

LAMPIRAN

Lampiran 1



INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA

FAKULTAS EKONOMI DAN BISNIS

Jalan Zainal Abidin Pagar Alam No. 93A

Bandar Lampung 35142

KUESIONER PENELITIAN

Kepada Yth,

Bapak/Ibu/Saudara/i Karyawan PT.Kalirejo Lestari

Di Lampung Tengah

Dalam rangka penyusunan skripsi di Fakultas Ekonomi dan Bisnis Program Studi Manajemen, Program Strata-1 Institut Informatika dan Bisnis Darmajaya Bandar Lampung. Saya, Siti Setiawati bermaksud mengadakan penelitian yang berjudul “Pengaruh Pelatihan Terhadap Kepuasan Kerja Karyawan Melalui Pengembangan Karir Sebagai Variabel Intervening Pada PT.Kaliero Lestari”

Dengan segala rasa hormat dan kerendahan hati, saya mohon bantuan dan kesediaan kepada Bapak/Ibu/Saudara/i untuk memberikan pendapatnya dengan menjawab pertanyaan-pertanyaan dalam bentuk kuesioner yang tersedia. Dalam kuesioner ini Bapak/Ibu/Saudara/i hanya mengisi salah satu dari lima kategori jawaban yang telah disediakan dengan memberikan tanda Ceklis (✓) pada jawaban yang dianggap tepat. Atas perhatian dan kesediaan waktunya, saya ucapkan terimakasih.

Bandar Lampung, 22 Juli 2019

Hormat Saya

Siti Setiawati

BAGIAN II: IDENTITAS RESPONDEN

Berikan tanda (√) pada pertanyaan dibawah ini sesuai dengan keadaan dan situasi anda saat ini.

I. Karakter Responden

a. Jenis Kelamin :

b. Usia :

25-30 Tahun

41-50 Tahun

31-40 Tahun

51-58 Tahun

c. Pendidikan Terakhir

SMA

D3

S1

S2

d. Jabatan

Mandor

Operator

II. Petunjuk pengisian kuesioner

Kuesioner dibawah ini memuat sejumlah pertanyaan. Silahkan anda berikan tanda checklist (√) pada kotak jawaban yang anda pilih yang menunjukkan seberapa besar tingkat persetujuan dan ketidaksetujuan anda terhadap hal tersebut.

Keterangan :

SS = Sangat Setuju

TS = Tidak Setuju

S = Setuju

STS = Sangat Tidak Setuju

CS = Cukup Setuju

DAFTAR PERNYATAAN

1. PELATIHAN (X)

No.	Pernyataan	Skala Pilihan				
		SS	S	CS	TS	STS
1	Materi pelatihan sesuai dengan kebutuhan anda, sehingga mampu menunjang pekerjaan yang anda lakukan					
2	Materi yang diberikan lengkap dan dapat tersampaikan ke peserta					
3	Pelatihan menyenangkan dan tidak monoton					
4	Menggunakan metode praktker dan teori sesuai dengan tema pelatihan					
5	Instruktur ahli dalam penyampaian materi saat pelatihan					
6	Insrtuktur menguasai materi pelatihan sehingga mampu menjelaskan materi dengan baik					
7	Ruang pelatihan bersih dan nyaman					
8	Alat-alat peraga pelatihan lengkap					
9	Selalu bersemangat untuk mengikuti pelatihan					
10	Memahami materi pelatihan dengan baik					

2. KEPUASAN KERJA (Y)

No.	Pernyataan	Skala Pilihan				
		SS	S	CS	TS	STS
1	Perusahaan sudah memberi gaji sesuai dengan standar yang berlaku					
2	Gaji yang diterima cukup dan sesuai berdasarkan tanggung jawab pekerjaan yang diberikan					
3	Gaji yang diterima sesuai dengan harapan dan kompetensi yang miliki					
4	Kesempatan promosi yang besar diberikan kepada karyawan					
5	Penilaian untuk promosi berdasarkan dari hasil kerja dan masa kerja					
6	Rekan kerja yang bertanggung jawab atas pekerjaannya					
7	Rekan kerja yang dapat menciptakan suasana kerja yang harmonis satu dengan lainnya					
8	Penempatan sesuai dengan kemampuan dan keterampilan					
9	Pekerjaan saat ini sesuai dengan yang diinginkan dan diharapkan					
10	Pekerjaan terselsaikan dengan baik dan tepat waktu					

3. PENGEMBANGAN KARIR (Z)

No.	Pernyataan	Skala Pilihan				
		SS	S	CS	TS	STS
1	Menyelsaikan tugas sesuai dengan jumlah dan waktu yang telah ditargetkan					
2	Menyelsaikan pekerjaan sesuai dengan standar yang telah ditentukan.					
3	Menjaga rahasia dan nama baik perusahaan					
4	Mentaati segala peraturan dan kebijakan perusahaan					
5	Memberikan informasi tentang berbagai peluang promosi yang diberikan					
6	Memberikan pengarahan dan bimbingan dalam berkarir					
7	Memberikan solusi jika terdapat masalah dalam suatu pekerjaan					
8	Memotivasi untuk menata karir yang lebih baik					
9	Karyawan mendapatkan kesempatan yang sama dalam setiap promosi					
10	Puas dengan sistem promosi jabatan yang ada diperusahaan					

Lampiran 2

Hasil Jawaban Responden Variabel Pelatihan (X)

No	Butir Pernyataan										TOTAL
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
1	3	4	2	4	3	2	3	4	3	2	30
2	4	2	3	4	3	2	4	3	4	3	32
3	4	3	5	3	3	4	3	4	5	4	38
4	3	3	2	3	4	3	2	3	4	4	31
5	3	5	3	4	5	4	3	4	5	4	40
6	2	2	4	3	2	3	4	3	3	4	30
7	5	4	3	4	5	4	3	4	5	4	41
8	3	2	4	3	3	4	2	2	3	3	29
9	3	4	5	5	3	4	3	3	4	3	37
10	5	5	4	3	4	3	4	3	5	5	41
11	3	4	2	2	3	4	3	2	3	3	29
12	3	4	3	3	2	3	2	4	3	4	31
13	5	3	3	4	5	3	5	5	3	4	40
14	1	3	1	2	3	3	2	3	4	1	23
15	5	4	3	3	5	4	5	3	3	3	38
16	2	3	4	3	2	5	3	4	2	2	30
17	5	2	3	3	4	3	5	2	5	3	35
18	3	5	4	5	4	5	4	3	3	4	40
19	4	4	4	3	2	3	4	4	2	4	34
20	3	5	5	4	3	3	3	4	4	5	39
21	2	4	3	2	3	3	4	2	4	5	30
22	4	5	5	4	5	4	5	5	3	5	45
23	3	4	3	3	5	3	4	3	5	3	36
24	5	4	5	5	4	5	3	3	5	4	43
25	4	2	2	4	4	4	3	3	3	2	31
26	3	4	2	3	4	2	4	4	4	3	33
27	5	4	4	5	4	4	4	5	5	5	45
28	3	2	3	1	3	3	1	3	2	1	22
29	2	4	3	4	2	3	2	4	3	2	29
30	4	2	3	4	3	4	2	4	3	2	31
31	5	5	5	5	4	4	3	5	5	4	45
32	3	2	5	5	3	5	5	4	4	5	41
33	4	2	3	3	2	3	3	2	3	4	29

34	4	3	4	4	2	4	2	4	4	3	34
35	4	5	5	5	4	5	4	4	5	5	46
36	3	4	4	4	5	4	3	5	3	5	40
37	3	5	4	5	4	5	3	3	5	4	41
38	5	4	3	5	3	3	5	4	3	4	39
39	4	2	4	5	2	2	3	2	4	3	31
40	4	2	3	4	4	4	2	4	2	4	33
41	3	5	4	5	4	5	4	3	5	5	43
42	5	5	4	5	5	3	4	5	5	4	45
43	2	4	3	2	4	3	2	2	4	2	28
44	4	3	2	2	3	2	4	3	3	4	30
45	4	3	5	5	4	5	5	3	4	5	43
46	2	3	2	4	2	4	2	3	4	5	29
47	5	3	4	5	5	3	4	4	5	4	42
48	3	3	4	3	3	3	4	3	4	3	33
49	3	4	3	5	3	2	5	3	5	3	36
50	2	3	2	4	2	3	3	4	3	4	30

Hasil Jawaban Responden Variabel Kepuasan Kerja (Y)

No	Butir Pernyataan										TOTAL
	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	
1	4	2	3	3	4	3	3	2	3	4	31
2	3	4	3	2	3	4	4	4	2	3	32
3	5	3	4	3	5	5	3	3	4	3	38
4	4	2	3	4	3	2	4	2	4	4	32
5	3	5	4	3	4	5	3	5	5	4	41
6	4	2	3	2	3	4	4	3	2	4	31
7	5	4	5	4	3	5	5	4	4	3	42
8	3	4	3	2	2	4	3	2	3	4	30
9	3	3	4	5	4	3	4	3	5	4	38
10	4	5	4	5	3	3	4	5	5	4	42
11	2	4	3	2	3	4	3	4	3	2	30
12	3	4	3	3	4	3	2	3	4	3	32
13	4	4	4	5	4	3	4	5	4	4	41
14	1	3	2	1	2	3	1	3	3	3	22
15	4	3	4	4	5	3	5	4	3	4	39
16	2	4	3	4	3	4	2	3	4	3	32
17	4	4	3	3	4	4	2	4	4	4	36
18	4	3	5	4	3	5	3	5	5	4	41
19	4	4	4	3	2	5	4	2	3	4	35
20	4	3	5	4	3	5	4	3	4	5	40
21	2	3	3	2	3	4	3	4	3	4	31
22	4	5	4	5	4	5	5	5	4	5	46
23	3	5	3	3	3	5	3	4	3	5	37
24	4	4	5	4	5	5	5	3	4	5	44
25	4	3	2	4	3	2	3	4	3	4	32
26	3	4	3	4	4	3	3	3	4	3	34
27	5	4	4	5	4	5	4	5	5	5	46
28	3	2	3	2	3	2	3	1	1	3	23
29	4	2	3	3	4	3	3	2	2	4	30
30	3	2	3	4	3	4	3	4	3	3	32
31	5	5	4	5	4	5	4	4	4	5	45
32	3	3	5	3	5	4	5	4	5	5	42
33	2	3	2	4	3	2	3	4	5	5	30
34	4	4	4	3	4	3	2	4	3	4	35
35	5	5	5	5	4	5	4	3	4	5	45
36	4	4	4	3	4	3	5	3	5	4	39
37	4	5	4	5	4	3	3	4	5	3	40

38	3	4	3	4	5	5	4	3	4	3	38
39	2	3	2	4	4	4	2	3	4	2	30
40	3	4	3	2	2	3	2	3	4	4	32
41	5	4	5	4	3	3	4	5	4	5	42
42	3	5	4	5	5	4	5	3	5	5	44
43	2	3	2	3	4	3	4	2	2	2	27
44	3	2	3	4	3	2	3	4	3	2	29
45	5	4	3	5	4	3	5	4	5	4	42
46	2	3	2	4	3	3	2	3	4	2	28
47	3	5	4	5	3	4	5	3	4	5	41
48	4	4	3	2	4	3	3	4	3	2	32
49	3	5	3	3	4	3	3	3	5	3	35
50	3	2	3	4	3	2	3	2	3	4	29

Hasil Jawaban Responden Variabel Pengembangan Karir (Z)

No	Butir Pernyataan										TOTAL
	PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	
1	4	4	3	4	4	4	4	4	4	4	39
2	5	3	5	3	4	5	3	2	4	5	39
3	2	4	4	4	3	3	4	4	3	4	35
4	5	3	4	5	4	3	3	3	3	5	38
5	4	5	3	5	3	4	5	3	4	3	39
6	3	5	3	5	3	3	5	4	3	5	39
7	5	4	5	3	4	5	5	5	4	4	44
8	5	3	5	5	5	3	5	4	5	5	45
9	4	5	5	4	3	4	5	4	5	4	43
10	3	4	5	4	4	3	4	5	4	4	40
11	5	4	3	3	5	4	3	4	3	3	37
12	3	4	2	3	4	3	3	4	4	3	33
13	4	5	4	4	3	4	3	4	5	3	39
14	3	3	1	2	3	2	3	1	3	3	24
15	3	3	3	5	5	3	4	3	4	4	37
16	3	5	4	5	5	4	3	5	4	4	42
17	4	5	4	4	3	5	3	4	3	3	38
18	3	4	3	3	4	4	3	5	5	5	39
19	3	5	4	4	3	5	3	5	3	5	40
20	3	5	4	5	3	4	3	5	5	5	42
21	4	4	4	4	2	3	4	3	4	4	36
22	5	4	4	3	4	5	5	4	5	3	42
23	4	3	4	4	2	4	3	4	3	2	33
24	5	5	4	3	3	5	5	3	4	4	41
25	3	4	3	4	4	3	3	3	3	4	34
26	5	4	3	5	4	4	4	3	4	5	41
27	5	5	4	3	4	5	5	4	4	5	44
28	4	5	3	4	5	4	4	3	4	5	40
29	3	3	3	3	4	3	3	5	3	3	33
30	4	3	5	4	3	4	3	3	3	5	37
31	4	4	4	2	2	2	4	3	4	4	33
32	4	5	5	3	5	3	3	4	3	5	40
33	5	3	4	5	4	3	4	5	3	3	39
34	4	4	3	4	4	5	3	5	3	5	39
35	5	5	4	3	5	3	4	5	3	3	40
36	4	2	3	4	4	4	4	4	3	5	35
37	3	5	3	5	4	4	3	5	3	5	40

38	4	2	4	4	4	3	3	4	3	4	35
39	4	4	3	3	4	5	4	5	3	4	39
40	3	5	3	3	5	5	4	4	3	4	39
41	3	5	4	3	4	4	5	3	4	5	40
42	3	4	5	4	5	3	4	3	3	4	38
43	4	3	3	3	2	4	2	3	2	3	29
44	3	5	4	3	5	4	3	5	4	3	39
45	4	5	3	5	4	4	5	3	4	3	40
46	3	4	3	4	5	4	3	5	3	4	38
47	3	3	5	5	3	3	4	4	4	3	37
48	3	3	4	4	4	3	4	5	4	4	38
49	3	3	5	5	5	4	3	4	3	3	38
50	4	3	4	3	2	4	3	2	4	4	33

Lampiran 3

1) Hasil Jawaban Responden Berdasarkan Jenis Kelamin

Jeniskelamin				
	Frequency	Percent	Valid Percent	Cumulative Percent
	Pria	44	88,0	88,0
Valid	Wanita	6	12,0	100,0
	Total	50	100,0	100,0

2) Hasil Jawaban Responden Berdasarkan Usia

USIA				
	Frequency	Percent	Valid Percent	Cumulative Percent
	25-30	10	20,0	20,0
	31-40	21	42,0	62,0
Valid	41-50	16	32,0	94,0
	51-58	3	6,0	100,0
	Total	50	100,0	100,0

3) Hasil Jawaban Responden Berdasarkan Pendidikan

Pendidikan_terakhir				
	Frequency	Percent	Valid Percent	Cumulative Percent
	SMA	49	98,0	98,0
Valid	D3	1	2,0	100,0
	Total	50	100,0	100,0

4) Hasil Jawaban Responden Berdasarkan Jabatan

		Jabatan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Mandor	8	16,0	16,0	16,0
	Operator	42	84,0	84,0	100,0
	Total	50	100,0	100,0	

Lampiran 4

1) Deskripsi Jawaban Responden dari Variabel Pelatihan (X)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	7	14,0	14,0	14,0
CS	13	26,0	26,0	40,0
S	12	24,0	24,0	64,0
SS	18	36,0	36,0	100,0
Total	50	100,0	100,0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	6	12,0	12,0	12,0
CS	11	22,0	22,0	34,0
S	11	22,0	22,0	56,0
SS	22	44,0	44,0	100,0
Total	50	100,0	100,0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2,0	2,0	2,0
TS	6	12,0	12,0	14,0
CS	10	20,0	20,0	34,0
S	20	40,0	40,0	74,0
SS	13	26,0	26,0	100,0
Total	50	100,0	100,0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	6,0	6,0	6,0
TS	1	2,0	2,0	8,0
CS	13	26,0	26,0	34,0
S	14	28,0	28,0	62,0
SS	19	38,0	38,0	100,0
Total	50	100,0	100,0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	3	6,0	6,0	6,0
CS	10	20,0	20,0	26,0
S	18	36,0	36,0	62,0
SS	19	38,0	38,0	100,0
Total	50	100,0	100,0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	3	6,0	6,0	6,0
CS	19	38,0	38,0	44,0
S	17	34,0	34,0	78,0
SS	11	22,0	22,0	100,0
Total	50	100,0	100,0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2,0	2,0	2,0
TS	4	8,0	8,0	10,0
CS	12	24,0	24,0	34,0
S	16	32,0	32,0	66,0
SS	17	34,0	34,0	100,0

Total	50	100,0	100,0
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P8

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2,0	2,0	2,0
TS	2	4,0	4,0	6,0
Valid CS	16	32,0	32,0	38,0
S	14	28,0	28,0	66,0
SS	17	34,0	34,0	100,0
Total	50	100,0	100,0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	10,0	10,0	10,0
Valid CS	13	26,0	26,0	36,0
S	14	28,0	28,0	64,0
SS	18	36,0	36,0	100,0
Total	50	100,0	100,0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	6,0	6,0	6,0
Valid CS	11	22,0	22,0	28,0
S	19	38,0	38,0	66,0
SS	17	34,0	34,0	100,0
Total	50	100,0	100,0	

2) Deskripsi Jawaban Responden dari Variabel Kepuasan Kerja (Y)

KK1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	11	22,0	22,0	22,0
CS	16	32,0	32,0	54,0
Valid S	16	32,0	32,0	86,0
SS	7	14,0	14,0	100,0
Total	50	100,0	100,0	

KK2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	9	18,0	18,0	18,0
CS	15	30,0	30,0	48,0
Valid S	17	34,0	34,0	82,0
SS	9	18,0	18,0	100,0
Total	50	100,0	100,0	

KK3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	14,0	14,0	14,0
CS	24	48,0	48,0	62,0
Valid S	14	28,0	28,0	90,0
SS	5	10,0	10,0	100,0
Total	50	100,0	100,0	

KK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2,0	2,0	2,0

TS	9	18,0	18,0	20,0
CS	14	28,0	28,0	48,0
S	14	28,0	28,0	76,0
SS	12	24,0	24,0	100,0
Total	50	100,0	100,0	

KK5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	14,0	14,0	14,0
CS	19	38,0	38,0	52,0
Valid S	20	40,0	40,0	92,0
SS	4	8,0	8,0	100,0
Total	50	100,0	100,0	

KK6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	14,0	14,0	14,0
CS	20	40,0	40,0	54,0
Valid S	12	24,0	24,0	78,0
SS	11	22,0	22,0	100,0
Total	50	100,0	100,0	

KK7

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	14,0	14,0	14,0
CS	18	36,0	36,0	50,0
Valid S	16	32,0	32,0	82,0
SS	9	18,0	18,0	100,0
Total	50	100,0	100,0	

KK8

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2,0	2,0	2,0
TS	8	16,0	16,0	18,0
CS	21	42,0	42,0	60,0
S	15	30,0	30,0	90,0
SS	5	10,0	10,0	100,0
Total	50	100,0	100,0	

KK10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2,0	2,0	2,0
TS	12	24,0	24,0	26,0
CS	13	26,0	26,0	52,0
S	13	26,0	26,0	78,0
SS	11	22,0	22,0	100,0
Total	50	100,0	100,0	

3) Deskripsi Jawaban Responden dari Variabel Pengembangan Karir (Z)

PK1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2,0	2,0	2,0
CS	20	40,0	40,0	42,0
S	18	36,0	36,0	78,0
SS	11	22,0	22,0	100,0
Total	50	100,0	100,0	

PK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4,0	4,0	4,0
CS	14	28,0	28,0	32,0
S	16	32,0	32,0	64,0
SS	18	36,0	36,0	100,0
Total	50	100,0	100,0	

PK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2,0	2,0	2,0
TS	1	2,0	2,0	4,0
CS	18	36,0	36,0	40,0
S	20	40,0	40,0	80,0
SS	10	20,0	20,0	100,0
Total	50	100,0	100,0	

PK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4,0	4,0	4,0
CS	17	34,0	34,0	38,0
S	18	36,0	36,0	74,0
SS	13	26,0	26,0	100,0
Total	50	100,0	100,0	

PK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	10,0	10,0	10,0
CS	12	24,0	24,0	34,0

S	21	42,0	42,0	76,0
SS	12	24,0	24,0	100,0
Total	50	100,0	100,0	

PK6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	4,0	4,0	4,0
CS	18	36,0	36,0	40,0
Valid S	20	40,0	40,0	80,0
SS	10	20,0	20,0	100,0
Total	50	100,0	100,0	

PK7

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2,0	2,0	2,0
CS	23	46,0	46,0	48,0
Valid S	16	32,0	32,0	80,0
SS	10	20,0	20,0	100,0
Total	50	100,0	100,0	

PK8

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2,0	2,0	2,0
TS	2	4,0	4,0	6,0
Valid CS	14	28,0	28,0	34,0
S	19	38,0	38,0	72,0
SS	14	28,0	28,0	100,0
Total	50	100,0	100,0	

PK9

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2,0	2,0	2,0
CS	22	44,0	44,0	46,0
Valid S	20	40,0	40,0	86,0
SS	7	14,0	14,0	100,0
Total	50	100,0	100,0	

PK10

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2,0	2,0	2,0
CS	17	34,0	34,0	36,0
Valid S	18	36,0	36,0	72,0
SS	14	28,0	28,0	100,0
Total	50	100,0	100,0	

Lampiran 5

1) Hasil Uji Validitas Variabel Pelatihan (X)

Correlations

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
Pearson Correlation	1	,046	,274	,383*	,556**	,170	,467**	,216	,335	,468**	,677**
Sig. (2-tailed)		,810	,143	,037	,001	,369	,009	,253	,071	,009	,000
N	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	,046	1	,270	,309	,295	,143	,257	,311	,244	,539**	,581**
Sig. (2-tailed)	,810		,149	,097	,113	,452	,170	,094	,193	,002	,001
N	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	,274	,270	1	,424*	-,064	,449*	,215	,214	,109	,581**	,590**
Sig. (2-tailed)	,143	,149		,020	,735	,013	,253	,255	,567	,001	,001
N	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	,383*	,309	,424*	1	,264	,344	,239	,429*	,262	,416*	,678**
Sig. (2-tailed)	,037	,097	,020		,159	,063	,204	,018	,162	,022	,000
N	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	,556**	,295	-,064	,264	1	,167	,470**	,139	,481**	,321	,620**
Sig. (2-tailed)	,001	,113	,735	,159		,378	,009	,463	,007	,084	,000
N	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	,170	,143	,449*	,344	,167	1	-,048	-,003	-,014	,143	,372*
Sig. (2-tailed)	,369	,452	,013	,063	,378		,802	,986	,941	,451	,043

	Pearson Correlation	,133	,560**	,304	,436*	,188	,377*	,206	1	,542**	,197	,645**
KK8	Sig. (2-tailed)	,483	,001	,102	,016	,319	,040	,275		,002	,298	,000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,255	,476**	,542**	,671**	,296	,324	,127	,542**	1	,279	,721**
KK9	Sig. (2-tailed)	,173	,008	,002	,000	,112	,080	,503	,002		,136	,000
	N	30	30	30	30	30	30	30	30	30	30	30
KK10	Pearson Correlation	,435*	,177	,387*	,428*	,200	,311	,440*	,197	,279	1	,579**
	Sig. (2-tailed)	,016	,350	,035	,018	,290	,094	,015	,298	,136		,001
	N	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	,633**	,536**	,799**	,764**	,488**	,574**	,647**	,645**	,721**	,579**	1
	Sig. (2-tailed)	,000	,002	,000	,000	,006	,001	,000	,000	,000	,001	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

	Pearson Correlation	-,234	,340	,437*	,143	,078	,277	,015	1	,230	,009	,466**
PK8	Sig. (2-tailed)	,213	,066	,016	,450	,681	,139	,937		,222	,961	,009
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,222	,259	,307	-,041	,312	,218	,368*	,230	1	,164	,587**
PK9	Sig. (2-tailed)	,237	,167	,099	,832	,093	,247	,046	,222		,386	,001
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,092	,092	,076	,415*	,336	,055	,146	,009	,164	1	,496**
PK10	Sig. (2-tailed)	,629	,630	,689	,023	,069	,773	,442	,961	,386		,005
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	,465**	,460*	,474**	,444*	,446*	,579**	,547**	,466**	,587**	,496**	1
TOTAL	Sig. (2-tailed)	,010	,011	,008	,014	,013	,001	,002	,009	,001	,005	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 6

Hasil Uji Reliabilitas

Scale: Pelatihan (X)

Case Processing Summary

		N	%
	Valid	30	100,0
Cases	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
,747	11

Scale: Kepuasan Kerja (Y)

Case Processing Summary

		N	%
	Valid	30	100,0
Cases	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
,757	11

Scale: Pengembangan Karir (Z)

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
,711	11

Lampiran 7

Hasil Uji Normalitas Sampel

One-Sample Kolmogorov-Smirnov Test

		X	Y	Z
N		50	50	50
Normal Parameters ^{a,b}	Mean	35,42	35,68	38,08
	Std. Deviation	6,141	6,119	3,811
	Absolute	,144	,166	,175
Most Extreme Differences	Positive	,144	,166	,127
	Negative	-,112	-,108	-,175
Kolmogorov-Smirnov Z		1,019	1,175	1,240
Asymp. Sig. (2-tailed)		,250	,126	,092

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 8

Hasil Uji Linieritas

1) Hasil Uji Linieritas Variabel Pelatihan (X) Terhadap Variabel Pengembangan Karir (Z)

		Sum of Squares	df	Mean Square	F	Sig.
Z * X	(Combined)	424,097	19	22,321	2,328	,019
	Between Groups	96,960	1	96,960	10,115	,003
	Deviation from Linearity	327,137	18	18,174	1,896	,059
	Within Groups	287,583	30	9,586		
	Total	711,680	49			

Measures of Association

	R	R Squared	Eta	Eta Squared
Z * X	,369	,136	,772	,596

2) Hasil Uji Linieritas Variabel Pelatihan (X) Terhadap Variabel Kepuasan Kerja (Y)

		Sum of Squares	df	Mean Square	F	Sig.
Y * X	(Combined)	1804,563	19	94,977	93,985	,000
	Between Groups	1791,698	1	1791,698	1772,983	,000
	Deviation from Linearity	12,865	18	,715	,707	,778
	Within Groups	30,317	30	1,011		
	Total	1834,880	49			

Measures of Association

	R	R Squared	Eta	Eta Squared
Y * X	,988	,976	,992	,983

3) Hasil Uji Linieritas Variabel Pengembangan Karir (Z) Terhadap Kepuasan (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
	(Combined)		765,682	14	54,692	1,790	,081
Between Groups	Linearity		320,082	1	320,082	10,478	,003
Y * Z	Deviation from Linearity		445,600	13	34,277	1,122	,374
Within Groups			1069,198	35	30,549		
Total			1834,880	49			

Measures of Association

	R	R Squared	Eta	Eta Squared
Y * Z	,418	,174	,646	,417

Lampiran 9

Hasil Uji Analisis Jalur

1) Model Rantai Kausal Pertama

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,369 ^a	,136	,118	3,579

a. Predictors: (Constant), x

2) Model Rantai Kausal Kedua

A. Pelatihan (X) Terhadap Pengembangan Karir (Z)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,988 ^a	,976	,976	,948

a. Predictors: (Constant), x

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	96,960	1	96,960	7,571	,008 ^b
	Residual	614,720	48	12,807		
	Total	711,680	49			

a. Dependent Variable: z

b. Predictors: (Constant), x

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29,967	2,992		10,017	,000
	x	,229	,083	,369	2,752	,008

a. Dependent Variable: z

B. Pelatihan (X) Terhadap Kepuasan (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,988 ^a	,976	,976	,948

a. Predictors: (Constant), x

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1791,698	1	1791,698	1991,617	,000 ^b
	Residual	43,182	48	,900		
	Total	1834,880	49			

a. Dependent Variable: y

b. Predictors: (Constant), x

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,805	,793		1,016	,315
	x	,985	,022	,988	44,628	,000

a. Dependent Variable: y

C. Pengembangan Karir (Z) Terhadap Kepuasan (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,418 ^a	,174	,157	5,618

a. Predictors: (Constant), z

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	320,082	1	320,082	10,143	,003 ^b
	Residual	1514,798	48	31,558		
	Total	1834,880	49			

a. Dependent Variable: y

b. Predictors: (Constant), z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,142	8,058		1,259	,214
	z	,671	,211	,418	3,185	,003

a. Dependent Variable: y

D. Pelatihan (X) Terhadap Kepuasan Kerja (Y) Melalui Pengembangan Karir (Z)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,990 ^a	,980	,979	,890

a. Predictors: (Constant), z, x

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1797,648	2	898,824	1134,647	,000 ^b
	Residual	37,232	47	,792		
	Total	1834,880	49			

a. Dependent Variable: y

b. Predictors: (Constant), z, x

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2,143	1,308		-1,638	,108
	x	,962	,022	,966	43,188	,000
	z	,098	,036	,061	2,741	,009

a. Dependent Variable: y

Hasil Koefisien Korelasi

Correlations

		x	y	z
x	Pearson Correlation	1	,988**	,369**
	Sig. (2-tailed)		,000	,008
	N	50	50	50
y	Pearson Correlation	,988**	1	,418**
	Sig. (2-tailed)	,000		,003
	N	50	50	50
z	Pearson Correlation	,369**	,418**	1
	Sig. (2-tailed)	,008	,003	
	N	50	50	50

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

Lampiran 10

Hasil Uji-T

1. Pengaruh Pelatihan (X) Terhadap Pengembangan Karir (Z)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	29,967	2,992		10,017	,000
x	,229	,083	,369	2,752	,008

a. Dependent Variable: z

2. Pengaruh Pelatihan (X) Terhadap Kepuasan Kerja (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,805	,793		1,016	,315
x	,985	,022	,988	44,628	,000

a. Dependent Variable: y

3. Pengaruh Pengembangan Karir (Z) Terhadap Kepuasan Kerja (Y)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10,142	8,058		1,259	,214
z	,671	,211	,418	3,185	,003

a. Dependent Variable: y

4. Pengaruh Pelatihan (X) Terhadap Kepuasan Kerja (Y) Melalui Pengembangan Karir (Z).

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-2,143	1,308		-1,638	,108
1 x	,962	,022	,966	43,188	,000
z	,098	,036	,061	2,741	,009

a. Dependent Variable: y