

LAMPIRAN

- **Lampiran 1**



INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA
FAKULTAS EKONOMI DAN BISNIS

Jalan Zainal Abidin Pagar Alam No.93 Lampung 35142

KUESIONER

**PENINGKATAN KINERJA MELALUI MOTIVASI KERJA,
PELATIHAN DAN KOMPETENSI PADA PEGAWAI NON MEDIS
RS. ISLAM METRO LAMPUNG**

IDENTITAS PENELITI

Nama : Heri Saputra
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Bandar Lampung, 27 Juli 2017

Hal : Mohon Bantu Pengisian Kuesioner

Kepada Yth.

Bapak/Ibu/Sdr.

Pegawai non medis di RS. Islam Metro Lampung

Di

Tempat

Dengan Hormat,

Berkenannya dengan penelitian yang saya lakukan dalam rangka menyelesaikan studi pada program Strata Satu (S1) Manajemen Ibi Darmajaya Bandar Lampung tentang **“Peningkatan Kinerja Melalui Motivasi Kerja, Pelatihan Dan Kompetensi Pada Pegawai Non Medis RS. Islam Metro Lampung”** maka saya mohon kesediaan Bapak/Ibu/Sdr untuk mengisi kuesioner terlampir.

Penelitian ini diharapkan dapat memberikan hasil yang bermanfaat, oleh karenanya diharapkan kesediaan Bapak/Ibu/Sdr untuk menjawab kuesioner ini dengan sejurnya.

Perlu diberitahukan bahwa informasi yang Bapak/Ibu/Sdr berikan semata-semata untuk kepentingan penelitian ini. Untuk itu saya menjamin kerahasiaannya.

Atas perhatian, bantuan dan kerjasama yang baik dari Bapak/Ibu/Sdr, saya mengucapkan banyak terimakasih.

Hormat saya,

Peneliti

Heri Saputra

NPM. 1312110022

KUESIONER

Pernyataan di bawah ini dalam rangka penelitian skripsi dengan judul :

“Peningkatan Kinerja Melalui Motivasi Kerja, Pelatihan Dan Kompetensi Pada Pegawai Non Medis RS. Islam Metro Lampung”

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur
2. Berilah tanda ceklis (✓) pada salah satu jawaban yang paling benar

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

KARAKTERISTIK RESPONDEN:

No : _____

Usia : 20-30 31-40 41-50

Jenis Kelamin : Laki- Laki Perempuan

Tingkat pendidikan: SMP SMA D3 SI

a. Variabel Motivasi Kerja (X_1)

No	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1	Saling memberikan masukan dalam menyelesaikan masalah					
2	Taat terhadap peraturan kerja dalam Rumah Sakit					
3	Tidak pernah bolos saat bekerja					
4	Memiliki inisiatif untuk memperbaiki hasil kerja yang kurang baik					
5	Bekerja dengan baik dan teliti, baik pada awal bekerja maupun jam kerja telah usai					
6	Jika memperoleh teguran dari atasan tidak mudah menyerah tetapi semakin termotivasi					
7	Selalu berusaha menyelesaikan pekerjaan sesuai dengan standar organisasi					
8	Selalu berusaha untuk tidak melakukan kesalahan dalam bekerja					
9	Selalu serius dan berkonsentrasi dalam bekerja					
10	Bekerja dengan terampil					

b. Variabel Pelatihan (X_2)

No	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1	Instruktur pelatih saat memberikan pelatihan sudah sesuai dengan kebutuhan pekerjaan pada Rumah Sakit saat ini					
2	Setelah pelatihan, bekerja menurut instruksi kerja yang telah ditentukan oleh pihak Rumah Sakit					
3	Peserta pelatihan yang sesuai kualifikasi rumah sakit					
4	Pelatihan membuat kualitas kerja menjadi semakin lebih baik dari sebelumnya					
5	Materi Pelatihan memberikan kontribusi terhadap peningkatan kreatifitas dan inovasi kepada para peserta pelatihan					
6	Setelah mengikuti pelatihan tugas-tugas yang diberikan dapat dikerjakan lebih teratur dan terarah dari sebelumnya					
7	Metode pelatihan sudah sesuai dengan kebutuhan pekerjaan pada Rumah Sakit saat ini					
8	Sebagai salah satu sasaran pelatihan yang mempunyai nilai yang terukur.					
9	Sebagai peserta pelatihan yang mempunyai kualitas yang baik					
10	Selalu bekerja sesuai dengan standar mutu yang telah ditetapkan oleh Rumah Sakit					

c. Variabel Kompetensi (X₃)

No	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1	Memiliki pengetahuan yang sesuai dengan standar Rumah Sakit					
2	Dengan adanya pengetahuan yang luas maka dapat menyelesaikan tugas dengan baik					
3	Mampu memecahkan masalah pekerjaan					
4	Miliki ketrampilan yang sesuai dengan kriteria Rumah Sakit					
5	Memiliki inisiatif dalam bekerja					
6	Trampil saat bekerja					
7	Membantu peawai lain yang memerlukan bantuan					
8	Mampu beradaptasi dengan baik terhadap tugas-tugas yang diberikan atasan					
9	Konsisten mengikuti aturan yang berada di Rumah Sakit					
10	Mempunyai kompetensi untuk membantu dan mengembangkan kemampuan rekan kerja					

d. Variabel Kinerja (Y)

No	Pernyataan	SS 5	S 4	KS 3	TS 2	STS 1
1	Miliki kemampuan yang sesuai dengan pekerjaan di Rumah Sakit					
2	Selalu jujur dalam menjalankan semua tugas					
3	Menjalankan pekerjaan tanpa harus diperintah dari atasan					
4	Memanfaatkan jam kerja dengan baik					
5	Menjaga dengan baik hubungan dengan rekan kerja					
6	Siap membantu rekan kerja dalam menjalankan aktivitas kerja					
7	Memiliki antusias tinggi dalam melaksanakan pekerjaan					
8	Menemukan temuan baru dalam menyelesaikan pekerjaan					
9	Selalu menyelesaikan tugas tepat waktu					
10	Waktu jam kerja digunakan dengan baik					

- Lampiran 2

Data Hasil Pengumpulan Kuesioner Jawaban Responden

No. Responden	Data Kuesioner Jawaban Responden										Jumlah	
	Variabel Motivasi Kerja (X ₁)											
	Item Pernyataan-Pernyataan											
	P ₁	P ₂	P ₃	P ₄	P ₅	P ₆	P ₇	P ₈	P ₉	P ₁₀		
1	4	4	4	4	4	5	3	5	4	5	42	
2	5	4	3	5	5	5	4	2	5	4	42	
3	5	5	4	5	5	4	4	5	3	4	44	
4	4	3	4	4	4	5	5	4	3	3	39	
5	4	4	4	4	4	3	4	4	3	3	37	
6	4	5	2	4	4	3	3	3	4	3	35	
7	4	4	4	4	4	3	4	3	4	4	38	
8	3	2	3	3	3	4	3	2	3	3	29	
9	5	4	5	5	5	4	4	3	5	4	44	
10	3	3	2	3	3	3	2	3	2	2	26	
11	4	5	5	4	4	5	4	3	5	4	43	
12	3	2	4	3	3	2	5	3	4	3	32	
13	4	5	4	4	4	5	5	4	4	3	42	
14	4	4	3	4	3	4	5	3	3	3	36	
15	3	4	3	3	4	4	4	4	3	3	35	
16	3	3	2	4	4	3	3	2	2	4	30	
17	4	3	3	3	4	3	5	4	4	4	37	
18	4	4	3	3	4	2	3	3	4	4	34	
19	4	3	4	4	4	4	4	3	3	4	37	
20	3	4	3	3	2	4	3	3	4	3	32	
21	5	3	4	4	4	5	4	5	5	5	44	
22	3	4	2	2	3	3	4	4	3	3	31	
23	4	3	4	4	3	3	3	4	3	4	35	
24	3	4	3	3	3	4	3	4	4	3	34	
25	4	3	3	3	3	3	2	5	4	4	34	
26	4	5	3	3	4	5	5	5	5	4	43	
27	5	3	5	4	4	2	4	5	4	5	41	
28	3	5	2	2	3	5	4	4	2	3	33	
29	3	4	5	4	5	4	3	4	4	3	39	
30	4	4	4	3	3	4	3	4	3	4	36	
31	5	4	4	5	5	4	5	4	5	5	46	
32	3	4	4	5	4	4	4	4	3	4	39	
33	4	4	3	5	5	3	5	5	4	5	43	

34	4	4	5	5	5	5	5	5	4	5	47
35	4	4	5	5	5	5	4	5	4	5	46
36	5	5	5	5	5	5	5	4	5	5	49
37	3	4	3	4	5	3	3	4	3	5	37
38	4	5	4	5	4	4	3	5	4	3	41
39	4	5	4	5	4	4	5	4	5	5	45
40	4	3	4	3	4	4	3	4	3	4	36
41	3	4	3	4	4	4	4	4	4	5	39
42	5	4	5	4	5	4	4	4	4	5	44
43	5	4	5	4	3	4	4	4	4	4	41
44	5	5	5	5	4	5	5	5	5	5	49
45	3	3	3	3	3	4	3	4	3	3	32
46	4	4	4	4	4	5	4	5	4	3	41
47	4	5	4	5	4	4	5	4	5	3	43
48	4	5	4	5	5	5	5	5	5	4	47
49	4	4	4	4	5	3	4	3	4	4	39
50	4	4	4	4	3	4	4	4	4	3	38
51	4	4	4	4	3	4	4	4	4	4	39
52	5	4	5	4	4	4	4	4	4	4	42
53	4	3	4	3	5	3	3	3	3	3	34
54	3	5	3	5	4	5	5	5	5	3	43
55	4	4	4	4	4	4	4	4	4	4	40
56	3	4	3	4	5	3	4	3	4	3	36
57	4	4	4	4	5	4	4	4	3	5	41
58	3	3	4	2	3	4	4	3	3	4	33
59	4	5	4	4	5	4	4	4	3	4	41
60	4	4	5	4	5	4	4	3	4	5	42
61	4	5	3	4	4	3	5	5	4	4	41
62	3	4	5	5	5	4	4	4	5	5	44
63	4	4	3	3	5	4	4	4	4	4	39
64	5	5	4	4	4	4	3	3	5	5	42
65	4	4	4	5	4	4	3	3	3	5	39
66	4	4	5	3	3	5	4	4	4	5	41
67	5	4	4	4	4	5	5	5	5	5	46
68	3	4	4	5	5	4	4	5	4	4	42
69	3	4	4	3	4	4	4	4	2	2	34
70	4	4	3	4	4	4	4	4	4	4	39
71	5	4	5	4	5	4	4	4	4	4	43
72	4	4	5	5	5	5	4	4	3	4	43
73	5	4	4	5	5	5	5	5	4	5	47
74	4	4	4	3	4	4	4	4	5	4	40

No. Responden	Data Kuesioner Jawaban Responden										Jumlah	
	Variabel Pelatihan (X ₂)											
	Item Pernyataan-Pernyataan											
	P ₁	P ₂	P ₃	P ₄	P ₅	P ₆	P ₇	P ₈	P ₉	P ₁₀		
1	4	4	4	3	4	4	4	3	4	4	38	
2	5	5	5	5	5	5	5	3	5	5	48	
3	4	4	4	4	4	4	4	4	4	4	40	
4	3	3	5	3	3	3	4	4	3	3	34	
5	3	3	3	3	3	3	3	3	3	3	30	
6	4	4	4	4	4	4	4	4	4	4	40	
7	4	5	5	5	5	5	5	5	4	5	48	
8	4	4	4	4	4	4	5	4	4	4	41	
9	3	3	2	3	3	3	3	2	3	3	28	
10	5	5	4	5	5	5	5	4	5	5	48	
11	5	4	4	4	4	4	4	4	5	4	42	
12	4	5	3	5	3	5	5	3	5	5	43	
13	5	5	5	5	5	5	5	5	5	5	50	
14	4	5	5	4	3	5	5	5	5	5	46	
15	5	5	5	5	3	5	5	5	5	5	48	
16	4	5	3	3	3	5	5	3	4	5	40	
17	5	4	4	3	4	4	3	4	5	4	40	
18	5	5	4	3	4	4	5	4	5	5	44	
19	4	5	4	4	4	4	5	4	4	5	43	
20	5	5	4	4	4	4	4	4	5	5	44	
21	5	5	4	3	4	4	4	4	5	5	43	
22	4	5	4	4	4	4	5	4	4	5	43	
23	4	5	5	4	4	4	5	5	4	5	45	
24	5	5	4	3	4	4	4	4	5	5	43	
25	4	4	3	3	4	4	4	3	4	4	37	
26	2	2	4	4	4	4	4	4	5	5	38	
27	4	4	3	3	4	4	4	3	4	4	37	
28	4	4	4	5	4	4	5	3	3	2	38	
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30	3	4	4	3	3	4	4	4	4	4	37	
31	5	5	5	5	5	5	4	4	3	3	44	
32	4	4	4	5	4	5	4	5	3	4	42	
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35	3	4	4	5	4	3	4	4	4	4	39	
36	4	4	5	5	4	4	4	2	4	4	40	
37	4	4	4	4	5	4	5	4	2	4	40	
38	4	4	5	4	4	5	5	4	4	5	44	

39	4	4	5	5	5	4	4	4	3	3	41
40	4	3	4	5	5	5	3	3	4	4	40
41	3	5	5	5	4	4	4	5	4	5	44
42	4	4	5	4	4	4	5	5	2	3	40
43	4	4	4	4	4	4	4	4	4	5	41
44	5	5	5	5	4	5	3	3	5	3	43
45	4	5	5	5	4	5	3	3	5	3	42
46	5	5	5	4	4	5	5	4	5	3	45
47	5	4	4	4	5	3	5	5	3	4	42
48	4	4	3	4	4	4	3	5	4	4	39
49	4	4	4	4	5	4	4	4	5	5	43
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51	5	4	4	4	5	3	3	3	4	5	40
52	4	4	5	4	4	4	3	5	3	3	39
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58	4	4	5	5	5	5	4	5	4	5	46
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67	4	4	5	4	5	5	4	5	4	5	45
68	3	3	4	5	5	4	3	4	3	4	38
69	5	5	3	4	4	3	3	5	5	4	41
70	4	4	5	5	5	4	4	4	4	4	43
71	4	3	3	4	4	3	3	4	4	4	36
72	3	5	4	4	4	4	5	4	3	3	39
73	3	3	3	4	4	3	5	5	3	4	37
74	4	3	4	4	4	4	3	4	4	4	38

No. Responden	Data Kuesioner Jawaban Responden										Jumlah	
	Variabel Kompetensi (X ₃)											
	Item Pernyataan-Pernyataan											
	P ₁	P ₂	P ₃	P ₄	P ₅	P ₆	P ₇	P ₈	P ₉	P ₁₀		
1	4	4	4	3	4	4	4	3	4	4	38	
2	5	5	5	5	5	5	5	3	5	5	48	
3	4	4	4	4	4	4	4	4	4	4	40	
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5	2	3	4	4	4	2	3	3	4	4	33	
6	4	4	4	4	4	4	4	4	4	4	40	
7	4	5	5	5	5	5	5	5	4	5	48	
8	4	4	4	4	5	5	5	4	4	4	43	
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10	5	5	4	5	5	5	5	4	5	5	48	
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12	5	5	3	5	5	5	5	3	5	5	46	
13	5	5	5	5	5	5	5	5	5	5	50	
14	5	5	5	4	5	5	5	5	5	5	49	
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16	4	5	3	3	5	5	5	3	4	5	42	
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18	5	5	4	3	5	5	5	4	5	5	46	
19	4	5	4	4	5	5	5	4	4	5	45	
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38	4	4	5	4	4	5	5	4	5	4	44	

39	5	5	4	5	4	5	3	5	4	5	45
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64	3	5	4	4	3	4	4	3	4	4	38
65	4	4	4	4	3	4	4	4	4	4	39
66	4	4	5	5	4	5	4	4	5	5	45
67	4	4	3	4	4	4	4	4	3	4	38
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71	5	5	4	5	4	4	4	5	4	5	45
72	4	4	5	5	4	4	5	4	5	5	45
73	4	4	5	5	5	4	5	4	5	5	46
74	3	3	5	4	4	4	5	5	5	4	42

No. Responden	Data Kuesioner Jawaban Responden										Jumlah	
	Variabel Kinerja (Y)											
	Item Pernyataan-Pernyataan											
	P ₁	P ₂	P ₃	P ₄	P ₅	P ₆	P ₇	P ₈	P ₉	P ₁₀		
1	4	4	4	3	5	3	4	3	3	3	36	
2	5	5	5	5	5	5	5	5	5	5	50	
3	4	4	4	4	4	2	4	4	5	4	39	
4	3	3	5	3	4	5	4	3	3	3	36	
5	3	3	3	3	4	4	3	3	3	3	32	
6	4	4	4	4	3	4	4	4	4	4	39	
7	4	5	5	5	5	3	5	5	4	5	46	
8	4	4	4	4	5	3	5	4	4	4	41	
9	3	3	2	3	3	2	3	3	3	2	27	
10	5	5	4	5	4	5	5	5	4	4	46	
11	5	4	4	4	4	3	4	4	4	4	40	
12	5	5	3	5	5	4	5	5	4	5	46	
13	5	5	5	5	5	4	5	5	4	4	47	
14	5	5	5	4	5	4	5	4	4	3	44	
15	5	5	5	5	4	5	5	5	3	3	45	
16	4	5	3	3	4	3	5	3	4	2	36	
17	5	4	4	3	3	4	3	3	2	2	33	
18	5	5	4	3	3	5	5	3	4	4	41	
19	4	5	4	4	3	5	5	4	4	4	42	
20	5	5	4	4	4	4	4	4	4	4	42	
21	5	5	4	3	3	4	4	3	3	4	38	
22	4	5	4	4	4	4	5	4	3	3	40	
23	4	5	5	4	5	4	5	4	5	4	45	
24	5	5	4	3	3	3	4	3	3	4	37	
25	4	4	3	3	3	5	4	3	3	4	36	
26	5	5	4	4	4	4	4	4	3	4	41	
27	4	4	3	3	4	4	4	3	3	3	35	
28	3	2	3	3	3	3	3	3	2	3	28	
29	4	4	3	5	5	3	4	5	3	2	38	
30	4	4	4	3	3	4	4	3	3	3	35	
31	5	5	5	5	5	4	4	5	4	4	46	
32	4	4	5	4	5	4	4	5	4	4	43	
33	4	5	5	4	5	5	4	5	5	5	47	
34	4	5	4	4	4	5	4	4	4	4	42	
35	4	4	5	4	3	4	4	3	4	4	39	
36	4	5	5	4	4	4	4	4	3	3	40	
37	4	4	4	5	4	5	5	4	4	4	43	
38	4	5	4	4	5	5	4	5	4	4	44	
39	4	5	5	5	4	4	5	4	5	4	45	

40	3	4	5	5	5	3	5	5	4	3	42
41	5	5	5	4	4	4	4	4	5	5	45
42	4	5	4	4	4	5	4	4	4	5	43
43	4	4	4	4	4	4	4	4	4	4	40
44	5	5	5	4	5	3	4	5	4	3	43
45	5	5	5	4	5	5	4	5	4	3	45
46	5	5	4	4	5	5	4	5	4	4	45
47	4	4	4	5	3	5	5	3	5	5	43
48	4	3	4	4	4	3	4	4	4	5	39
49	4	4	4	5	4	4	5	4	4	4	42
50	4	4	5	5	5	5	5	5	5	5	48
51	4	4	4	5	3	3	5	3	5	3	39
52	4	5	4	4	4	3	4	4	4	4	40
53	4	4	5	4	5	3	4	5	3	4	41
54	5	5	4	4	3	4	4	3	5	4	41
55	4	3	5	5	4	4	3	4	4	4	40
56	3	4	4	5	3	5	5	3	4	4	40
57	5	4	4	4	3	4	4	3	5	4	40
58	3	4	4	4	4	5	4	4	4	5	41
59	3	5	5	5	3	5	5	3	5	4	43
60	4	4	4	5	4	5	5	4	3	3	41
61	3	3	4	4	3	5	4	3	4	3	36
62	4	5	5	5	4	4	5	4	5	4	45
63	4	3	3	5	4	4	3	4	4	4	38
64	3	4	4	4	4	3	3	4	4	3	36
65	4	4	5	4	4	3	4	4	4	3	39
66	4	5	3	5	5	4	4	5	5	4	44
67	4	4	4	5	5	5	4	3	4	4	42
68	4	4	5	5	4	4	4	4	4	3	41
69	4	4	3	4	4	4	4	4	5	4	40
70	5	3	4	4	4	4	4	4	3	4	39
71	3	5	4	5	4	4	5	4	5	4	43
72	4	5	5	5	5	4	4	5	5	4	46
73	4	4	5	5	5	5	4	5	5	3	45
74	4	5	4	4	4	4	5	5	4	4	43

Lampiran 3

- Data Output Hasil Uji Frekuensi Karakteristik Responden

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 Tahun - 30 Tahun	35	47.3	47.3	47.3
	31 Tahun - 40 Tahun	26	35.1	35.1	82.4
	41 Tahun - 50 Tahun	13	17.6	17.6	100.0
	Total	74	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	25	33.8	33.8
	Perempuan	49	66.2	66.2
	Total	74	100.0	100.0

Tingkat Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	10	13.5	13.5
	SMA	31	41.9	41.9
	D3	23	31.1	31.1
	S1	10	13.5	13.5
	Total	74	100.0	100.0

- **Lampiran 4**

Data Output Hasil Uji Frekuensi Jawaban Kuesioner Respondem

1. Variabel Motivasi Kerja (X₁)

X1p1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	27.0	27.0
	4	39	52.7	79.7
	5	15	20.3	100.0
	Total	74	100.0	100.0

X1p2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7
	3	13	17.6	17.6
	4	43	58.1	58.1
	5	16	21.6	21.6
	Total	74	100.0	100.0

X1p3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	6.8	6.8
	3	19	25.7	25.7
	4	34	45.9	45.9
	5	16	21.6	21.6
	Total	74	100.0	100.0

X1p4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1
	3	18	24.3	24.3
	4	33	44.6	44.6
	5	20	27.0	27.0
	Total	74	100.0	100.0

X1p5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4
	3	16	21.6	21.6
	4	33	44.6	44.6
	5	24	32.4	32.4
	Total	74	100.0	100.0

X1p6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4.1	4.1	4.1
3	15	20.3	20.3	24.3
Valid 4	37	50.0	50.0	74.3
5	19	25.7	25.7	100.0
Total	74	100.0	100.0	

X1p7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2.7	2.7	2.7
3	17	23.0	23.0	25.7
Valid 4	37	50.0	50.0	75.7
5	18	24.3	24.3	100.0
Total	74	100.0	100.0	

X1p8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4.1	4.1	4.1
3	17	23.0	23.0	27.0
Valid 4	36	48.6	48.6	75.7
5	18	24.3	24.3	100.0
Total	74	100.0	100.0	

X1p9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	5.4	5.4	5.4
3	20	27.0	27.0	32.4
Valid 4	34	45.9	45.9	78.4
5	16	21.6	21.6	100.0
Total	74	100.0	100.0	

X1p10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2.7	2.7	2.7
3	21	28.4	28.4	31.1
Valid 4	30	40.5	40.5	71.6
5	21	28.4	28.4	100.0
Total	74	100.0	100.0	

2. Variabel Pelatihan (X_2)

X2p1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	13	17.6	17.6	18.9
Valid 4	40	54.1	54.1	73.0
5	20	27.0	27.0	100.0
Total	74	100.0	100.0	

X2p2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	9	12.2	12.2	13.5
Valid 4	39	52.7	52.7	66.2
5	25	33.8	33.8	100.0
Total	74	100.0	100.0	

X2p3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	12	16.2	16.2	17.6
Valid 4	37	50.0	50.0	67.6
5	24	32.4	32.4	100.0
Total	74	100.0	100.0	

X2p4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	17.6	17.6	17.6
Valid 4	30	40.5	40.5	58.1
5	31	41.9	41.9	100.0
Total	74	100.0	100.0	

X2p5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	10.8	10.8	10.8
Valid 4	40	54.1	54.1	64.9
5	26	35.1	35.1	100.0
Total	74	100.0	100.0	

X2p6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	14.9	14.9
	4	41	55.4	70.3
	5	22	29.7	100.0
Total	74	100.0	100.0	

X2p7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	18	24.3	24.3
	4	28	37.8	62.2
	5	28	37.8	100.0
Total	74	100.0	100.0	

X2p8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7
	3	14	18.9	21.6
	4	37	50.0	71.6
Total	74	100.0	100.0	

X2p9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.7	2.7
	3	15	20.3	23.0
	4	35	47.3	70.3
Total	74	100.0	100.0	

X2p10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4
	3	12	16.2	17.6
	4	29	39.2	56.8
Total	74	100.0	100.0	

3. Variabel Kompetensi (X₃)

X3p1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	6	8.1	8.1	9.5
Valid 4	42	56.8	56.8	66.2
5	25	33.8	33.8	100.0
Total	74	100.0	100.0	

X3p2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	4	5.4	5.4	6.8
Valid 4	39	52.7	52.7	59.5
5	30	40.5	40.5	100.0
Total	74	100.0	100.0	

X3p3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	12.2	12.2	12.2
Valid 4	36	48.6	48.6	60.8
5	29	39.2	39.2	100.0
Total	74	100.0	100.0	

X3p4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	14	18.9	18.9	18.9
Valid 4	37	50.0	50.0	68.9
5	23	31.1	31.1	100.0
Total	74	100.0	100.0	

X3p5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	10.8	10.8	10.8
Valid 4	41	55.4	55.4	66.2
5	25	33.8	33.8	100.0
Total	74	100.0	100.0	

X3p6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.4	1.4	1.4
3	3	4.1	4.1	5.4
Valid 4	44	59.5	59.5	64.9
5	26	35.1	35.1	100.0
Total	74	100.0	100.0	

X3p7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	8.1	8.1	8.1
Valid 4	45	60.8	60.8	68.9
5	23	31.1	31.1	100.0
Total	74	100.0	100.0	

X3p8

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	14.9	14.9	14.9
Valid 4	44	59.5	59.5	74.3
5	19	25.7	25.7	100.0
Total	74	100.0	100.0	

X3p9

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	6.8	6.8	6.8
Valid 4	38	51.4	51.4	58.1
5	31	41.9	41.9	100.0
Total	74	100.0	100.0	

X3p10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	6.8	6.8	6.8
Valid 4	36	48.6	48.6	55.4
5	33	44.6	44.6	100.0
Total	74	100.0	100.0	

4. Variabel Kinerja (Y)

Yp1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	14.9	14.9
	4	42	56.8	71.6
	5	21	28.4	100.0
	Total	74	100.0	100.0

Yp2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4
	3	8	10.8	12.2
	4	30	40.5	52.7
	5	35	47.3	100.0
	Total	74	100.0	100.0

Yp3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4
	3	10	13.5	14.9
	4	37	50.0	64.9
	5	26	35.1	100.0
	Total	74	100.0	100.0

Yp4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	17.6	17.6
	4	34	45.9	63.5
	5	27	36.5	100.0
	Total	74	100.0	100.0

Yp5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	18	24.3	24.3
	4	33	44.6	68.9
	5	23	31.1	100.0
	Total	74	100.0	100.0

Yp6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2.7	2.7	2.7
3	16	21.6	21.6	24.3
Valid 4	33	44.6	44.6	68.9
5	23	31.1	31.1	100.0
Total	74	100.0	100.0	

Yp7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	9.5	9.5	9.5
Valid 4	41	55.4	55.4	64.9
5	26	35.1	35.1	100.0
Total	74	100.0	100.0	

Yp8

	Frequency	Percent	Valid Percent	Cumulative Percent
3	22	29.7	29.7	29.7
Valid 4	31	41.9	41.9	71.6
5	21	28.4	28.4	100.0
Total	74	100.0	100.0	

Yp9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2.7	2.7	2.7
3	17	23.0	23.0	25.7
Valid 4	37	50.0	50.0	75.7
5	18	24.3	24.3	100.0
Total	74	100.0	100.0	

Yp10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	5.4	5.4	5.4
3	20	27.0	27.0	32.4
Valid 4	40	54.1	54.1	86.5
5	10	13.5	13.5	100.0
Total	74	100.0	100.0	

- **Lampiran 5**

1. Data Output Hasil Uji Validitas Variabel Motivasi Kerja (X_1)

		Correlations										
		X1p1	X1p2	X1p3	X1p4	X1p5	X1p6	X1p7	X1p8	X1p9	X1p10	Motivasi Kerja
X1p1	Pearson Correlation	1	.163	.491 **	.705 **	.578 **	.144	.265	.285	.508 **	.681 **	.786 **
	Sig. (1-tailed)		.195	.003	.000	.000	.224	.078	.063	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1p2	Pearson Correlation	.163	1	-.031	.115	.279	.429 **	.145	.203	.200	-.044	.432 **
	Sig. (1-tailed)	.195		.435	.273	.068	.009	.222	.141	.144	.408	.009
	N	30	30	30	30	30	30	30	30	30	30	30
X1p3	Pearson Correlation	.491 **	-.031	1	.554 **	.434 **	.124	.243	.266	.460 **	.437 **	.675 **
	Sig. (1-tailed)	.003	.435		.001	.008	.257	.098	.078	.005	.008	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1p4	Pearson Correlation	.705 **	.115	.554 **	1	.714 **	.194	.144	-.097	.332 *	.383 *	.655 **
	Sig. (1-tailed)	.000	.273	.001		.000	.153	.223	.305	.037	.018	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1p5	Pearson Correlation	.578 **	.279	.434 **	.714 **	1	.198	.261	.067	.370 *	.373 *	.699 **
	Sig. (1-tailed)	.000	.068	.008	.000		.147	.082	.362	.022	.021	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1p6	Pearson Correlation	.144	.429 **	.124	.194	.198	1	.251	.141	.217	.059	.497 **
	Sig. (1-tailed)	.224	.009	.257	.153	.147		.091	.228	.125	.379	.003
	N	30	30	30	30	30	30	30	30	30	30	30
X1p7	Pearson Correlation	.265	.145	.243	.144	.261	.251	1	.100	.226	.044	.466 **
	Sig. (1-tailed)	.078	.222	.098	.223	.082	.091		.299	.115	.409	.005
	N	30	30	30	30	30	30	30	30	30	30	30
X1p8	Pearson Correlation	.285	.203	.266	-.097	.067	.141	.100	1	.140	.362 *	.435 **
	Sig. (1-tailed)	.063	.141	.078	.305	.362	.228	.299		.230	.025	.008
	N	30	30	30	30	30	30	30	30	30	30	30
X1p9	Pearson Correlation	.508 **	.200	.460 **	.332 *	.370 *	.217	.226	.140	1	.460 **	.663 **
	Sig. (1-tailed)	.002	.144	.005	.037	.022	.125	.115	.230		.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1p10	Pearson Correlation	.681 **	-.044	.437 **	.383 *	.373 *	.059	.044	.362 *	.460 **	1	.609 **
	Sig. (1-tailed)	.000	.408	.008	.018	.021	.379	.409	.025	.005		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Motivasi Kerja	Pearson Correlation	.786 **	.432 **	.675 **	.655 **	.699 **	.497 **	.466 **	.435 **	.663 **	.609 **	1
	Sig. (1-tailed)	.000	.009	.000	.000	.000	.003	.005	.008	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

2. Data Output Hasil Uji Validitas Variabel Pelatihan (X₂)

Correlations

		X2p1	X2p2	X2p3	X2p4	X2p5	X2p6	X2p7	X2p8	X2p9	X2p10	Pelatihan
X2p1	Pearson Correlation	1	.757**	.298	.265	.462**	.475**	.301	.280	.620**	.414*	.686**
	Sig. (1-tailed)		.000	.055	.079	.005	.004	.053	.067	.000	.011	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2p2	Pearson Correlation	.757**	1	.356*	.374*	.296	.678**	.664**	.395*	.490**	.655**	.798**
	Sig. (1-tailed)	.000		.027	.021	.056	.000	.000	.015	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2p3	Pearson Correlation	.298	.356*	1	.493**	.349*	.393*	.497**	.817**	.340*	.355*	.692**
	Sig. (1-tailed)	.055	.027		.003	.029	.016	.003	.000	.033	.027	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2p4	Pearson Correlation	.265	.374*	.493**	1	.422*	.651**	.653**	.383*	.293	.275	.669**
	Sig. (1-tailed)	.079	.021	.003		.010	.000	.000	.018	.058	.070	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2p5	Pearson Correlation	.462**	.296	.349*	.422*	1	.340*	.284	.231	.328*	.303	.550**
	Sig. (1-tailed)	.005	.056	.029	.010		.033	.064	.110	.038	.052	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X2p6	Pearson Correlation	.475**	.678**	.393*	.651**	.340*	1	.711**	.383*	.622**	.660**	.820**
	Sig. (1-tailed)	.004	.000	.016	.000	.033		.000	.018	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2p7	Pearson Correlation	.301	.664**	.497**	.653**	.284	.711**	1	.420*	.272	.508**	.740**
	Sig. (1-tailed)	.053	.000	.003	.000	.064	.000		.010	.073	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2p8	Pearson Correlation	.280	.395*	.817**	.383*	.231	.383*	.420*	1	.439**	.515**	.691**
	Sig. (1-tailed)	.067	.015	.000	.018	.110	.018	.010		.008	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2p9	Pearson Correlation	.620**	.490**	.340*	.293	.328*	.622**	.272	.439**	1	.771**	.725**
	Sig. (1-tailed)	.000	.003	.033	.058	.038	.000	.073	.008		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2p10	Pearson Correlation	.414*	.655**	.355*	.275	.303	.660**	.508**	.515**	.771**	1	.767**
	Sig. (1-tailed)	.011	.000	.027	.070	.052	.000	.002	.002	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Pelatihan	Pearson Correlation	.686**	.798**	.692**	.669**	.550**	.820**	.740**	.691**	.725**	.767**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

3. Data Output Hasil Uji Validitas Variabel Kompetensi (X_3)

Correlations

	X3p1	X3p2	X3p3	X3p4	X3p5	X3p6	X3p7	X3p8	X3p9	X3p10	Kompetensi
X3p1	Pearson Correlation	1	.741**	.007	.094	.170	.429**	.326*	.239	.708**	.477**
	Sig. (1-tailed)		.000	.485	.311	.185	.009	.040	.101	.000	.004
	N	30	30	30	30	30	30	30	30	30	30
X3p2	Pearson Correlation	.741**	1	-.014	.103	.536**	.598**	.591**	.246	.345*	.646**
	Sig. (1-tailed)	.000		.472	.295	.001	.000	.000	.095	.031	.000
	N	30	30	30	30	30	30	30	30	30	30
X3p3	Pearson Correlation	.007	-.014	1	.345*	.248	.210	.235	.693**	.146	.211
	Sig. (1-tailed)	.485	.472		.031	.094	.132	.106	.000	.221	.132
	N	30	30	30	30	30	30	30	30	30	30
X3p4	Pearson Correlation	.094	.103	.345*	1	.453**	.351*	.410*	.246	.302	.397*
	Sig. (1-tailed)	.311	.295	.031		.006	.029	.012	.095	.052	.015
	N	30	30	30	30	30	30	30	30	30	30
X3p5	Pearson Correlation	.170	.536**	.248	.453**	1	.864**	.957**	.339*	.099	.601**
	Sig. (1-tailed)	.185	.001	.094	.006		.000	.000	.033	.301	.000
	N	30	30	30	30	30	30	30	30	30	30
X3p6	Pearson Correlation	.429**	.598**	.210	.351*	.864**	1	.973**	.398*	.157	.572**
	Sig. (1-tailed)	.009	.000	.132	.029	.000		.000	.015	.204	.000
	N	30	30	30	30	30	30	30	30	30	30
X3p7	Pearson Correlation	.326*	.591**	.235	.410*	.957**	.973**	1	.385*	.136	.605**
	Sig. (1-tailed)	.040	.000	.106	.012	.000	.000		.018	.237	.000
	N	30	30	30	30	30	30	30	30	30	30
X3p8	Pearson Correlation	.239	.246	.693**	.246	.339*	.398*	.385*	1	.256	.363*
	Sig. (1-tailed)	.101	.095	.000	.095	.033	.015	.018		.086	.024
	N	30	30	30	30	30	30	30	30	30	30
X3p9	Pearson Correlation	.708**	.345*	.146	.302	.099	.157	.136	.256	1	.644**
	Sig. (1-tailed)	.000	.031	.221	.052	.301	.204	.237	.086		.001
	N	30	30	30	30	30	30	30	30	30	30
X3p10	Pearson Correlation	.477**	.646**	.211	.397*	.601**	.572**	.605**	.363*	.644**	1
	Sig. (1-tailed)	.004	.000	.132	.015	.000	.000	.000	.024	.000	
	N	30	30	30	30	30	30	30	30	30	30
Komp etensi	Pearson Correlation	.632**	.718**	.455**	.554**	.772**	.821**	.828**	.618**	.555**	1
	Sig. (1-tailed)	.000	.000	.006	.001	.000	.000	.000	.001	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

4. Data Output Hasil Uji Validitas Variabel Kinerja (Y)

Correlations

	Yp1	Yp2	Yp3	Yp4	Yp5	Yp6	Yp7	Yp8	Yp9	Yp10	Kinerja
Yp1	Pearson Correlation	1	.771**	.413*	.415*	.140	.309*	.441**	.415*	.266	.411*
	Sig. (1-tailed)		.000	.012	.011	.231	.048	.007	.011	.078	.012
	N	30	30	30	30	30	30	30	30	30	30
Yp2	Pearson Correlation	.771**	1	.474**	.487**	.283	.333*	.771**	.487**	.502**	.453**
	Sig. (1-tailed)	.000		.004	.003	.065	.036	.000	.003	.002	.006
	N	30	30	30	30	30	30	30	30	30	30
Yp3	Pearson Correlation	.413*	.474**	1	.415*	.377*	.385*	.538**	.415*	.400*	.412*
	Sig. (1-tailed)	.012	.004		.011	.020	.018	.001	.011	.014	.012
	N	30	30	30	30	30	30	30	30	30	30
Yp4	Pearson Correlation	.415*	.487**	.415*	1	.625**	.147	.598**	1.000**	.508**	.458**
	Sig. (1-tailed)	.011	.003	.011		.000	.219	.000	.000	.002	.005
	N	30	30	30	30	30	30	30	30	30	30
Yp5	Pearson Correlation	.140	.283	.377*	.625**	1	.106	.504**	.625**	.469**	.225
	Sig. (1-tailed)	.231	.065	.020	.000		.289	.002	.000	.004	.116
	N	30	30	30	30	30	30	30	30	30	30
Yp6	Pearson Correlation	.309*	.333*	.385*	.147	-.106	1	.365*	.147	.034	.260
	Sig. (1-tailed)	.048	.036	.018	.219	.289		.024	.219	.429	.083
	N	30	30	30	30	30	30	30	30	30	30
Yp7	Pearson Correlation	.441**	.771**	.538**	.598**	.504**	.365*	1	.598**	.645**	.468**
	Sig. (1-tailed)	.007	.000	.001	.000	.002	.024		.000	.000	.005
	N	30	30	30	30	30	30	30	30	30	30
Yp8	Pearson Correlation	.415*	.487**	.415*	1.000*	*.625**	.147	.598**	1	.508**	.458**
	Sig. (1-tailed)	.011	.003	.011	.000	.000	.219	.000		.002	.005
	N	30	30	30	30	30	30	30	30	30	30
Yp9	Pearson Correlation	.266	.502**	.400*	.508**	.469**	.034	.645**	.508**	1	.592**
	Sig. (1-tailed)	.078	.002	.014	.002	.004	.429	.000	.002		.000
	N	30	30	30	30	30	30	30	30	30	30
Yp10	Pearson Correlation	.411*	.453**	.412*	.458**	.225	.260	.468**	.458**	.592**	1
	Sig. (1-tailed)	.012	.006	.012	.005	.116	.083	.005	.005	.000	
	N	30	30	30	30	30	30	30	30	30	30
Kinerja	Pearson Correlation	.648**	.789**	.691**	.810**	.591**	.421*	.844**	.810**	.702**	.685**
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.010	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30

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

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

- **Lampiran 6**

1. Data Output Hasil Uji Reabilitas Variabel Motivasi Kerja (X_1)

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
.781	10

2. Data Output Hasil Uji Reabilitas Variabel Pelatihan (X_2)

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
.891	10

3. Data Output Hasil Uji Reabilitas Variabel Pelatihan (X_2)

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
.861	10

4. Data Output Hasil Uji Reabilitas Variabel Kinerja Pegawai (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
.880	10

Lampiran 7

- Data Output Hasil Uji Persyaratan Analisis Data**

1. Data Output Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

	Motivasi Kerja	Pelatihan	Kompetensi	Kinerja
N	74	74	74	74
Normal Parameters ^{a,b}				
Mean	39.42	41.49	42.53	40.92
Std. Deviation	4.905	3.984	3.601	4.271
Most Extreme Differences				
Absolute	.113	.084	.090	.110
Positive	.055	.068	.058	.063
Negative	-.113	-.084	-.090	-.110
Kolmogorov-Smirnov Z	.971	.725	.778	.950
Asymp. Sig. (2-tailed)	.302	.670	.580	.328

a. Test distribution is Normal.

b. Calculated from data.

2. Data Output Hasil Uji Linieritas

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kinerja	(Combined)	424.252	20	21.213	1.239	.262
* Between Groups	Linearity	10.769	1	10.769	.629	.431
Motivasi	Deviation from Linearity	413.483	19	21.762	1.271	.242
Kerja	Within Groups	907.262	53	17.118		
	Total	1331.514	73			

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kinerja	(Combined)	728.099	17	42.829	3.975	.000
* Between Groups	Linearity	577.470	1	577.470	53.592	.000
Pelatihan	Deviation from Linearity	150.629	16	9.414	.874	.601
	Within Groups	603.414	56	10.775		
	Total	1331.514	73			

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Kompetensi	(Combined)	586.528	15	39.102	3.044	.001
	Between Groups	Linearity Deviation from Linearity	1	471.702	36.724	.000
	Within Groups		14	8.202	.639	.822
	Total		58	12.845		
		1331.514	73			

1. Data Output Hasil Uji Multikolinieritas**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
1	(Constant)	-5.963	5.550				
	Motivasi Kerja	.181	.070	.208	2.570	.012	.975
	Pelatihan	.532	.103	.497	5.184	.000	.694
	Kompetensi	.415	.113	.350	3.663	.000	.697

a. Dependent Variable: Kinerja

Lampiran 8

- **Data Output Hasil Uji Regresi Linier Berganda dan Hasil Uji T & F**

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.744 ^a	.554	.535	2.912

a. Predictors: (Constant), Kompetensi, Motivasi Kerja, Pelatihan

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	737.871	3	245.957	29.002	.000 ^b
1 Residual	593.642	70	8.481		
Total	1331.514	73			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kompetensi , Motivasi Kerja, Pelatihan

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1	(Constant)	-5.963	5.550		-1.074
	Motivasi Kerja	.181	.070	.208	2.570
	Pelatihan	.532	.103	.497	5.184
	Kompetensi	.415	.113	.350	3.663

a. Dependent Variable: Kinerja

Lampiran 9

R. Tabel

Interval Kepercayaan			Interval Kepercayaan			Interval Kepercayaan		
n	95%	99%	n	95%	99%	n	95%	99%
3	0,997	0,999	26	0,388	0,496	55	0,266	0,345
4	0,950	0,990	27	0,381	0,487	60	0,254	0,330
5	0,878	0,959	28	0,374	0,478	65	0,244	0,317
6	0,811	0,917	29	0,367	0,470	70	0,235	0,306
7	0,754	0,874	30	0,361	0,463	75	0,227	0,296
8	0,707	0,874	31	0,355	0,456	80	0,220	0,286
9	0,666	0,798	32	0,349	0,449	85	0,213	0,278
10	0,632	0,765	33	0,344	0,442	90	0,207	0,270
11	0,602	0,735	34	0,339	0,436	95	0,202	0,263
12	0,576	0,708	35	0,334	0,430	100	0,195	0,256
13	0,553	0,684	36	0,329	0,424	125	0,176	0,230
14	0,532	0,661	37	0,325	0,418	150	0,157	0,210
15	0,514	0,641	38	0,320	0,413	175	0,148	0,194
16	0,497	0,623	39	0,316	0,408	200	0,138	0,181
17	0,482	0,606	40	0,312	0,403	300	0,113	0,148
18	0,468	0,590	41	0,308	0,396	400	0,098	0,128
19	0,456	0,575	42	0,304	0,393	500	0,088	0,115
20	0,444	0,561	43	0,301	0,389	600	0,080	0,105
21	0,433	0,549	44	0,297	0,384	700	0,074	0,097
22	0,423	0,537	45	0,294	0,380	800	0,070	0,091
23	0,413	0,526	46	0,291	0,276	900	0,065	0,086
24	0,404	0,515	47	0,288	0,372	000	0,062	0,081
25	0,396	0,505	48	0,284	0,368			
			49	0,281	0,364			
			50	0,297	0,361			

• Lampiran 10

Tabel

Pr df	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
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089

44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29340	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119

93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374

• Lampiran 11

F_{Tabel}

df untuk penyebut (N2)	df untuk pembilang (N1)									
	1	2	3	4	5	6	7	8	9	10
1	161	199	216	225	230	234	237	239	241	242
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06

43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97
70	→ 2.74		2.50	2.35	2.23	2.14	2.07	2.02	1.97	
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94
91	3.95	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94

92	3.94	3.10	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.94
93	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
94	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
95	3.94	3.09	2.70	2.47	2.31	2.20	2.11	2.04	1.98	1.93
96	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93
97	3.94	3.09	2.70	2.47	2.31	2.19	2.11	2.04	1.98	1.93
98	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93
99	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.98	1.93
100	3.94	3.09	2.70	2.46	2.31	2.19	2.10	2.03	1.97	1.93