

LAMPIRAN

Lampiran 1. Surat Persetujuan Penelitian



PT The Dons House

Jalan [Hrm : mangundiprojo kalibatau kencana kec sukabumi kota bandar
lampung , lampung]
Telp: 0895640271708

Bandar Lampung, 25 Januari 2025

Kepada Yth,
Ketua Program Studi S1 Manajemen
IIB Darmajaya
Jl. ZA. Pagar Alam No.93

Perihal: Balasan Permohonan Izin Penelitian

Dengan hormat,

Kami mengucapkan terima kasih atas surat permohonan izin penelitian yang telah kami terima dari Program Studi S1 Manajemen Darmajaya yang ditujukan kepada PT The Dons House. Kami sangat menghargai dan mendukung upaya penelitian yang dilakukan oleh mahasiswa sebagai bagian dari pengembangan ilmu pengetahuan dan peningkatan kualitas pendidikan.

Setelah mempertimbangkan dengan seksama, kami dengan ini memberikan izin kepada Mozha Arishandi, mahasiswa Program Studi S1 Manajemen, untuk melakukan penelitian di lingkungan perusahaan kami. Kami berharap penelitian ini dapat berjalan dengan lancar dan memberikan kontribusi yang positif baik bagi pihak universitas maupun perusahaan kami.

Kami juga mengharapkan agar seluruh proses penelitian dilakukan dengan mematuhi ketentuan yang berlaku serta menjaga kerahasiaan dan etika profesional dalam setiap tahap penelitian.

Apabila terdapat pertanyaan lebih lanjut atau kebutuhan terkait penelitian ini, kami siap untuk berdiskusi lebih lanjut.

Demikian surat balasan ini kami buat. Terima kasih atas perhatian dan kerja samanya. Kami berharap penelitian ini dapat memberikan hasil yang bermanfaat bagi semua pihak.

Hormat kami,



Muhammad Daffa Nabil, S.E., M.M.

Human Resource Development
PT The Dons House

In Don's We Trust

Lampiran 2. Surat Pengantar Penelitian



Bandar Lampung, 15 Januari 2025

Nomor : Penelitian.003/DMJ/DFEB/Dit. Adm.Akd/Reg/I - 2025
Lampiran : -
Perihal : Permohonan Izin Penelitian

Kepada Yth,
Kepala HRD PT. The Dons House Lampung
Di -
Jl. Hrm. Mangundiprojo Kalibalau Kencana Kec. Sukabumi Kota Bandar Lampung

Dengan hormat,

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

Untuk itu kami mohon kerja sama Bapak/Ibu agar kiranya dapat menerima mahasiswa/i untuk melakukan Izin Penelitian, yang pelaksanaannya dimulai dari tanggal **11 Januari s.d 11 Maret 2025** (selama dua bulan)

Adapun mahasiswa/i tersebut adalah :

Nama	: Mozha Arishandi
NPM	: 1812110323
Jurusan	: SI Manajemen
Jenjang	: Strata Satu (S1)

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



Tembusan:
1. Program Studi SI Manajemen
2. Arsip

Kuesioner X1

Responden	Rekt 1	Rekt 2	Rekt 3	Rekt 4	Rekt 5	Rekt 6	Rekt 7	Rekt 8	Rekrutmen
Responden 1	5	5	5	5	5	5	5	5	40
Responden 2	5	5	5	5	5	5	5	5	40
Responden 3	5	5	5	5	5	5	5	5	40
Responden 4	5	5	5	5	5	5	5	5	40
Responden 5	5	4	5	5	5	5	4	5	38
Responden 6	5	4	5	5	5	5	4	5	38
Responden 7	5	4	5	5	5	5	4	5	38
Responden 8	5	4	5	5	5	5	4	5	38
Responden 9	5	3	5	5	5	5	3	5	36
Responden 10	5	3	4	4	5	5	3	5	34
Responden 11	4	3	4	4	4	4	3	4	30
Responden 12	5	5	5	5	5	5	5	5	40
Responden 13	5	5	5	5	5	5	5	5	40
Responden 14	5	5	5	5	5	5	5	5	40
Responden 15	5	5	5	5	5	5	5	5	40
Responden 16	5	4	5	5	5	5	4	5	38
Responden 17	5	4	5	5	5	5	4	5	38
Responden 18	5	4	5	5	5	5	4	5	38
Responden 19	5	4	5	5	5	5	4	5	38
Responden 20	5	3	5	5	5	5	3	5	36
Responden 21	5	3	4	4	5	5	3	5	34
Responden	4	3	4	4	4	4	3	4	30

22									
Responden 23	5	5	5	5	5	5	5	5	40
Responden 24	5	5	5	5	5	5	5	5	40
Responden 25	5	5	5	5	5	5	5	5	40
Responden 26	5	5	5	5	5	5	5	5	40
Responden 27	5	4	5	5	5	5	4	5	38
Responden 28	5	4	5	5	5	5	4	5	38
Responden 29	5	4	5	5	5	5	4	5	38
Responden 30	5	4	5	5	5	5	4	5	38
Responden 31	5	3	5	5	5	5	3	5	36
Responden 32	5	3	4	4	5	5	3	5	34
Responden 33	4	3	4	4	4	4	3	5	31
Responden 34	5	5	5	5	5	5	5	5	40
Responden 35	5	5	5	5	5	5	5	5	40
Responden 36	5	5	5	5	5	5	5	5	40
Responden 37	5	5	5	5	5	5	5	5	40
Responden 38	5	4	5	5	5	5	4	5	38
Responden 39	5	4	5	5	5	5	4	5	38
Responden 40	5	4	5	5	5	5	4	5	38
Responden 41	5	4	5	5	5	5	4	5	38
Responden 42	5	3	5	5	5	5	3	5	36
Responden 43	5	3	4	4	5	5	3	5	34
Responden 44	4	3	4	4	4	4	3	4	30

Responden 45	5	5	5	5	5	5	5	5	40
Responden 46	5	5	5	5	5	5	5	5	40
Responden 47	5	5	5	5	5	5	5	5	40
Responden 48	5	5	5	5	5	5	5	5	40
Responden 49	5	4	5	5	5	5	4	5	38
Responden 50	5	4	5	5	5	5	4	5	38
Responden 51	5	4	5	5	5	5	4	5	38
Responden 52	5	4	5	5	5	5	4	5	38
Responden 53	5	3	5	5	5	5	3	5	36
Responden 54	5	3	4	4	5	5	3	5	34
Responden 55	4	3	4	4	4	4	3	4	30

Kuesioner X2

[illegible][illegible]

Responden 30	3	3	3	3	3	3	3	3	24
Responden 31	3	3	3	3	3	3	3	3	24
Responden 32	3	3	3	3	3	3	3	3	24
Responden 33	3	2	3	3	3	3	3	3	23
Responden 34	3	2	3	3	3	3	3	3	23
Responden 35	3	2	3	3	3	3	3	2	22
Responden 36	3	2	3	3	3	3	3	2	22
Responden 37	3	2	2	3	3	3	3	2	21
Responden 38	2	2	2	2	2	2	3	2	17
Responden 39	2	2	2	2	2	2	3	2	17
Responden 40	2	2	2	2	2	2	2	2	16
Responden 41	2	2	2	2	2	2	3	2	17
Responden 42	2	2	2	2	2	2	2	2	16
Responden 43	2	2	2	2	2	2	2	2	16
Responden 44	2	2	2	2	2	2	2	2	16
Responden 45	2	2	2	2	2	2	2	2	16
Responden 46	2	2	2	2	2	2	2	2	16
Responden 47	2	2	2	2	2	2	2	2	16
Responden 48	2	2	2	2	1	2	2	2	15
Responden 49	2	2	2	2	1	2	2	2	15
Responden 50	2	1	2	1	1	2	1	2	12
Responden 51	1	1	2	1	1	2	1	1	10
Responden 52	1	1	2	1	1	2	1	1	10
Responden 53	1	1	2	1	1	1	1	1	9
Responden 54	1	1	2	1	1	1	1	1	9
Responden 55	1	1	2	1	1	1	1	1	9

Kuesioner Y

Responden	Kinerja 1	Kinerja 2	Kinerja 3	Kinerja 4	Kinerja 5	Kinerja 6	Kinerja 7	Kinerja 8	Kinerja Karyawan
Responden 1	5	5	5	5	5	5	5	5	40
Responden 2	5	5	5	5	5	5	5	5	40
Responden 3	5	5	5	5	5	5	5	5	40
Responden 4	5	5	5	5	5	5	5	5	40
Responden 5	5	5	5	5	5	5	5	5	40
Responden 6	5	5	5	5	5	5	5	5	40
Responden 7	5	5	5	5	5	5	5	5	40
Responden 8	5	5	5	5	5	5	5	5	40
Responden 9	5	5	5	5	5	4	5	4	38
Responden 10	5	5	5	5	5	4	4	4	37
Responden 11	4	5	5	5	5	4	4	4	36
Responden 12	4	4	4	5	4	4	4	4	33
Responden 13	4	4	4	5	4	4	4	4	33
Responden 14	4	4	4	5	4	4	4	4	33
Responden 15	4	4	4	4	4	4	4	4	32
Responden 16	4	4	4	4	4	4	4	4	32
Responden 17	4	4	4	4	4	4	4	4	32
Responden 18	4	4	4	4	4	4			32
Responden 19	3	4	4	4	4	4			31
Responden 20	3	4	3	4	4	4	4	4	30
Responden 21	3	4	3	4	4	4			29
Responden 22	3		3	4	4	4	3	4	29
Responden 23	3	4	3	4	4	4			29
Responden 24	3	4	3	4	4	4	3	4	29
Responden 25	3	4	3	4	3	4	3	4	28

Responden 26	3	3	3	3	3	3	3	3	24
Responden 27	3	3	3	3	3	3	3	3	24
Responden 28	3	3	3	3	3	3	3	3	24
Responden 29	3	3	3	3	3	3	3	3	24
Responden 30	3	3	3	3	3	3	3	3	24
Responden 31	2	3	3	3	3	3	3	3	23
Responden 32	2	3	3	3	3	3	3	3	23
Responden 33	2	3	3	3	3	3	3	3	23
Responden 34	2	3	3	3	3	3	3	3	23
Responden 35	2	2	3	3	3	3	3	3	22
Responden 36	2	2	3	3	3	3	2	3	21
Responden 37	2	2	2	3	2	3	2	3	19
Responden 38	2	2	3	2	3	3	2	3	20
Responden 39	2	2	3	2	3	3	2	3	20
Responden 40	2	2	3	2	3	3	2	3	20
Responden 41	2	2	3	2	3	2			19
Responden 42	2	2	2	2	2	2	2	2	16
Responden 43	2	2	2	2	2	2			16
Responden 44	2	2	2	2	2	2			16
Responden 45	2	2	2	2	2	2			16
Responden 46	2	2	2	2	2	2	2	2	16
Responden 47	2	2	2	2	2	2	2	2	16
Responden	1	2	2	2	2	2	1	2	14

48									
Responden 49	1	2	2	2	2	2	1	2	14
Responden 50	1	1	2	2	2	1	1	1	11
Responden 51	1	1	1	2	1	1	1	1	9
Responden 52	1	1	1	1	1	1	1	1	8
Responden 53	1	1	1	1	1	1	1	1	8
Responden 54	1	1	1	1	1	1	1	1	8
Responden 55	1	1	1	1	1	1	1	1	8

[illegible]

A. Rekrutmen Online Terhadap Kinerja Karyawan

[illegible]

[illegible]

Tabel 4. 7 Hasil Jawaban Responden Variabel Kinerja Karyawan (Y)

[illegible]

OLAH DATA
VALIDITAS

Correlations										
		REKT 1	REK T2	REK T3	REKT 4	REK T5	REKT 6	REKT 7	REKT8	Total
REKT1	Pearson Correlation	1	.435* *	.671* *	.671**	1.000**	1.000* *	.435**	.886**	.787**
	Sig. (2- tailed)		.001	.000	.000	.000	.000	.001	.000	.000
	N	55	55	55	55	55	55	55	55	55
REKT2	Pearson Correlation	.435**	1	.649* *	.649**	.435* *	.435**	1.000* *	.385**	.876**
	Sig. (2- tailed)	.001		.000	.000	.001	.001	.000	.004	.000
	N	55	55	55	55	55	55	55	55	55
REKT3	Pearson Correlation	.671**	.649* *	1	1.000* *	.671* *	.671**	.649**	.594**	.867**
	Sig. (2- tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
REKT4	Pearson Correlation	.671**	.649* *	1.000**	1	.671* *	.671**	.649**	.594**	.867**
	Sig. (2- tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
REKT5	Pearson Correlation	1.000* *	.435* *	.671* *	.671**	1	1.000* *	.435**	.886**	.787**
	Sig. (2- tailed)	.000	.001	.000	.000		.000	.001	.000	.000
	N	55	55	55	55	55	55	55	55	55
REKT6	Pearson Correlation	1.000* *	.435* *	.671* *	.671**	1.000**	1	.435**	.886**	.787**
	Sig. (2- tailed)	.000	.001	.000	.000	.000		.001	.000	.000
	N	55	55	55	55	55	55	55	55	55
REKT7	Pearson Correlation	.435**	1.000**	.649* *	.649**	.435* *	.435**	1	.385**	.876**

	Sig. (2-tailed)	.001	.000	.000	.000	.001	.001		.004	.000
	N	55	55	55	55	55	55	55	55	55
REKT8	Pearson Correlation	.886**	.385*	.594*	.594**	.886*	.886**	.385**	1	.716**
	Sig. (2-tailed)	.000	.004	.000	.000	.000	.000	.004		.000
	N	55	55	55	55	55	55	55	55	55
Total	Pearson Correlation	.787**	.876*	.867*	.867**	.787*	.787**	.876**	.716**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55
**. Correlation is significant at the 0.01 level (2-tailed).										

Correlations										
		PENE MPTN 1	PENEM PTN2	PENM PTN3	PENMP TN4	PENEM PTN5	PENEM PTN6	PENEM PTN7	PENEMP TN8	TOTAL
PENEMPTN1	Pearson Correlation	1	.945**	.951**	.951**	.971**	.939**	.928**	.933**	.976**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
PENEMPTN2	Pearson Correlation	.945**	1	.947**	.935**	.950**	.941**	.934**	.951**	.975**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
PENMPTN3	Pearson Correlation	.951**	.947**	1	.922**	.958**	.926**	.891**	.920**	.962**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
PENMPTN4	Pearson Correlation	.951**	.935**	.922**	1	.960**	.973**	.955**	.971**	.983**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000

	N	55	55	55	55	55	55	55	55	55
PENEMPTN5	Pearson Correlation	.971**	.950**	.958**	.960**	1	.941**	.935**	.930**	.980**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
PENEMPTN6	Pearson Correlation	.939**	.941**	.926**	.973**	.941**	1	.942**	.969**	.979**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
PENEMPTN7	Pearson Correlation	.928**	.934**	.891**	.955**	.935**	.942**	1	.941**	.967**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	55	55	55	55	55	55	55	55	55
PENEMPTN8	Pearson Correlation	.933**	.951**	.920**	.971**	.930**	.969**	.941**	1	.977**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	55	55	55	55	55	55	55	55	55
TOTAL	Pearson Correlation	.976**	.975**	.962**	.983**	.980**	.979**	.967**	.977**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55
**. Correlation is significant at the 0.01 level (2-tailed).										

Correlations										
		KINERJ A1	KINERJ A2	KINERJ A3	KINERJ A4	KINERJ A5	KINERJ JA6	KINERJ A7	KINERJ A8	TOT AL
KINERJA 1	Pearson Correlation	1	.946**	.942**	.930**	.932**	.915**	.961**	.913**	.967**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
KINERJA 2	Pearson Correlation	.946**	1	.930**	.964**	.961**	.954**	.953**	.949**	.982**

	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
KINERJA 3	Pearson Correlation	.942**	.930**	1	.920**	.972**	.925**	.946**	.932**	.970*
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
KINERJA 4	Pearson Correlation	.930**	.964**	.920**	1	.944**	.941**	.938**	.934**	.971*
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
KINERJA 5	Pearson Correlation	.932**	.961**	.972**	.944**	1	.958**	.941**	.964**	.983*
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
KINERJA 6	Pearson Correlation	.915**	.954**	.925**	.941**	.958**	1	.939**	.994**	.977*
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	55	55	55	55	55	55	55	55	55
KINERJA 7	Pearson Correlation	.961**	.953**	.946**	.938**	.941**	.939**	1	.935**	.976*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	55	55	55	55	55	55	55	55	55
KINERJA 8	Pearson Correlation	.913**	.949**	.932**	.934**	.964**	.994**	.935**	1	.976*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	55	55	55	55	55	55	55	55	55
TOTAL	Pearson Correlation	.967**	.982**	.970**	.971**	.983**	.977**	.976**	.976**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55

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

RELIABEL
REKRUTMEN;

Reliability Statistics

Cronbach's Alpha	N of Items
.893	8

Penemptn

Reliability Statistics

Cronbach's Alpha	N of Items
.992	8

Kinerja

Reliability Statistics

Cronbach's Alpha	N of Items
.992	8

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		55
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	1.29279386
Most Extreme	Absolute	.191
Differences	Positive	.191
	Negative	-.085
Kolmogorov-Smirnov Z		1.414
Asymp. Sig. (2-tailed)		0.067

a. Test distribution is Normal.

b. Calculated from data.

UJI MULTI

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	3.138	2.285		1.374	.175		
1 rekt	-.098	.062	-.029	-1.578	.121	.958	1.044
pnmptn	1.023	.019	.997	53.827	.000	.958	1.044

a. Dependent Variable: kinerja

UJI LINIER

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	193.795	5	38.759	.373	.864
Within Groups	160.961	1	160.961	1.551	.219
Total	32.834	4	8.209	.079	.988
Deviation from Linearity	5085.950	49	103.795		
Total	5279.745	54			

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5231.698	16	326.981	258.603	.000
Within Groups	5185.173	1	5185.173	4100.860	.000
Total	46.525	15	3.102	2.453	.013
Deviation from Linearity	48.048	38	1.264		
Total	5279.745	54			

UJI REGRESI

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.991 ^a	.983	.982	1.317

a. Predictors: (Constant), pnmpn, rekt

b. Dependent Variable: kinerja

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Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3.138	2.285		1.374	.175		
rekt	-.098	.062	-.029	-1.578	.121	.958	1.044
pnmpn	1.023	.019	.997	53.827	.000	.958	1.044

a. Dependent Variable: kinerja

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ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	5189.494	2	2594.747	1495.017	.000 ^b
Residual	90.251	52	1.736		
Total	5279.745	54			

a. Dependent Variable: kinerja

b. Predictors: (Constant), pnmpn, rekt

Jawaban kuesioner per variabel

Rekrutmen

rekt1

	Frequency	Percent	Valid Percent	Cumulative Percent
4	5	9.1	9.1	9.1
Valid 5	50	90.9	90.9	100.0
Total	55	100.0	100.0	

rekt2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	15	27.3	27.3	27.3
Valid 4	20	36.4	36.4	63.6
5	20	36.4	36.4	100.0
Total	55	100.0	100.0	

rekt3

	Frequency	Percent	Valid Percent	Cumulative Percent
4	10	18.2	18.2	18.2
Valid 5	45	81.8	81.8	100.0
Total	55	100.0	100.0	

rekt4

	Frequency	Percent	Valid Percent	Cumulative Percent
4	10	18.2	18.2	18.2
Valid 5	45	81.8	81.8	100.0
Total	55	100.0	100.0	

rekt5

	Frequency	Percent	Valid Percent	Cumulative Percent
4	5	9.1	9.1	9.1
Valid 5	50	90.9	90.9	100.0
Total	55	100.0	100.0	

rekt6

	Frequency	Percent	Valid Percent	Cumulative Percent
4	5	9.1	9.1	9.1
Valid 5	50	90.9	90.9	100.0
Total	55	100.0	100.0	

rekt7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	15	27.3	27.3	27.3
Valid 4	20	36.4	36.4	63.6
5	20	36.4	36.4	100.0
Total	55	100.0	100.0	

rekt8

	Frequency	Percent	Valid Percent	Cumulative Percent
4	4	7.3	7.3	7.3
Valid 5	51	92.7	92.7	100.0
Total	55	100.0	100.0	

Penempatan

penmptn1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	9.1	9.1	9.1
2	13	23.6	23.6	32.7
3	19	34.5	34.5	67.3
4	10	18.2	18.2	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

pnmptn2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	10.9	10.9	10.9
2	17	30.9	30.9	41.8
3	12	21.8	21.8	63.6
4	10	18.2	18.2	81.8
5	10	18.2	18.2	100.0
Total	55	100.0	100.0	

pnmptn3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	19	34.5	34.5	34.5
3	16	29.1	29.1	63.6
4	12	21.8	21.8	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

pnmptn4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	10.9	10.9	10.9
2	12	21.8	21.8	32.7
3	11	20.0	20.0	52.7
4	18	32.7	32.7	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

pnmptn5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	8	14.5	14.5	14.5
2	10	18.2	18.2	32.7
3	17	30.9	30.9	63.6
4	12	21.8	21.8	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

pnmptn6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	5.5	5.5	5.5
2	15	27.3	27.3	32.7
3	11	20.0	20.0	52.7
4	16	29.1	29.1	81.8
5	10	18.2	18.2	100.0
Total	55	100.0	100.0	

pnmptn7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	10.9	10.9	10.9
2	9	16.4	16.4	27.3
3	14	25.5	25.5	52.7
4	10	18.2	18.2	70.9
5	16	29.1	29.1	100.0
Total	55	100.0	100.0	

Pnmptn8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	9.1	9.1	9.1
2	16	29.1	29.1	38.2
3	8	14.5	14.5	52.7
4	17	30.9	30.9	83.6
5	9	16.4	16.4	100.0
Total	55	100.0	100.0	

Kinerja

kinerja1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	8	14.5	14.5	14.5
2	17	30.9	30.9	45.5
3	12	21.8	21.8	67.3
4	8	14.5	14.5	81.8
5	10	18.2	18.2	100.0
Total	55	100.0	100.0	

kinerja2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	10.9	10.9	10.9
2	15	27.3	27.3	38.2
3	9	16.4	16.4	54.5
4	14	25.5	25.5	80.0
5	11	20.0	20.0	100.0
Total	55	100.0	100.0	

kinerja3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	9.1	9.1	9.1
2	10	18.2	18.2	27.3
3	21	38.2	38.2	65.5
4	8	14.5	14.5	80.0
5	11	20.0	20.0	100.0
Total	55	100.0	100.0	

kinerja4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	7.3	7.3	7.3
2	14	25.5	25.5	32.7
3	12	21.8	21.8	54.5
4	11	20.0	20.0	74.5
5	14	25.5	25.5	100.0
Total	55	100.0	100.0	

kinerja5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	9.1	9.1	9.1
2	10	18.2	18.2	27.3
3	16	29.1	29.1	56.4
4	13	23.6	23.6	80.0
5	11	20.0	20.0	100.0
Total	55	100.0	100.0	

kinerja6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	10.9	10.9	10.9
2	9	16.4	16.4	27.3
3	15	27.3	27.3	54.5
4	17	30.9	30.9	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

kinerja7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	8	14.5	14.5	14.5
2	12	21.8	21.8	36.4
3	15	27.3	27.3	63.6
4	11	20.0	20.0	83.6
5	9	16.4	16.4	100.0
Total	55	100.0	100.0	

Kinerja8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	10.9	10.9	10.9
2	8	14.5	14.5	25.5
3	16	29.1	29.1	54.5
4	17	30.9	30.9	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

Karakteristik responden

Jenis kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
laki-laki	31	57.4	57.4	57.4
Valid perempuan	23	42.6	42.6	100.0
Total	54	100.0	100.0	

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
18-30 tahun	48	87.3	87.3	87.3
Valid 31-40 tahun	7	12.7	12.7	100.0
Total	55	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
D3	19	34.5	34.5	34.5
Valid D4/S1	6	10.9	10.9	45.5

SMA/SM	30	54.5	54.5	100.0
K				
Total	55	100.0	100.0	

Masa_Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
< 1 tahun	19	34.5	34.5	34.5
> 3 tahun	5	9.1	9.1	43.6
Valid 1-3 tahun	31	56.4	56.4	100.0
Total	55	100.0	100.0	

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Titik Persentase Distribusi t (df = 41 – 80)

df \ Pr	0.25		0.10		0.05		0.025		0.01		0.005		0.001	
	0.50	0.20	0.10	0.05	0.025	0.01	0.005	0.001	0.50	0.20	0.10	0.05	0.025	0.01
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127							
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595							
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089							
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607							
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148							
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710							
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291							
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891							
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508							
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141							
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789							
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451							
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127							
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66988	3.24815							
55	0.67898	1.29713	1.67303	2.00404	2.39606	2.66822	3.24515							
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226							
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948							
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680							
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421							
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171							
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930							
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696							
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471							
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253							
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041							
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837							
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639							
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446							
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260							
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079							
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903							
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733							
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567							
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406							
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249							
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096							
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948							
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804							
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663							
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526							

Catatan: Probabilitas yang lebih kecil yang ditunjukkan pada judul tiap kolom adalah luas daerah dalam satu ujung, sedangkan probabilitas yang lebih besar adalah luas daerah dalam kedua ujung

Tabel r untuk df = 51 - 100

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290
96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211

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TABEL R hitung

Tabel R-Hitung (lanjutan)					
DF = n-2	0,1	0,05	0,02	0,01	0,001
	r 0,005	r 0,05	r 0,025	r 0,01	r 0,001
39	0,2605	0,3081	0,3621	0,3978	0,4950
40	0,2573	0,3044	0,3578	0,3932	0,4896
41	0,2542	0,3008	0,3536	0,3887	0,4843
42	0,2512	0,2973	0,3496	0,3843	0,4791
43	0,2483	0,2940	0,3457	0,3801	0,4742
44	0,2455	0,2907	0,3420	0,3761	0,4694
45	0,2429	0,2876	0,3384	0,3721	0,4647
46	0,2403	0,2845	0,3348	0,3683	0,4601
47	0,2377	0,2816	0,3314	0,3646	0,4557
48	0,2353	0,2787	0,3281	0,3610	0,4514
49	0,2329	0,2759	0,3249	0,3575	0,4473
50	0,2306	0,2732	0,3218	0,3542	0,4432
51	0,2284	0,2706	0,3188	0,3509	0,4393
52	0,2262	0,2681	0,3158	0,3477	0,4354
53	0,2241	0,2656	0,3129	0,3445	0,4317
54	0,2221	0,2632	0,3102	0,3415	0,4280
55	0,2201	0,2609	0,3074	0,3385	0,4244
56	0,2181	0,2586	0,3048	0,3357	0,4210
57	0,2162	0,2564	0,3022	0,3328	0,4176
58	0,2144	0,2542	0,2997	0,3301	0,4143
59	0,2126	0,2521	0,2972	0,3274	0,4110
60	0,2108	0,2500	0,2948	0,3248	0,4079
61	0,2091	0,2480	0,2925	0,3223	0,4048
62	0,2075	0,2461	0,2902	0,3198	0,4018
63	0,2058	0,2441	0,2880	0,3173	0,3988
64	0,2042	0,2423	0,2858	0,3150	0,3959
65	0,2027	0,2404	0,2837	0,3126	0,3931
66	0,2012	0,2387	0,2816	0,3104	0,3903
67	0,1997	0,2369	0,2796	0,3081	0,3876
68	0,1982	0,2352	0,2776	0,3060	0,3850
69	0,1968	0,2335	0,2756	0,3038	0,3823
70	0,1954	0,2319	0,2737	0,3017	0,3798
71	0,1940	0,2303	0,2718	0,2997	0,3773
72	0,1927	0,2287	0,2700	0,2977	0,3748
73	0,1914	0,2272	0,2682	0,2957	0,3724
74	0,1901	0,2257	0,2664	0,2938	0,3701
75	0,1888	0,2242	0,2647	0,2919	0,3678
76	0,1876	0,2227	0,2630	0,2900	0,3655
77	0,1864	0,2213	0,2613	0,2882	0,3633
78	0,1852	0,2199	0,2597	0,2864	0,3611
79	0,1841	0,2185	0,2581	0,2847	0,3589

Tabel T hitung

42	1,302	1,682	2,018	2,418	2,698	3,296	3,538
43	1,302	1,681	2,017	2,416	2,695	3,291	3,532
44	1,301	1,680	2,015	2,414	2,692	3,286	3,526
45	1,301	1,679	2,014	2,412	2,690	3,281	3,520
46	1,300	1,679	2,013	2,410	2,687	3,277	3,515
47	1,300	1,678	2,012	2,408	2,685	3,273	3,510
48	1,299	1,677	2,011	2,407	2,682	3,269	3,505
49	1,299	1,677	2,010	2,405	2,680	3,265	3,500
50	1,299	1,676	2,009	2,403	2,678	3,261	3,496
51	1,298	1,675	2,008	2,402	2,676	3,258	3,492
52	1,298	1,675	2,007	2,400	2,674	3,255	3,488
53	1,298	1,674	2,006	2,399	2,672	3,251	3,484
54	1,297	1,674	2,005	2,397	2,670	3,248	3,480
55	1,297	1,673	2,004	2,396	2,668	3,245	3,476
56	1,297	1,673	2,003	2,395	2,667	3,242	3,473
57	1,297	1,672	2,002	2,394	2,665	3,239	3,470
58	1,296	1,672	2,002	2,392	2,663	3,237	3,466
59	1,296	1,671	2,001	2,391	2,662	3,234	3,463
60	1,296	1,671	2,000	2,390	2,660	3,232	3,460
61	1,296	1,670	2,000	2,389	2,659	3,229	3,457
62	1,295	1,670	1,999	2,388	2,657	3,227	3,454
63	1,295	1,669	1,998	2,387	2,656	3,225	3,452
64	1,295	1,669	1,998	2,386	2,655	3,223	3,449
65	1,295	1,669	1,997	2,385	2,654	3,220	3,447
66	1,295	1,668	1,997	2,384	2,652	3,218	3,444
67	1,294	1,668	1,996	2,383	2,651	3,216	3,442
68	1,294	1,668	1,995	2,382	2,650	3,214	3,439
69	1,294	1,667	1,995	2,382	2,649	3,213	3,437
70	1,294	1,667	1,994	2,381	2,648	3,211	3,435
71	1,294	1,667	1,994	2,380	2,647	3,209	3,433
72	1,293	1,666	1,993	2,379	2,646	3,207	3,431
73	1,293	1,666	1,993	2,379	2,645	3,206	3,429
74	1,293	1,666	1,993	2,378	2,644	3,204	3,427
75	1,293	1,665	1,992	2,377	2,643	3,202	3,425
76	1,293	1,665	1,992	2,376	2,642	3,201	3,423
77	1,293	1,665	1,991	2,376	2,641	3,199	3,421
78	1,292	1,665	1,991	2,375	2,640	3,198	3,420
79	1,292	1,664	1,990	2,374	2,640	3,197	3,418
80	1,292	1,664	1,990	2,374	2,639	3,195	3,416
81	1,292	1,664	1,990	2,373	2,638	3,194	3,415
82	1,292	1,664	1,989	2,373	2,637	3,193	3,413
83	1,292	1,663	1,989	2,372	2,636	3,191	3,412
84	1,292	1,663	1,989	2,372	2,636	3,190	3,410
85	1,292	1,663	1,988	2,371	2,635	3,189	3,409