**Lampiran I**

# KUESIONER PRA-SURVEI

Kepada yang terhormat Bapak/Ibu, Saudara/i, perkenalkan nama saya Dihan Topan Mahisa, Mahasiswa Pascasarjana di Program Studi Magister Manajemen, Fakultas Ekonomi dan Bisnis, Institut Informatika dan Bisnis (IIB) Darmajaya Bandar Lampung. Saat ini saya sedang menyusun sebuah pra-penelitian (Tesis) dengan tema "Kinerja Pegawai". Selanjutnya, besar harapan saya kepada Bapak/Ibu, Saudara/i, dan teman-teman jika bersedia untuk meluangkan waktunya sejenak untuk mengisi kuesioner ini. Atas kesediaan dan partisipasi Bapak/Ibu, Saudara/i sekalian untuk mengisi kuesioner ini, saya ucapkan terima kasih.

Bandar Lampung, Maret 2025
**Peneliti**

**Identitas Responden**

- Nama / E-mail : ……(boleh dikosongkan)
- Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
- Masa Kerja : ☐ 2-3 Tahun ☐ 3-5 Tahun ☐ 5-7 Tahun
  ☐ 7-10 Tahun ☐ >10 Tahun

**Daftar Pertanyaan :**

1. Apakah Anda merasa sudah memberikan kinerja terbaik Anda kepada perusahaan?
   ☐ Ya / Sudah
   ☐ Tidak / Belum

2. Sebutkan faktor apa saja yang dapat meningkatkan kinerja Anda dalam bekerja sehingga dapat memberikan kontribusi optimal di perusahaan ini?

Jawaban :……
……
……

# Lampiran II – Hasil Jawaban Pra-Survei

| Timestamp | Nama/ Email Pegawai? | Jenis Kelamin? | Lama Bekerja? | 1. Apakah Anda merasa sudah memberikan kinerja terbaik Anda? | 2. Sebutkan faktor apa saja yang dapat meningkatkan kinerja Anda dalam bekerja sehingga dapat memberikan kontribusi optimal di perusahaan ini? |
|---|---|---|---|---|---|
| 3/17/2025 8:49:14 | Accel | Laki-laki | 3 - 5 Tahun | Ya | Oo tentu gaji, tunjangan2, insentif, THR, Bonus, dan jaminan atas kehidupan yang layak dan fasilitas K3 dan kesehatan |
| 3/17/2025 8:50:59 | | Perempuan | 3 - 5 Tahun | Ya | Yang pasti kebutuhan hidup dapat terpenuhi biar jadi motivasi. Semoga apa yang sudah berjalan sengan baik dapat dipertahankan dan yang masih kurang baik dapat |
| 3/17/2025 8:52:32 | | Laki-laki | 2 - 3 Tahun | Tidak | Karir dan pelatihan stuck bos terkait main jobdesc kurang dipenuhi. |
| 3/17/2025 8:54:03 | | Laki-laki | 3 - 5 Tahun | Tidak | Harapannya karir dapat lebih diperhatikan lagi untuk tenaga alih daya<br>Masih ada ruang luas untuk peningkatan kesejahteraan |
| 3/17/2025 8:57:04 | | Laki-laki | > 10 Tahun | Ya | Selama kebutuhan hidup saya terpenuhi dan tidak banyak bersinggungan dengan rekan kerja sudah cukup buat saya |
| 3/17/2025 9:00:07 | | Laki-laki | 5 - 7 Tahun | Tidak | Karir gak jelas bos, gak kesempatan peningkatan |
| 3/17/2025 9:01:07 | ARM | Laki-laki | 3 - 5 Tahun | Tidak | Overall untuk kebijakan dan fasilitas bekerja di PT Bukit Asam Tbk merasa puas, hanya intervensi dari luar ke |
| 3/17/2025 9:02:08 | | Laki-laki | 3 - 5 Tahun | Tidak | Tidak ada peningkatan karier |
| 3/17/2025 9:03:14 | | Laki-laki | 3 - 5 Tahun | Ya | Saya merasa puas karena kebutuhan hidup saya tercukupi, mendapatkan fasilitas dari kantor, dapat berkomunikasi dan berhubungan baik dengan teman kerja/atasan, dapat berkembang ilmunya dan teknologi.<br>Saya merasa tidak puas dalam hal beban kerja, lingkungan kerja, dan budaya organisasi yang kurang baik. |
| 3/17/2025 9:04:03 | RY | Perempuan | 3 - 5 Tahun | Ya | Gaji, tunjangan, fasilitas kesehatan, selebihnya yah begitulah |
| 3/17/2025 9:04:53 | FH | Laki-laki | 3 - 5 Tahun | Ya | Kepuasan,,dengan kebutuhan hidup,teman dan atasan,,. sukses selalu PTBA |
| 3/17/2025 9:06:44 | | Laki-laki | 3 - 5 Tahun | Tidak | Sebagian teman tidak peduli dengan timnya, saya menginginkan lingkungan yang ramah, komunikasi yang baik, Merasa tidak puas masih ada propokator yang buruk bagi teman satu timnya sendiri demi kepentingan pribadinya.., selalu menjelekkan timnya untuk mempengaruhi pemimpin agar bisa diliat pemimpin dia yg lebih baik dr yg lainya.. |
| 3/17/2025 9:08:06 | MP | Laki-laki | > 10 Tahun | Ya | Hubungan dengan teman/atasan yg baik, menghasilkan kerja sama yg baik dlm bekerja, saling menghargai dan mengapresiasi satu sama lain |
| 3/17/2025 9:09:23 | Jck | Laki-laki | > 10 Tahun | Ya | Gaji dengan sistem fasilitas, sarana dan prasarana kerja yang disediakan cukup oleh pihak manajemen dengan baik. |
| 3/17/2025 9:10:25 | HAM | Laki-laki | 2 - 3 Tahun | Tidak | Minta tolong diperhatikan karirnya aja |
| 3/17/2025 9:11:30 | IK | Laki-laki | 5 - 7 Tahun | Tidak | tidak puas karena faktor intervensi eksternal , kurangnya perhatian dan apresiasi ☹ |
| 3/17/2025 9:12:07 | | Laki-laki | 2 - 3 Tahun | Ya | Sampai saat ini kebutuhan hidup tercukupi, namun perlu tinjau ulang masalah karir dan kompetensi |
| 3/17/2025 9:41:13 | | Laki-laki | 7 - 10 Tahun | Tidak | Saya bisa bekerja dengan baik jika ada jenjang karir, perhatian untuk kompetensi dll |
| 3/17/2025 9:13:53 | | Laki-laki | 5 - 7 Tahun | Tidak | Jaminan kesehatan berkurang terutama kesehatan untuk anak ada yang tidak di jamin, dan bonus insentif juga dipotong padahal target kerja sudah tercapai. Tks |
| 3/17/2025 9:14:18 | | | 5 - 7 Tahun | Tidak | Tidak ada perhatian untuk naikin kair kepada karyawan kontrak |
| 3/17/2025 9:15:21 | SAT | | 5 - 7 Tahun | Ya | Saya merasa puas jika dengan bekerja disini bisa memberikan penghidupan yang layak bagi keluarga dan bisa membantu dan berbagi kepada banyakorang lain walau harus jauh dari keluarga besar dan tanah kelahiran, demi kehidupan yang lebih baik di masa depan. Terima Kasih. |
| 3/17/2025 9:16:37 | | Laki-laki | 2 - 3 Tahun | Tidak | saya rasa untuk peningkatan karir stuck apalagi kalau tidak dekat dengan atasan ya stuck aja gitu terima kasih |
| 3/17/2025 9:17:41 | | Laki-laki | 5 - 7 Tahun | Tidak | Secara keseluruhan sudah baik, sebelum adanya intervensi yang menguragi pendapatan (bonus) Tks |
| 3/17/2025 9:19:05 | ANY | Laki-laki | 5 - 7 Tahun | Tidak | Semua baik, namun adanya penilaian individu yang kurang transparan dan bisa dibilang kurang fair terhadap peta karir |
| 3/17/2025 9:42:17 | | Laki-laki | 7 - 10 Tahun | Ya | Selama bisa memenuhi kebutuhan hidup saya sudah merasa cukup puas dengan pekerjaan saya. Kalaupun nanti ada peluang peningkatan karir, saya anggap sebagai bonusnya, semoga perusahaan tetap terkendali. Terima kasih.. |
| 3/17/2025 9:20:31 | OM | Laki-laki | 5 - 7 Tahun | Ya | Alhamdulillah sejauh ini merasa bersyukur dgn yang sudah diterima, harapannya bisa memberikan kesempatan karir yang lebih baik baik untuk alih daya, trima kasih. |
| 3/17/2025 9:21:11 | AH | Laki-laki | 5 - 7 Tahun | Ya | Selama bisa memenuhi kebutuhan hidup saya sudah merasa cukup puas dengan pekerjaan saya. Kalaupun nanti ada peluang peningkatan karir, saya anggap sebagai bonusnya, semoga perusahaan tetap terkendali. Terima kasih.. |
| 3/17/2025 9:21:48 | Wid | Perempuan | 7 - 10 Tahun | Tidak | Tidak dipungkiri kalau tujuan kerja adalah untuk mendapatkan karir yang jelas, semangat kawan |
| 3/17/2025 9:22:22 | | Laki-laki | > 10 Tahun | Tidak | nyaman, tidak puas nya lemburan terbatas |
| 3/17/2025 9:23:34 | | Laki-laki | 3 - 5 Tahun | Tidak | Peningkatan karirnya tolong diperhatikan lagi, tks |

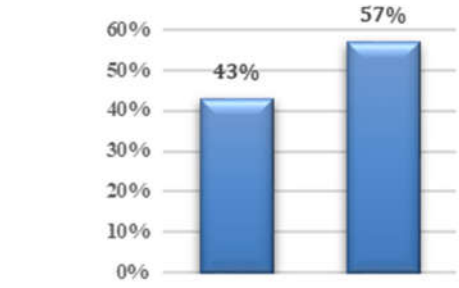
Sumber: Data Diolah, 2025

## Lampiran III – Hasil Pengolahan Data Jawaban Pra-Survei

### Karakteristik Responden berdasarkan Jenis Kelamin dan Masa Kerja


Sumber: Data Diolah, 2025

### 1. Apakah Anda merasa sudah memberikan kinerja terbaik Anda?




Sumber: Data Diolah 2025

### 2. Sebutkan faktor apa saja yang dapat meningkatkan kinerja Anda dalam bekerja sehingga dapat memberikan kontribusi optimal di Perusahaan ini.?!

Hasil klasifikasi jawaban responden yang sering muncul:

| Jawaban / Respon | Frekuensi | Persentase |
|---|---|---|
| 1. Peluang peningkatan karir dan peta karir yang jelas, serta terpenuhinya pengembangan kompetensi | 13 | 43% |
| 2. Terpenuhinya kebutuhan hidup, memperoleh pengakuan penghargaan / apresiasi, dan aktualisasi diri | 9 | 30% |
| 3. Memperoleh upah dan fasilitas yang adil, layak, dan sesuai (gaji, tunjangan, insentif, bonus, dan lemburan) | 8 | 27% |
| **Jumlah** | **30** | **100%** |

Sumber: Data Diolah, 2025

**Lampiran IV**

# KUESIONER PENELITIAN

## PERAN PENGEMBANGAN KARIR, MOTIVASI, DAN KOMPENSASI, DALAM MENINGKATKAN KINERJA PEGAWAI ALIH DAYA DI PT BUKIT ASAM TBK

Kepada Yth.
Bapak/Ibu, Saudara/i Pegawai Alih Daya
di PT bukit Asam Tbk Unit Pelabuhan Tarahan

Assalamu'alaikum wr. wb.

Perkenalkan saya Dihan Topan Mahisa, Mahasiswa Prodi Magister Manajemen, Fakultas Ekonomi dan Bisnis, Institut Informatika dan Bisnis (IIB) Darmajaya, Bandar Lampung. Saat ini saya sedang menyusun sebuah penelitian dengan judul **"Peran Pengembangan Karir, Motivasi, dan Kompensasi, dalam Meningkatkan Kinerja Pegawai Alih Daya di PT Bukit Asam Tbk ".**

Selanjutnya, besar harapan saya kepada Bapak/Ibu, Saudara/i jika bersedia meluangkan waktunya sejenak untuk mengisi kuesioner ini dengan sejujur-jujurnya dan tanpa paksaan dari pihak manapun. Atas kesediaan dan partisipasi Bapak/Ibu, Saudara/i sekalian untuk mengisi kuesioner ini, saya ucapkan terima kasih.

Wassalamu'alaikum wr. wb

Bandar Lampung, Juli 2025

**Peneliti**

**(BAGIAN I)**

**Petunjuk pengisian daftar pertanyaan :**

1. Bacalah setiap pertanyaan dengan seksama sebelum menjawab.
2. Berilah tanda (✓) pada kolom jawaban yang menurut Anda paling sesuai.
3. Anda hanya dapat memberikan satu jawaban saja di setiap pertanyaan.

**Kriteria Penilaian :**

| | | |
|---|---|---|
| SS | Sangat Setuju | Skor 5 |
| S | Setuju | Skor 4 |
| CS | Cukup Setuju | Skor 3 |
| TS | Tidak Setujju | Skor 2 |
| STS | Sangat Tidak Setuju | Skor 1 |

**Contoh Cara pengisian :**

| No. | Pernyataan | STS | TS | CS | S | SS |
|---|---|---|---|---|---|---|
| 1 | Saya selalu bersemangat dalam bekerja | | | | | ✓ |

**IDENTITAS RESPONDEN**

1. **Nama / E-mail** : ..... (Boleh Dikosongkan)
2. **Jenis Kelamin** : ☐ Laki-laki ☐ Perempuan
3. **Usia** : ☐ 26-30 tahun ☐ 35-40 tahun
   ☐ 18-25 tahun ☐ 31-35 tahun ☐ > 40 tahun
4. **Status** : ☐ Lajang ☐ Menikah ☐ Bercerai
5. **Pendidikan terakhir?**
   ☐ < SMA ☐ Diploma (D1-D3) ☐ Pascasarjana (S2/S3)
   ☐ SMA/SMK ☐ Sarjana (S1)
6. **Lama bekerja sebagai Pegawai Alih Daya di PT Bukit Asam Tbk?**
   ☐ 1-2 tahun ☐ 6-8 tahun ☐ > 10 tahun
   ☐ 3-5 tahun ☐ 9-10 tahun
7. **Satuan kerja?**
   ☐ K3LPLS ☐ Perawatan ☐ SUKC & Pengadaan
   ☐ Operasional ☐ Kendali Produk

**(BAGIAN II)**

- **PENGEMBANGAN KARIR ($X_1$)**

| No | Pernyataan | Jawaban | | | | |
|---|---|---|---|---|---|---|
| | | STS | TS | CS | S | SS |
| | | 1 | 2 | 3 | 4 | 5 |
| • **Pendidikan dan Pelatihan** | | | | | | |
| P01 | Perusahaan memberikan program pendidikan yang relevan dengan kompetensi saya | | | | | |
| P02 | Pelatihan yang saya ikuti mendukung pengembangan karir saya | | | | | |
| • **Promosi dan Kenaikan Jabatan** | | | | | | |
| P03 | Perusahaan memberikan kesempatan peningkatan karir yang sama kepada semua pegawai alih daya | | | | | |
| P04 | Peluang promosi menjadi pegawai tetap memotivasi saya untuk meningkatkan kinerja | | | | | |
| • **Kemandirian** | | | | | | |
| P05 | Perusahaan memfasilitasi saya untuk melakukan pengembangan pribadi secara mandiri | | | | | |
| P06 | Saya memanfaatkan sumber belajar secara mandiri untuk mendukung pengembangan karir saya | | | | | |
| • **Bimbingan Karir dan Mentoring** | | | | | | |
| P07 | Bimbingan dan mentoring yang diberikan atasan mendukung pengembangan diri dan karir saya | | | | | |
| P08 | Masukan konstruktif dari atasan membantu saya mencapai pengembangan karir yang optimal | | | | | |
| • **Penilaian Kinerja** | | | | | | |
| P09 | Penilaian kinerja dilakukan secara objektif dan transparan untuk mendukung pengembangan karir saya | | | | | |
| P10 | Penilaian kinerja mendorong saya untuk terus belajar dan mengembangkan diri | | | | | |

**(BAGIAN III)**

- **MOTIVASI ($X_2$)**

| No | Pernyataan | Jawaban | | | | |
|---|---|---|---|---|---|---|
| | | STS | TS | CS | S | SS |
| | | 1 | 2 | 3 | 4 | 5 |
| • **Kepuasan Kerja** | | | | | | |
| M11 | Saya merasa puas dengan pekerjaan saya saat ini | | | | | |
| M12 | Pekerjaan saya saat ini mampu memenuhi kebutuhan hidup saya secara layak | | | | | |
| • **Keterlibatan** | | | | | | |
| M13 | Saya terlibat secara aktif dalam pencapaian target perusahaan yang telah ditetapkan | | | | | |
| M14 | Saya bersemangat untuk memberikan kontribusi terbaik dalam mencapai tujuan perusahaan | | | | | |
| • **Penghargaan** | | | | | | |
| M15 | Saya mendapatkan apresiasi secara langsung ketika menyelesaikan tugas dengan baik | | | | | |
| M16 | Penghargaan yang saya terima meningkatkan semangat dan produktivitas kerja saya | | | | | |
| • **Peluang Pengembangan** | | | | | | |
| M17 | Saya mendapatkan kesempatan yang sama untuk berkembang secara profesional di perusahaan | | | | | |
| M18 | Kesempatan untuk mengembangkan keterampilan membuat saya lebih bersemangat dalam bekerja | | | | | |
| • **Hubungan dengan Atasan dan Rekan Kerja** | | | | | | |
| M19 | Saya memiliki hubungan kerja yang baik dengan atasan dan rekan kerja saya | | | | | |
| M20 | Saya merasa dihargai oleh atasan dan rekan kerja di lingkungan kerja saya | | | | | |

**(BAGIAN IV)**

- **KOMPENSASI ($X_3$)**

| No | Pernyataan | Jawaban | | | | |
|---|---|---|---|---|---|---|
| | | STS | TS | CS | S | SS |
| | | 1 | 2 | 3 | 4 | 5 |
| • **Gaji** | | | | | | |
| K21 | Gaji yang saya terima sesuai dengan beban tanggung jawab pekerjaan saya | | | | | |
| K22 | Gaji yang saya terima mampu memenuhi kebutuhan hidup saya secara layak | | | | | |
| • **Tunjangan** | | | | | | |
| K23 | Perusahaan memberikan tunjangan (seperti THR) secara adil dan tepat waktu | | | | | |
| K24 | Tunjangan yang saya terima membantu saya memenuhi kebutuhan finansial saat hari besar keagamaan | | | | | |
| • **Bonus** | | | | | | |
| K25 | Perusahaan memberikan bonus berdasarkan pencapaian kinerja pegawai | | | | | |
| K26 | Bonus menjadi dorongan tambahan bagi saya untuk mencapai target kerja | | | | | |
| • **Insentif** | | | | | | |
| K27 | Perusahaan memberikan insentif di luar gaji yang diterima pegawai | | | | | |
| K28 | Pemberian insentif dapat mendorong saya untuk bekerja lebih produktif dan berkinerja tinggi | | | | | |
| • **Lembur** | | | | | | |
| K29 | Saya menerima kompensasi lembur sesuai dengan waktu dan beban kerja tambahan | | | | | |
| K30 | Sistem pembayaran lembur dilakukan secara adil dan tepat waktu | | | | | |

**(BAGIAN V)**

- **KINERJA PEGAWAI (Y)**

| No | Pernyataan | Jawaban | | | | |
|---|---|---|---|---|---|---|
| | | STS | TS | CS | S | SS |
| | | 1 | 2 | 3 | 4 | 5 |
| • **Kualitas Kerja** | | | | | | |
| KP31 | Saya memastikan hasil kerja saya akurat dan minim kesalahan untuk mendukung reputasi kerja yang profesional | | | | | |
| KP32 | Saya menyelesaikan setiap detail tugas untuk mencapai standar kerja yang tinggi | | | | | |
| • **Kuantitas Kerja** | | | | | | |
| KP33 | Saya sering menyelesaikan lebih dari satu pekerjaan dalam waktu kerja yang tersedia | | | | | |
| KP34 | Saya mampu menyelesaikan tugas lebih banyak tanpa menganggu tanggung jawab saya yang lain | | | | | |
| • **Ketepatan Waktu** | | | | | | |
| KP35 | Saya selalu menyelesaikan pekerjaan sebelum atau tepat waktu sesuai target yang ditetapkan | | | | | |
| KP36 | Saya tidak pernah menunda-nunda pekerjaan yang telah menjadi tanggung jawab saya | | | | | |
| • **Inisiatif** | | | | | | |
| KP37 | Saya secara proaktif mencari solusi terhadap kendala yang muncul dalam pekerjaan | | | | | |
| KP38 | Saya mengambil inisiatif untuk menyelesaikan pekerjaan meskipun tanpa diperintah | | | | | |
| • **Kemampuan Bekerjasama** | | | | | | |
| KP39 | Kerjasama tim yang baik mempermudah saya menyelesaikan pekerjaan dengan efektif | | | | | |
| KP40 | Saya bersedia membantu rekan dalam tim untuk menyelesaikan pekerjaan demi tercapainya target kerja bersama | | | | | |

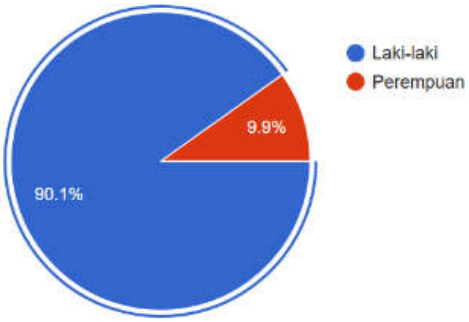
# Lampiran V - Hasil Jawaban Kuesioner Identitas Responden

| No | Timestamp | 1. Nama / Email Responden : | 2. Jenis Kelamin : | 3. Usia : | 4. Status Pernikahan? | 5. Pendidikan Terakhir? | 6. Lama bekerja? | 7. Satuan Kerja? |
|---|---|---|---|---|---|---|---|---|
| 1 | 7/25/2025 9:18:30 | PW | Laki-laki | > 40 Tahun | Menikah | Diploma (D1-D3) | 1-2 tahun | Operasional |
| 2 | 7/25/2025 9:54:43 | - | Laki-laki | 31-35 Tahun | Menikah | Diploma (D1-D3) | 3-5 tahun | Operasional |
| 3 | 7/25/2025 9:57:24 | Waryono | Laki-laki | 26-30 Tahun | Lajang | Sarjana (S1) | 9-10 tahun | Operasional |
| 4 | 7/25/2025 10:00:03 | NoS | Laki-laki | 36-40 Tahun | Menikah | SMA/SMK | 6-8 tahun | Operasional |
| 5 | 7/25/2025 10:02:51 | AMS | Laki-laki | 31-35 Tahun | Lajang | SMA/SMK | 3-5 tahun | K3LPLS |
| 6 | 7/25/2025 10:05:25 | - | Laki-laki | 36-40 Tahun | Menikah | < SMA | 6-8 tahun | Perawatan |
| 7 | 7/25/2025 10:09:30 | - | Laki-laki | 36-40 Tahun | Menikah | SMA/SMK | 6-8 tahun | Operasional |
| 8 | 7/25/2025 10:12:00 | Jordy | Laki-laki | 31-35 Tahun | Menikah | SMA/SMK | 3-5 tahun | Operasional |
| 9 | 7/25/2025 10:14:38 | DoangS | Laki-laki | 26-30 Tahun | Menikah | Sarjana (S1) | 6-8 tahun | Perawatan |
| 10 | 7/25/2025 10:17:28 | DA | Laki-laki | 36-40 Tahun | Bercerai | SMA/SMK | 1-2 tahun | Kendali Produk |
| 11 | 7/25/2025 10:20:00 | - | Laki-laki | 18-25 Tahun | Menikah | SMA/SMK | 1-2 tahun | Operasional |
| 12 | 7/25/2025 10:23:07 | Ali | Laki-laki | 36-40 Tahun | Lajang | SMA/SMK | > 10 tahun | K3LPLS |
| 13 | 7/25/2025 10:25:23 | | Laki-laki | 36-40 Tahun | Menikah | SMA/SMK | > 10 tahun | K3LPLS |
| 14 | 7/25/2025 10:27:51 | | Laki-laki | 18-25 Tahun | Menikah | SMA/SMK | 6-8 tahun | Perawatan |
| 15 | 7/25/2025 10:30:31 | | Laki-laki | > 40 Tahun | Lajang | Diploma (D1-D3) | 3-5 tahun | SUKC & Pengadaan |
| 16 | 7/25/2025 10:33:30 | Ismail | Laki-laki | 26-30 Tahun | Menikah | < SMA | 6-8 tahun | Perawatan |
| 17 | 7/25/2025 10:36:15 | Muis | Laki-laki | 26-30 Tahun | Menikah | Diploma (D1-D3) | 1-2 tahun | K3LPLS |
| 18 | 7/25/2025 10:39:04 | AD | Laki-laki | > 40 Tahun | Menikah | Sarjana (S1) | 3-5 tahun | Perawatan |
| 19 | 7/25/2025 10:41:58 | Usman D | Laki-laki | 31-35 Tahun | Lajang | SMA/SMK | 6-8 tahun | Operasional |
| 20 | 7/25/2025 10:47:54 | HY | Laki-laki | 31-35 Tahun | Lajang | Diploma (D1-D3) | 6-8 tahun | Perawatan |
| 21 | 7/25/2025 10:50:19 | Hard | Laki-laki | > 40 Tahun | Menikah | SMA/SMK | 9-10 tahun | Perawatan |
| 22 | 7/25/2025 10:52:17 | | Laki-laki | 36-40 Tahun | Menikah | SMA/SMK | > 10 tahun | Perawatan |
| 23 | 7/25/2025 10:54:34 | - | Laki-laki | > 40 Tahun | Menikah | SMA/SMK | 3-5 tahun | Operasional |
| 24 | 7/25/2025 10:58:20 | Yanto | Laki-laki | 18-25 Tahun | Menikah | SMA/SMK | 9-10 tahun | Operasional |
| 25 | 7/25/2025 11:02:17 | - | Laki-laki | 18-25 Tahun | Menikah | SMA/SMK | 9-10 tahun | Perawatan |
| 26 | 7/25/2025 11:05:12 | - | Laki-laki | 26-30 Tahun | Menikah | SMA/SMK | 6-8 tahun | Operasional |
| 27 | 7/25/2025 11:07:28 | Gofar | Laki-laki | 18-25 Tahun | Lajang | Diploma (D1-D3) | 6-8 tahun | Perawatan |
| 28 | 7/25/2025 11:10:43 | Wid | Laki-laki | 18-25 Tahun | Lajang | Diploma (D1-D3) | > 10 tahun | Operasional |
| 29 | 7/25/2025 11:13:00 | | Laki-laki | > 40 Tahun | Menikah | SMA/SMK | 9-10 tahun | Operasional |
| 30 | 7/25/2025 11:15:18 | Hairullah | Laki-laki | 36-40 Tahun | Menikah | SMA/SMK | > 10 tahun | Operasional |
| 31 | 7/25/2025 13:02:58 | Putri Delima | Perempuan | 31-35 Tahun | Menikah | Diploma (D1-D3) | 6-8 tahun | SUKC & Pengadaan |
| 32 | 7/25/2025 13:05:51 | - | Laki-laki | 18-25 Tahun | Lajang | Sarjana (S1) | > 10 tahun | Perawatan |
| 33 | 7/25/2025 13:08:12 | PR | Laki-laki | > 40 Tahun | Menikah | Diploma (D1-D3) | 1-2 tahun | K3LPLS |
| 34 | 7/25/2025 13:11:12 | Rian | Laki-laki | > 40 Tahun | Menikah | SMA/SMK | > 10 tahun | Operasional |
| 35 | 7/25/2025 13:13:49 | RAS | Laki-laki | 26-30 Tahun | Menikah | SMA/SMK | 9-10 tahun | Perawatan |
| 36 | 7/25/2025 13:16:19 | Fey | Laki-laki | 26-30 Tahun | Menikah | SMA/SMK | 6-8 tahun | Operasional |
| 37 | 7/25/2025 13:18:59 | - | Laki-laki | 18-25 Tahun | Lajang | Diploma (D1-D3) | > 10 tahun | Kendali Produk |
| 38 | 7/25/2025 13:21:39 | - | Laki-laki | 36-40 Tahun | Bercerai | SMA/SMK | 6-8 tahun | Operasional |
| 39 | 7/25/2025 13:24:10 | RD | Laki-laki | 26-30 Tahun | Menikah | SMA/SMK | > 10 tahun | Perawatan |
| 40 | 7/25/2025 16:22:33 | CI | Laki-laki | > 40 Tahun | Menikah | Diploma (D1-D3) | 3-5 tahun | Operasional |
| 41 | 7/25/2025 16:25:42 | - | Laki-laki | 26-30 Tahun | Menikah | Sarjana (S1) | 1-2 tahun | Perawatan |
| 42 | 7/25/2025 16:27:52 | - | Laki-laki | 31-35 Tahun | Menikah | Sarjana (S1) | > 10 tahun | Perawatan |
| 43 | 7/25/2025 16:30:37 | Lestari Dwi | Perempuan | 18-25 Tahun | Menikah | SMA/SMK | 9-10 tahun | K3LPLS |
| 44 | 7/25/2025 16:33:35 | Arfi | Laki-laki | > 40 Tahun | Lajang | SMA/SMK | 6-8 tahun | Perawatan |
| 45 | 7/25/2025 16:35:55 | Gus | Laki-laki | 31-35 Tahun | Menikah | Sarjana (S1) | 1-2 tahun | Perawatan |
| 46 | 7/25/2025 16:38:38 | - | Laki-laki | 18-25 Tahun | Menikah | SMA/SMK | 6-8 tahun | Perawatan |
| 47 | 7/25/2025 16:40:53 | - | Laki-laki | 31-35 Tahun | Lajang | Sarjana (S1) | 1-2 tahun | Operasional |
| 48 | 7/25/2025 16:43:18 | Ayu Dwi Lestari | Perempuan | 26-30 Tahun | Menikah | Diploma (D1-D3) | 6-8 tahun | SUKC & Pengadaan |
| 49 | 7/25/2025 16:45:23 | - | Laki-laki | > 40 Tahun | Bercerai | Sarjana (S1) | 9-10 tahun | Kendali Produk |
| 50 | 7/25/2025 16:50:42 | SOP | Laki-laki | 36-40 Tahun | Lajang | SMA/SMK | 6-8 tahun | Operasional |
| 51 | 7/25/2025 16:52:41 | - | Laki-laki | > 40 Tahun | Menikah | Diploma (D1-D3) | > 10 tahun | SUKC & Pengadaan |
| 52 | 7/25/2025 16:55:23 | SKC | Laki-laki | 31-35 Tahun | Lajang | SMA/SMK | 1-2 tahun | Perawatan |
| 53 | 7/25/2025 16:57:26 | - | Laki-laki | 26-30 Tahun | Menikah | SMA/SMK | 6-8 tahun | Operasional |
| 54 | 7/25/2025 16:59:23 | AP | Laki-laki | 26-30 Tahun | Menikah | SMA/SMK | 6-8 tahun | Operasional |
| 55 | 7/25/2025 17:01:46 | | Laki-laki | 26-30 Tahun | Menikah | SMA/SMK | 9-10 tahun | Operasional |
| 56 | 7/25/2025 17:04:15 | Neni | Perempuan | > 40 Tahun | Menikah | SMA/SMK | 3-5 tahun | Perawatan |
| 57 | 7/25/2025 17:06:14 | LH | Laki-laki | > 40 Tahun | Lajang | SMA/SMK | 6-8 tahun | Kendali Produk |
| 58 | 7/25/2025 17:08:37 | Eko | Laki-laki | > 40 Tahun | Menikah | Diploma (D1-D3) | 1-2 tahun | Operasional |
| 59 | 7/25/2025 17:10:38 | Gils | Laki-laki | 18-25 Tahun | Menikah | SMA/SMK | 3-5 tahun | Perawatan |
| 60 | 7/25/2025 17:12:43 | Juned | Laki-laki | > 40 Tahun | Lajang | SMA/SMK | 1-2 tahun | Operasional |
| 61 | 7/25/2025 17:15:26 | MC | Perempuan | 36-40 Tahun | Menikah | Diploma (D1-D3) | 3-5 tahun | Operasional |
| 62 | 7/25/2025 17:18:55 | | Laki-laki | 31-35 Tahun | Lajang | < SMA | 6-8 tahun | Kendali Produk |
| 63 | 7/25/2025 17:20:59 | IK | Laki-laki | > 40 Tahun | Menikah | Sarjana (S1) | 1-2 tahun | Perawatan |
| 64 | 7/25/2025 17:23:02 | Joy | Perempuan | 36-40 Tahun | Menikah | Diploma (D1-D3) | 3-5 tahun | SUKC & Pengadaan |
| 65 | 7/25/2025 17:25:02 | Johan Gojali | Laki-laki | > 40 Tahun | Lajang | Diploma (D1-D3) | 1-2 tahun | Operasional |
| 66 | 7/25/2025 17:27:09 | MB | Laki-laki | 26-30 Tahun | Menikah | Diploma (D1-D3) | 1-2 tahun | Operasional |
| 67 | 7/25/2025 17:31:18 | - | Laki-laki | 26-30 Tahun | Menikah | Sarjana (S1) | 1-2 tahun | Perawatan |
| 68 | 7/25/2025 17:33:31 | - | Laki-laki | 36-40 Tahun | Menikah | SMA/SMK | 9-10 tahun | Kendali Produk |
| 69 | 7/25/2025 17:36:03 | - | Laki-laki | 36-40 Tahun | Menikah | SMA/SMK | 9-10 tahun | SUKC & Pengadaan |
| 70 | 7/25/2025 17:38:11 | - | Laki-laki | 26-30 Tahun | Lajang | SMA/SMK | 1-2 tahun | SUKC & Pengadaan |
| 71 | 7/25/2025 17:40:32 | MIN | Laki-laki | 18-25 Tahun | Lajang | Diploma (D1-D3) | 1-2 tahun | Operasional |
| 72 | 7/25/2025 17:42:18 | | Laki-laki | 36-40 Tahun | Menikah | SMA/SMK | > 10 tahun | Perawatan |
| 73 | 7/25/2025 17:44:55 | Karso | Laki-laki | 31-35 Tahun | Menikah | SMA/SMK | 9-10 tahun | Perawatan |
| 74 | 7/25/2025 17:46:52 | - | Laki-laki | > 40 Tahun | Menikah | < SMA | 3-5 tahun | Perawatan |
| 75 | 7/25/2025 17:48:57 | - | Laki-laki | 31-35 Tahun | Bercerai | SMA/SMK | 1-2 tahun | K3LPLS |
| 76 | 7/25/2025 17:51:11 | Ras | Perempuan | 18-25 Tahun | Lajang | Sarjana (S1) | 1-2 tahun | Operasional |
| 77 | 7/25/2025 17:53:23 | Siti Nurjanah | Perempuan | > 40 Tahun | Menikah | < SMA | 6-8 tahun | Operasional |
| 78 | 7/25/2025 17:55:27 | Wan | Laki-laki | > 40 Tahun | Lajang | SMA/SMK | > 10 tahun | Kendali Produk |
| 79 | 7/25/2025 17:57:17 | - | Laki-laki | 31-35 Tahun | Menikah | SMA/SMK | > 10 tahun | Perawatan |
| 80 | 7/25/2025 17:59:14 | Alex Wijaya | Laki-laki | 36-40 Tahun | Menikah | Diploma (D1-D3) | 9-10 tahun | SUKC & Pengadaan |
| 81 | 7/25/2025 18:01:09 | Akur | Laki-laki | 26-30 Tahun | Lajang | Sarjana (S1) | 6-8 tahun | K3LPLS |

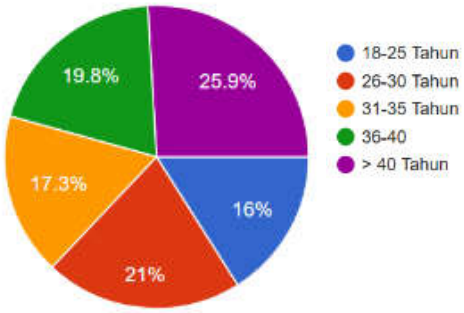
Sumber: Data Diolah, 2025

## Lampiran VI - Demografi Responden

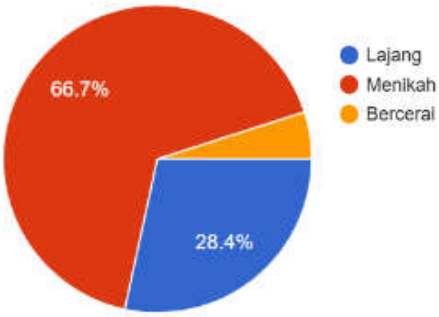
### 1. Jenis Kelamin



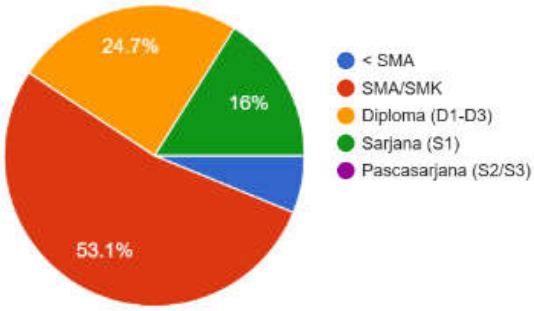

### 2. Usia



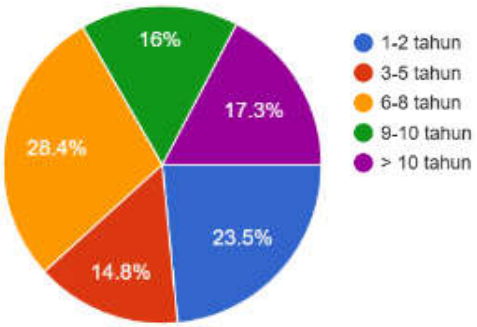

### 3. Status Pernikahan



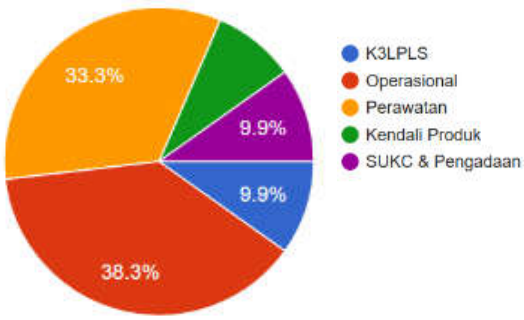

### 4. Pendidikan Terakhir




### 5. Lama Bekerja




### 6 Satuan Kerja




Sumber: Data Diolah, 2025

## Lampiran VII – Hasil Jawaban Responden

| No. | P01 | P02 | P03 | P04 | P05 | P06 | P07 | P08 | P09 | P10 | P | M11 | M12 | M13 | M14 | M15 | M16 | M17 | M18 | M19 | M20 | M | K21 | K22 | K23 | K24 | K25 | K26 | K27 | K28 | K29 | K30 | K | KP31 | KP32 | KP33 | KP34 | KP35 | KP36 | KP37 | KP38 | KP39 | KP40 | KP |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 3 | 1 | 3 | 2 | 2 | 1 | 4 | 3 | 1 | 4 | 24 | 2 | 3 | 4 | 5 | 3 | 2 | 4 | 1 | 5 | 1 | 30 | 5 | 3 | 1 | 3 | 5 | 4 | 1 | 5 | 5 | 4 | 36 | 2 | 3 | 4 | 5 | 3 | 2 | 4 | 1 | 5 | 1 | 30 |
| 2 | 3 | 5 | 1 | 2 | 3 | 3 | 5 | 5 | 5 | 3 | 35 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 37 | 4 | 4 | 2 | 2 | 3 | 2 | 1 | 4 | 1 | 3 | 26 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 37 |
| 3 | 1 | 1 | 2 | 5 | 4 | 3 | 4 | 2 | 4 | 1 | 27 | 2 | 4 | 5 | 1 | 5 | 5 | 1 | 4 | 2 | 5 | 34 | 2 | 2 | 4 | 1 | 3 | 1 | 4 | 4 | 4 | 3 | 28 | 2 | 4 | 5 | 1 | 5 | 5 | 1 | 4 | 2 | 5 | 34 |
| 4 | 5 | 2 | 4 | 1 | 4 | 3 | 1 | 5 | 2 | 5 | 32 | 4 | 5 | 3 | 1 | 5 | 5 | 2 | 4 | 1 | 5 | 35 | 1 | 4 | 3 | 4 | 1 | 2 | 4 | 4 | 2 | 5 | 30 | 4 | 5 | 3 | 1 | 5 | 5 | 2 | 4 | 1 | 5 | 35 |
| 5 | 5 | 1 | 4 | 4 | 4 | 1 | 5 | 3 | 2 | 4 | 33 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 2 | 1 | 5 | 36 | 3 | 5 | 1 | 2 | 5 | 1 | 3 | 3 | 4 | 2 | 29 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 2 | 1 | 5 | 36 |
| 6 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 1 | 40 | 1 | 3 | 3 | 4 | 1 | 2 | 1 | 4 | 1 | 4 | 24 | 5 | 4 | 5 | 3 | 2 | 4 | 4 | 5 | 1 | 2 | 35 | 1 | 3 | 3 | 4 | 1 | 2 | 1 | 4 | 1 | 4 | 24 |
| 7 | 4 | 3 | 1 | 3 | 4 | 2 | 5 | 4 | 2 | 4 | 32 | 5 | 1 | 4 | 2 | 1 | 5 | 5 | 1 | 3 | 4 | 31 | 5 | 5 | 5 | 2 | 5 | 5 | 3 | 4 | 4 | 1 | 39 | 5 | 1 | 4 | 2 | 1 | 5 | 5 | 1 | 3 | 4 | 31 |
| 8 | 5 | 3 | 3 | 1 | 4 | 4 | 3 | 2 | 1 | 2 | 28 | 4 | 5 | 1 | 1 | 4 | 4 | 4 | 3 | 5 | 1 | 32 | 2 | 1 | 4 | 4 | 5 | 4 | 3 | 2 | 2 | 4 | 31 | 4 | 5 | 1 | 1 | 4 | 4 | 4 | 3 | 5 | 1 | 32 |
| 9 | 2 | 3 | 2 | 4 | 4 | 2 | 1 | 5 | 3 | 3 | 29 | 3 | 1 | 3 | 2 | 2 | 1 | 4 | 3 | 1 | 4 | 24 | 2 | 2 | 2 | 5 | 4 | 2 | 5 | 5 | 1 | 2 | 30 | 3 | 1 | 3 | 2 | 2 | 1 | 4 | 3 | 1 | 4 | 24 |
| 10 | 3 | 5 | 5 | 5 | 1 | 3 | 5 | 5 | 2 | 3 | 37 | 3 | 5 | 1 | 2 | 3 | 3 | 5 | 5 | 5 | 3 | 35 | 4 | 3 | 3 | 2 | 5 | 3 | 4 | 1 | 2 | 3 | 30 | 3 | 5 | 1 | 2 | 3 | 3 | 5 | 5 | 5 | 3 | 35 |
| 11 | 3 | 2 | 2 | 3 | 4 | 1 | 4 | 3 | 4 | 1 | 27 | 1 | 1 | 2 | 5 | 4 | 3 | 4 | 2 | 4 | 1 | 27 | 2 | 3 | 4 | 5 | 3 | 2 | 4 | 1 | 5 | 1 | 30 | 1 | 1 | 2 | 5 | 4 | 3 | 4 | 2 | 4 | 1 | 27 |
| 12 | 1 | 1 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 37 | 5 | 2 | 4 | 1 | 4 | 3 | 1 | 5 | 2 | 5 | 32 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 37 | 5 | 2 | 4 | 1 | 4 | 3 | 1 | 5 | 2 | 5 | 32 |
| 13 | 1 | 1 | 2 | 4 | 2 | 4 | 4 | 3 | 2 | 4 | 27 | 5 | 1 | 4 | 4 | 4 | 1 | 5 | 3 | 2 | 4 | 33 | 2 | 4 | 5 | 1 | 5 | 5 | 1 | 4 | 2 | 5 | 34 | 5 | 1 | 4 | 4 | 4 | 1 | 5 | 3 | 2 | 4 | 33 |
| 14 | 2 | 4 | 4 | 3 | 2 | 1 | 4 | 2 | 3 | 3 | 28 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 1 | 40 | 4 | 5 | 3 | 1 | 5 | 5 | 2 | 4 | 1 | 5 | 35 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 1 | 40 |
| 15 | 5 | 2 | 4 | 5 | 4 | 5 | 3 | 4 | 1 | 2 | 35 | 4 | 3 | 1 | 3 | 4 | 2 | 5 | 4 | 2 | 4 | 32 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 2 | 1 | 5 | 36 | 4 | 3 | 1 | 3 | 4 | 2 | 5 | 4 | 2 | 4 | 32 |
| 16 | 1 | 1 | 4 | 1 | 4 | 4 | 1 | 2 | 1 | 4 | 23 | 5 | 3 | 3 | 1 | 4 | 4 | 3 | 2 | 1 | 2 | 28 | 1 | 3 | 3 | 4 | 1 | 2 | 1 | 4 | 1 | 4 | 24 | 5 | 3 | 3 | 1 | 4 | 4 | 3 | 2 | 1 | 2 | 28 |
| 17 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 30 | 2 | 3 | 2 | 4 | 4 | 2 | 1 | 5 | 3 | 3 | 29 | 5 | 1 | 4 | 2 | 1 | 5 | 5 | 1 | 3 | 4 | 31 | 2 | 3 | 2 | 4 | 4 | 2 | 1 | 5 | 3 | 3 | 29 |
| 18 | 4 | 4 | 1 | 1 | 3 | 1 | 4 | 5 | 1 | 1 | 25 | 3 | 5 | 5 | 5 | 1 | 3 | 5 | 5 | 2 | 3 | 37 | 4 | 5 | 1 | 1 | 4 | 4 | 4 | 3 | 5 | 1 | 32 | 3 | 5 | 5 | 5 | 1 | 3 | 5 | 5 | 2 | 3 | 37 |
| 19 | 5 | 3 | 2 | 2 | 1 | 1 | 4 | 5 | 5 | 4 | 32 | 3 | 2 | 2 | 3 | 4 | 1 | 4 | 3 | 4 | 1 | 27 | 3 | 1 | 3 | 2 | 2 | 1 | 4 | 3 | 1 | 4 | 24 | 3 | 2 | 2 | 3 | 4 | 1 | 4 | 3 | 4 | 1 | 27 |
| 20 | 1 | 2 | 2 | 3 | 4 | 5 | 3 | 4 | 2 | 1 | 27 | 1 | 1 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 37 | 3 | 5 | 1 | 2 | 3 | 3 | 5 | 5 | 5 | 3 | 35 | 1 | 1 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 37 |
| 21 | 5 | 3 | 1 | 5 | 5 | 2 | 1 | 1 | 5 | 3 | 31 | 1 | 1 | 2 | 4 | 2 | 4 | 4 | 3 | 2 | 4 | 27 | 1 | 1 | 2 | 5 | 4 | 3 | 4 | 2 | 4 | 1 | 27 | 1 | 1 | 2 | 4 | 2 | 4 | 4 | 3 | 2 | 4 | 27 |
| 22 | 2 | 2 | 1 | 5 | 5 | 4 | 2 | 2 | 1 | 4 | 28 | 2 | 4 | 4 | 3 | 2 | 1 | 4 | 2 | 3 | 3 | 28 | 5 | 2 | 4 | 1 | 4 | 3 | 1 | 5 | 2 | 5 | 32 | 2 | 4 | 4 | 3 | 2 | 1 | 4 | 2 | 3 | 3 | 28 |
| 23 | 1 | 3 | 5 | 1 | 4 | 2 | 1 | 4 | 3 | 3 | 27 | 5 | 2 | 4 | 5 | 4 | 5 | 3 | 4 | 1 | 2 | 35 | 5 | 1 | 4 | 4 | 4 | 1 | 5 | 3 | 2 | 4 | 33 | 5 | 2 | 4 | 5 | 4 | 5 | 3 | 4 | 1 | 2 | 35 |
| 24 | 3 | 5 | 4 | 2 | 3 | 1 | 2 | 4 | 2 | 5 | 31 | 1 | 1 | 4 | 1 | 4 | 4 | 1 | 2 | 1 | 4 | 23 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 1 | 40 | 1 | 1 | 4 | 1 | 4 | 4 | 1 | 2 | 1 | 4 | 23 |
| 25 | 1 | 2 | 4 | 4 | 1 | 2 | 4 | 4 | 2 | 2 | 26 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 30 | 4 | 3 | 1 | 3 | 4 | 2 | 5 | 4 | 2 | 4 | 32 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 30 |
| 26 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 5 | 1 | 2 | 24 | 4 | 4 | 1 | 1 | 3 | 1 | 4 | 5 | 1 | 1 | 25 | 5 | 3 | 3 | 1 | 4 | 4 | 3 | 2 | 1 | 2 | 28 | 4 | 4 | 1 | 1 | 3 | 1 | 4 | 5 | 1 | 1 | 25 |
| 27 | 4 | 5 | 2 | 2 | 2 | 4 | 1 | 4 | 1 | 2 | 27 | 5 | 3 | 2 | 2 | 1 | 1 | 4 | 5 | 5 | 4 | 32 | 2 | 3 | 2 | 4 | 4 | 2 | 1 | 5 | 3 | 3 | 29 | 5 | 3 | 2 | 2 | 1 | 1 | 4 | 5 | 5 | 4 | 32 |
| 28 | 4 | 4 | 1 | 2 | 4 | 3 | 2 | 1 | 2 | 3 | 26 | 1 | 2 | 2 | 3 | 4 | 5 | 3 | 4 | 2 | 1 | 27 | 3 | 5 | 5 | 5 | 1 | 3 | 5 | 5 | 2 | 3 | 37 | 1 | 2 | 2 | 3 | 4 | 5 | 3 | 4 | 2 | 1 | 27 |
| 29 | 5 | 3 | 2 | 4 | 2 | 2 | 5 | 2 | 1 | 3 | 29 | 5 | 3 | 1 | 5 | 5 | 2 | 1 | 1 | 5 | 3 | 31 | 3 | 2 | 2 | 3 | 4 | 1 | 4 | 3 | 4 | 1 | 27 | 5 | 3 | 1 | 5 | 5 | 2 | 1 | 1 | 5 | 3 | 31 |
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| 32 | 4 | 2 | 2 | 2 | 5 | 2 | 3 | 3 | 1 | 1 | 25 | 3 | 5 | 4 | 2 | 3 | 1 | 2 | 4 | 2 | 5 | 31 | 2 | 4 | 4 | 3 | 2 | 1 | 4 | 2 | 3 | 3 | 28 | 3 | 5 | 4 | 2 | 3 | 1 | 2 | 4 | 2 | 5 | 31 |
| 33 | 1 | 5 | 3 | 1 | 1 | 1 | 3 | 4 | 5 | 2 | 26 | 1 | 2 | 4 | 4 | 1 | 2 | 4 | 4 | 2 | 2 | 26 | 5 | 2 | 4 | 5 | 4 | 5 | 3 | 4 | 1 | 2 | 35 | 1 | 2 | 4 | 4 | 1 | 2 | 4 | 4 | 2 | 2 | 26 |
| 34 | 3 | 3 | 1 | 1 | 3 | 5 | 2 | 5 | 1 | 1 | 25 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 5 | 1 | 2 | 24 | 1 | 1 | 4 | 1 | 4 | 4 | 1 | 2 | 1 | 4 | 23 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 5 | 1 | 2 | 24 |
| 35 | 3 | 4 | 1 | 4 | 2 | 3 | 2 | 4 | 2 | 1 | 26 | 4 | 5 | 2 | 2 | 2 | 4 | 1 | 4 | 1 | 2 | 27 | 4 | 3 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 30 | 4 | 5 | 2 | 2 | 2 | 4 | 1 | 4 | 1 | 2 | 27 |
| 36 | 4 | 1 | 4 | 5 | 4 | 5 | 4 | 1 | 2 | 2 | 32 | 4 | 4 | 1 | 2 | 4 | 3 | 2 | 1 | 2 | 3 | 26 | 4 | 4 | 1 | 1 | 3 | 1 | 4 | 5 | 1 | 1 | 25 | 4 | 4 | 1 | 2 | 4 | 3 | 2 | 1 | 2 | 3 | 26 |
| 37 | 4 | 5 | 4 | 2 | 5 | 4 | 2 | 2 | 5 | 5 | 38 | 5 | 3 | 2 | 4 | 2 | 2 | 5 | 2 | 1 | 3 | 29 | 5 | 3 | 2 | 2 | 1 | 1 | 4 | 5 | 5 | 4 | 32 | 5 | 3 | 2 | 4 | 2 | 2 | 5 | 2 | 1 | 3 | 29 |
| 38 | 3 | 1 | 2 | 4 | 3 | 2 | 5 | 3 | 5 | 4 | 32 | 4 | 5 | 2 | 2 | 2 | 5 | 3 | 4 | 1 | 3 | 31 | 1 | 2 | 2 | 3 | 4 | 5 | 3 | 4 | 2 | 1 | 27 | 4 | 5 | 2 | 2 | 2 | 5 | 3 | 4 | 1 | 3 | 31 |
| 39 | 5 | 4 | 5 | 3 | 4 | 1 | 5 | 1 | 5 | 5 | 38 | 5 | 1 | 4 | 5 | 2 | 2 | 5 | 1 | 2 | 4 | 31 | 5 | 3 | 1 | 5 | 5 | 2 | 1 | 1 | 5 | 3 | 31 | 5 | 1 | 4 | 5 | 2 | 2 | 5 | 1 | 2 | 4 | 31 |
| 40 | 3 | 3 | 4 | 3 | 3 | 1 | 5 | 3 | 2 | 3 | 30 | 4 | 2 | 2 | 2 | 5 | 2 | 3 | 3 | 1 | 1 | 25 | 2 | 2 | 1 | 5 | 5 | 4 | 2 | 2 | 1 | 4 | 28 | 4 | 2 | 2 | 2 | 5 | 2 | 3 | 3 | 1 | 1 | 25 |
| 41 | 3 | 1 | 5 | 3 | 3 | 4 | 2 | 5 | 3 | 4 | 33 | 1 | 5 | 3 | 1 | 1 | 1 | 3 | 4 | 5 | 2 | 26 | 1 | 3 | 5 | 1 | 4 | 2 | 1 | 4 | 3 | 3 | 27 | 1 | 5 | 3 | 1 | 1 | 1 | 3 | 4 | 5 | 2 | 26 |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 43 | 5 | 2 | 1 | 4 | 1 | 3 | 5 | 3 | 5 | 2 | 31 | 3 | 4 | 1 | 4 | 2 | 3 | 2 | 4 | 2 | 1 | 26 | 1 | 2 | 4 | 4 | 1 | 2 | 4 | 4 | 2 | 2 | 26 | 3 | 4 | 1 | 4 | 2 | 3 | 2 | 4 | 2 | 1 | 26 |
| 44 | 4 | 3 | 5 | 5 | 3 | 1 | 1 | 3 | 5 | 2 | 32 | 4 | 1 | 4 | 5 | 4 | 5 | 4 | 1 | 2 | 2 | 32 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 5 | 1 | 2 | 24 | 4 | 1 | 4 | 5 | 4 | 5 | 4 | 1 | 2 | 2 | 32 |
| 45 | 3 | 4 | 5 | 3 | 1 | 1 | 4 | 2 | 5 | 1 | 29 | 4 | 5 | 4 | 2 | 5 | 4 | 2 | 2 | 5 | 5 | 38 | 4 | 5 | 2 | 2 | 2 | 4 | 1 | 4 | 1 | 2 | 27 | 4 | 5 | 4 | 2 | 5 | 4 | 2 | 2 | 5 | 5 | 38 |
| 46 | 2 | 1 | 3 | 2 | 1 | 5 | 2 | 1 | 2 | 1 | 20 | 3 | 1 | 2 | 4 | 3 | 2 | 5 | 3 | 5 | 4 | 32 | 4 | 4 | 1 | 2 | 4 | 3 | 2 | 1 | 2 | 3 | 26 | 3 | 1 | 2 | 4 | 3 | 2 | 5 | 3 | 5 | 4 | 32 |
| 47 | 1 | 4 | 1 | 5 | 2 | 2 | 4 | 3 | 1 | 2 | 25 | 5 | 4 | 5 | 3 | 4 | 1 | 5 | 1 | 5 | 5 | 38 | 5 | 3 | 2 | 4 | 2 | 2 | 5 | 2 | 1 | 3 | 29 | 5 | 4 | 5 | 3 | 4 | 1 | 5 | 1 | 5 | 5 | 38 |
| 48 | 5 | 1 | 4 | 4 | 4 | 3 | 2 | 2 | 5 | 1 | 31 | 3 | 3 | 4 | 3 | 3 | 1 | 5 | 3 | 2 | 3 | 30 | 4 | 5 | 2 | 2 | 2 | 5 | 3 | 4 | 1 | 3 | 31 | 3 | 3 | 4 | 3 | 3 | 1 | 5 | 3 | 2 | 3 | 30 |
| 49 | 5 | 3 | 4 | 3 | 4 | 4 | 2 | 1 | 5 | 2 | 33 | 3 | 1 | 5 | 3 | 3 | 4 | 2 | 5 | 3 | 4 | 33 | 5 | 1 | 4 | 5 | 2 | 2 | 5 | 1 | 2 | 4 | 31 | 3 | 1 | 5 | 3 | 3 | 4 | 2 | 5 | 3 | 4 | 33 |
| 50 | 2 | 3 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 5 | 22 | 4 | 1 | 2 | 5 | 1 | 2 | 4 | 2 | 3 | 5 | 29 | 4 | 2 | 2 | 2 | 5 | 2 | 3 | 3 | 1 | 1 | 25 | 4 | 1 | 2 | 5 | 1 | 2 | 4 | 2 | 3 | 5 | 29 |
| 51 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 5 | 3 | 2 | 25 | 5 | 2 | 1 | 4 | 1 | 3 | 5 | 3 | 5 | 2 | 31 | 1 | 5 | 3 | 1 | 1 | 1 | 3 | 4 | 5 | 2 | 26 | 5 | 2 | 1 | 4 | 1 | 3 | 5 | 3 | 5 | 2 | 31 |
| 52 | 5 | 3 | 5 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 34 | 4 | 3 | 5 | 5 | 3 | 1 | 1 | 3 | 5 | 2 | 32 | 3 | 3 | 1 | 1 | 3 | 5 | 2 | 5 | 1 | 1 | 25 | 4 | 3 | 5 | 5 | 3 | 1 | 1 | 3 | 5 | 2 | 32 |
| 53 | 1 | 1 | 2 | 4 | 2 | 1 | 3 | 4 | 1 | 5 | 24 | 3 | 4 | 5 | 3 | 1 | 1 | 4 | 2 | 5 | 1 | 29 | 3 | 4 | 1 | 4 | 2 | 3 | 2 | 4 | 2 | 1 | 26 | 3 | 4 | 5 | 3 | 1 | 1 | 4 | 2 | 5 | 1 | 29 |
| 54 | 4 | 3 | 2 | 3 | 2 | 1 | 1 | 4 | 5 | 1 | 26 | 2 | 1 | 3 | 2 | 1 | 5 | 2 | 1 | 2 | 1 | 20 | 4 | 1 | 4 | 5 | 4 | 5 | 4 | 1 | 2 | 2 | 32 | 2 | 1 | 3 | 2 | 1 | 5 | 2 | 1 | 2 | 1 | 20 |
| 55 | 2 | 4 | 5 | 2 | 3 | 2 | 2 | 4 | 2 | 1 | 27 | 1 | 4 | 1 | 5 | 2 | 2 | 4 | 3 | 1 | 2 | 25 | 4 | 5 | 4 | 2 | 5 | 4 | 2 | 2 | 5 | 5 | 38 | 1 | 4 | 1 | 5 | 2 | 2 | 4 | 3 | 1 | 2 | 25 |
| 56 | 2 | 5 | 3 | 1 | 2 | 4 | 5 | 4 | 2 | 1 | 29 | 5 | 1 | 4 | 4 | 4 | 3 | 2 | 2 | 5 | 1 | 31 | 3 | 1 | 2 | 4 | 3 | 2 | 5 | 3 | 5 | 4 | 32 | 5 | 1 | 4 | 4 | 4 | 3 | 2 | 2 | 5 | 1 | 31 |
| 57 | 2 | 1 | 3 | 4 | 5 | 2 | 4 | 1 | 3 | 4 | 29 | 5 | 3 | 4 | 3 | 4 | 4 | 2 | 1 | 5 | 2 | 33 | 5 | 4 | 5 | 3 | 4 | 1 | 5 | 1 | 5 | 5 | 38 | 5 | 3 | 4 | 3 | 4 | 4 | 2 | 1 | 5 | 2 | 33 |
| 58 | 4 | 5 | 2 | 2 | 5 | 3 | 1 | 3 | 5 | 1 | 31 | 2 | 3 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 5 | 22 | 3 | 3 | 4 | 3 | 3 | 1 | 5 | 3 | 2 | 3 | 30 | 2 | 3 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 5 | 22 |
| 59 | 5 | 1 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 23 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 5 | 3 | 2 | 25 | 3 | 1 | 5 | 3 | 3 | 4 | 2 | 5 | 3 | 4 | 33 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 5 | 3 | 2 | 25 |
| 60 | 5 | 4 | 3 | 1 | 4 | 2 | 5 | 4 | 1 | 2 | 31 | 5 | 3 | 5 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 34 | 4 | 1 | 2 | 5 | 1 | 2 | 4 | 2 | 3 | 5 | 29 | 5 | 3 | 5 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 34 |
| 61 | 1 | 1 | 2 | 4 | 2 | 1 | 3 | 4 | 1 | 5 | 24 | 1 | 1 | 2 | 4 | 2 | 1 | 3 | 4 | 1 | 5 | 24 | 5 | 2 | 1 | 4 | 1 | 3 | 5 | 3 | 5 | 2 | 31 | 1 | 1 | 2 | 4 | 2 | 1 | 3 | 4 | 1 | 5 | 24 |
| 62 | 4 | 3 | 2 | 3 | 2 | 1 | 1 | 4 | 5 | 1 | 26 | 4 | 3 | 2 | 3 | 2 | 1 | 1 | 4 | 5 | 1 | 26 | 4 | 3 | 5 | 5 | 3 | 1 | 1 | 3 | 5 | 2 | 32 | 4 | 3 | 2 | 3 | 2 | 1 | 1 | 4 | 5 | 1 | 26 |
| 63 | 2 | 4 | 5 | 2 | 3 | 2 | 2 | 4 | 2 | 1 | 27 | 2 | 4 | 5 | 2 | 3 | 2 | 2 | 4 | 2 | 1 | 27 | 3 | 4 | 5 | 3 | 1 | 1 | 4 | 2 | 5 | 1 | 29 | 2 | 4 | 5 | 2 | 3 | 2 | 2 | 4 | 2 | 1 | 27 |
| 64 | 2 | 5 | 3 | 1 | 2 | 4 | 5 | 4 | 2 | 1 | 29 | 2 | 5 | 3 | 1 | 2 | 4 | 5 | 4 | 2 | 1 | 29 | 2 | 1 | 3 | 2 | 1 | 5 | 2 | 1 | 2 | 1 | 20 | 2 | 5 | 3 | 1 | 2 | 4 | 5 | 4 | 2 | 1 | 29 |
| 65 | 2 | 1 | 3 | 4 | 5 | 2 | 4 | 1 | 3 | 4 | 29 | 2 | 1 | 3 | 4 | 5 | 2 | 4 | 1 | 3 | 4 | 29 | 1 | 4 | 1 | 5 | 2 | 2 | 4 | 3 | 1 | 2 | 25 | 2 | 1 | 3 | 4 | 5 | 2 | 4 | 1 | 3 | 4 | 29 |
| 66 | 4 | 5 | 2 | 2 | 5 | 3 | 1 | 3 | 5 | 1 | 31 | 4 | 5 | 2 | 2 | 5 | 3 | 1 | 3 | 5 | 1 | 31 | 5 | 1 | 4 | 4 | 4 | 3 | 2 | 2 | 5 | 1 | 31 | 4 | 5 | 2 | 2 | 5 | 3 | 1 | 3 | 5 | 1 | 31 |
| 67 | 5 | 1 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 23 | 5 | 1 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 23 | 5 | 3 | 4 | 3 | 4 | 4 | 2 | 1 | 5 | 2 | 33 | 5 | 1 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 23 |
| 68 | 5 | 4 | 3 | 1 | 4 | 2 | 5 | 4 | 1 | 2 | 31 | 5 | 4 | 3 | 1 | 4 | 2 | 5 | 4 | 1 | 2 | 31 | 2 | 3 | 1 | 1 | 1 | 2 | 3 | 2 | 2 | 5 | 22 | 5 | 4 | 3 | 1 | 4 | 2 | 5 | 4 | 1 | 2 | 31 |
| 69 | 2 | 4 | 2 | 3 | 1 | 5 | 5 | 5 | 4 | 2 | 33 | 2 | 4 | 2 | 3 | 1 | 5 | 5 | 5 | 4 | 2 | 33 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 5 | 3 | 2 | 25 | 2 | 4 | 2 | 3 | 1 | 5 | 5 | 5 | 4 | 2 | 33 |
| 70 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 1 | 2 | 5 | 38 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 1 | 2 | 5 | 38 | 5 | 3 | 5 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 34 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 1 | 2 | 5 | 38 |
| 71 | 2 | 3 | 5 | 3 | 3 | 1 | 2 | 4 | 2 | 4 | 29 | 2 | 3 | 5 | 3 | 3 | 1 | 2 | 4 | 2 | 4 | 29 | 1 | 1 | 2 | 4 | 2 | 1 | 3 | 4 | 1 | 5 | 24 | 5 | 3 | 4 | 4 | 1 | 2 | 3 | 1 | 3 | 3 | 29 |
| 72 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 1 | 1 | 31 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 1 | 1 | 31 | 4 | 3 | 2 | 3 | 2 | 1 | 1 | 4 | 5 | 1 | 26 | 4 | 1 | 2 | 2 | 3 | 4 | 3 | 5 | 4 | 2 | 30 |
| 73 | 1 | 4 | 3 | 2 | 5 | 3 | 4 | 2 | 2 | 4 | 30 | 1 | 4 | 3 | 2 | 5 | 3 | 4 | 2 | 2 | 4 | 30 | 2 | 4 | 5 | 2 | 3 | 2 | 2 | 4 | 2 | 1 | 27 | 3 | 4 | 1 | 4 | 3 | 3 | 5 | 5 | 1 | 2 | 31 |
| 74 | 2 | 3 | 2 | 4 | 2 | 3 | 1 | 2 | 1 | 2 | 22 | 2 | 3 | 2 | 4 | 2 | 3 | 1 | 2 | 1 | 2 | 22 | 2 | 5 | 3 | 1 | 2 | 4 | 5 | 4 | 2 | 1 | 29 | 1 | 3 | 5 | 4 | 4 | 3 | 1 | 3 | 2 | 5 | 31 |
| 75 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 1 | 30 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 1 | 30 | 2 | 1 | 3 | 4 | 5 | 2 | 4 | 1 | 3 | 4 | 29 | 3 | 2 | 1 | 1 | 4 | 4 | 5 | 5 | 2 | 3 | 30 |
| 76 | 5 | 2 | 4 | 4 | 5 | 1 | 1 | 1 | 5 | 2 | 30 | 5 | 2 | 4 | 4 | 5 | 1 | 1 | 1 | 5 | 2 | 30 | 4 | 5 | 2 | 2 | 5 | 3 | 1 | 3 | 5 | 1 | 31 | 5 | 2 | 5 | 1 | 1 | 2 | 4 | 3 | 2 | 4 | 29 |
| 77 | 3 | 1 | 1 | 4 | 1 | 5 | 4 | 4 | 5 | 3 | 31 | 3 | 1 | 1 | 4 | 1 | 5 | 4 | 4 | 5 | 3 | 31 | 5 | 1 | 3 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | 23 | 2 | 3 | 4 | 1 | 1 | 5 | 1 | 4 | 3 | 4 | 28 |
| 78 | 3 | 5 | 1 | 2 | 3 | 4 | 5 | 5 | 4 | 2 | 34 | 3 | 5 | 1 | 2 | 3 | 4 | 5 | 5 | 4 | 2 | 34 | 5 | 4 | 3 | 1 | 4 | 2 | 5 | 4 | 1 | 2 | 31 | 1 | 2 | 4 | 1 | 4 | 1 | 3 | 5 | 5 | 4 | 30 |
| 79 | 5 | 2 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 30 | 5 | 2 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 30 | 2 | 4 | 2 | 3 | 1 | 5 | 5 | 5 | 4 | 2 | 33 | 3 | 1 | 2 | 1 | 3 | 4 | 4 | 3 | 4 | 3 | 28 |
| 80 | 3 | 5 | 3 | 4 | 3 | 3 | 1 | 1 | 5 | 4 | 32 | 3 | 5 | 3 | 4 | 3 | 3 | 1 | 1 | 5 | 4 | 32 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 1 | 2 | 5 | 38 | 1 | 2 | 5 | 3 | 5 | 2 | 4 | 4 | 4 | 3 | 33 |
| 81 | 5 | 2 | 3 | 5 | 3 | 3 | 2 | 5 | 4 | 3 | 35 | 5 | 2 | 3 | 5 | 3 | 3 | 2 | 5 | 4 | 3 | 35 | 3 | 5 | 1 | 2 | 3 | 4 | 5 | 5 | 4 | 2 | 34 | 3 | 1 | 2 | 2 | 4 | 2 | 4 | 3 | 1 | 4 | 26 |

Sumber: Data Diolah, 2025

# Lampiran VIII – Data Hasil Pengujian Statistik dengn SPSS 29

## A. Hasil Uji Frekuensi Karakteristik Responden

**Jenis Kelamin**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Laki-laki | 73 | 90.1 | 90.1 | 90.1 |
| | Perempuan | 8 | 9.9 | 9.9 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**Usia**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 18-25 Tahun | 12 | 14.8 | 14.8 | 14.8 |
| | 26-30 Tahun | 17 | 21.0 | 21.0 | 35.8 |
| | 31-35 Tahun | 14 | 17.3 | 17.3 | 53.1 |
| | 36-40 Tahun | 16 | 19.8 | 19.8 | 72.8 |
| | > 40 Tahun | 22 | 27.2 | 27.2 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**Status Pernikahan**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Lajang | 24 | 29.6 | 29.6 | 29.6 |
| | Menikah | 53 | 65.4 | 65.4 | 95.1 |
| | Bercerai | 4 | 4.9 | 4.9 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**Pendidikan**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | < SMA | 5 | 6.2 | 6.2 | 6.2 |
| | SMA/SMK | 43 | 53.1 | 53.1 | 59.3 |
| | Diploma (D1-D3) | 20 | 24.7 | 24.7 | 84.0 |
| | Sarjana (S1) | 13 | 16.0 | 16.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**Lama Bekerja**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1-2 Tahun | 18 | 22.2 | 22.2 | 22.2 |
| | 3-5 Tahun | 14 | 17.3 | 17.3 | 39.5 |
| | 6-8 Tahun | 23 | 28.4 | 28.4 | 67.9 |
| | 9-10 Tahun | 12 | 14.8 | 14.8 | 82.7 |
| | > 10 Tahun | 14 | 17.3 | 17.3 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**Satuan Kerja**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | K3LPLS | 8 | 9.9 | 9.9 | 9.9 |
| | Perawatan | 27 | 33.3 | 33.3 | 43.2 |
| | Operasional | 31 | 38.3 | 38.3 | 81.5 |
| | Kendali Produk | 7 | 8.6 | 8.6 | 90.1 |
| | SUKC & Pegadaan | 8 | 9.9 | 9.9 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

## B. Hasil Uji Frekuensi - $X_1$ : Pengembangan Karir (P)

**P01**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 12 | 14.8 | 14.8 | 14.8 |
| | TS | 16 | 19.8 | 19.8 | 34.6 |
| | CS | 16 | 19.8 | 19.8 | 54.3 |
| | S | 17 | 21.0 | 21.0 | 75.3 |
| | SS | 20 | 24.7 | 24.7 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P02**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 20 | 24.7 | 24.7 | 24.7 |
| | TS | 12 | 14.8 | 14.8 | 39.5 |
| | CS | 19 | 23.5 | 23.5 | 63.0 |
| | S | 17 | 21.0 | 21.0 | 84.0 |
| | SS | 13 | 16.0 | 16.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P03**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 13 | 16.0 | 16.0 | 16.0 |
| | TS | 23 | 28.4 | 28.4 | 44.4 |
| | CS | 18 | 22.2 | 22.2 | 66.7 |
| | S | 16 | 19.8 | 19.8 | 86.4 |
| | SS | 11 | 13.6 | 13.6 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P04**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 17 | 21.0 | 21.0 | 38.3 |
| | CS | 19 | 23.5 | 23.5 | 61.7 |
| | S | 18 | 22.2 | 22.2 | 84.0 |
| | SS | 13 | 16.0 | 16.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P05**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 12 | 14.8 | 14.8 | 14.8 |
| | TS | 18 | 22.2 | 22.2 | 37.0 |
| | CS | 19 | 23.5 | 23.5 | 60.5 |
| | S | 21 | 25.9 | 25.9 | 86.4 |
| | SS | 11 | 13.6 | 13.6 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P06**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 20 | 24.7 | 24.7 | 24.7 |
| | TS | 22 | 27.2 | 27.2 | 51.9 |
| | CS | 16 | 19.8 | 19.8 | 71.6 |
| | S | 11 | 13.6 | 13.6 | 85.2 |
| | SS | 12 | 14.8 | 14.8 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P07**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 18 | 22.2 | 22.2 | 39.5 |
| | CS | 12 | 14.8 | 14.8 | 54.3 |
| | S | 18 | 22.2 | 22.2 | 76.5 |
| | SS | 19 | 23.5 | 23.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P08**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 12 | 14.8 | 14.8 | 14.8 |
| | TS | 17 | 21.0 | 21.0 | 35.8 |
| | CS | 13 | 16.0 | 16.0 | 51.9 |
| | S | 25 | 30.9 | 30.9 | 82.7 |
| | SS | 14 | 17.3 | 17.3 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P09**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 19 | 23.5 | 23.5 | 23.5 |
| | TS | 24 | 29.6 | 29.6 | 53.1 |
| | CS | 10 | 12.3 | 12.3 | 65.4 |
| | S | 8 | 9.9 | 9.9 | 75.3 |
| | SS | 20 | 24.7 | 24.7 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**P10**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 21 | 25.9 | 25.9 | 25.9 |
| | TS | 21 | 25.9 | 25.9 | 51.9 |
| | CS | 13 | 16.0 | 16.0 | 67.9 |
| | S | 17 | 21.0 | 21.0 | 88.9 |
| | SS | 9 | 11.1 | 11.1 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

## C. Hasil Uji Frekuensi - $X_2$ : Motivasi (M)

**M11**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 12 | 14.8 | 14.8 | 14.8 |
| | TS | 15 | 18.5 | 18.5 | 33.3 |
| | CS | 17 | 21.0 | 21.0 | 54.3 |
| | S | 18 | 22.2 | 22.2 | 76.5 |
| | SS | 19 | 23.5 | 23.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M12**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 18 | 22.2 | 22.2 | 22.2 |
| | TS | 13 | 16.0 | 16.0 | 38.3 |
| | CS | 21 | 25.9 | 25.9 | 64.2 |
| | S | 16 | 19.8 | 19.8 | 84.0 |
| | SS | 13 | 16.0 | 16.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M13**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 20 | 24.7 | 24.7 | 42.0 |
| | CS | 17 | 21.0 | 21.0 | 63.0 |
| | S | 18 | 22.2 | 22.2 | 85.2 |
| | SS | 12 | 14.8 | 14.8 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M14**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 16 | 19.8 | 19.8 | 37.0 |
| | CS | 19 | 23.5 | 23.5 | 60.5 |
| | S | 17 | 21.0 | 21.0 | 81.5 |
| | SS | 15 | 18.5 | 18.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M15**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 15 | 18.5 | 18.5 | 35.8 |
| | CS | 18 | 22.2 | 22.2 | 58.0 |
| | S | 22 | 27.2 | 27.2 | 85.2 |
| | SS | 12 | 14.8 | 14.8 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M16**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 18 | 22.2 | 22.2 | 22.2 |
| | TS | 20 | 24.7 | 24.7 | 46.9 |
| | CS | 15 | 18.5 | 18.5 | 65.4 |
| | S | 13 | 16.0 | 16.0 | 81.5 |
| | SS | 15 | 18.5 | 18.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M17**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 17 | 21.0 | 21.0 | 38.3 |
| | CS | 11 | 13.6 | 13.6 | 51.9 |
| | S | 21 | 25.9 | 25.9 | 77.8 |
| | SS | 18 | 22.2 | 22.2 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M18**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 13 | 16.0 | 16.0 | 16.0 |
| | TS | 17 | 21.0 | 21.0 | 37.0 |
| | CS | 13 | 16.0 | 16.0 | 53.1 |
| | S | 23 | 28.4 | 28.4 | 81.5 |
| | SS | 15 | 18.5 | 18.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M19**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 20 | 24.7 | 24.7 | 24.7 |
| | TS | 23 | 28.4 | 28.4 | 53.1 |
| | CS | 10 | 12.3 | 12.3 | 65.4 |
| | S | 8 | 9.9 | 9.9 | 75.3 |
| | SS | 20 | 24.7 | 24.7 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**M20**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 19 | 23.5 | 23.5 | 23.5 |
| | TS | 19 | 23.5 | 23.5 | 46.9 |
| | CS | 13 | 16.0 | 16.0 | 63.0 |
| | S | 18 | 22.2 | 22.2 | 85.2 |
| | SS | 12 | 14.8 | 14.8 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

## D. Hasil Uji Frekuensi - $X_3$ : Kompensasi (K)

**K21**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 12 | 14.8 | 14.8 | 14.8 |
| | TS | 16 | 19.8 | 19.8 | 34.6 |
| | CS | 15 | 18.5 | 18.5 | 53.1 |
| | S | 19 | 23.5 | 23.5 | 76.5 |
| | SS | 19 | 23.5 | 23.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K22**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 18 | 22.2 | 22.2 | 22.2 |
| | TS | 12 | 14.8 | 14.8 | 37.0 |
| | CS | 21 | 25.9 | 25.9 | 63.0 |
| | S | 16 | 19.8 | 19.8 | 82.7 |
| | SS | 14 | 17.3 | 17.3 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K23**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 15 | 18.5 | 18.5 | 18.5 |
| | TS | 20 | 24.7 | 24.7 | 43.2 |
| | CS | 15 | 18.5 | 18.5 | 61.7 |
| | S | 18 | 22.2 | 22.2 | 84.0 |
| | SS | 13 | 16.0 | 16.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K24**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 15 | 18.5 | 18.5 | 18.5 |
| | TS | 19 | 23.5 | 23.5 | 42.0 |
| | CS | 17 | 21.0 | 21.0 | 63.0 |
| | S | 15 | 18.5 | 18.5 | 81.5 |
| | SS | 15 | 18.5 | 18.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K25**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 14 | 17.3 | 17.3 | 34.6 |
| | CS | 17 | 21.0 | 21.0 | 55.6 |
| | S | 21 | 25.9 | 25.9 | 81.5 |
| | SS | 15 | 18.5 | 18.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K26**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 18 | 22.2 | 22.2 | 22.2 |
| | TS | 23 | 28.4 | 28.4 | 50.6 |
| | CS | 10 | 12.3 | 12.3 | 63.0 |
| | S | 16 | 19.8 | 19.8 | 82.7 |
| | SS | 14 | 17.3 | 17.3 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K27**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 13 | 16.0 | 16.0 | 16.0 |
| | TS | 14 | 17.3 | 17.3 | 33.3 |
| | CS | 14 | 17.3 | 17.3 | 50.6 |
| | S | 21 | 25.9 | 25.9 | 76.5 |
| | SS | 19 | 23.5 | 23.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K28**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 12 | 14.8 | 14.8 | 14.8 |
| | TS | 14 | 17.3 | 17.3 | 32.1 |
| | CS | 13 | 16.0 | 16.0 | 48.1 |
| | S | 25 | 30.9 | 30.9 | 79.0 |
| | SS | 17 | 21.0 | 21.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K29**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 21 | 25.9 | 25.9 | 25.9 |
| | TS | 24 | 29.6 | 29.6 | 55.6 |
| | CS | 8 | 9.9 | 9.9 | 65.4 |
| | S | 10 | 12.3 | 12.3 | 77.8 |
| | SS | 18 | 22.2 | 22.2 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**K30**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 18 | 22.2 | 22.2 | 22.2 |
| | TS | 20 | 24.7 | 24.7 | 46.9 |
| | CS | 14 | 17.3 | 17.3 | 64.2 |
| | S | 16 | 19.8 | 19.8 | 84.0 |
| | SS | 13 | 16.0 | 16.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

## E. Hasil Uji Frekuensi - Y : Kinerja Pegawai (KP)

**KP31**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 14 | 17.3 | 17.3 | 34.6 |
| | CS | 17 | 21.0 | 21.0 | 55.6 |
| | S | 18 | 22.2 | 22.2 | 77.8 |
| | SS | 18 | 22.2 | 22.2 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP32**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 20 | 24.7 | 24.7 | 24.7 |
| | TS | 14 | 17.3 | 17.3 | 42.0 |
| | CS | 22 | 27.2 | 27.2 | 69.1 |
| | S | 14 | 17.3 | 17.3 | 86.4 |
| | SS | 11 | 13.6 | 13.6 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP33**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 14 | 17.3 | 17.3 | 17.3 |
| | TS | 21 | 25.9 | 25.9 | 43.2 |
| | CS | 13 | 16.0 | 16.0 | 59.3 |
| | S | 19 | 23.5 | 23.5 | 82.7 |
| | SS | 14 | 17.3 | 17.3 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP34**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 19 | 23.5 | 23.5 | 23.5 |
| | TS | 16 | 19.8 | 19.8 | 43.2 |
| | CS | 16 | 19.8 | 19.8 | 63.0 |
| | S | 16 | 19.8 | 19.8 | 82.7 |
| | SS | 14 | 17.3 | 17.3 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP35**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 16 | 19.8 | 19.8 | 19.8 |
| | TS | 13 | 16.0 | 16.0 | 35.8 |
| | CS | 17 | 21.0 | 21.0 | 56.8 |
| | S | 24 | 29.6 | 29.6 | 86.4 |
| | SS | 11 | 13.6 | 13.6 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP36**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 17 | 21.0 | 21.0 | 21.0 |
| | TS | 24 | 29.6 | 29.6 | 50.6 |
| | CS | 11 | 13.6 | 13.6 | 64.2 |
| | S | 15 | 18.5 | 18.5 | 82.7 |
| | SS | 14 | 17.3 | 17.3 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP37**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 13 | 16.0 | 16.0 | 16.0 |
| | TS | 14 | 17.3 | 17.3 | 33.3 |
| | CS | 14 | 17.3 | 17.3 | 50.6 |
| | S | 21 | 25.9 | 25.9 | 76.5 |
| | SS | 19 | 23.5 | 23.5 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP38**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 12 | 14.8 | 14.8 | 14.8 |
| | TS | 13 | 16.0 | 16.0 | 30.9 |
| | CS | 16 | 19.8 | 19.8 | 50.6 |
| | S | 23 | 28.4 | 28.4 | 79.0 |
| | SS | 17 | 21.0 | 21.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP39**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 20 | 24.7 | 24.7 | 24.7 |
| | TS | 24 | 29.6 | 29.6 | 54.3 |
| | CS | 10 | 12.3 | 12.3 | 66.7 |
| | S | 9 | 11.1 | 11.1 | 77.8 |
| | SS | 18 | 22.2 | 22.2 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

**KP40**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | STS | 17 | 21.0 | 21.0 | 21.0 |
| | TS | 18 | 22.2 | 22.2 | 43.2 |
| | CS | 15 | 18.5 | 18.5 | 61.7 |
| | S | 18 | 22.2 | 22.2 | 84.0 |
| | SS | 13 | 16.0 | 16.0 | 100.0 |
| | Total | 81 | 100.0 | 100.0 | |

## Lampiran IX – Hasil Uji Validitas

### A. Hasil Uji Validitas Variabel Pengembangan Karir ($X_1$)

**Correlations**

| | | P01 | P02 | P03 | P04 | P05 | P06 | P07 | P08 | P09 | P10 | PENGEMBANGAN_KARIR |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| P01 | Pearson Correlation | 1 | .628** | .814** | .683** | .787** | .568** | .781** | .728** | .785** | .584** | .896** |
| | Sig. (2-tailed) | | <,001 | <,001 | <,001 | <,001 | .001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P02 | Pearson Correlation | .628** | 1 | .561** | .565** | .634** | .470** | .558** | .676** | .542** | .544** | .751** |
| | Sig. (2-tailed) | <,001 | | .001 | .001 | <,001 | .009 | .001 | <,001 | .002 | .002 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P03 | Pearson Correlation | .814** | .561** | 1 | .597** | .755** | .600** | .740** | .640** | .732** | .515** | .850** |
| | Sig. (2-tailed) | <,001 | .001 | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | .004 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P04 | Pearson Correlation | .683** | .565** | .597** | 1 | .523** | .585** | .589** | .705** | .491** | .570** | .761** |
| | Sig. (2-tailed) | <,001 | .001 | <,001 | | .003 | <,001 | <,001 | <,001 | .006 | .001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P05 | Pearson Correlation | .787** | .634** | .755** | .523** | 1 | .640** | .699** | .587** | .680** | .536** | .836** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | .003 | | <,001 | <,001 | <,001 | <,001 | .002 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P06 | Pearson Correlation | .568** | .470** | .600** | .585** | .640** | 1 | .647** | .538** | .680** | .786** | .791** |
| | Sig. (2-tailed) | .001 | .009 | <,001 | <,001 | <,001 | | <,001 | .002 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P07 | Pearson Correlation | .781** | .558** | .740** | .589** | .699** | .647** | 1 | .699** | .812** | .573** | .867** |
| | Sig. (2-tailed) | <,001 | .001 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P08 | Pearson Correlation | .728** | .676** | .640** | .705** | .587** | .538** | .699** | 1 | .722** | .594** | .840** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | .002 | <,001 | | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P09 | Pearson Correlation | .785** | .542** | .732** | .491** | .680** | .680** | .812** | .722** | 1 | .619** | .863** |
| | Sig. (2-tailed) | <,001 | .002 | <,001 | .006 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| P10 | Pearson Correlation | .584** | .544** | .515** | .570** | .536** | .786** | .573** | .594** | .619** | 1 | .762** |
| | Sig. (2-tailed) | <,001 | .002 | .004 | .001 | .002 | <,001 | <,001 | <,001 | <,001 | | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| PENGEMBANGAN_KARIR | Pearson Correlation | .896** | .751** | .850** | .761** | .836** | .791** | .867** | .840** | .863** | .762** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

## B. Hasil Uji Validitas Variabel Motivasi ($X_2$)

**Correlations**

| | | M11 | M12 | M13 | M14 | M15 | M16 | M17 | M18 | M19 | M20 | MOTIVASI |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| M11 | Pearson Correlation | 1 | .561** | .565** | .634** | .470** | .558** | .676** | .542** | .561** | .634** | .744** |
| | Sig. (2-tailed) | | .001 | .001 | <,001 | .009 | .001 | <,001 | .002 | .001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M12 | Pearson Correlation | .561** | 1 | .597** | .755** | .600** | .740** | .640** | .732** | 1.000** | .755** | .889** |
| | Sig. (2-tailed) | .001 | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M13 | Pearson Correlation | .565** | .597** | 1 | .523** | .585** | .589** | .705** | .491** | .597** | .523** | .735** |
| | Sig. (2-tailed) | .001 | <,001 | | .003 | <,001 | <,001 | <,001 | .006 | <,001 | .003 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M14 | Pearson Correlation | .634** | .755** | .523** | 1 | .640** | .699** | .587** | .680** | .755** | 1.000** | .877** |
| | Sig. (2-tailed) | <,001 | <,001 | .003 | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M15 | Pearson Correlation | .470** | .600** | .585** | .640** | 1 | .647** | .538** | .680** | .600** | .640** | .770** |
| | Sig. (2-tailed) | .009 | <,001 | <,001 | <,001 | | <,001 | .002 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M16 | Pearson Correlation | .558** | .740** | .589** | .699** | .647** | 1 | .699** | .812** | .740** | .699** | .864** |
| | Sig. (2-tailed) | .001 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M17 | Pearson Correlation | .676** | .640** | .705** | .587** | .538** | .699** | 1 | .722** | .640** | .587** | .816** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | .002 | <,001 | | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M18 | Pearson Correlation | .542** | .732** | .491** | .680** | .680** | .812** | .722** | 1 | .732** | .680** | .852** |
| | Sig. (2-tailed) | .002 | <,001 | .006 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M19 | Pearson Correlation | .561** | 1.000** | .597** | .755** | .600** | .740** | .640** | .732** | 1 | .755** | .889** |
| | Sig. (2-tailed) | .001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| M20 | Pearson Correlation | .634** | .755** | .523** | 1.000** | .640** | .699** | .587** | .680** | .755** | 1 | .877** |
| | Sig. (2-tailed) | <,001 | <,001 | .003 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MOTIVASI | Pearson Correlation | .744** | .889** | .735** | .877** | .770** | .864** | .816** | .852** | .889** | .877** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

## C. Hasil Uji Validitas Variabel Kompensasi ($X_3$)

**Correlations**

| | | K21 | K22 | K23 | K24 | K25 | K26 | K27 | K28 | K29 | K30 | KOMPENSASI |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| K21 | Pearson Correlation | 1 | .628** | .814** | .683** | .787** | .568** | .781** | .728** | .785** | .814** | .908** |
| | Sig. (2-tailed) | | <,001 | <,001 | <,001 | <,001 | .001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K22 | Pearson Correlation | .628** | 1 | .561** | .565** | .634** | .470** | .558** | .676** | .542** | .561** | .740** |
| | Sig. (2-tailed) | <,001 | | .001 | .001 | <,001 | .009 | .001 | <,001 | .002 | .001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K23 | Pearson Correlation | .814** | .561** | 1 | .597** | .755** | .600** | .740** | .640** | .732** | 1.000** | .892** |
| | Sig. (2-tailed) | <,001 | .001 | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K24 | Pearson Correlation | .683** | .565** | .597** | 1 | .523** | .585** | .589** | .705** | .491** | .597** | .751** |
| | Sig. (2-tailed) | <,001 | .001 | <,001 | | .003 | <,001 | <,001 | <,001 | .006 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K25 | Pearson Correlation | .787** | .634** | .755** | .523** | 1 | .640** | .699** | .587** | .680** | .755** | .847** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | .003 | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K26 | Pearson Correlation | .568** | .470** | .600** | .585** | .640** | 1 | .647** | .538** | .680** | .600** | .758** |
| | Sig. (2-tailed) | .001 | .009 | <,001 | <,001 | <,001 | | <,001 | .002 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K27 | Pearson Correlation | .781** | .558** | .740** | .589** | .699** | .647** | 1 | .699** | .812** | .740** | .871** |
| | Sig. (2-tailed) | <,001 | .001 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K28 | Pearson Correlation | .728** | .676** | .640** | .705** | .587** | .538** | .699** | 1 | .722** | .640** | .830** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | .002 | <,001 | | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K29 | Pearson Correlation | .785** | .542** | .732** | .491** | .680** | .680** | .812** | .722** | 1 | .732** | .861** |
| | Sig. (2-tailed) | <,001 | .002 | <,001 | .006 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| K30 | Pearson Correlation | .814** | .561** | 1.000** | .597** | .755** | .600** | .740** | .640** | .732** | 1 | .892** |
| | Sig. (2-tailed) | <,001 | .001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOMPENSASI | Pearson Correlation | .908** | .740** | .892** | .751** | .847** | .758** | .871** | .830** | .861** | .892** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

## D. Hasil Uji Validitas Variabel Kinerja Pegawai (Y)

**Correlations**

| | | KP31 | KP32 | KP33 | KP34 | KP35 | KP36 | KP37 | KP38 | KP39 | KP40 | KONERJA_PEGAWAI |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KP31 | Pearson Correlation | 1 | .597** | .755** | .600** | .740** | .640** | .732** | 1.000** | .597** | .755** | .890** |
| | Sig. (2-tailed) | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP32 | Pearson Correlation | .597** | 1 | .523** | .585** | .589** | .705** | .491** | .597** | 1.000** | .523** | .776** |
| | Sig. (2-tailed) | <,001 | | .003 | <,001 | <,001 | <,001 | .006 | <,001 | <,001 | .003 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP33 | Pearson Correlation | .755** | .523** | 1 | .640** | .699** | .587** | .680** | .755** | .523** | 1.000** | .862** |
| | Sig. (2-tailed) | <,001 | .003 | | <,001 | <,001 | <,001 | <,001 | <,001 | .003 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP34 | Pearson Correlation | .600** | .585** | .640** | 1 | .647** | .538** | .680** | .600** | .585** | .640** | .779** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | | <,001 | .002 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP35 | Pearson Correlation | .740** | .589** | .699** | .647** | 1 | .699** | .812** | .740** | .589** | .699** | .865** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP36 | Pearson Correlation | .640** | .705** | .587** | .538** | .699** | 1 | .722** | .640** | .705** | .587** | .815** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | .002 | <,001 | | <,001 | <,001 | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP37 | Pearson Correlation | .732** | .491** | .680** | .680** | .812** | .722** | 1 | .732** | .491** | .680** | .844** |
| | Sig. (2-tailed) | <,001 | .006 | <,001 | <,001 | <,001 | <,001 | | <,001 | .006 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP38 | Pearson Correlation | 1.000** | .597** | .755** | .600** | .740** | .640** | .732** | 1 | .597** | .755** | .890** |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | | <,001 | <,001 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP39 | Pearson Correlation | .597** | 1.000** | .523** | .585** | .589** | .705** | .491** | .597** | 1 | .523** | .776** |
| | Sig. (2-tailed) | <,001 | <,001 | .003 | <,001 | <,001 | <,001 | .006 | <,001 | | .003 | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KP40 | Pearson Correlation | .755** | .523** | 1.000** | .640** | .699** | .587** | .680** | .755** | .523** | 1 | .862** |
| | Sig. (2-tailed) | <,001 | .003 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | .003 | | <,001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KONERJA_PEGAWAI | Pearson Correlation | .890** | .776** | .862** | .779** | .865** | .815** | .844** | .890** | .776** | .862** | 1 |
| | Sig. (2-tailed) | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | <,001 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

## Lampiran X – Hasil Uji Reliabilitas

### A. Pengembangan Karir ($X_1$)

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .748 | 10 |

### B. Motivasi ($X_2$)

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .951 | 10 |

### C. Kompensasi ($X_3$)

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .951 | 10 |

### D. Kinerja Pegawai (Y)

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .952 | 10 |

## Lampiran XI – Hasil Uji Normalitas

**Tests of Normality**

| | Kolmogorov-Smirnov[a] | | | Shapiro-Wilk | | |
|---|---|---|---|---|---|---|
| | Statistic | df | Sig. | Statistic | df | Sig. |
| PENGEMBANGAN_KARIR | .079 | 81 | ✓ .200* | .983 | 81 | .369 |
| MOTIVASI | .074 | 81 | ✓ .200* | .987 | 81 | .580 |
| KOMPENSASI | .078 | 81 | ✓ .200* | .985 | 81 | .469 |
| KINERJA_PEGAWAI | .073 | 81 | ✓ .200* | .985 | 81 | .487 |

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

**One-Sample Kolmogorov-Smirnov Test**

| | | | PENGEMBANGAN_KARIR | MOTIVASI | KOMPENSASI | KINERJA_PEGAWAI |
|---|---|---|---|---|---|---|
| N | | | 81 | 81 | 81 | 81 |
| Normal Parameters[a,b] | Mean | | 29.38 | 29.86 | 30.04 | 29.75 |
| | Std. Deviation | | 4.146 | 4.268 | 4.369 | 4.152 |
| Most Extreme Differences | Absolute | | .079 | .074 | .078 | .073 |
| | Positive | | .079 | .074 | .078 | .073 |
| | Negative | | -.072 | -.074 | -.056 | -.062 |
| Test Statistic | | | .079 | .074 | .078 | .073 |
| Asymp. Sig. (2-tailed)[c] | | | ✓ .200[d] | ✓ .200[d] | ✓ .200[d] | ✓ .200[d] |
| Monte Carlo Sig. (2-tailed)[e] | Sig. | | .243 | .331 | .266 | .346 |
| | 99% Confidence Interval | Lower Bound | .232 | .318 | .254 | .333 |
| | | Upper Bound | .254 | .343 | .277 | .358 |

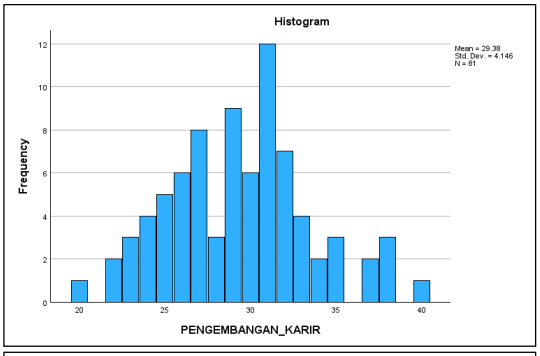
a. Test distribution is Normal.

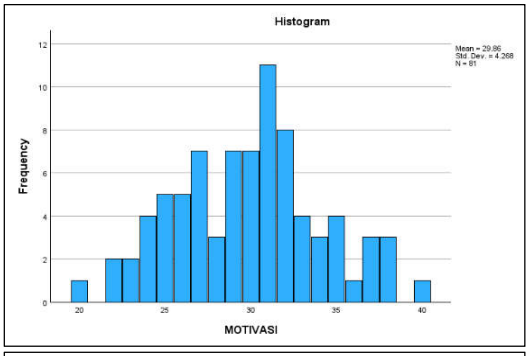
b. Calculated from data.

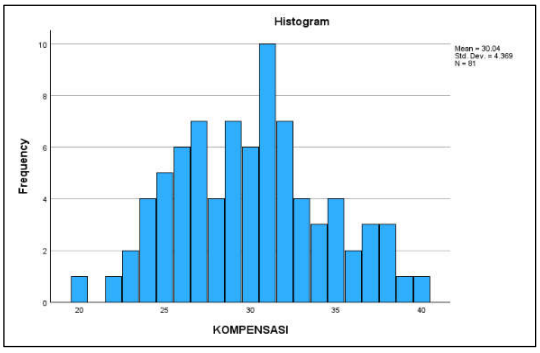
c. Lilliefors Significance Correction.

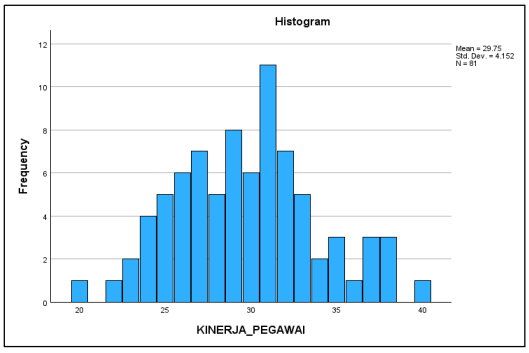
d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.



## Lampiran XII – Hasil Uji Linearitas

**ANOVA Table**

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| KINERJA_PEGAWAI * PENGEMBANGAN_KARIR | Between Groups | (Combined) | 433.028 | 17 | 25.472 | 1.696 | .067 |
| | | Linearity | 37.358 | 1 | 37.358 | 2.488 | .120 |
| | | Deviation from Linearity | 395.670 | 16 | 24.729 | 1.647 | .082 |
| | Within Groups | | 946.034 | 63 | 15.016 | | |
| | Total | | 1379.062 | 80 | | | |

**ANOVA Table**

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| KINERJA_PEGAWAI * MOTIVASI | Between Groups | (Combined) | 1252.296 | 18 | 69.572 | 34.027 | <,001 |
| | | Linearity | 1197.793 | 1 | 1197.793 | 585.830 | <,001 |
| | | Deviation from Linearity | 54.503 | 17 | 3.206 | 1.568 | .101 |
| | Within Groups | | 126.766 | 62 | 2.045 | | |
| | Total | | 1379.062 | 80 | | | |

**ANOVA Table**

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| KINERJA_PEGAWAI * KOMPENSASI | Between Groups | (Combined) | 226.112 | 19 | 11.901 | .630 | .869 |
| | | Linearity | .030 | 1 | .030 | .002 | .968 |
| | | Deviation from Linearity | 226.082 | 18 | 12.560 | .665 | .831 |
| | Within Groups | | 1152.950 | 61 | 18.901 | | |
| | Total | | 1379.062 | 80 | | | |

## Lampiran XIII – Hasil Uji Multikolinearitas

**Coefficients[a]**

| Model | | Collinearity Statistics Tolerance | VIF |
|---|---|---|---|
| 1 | PENGEMBANGAN_KARIR | .923 | 1.084 |
| | MOTIVASI | .933 | 1.072 |
| | KOMPENSASI | .989 | 1.011 |

a. Dependent Variable: KINERJA_PEGAWAI

**Collinearity Diagnostics[a]**

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions (Constant) | PENGEMBANGAN_KARIR | MOTIVASI | KOMPENSASI |
|---|---|---|---|---|---|---|---|
| 1 | 1 | 3.959 | 1.000 | .00 | .00 | .00 | .00 |
| | 2 | .020 | 13.934 | .00 | .07 | .26 | .62 |
| | 3 | .014 | 16.652 | .00 | .76 | .48 | .02 |
| | 4 | .006 | 25.177 | 1.00 | .17 | .25 | .35 |

a. Dependent Variable: KINERJA_PEGAWAI

## Lampiran XIV – Hasil Uji Regresi Linear Berganda

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | | Correlations | | |
|---|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. | Zero-order | Partial | Part |
| 1 | (Constant) | 4.682 | 1.818 | | 2.575 | .012 | | | |
| | PENGEMBANGAN_KARIR | -.082 | .042 | -.082 | -1.953 | .054 | .165 | -.217 | -.079 |
| | MOTIVASI | .927 | .041 | .953 | 22.851 | <,001 | .932 | .934 | .921 |
| | KOMPENSASI | -.007 | .039 | -.007 | -.185 | .854 | .005 | -.021 | -.007 |

a. Dependent Variable: KINERJA_PEGAWAI

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .935[a] | .875 | .870 | 1.496 |

a. Predictors: (Constant), KOMPENSASI, MOTIVASI, PENGEMBANGAN_KARIR

**Descriptive Statistics**

| | Mean | Std. Deviation | N |
|---|---|---|---|
| KINERJA_PEGAWAI | 29.75 | 4.152 | 81 |
| PENGEMBANGAN_KARIR | 29.38 | 4.146 | 81 |
| MOTIVASI | 29.86 | 4.268 | 81 |
| KOMPENSASI | 30.04 | 4.369 | 81 |

**Correlations**

| | | KINERJA_PEGAWAI | PENGEMBANGAN_KARIR | MOTIVASI | KOMPENSASI |
|---|---|---|---|---|---|
| Pearson Correlation | KINERJA_PEGAWAI | 1.000 | .165 | .932 | .005 |
| | PENGEMBANGAN_KARIR | .165 | 1.000 | .259 | .105 |
| | MOTIVASI | .932 | .259 | 1.000 | .022 |
| | KOMPENSASI | .005 | .105 | .022 | 1.000 |
| Sig. (1-tailed) | KINERJA_PEGAWAI | . | .071 | <,001 | .484 |
| | PENGEMBANGAN_KARIR | .071 | . | .010 | .176 |
| | MOTIVASI | .000 | .010 | . | .424 |
| | KOMPENSASI | .484 | .176 | .424 | . |
| N | KINERJA_PEGAWAI | 81 | 81 | 81 | 81 |
| | PENGEMBANGAN_KARIR | 81 | 81 | 81 | 81 |
| | MOTIVASI | 81 | 81 | 81 | 81 |
| | KOMPENSASI | 81 | 81 | 81 | 81 |

## Lampiran XV – Hasil Uji-t dan Uji F

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | | Correlations | | |
|---|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. | Zero-order | Partial | Part |
| 1 | (Constant) | 4.682 | 1.818 | | 2.575 | .012 | | | |
| | PENGEMBANGAN_KARIR | -.082 | .042 | -.082 | -1.953 | .054 | .165 | -.217 | -.079 |
| | MOTIVASI | .927 | .041 | .953 | 22.851 | <,001 | .932 | .934 | .921 |
| | KOMPENSASI | -.007 | .039 | -.007 | -.185 | .854 | .005 | -.021 | -.007 |

a. Dependent Variable: KINERJA_PEGAWAI

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 1206.669 | 3 | 402.223 | 179.655 | <,001[b] |
| | Residual | 172.393 | 77 | 2.239 | | |
| | Total | 1379.062 | 80 | | | |

a. Dependent Variable: KINERJA_PEGAWAI

b. Predictors: (Constant), KOMPENSASI, MOTIVASI, PENGEMBANGAN_KARIR

## Lampiran XVI – Tabel Distribusi Nilai Kritis

### A. Tabel Distribusi Uji-t

- Nilai t tabel (α = 0,05, dua sisi), untuk df = 77, tabel (df = 77, α = 0,05 dua sisi) yaitu 1,991, atau dapat dilihat pada tabel distribusi t di bawah ini:

**Tabel Uji-t**

| df | 0,05 | 0,025 |
|---|---|---|
| 1 | 6.314 | 12.706 |
| 2 | 2.920 | 4.303 |
| 3 | 2.353 | 3.182 |
| 4 | 2.132 | 2.776 |
| 5 | 2.015 | 2.571 |
| 6 | 1.943 | 2.447 |
| 7 | 1.895 | 2.365 |
| 8 | 1.860 | 2.306 |
| 9 | 1.833 | 2.262 |
| 10 | 1.812 | 2.228 |
| 11 | 1.796 | 2.201 |
| 12 | 1.782 | 2.179 |
| 13 | 1.771 | 2.160 |
| 14 | 1.761 | 2.145 |
| 15 | 1.753 | 2.131 |
| 16 | 1.746 | 2.120 |
| 17 | 1.740 | 2.110 |
| 18 | 1.734 | 2.101 |
| 19 | 1.729 | 2.093 |
| 20 | 1.725 | 2.086 |
| 21 | 1.721 | 2.080 |
| 22 | 1.717 | 2.074 |
| 23 | 1.714 | 2.069 |
| 24 | 1.711 | 2.064 |
| 25 | 1.708 | 2.060 |
| 26 | 1.706 | 2.056 |
| 27 | 1.703 | 2.052 |
| 28 | 1.701 | 2.048 |
| 29 | 1.699 | 2.045 |
| 30 | 1.697 | 2.042 |
| 31 | 1.696 | 2.040 |
| 32 | 1.694 | 2.037 |
| 33 | 1.692 | 2.035 |
| 34 | 1.691 | 2.032 |
| 35 | 1.690 | 2.030 |
| 36 | 1.688 | 2.028 |
| 37 | 1.687 | 2.026 |
| 38 | 1.686 | 2.024 |
| 39 | 1.685 | 2.023 |
| 40 | 1.684 | 2.021 |
| 41 | 1.683 | 2.020 |
| 42 | 1.682 | 2.018 |
| 43 | 1.681 | 2.017 |
| 44 | 1.680 | 2.015 |
| 45 | 1.679 | 2.014 |
| 46 | 1.679 | 2.014 |
| 47 | 1.678 | 2.013 |
| 48 | 1.677 | 2.012 |
| 49 | 1.677 | 2.011 |
| 50 | 1.676 | 2.010 |
| 51 | 1.675 | 2.008 |
| 52 | 1.675 | 2.007 |
| 53 | 1.674 | 2.006 |
| 54 | 1.674 | 2.005 |
| 55 | 1.673 | 2.004 |
| 56 | 1.673 | 2.003 |
| 57 | 1.672 | 2.002 |
| 58 | 1.672 | 2002 |
| 59 | 1.671 | 2.001 |
| 60 | 1.671 | 2.000 |
| 61 | 1.670 | 2.000 |
| 62 | 1.670 | 1.999 |
| 63 | 1.669 | 1.998 |
| 64 | 1.669 | 1.998 |
| 65 | 1.669 | 1.997 |
| 66 | 1.668 | 1.997 |
| 67 | 1.668 | 1.996 |
| 68 | 1.668 | 1.995 |
| 69 | 1.667 | 1.995 |
| 70 | 1.667 | 1.994 |
| 71 | 1.667 | 1.995 |
| 72 | 1.666 | 1.993 |
| 73 | 1.666 | 1.993 |
| 74 | 1.666 | 1.993 |
| 75 | 1.665 | 1.992 |
| 76 | 1.665 | 1.992 |
| 77 | 1.665 | 1.991 |
| 78 | 1.665 | 1.991 |
| 79 | 1.664 | 1.990 |
| 80 | 1.664 | 1.990 |
| 81 | 1.664 | 1.990 |
| 82 | 1.664 | 1.989 |
| 83 | 1.663 | 1.989 |
| 84 | 1.663 | 1.989 |
| 85 | 1.663 | 1.988 |
| 86 | 1.663 | 1.988 |
| 87 | 1.663 | 1.988 |
| 88 | 1.662 | 1.987 |
| 89 | 1.662 | 1.987 |
| 90 | 1.662 | 1.987 |
| 91 | 1.662 | 1.986 |
| 92 | 1.662 | 1.986 |
| 93 | 1.661 | 1.986 |
| 94 | 1.661 | 1.986 |
| 95 | 1.661 | 1.985 |
| 96 | 1.661 | 1.985 |
| 97 | 1.661 | 1.985 |
| 98 | 1.661 | 1.984 |
| 99 | 1.660 | 1.984 |
| 100 | 1.660 | 1.984 |
| 101 | 1.660 | 1.984 |
| 102 | 1.660 | 1.983 |
| 103 | 1.660 | 1.983 |
| 104 | 1.660 | 1.983 |
| 105 | 1.659 | 1.983 |
| 106 | 1.659 | 1.983 |
| 107 | 1.659 | 1.982 |
| 108 | 1.659 | 1.982 |
| 109 | 1.659 | 1.982 |
| 110 | 1.659 | 1.982 |
| 111 | 1.659 | 1.982 |
| 112 | 1.659 | 1.981 |
| 113 | 1.658 | 1.981 |
| 114 | 1.658 | 1.981 |
| 115 | 1.658 | 1.981 |
| 116 | 1.658 | 1.981 |
| 117 | 1.658 | 1.980 |
| 118 | 1.658 | 1.980 |
| 119 | 1.658 | 1.980 |
| 120 | 1.658 | 1.980 |
| 121 | 1.658 | 1.980 |
| 122 | 1.657 | 1.980 |
| 123 | 1.657 | 1.979 |
| 124 | 1.657 | 1.979 |
| 125 | 1.657 | 1.979 |
| 126 | 1.657 | 1.979 |
| 127 | 1.657 | 1.979 |
| 128 | 1.657 | 1.979 |
| 129 | 1.657 | 1.979 |
| 130 | 1.657 | 1.978 |
| 131 | 1.657 | 1.978 |
| 132 | 1.656 | 1.978 |
| 133 | 1.656 | 1.978 |
| 134 | 1.656 | 1.978 |
| 135 | 1.656 | 1.978 |
| 136 | 1.656 | 1.978 |
| 137 | 1.656 | 1.977 |
| 138 | 1.656 | 1.977 |
| 139 | 1.656 | 1.977 |
| 140 | 1.656 | 1.977 |
| 141 | 1.656 | 1.977 |
| 142 | 1.656 | 1.977 |
| 143 | 1.656 | 1.977 |
| 144 | 1.656 | 1.977 |
| 145 | 1.655 | 1.976 |
| 146 | 1.655 | 1.976 |
| 147 | 1.655 | 1.976 |
| 148 | 1.655 | 1.976 |
| 149 | 1.655 | 1.976 |
| 150 | 1.655 | 1.976 |
| 151 | 1.655 | 1.976 |
| 152 | 1.655 | 1.976 |
| 153 | 1.655 | 1.976 |
| 154 | 1.655 | 1.975 |
| 155 | 1.655 | 1.975 |
| 156 | 1.655 | 1.975 |
| 157 | 1.655 | 1.975 |
| 158 | 1.655 | 1.975 |
| 159 | 1.654 | 1.975 |
| 160 | 1.654 | 1.975 |
| 161 | 1.654 | 1.975 |
| 162 | 1.654 | 1.975 |
| 163 | 1.654 | 1.975 |
| 164 | 1.654 | 1.975 |
| 165 | 1.654 | 1.974 |
| 166 | 1.654 | 1.974 |
| 167 | 1.654 | 1.974 |
| 168 | 1.654 | 1.974 |
| 169 | 1.654 | 1.974 |
| 170 | 1.654 | 1.974 |
| 171 | 1.654 | 1.974 |
| 172 | 1.654 | 1.974 |
| 173 | 1.654 | 1.974 |
| 174 | 1.654 | 1.974 |
| 175 | 1.654 | 1.974 |
| 176 | 1.654 | 1.974 |
| 177 | 1.654 | 1.973 |
| 178 | 1.653 | 1.973 |
| 179 | 1.653 | 1.973 |
| 180 | 1.653 | 1.973 |
| 181 | 1.653 | 1.973 |
| 182 | 1.653 | 1.973 |
| 183 | 1.654 | 1.973 |
| 184 | 1.653 | 1.973 |
| 185 | 1.653 | 1.973 |
| 186 | 1.653 | 1.973 |
| 187 | 1.653 | 1.973 |
| 188 | 1.653 | 1.973 |
| 189 | 1.654 | 1.973 |
| 190 | 1.653 | 1.973 |
| 191 | 1.653 | 1.972 |
| 192 | 1.653 | 1.972 |
| 193 | 1.653 | 1.972 |
| 194 | 1.653 | 1.972 |
| 195 | 1.654 | 1.972 |
| 196 | 1.653 | 1.972 |
| 197 | 1.653 | 1.972 |
| 198 | 1.653 | 1.972 |
| 199 | 1.653 | 1.972 |
| 200 | 1.653 | 1.972 |

Sumber: Suliyanto, 2018

## B. Tabel Distribusi Uji F

- Nilai $F_{tabel}$ ($\alpha = 0,05$, dua sisi), untuk df = 77**,** tabel (df = 77, $\alpha = 0,05$ dua sisi), yaitu **2,723,** atau dapat dilihat pada tabel distribusi F di bawah ini:

**Tabel Uji F**

| $\alpha$ = 0,05 | $df_1$=(k-1) | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| $df_2$=(n-k-1) | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 67 | 3,984 | 3,134 | 2,742 | 2,509 | 2,352 | 2,237 | 2,150 | 2,080 |
| 68 | 3,982 | 3,132 | 2,740 | 2,507 | 2,350 | 2,235 | 2,148 | 2,078 |
| 69 | 3,980 | 3,130 | 2,737 | 2,505 | 2,348 | 2,233 | 2,145 | 2,076 |
| 70 | 3,978 | 3,128 | 2,736 | 2,503 | 2,346 | 2,231 | 2,143 | 2,074 |
| 71 | 3,976 | 3,126 | 2,734 | 2,501 | 2,344 | 2,229 | 2,142 | 2,072 |
| 72 | 3,974 | 3,124 | 2,732 | 2,499 | 2,342 | 2,227 | 2,140 | 2,070 |
| 73 | 3,972 | 3,122 | 2,730 | 2,497 | 2,340 | 2,226 | 2,138 | 2,068 |
| 74 | 3,970 | 3,120 | 2,728 | 2,495 | 2,338 | 2,224 | 2,136 | 2,066 |
| 75 | 3,968 | 3,119 | 2,727 | 2,494 | 2,337 | 2,222 | 2,134 | 2,064 |
| 76 | 3,967 | 3,117 | 2,725 | 2,492 | 2,335 | 2,220 | 2,133 | 2,063 |
| 77 | 3,965 | 3,115 | 2,723 | 2,490 | 2,333 | 2,219 | 2,131 | 2,061 |
| 78 | 3,963 | 3,114 | 2,722 | 2,489 | 2,332 | 2,217 | 2,129 | 2,059 |
| 79 | 3,962 | 3,112 | 2,720 | 2,487 | 2,330 | 2,216 | 2,128 | 2,058 |
| 80 | 3,960 | 3,111 | 2,719 | 2,486 | 2,329 | 2,214 | 2,126 | 2,056 |
| 81 | 3,959 | 3,109 | 2,717 | 2,484 | 2,327 | 2,213 | 2,125 | 2,055 |
| 82 | 3,957 | 3,108 | 2,716 | 2,483 | 2,326 | 2,211 | 2,123 | 2,053 |
| 83 | 3,956 | 3,107 | 2,715 | 2,482 | 2,324 | 2,210 | 2,122 | 2,052 |
| 84 | 3,955 | 3,105 | 2,713 | 2,480 | 2,323 | 2,209 | 2,121 | 2,051 |
| 85 | 3,953 | 3,104 | 2,712 | 2,479 | 2,322 | 2,207 | 2,119 | 2,049 |
| 86 | 3,952 | 3,103 | 2,711 | 2,478 | 2,321 | 2,206 | 2,118 | 2,048 |
| 87 | 3,951 | 3,101 | 2,709 | 2,476 | 2,319 | 2,205 | 2,117 | 2,047 |
| 88 | 3,949 | 3,100 | 2,708 | 2,475 | 2,318 | 2,203 | 2,115 | 2,045 |
| 89 | 3,948 | 3,099 | 2,707 | 2,474 | 2,317 | 2,202 | 2,114 | 2,044 |
| 90 | 3,947 | 3,098 | 2,706 | 2,473 | 2,316 | 2,201 | 2,113 | 2,043 |
| 91 | 3,946 | 3,097 | 2,705 | 2,472 | 2,315 | 2,200 | 2,112 | 2,042 |
| 92 | 3,945 | 3,095 | 2,704 | 2,471 | 2,313 | 2,199 | 2,111 | 2,041 |
| 93 | 3,943 | 3,094 | 2,703 | 2,470 | 2,312 | 2,198 | 2,110 | 2,040 |
| 94 | 3,942 | 3,093 | 2,701 | 2,469 | 2,311 | 2,197 | 2,109 | 2,038 |
| 95 | 3,941 | 3,092 | 2,700 | 2,467 | 2,310 | 2,196 | 2,108 | 2,037 |
| 96 | 3,940 | 3,091 | 2,699 | 2,466 | 2,309 | 2,195 | 2,106 | 2,036 |
| 97 | 3,939 | 3,090 | 2,698 | 2,465 | 2,308 | 2,194 | 2,105 | 2,035 |
| 98 | 3,938 | 3,089 | 2,697 | 2,465 | 2,307 | 2,193 | 2,104 | 2,034 |
| 99 | 3,937 | 3,088 | 2,696 | 2,464 | 2,306 | 2,192 | 2,103 | 2,033 |
| 100 | 3,936 | 3,087 | 2,696 | 2,463 | 2,305 | 2,191 | 2,103 | 2,032 |

Sumber: Suliyanto, 2018