | 45,7 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

P.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 28 | 60,9 | 60,9 | 60,9 |
| Valid 5 | 18 | 39,1 | 39,1 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

P.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 28 | 60,9 | 60,9 | 60,9 |
| Valid 5 | 18 | 39,1 | 39,1 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

P.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 33 | 71,7 | 71,7 | 71,7 |
| Valid 5 | 13 | 28,3 | 28,3 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

P.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 24 | 52,2 | 52,2 | 52,2 |
| Valid 5 | 22 | 47,8 | 47,8 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

KK.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 29 | 63,0 | 63,0 | 63,0 |
| Valid 5 | 17 | 37,0 | 37,0 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

KK.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 35 | 76,1 | 76,1 | 76,1 |
| Valid 5 | 11 | 23,9 | 23,9 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

KK.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 3 | 6 | 13,0 | 13,0 | 13,0 |
| Valid 4 | 37 | 80,4 | 80,4 | 93,5 |
| 5 | 3 | 6,5 | 6,5 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

KK.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 33 | 71,7 | 71,7 | 71,7 |
| Valid 5 | 13 | 28,3 | 28,3 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

KK.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 30 | 65,2 | 65,2 | 65,2 |
| Valid 5 | 16 | 34,8 | 34,8 | 100,0 |
| Total | 46 | 100,0 | 100,0 | |

Lampiran 9 : Hasil Uji Validitas

| | | Correlations | | | | | | | | |
|--------|---------------------|--------------|---------|--------|---------|--------|---------|---------|---------|--------|
| | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | X1 |
| P 1 | Pearson Correlation | 1 | ,284 | ,576* | 1,000** | ,576* | 1,000** | ,284 | 1,000** | ,905** |
| | Sig. (1-tailed) | | ,162 | ,016 | ,000 | ,016 | ,000 | ,162 | ,000 | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P 2 | Pearson Correlation | ,284 | 1 | ,284 | ,284 | ,782** | ,284 | 1,000** | ,284 | ,628** |
| | Sig. (1-tailed) | ,162 | | ,162 | ,162 | ,000 | ,162 | ,000 | ,162 | ,008 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P 3 | Pearson Correlation | ,576* | ,284 | 1 | ,576* | ,576* | ,576* | ,284 | ,576* | ,701** |
| | Sig. (1-tailed) | ,016 | ,162 | | ,016 | ,016 | ,016 | ,162 | ,016 | ,003 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P 4 | Pearson Correlation | 1,000** | ,284 | ,576* | 1 | ,576* | 1,000** | ,284 | 1,000** | ,905** |
| | Sig. (1-tailed) | ,000 | ,162 | ,016 | | ,016 | ,000 | ,162 | ,000 | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P 5 | Pearson Correlation | ,576* | ,782** | ,576* | ,576* | 1 | ,576* | ,782** | ,576* | ,837** |
| | Sig. (1-tailed) | ,016 | ,000 | ,016 | ,016 | | ,016 | ,000 | ,016 | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P 6 | Pearson Correlation | 1,000** | ,284 | ,576* | 1,000** | ,576* | 1 | ,284 | 1,000** | ,905** |
| | Sig. (1-tailed) | ,000 | ,162 | ,016 | ,000 | ,016 | | ,162 | ,000 | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P 7 | Pearson Correlation | ,284 | 1,000** | ,284 | ,284 | ,782** | ,284 | 1 | ,284 | ,628** |
| | Sig. (1-tailed) | ,162 | ,000 | ,162 | ,162 | ,000 | ,162 | | ,162 | ,008 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P 8 | Pearson Correlation | 1,000** | ,284 | ,576* | 1,000** | ,576* | 1,000** | ,284 | 1 | ,905** |
| | Sig. (1-tailed) | ,000 | ,162 | ,016 | ,000 | ,016 | ,000 | ,162 | | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| X 1 | Pearson Correlation | ,905** | ,628** | ,701** | ,905** | ,837** | ,905** | ,628** | ,905** | 1 |
| | Sig. (1-tailed) | ,000 | ,008 | ,003 | ,000 | ,000 | ,000 | ,008 | ,000 | |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |

*. Correlation is significant at the 0.05 level (1-tailed).

** . Correlation is significant at the 0.01 level (1-tailed).

Correlations

| | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | X2 |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| P1 | Pearson Correlation | 1 | .284 | 1.000* | .284 | 1.000* | 1.000* | .284 | 1.000* | 1.000* | .417 | .284 | 1.000* | .889** |
| | Sig. (1-tailed) | | .162 | .000 | .162 | .000 | .000 | .162 | .000 | .000 | .069 | .162 | .000 | .000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P2 | Pearson Correlation | .284 | 1 | .284 | 1.000* | .284 | .284 | .576* | .284 | .284 | .284 | .000* | .284 | .657** |
| | Sig. (1-tailed) | .162 | | .162 | .000 | .162 | .162 | .016 | .162 | .162 | .162 | .000 | .162 | .005 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P3 | Pearson Correlation | 1.000* | .284 | 1 | .284 | 1.000* | 1.000* | .284 | 1.000* | 1.000* | .417 | .284 | 1.000* | .889** |
| | Sig. (1-tailed) | .000 | .162 | | .162 | .000 | .000 | .162 | .000 | .000 | .069 | .162 | .000 | .000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P4 | Pearson Correlation | .284 | 1.000* | .284 | 1 | .284 | .284 | .576* | .284 | .284 | .284 | 1.000* | .284 | .657** |
| | Sig. (1-tailed) | .162 | .000 | .162 | | .162 | .162 | .016 | .162 | .162 | .162 | .000 | .162 | .005 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P5 | Pearson Correlation | 1.000* | .284 | 1.000* | .284 | 1 | 1.000* | .284 | 1.000* | 1.000* | .417 | .284 | 1.000* | .889** |
| | Sig. (1-tailed) | .000 | .162 | .000 | .162 | | .000 | .162 | .000 | .000 | .069 | .162 | .000 | .000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P6 | Pearson Correlation | 1.000* | .284 | 1.000* | .284 | 1.000* | 1 | .284 | 1.000* | 1.000* | .417 | .284 | 1.000* | .889** |
| | Sig. (1-tailed) | .000 | .162 | .000 | .162 | .000 | | .162 | .000 | .000 | .069 | .162 | .000 | .000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P7 | Pearson Correlation | .284 | .576* | .284 | .576* | .284 | .284 | 1 | .284 | .284 | .782** | .576* | .284 | .607* |
| | Sig. (1-tailed) | .162 | .016 | .162 | .016 | .162 | .162 | | .162 | .162 | .000 | .162 | .016 | .011 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P8 | Pearson Correlation | 1.000* | .284 | 1.000* | .284 | 1.000* | 1.000* | .284 | 1 | 1.000* | .417 | .284 | 1.000* | .889** |
| | Sig. (1-tailed) | .000 | .162 | .000 | .162 | .000 | .000 | .162 | | .000 | .069 | .162 | .000 | .000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P9 | Pearson Correlation | 1.000* | .284 | 1.000* | .284 | 1.000* | 1.000* | .284 | 1.000* | 1 | .417 | .284 | 1.000* | .889** |
| | Sig. (1-tailed) | .000 | .162 | .000 | .162 | .000 | .000 | .162 | .000 | | .069 | .162 | .000 | .000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P10 | Pearson Correlation | .417 | .284 | .417 | .284 | .417 | .417 | .782** | .417 | .417 | 1 | .284 | .417 | .593* |
| | Sig. (1-tailed) | .069 | .162 | .069 | .162 | .069 | .069 | .000 | .069 | .069 | | .162 | .069 | .013 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P11 | Pearson Correlation | .284 | 1.000* | .284 | 1.000* | .284 | .284 | .576* | .284 | .284 | .284 | 1 | .284 | .657** |
| | Sig. (1-tailed) | .162 | .000 | .162 | .000 | .162 | .162 | .016 | .162 | .162 | .162 | | .162 | .005 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| P12 | Pearson Correlation | 1.000* | .284 | 1.000* | .284 | 1.000* | 1.000* | .284 | 1.000* | 1.000* | .417 | .284 | 1 | .889** |
| | Sig. (1-tailed) | .000 | .162 | .000 | .162 | .000 | .000 | .162 | .000 | .000 | .069 | .162 | | .000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| X2 | Pearson Correlation | .889** | .657** | .889** | .657** | .889** | .889** | .607* | .889** | .889** | .593* | .657** | .889** | 1 |
| | Sig. (1-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .011 | .000 | .000 | .011 | .000 | .000 | |
| | N | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

Correlations

| | | P1 | P2 | P3 | P4 | P5 | X3 |
|----|---------------------|---------|--------|--------|--------|---------|--------|
| P1 | Pearson Correlation | 1 | ,576* | ,284 | ,576* | 1,000** | ,868** |
| | Sig. (1-tailed) | | ,016 | ,162 | ,016 | ,000 | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| P2 | Pearson Correlation | ,576* | 1 | ,284 | ,576* | ,576* | ,760** |
| | Sig. (1-tailed) | ,016 | | ,162 | ,016 | ,016 | ,001 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| P3 | Pearson Correlation | ,284 | ,284 | 1 | ,782** | ,284 | ,636** |
| | Sig. (1-tailed) | ,162 | ,162 | | ,000 | ,162 | ,007 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| P4 | Pearson Correlation | ,576* | ,576* | ,782** | 1 | ,576* | ,868** |
| | Sig. (1-tailed) | ,016 | ,016 | ,000 | | ,016 | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| P5 | Pearson Correlation | 1,000** | ,576* | ,284 | ,576* | 1 | ,868** |
| | Sig. (1-tailed) | ,000 | ,016 | ,162 | ,016 | | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| X3 | Pearson Correlation | ,868** | ,760** | ,636** | ,868** | ,868** | 1 |
| | Sig. (1-tailed) | ,000 | ,001 | ,007 | ,000 | ,000 | |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |

*. Correlation is significant at the 0.05 level (1-tailed).

**. Correlation is significant at the 0.01 level (1-tailed).

Correlations

| | | P1 | P2 | P3 | P4 | P5 | X4 |
|----|---------------------|---------|--------|---------|--------|---------|--------|
| P1 | Pearson Correlation | 1 | ,294 | 1,000** | ,207 | 1,000** | ,873** |
| | Sig. (1-tailed) | | ,144 | ,000 | ,230 | ,000 | ,000 |
| | N | 15 | 15 | 15 | 15 | 15 | 15 |
| P2 | Pearson Correlation | ,294 | 1 | ,294 | ,452* | ,294 | ,639** |
| | Sig. (1-tailed) | ,144 | | ,144 | ,045 | ,144 | ,005 |
| | N | 15 | 15 | 15 | 15 | 15 | 15 |
| P3 | Pearson Correlation | 1,000** | ,294 | 1 | ,207 | 1,000** | ,873** |
| | Sig. (1-tailed) | ,000 | ,144 | | ,230 | ,000 | ,000 |
| | N | 15 | 15 | 15 | 15 | 15 | 15 |
| P4 | Pearson Correlation | ,207 | ,452* | ,207 | 1 | ,207 | ,592** |
| | Sig. (1-tailed) | ,230 | ,045 | ,230 | | ,230 | ,010 |
| | N | 15 | 15 | 15 | 15 | 15 | 15 |
| P5 | Pearson Correlation | 1,000** | ,294 | 1,000** | ,207 | 1 | ,873** |
| | Sig. (1-tailed) | ,000 | ,144 | ,000 | ,230 | | ,000 |
| | N | 15 | 15 | 15 | 15 | 15 | 15 |
| X4 | Pearson Correlation | ,873** | ,639** | ,873** | ,592** | ,873** | 1 |
| | Sig. (1-tailed) | ,000 | ,005 | ,000 | ,010 | ,000 | |
| | N | 15 | 15 | 15 | 15 | 15 | 15 |

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Correlations

| | | P1 | P2 | P3 | P4 | P5 | Y |
|----|---------------------|--------|---------|--------|---------|--------|--------|
| P1 | Pearson Correlation | 1 | ,519* | ,519* | ,519* | ,378 | ,725** |
| | Sig. (1-tailed) | | ,029 | ,029 | ,029 | ,091 | ,002 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| P2 | Pearson Correlation | ,519* | 1 | ,300 | 1,000** | ,849** | ,902** |
| | Sig. (1-tailed) | ,029 | | ,149 | ,000 | ,000 | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| P3 | Pearson Correlation | ,519* | ,300 | 1 | ,300 | ,519* | ,649** |
| | Sig. (1-tailed) | ,029 | ,149 | | ,149 | ,029 | ,006 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| P4 | Pearson Correlation | ,519* | 1,000** | ,300 | 1 | ,849** | ,902** |
| | Sig. (1-tailed) | ,029 | ,000 | ,149 | | ,000 | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| P5 | Pearson Correlation | ,378 | ,849** | ,519* | ,849** | 1 | ,884** |
| | Sig. (1-tailed) | ,091 | ,000 | ,029 | ,000 | | ,000 |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |
| Y | Pearson Correlation | ,725** | ,902** | ,649** | ,902** | ,884** | 1 |
| | Sig. (1-tailed) | ,002 | ,000 | ,006 | ,000 | ,000 | |
| | N | 14 | 14 | 14 | 14 | 14 | 14 |

*. Correlation is significant at the 0.05 level (1-tailed).

**. Correlation is significant at the 0.01 level (1-tailed).

Lampiran 10 : Hasil Uji Reliabilitas

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,923 | 8 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,939 | 12 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,863 | 5 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,807 | 5 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,871 | 5 |

Lampiran 11 : Hasil Uji Linearitas

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------------------------------------|----------------|--------------------------|----------------|----|-------------|---------|------|
| | | (Combined) | 71,921 | 2 | 35,961 | 57,941 | ,000 |
| Kinerja karyawan * Motivasi kerja | Between Groups | Linearity | 69,797 | 1 | 69,797 | 112,460 | ,000 |
| | | Deviation from Linearity | 2,124 | 1 | 2,124 | 3,422 | ,071 |
| | Within Groups | | 26,687 | 43 | ,621 | | |
| Total | | | 98,609 | 45 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--|----------------|--------------------------|----------------|----|-------------|--------|------|
| | | (Combined) | 67,021 | 2 | 33,511 | 45,618 | ,000 |
| Kinerja karyawan * Lingkungan kerja | Between Groups | Linearity | 65,970 | 1 | 65,970 | 89,805 | ,000 |
| | | Deviation from Linearity | 1,051 | 1 | 1,051 | 1,431 | ,238 |
| | Within Groups | | 31,587 | 43 | ,735 | | |
| Total | | | 98,609 | 45 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------------------------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| | | (Combined) | 65,083 | 2 | 32,541 | 41,738 | ,000 |
| Kinerja karyawan * Disiplin kerja | Between Groups | Linearity | 64,993 | 1 | 64,993 | 83,360 | ,000 |
| | | Deviation from Linearity | ,090 | 1 | ,090 | ,115 | ,736 |
| | Within Groups | | 33,526 | 43 | ,780 | | |
| Total | | | 98,609 | 45 | | | |

ANOVA Table

| | | Sum of Squares | df | Mean Square | F | Sig. |
|---------------------------------|--------------------------|----------------|----|-------------|--------|------|
| | (Combined) | 66,314 | 2 | 33,157 | 44,148 | ,000 |
| Kinerja karyawan * Pelatihan | Between Groups | 63,281 | 1 | 63,281 | 84,258 | ,000 |
| | Linearity | 3,033 | 1 | 3,033 | 4,038 | ,051 |
| | Deviation from Linearity | | | | | |
| | Within Groups | 32,295 | 43 | ,751 | | |
| | Total | 98,609 | 45 | | | |

Lampiran 12 : Hasil Uji Multikolinearitas

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | -34,182 | 5,260 | | -6,498 | ,000 | | |
| Motivasi kerja | ,397 | ,171 | ,233 | 2,320 | ,025 | ,299 | 3,343 |
| Lingkungan kerja | ,381 | ,162 | ,216 | 2,345 | ,024 | ,357 | 2,800 |
| Disiplin kerja | ,589 | ,148 | ,331 | 3,975 | ,000 | ,435 | 2,300 |
| Pelatihan | ,515 | ,152 | ,293 | 3,387 | ,002 | ,402 | 2,487 |

a. Dependent Variable: Kinerja karyawan

Lampiran 13 : Analisis Regresi Linear Berganda

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | -34,182 | 5,260 | | -6,498 | ,000 | | |
| Motivasi kerja | ,397 | ,171 | ,233 | 2,320 | ,025 | ,299 | 3,343 |
| Lingkungan kerja | ,381 | ,162 | ,216 | 2,345 | ,024 | ,357 | 2,800 |
| Disiplin kerja | ,589 | ,148 | ,331 | 3,975 | ,000 | ,435 | 2,300 |
| Pelatihan | ,515 | ,152 | ,293 | 3,387 | ,002 | ,402 | 2,487 |

a. Dependent Variable: Kinerja karyawan

Lampiran 14 : Hasil Uji t

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|------------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | -34,182 | 5,260 | | -6,498 | ,000 | | |
| Motivasi kerja | ,397 | ,171 | ,233 | 2,320 | ,025 | ,299 | 3,343 |
| Lingkungan kerja | ,381 | ,162 | ,216 | 2,345 | ,024 | ,357 | 2,800 |
| Disiplin kerja | ,589 | ,148 | ,331 | 3,975 | ,000 | ,435 | 2,300 |
| Pelatihan | ,515 | ,152 | ,293 | 3,387 | ,002 | ,402 | 2,487 |

a. Dependent Variable: Kinerja karyawan