

Lampiran 1

1. Kuisisioner Penelitian

I Pengawasan (X₁)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Integrasi	1. Standar pengawasan yang ditetapkan sudah cukup baik.					
		2. Tidak memiliki kesulitan dalam mencapai standard kerja yang ditetapkan oleh Perusahaan.					
2	Objektif	3. Menilai hasil kerja berdasarkan kemampuan yang dimiliki.					
		4. Memberikan sanksi yang sesuai dengan penyimpangan yang dilakukan.					
3	Akurat	5. Penilaian hasil kerja yang diperoleh telah dilakukan dengan cukup teliti					
		6. Penilaian hasil kerja sudah berdasarkan standar yang telah ditentukan.					
4	Tepat waktu	7. Pekerjaan dapat diselesaikan sesuai dengan deadline yang telah ditentukan.					
		8. Memanfaatkan waktu luang untuk menyelesaikan target pekerjaan.					
5	Fleksibel	9. Mampu menyesuaikan diri terhadap pekerjaan yang baru.					
		10. Mengadakan tambahan kerja diluar jam kerja Karyawan.					

Lampiran 2

II Pelatihan (X2)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Identifikasi	1. Terdapat masalah yang ada dalam prosedur pelatihan.					
		2. Pelatihan yang dijalankan sesuai dengan kebutuhan yang ada.					
2	Motivasi	3. Motivasi yang ada sudah cukup baik.					
		4. Pelatihan meningkatkan motivasi karyawan.					
3	Lingkungan pembelajaran	5. Suasana kerja mempengaruhi dalam melaksanakan pekerjaan.					
		6. Tempat pelatihan yang ada dilengkapi dengan fasilitas yang cukup baik.					
4	Penerapan	7. Atasan menerapkan sanksi yang tegas bagi pelanggar peraturan.					
		8. Melaksanakan tugas sesuai dengan waktu yang telah ditetapkan.					
5	Metode	9. Materi yang diberikan dalam pelatihan sudah cukup baik.					
		10. Materi yang diberikan sesuai dengan tingkat kebutuhan kerja yang dibutuhkan					
6	Hasil	11. Tingkat ketepatan waktu pelaksanaan sesuai rencana awal pelatihan.					
		12. Hasil kerja yang dicapai oleh karyawan dalam pelatihan sesuai yang diharapkan.					

Lampiran 3

III Kinerja Karyawan (Y)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Kuantitas	1. Pelaksanaan pekerjaan sesuai dengan harapan pimpinan.					
		2. Memanfaatkan sarana yang digunakan dalam bekerja seefektif mungkin.					
2	Kualitas	3. Mampu mengembangkan potensi yang ada dalam penyelesaian pekerjaan.					
		4. Pekerjaan dapat diselesaikan dengan hasil yang memuaskan.					
3	Ketepatan waktu	5. Hasil pekerjaan sesuai dengan target yang telah ditetapkan oleh instansi.					
		6. Mampu menyelesaikan pekerjaan sesuai deadline yang telah ditentukan					
4	Efektivitas Biaya	7. Penyelesaian pekerjaan lebih efisien dengan perencanaan kerja.					
		8. Fasilitas yang disediakan instansi mempermudah pencapaian kerja.					
5	Kebutuhan untuk supervise	9. Merasa terancam jika mendapat pengawasan dari atasan.					
		10. Perlunya dorongan pimpinan dalam mengembangkan diri dalam bekerja.					
6	Dampak interpersonal	11. Berdiskusi dengan rekan kerja dalam memecahkan masalah yang dihadapi.					
		12. Bekerja sama dengan rekan kerja mempermudah dalam menyelesaikan pekerjaan.					

Lampiran 4

2. Karakteristik Responden

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20 - 30 tahun	25	56.8	56.8	56.8
31 - 40 tahun	14	31.8	31.8	88.6
41 - 50 tahun	5	11.4	11.4	100.0
Total	44	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Pria	27	61.4	61.4	61.4
Wanita	17	38.6	38.6	100.0
Total	44	100.0	100.0	

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	7	15.9	15.9	15.9
Sarjana	28	63.6	63.6	79.5
Pasca Sarjana	9	20.5	20.5	100.0
Total	44	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0 - 2 tahun	7	15.9	15.9	15.9
3 - 5 tahun	19	43.2	43.2	59.1
6 - 8 tahun	13	29.5	29.5	88.6
9 - 11 tahun	3	6.8	6.8	95.5
> 11 tahun	2	4.5	4.5	100.0
Total	44	100.0	100.0	

Lampiran 5

3. Hasil Jawaban Responden

a. Pengawasan (X1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	11.4	11.4	11.4
4	23	52.3	52.3	63.6
5	16	36.4	36.4	100.0
Total	44	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	22.7	22.7	22.7
4	25	56.8	56.8	79.5
5	9	20.5	20.5	100.0
Total	44	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	18	40.9	40.9	40.9
4	20	45.5	45.5	86.4
5	6	13.6	13.6	100.0
Total	44	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	18.2	18.2	18.2
4	25	56.8	56.8	75.0
5	11	25.0	25.0	100.0
Total	44	100.0	100.0	

Lampiran 6

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.8	6.8	6.8
3	18	40.9	40.9	47.7
Valid 4	12	27.3	27.3	75.0
5	11	25.0	25.0	100.0
Total	44	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	9.1	9.1	9.1
3	12	27.3	27.3	36.4
Valid 4	20	45.5	45.5	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.8	6.8	6.8
3	19	43.2	43.2	50.0
Valid 4	16	36.4	36.4	86.4
5	6	13.6	13.6	100.0
Total	44	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
3	14	31.8	31.8	36.4
Valid 4	23	52.3	52.3	88.6
5	5	11.4	11.4	100.0
Total	44	100.0	100.0	

Lampiran 7

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	15	34.1	34.1	36.4
Valid 4	18	40.9	40.9	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	11.4	11.4	11.4
3	15	34.1	34.1	45.5
Valid 4	18	40.9	40.9	86.4
5	6	13.6	13.6	100.0
Total	44	100.0	100.0	

b. Pelatihan (X2)

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	9.1	9.1	9.1
Valid 4	28	63.6	63.6	72.7
5	12	27.3	27.3	100.0
Total	44	100.0	100.0	

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	11.4	11.4	11.4
Valid 4	31	70.5	70.5	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

Lampiran 8

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	15.9	15.9	15.9
Valid 4	33	75.0	75.0	90.9
5	4	9.1	9.1	100.0
Total	44	100.0	100.0	

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	11.4	11.4	11.4
Valid 4	34	77.3	77.3	88.6
5	5	11.4	11.4	100.0
Total	44	100.0	100.0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
Valid 3	8	18.2	18.2	22.7
4	22	50.0	50.0	72.7
5	12	27.3	27.3	100.0
Total	44	100.0	100.0	

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
Valid 3	7	15.9	15.9	18.2
4	30	68.2	68.2	86.4
5	6	13.6	13.6	100.0
Total	44	100.0	100.0	

Lampiran 9

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	5	11.4	11.4	13.6
Valid 4	27	61.4	61.4	75.0
5	11	25.0	25.0	100.0
Total	44	100.0	100.0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	5	11.4	11.4	13.6
Valid 4	28	63.6	63.6	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

Q9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	8	18.2	18.2	20.5
Valid 4	26	59.1	59.1	79.5
5	9	20.5	20.5	100.0
Total	44	100.0	100.0	

Q10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	13.6	13.6	13.6
Valid 4	28	63.6	63.6	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

Lampiran 10

P11

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	13.6	13.6	13.6
Valid 4	22	50.0	50.0	63.6
5	16	36.4	36.4	100.0
Total	44	100.0	100.0	

P12

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	13.6	13.6	13.6
Valid 4	29	65.9	65.9	79.5
5	9	20.5	20.5	100.0
Total	44	100.0	100.0	

c. Kinerja Karyawan (Y)

R1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.8	6.8	6.8
Valid 4	23	52.3	52.3	59.1
5	18	40.9	40.9	100.0
Total	44	100.0	100.0	

R2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	11.4	11.4	11.4
Valid 4	28	63.6	63.6	75.0
5	11	25.0	25.0	100.0
Total	44	100.0	100.0	

Lampiran 11

R3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	9.1	9.1	9.1
Valid 4	23	52.3	52.3	61.4
5	17	38.6	38.6	100.0
Total	44	100.0	100.0	

R4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	4.5	4.5	4.5
Valid 4	25	56.8	56.8	61.4
5	17	38.6	38.6	100.0
Total	44	100.0	100.0	

R5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	10	22.7	22.7	25.0
Valid 4	19	43.2	43.2	68.2
5	14	31.8	31.8	100.0
Total	44	100.0	100.0	

R6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	6	13.6	13.6	15.9
Valid 4	27	61.4	61.4	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

Lampiran 12

R7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	4	9.1	9.1	11.4
Valid 4	21	47.7	47.7	59.1
5	18	40.9	40.9	100.0
Total	44	100.0	100.0	

R8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	5	11.4	11.4	13.6
Valid 4	25	56.8	56.8	70.5
5	13	29.5	29.5	100.0
Total	44	100.0	100.0	

R9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	5	11.4	11.4	13.6
Valid 4	20	45.5	45.5	59.1
5	18	40.9	40.9	100.0
Total	44	100.0	100.0	

Lampiran 13

R10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	9.1	9.1	9.1
Valid 4	24	54.5	54.5	63.6
5	16	36.4	36.4	100.0
Total	44	100.0	100.0	

R11

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	11.4	11.4	11.4
Valid 4	26	59.1	59.1	70.5
5	13	29.5	29.5	100.0
Total	44	100.0	100.0	

R12

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	13.6	13.6	13.6
Valid 4	28	63.6	63.6	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

Lampiran 14

4. Hasil Uji Validitas

a. Pengawasan (X1)

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total_X1
P1	Pearson Correlation	1	.367*	.456*	.548**	.389*	.053	.375*	.296	.407*	.199	.624**
	Sig. (2-tailed)		.046	.011	.002	.034	.781	.041	.113	.026	.291	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.367*	1	.567**	.515**	.193	.182	.254	.286	.243	.210	.587**
	Sig. (2-tailed)	.046		.001	.004	.306	.337	.175	.125	.196	.265	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.456*	.567**	1	.557**	.485**	.515**	.235	.216	.198	.143	.683**
	Sig. (2-tailed)	.011	.001		.001	.007	.004	.211	.252	.295	.451	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.548**	.515**	.557**	1	.452*	.279	.474**	.211	.242	.443*	.739**
	Sig. (2-tailed)	.002	.004	.001		.012	.136	.008	.262	.197	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.389*	.193	.485**	.452*	1	.659**	.506**	.260	-.016	.377*	.704**
	Sig. (2-tailed)	.034	.306	.007	.012		.000	.004	.165	.934	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.053	.182	.515**	.279	.659**	1	.405*	.132	-.096	.416*	.597**
	Sig. (2-tailed)	.781	.337	.004	.136	.000		.027	.487	.614	.022	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.375*	.254	.235	.474**	.506**	.405*	1	.155	.197	.586**	.679**
	Sig. (2-tailed)	.041	.175	.211	.008	.004	.027		.413	.297	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.296	.286	.216	.211	.260	.132	.155	1	.494**	.326	.534**

R9	Pearson Correlation	.141	.166	1.000**	.333	.099	.119	.141	.166	1	.333	.099	.119	.612**
	Sig. (2-tailed)	.458	.382	.000	.072	.603	.530	.458	.382		.072	.603	.530	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
R10	Pearson Correlation	-.056	-.122	.333	1.000**	.382*	.131	-.056	-.122	.333	1	.382*	.131	.543**
	Sig. (2-tailed)	.767	.522	.072	.000	.037	.489	.767	.522	.072		.037	.489	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
R11	Pearson Correlation	.109	-.157	.099	.382*	1.000**	.170	.109	-.157	.099	.382*	1	.170	.546**
	Sig. (2-tailed)	.566	.408	.603	.037	.000	.370	.566	.408	.603	.037		.370	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
R12	Pearson Correlation	-.088	.231	.119	.131	.170	1.000**	-.088	.231	.119	.131	.170	1	.489**
	Sig. (2-tailed)	.645	.219	.530	.489	.370	.000	.645	.219	.530	.489	.370		.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Total_	Pearson Correlation	.445*	.442*	.612**	.543**	.546**	.489**	.445*	.442*	.612**	.543**	.546**	.489**	1
Y	Sig. (2-tailed)	.014	.014	.000	.002	.002	.006	.014	.014	.000	.002	.002	.006	
	N	30	30	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 20

5. Hasil Uji Reliabilitas

a. Pengawasan (X1)

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
.754	11

b. Pelatihan (X2)

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
.757	13

Lampiran 21

c. Kinerja Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.727	13

6. Hasil Uji Linieritas

a. X1 terhadap Y

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y *	Between Groups	(Combined)	213.086	15	14.206	.663	.797
		Linearity	36.499	1	36.499	1.705	.202
		Deviation from Linearity	176.588	14	12.613	.589	.851
Total_X1	Within Groups		599.550	28	21.413		
Total			812.636	43			

Lampiran 22

b. X2 terhadap Y

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Total_Y *	(Combined)	399.246	14	28.518	2.001	.056
	Between Groups					
	Linearity	210.935	1	210.935	14.797	.001
Total_X2	Deviation from Linearity	188.311	13	14.485	1.016	.463
	Within Groups	413.390	29	14.255		
Total		812.636	43			

7. Hasil Uji Homogenitas

a. X1 dan Y

Test of Homogeneity of Variances

Total_Y

Levene Statistic	df1	df2	Sig.
1.290	11	28	.280

ANOVA

Total_Y

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	213.086	15	14.206	.663	.797
Within Groups	599.550	28	21.412		
Total	812.636	43			

Lampiran 23

b. X2 dan Y

Test of Homogeneity of Variances

Total_Y

Levene Statistic	df1	df2	Sig.
4.190	9	29	.002

ANOVA

Total_Y

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	399.246	14	28.518	2.001	.056
Within Groups	413.390	29	14.255		
Total	812.636	43			

8. Hasil Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	23.994	7.299		3.287	.002		
	Total_X1	-.099	.159		-.622	.537	.695	1.438
	Total_X2	.621	.176		3.519	.001	.695	1.438

a. Dependent Variable: Total_Y

Lampiran 24

9. Hasil Uji Regresi Linier Berganda, Uji t dan Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.516 ^a	.266	.231	3.813

a. Predictors: (Constant), Total_X2, Total_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	216.557	2	108.279	7.448	.002 ^b
	Residual	596.079	41	14.539		
	Total	812.636	43			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2, Total_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.994	7.299		3.287	.002
	Total_X1	-.099	.159	-.100	-.622	.537
	Total_X2	.621	.176	.565	3.519	.001

a. Dependent Variable: Total_Y