LAMPIRAN

KUESIONER

Pernyataan yang ada dalam kuesioner ini hanya semata-mata untuk data penelitian dengan judul **"Pengaruh Pengawasan Dan Pelatihan Oleh Dinas Koperasi Terhadap Kinerja Koperasi Mekar Sai Bandar Lampung"**. Oleh karena itu, Saya selaku peneliti mengharapkan bantuan Saudara/i agar mengisi kuesioner ini sesuai dengan keadaan yang sebenarnya.

Format Pengisian Kuesioner

Berilah tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

I. Karakteristik Responden

   1. No. Responden   :

   2. Jenis Kelamin   :

   3. Usia   :

   ☐ a. 20 Tahun – 30 Tahun   ☐ c. 41 Tahun – 50 Tahun

   ☐ b. 31 Tahun – 40 Tahun   ☐ d. 51 Tahun – 60 Tahun

II. Berilah tanda ceklist (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

   SS   : Sangat Setuju
   S   : Setuju
   KS   : Kurang Setuju
   TS   : Tidak Setuju
   STS   : Sangat Tidak Setuju

I. PENGAWASAN

No.	Indikator		Pernyataan	SS	S	KS	TS	STS
1	PELAKSANAAN	1	pengawasan pada tiap bagian divisi kerja dillakukan sesuai dengan SOP					
		2	Pengawasan kerja mengacu pada program dilakukan secara bertahap					
		3	Pengaawasan kerja di tiap unit di lakukan setiap periodik					
		4	Pngawasan dilakukan di Tiap Unit Kerja Masing-masing					
		5	Pengawasan di lakukan oleh orang yang memiliki kompetensi					
2	PENILAIAN	6	Pengawasan merupakan suatu penilaian kerja bagi para pegawai yang sedang diawasi					
		7	Anda akan lebih giat dalam bekerja bila anda sedang diawasi oleh pimpinan					
		8	Pengawasan yang ketat akan membuat anda merasa canggung/gugup pada saat bekerja					
		9	Pengawasan yang dilakukan bukan hanya melihat kinerja pegawai saja, melainkan penampilan dan sikap juga					
		10	Pengawasan merupakan alat yang ampuh untuk meningkatkan kinerja pegawai.					
3	KOREKTIF	11	Pengawasan dilakukan untuk menghindari Penyimpangan penyelewengan kesalahan yang dilakukan pekerja atau pegawai.					
		12	engawasan dilakukan untuk mengambil tindakan koreksi angsung kepada pegawai apabila terjadi penyimpangan penetapan standar kerja organisasi.					
		13	Pengawasan yang baik yaitu bila setiap Terjadi penyimpangan/penyelewengan/kesalahan kerja maka pimpinan akan langsung menegur atau mengkoreksi anda.					
		14	Pengawasan sangat efektif untuk penilaian kinerja, penetapan standar, pengukuran kinerja dan tindakan koreksi.					

II.   PELATIHAN

No.	Indikator		Pernyataan	SS	S	KS	TS	STS
1	**MATERI**	1	Pendidikan dan pelatihan yang Bapak/Ibu ikuti dapat meningkatkan pengetahuan dalam pekerjaan Bapak/Ibu					
		2	Materi pelajaran yang diajarkan dalam pendidikan dan pelatihan yang diberikan oleh perusahaan dapat menunjang pekerjaan Bapak/Ibu					
		3	Materi pendidikan dan pelatihan yang diberikan telah sesuai dengan kebutuhan pekerjaan Bapak/Ibu					
		4	Kesesuaian materi pelatihan dengan pekerjaan					
		5	Kesesuaian materi pelatihan dengan pekerjaan.					
2	**METODE**	6	Metode pendidikan dan pelatihan telah sesuai dengan subjek yang diajarkan					
		7	Metode pendidikan dan pelatihan yang digunakan pada saat program pendidikan dan pelatihan mudah dimengert					
		8	Metode yang digunakan pada program pendidikan dan pelatihan telah sesuai dengan gaya belajar Bapak/Ibu					
		9	Metode pelatihan yang diberikan perusahaan menarik					
3	**KUALIFIKASI PEMATERI**	10	Keterampilan para narasumber dalam menyampaikan materi mudah dimengerti.					
		11	narasumber selalu memotivasi Bapak/Ibu untuk dapat mempraktikan subjek yang telah diajarka					
		12	narasumber mengetahui tujuan yang hendak dicapai dari pendidikan dan pelatihan tersebut					
		13	Ketepatan metode yang digunakan narasumber dalam penyampaian materi terhadap peserta					
		14	Tingkat keahlian narasumber dalam menyampaikan materi pada saat pelatihan					

III.   KINERJA

No.	Indikator		Pernyataan	SS	S	KS	TS	STS
1	**KUALITAS**	1	Saya mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti					
		2	Skill yang saya miliki sesuai dengan pekerjaan dan tugas yang saya kerjakan saat ini					
		3	Dengan pengetahuan yang saya miliki, saya dapat menguasai bidang tugas yang saya kerjakan dengan hasil yang baik					
		4	Dengan pengetahuan yang saya miliki, saya dapat menguasai bidang tugas yang lain					
		5	Dengan pengetahuan yang saya miliki, saya mampu melaksanakan pekerjaan dengan baik					
2	**KUANTITAS**	6	Kuantitas kerja saya sudah sesuai dengan standar kerja yang diharapkan oleh perusahaan					
		7	Saya mampu menyelesaikan jumlah pekerjaan seperti yang ditetapkan oleh perusahaan					
		8	Target pekerjaan dan tugas dari perusahaan dapat anda penuhi dengan baik dan cermat					
		9	Saya merasa dapat memenuhi dengan banyaknya beban pekerjaan yang ditetapkan					
		10	Saya mampu dan memahami tugas-tugas rutin yang saya kerjakan setiap harinya di perusahaan					
3	**EFEKTIVITAS & EFISIENSI**	11	Dalam melaksanakan tugas, saya jarang melakukan kesalahan					
		12	Saya memiliki keterampilan teknis untuk menyelesaikan pekerjaan tepat pada waktunya					
		13	Saya dapat menyelesaikan pekerjaan dengan teliti sesuai yang diharapkan					
		14	Saya memiliki kemampuan mengarahkan dan membimbing pegawai lain untuk mencapai efisiensi dan efektivitas dalam bekerja					
		15	Saya melakukan pekerjaan dengan akurat dan jarang membuat kesalahan					
		16	Berusaha dengan serius menyelesaikan pekerjaan sampai dengan selesai					
		17	pegawai telah menunjukkan perhatian pada aspek detail, akurasi, kecermatan dan ketelitian dalam bekerja					
		18	pegawai mampu menyelesaikan tugas yang diberikan secara konsisten					
		19	pegawai mampu menentukan dan					

			mengatur prioritas kerja secara efektif					
		20	pegawai mampu menggunakan waktu dengan efisien dalam melaksanakan segala tugas yang dibebankan kepadanya					

LAMPIRAN 2

DATA HASIL JAWABAN RESPONDEN

No. Responden	Variabel Pengawasan														Jumlah X1
	Item Pernyataan														
	X1p1	X1p2	X1p3	X1p4	X1p5	X1p6	X1p7	X1p8	X1p9	X1p10	X1p11	X1p12	X1p13	X1p14	
1	4	4	3	4	3	4	4	4	3	3	4	3	4	4	51
2	5	5	3	5	5	5	5	5	5	5	5	5	5	5	68
3	4	4	4	4	4	4	4	4	4	2	4	4	4	4	54
4	5	4	4	3	3	5	4	5	3	5	5	3	4	4	57
5	3	3	3	4	4	5	4	3	3	4	3	4	4	3	50
6	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
7	4	4	5	4	3	3	3	3	3	3	5	5	5	5	55
8	4	3	4	4	4	4	4	4	4	3	4	4	5	5	56
9	2	4	5	5	2	5	5	5	5	2	2	3	5	5	55
10	4	5	4	5	4	4	4	5	4	5	4	5	5	5	63
11	4	4	4	5	2	3	2	3	2	3	4	4	4	4	48
12	3	5	3	5	4	5	4	5	4	4	3	5	5	5	60
13	5	5	5	4	4	4	4	4	4	4	5	5	5	5	63
14	5	5	5	5	3	5	3	5	3	4	5	4	5	5	62
15	5	4	5	5	2	5	5	3	5	5	5	5	5	5	64
16	3	5	3	4	2	3	5	3	4	3	3	3	5	5	51
17	4	5	4	5	4	4	4	4	5	4	4	3	3	3	56
18	4	5	4	5	5	4	4	4	3	5	4	3	5	5	60
19	4	5	4	4	3	4	4	4	4	5	4	4	5	5	59
20	4	4	4	3	3	4	4	4	4	4	4	4	4	4	54
21	4	4	4	2	3	4	4	4	3	4	4	3	4	4	51
22	4	3	4	4	2	4	4	4	4	4	4	4	5	5	55
23	5	3	5	4	3	5	4	5	4	4	5	4	5	5	61
24	4	4	4	5	3	4	4	4	3	3	4	3	4	4	53
25	3	4	3	4	4	5	4	5	3	5	3	3	4	4	54
26	4	4	4	5	5	4	4	4	4	4	4	4	4	4	58
27	5	4	3	4	4	5	4	4	3	5	3	3	4	4	55
28	5	4	4	5	5	5	4	5	5	4	4	4	4	4	62
29	3	4	3	4	4	3	4	4	4	4	4	4	4	4	53
30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
31	5	4	4	4	4	4	5	4	4	4	4	4	4	4	58
32	5	5	4	4	4	4	4	4	4	5	4	5	5	4	61
33	4	5	5	5	5	4	5	5	4	4	4	4	5	4	63
34	4	4	4	4	4	4	5	5	4	4	4	3	4	3	56
35	4	5	5	5	5	4	5	4	4	4	3	5	5	3	61

VARIABEL PELATIHAN (X2)

No. Responden	Item Pernyataan														Jumlah X1
	X1 p1	X1 p2	X1 p3	X1 p4	X1 p5	X1 p6	X1 p7	X1 p8	X1 p9	X1 p10	X1 p11	X1 p12	X1 p13	X1 p14	
1	3	4	4	4	4	4	3	3	4	3	4	3	4	3	50
2	3	5	5	5	5	5	3	3	5	5	5	3	5	5	62
3	4	2	4	4	5	4	4	4	4	4	4	4	4	4	55
4	4	5	3	4	5	3	4	4	3	5	4	4	3	3	54
5	3	4	3	3	5	3	3	3	3	3	3	3	3	5	47
6	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
7	5	3	5	5	3	4	5	5	5	5	5	5	4	5	64
8	4	3	4	5	3	4	4	4	4	4	5	4	4	4	56
9	2	2	3	3	2	3	4	2	3	2	3	2	3	3	37
10	4	5	5	5	5	5	4	4	5	4	5	4	5	5	65
11	4	5	4	4	3	5	4	4	4	4	4	4	5	4	58
12	3	5	5	5	4	5	4	3	5	3	5	3	5	5	60
13	3	4	5	5	4	5	2	2	5	5	3	5	5	2	55
14	2	4	4	5	4	5	5	5	5	5	5	5	5	4	63
15	5	4	2	5	5	5	3	3	2	4	2	5	5	5	55
16	3	4	3	5	3	4	3	3	5	3	5	3	4	3	51
17	4	3	3	3	4	5	4	4	4	4	3	4	5	3	53
18	4	5	3	5	5	5	4	4	4	4	5	4	5	3	60
19	4	4	4	5	5	4	4	4	4	4	5	4	4	4	59
20	5	4	4	4	4	5	4	4	4	4	4	4	5	4	59
21	4	4	3	4	4	5	4	4	4	4	4	4	5	3	56
22	4	4	4	5	4	4	4	4	4	4	5	4	4	4	58
23	5	4	4	5	4	4	5	5	4	5	5	5	4	4	63
24	4	3	3	4	3	5	4	4	4	4	4	4	5	3	54
25	3	5	3	4	5	4	3	3	4	3	4	3	4	3	51
26	4	4	4	4	4	5	4	4	4	4	5	4	5	4	59
27	3	4	3	4	4	4	3	3	4	5	4	3	4	3	51
28	3	3	3	3	3	4	3	3	4	5	4	3	4	3	48
29	3	4	5	4	3	4	3	3	4	5	4	3	4	5	54
30	4	4	3	4	4	4	4	4	4	3	4	4	4	3	53
31	5	4	4	4	4	2	4	4	3	4	2	4	4	4	52
32	4	4	4	5	4	4	3	5	5	4	4	4	4	4	58
33	4	4	3	5	4	4	3	4	3	4	3	4	4	4	53
34	4	5	5	4	4	4	4	5	5	4	4	3	4	3	58
35	4	5	5	3	2	4	4	4	4	4	3	4	4	2	52

VARIABEL KINERJA (Y)

No. Responden	Item Pernyataan																				Jumlah X1
	X1p1	X1p2	X1p3	X1p4	X1p5	X1p6	X1p7	X1p8	X1p9	X1p10	X1p11	X1p12	X1p13	X1p14	X1p15	X1p16	X1p17	X1p18	X1p19	X1p20	
1	4	3	3	4	3	4	3	4	3	3	4	3	4	3	3	3	4	4	4	3	**69**
2	5	5	5	5	5	5	5	5	5	5	5	3	5	5	5	5	4	5	5	5	**97**
3	2	3	2	4	4	4	3	4	2	2	3	4	4	3	2	4	4	4	4	4	**66**
4	5	3	5	4	3	4	3	3	5	5	5	4	3	3	5	3	4	3	5	3	**78**
5	4	3	4	3	3	3	3	3	4	4	4	3	3	3	4	3	3	3	3	3	**66**
6	4	3	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4	4	4	4	**77**
7	3	3	3	5	5	5	3	5	3	3	3	5	5	3	3	5	4	5	5	5	**81**
8	3	3	3	5	4	5	3	4	3	3	3	4	4	3	3	4	4	4	4	4	**73**
9	4	3	5	3	3	5	4	4	2	4	4	3	3	3	2	3	3	3	2	3	**66**
10	2	4	5	5	5	5	4	3	5	5	5	4	5	4	5	5	4	2	4	5	**86**
11	3	4	3	4	4	4	4	4	3	3	3	4	4	4	3	4	5	4	4	4	**75**
12	4	4	4	5	5	5	4	5	4	4	4	3	5	4	4	5	5	5	3	5	**87**
13	4	4	4	5	5	5	4	5	4	4	4	5	5	4	4	5	5	5	5	5	**91**
14	4	4	4	5	4	5	4	4	4	4	4	5	5	4	4	4	5	5	5	4	**87**
15	3	4	4	4	4	4	3	2	4	2	5	5	5	3	2	3	3	4	5	5	**74**
16	3	4	3	5	3	5	4	3	3	3	3	3	5	4	3	4	4	5	3	3	**73**
17	4	5	4	3	3	3	5	3	4	4	4	4	4	5	4	5	5	4	4	3	**80**
18	5	4	5	5	3	5	4	4	5	4	4	4	4	4	5	3	5	4	4	3	**84**
19	5	5	5	5	4	5	5	3	5	3	5	5	5	5	5	4	4	4	4	4	**90**
20	4	3	4	4	4	4	4	3	4	3	4	4	4	3	4	4	5	4	4	4	**77**
21	4	4	4	4	3	4	3	2	4	2	2	3	2	4	4	3	5	4	4	3	**68**
22	4	4	4	5	4	5	5	5	4	5	4	5	4	4	4	4	4	4	4	4	**86**
23	4	4	4	5	4	5	4	3	4	3	4	4	4	4	4	4	4	4	5	4	**81**
24	3	3	3	4	3	4	5	4	3	4	3	5	3	3	3	3	5	4	4	3	**72**
25	5	5	5	5	4	3	5	4	5	5	5	4	4	4	5	4	4	4	3	3	**86**
26	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	5	4	4	4	**80**
27	4	3	4	4	3	3	4	3	4	4	4	4	4	4	4	3	4	4	3	3	**73**
28	3	5	3	5	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	3	**80**
29	3	3	3	5	4	5	4	4	4	4	4	5	4	5	5	4	4	4	3	5	**82**
30	4	3	4	4	3	4	3	3	4	4	4	4	4	3	4	3	4	4	4	3	**73**
31	3	4	4	4	5	4	3	4	4	3	4	4	3	3	3	4	4	4	2	3	**72**
32	4	3	4	5	4	4	4	4	4	4	3	3	5	4	4	4	4	4	4	5	**80**
33	4	2	4	5	4	5	4	4	4	4	5	4	3	3	4	4	4	4	4	4	**79**
34	3	5	4	4	5	5	3	5	4	3	5	5	5	5	5	4	4	4	3	5	**86**
35	4	4	4	3	4	5	4	3	4	4	4	5	5	4	4	4	5	5	5	5	**85**

Lampiran 3
Data Output Hasil Uji Frekuensi Karakteristik Responden

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
	Laki-laki	21	60.0	60.0	60.0
Valid	Perempuan	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
	20 - 30 Tahun	13	37.1	37.1	37.1
	31 - 40 Tahun	11	31.4	31.4	68.6
Valid	41 - 50 Tahun	10	28.6	28.6	97.1
	51 - 60 Tahun	1	2.9	2.9	100.0
	Total	35	100.0	100.0	

Lampiran 4

Data Output Hasil Uji Frekuensi Jawaban Respondem

1. **Variabel Pengawasan (X$_1$)**

X1p1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	5	14.3	14.3	17.1
	4	19	54.3	54.3	71.4
	5	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

X1p2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	11.4	11.4	11.4
	4	19	54.3	54.3	65.7
	5	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

X1p3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	22.9	22.9	22.9
	4	19	54.3	54.3	77.1
	5	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X1p4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	2	5.7	5.7	8.6
	4	18	51.4	51.4	60.0
	5	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

X1p5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	14.3	14.3	14.3
	3	9	25.7	25.7	40.0
	4	15	42.9	42.9	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

X1p6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	11.4	11.4	11.4
	4	20	57.1	57.1	68.6
	5	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

X1p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	2	5.7	5.7	8.6
	4	24	68.6	68.6	77.1
	5	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X1p8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	14.3	14.3	14.3
	4	19	54.3	54.3	68.6
	5	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

X1p9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	10	28.6	28.6	31.4
	4	19	54.3	54.3	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

X1p10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	6	17.1	17.1	22.9
	4	18	51.4	51.4	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

X1p11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	6	17.1	17.1	20.0
	4	21	60.0	60.0	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

X1p12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	31.4	31.4	31.4
	4	16	45.7	45.7	77.1
	5	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X1p13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.9	2.9	2.9
	4	17	48.6	48.6	51.4
	5	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

X1p14

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	4	11.4	11.4	11.4
Valid	4	17	48.6	48.6	60.0
	5	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

2. Variabel Pelatihan (X_2)

X2p1

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	5.7	5.7	5.7
	3	10	28.6	28.6	34.3
Valid	4	18	51.4	51.4	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

X2p2

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	5.7	5.7	5.7
	3	5	14.3	14.3	20.0
Valid	4	19	54.3	54.3	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

X2p3

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	2.9	2.9	2.9
	3	13	37.1	37.1	40.0
Valid	4	13	37.1	37.1	77.1
	5	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

X2p4

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	5	14.3	14.3	14.3
Valid	4	15	42.9	42.9	57.1
	5	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

X2p5

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	5.7	5.7	5.7
	3	7	20.0	20.0	25.7
Valid	4	17	48.6	48.6	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

X2p6

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	2.9	2.9	2.9
	3	3	8.6	8.6	11.4
Valid	4	18	51.4	51.4	62.9
	5	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

X2p7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	11	31.4	31.4	34.3
	4	20	57.1	57.1	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

X2p8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	10	28.6	28.6	34.3
	4	18	51.4	51.4	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

X2p9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	5	14.3	14.3	17.1
	4	20	57.1	57.1	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

X2p10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	6	17.1	17.1	20.0
	4	19	54.3	54.3	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

X2p11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	6	17.1	17.1	22.9
	4	15	42.9	42.9	65.7
	5	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

X2p12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	10	28.6	28.6	31.4
	4	19	54.3	54.3	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

X2p13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	8.6	8.6	8.6
	4	19	54.3	54.3	62.9
	5	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

X2p14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	13	37.1	37.1	42.9
	4	13	37.1	37.1	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

Statistics

3. **Variabel Kinerja (Y)**

Yp1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	10	28.6	28.6	34.3
	4	18	51.4	51.4	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

Yp2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	14	40.0	40.0	42.9
	4	14	40.0	40.0	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Yp3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	8	22.9	22.9	25.7
	4	19	54.3	54.3	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

Yp4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	11.4	11.4	11.4
	4	14	40.0	40.0	51.4
	5	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

Yp5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	31.4	31.4	31.4
	4	17	48.6	48.6	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

Yp6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	11.4	11.4	11.4
	4	14	40.0	40.0	51.4
	5	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

Yp7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	37.1	37.1	37.1
	4	16	45.7	45.7	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Yp8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	11	31.4	31.4	37.1
	4	16	45.7	45.7	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Yp9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	6	17.1	17.1	22.9
	4	21	60.0	60.0	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Yp10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8.6	8.6	8.6
	3	10	28.6	28.6	37.1
	4	17	48.6	48.6	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

Yp11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	7	20.0	20.0	22.9
	4	19	54.3	54.3	77.1
	5	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

Yp12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	22.9	22.9	22.9
	4	17	48.6	48.6	71.4
	5	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

Yp13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	6	17.1	17.1	20.0
	4	16	45.7	45.7	65.7
	5	12	34.3	34.3	100.0

		Frequency	Percent	Valid Percent	Cumulative Percent
	Total	35	100.0	100.0	

Yp14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	40.0	40.0	40.0
	4	16	45.7	45.7	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

Yp15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8.6	8.6	8.6
	3	7	20.0	20.0	28.6
	4	16	45.7	45.7	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

Yp15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8.6	8.6	8.6
	3	7	20.0	20.0	28.6
	4	16	45.7	45.7	74.3
	5	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

Yp16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	28.6	28.6	28.6
	4	19	54.3	54.3	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Yp17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	8.6	8.6	8.6
	4	21	60.0	60.0	68.6
	5	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

Yp18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	3	8.6	8.6	11.4
	4	24	68.6	68.6	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

Yp19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	7	20.0	20.0	25.7
	4	18	51.4	51.4	77.1
	5	8	22.9	22.9	100.0

Total	35	100.0	100.0

Yp20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	40.0	40.0	40.0
	4	11	31.4	31.4	71.4
	5	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

Data Output Hasil Uji Validitas

1. Variabel Pengawasan

Correlations

		X1p1	X1p2	X1p3	X1p4	X1p5	X1p6	X1p7	X1p8	X1p9	X1p10	X1p11	X1p12	X1p13	X1p14	Pengawasan
X1p1	Pearson Correlation	1	.197	.274	-.099	.211	.095	-.183	.087	-.079	.536*	.963**	.333	.000	.096	.544**
	Sig. (1-tailed)		.202	.121	.339	.186	.345	.221	.357	.370	.007	.000	.075	.500	.343	.007
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p2	Pearson Correlation	.197	1	.000	.415*	.184	-.045	.108	.377	.226	.401*	.157	.099	.279	.399*	.545**
	Sig. (1-tailed)	.202		.500	.034	.219	.425	.325	.051	.169	.040	.255	.339	.117	.041	.007
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p3	Pearson Correlation	.274	.000	1	.108	-.309	.000	-.200	.000	.087	-.073	.351	.183	.240	.316	.264
	Sig. (1-tailed)	.121	.500		.325	.093	.500	.199	.500	.358	.379	.064	.221	.154	.087	.131
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p4	Pearson Correlation	-.099	.415*	.108	1	.100	.180	.000	.171	.226	.083	-.128	.197	.279	.285	.380*
	Sig. (1-tailed)	.339	.034	.325		.337	.223	.500	.236	.169	.363	.295	.202	.117	.112	.049
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p5	Pearson Correlation	.211	.184	-.309	.100	1	.193	.077	.339	.107	.351	.176	.211	-.037	-.081	.419*
	Sig. (1-tailed)	.186	.219	.093	.337		.207	.373	.072	.326	.064	.229	.186	.438	.367	.033
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p6	Pearson Correlation	.095	-.045	.000	.180	.193	1	.417*	.578**	.345	.352	-.018	.095	.100	.000	.486*
	Sig. (1-tailed)	.345	.425	.500	.223	.207		.034	.004	.068	.064	.469	.345	.337	.500	.015
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p7	Pearson Correlation	-.183	.108	-.200	.000	.077	.417*	1	.191	.783**	.147	-.264	-.091	.240	.211	.347
	Sig. (1-tailed)	.221	.325	.199	.500	.373	.034		.210	.000	.268	.131	.351	.154	.186	.067
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p8	Pearson Correlation	.087	.377	.000	.171	.339	.578**	.191	1	.266	.221	-.004	.000	.166	.252	.529**
	Sig. (1-tailed)	.357	.051	.500	.236	.072	.004	.210		.128	.175	.493	.500	.242	.142	.008
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p9	Pearson Correlation	-.079	.226	.087	.226	.107	.345	.783**	.266	1	.089	-.138	.159	.125	.183	.488*
	Sig. (1-tailed)	.370	.169	.358	.169	.326	.068	.000	.128		.354	.281	.252	.299	.219	.015
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p10	Pearson Correlation	.536**	.401*	-.073	.083	.351	.352	.147	.221	.089	1	.461*	.268	.145	.116	.645**
	Sig. (1-tailed)	.007	.040	.379	.363	.064	.064	.268	.175	.354		.020	.127	.271	.313	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p11	Pearson Correlation	.963**	.157	.351	-.128	.176	-.018	-.264	-.004	-.138	.461*	1	.401*	.047	.139	.499*
	Sig. (1-tailed)	.000	.255	.064	.295	.229	.469	.131	.493	.281	.020		.040	.421	.280	.013
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p12	Pearson Correlation	.333	.099	.183	.197	.211	.095	-.091	.000	.159	.268	.401*	1	.438*	.385*	.544**
	Sig. (1-tailed)	.075	.339	.221	.202	.186	.345	.351	.500	.252	.127	.040		.027	.047	.007
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p13	Pearson Correlation	.000	.279	.240	.279	-.037	.100	.240	.166	.125	.145	.047	.438*	1	.948**	.531**
	Sig. (1-tailed)	.500	.117	.154	.117	.438	.337	.154	.242	.299	.271	.421	.027		.000	.008
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
X1p14	Pearson Correlation	.096	.399*	.316	.285	-.081	.000	.211	.252	.183	.116	.139	.385*	.948**	1	.570**
	Sig. (1-tailed)	.343	.041	.087	.112	.367	.500	.186	.142	.219	.313	.280	.047	.000		.004
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Pengawasan	Pearson Correlation	.544**	.545**	.264	.380*	.419*	.486*	.347	.529**	.488*	.645**	.499*	.544**	.531**	.570**	1
	Sig. (1-tailed)	.007	.007	.131	.049	.033	.015	.067	.008	.015	.001	.013	.007	.008	.004	
	N	20	20	20	20	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).

3. VARIABEL KINERJA (Y)

Correlations

		Yp1	Yp2	Yp3	Yp4	Yp5	Yp6	Yp7	Yp8	Yp9	Yp10	Yp11	Yp12	Yp13	Yp14	Yp15	Yp16	Yp17	Yp18	Yp19	Yp20	Kinerja
Yp1	Pearson Correlation	1	.276	.635**	-.019	-.257	.021	.383	.119	.547**	.458*	.478*	-.095	-.197	.330	.589**	-.218	.166	.158	.088	-.298	.408*
	Sig. (1-tailed)		.119	.001	.468	.137	.465	.048	.309	.006	.021	.016	.345	.202	.078	.003	.178	.242	.254	.357	.101	.037
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp2	Pearson Correlation	.276	1	.381*	.299	.219	.178	.852**	-.042	.513*	.212	.396	.161	.569**	.954**	.432*	.452*	.330	.287	.200	.235	.698**
	Sig. (1-tailed)	.119		.049	.100	.177	.226	.000	.430	.010	.185	.042	.249	.004	.000	.029	.023	.077	.110	.199	.159	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp3	Pearson Correlation	.635**	.381*	1	.028	-.008	.212	.476*	-.157	.736**	.713**	.818**	-.004	-.057	.370	.673**	-.075	-.068	-.356	.004	-.004	.509*
	Sig. (1-tailed)	.001	.049		.454	.487	.185	.017	.254	.000	.000	.000	.493	.406	.054	.001	.377	.388	.062	.494	.494	.011
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp4	Pearson Correlation	-.019	.299	.028	1	.600**	.808**	.173	.394	.327	.064	.000	.312	.762**	.327	.349	.444*	.365	.483*	.398	.543**	.671**
	Sig. (1-tailed)	.468	.100	.454		.003	.000	.233	.043	.080	.394	.500	.090	.000	.080	.066	.025	.057	.015	.041	.007	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp5	Pearson Correlation	-.257	.219	-.008	.600**	1	.477*	.140	.510*	.183	.091	.092	.343	.693**	.206	.155	.756**	.230	.332	.413	.963**	.624**
	Sig. (1-tailed)	.137	.177	.487	.003		.017	.278	.011	.221	.352	.350	.069	.000	.192	.256	.000	.164	.077	.035	.000	.002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp6	Pearson Correlation	.021	.178	.212	.808**	.477*	1	.241	.473*	.064	.139	.000	.146	.555**	.221	.126	.289	.132	.330	.051	.413	.508*
	Sig. (1-tailed)	.465	.226	.185	.000	.017		.153	.018	.394	.279	.500	.269	.006	.174	.298	.108	.289	.078	.415	.035	.011
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp7	Pearson Correlation	.383	.852**	.476*	.173	.140	.241	1	.065	.386	.333	.304	-.024	.351	.912**	.463*	.462*	.422*	.200	-.067	.067	.634**
	Sig. (1-tailed)	.048	.000	.017	.233	.278	.153		.393	.046	.076	.096	.460	.065	.000	.020	.020	.032	.199	.390	.390	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp8	Pearson Correlation	.119	-.042	-.157	.394	.510*	.473*	.065	1	-.195	.210	-.341	-.102	.211	.104	.030	.467*	.356	.543**	.094	.356	.361
	Sig. (1-tailed)	.309	.430	.254	.043	.011	.018	.393		.205	.187	.071	.335	.186	.332	.450	.019	.062	.007	.347	.062	.059
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp9	Pearson Correlation	.547**	.513*	.736**	.327	.183	.064	.386	-.195	1	.589**	.762**	.204	.242	.490	.901**	.139	.223	-.121	.415	.188	.713**
	Sig. (1-tailed)	.006	.010	.000	.080	.221	.394	.046	.205		.003	.000	.194	.152	.014	.000	.279	.173	.306	.034	.214	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp10	Pearson Correlation	.458*	.212	.713**	.064	.091	.139	.333	.210	.589**	1	.493*	-.267	-.130	.336	.729**	.225	.137	-.260	.029	-.029	.491*
	Sig. (1-tailed)	.021	.185	.000	.394	.352	.279	.076	.187	.003		.014	.127	.292	.074	.000	.170	.282	.134	.452	.452	.014
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp11	Pearson Correlation	.478*	.396	.818**	.000	.092	.000	.304	-.341	.762**	.493*	1	.096	.099	.292	.563**	-.091	-.209	-.351	.264	.176	.462*
	Sig. (1-tailed)	.016	.042	.000	.500	.350	.500	.096	.071	.000	.014		.344	.339	.106	.005	.351	.189	.064	.131	.229	.020
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp12	Pearson Correlation	-.095	.161	-.004	.312	.343	.146	-.024	-.102	.204	-.267	.096	1	.407*	.060	.047	.174	.219	.172	.676**	.416*	.339
	Sig. (1-tailed)	.345	.249	.493	.090	.069	.269	.460	.335	.194	.127	.344		.038	.400	.422	.231	.177	.234	.001	.034	.072
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp13	Pearson Correlation	-.197	.569**	-.057	.762**	.693**	.555**	.351	.211	.242	-.130	.099	.407*	1	.492*	.125	.633**	.289	.583**	.409	.722**	.665**
	Sig. (1-tailed)	.202	.004	.406	.000	.000	.006	.065	.186	.152	.292	.339	.038		.014	.299	.001	.108	.003	.037	.000	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp14	Pearson Correlation	.330	.954**	.370	.327	.206	.221	.912**	.104	.490	.336	.292	.060	.492*	1	.541**	.533*	.447*	.287	.115	.141	.725**
	Sig. (1-tailed)	.078	.000	.054	.080	.192	.174	.000	.332	.014	.074	.106	.400	.014		.007	.008	.024	.110	.314	.276	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp15	Pearson Correlation	.589**	.432*	.673**	.349	.155	.126	.463*	.030	.901**	.729**	.563**	.047	.125	.541**	1	.257	.381	-.105	.266	.043	.713**
	Sig. (1-tailed)	.003	.029	.001	.066	.256	.298	.020	.450	.000	.000	.005	.422	.299	.007		.137	.049	.330	.129	.428	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp16	Pearson Correlation	-.218	.452*	-.075	.444*	.756**	.289	.462*	.467*	.139	.225	-.091	.174	.633**	.533*	.257	1	.476*	.401	.241	.642**	.628**
	Sig. (1-tailed)	.178	.023	.377	.025	.000	.108	.020	.019	.279	.170	.351	.231	.001	.008	.137		.017	.040	.153	.001	.002
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp17	Pearson Correlation	.166	.330	-.068	.365	.230	.132	.422*	.356	.223	.137	-.209	.219	.289	.447*	.381	.476*	1	.440*	.257	.110	.503*
	Sig. (1-tailed)	.242	.077	.388	.057	.164	.289	.032	.062	.173	.282	.189	.177	.108	.024	.049	.017		.026	.137	.322	.012
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp18	Pearson Correlation	.158	.287	-.356	.483*	.332	.330	.200	.543**	-.121	-.260	-.351	.172	.583**	.287	-.105	.401	.440*	1	.305	.313	.393
	Sig. (1-tailed)	.254	.110	.062	.015	.077	.078	.199	.007	.306	.134	.064	.234	.003	.110	.330	.040	.026		.095	.090	.043
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp19	Pearson Correlation	.088	.200	.004	.398	.413	.051	-.067	.094	.415	.029	.264	.676**	.409	.115	.266	.241	.257	.305	1	.467*	.506*
	Sig. (1-tailed)	.357	.199	.494	.041	.035	.415	.390	.347	.034	.452	.131	.001	.037	.314	.129	.153	.137	.095		.019	.011
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Yp20	Pearson Correlation	-.298	.235	-.004	.543**	.963**	.413	.067	.356	.188	-.029	.176	.416*	.722**	.141	.043	.642**	.110	.313	.467*	1	.561**
	Sig. (1-tailed)	.101	.159	.494	.007	.000	.035	.390	.062	.214	.452	.229	.034	.000	.276	.428	.001	.322	.090	.019		.005
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Kinerja	Pearson Correlation	.408*	.698**	.509*	.671**	.624**	.508*	.634**	.361	.713**	.491*	.462*	.339	.665**	.725**	.713**	.628**	.503*	.393	.506*	.561**	1
	Sig. (1-tailed)	.037	.000	.011	.001	.002	.011	.001	.059	.000	.014	.020	.072	.001	.000	.000	.002	.012	.043	.011	.005	
	N	20	20	20	20	20	20	20	20	20	20	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).

1. VARIABEL PENGAWASAN (X₁)

Reliability Statistics

Cronbach's Alpha	N of Items
.716	14

2. VARIABEL PELATIHAN (X₂)

Reliability Statistics

Cronbach's Alpha	N of Items
.785	14

3. VARIABEL KINERJA (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.852	20

Lmpiran 7

Data Output Hasil Uji Persyaratan Analisis Data

1. Data Output Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Pengawasan	Between Groups	(Combined)	1250.152	15	83.343	2.072	.068
		Linearity	823.229	1	823.229	20.469	.000
		Deviation from Linearity	426.923	14	30.495	.758	.697
	Within Groups		764.133	19	40.218		
	Total		2014.286	34			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Pelatihan	Between Groups	(Combined)	1171.202	16	73.200	1.563	.180
		Linearity	673.727	1	673.727	14.384	.001
		Deviation from Linearity	497.475	15	33.165	.708	.748
	Within Groups		843.083	18	46.838		
	Total		2014.286	34			

Lampiran 8

Data Output Hasil Uji Regresi Linier Berganda, Uji t & Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.742[a]	.551	.523	5.316

a. Predictors: (Constant), Pelatihan, Pengawasan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1109.814	2	554.907	19.632	.000[b]
	Residual	904.472	32	28.265		
	Total	2014.286	34			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Pelatihan, Pengawasan

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.087	12.643		.007	.995
	Pengawasan	.833	.212	.497	3.928	.000
	Pelatihan	.563	.177	.403	3.184	.003

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 t

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

Lampiran 11
Tabel F

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