

LAMPIRAN

Lampiran 1, Kuesioner Penelitian

KUESIONER PENELITIAN

Penelitian ini dilakukan dalam rangka penulisan penelitian yang berjudul “Pengaruh Pelatihan, Promosi Jabatan dan Mutasi Terhadap Prestasi Kerja Pegawai Kantor Wilayah DJP Bengkulu dan Lampung”.

Dalam pengisian kuesioner ini, dimohon kepada Bapak/Ibu dapat memilih salah satu dari kategori jawaban yang telah disediakan dengan memberikan tanda *checklist* (√) pada jawaban yang dianggap tepat dan jawaban Bapak/Ibu akan dirahasiakan. Jawaban Bapak/Ibu atas pernyataan yang diajukan dinyatakan dalam skala 1 s/d 5 yang memiliki makna sebagai berikut:

5 = Sangat Setuju (SS)

4 = Setuju (S)

3 = Cukup Setuju (CS)

2 = Tidak Setuju (TS)

1 = Sangat Tidak Setuju (STS)

Atas kesediaan dan bantuan dari Bapak/Ibu untuk menjawab kuesioner ini penulis mengucapkan terima kasih.

A. Identitas Responden :

No. Responden :

Jenis Kelamin : L/P

Umur :

Masa Kerja :

B. Variabel Penelitian

1. Pelatihan (X₁)

| No | Pernyataan | SS | S | CS | TS | STS |
|----|--|----|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1 | Materi pelatihan dapat dipahami dengan baik | | | | | |
| 2 | Pelatih yang diberikan instansi dapat menciptakan interaksi yang baik dengan peserta | | | | | |
| 3 | Bersembangat untuk mengikuti pelatihan | | | | | |
| 4 | Mengikuti pelatihan dapat meningkatkan prestasi kerja | | | | | |
| 5 | Materi yang disiapkan dalam pelatihan lengkap dan cukup memadai | | | | | |
| 6 | Materi yang diberikan dalam pelatihan sesuai dengan tingkat kesulitan kerja | | | | | |
| 7 | Metode pelatihan yang diberikan instansi sesuai dengan tujuan pelatihan | | | | | |
| 8 | Instansi memberikan sosialisasi terhadap pelatihan | | | | | |
| 9 | Instansi memberikan rasa nyaman dengan tempat dan suasana pelatihan | | | | | |
| 10 | Fasilitas yang disediakan instansi sesuai dengan yang diharapkan | | | | | |

2. Promosi Jabatan (X₂)

| No | Pernyataan | SS | S | CS | TS | STS |
|----|---|----|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1 | Masa kerja lebih dari empat tahun akan mendapatkan promosi | | | | | |
| 2 | Lama bekerja menjadi salah satu tolak ukur mendapatkan promosi | | | | | |
| 3 | Memenuhi standar promosi dalam melakukan setiap pekerjaan | | | | | |
| 4 | Pekerjaan selalu dijadikan dasar dalam standar promosi | | | | | |
| 5 | Instansi memeberikan jaminan peningkatan karier yang jelas | | | | | |
| 6 | Bekerja dalam suasana karier yang jelas | | | | | |
| 7 | Cakap dalam melakukan setiap pekerjaan | | | | | |
| 8 | Kecakapan dalam bekerja menjadi salah satu syarat mendapatkan promosi | | | | | |
| 9 | Instansi mengharuskan menjadi orang yang teliti dalam bekerja | | | | | |
| 10 | Setiap pekerjaan selalu dinilai ketelitiannya | | | | | |
| 11 | Instansi menjamin keadilan dalam pemberian promosi | | | | | |
| 12 | Selama ini instansi selalu adil dalam pemberian promosi | | | | | |

3. Mutasi (X₃)

| No | Pernyataan | SS | S | CS | TS | STS |
|----|--|----|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1 | Mutasi selalu dilakukan pada kurun waktu yang telah ditetapkan | | | | | |
| 2 | Mengantisipasi dan dapat memprediksi datangnya mutasi | | | | | |
| 3 | Mutasi dibrikan hanya untuk orang tertentu dan jumlah tertentu | | | | | |
| 4 | Instansi memberikan batas untuk mutasi dalam satu kali periode mutasi | | | | | |
| 5 | Kemampuan dalam bekerja dijadikan salah satu syarat dalam pemberian mutasi | | | | | |
| 6 | Mutasi diharapkan dapat meningkatkan kemampuan dalam bekerja | | | | | |
| 7 | Tidak disiplin akan dimutasikan | | | | | |
| 8 | Disiplin dapat menghindari mutasi | | | | | |
| 9 | Mengetahui tentang pelaksanaan dan syarat-syarat mutasi | | | | | |
| 10 | Instansi selalu mensosialisasikan program mutasi | | | | | |
| 11 | Evaluasi penilaian yang dijalankan instansi sudah adil | | | | | |
| 12 | Evaluasi penilaian selalu dilakukan dengan baik dan oleh orang yang kompeten | | | | | |

4. Prestasi Kerja (Y)

| No | Pernyataan | SS | S | CS | TS | STS |
|----|---|----|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1 | Suasana kerja membantu meningkatkan hasil kerja | | | | | |
| 2 | Instansi menghargai hasil kerja yang baik | | | | | |
| 3 | Volume pekerjaan sesuai dengan kapasitas diri | | | | | |
| 4 | Mengerjakan pekerjaan lain diluar pekerjaannya | | | | | |
| 5 | Mempertanggungjawabkan pekerjaannya kepada atasan dengan baik | | | | | |
| 6 | Instansi mengharuskan selalu bertanggung jawab dalam bekerja | | | | | |
| 7 | Kemampuan menganalisis dalam menyelesaikan pekerjaan dengan baik | | | | | |
| 8 | Instansi memberikan penghargaan atas kemampuan menganalisis dengan baik | | | | | |
| 9 | Bekerja sama secara produktif di dalam tim | | | | | |
| 10 | Bekerja sama dalam penyelesaian masalah | | | | | |

Lampiran 2, Hasil Kuesioner

Variabel Pelatihan (X₁)

| PELATIHAN | PERNYATAAN | | | | | | | | | | |
|-----------|------------|----|----|----|----|----|----|----|----|-----|-------|
| RESPONDEN | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | TOTAL |
| 1 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 37 |
| 3 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 37 |
| 6 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 28 |
| 7 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 30 |
| 8 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 9 | 4 | 2 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 10 | 3 | 2 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 39 |
| 11 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 12 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 38 |
| 15 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 5 | 4 | 34 |
| 16 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 43 |
| 17 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 32 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 20 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 38 |
| 21 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 42 |
| 22 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 38 |
| 23 | 3 | 3 | 3 | 1 | 4 | 2 | 4 | 4 | 3 | 3 | 30 |
| 24 | 2 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 25 | 5 | 3 | 4 | 2 | 5 | 4 | 4 | 3 | 4 | 4 | 38 |
| 26 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 5 | 38 |
| 27 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 28 | 2 | 3 | 4 | 2 | 5 | 3 | 3 | 4 | 4 | 4 | 34 |
| 29 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 30 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 39 |
| 31 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 40 |
| 32 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 34 |
| 33 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 5 | 42 |
| 34 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 47 |
| 36 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 39 |
| 37 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 38 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 36 |
| 39 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 38 |
| 40 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 40 |
| 41 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 38 |
| 42 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 40 |

Variabel Promosi Jabatan (X₂)

| PROMOSI JABATAN | PERNYATAAN | | | | | | | | | | | | | |
|-----------------|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|-------|
| | RESPONDEN | PJ1 | PJ2 | PJ3 | PJ4 | PJ5 | PJ6 | PJ7 | PJ8 | PJ9 | PJ10 | PJ11 | PJ12 | TOTAL |
| 1 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 51 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 45 |
| 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 44 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 58 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 37 |
| 7 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 40 |
| 8 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 54 |
| 9 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| 10 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 41 |
| 11 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 46 |
| 12 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 51 |
| 13 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 51 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 15 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 44 |
| 16 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 49 |
| 17 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 42 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 50 |
| 19 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 51 |
| 20 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 47 |
| 21 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 48 |
| 22 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 47 |
| 23 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 43 |
| 24 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 48 |
| 25 | 5 | 3 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 3 | 47 |
| 26 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 44 |
| 27 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 50 |
| 28 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 44 |
| 29 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 42 |
| 30 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 41 |
| 31 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 32 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 44 |
| 33 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 52 |
| 34 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 35 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 48 |
| 36 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 42 |
| 37 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 53 |
| 38 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 44 |
| 39 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 47 |
| 40 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 56 |
| 41 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 45 |
| 42 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 46 |

Variabel Mutasi (X₃)

| MUTASI | PERNYATAAN | | | | | | | | | | | | |
|-----------|------------|----|----|----|----|----|----|----|----|-----|-----|-----|-------|
| RESPONDEN | M1 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 | M10 | M11 | M12 | TOTAL |
| 1 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 43 |
| 2 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 47 |
| 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 41 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 46 |
| 6 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 43 |
| 7 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 8 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 9 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 46 |
| 10 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 2 | 5 | 3 | 3 | 44 |
| 11 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 36 |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 13 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 41 |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 15 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 41 |
| 16 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 2 | 5 | 3 | 3 | 44 |
| 17 | 5 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 47 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 19 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 43 |
| 20 | 4 | 3 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 45 |
| 21 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 46 |
| 22 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 42 |
| 23 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 24 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 48 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 26 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 52 |
| 27 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 56 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 29 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 30 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 52 |
| 31 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 50 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 52 |
| 33 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 55 |
| 34 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 35 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 50 |
| 36 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 55 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 50 |
| 38 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 53 |
| 39 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 57 |
| 41 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 52 |
| 42 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 58 |

Lampiran 3, Hasil Jawaban Responden Berdasarkan Usia

| Usia | | | | |
|-------|-------------|---------|---------------|--------------------|
| | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 20-25 tahun | 10 | 23.8 | 23.8 |
| | 26-30 tahun | 21 | 50.0 | 73.8 |
| | >30 tahun | 11 | 26.2 | 100.0 |
| | Total | 42 | 100.0 | 100.0 |

Lampiran 4, Hasil Jawaban Responden Berdasarkan Masa Kerja

| Masa_Kerja | | | | |
|------------|-----------|---------|---------------|--------------------|
| | Frequency | Percent | Valid Percent | Cumulative Percent |
| | < 1 tahun | 5 | 11.9 | 11.9 |
| Valid | 1-5 tahun | 26 | 61.9 | 73.8 |
| | > 5 tahun | 11 | 26.2 | 100.0 |
| | Total | 42 | 100.0 | |

Lampiran 5, Deskripsi Hasil Jawaban Responden

Variabel Pelatihan

P1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|------------------|-----------------------|
| Tidak Setuju | 2 | 4,8 | 4,8 | 4,8 |
| Cukup Setuju | 8 | 19,0 | 19,0 | 23,8 |
| Valid Setuju | 26 | 61,9 | 61,9 | 85,7 |
| Sangat Setuju | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P2

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------|-----------|---------|------------------|------------------------|
| Tidak Setuju | 4 | 9,5 | 9,5 | 9,5 |
| Cukup Setuju | 10 | 23,8 | 23,8 | 33,3 |
| Valid Setuju | 20 | 47,6 | 47,6 | 81,0 |
| Sangat Setuju | 8 | 19,0 | 19,0 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P3

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------|-----------|---------|------------------|------------------------|
| Cukup Setuju | 11 | 26,2 | 26,2 | 26,2 |
| Valid Setuju | 16 | 38,1 | 38,1 | 64,3 |
| Sangat Setuju | 15 | 35,7 | 35,7 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|------------------|-----------------------|
| Sangat Tidak Setuju | 1 | 2,4 | 2,4 | 2,4 |
| Tidak Setuju | 5 | 11,9 | 11,9 | 14,3 |
| Cukup Setuju | 12 | 28,6 | 28,6 | 42,9 |
| Setuju | 23 | 54,8 | 54,8 | 97,6 |
| Sangat Setuju | 1 | 2,4 | 2,4 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|------------------|-----------------------|
| Tidak Setuju | 1 | 2,4 | 2,4 | 2,4 |
| Cukup Setuju | 7 | 16,7 | 16,7 | 19,0 |
| Setuju | 24 | 57,1 | 57,1 | 76,2 |
| Sangat Setuju | 10 | 23,8 | 23,8 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|------------------|-----------------------|
| Tidak Setuju | 1 | 2,4 | 2,4 | 2,4 |
| Cukup Setuju | 12 | 28,6 | 28,6 | 31,0 |
| Setuju | 25 | 59,5 | 59,5 | 90,5 |
| Sangat Setuju | 4 | 9,5 | 9,5 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|------------------|-----------------------|
| Cukup Setuju | 10 | 23,8 | 23,8 | 23,8 |
| Setuju | 21 | 50,0 | 50,0 | 73,8 |
| Sangat Setuju | 11 | 26,2 | 26,2 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|------------------|-----------------------|
| Tidak Setuju | 3 | 7,1 | 7,1 | 7,1 |
| Cukup Setuju | 12 | 28,6 | 28,6 | 35,7 |
| Valid Setuju | 20 | 47,6 | 47,6 | 83,3 |
| Sangat Setuju | 7 | 16,7 | 16,7 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|------------------|-----------------------|
| Tidak Setuju | 1 | 2,4 | 2,4 | 2,4 |
| Cukup Setuju | 11 | 26,2 | 26,2 | 28,6 |
| Valid Setuju | 24 | 57,1 | 57,1 | 85,7 |
| Sangat Setuju | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

P10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|------------------|-----------------------|
| Cukup Setuju | 9 | 21,4 | 21,4 | 21,4 |
| Valid Setuju | 27 | 64,3 | 64,3 | 85,7 |
| Sangat Setuju | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

Variabel Promosi Jabatan

PJ1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 7 | 16,7 | 16,7 | 16,7 |
| 4 | 23 | 54,8 | 54,8 | 71,4 |
| 5 | 12 | 28,6 | 28,6 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 16 | 38,1 | 38,1 | 38,1 |
| 4 | 15 | 35,7 | 35,7 | 73,8 |
| 5 | 11 | 26,2 | 26,2 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 12 | 28,6 | 28,6 | 28,6 |
| 4 | 24 | 57,1 | 57,1 | 85,7 |
| 5 | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 14 | 33,3 | 33,3 | 33,3 |
| 4 | 22 | 52,4 | 52,4 | 85,7 |
| 5 | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| Valid 3 | 17 | 40,5 | 40,5 | 40,5 |
| 4 | 20 | 47,6 | 47,6 | 88,1 |
| 5 | 5 | 11,9 | 11,9 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| Valid 3 | 7 | 16,7 | 16,7 | 16,7 |
| 4 | 23 | 54,8 | 54,8 | 71,4 |
| 5 | 12 | 28,6 | 28,6 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| Valid 3 | 15 | 35,7 | 35,7 | 35,7 |
| 4 | 20 | 47,6 | 47,6 | 83,3 |
| 5 | 7 | 16,7 | 16,7 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| Valid 3 | 16 | 38,1 | 38,1 | 38,1 |
| 4 | 15 | 35,7 | 35,7 | 73,8 |
| 5 | 11 | 26,2 | 26,2 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 10 | 23,8 | 23,8 | 23,8 |
| 4 | 28 | 66,7 | 66,7 | 90,5 |
| 5 | 4 | 9,5 | 9,5 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 13 | 31,0 | 31,0 | 31,0 |
| 4 | 23 | 54,8 | 54,8 | 85,7 |
| 5 | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 7 | 16,7 | 16,7 | 16,7 |
| 4 | 26 | 61,9 | 61,9 | 78,6 |
| 5 | 9 | 21,4 | 21,4 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PJ12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 16 | 38,1 | 38,1 | 38,1 |
| 4 | 22 | 52,4 | 52,4 | 90,5 |
| 5 | 4 | 9,5 | 9,5 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

Variabel Mutasi

M1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 3 | 7,1 | 7,1 | 7,1 |
| 4 | 33 | 78,6 | 78,6 | 85,7 |
| 5 | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 6 | 14,3 | 14,3 | 14,3 |
| 4 | 22 | 52,4 | 52,4 | 66,7 |
| 5 | 14 | 33,3 | 33,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 10 | 23,8 | 23,8 | 23,8 |
| 4 | 18 | 42,9 | 42,9 | 66,7 |
| 5 | 14 | 33,3 | 33,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 1 | 2,4 | 2,4 | 2,4 |
| 3 | 8 | 19,0 | 19,0 | 21,4 |
| 4 | 24 | 57,1 | 57,1 | 78,6 |
| 5 | 9 | 21,4 | 21,4 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 3 | 9 | 21,4 | 21,4 | 21,4 |
| Valid 4 | 23 | 54,8 | 54,8 | 76,2 |
| 5 | 10 | 23,8 | 23,8 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 3 | 5 | 11,9 | 11,9 | 11,9 |
| Valid 4 | 30 | 71,4 | 71,4 | 83,3 |
| 5 | 7 | 16,7 | 16,7 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 3 | 7 | 16,7 | 16,7 | 16,7 |
| Valid 4 | 24 | 57,1 | 57,1 | 73,8 |
| 5 | 11 | 26,2 | 26,2 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 3 | 6 | 14,3 | 14,3 | 14,3 |
| Valid 4 | 23 | 54,8 | 54,8 | 69,0 |
| 5 | 13 | 31,0 | 31,0 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2 | 4 | 9,5 | 9,5 | 9,5 |
| 3 | 10 | 23,8 | 23,8 | 33,3 |
| Valid 4 | 15 | 35,7 | 35,7 | 69,0 |
| 5 | 13 | 31,0 | 31,0 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2 | 1 | 2,4 | 2,4 | 2,4 |
| 3 | 3 | 7,1 | 7,1 | 9,5 |
| Valid 4 | 29 | 69,0 | 69,0 | 78,6 |
| 5 | 9 | 21,4 | 21,4 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2 | 1 | 2,4 | 2,4 | 2,4 |
| 3 | 6 | 14,3 | 14,3 | 16,7 |
| Valid 4 | 24 | 57,1 | 57,1 | 73,8 |
| 5 | 11 | 26,2 | 26,2 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

M12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 3 | 7 | 16,7 | 16,7 | 16,7 |
| Valid 4 | 29 | 69,0 | 69,0 | 85,7 |
| 5 | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

Variabel Prestasi Kerja

PK1

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------|-----------|---------|------------------|------------------------|
| Tidak Setuju | 1 | 2,4 | 2,4 | 2,4 |
| Cukup Setuju | 12 | 28,6 | 28,6 | 31,0 |
| Valid Setuju | 23 | 54,8 | 54,8 | 85,7 |
| Sangat Setuju | 6 | 14,3 | 14,3 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK2

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------|-----------|---------|------------------|------------------------|
| Cukup Setuju | 6 | 14,3 | 14,3 | 14,3 |
| Valid Setuju | 27 | 64,3 | 64,3 | 78,6 |
| Sangat Setuju | 9 | 21,4 | 21,4 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK3

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------|-----------|---------|------------------|------------------------|
| Tidak Setuju | 1 | 2,4 | 2,4 | 2,4 |
| Cukup Setuju | 10 | 23,8 | 23,8 | 26,2 |
| Valid Setuju | 24 | 57,1 | 57,1 | 83,3 |
| Sangat Setuju | 7 | 16,7 | 16,7 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK4

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------|-----------|---------|------------------|------------------------|
| Tidak Setuju | 1 | 2,4 | 2,4 | 2,4 |
| Cukup Setuju | 15 | 35,7 | 35,7 | 38,1 |
| Valid Setuju | 22 | 52,4 | 52,4 | 90,5 |
| Sangat Setuju | 4 | 9,5 | 9,5 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK5

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------------|-----------|---------|------------------|------------------------|
| Valid Cukup Setuju | 15 | 35,7 | 35,7 | 35,7 |
| Valid Setuju | 23 | 54,8 | 54,8 | 90,5 |
| Valid Sangat Setuju | 4 | 9,5 | 9,5 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|------------------|-----------------------|
| Valid Sangat Tidak Setuju | 1 | 2,4 | 2,4 | 2,4 |
| Valid Tidak Setuju | 1 | 2,4 | 2,4 | 4,8 |
| Valid Cukup Setuju | 8 | 19,0 | 19,0 | 23,8 |
| Valid Setuju | 24 | 57,1 | 57,1 | 81,0 |
| Valid Sangat Setuju | 8 | 19,0 | 19,0 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK7

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------------|-----------|---------|------------------|------------------------|
| Valid Tidak Setuju | 2 | 4,8 | 4,8 | 4,8 |
| Valid Cukup Setuju | 7 | 16,7 | 16,7 | 21,4 |
| Valid Setuju | 25 | 59,5 | 59,5 | 81,0 |
| Valid Sangat Setuju | 8 | 19,0 | 19,0 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK8

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------------|-----------|---------|------------------|------------------------|
| Valid Cukup Setuju | 9 | 21,4 | 21,4 | 21,4 |
| Valid Setuju | 26 | 61,9 | 61,9 | 83,3 |
| Valid Sangat Setuju | 7 | 16,7 | 16,7 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK9

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------|-----------|---------|------------------|------------------------|
| Cukup Setuju | 6 | 14,3 | 14,3 | 14,3 |
| Setuju | 25 | 59,5 | 59,5 | 73,8 |
| Sangat Setuju | 11 | 26,2 | 26,2 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

PK10

| | Frequency | Percent | Valid Percent | Cumulativ e Percent |
|---------------|-----------|---------|------------------|------------------------|
| Cukup Setuju | 6 | 14,3 | 14,3 | 14,3 |
| Setuju | 26 | 61,9 | 61,9 | 76,2 |
| Sangat Setuju | 10 | 23,8 | 23,8 | 100,0 |
| Total | 42 | 100,0 | 100,0 | |

| | | | | | | | | | | | | |
|-------|---------------------|-------|--------|--------|--------|--------|--------|--------|-------|--------|--------|--------|
| PL7 | Pearson Correlation | ,234 | ,221 | ,317 | ,265 | ,328 | ,118 | 1 | ,305 | ,610** | ,335 | ,578** |
| | Sig. (1-tailed) | ,160 | ,175 | ,087 | ,130 | ,079 | ,310 | | ,096 | ,002 | ,074 | ,004 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PL8 | Pearson Correlation | -,052 | ,257 | ,467* | ,032 | ,258 | ,170 | ,305 | 1 | ,205 | ,118 | ,455* |
| | Sig. (1-tailed) | ,414 | ,137 | ,019 | ,447 | ,136 | ,236 | ,096 | | ,193 | ,311 | ,022 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PL9 | Pearson Correlation | ,108 | ,090 | ,354 | ,209 | ,514* | ,379* | ,610** | ,205 | 1 | ,677** | ,621** |
| | Sig. (1-tailed) | ,326 | ,353 | ,063 | ,188 | ,010 | ,050 | ,002 | ,193 | | ,001 | ,002 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PL10 | Pearson Correlation | ,150 | ,539** | ,361 | ,499* | ,536** | ,620** | ,335 | ,118 | ,677** | 1 | ,743** |
| | Sig. (1-tailed) | ,264 | ,007 | ,059 | ,013 | ,007 | ,002 | ,074 | ,311 | ,001 | | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TOTAL | Pearson Correlation | ,499* | ,715** | ,735** | ,573** | ,613** | ,755** | ,578** | ,455* | ,621** | ,743** | 1 |
| | Sig. (1-tailed) | ,013 | ,000 | ,000 | ,004 | ,002 | ,000 | ,004 | ,022 | ,002 | ,000 | |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |

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

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

| | | | | | | | | | | | | | | |
|-------|---------------------|-------|--------|--------|--------|---------|--------|--------|--------|--------|--------|--------|-------|--------|
| PJ7 | Pearson Correlation | ,322 | ,012 | ,584** | ,410* | ,193 | ,238 | 1 | ,310 | ,377 | ,538** | ,224 | ,193 | ,606** |
| | Sig. (1-tailed) | ,083 | ,480 | ,003 | ,036 | ,208 | ,156 | | ,092 | ,051 | ,007 | ,171 | ,208 | ,002 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PJ8 | Pearson Correlation | ,311 | ,289 | ,622** | ,620** | ,207 | ,338 | ,310 | 1 | ,506* | ,413* | ,482* | ,207 | ,746** |
| | Sig. (1-tailed) | ,091 | ,108 | ,002 | ,002 | ,190 | ,072 | ,092 | | ,011 | ,035 | ,016 | ,190 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PJ9 | Pearson Correlation | ,315 | ,264 | ,459* | ,722** | ,315 | ,103 | ,377 | ,506* | 1 | ,722** | ,183 | ,315 | ,719** |
| | Sig. (1-tailed) | ,088 | ,130 | ,021 | ,000 | ,088 | ,333 | ,051 | ,011 | | ,000 | ,220 | ,088 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PJ10 | Pearson Correlation | ,322 | ,347 | ,408* | ,615** | ,193 | ,182 | ,538** | ,413* | ,722** | 1 | ,075 | ,193 | ,686** |
| | Sig. (1-tailed) | ,083 | ,067 | ,037 | ,002 | ,208 | ,221 | ,007 | ,035 | ,000 | | ,377 | ,208 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PJ11 | Pearson Correlation | ,112 | ,314 | ,225 | ,075 | ,487* | ,693** | ,224 | ,482* | ,183 | ,075 | 1 | ,487* | ,585** |
| | Sig. (1-tailed) | ,319 | ,089 | ,170 | ,377 | ,015 | ,000 | ,171 | ,016 | ,220 | ,377 | | ,015 | ,003 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PJ12 | Pearson Correlation | -,226 | -,030 | ,028 | ,322 | 1,000** | ,105 | ,193 | ,207 | ,315 | ,193 | ,487* | 1 | ,477* |
| | Sig. (1-tailed) | ,169 | ,450 | ,454 | ,083 | ,000 | ,329 | ,208 | ,190 | ,088 | ,208 | ,015 | | ,017 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TOTAL | Pearson Correlation | ,504* | ,532** | ,660** | ,773** | ,477* | ,515* | ,606** | ,746** | ,719** | ,686** | ,585** | ,477* | 1 |
| | Sig. (1-tailed) | ,012 | ,008 | ,001 | ,000 | ,017 | ,010 | ,002 | ,000 | ,000 | ,000 | ,003 | ,017 | |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |

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

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

| | | | | | | | | | | | | | | |
|-------|---------------------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| M7 | Pearson Correlation | ,171 | ,163 | ,479* | ,592** | ,433* | ,558** | 1 | ,766** | ,281 | ,579** | ,374 | ,242 | ,691** |
| | Sig. (1-tailed) | ,236 | ,246 | ,016 | ,003 | ,028 | ,005 | | ,000 | ,115 | ,004 | ,052 | ,152 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| M8 | Pearson Correlation | ,171 | ,163 | ,584** | ,494* | ,541** | ,558** | ,766** | 1 | ,671** | ,251 | ,479* | ,242 | ,745** |
| | Sig. (1-tailed) | ,236 | ,246 | ,003 | ,013 | ,007 | ,005 | ,000 | | ,001 | ,143 | ,016 | ,152 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| M9 | Pearson Correlation | ,342 | ,323 | ,534** | ,461* | ,433* | ,559** | ,281 | ,671** | 1 | ,117 | ,604** | ,484* | ,744** |
| | Sig. (1-tailed) | ,070 | ,082 | ,008 | ,020 | ,028 | ,005 | ,115 | ,001 | | ,312 | ,002 | ,015 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| M10 | Pearson Correlation | ,319 | ,325 | ,128 | ,369 | ,404* | ,391* | ,579** | ,251 | ,117 | 1 | ,521** | ,565** | ,597** |
| | Sig. (1-tailed) | ,085 | ,081 | ,296 | ,055 | ,039 | ,044 | ,004 | ,143 | ,312 | | ,009 | ,005 | ,003 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| M11 | Pearson Correlation | ,308 | ,336 | ,526** | ,444* | ,487* | ,377 | ,374 | ,479* | ,604** | ,521** | 1 | ,762** | ,781** |
| | Sig. (1-tailed) | ,093 | ,073 | ,009 | ,025 | ,015 | ,051 | ,052 | ,016 | ,002 | ,009 | | ,000 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| M12 | Pearson Correlation | ,354 | ,327 | ,544** | ,408* | ,447* | ,433* | ,242 | ,242 | ,484* | ,565** | ,762** | 1 | ,719** |
| | Sig. (1-tailed) | ,063 | ,080 | ,007 | ,037 | ,024 | ,028 | ,152 | ,152 | ,015 | ,005 | ,000 | | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TOTAL | Pearson Correlation | ,498* | ,511* | ,745** | ,691** | ,656** | ,667** | ,691** | ,745** | ,744** | ,597** | ,781** | ,719** | 1 |
| | Sig. (1-tailed) | ,013 | ,011 | ,000 | ,000 | ,001 | ,001 | ,000 | ,000 | ,000 | ,003 | ,000 | ,000 | |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |

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

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

| | | | | | | | | | | | | |
|-------|---------------------|--------------------|-------------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| PK7 | Pearson Correlation | ,499 [*] | ,033 | ,451 [*] | ,320 | ,320 | -,219 | 1 | ,585 ^{**} | ,258 | ,202 | ,552 ^{**} |
| | Sig. (1-tailed) | ,012 | ,446 | ,023 | ,085 | ,085 | ,176 | | ,003 | ,136 | ,196 | ,006 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PK8 | Pearson Correlation | ,732 ^{**} | ,376 | ,435 [*] | ,602 ^{**} | ,268 | -,082 | ,585 ^{**} | 1 | ,523 ^{**} | ,678 ^{**} | ,792 ^{**} |
| | Sig. (1-tailed) | ,000 | ,051 | ,028 | ,002 | ,127 | ,366 | ,003 | | ,009 | ,001 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PK9 | Pearson Correlation | ,669 ^{**} | ,133 | ,826 ^{**} | ,432 [*] | ,315 | ,438 [*] | ,258 | ,523 ^{**} | 1 | ,591 ^{**} | ,796 ^{**} |
| | Sig. (1-tailed) | ,001 | ,288 | ,000 | ,029 | ,088 | ,027 | ,136 | ,009 | | ,003 | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| PK10 | Pearson Correlation | ,484 [*] | ,268 | ,380 [*] | ,494 [*] | ,370 | ,339 | ,202 | ,678 ^{**} | ,591 ^{**} | 1 | ,735 ^{**} |
| | Sig. (1-tailed) | ,015 | ,126 | ,049 | ,013 | ,054 | ,072 | ,196 | ,001 | ,003 | | ,000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| TOTAL | Pearson Correlation | ,827 ^{**} | ,496 [*] | ,627 ^{**} | ,691 ^{**} | ,528 ^{**} | ,453 [*] | ,552 ^{**} | ,792 ^{**} | ,796 ^{**} | ,735 ^{**} | 1 |
| | Sig. (1-tailed) | ,000 | ,013 | ,002 | ,000 | ,008 | ,022 | ,006 | ,000 | ,000 | ,000 | |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |

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

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

Lampiran 7 Hasil Uji Realibilitas

Variabel Pelatihan (X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,820 | 10 |

Variabel Promosi Jabatan (X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,843 | 12 |

Variabel Mutasi (X3)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,887 | 12 |

Variabel Prestasi Kerja (Y)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,846 | 10 |

Lampiran 8, Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Pelatihan | Promosi | Mutasi | Prestasi | Unstandardized Residual |
|----------------------------------|----------------|-----------|---------|--------|----------|-------------------------|
| N | | 42 | 42 | 42 | 42 | 42 |
| Normal Parameters ^{a,b} | Mean | 38,45 | 46,64 | 48,69 | 39,17 | 0E-7 |
| | Std. Deviation | 4,250 | 4,741 | 5,303 | 3,907 | 2,76890937 |
| Most Extreme Differences | Absolute | ,196 | ,089 | ,093 | ,180 | ,094 |
| | Positive | ,144 | ,089 | ,093 | ,139 | ,080 |
| | Negative | -,196 | -,074 | -,073 | -,180 | -,094 |
| Kolmogorov-Smirnov Z | | 1,268 | ,577 | ,602 | 1,165 | ,607 |
| Asymp. Sig. (2-tailed) | | ,080 | ,893 | ,861 | ,133 | ,856 |

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 9, Hasil Uji Linieritas

Variabel Prestasi Kerja dan Pelatihan

Report

Prestasi

| Pelatihan | Mean | N | Std. Deviation |
|-----------|-------|----|----------------|
| 28 | 31,00 | 1 | . |
| 30 | 34,67 | 3 | 4,041 |
| 32 | 40,00 | 1 | . |
| 34 | 37,33 | 3 | ,577 |
| 36 | 35,00 | 1 | . |
| 37 | 38,00 | 2 | 2,828 |
| 38 | 39,38 | 8 | 4,406 |
| 39 | 38,25 | 4 | 3,862 |
| 40 | 40,10 | 10 | 3,695 |
| 42 | 41,50 | 4 | ,577 |
| 43 | 45,50 | 2 | ,707 |
| 46 | 40,00 | 2 | 1,414 |
| 47 | 41,00 | 1 | . |
| Total | 39,17 | 42 | 3,907 |

ANOVA Table

| | | Sum of Squares | df | Mean Square | F | Sig. |
|-------------------------|--------------------------|----------------|----|-------------|--------|------|
| Prestasi * Pelatihan | (Combined) | 277,475 | 12 | 23,123 | 1,925 | ,073 |
| | Between Groups | 177,805 | 1 | 177,805 | 14,802 | ,001 |
| | Linearity | | | | | |
| | Deviation from Linearity | 99,670 | 11 | 9,061 | ,754 | ,680 |
| | Within Groups | 348,358 | 29 | 12,012 | | |
| Total | | 625,833 | 41 | | | |

Variabel Prestasi Kerja dan Promosi Jabatan

Report

Prestasi

| Promosi | Mean | N | Std. Deviation |
|---------|-------|----|----------------|
| 36 | 36,00 | 1 | . |
| 37 | 31,00 | 1 | . |
| 40 | 34,00 | 1 | . |
| 41 | 37,50 | 2 | 6,364 |
| 42 | 39,00 | 3 | 1,000 |
| 43 | 31,00 | 1 | . |
| 44 | 37,17 | 6 | 1,722 |
| 45 | 41,00 | 3 | 1,000 |
| 46 | 42,00 | 2 | ,000 |
| 47 | 38,83 | 6 | 5,037 |
| 48 | 38,67 | 3 | 4,041 |
| 49 | 45,00 | 1 | . |
| 50 | 40,00 | 2 | ,000 |
| 51 | 40,25 | 4 | ,957 |
| 52 | 41,50 | 2 | ,707 |
| 53 | 39,00 | 1 | . |
| 54 | 46,00 | 1 | . |
| 56 | 48,00 | 1 | . |
| 58 | 40,00 | 1 | . |
| Total | 39,17 | 42 | 3,907 |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|------------|---------|--------------------------|----------------|----|-------------|--------|------|
| | | (Combined) | 403,750 | 18 | 22,431 | 2,323 | ,029 |
| Prestasi * | Between | Linearity | 190,033 | 1 | 190,033 | 19,681 | ,000 |
| Promosi | Groups | Deviation from Linearity | 213,717 | 17 | 12,572 | 1,302 | ,274 |
| | Within | Groups | 222,083 | 23 | 9,656 | | |
| | Total | | 625,833 | 41 | | | |

Variabel Prestasi Kerja dan Mutasi

Report

Prestasi

| Mutasi | Mean | N | Std. Deviation |
|--------|-------|----|----------------|
| 36 | 42,00 | 1 | . |
| 41 | 38,33 | 3 | 2,517 |
| 42 | 30,00 | 1 | . |
| 43 | 36,67 | 3 | 4,933 |
| 44 | 39,00 | 2 | 8,485 |
| 45 | 37,00 | 1 | . |
| 46 | 40,33 | 3 | ,577 |
| 47 | 35,25 | 4 | 3,775 |
| 48 | 34,00 | 1 | . |
| 49 | 39,80 | 5 | 1,643 |
| 50 | 41,40 | 5 | 2,702 |
| 52 | 40,25 | 4 | 2,363 |
| 53 | 35,00 | 1 | . |
| 55 | 39,67 | 3 | 2,082 |
| 56 | 42,50 | 2 | 3,536 |
| 57 | 48,00 | 1 | . |
| 58 | 42,00 | 1 | . |
| 60 | 41,00 | 1 | . |
| Total | 39,17 | 42 | 3,907 |

ANOVA Table

| | Sum of Squares | df | Mean Square | F | Sig. |
|-------------------|----------------|----|-------------|-------|------|
| (Combined) | 371,167 | 17 | 21,833 | 2,058 | ,051 |
| Between Groups | 82,367 | 1 | 82,367 | 7,762 | ,010 |
| Prestasi * Mutasi | 288,800 | 16 | 18,050 | 1,701 | ,116 |
| Within Groups | 254,667 | 24 | 10,611 | | |
| Total | 625,833 | 41 | | | |

Lampiran 10. Hasil Uji Multikolonieritas

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Mutasi, Pelatihan, Promosi ^b | | Enter |

a. Dependent Variable: Prestasi

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,705 ^a | ,498 | ,458 | 2,876 |

a. Predictors: (Constant), Mutasi, Pelatihan, Promosi

b. Dependent Variable: Prestasi

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | | |
|-------|-----------------------------|------------|---------------------------|------|-------|-------------------------|------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF | |
| 1 | (Constant) | 1,491 | 6,258 | | ,238 | ,813 | | |
| | Pelatihan | ,342 | ,126 | ,372 | 2,708 | ,010 | ,699 | 1,430 |
| | Promosi | ,261 | ,114 | ,316 | 2,291 | ,028 | ,693 | 1,442 |
| | Mutasi | ,254 | ,086 | ,344 | 2,967 | ,005 | ,981 | 1,019 |

a. Dependent Variable: Prestasi

Lampiran 11 Hasil Uji Regresi

Descriptive Statistics

| | Mean | Std. Deviation | N |
|-----------|-------|----------------|----|
| Prestasi | 39,17 | 3,907 | 42 |
| Pelatihan | 38,45 | 4,250 | 42 |
| Promosi | 46,64 | 4,741 | 42 |
| Mutasi | 48,69 | 5,303 | 42 |

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,705 ^a | ,498 | ,458 | 2,876 | ,498 | 12,552 | 3 | 38 | ,000 |

a. Predictors: (Constant), Mutasi, Pelatihan, Promosi

b. Dependent Variable: Prestasi

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 311,492 | 3 | 103,831 | 12,552 | ,000 ^b |
| | Residual | 314,341 | 38 | 8,272 | | |
| | Total | 625,833 | 41 | | | |

a. Dependent Variable: Prestasi

b. Predictors: (Constant), Mutasi, Pelatihan, Promosi

| Model | | Unstandardized Coefficients | | Standardized Coefficients |
|-------|------------|-----------------------------|------------|---------------------------|
| | | B | Std. Error | Beta |
| 1 | (Constant) | 1,491 | 6,258 | |
| | Pelatihan | ,342 | ,126 | ,372 |
| | Promosi | ,261 | ,114 | ,316 |
| | Mutasi | ,254 | ,086 | ,344 |

Lampiran 12 Hasil Uji T

Variabel Pelatihan (X1)

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,533 ^a | ,284 | ,266 | 3,347 | ,284 | 15,875 | 1 | 40 | ,000 |

a. Predictors: (Constant), Pelatihan

b. Dependent Variable: Prestasi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 20,323 | 4,758 | | 4,272 | ,000 |
| | Pelatihan | ,490 | ,123 | ,533 | 3,984 | ,000 |

a. Dependent Variable: Prestasi

Variabel Promosi Jabatan (X2)

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,551 ^a | ,304 | ,286 | 3,301 | ,304 | 17,442 | 1 | 40 | ,000 |

a. Predictors: (Constant), Promosi

b. Dependent Variable: Prestasi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 17,987 | 5,097 | | 3,529 | ,001 |
| | Promosi | ,454 | ,109 | ,551 | 4,176 | ,000 |

a. Dependent Variable: Prestasi

Variabel Mutasi (X3)

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | ,363 ^a | ,132 | ,110 | 3,686 | ,132 | 6,062 | 1 | 40 | ,018 |

a. Predictors: (Constant), Mutasi

b. Dependent Variable: Prestasi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 26,153 | 5,316 | | 4,920 | ,000 |
| | Mutasi | ,267 | ,109 | ,363 | 2,462 | ,018 |

a. Dependent Variable: Prestasi

Lampiran 13 Hasil Uji F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 311,492 | 3 | 103,831 | 12,552 | ,000 ^b |
| | Residual | 314,341 | 38 | 8,272 | | |
| | Total | 625,833 | 41 | | | |

a. Dependent Variable: Prestasi

b. Predictors: (Constant), Mutasi, Pelatihan, Promosi

Lampiran 14 Tabel r

| n | Taraf Signifikan | | n | Taraf Signifikan | | n | Taraf Signifikan | |
|----|------------------|-------|----|------------------|-------|------|------------------|-------|
| | 5% | 1% | | 5% | 1% | | 5% | 1% |
| 3 | 0,997 | 0,999 | 27 | 0,381 | 0,487 | 55 | 0,266 | 0,345 |
| 4 | 0,950 | 0,990 | 28 | 0,374 | 0,478 | 60 | 0,254 | 0,330 |
| 5 | 0,878 | 0,959 | 29 | 0,367 | 0,470 | 65 | 0,244 | 0,317 |
| 6 | 0,811 | 0,917 | 30 | 0,361 | 0,463 | 70 | 0,235 | 0,306 |
| 7 | 0,754 | 0,874 | 31 | 0,355 | 0,456 | 75 | 0,227 | 0,296 |
| 8 | 0,707 | 0,834 | 32 | 0,349 | 0,449 | 80 | 0,220 | 0,286 |
| 9 | 0,666 | 0,798 | 33 | 0,344 | 0,442 | 85 | 0,213 | 0,278 |
| 10 | 0,632 | 0,765 | 34 | 0,339 | 0,436 | 90 | 0,207 | 0,270 |
| 11 | 0,602 | 0,735 | 35 | 0,334 | 0,430 | 95 | 0,202 | 0,263 |
| 12 | 0,576 | 0,708 | 36 | 0,329 | 0,424 | 10 | 0,195 | 0,256 |
| 13 | 0,553 | 0,684 | 37 | 0,325 | 0,418 | 12 | 0,176 | 0,230 |
| 14 | 0,532 | 0,661 | 38 | 0,320 | 0,413 | 15 | 0,159 | 0,210 |
| 15 | 0,514 | 0,641 | 39 | 0,316 | 0,408 | 17 | 0,148 | 0,194 |
| 16 | 0,497 | 0,623 | 40 | 0,312 | 0,403 | 20 | 0,138 | 0,181 |
| 17 | 0,482 | 0,606 | 41 | 0,308 | 0,398 | 30 | 0,113 | 0,148 |
| 18 | 0,468 | 0,590 | 42 | 0,304 | 0,393 | 40 | 0,098 | 0,128 |
| 19 | 0,456 | 0,575 | 43 | 0,301 | 0,389 | 50 | 0,088 | 0,115 |
| 20 | 0,444 | 0,561 | 44 | 0,297 | 0,384 | 60 | 0,080 | 0,105 |
| 21 | 0,433 | 0,549 | 45 | 0,294 | 0,380 | 700 | 0,074 | 0,097 |
| 22 | 0,423 | 0,537 | 46 | 0,291 | 0,376 | 800 | 0,070 | 0,091 |
| 23 | 0,413 | 0,526 | 47 | 0,288 | 0,372 | 900 | 0,065 | 0,086 |
| 24 | 0,404 | 0,515 | 48 | 0,284 | 0,368 | 1000 | 0,062 | 0,081 |
| 25 | 0,396 | 0,505 | 49 | 0,281 | 0,364 | | | |
| 26 | 0,388 | 0,496 | 50 | 0,279 | 0,361 | | | |

Lampiran 15, Tabel F

| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | | |
|------------------------|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 |
| 33 | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 |
| 34 | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 |
| 37 | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 |

Lampiran 16, Tabel t

| df | Pr 0.25 0.50 | 0.10 0.20 | 0.05 0.10 | 0.025 0.050 | 0.01 0.02 | 0.005 0.010 | 0.001 0.002 |
|----|--------------------|--------------|--------------|----------------|--------------|----------------|----------------|
| 1 | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| 2 | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| 3 | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| 4 | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| 5 | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| 6 | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| 7 | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| 8 | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| 9 | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| 10 | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| 11 | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| 12 | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| 13 | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| 14 | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| 15 | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| 16 | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| 17 | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| 18 | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| 19 | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| 20 | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| 21 | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| 22 | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| 23 | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| 24 | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| 25 | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| 26 | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| 27 | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| 28 | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| 29 | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| 30 | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| 31 | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| 32 | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| 33 | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| 34 | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| 35 | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| 36 | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| 37 | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| 39 | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |