LAMPIRAN

Lampiran 1

No Responden

KUESIONER PENELITI

Kepada YTH

Bapak/Saudara

Responden

Di Tempat

Dengan Hormat

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul:

STRATEGI REKRUTMEN, KEMAMPUAN KARYAWAN DAN PELUANG UNTUK BERPARTISIPASI TERHADAP KINERJA KARYAWAN (PT. PERSADA LAMPUNG RAYA)

Bersama ini saya :

Nama	: Zendha Swaya Devandry
NPM:	: 1612110340
Email	: zendhaswayadevandry@gmail.com
Fakultas/Jurusan	: Ekonomi/Manajemen
Dosen Pembimbing	: Dr. Anuar Sanusi,S.E.,M.Si
Email	:

Memohon bantuan kepada bapak/saudara untuk mengisi kuesioner penelitian yang terlampir. Penelitian ini bertujuan untuk mengetahui kinerja karyawan dengan adanya Rekrutmen, Kemampuan dan Partisipasi pada karyawan PT. Persada Lampung Raya. Jawaban yang subjektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian

Atas perhatian dan bantuannya saya ucapkan terima kasih

Hormat Saya

Zendha Swaya Devandry

1. IDENTIFIKASI RESPONDEN

a. Nama Responden : (Boleh tidak diisi)

b. Umur* : ☐ 20-30 Tahun ☐ 31-40 Tahun
☐ 41-50 Tahun ☐ 51-60 Tahun

c. Jenis Kelamin * : ☐ Laki-laki ☐ Perempuan

d. Masa Kerja* : ☐ < 1 Tahun ☐ 1-3 Tahun ☐ > 3 Tahun

e. Pendidikan* : ☐ SMA ☐ D3 ☐ S1

(*) Wajib diisi

FORMAT PENGISIAN KUESIONER

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

SS : Sangat Setuju
S : Setuju
CS : Cukup Setuju
TS : Tidak Setuju
STS : Sangat Tidak Setuju

1. Rekrutmen

No	Pertanyaan	Alternatifjawaban				
		SS	S	CS	TS	STS
Aturan						
1	Menggunakan aturan yang telah di tetapkan perusahaan.					
2	Aturan yang jelas akan meningkatkan kinerja karyawan.					
3	Aturan didalam perusahaan berjalan dengan baik.					
Persyaratan Umum						
4	Karyawan mematuhi persyaratan yang ada.					
5	Pemimpin memberikan arahan terhadap bawahan agar mematuhi persyaratan umum.					
6	Dengan memberikan arahan yang tepat terhadap bawahan agar bisa mematuhi persyaratan yang ada harus lengkap.					
Persyaratan Khusus						
7	Karyawan mematuhi persyaratan yang ada.					
8	Pimpinan memberikan arahan terhadap bawahan agar mematuhi persyaratan umum.					
9	Dengan memberikan arahan yamg tepat terhadap karyawan.					
Pengalaman						
10	Dalam rekrutmen maka karyawn diseleksi melalui pengalam kerja.					
11	Pengalaman kerja akan di sesuaikan dengan bidangnya.					
12	Dengan keahlian yang dimiliki karyawan, mampu meminimalisir pekerjaan.					
Prestasi						
13	Pimpinan menyeleksi karyawan yang berprestasi.					
14	Pimpinan melakukan karyawan agar dapat berperstasi.					
15	Pimpinan menganjurkan berlomba lomba dalam berprestasi.					

2. Kemampuan

No	Pertanyaan	Alternatifjawaban				
		SS	S	CS	TS	STS
Pengetahuan						
1	Pimpinan memberikan pengetahuan agar karyawan berjalan dengan baik.					
2	Pengetahuan yang baik akan meningkatkan kinerja karyawan.					
3	Pengetahuan didalam perusahaan berjalan dengan baik.					
Pelatihan						
4	Sikap pimpinan kurang memberikann pelatihan pada bawahaan.					
5	Pemimpin memberikan arahan terhadap bawahannya setiap ingin melakukan pelatihan.					
6	Dengan memberikan pelatihan yang tepat terhadap bawahan akan meningkatkan kemampuan kinerja karyawan.					
Pengalaman						
7	Pimpinan dapat memberikan arahan kesesuaian dalam bekerja .					
8	Pimpinan mengutamkan kemampuan dalam berpengalaman terhadap bawahannya.					
9	Masih adanya karyawan yang tidak berpengalaman bekerja.					
Ketrampilan						
10	Pimpinan mengharuskan seluruh karyawan rapih.					
11	Masih ada karyawan yang tidak sesuai pakaian yang telah di tentukan.					
12	Dengan ketrampilan maka karyawan harus benar-benar rapih dan bersih.					
Kesanggupan						

13	Pekerja bisa menyanggupi perkerjaan yang di berikan.					
14	Masih ada karyawan yang tidak sanggup dalam pekerjaan yang diberikan.					
15	Pimpinan dirasa masih kurang maksimal dalam menentapkan tugas pekerjaan.					

3. Partisipasi

No	Pertanyaan	Alternatifjawaban				
		SS	S	CS	TS	STS
Kontribusi						
1	Kontribusi antara pimpinan dan karyawan berjalan dengan baik.					
2	Kontribusi yang baik akan meningkatkan kinerja karyawan.					
3	Kontribusi didalam perusahaan berjalan dengan nyaman.					
Kepercayaan						
4	Sikap pimpinan menangani bawahan dinilai belum berjalan dengan efektif.					
5	Pemimpin memberikan arahan terhadap bawahannya setiap ingin menggunakan peralatan kerja.					
6	Dengan memberikan arahan yang tepat terhadap bawahan akan meningkatkan kemampuuan kinerja karyawan.					
Tanggung Jawab						
7	Pimpinan dapat memberikan arahan dan semangat dalam bekerja .					
8	Pimpinan memberikan contoh yang baik terhadap bawahannya.					
9	Masih adanya karyawan yang inisiatif dalam bekerja dan menunggu perintah dari pimpinan.					

Kepedulian						
10	Tugas kerja sesuai dengan kapasitas yang dimiliki oleh karyawannya.					
11	Kompetensi yang duimiliki karyawan dapat membantu penyelesaian tugas.					
12	Dengan keahlian yang dimiliki karyawan, mampu meminimalisir pekerjaan.					
Keputusan						
13	Sikap pimpinan dalam menentukan pekerjaan masih kurang.					
14	Setiap menetapkan pekerjan pimpinan selalu melibatkan perwakilan dari karyawan.					
15	Pimpinan dirasa masih kurang maksimal dalam menentapkan tugas pekerjaan.					

4. Kinerja

No	**Pertanyaan**	**Alternatifjawaban**				
		SS	**S**	**CS**	**TS**	**STS**
Tanggung jawab						
1	Kemampuan yang dimiliki sesuai dengan dibidang pekerjaan yang diberikan oleh pimpinan.					
2	Waktu kerja digunakan secara efisien.					
3	Masih adanya karyawan yang dengan sengaja menunda-nunda pekerjaan sesuai dengan kewajiban yang diberikan pimpiman.					
Prestasi Kerja						
4	Hasil kerja yang maksimal yang dilakukan karyawan selama bekerja akan berdampak baik untuk kemajuan karyawan.					
5	Karyawan mampu menyelesaikan pekerjaan sesuai akurasi waktu yang ditentukan.					
6	Peforma karyawan dalam bekerja dirasa cukup efektif.					
Kualitas						

7	Bobot pekerjaan karyawan belom memenuhi kriteria yang diberikan oleh perusahaan.					
8	Semua tugas yang diberikan dapat dikerjakan dengan teliti.					
9	Dengan pekerjaan yang tinggi membuat mutu pekerjaan karyawan yang kurang efektif.					
Standar Pekerjaan						
10	Pelaksanaan pekerjaan yang tinggi membuat karyawan merasa terbebani.					
11	Pekerjaan yang sudah diselesaikan telah memenuhi proses kerja yang ditentukan.					
12	Masih adanya karyawan yang belom mampu mencapai hasil pekerjaan sesuai dengan ketetapkan yang diingin oleh perusahaan.					
Kerja Sama						
13	Karyawan siap menerima kritik dan saran dari rekan kerja untuk bekerja lebih baik.					
14	Karyawan mampu bekerja antara rekan sekerja dengan sikap konstruktif dalam tim.					
15	Pimpinan memberikan dorongan dan mengarahkan karyawan untuk saling bisa membantu rekan kerja yang mengalami kesulitan pengoprasian alat kerja.					

Lampiran 2

Hasil Pengumpulan Data Jawaban Responden

1. Rekrutmen

No	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	TOTAL_X1

1	3	3	4	4	3	3	3	4	3	3	4	4	3	3	4	51
2	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	74
3	4	4	4	5	4	5	4	5	4	4	4	5	4	5	4	65
4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
5	2	4	2	3	3	1	2	4	2	2	4	2	2	4	2	39
6	4	3	4	4	3	4	4	4	3	3	3	4	5	4	2	54
7	2	3	2	2	3	2	3	3	2	3	3	2	3	2	2	37
8	4	4	4	3	4	3	5	5	4	4	4	3	5	5	4	61
9	3	3	3	5	3	5	2	5	3	3	3	5	2	5	3	53
10	3	3	5	3	3	4	3	3	4	2	4	3	3	3	4	50
11	2	3	4	3	3	4	3	3	4	4	5	3	3	4	4	52
12	5	3	3	3	2	3	3	2	4	5	3	2	3	4	5	50
13	5	4	4	5	4	4	3	4	4	4	4	4	4	4	4	61
14	5	5	4	5	5	5	5	5	4	4	5	5	5	4	4	70
15	4	4	4	4	4	4	4	4	5	3	4	4	3	5	3	59
16	5	3	4	5	5	3	3	5	5	5	3	2	5	5	5	63
17	2	5	3	3	2	5	2	3	4	4	5	2	3	4	4	51
18	5	5	2	5	2	5	2	2	5	5	5	2	2	5	5	57
19	5	4	4	3	3	4	3	3	3	3	4	3	3	3	3	51
20	5	4	4	4	5	4	4	3	5	2	4	4	2	5	2	57
21	5	3	3	3	3	5	3	4	5	4	2	3	3	3	1	50
22	3	2	4	2	3	4	2	2	4	4	2	2	2	1	2	39
23	2	4	3	4	4	5	4	3	3	4	4	3	3	4	4	54
24	4	3	4	4	5	4	5	4	4	4	4	4	4	4	4	61
25	3	5	3	3	3	3	3	3	4	3	4	4	3	4	3	51
26	3	4	5	5	5	5	5	5	5	5	5	5	5	5	5	72

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29	5	4	3	4	4	4	4	4	4	4	2	4	4	4	4	58
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31	5	2	3	3	4	2	3	2	3	2	4	2	3	4	3	45
32	4	5	5	5	5	5	5	5	4	4	5	5	5	5	5	72
33	1	3	2	3	4	5	3	4	3	4	3	5	3	4	4	51
34	3	2	3	4	2	2	2	2	3	3	3	3	3	3	3	41
35	5	5	5	5	5	5	5	4	5	5	4	5	5	5	5	73
36	4	3	4	5	3	5	2	5	4	3	4	5	2	5	4	58
37	5	3	3	2	3	4	3	3	2	3	3	4	4	3	3	48
38	5	3	2	3	3	4	4	5	4	4	4	3	3	3	5	55
39	2	3	5	4	5	4	4	5	5	5	1	4	4	5	1	57
40	5	5	4	4	5	5	4	4	4	5	5	3	3	3	5	64
41	3	2	4	5	4	5	2	2	2	2	2	4	2	2	4	45

2. Kemampuan

No	X 2.1	X 2.2	X 2.3	X 2.4	X 2.5	X 2.6	X 2.7	X 2.8	X 2.9	X 2.10	X 2.11	X 2.12	X 2.13	X 2.14	X 2.15	TOTAL _X2
1	4	5	5	5	5	5	5	5	5	5	5	3	5	5	5	72
2	4	4	3	4	4	4	4	4	4	4	3	4	4	4	4	58
3	1	2	2	2	2	2	2	2	2	2	2	2	2	2	1	28
4	3	4	5	4	5	2	3	5	4	3	3	5	4	2	4	56

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6	5	5	4	4	5	5	5	5	3	5	4	5	5	5	5	70
7	4	4	4	3	4	4	4	4	5	4	4	4	5	4	4	61
8	3	3	5	4	4	4	4	4	4	4	5	4	4	4	4	60
9	5	3	3	3	3	3	4	5	3	1	3	3	3	3	3	48
10	4	1	5	4	3	4	3	3	4	3	5	3	3	3	3	51
11	5	3	4	4	4	5	4	5	4	4	5	3	3	5	4	62
12	4	2	5	4	2	4	5	3	4	5	5	4	2	4	5	58
13	5	4	4	4	4	5	4	5	4	2	4	4	5	2	5	61
14	4	4	4	5	3	5	4	3	4	5	4	5	3	5	4	62
15	5	3	4	2	3	4	3	4	5	4	3	2	3	4	3	52
16	5	5	5	5	5	5	5	5	5	5	1	5	5	5	5	71
17	2	4	2	4	4	2	4	3	4	4	4	2	4	4	2	49
18	5	5	5	5	5	5	5	4	4	4	5	4	4	5	5	70
19	2	3	2	1	2	2	3	2	1	2	3	1	2	2	3	31
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26	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	74
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35	5	4	5	5	5	4	5	5	5	4	5	5	5	4	5	71
36	3	3	3	5	3	1	3	4	3	4	3	3	4	4	3	49
37	3	3	5	4	3	4	3	4	3	3	3	3	3	4	5	53
38	5	4	4	4	4	5	4	5	4	5	4	4	3	4	5	64
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41	3	5	4	4	4	4	4	4	4	4	4	4	5	4	5	62

3. Partisipasi

No	X 3.1	X 3.2	X 3.3	X 3.4	X 3.5	X 3.6	X 3.7	X 3.8	X 3.9	X 3.10	X 3.11	X 3.12	X 3.13	X 3.14	X 3.15	TOTAL X3
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8	3	3	5	4	4	4	4	4	4	4	5	4	4	4	4	60
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13	5	4	4	4	4	5	4	5	4	2	4	4	5	2	5	61
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21	3	2	2	4	2	3	3	2	2	3	2	4	2	2	2	38
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26	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	74
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37	5	3	3	2	3	4	3	3	2	3	3	4	4	3	3	48
38	5	3	2	3	3	4	4	5	4	4	4	3	3	3	5	55
39	2	3	5	4	5	4	4	5	5	5	1	4	4	5	1	57
40	5	5	4	4	5	5	4	4	4	5	5	3	3	3	5	64
41	3	2	4	5	4	5	2	2	2	2	2	4	2	2	4	45

4. Kinerja

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	TOTAL_Y
1	5	5	3	5	5	5	5	5	5	5	5	5	5	5	5	73
2	4	4	4	4	4	3	3	4	5	4	4	4	4	4	4	59
3	2	2	2	2	2	2	2	2	2	2	1	2	2	2	2	29
4	3	3	3	5	2	4	2	4	4	3	4	4	3	3	3	50
5	1	1	1	3	3	3	5	3	5	3	2	1	5	5	5	46
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7	4	4	4	4	4	4	4	3	5	4	4	4	4	5	4	61
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13	4	5	4	4	3	4	4	4	4	5	4	4	5	4	3	61
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15	5	4	4	5	3	4	5	5	4	3	5	5	5	4	4	65
16	4	3	3	4	5	5	4	5	4	3	4	5	3	5	5	62

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18	2	4	5	2	2	5	5	4	5	4	3	3	4	4	2	54
19	3	3	3	3	3	3	4	3	5	4	3	3	3	5	4	52
20	3	5	4	5	5	4	4	5	4	5	5	4	3	4	4	64
21	3	2	3	2	2	2	4	3	3	3	2	4	3	3	4	43
22	3	4	2	2	3	2	2	2	2	3	2	2	3	2	3	37
23	4	4	4	5	4	5	1	5	4	4	5	4	4	2	5	60
24	3	5	4	4	4	5	4	4	4	4	3	5	4	4	5	62
25	5	3	4	3	3	4	3	4	3	5	4	3	3	2	4	53
26	5	5	5	5	5	5	5	5	4	5	5	5	4	4	5	72
27	2	3	4	4	4	4	4	4	3	2	4	4	4	4	2	52
28	3	3	3	2	3	4	4	4	3	2	4	3	3	3	4	48
29	4	5	4	5	4	4	4	5	4	4	5	3	4	4	5	64
30	4	5	5	4	5	5	4	5	5	5	4	5	5	5	5	71
31	3	4	1	3	4	2	2	4	1	2	2	2	4	2	2	38
32	5	4	4	4	5	5	4	4	5	5	4	5	5	5	5	69
33	2	3	1	3	2	2	3	1	2	2	1	2	2	2	2	30
34	2	2	2	2	1	2	2	2	2	2	2	2	2	2	2	29
35	3	4	4	5	3	5	4	4	4	5	5	4	4	4	5	63
36	3	2	3	5	3	3	3	3	2	3	1	3	1	3	3	41
37	3	4	2	1	3	3	3	4	3	4	3	3	3	3	3	45
38	3	3	3	4	3	4	4	4	3	3	4	4	4	3	3	52
39	3	4	4	5	5	5	4	5	2	4	5	4	5	2	4	61
40	2	4	4	3	3	2	3	2	3	4	3	4	4	2	2	45
41	2	3	2	2	4	2	3	3	2	2	2	3	3	2	2	37

Lampiran 3

Hasil Output Uji Frekuensi Karakteristik Responden

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	37	90,2	90,2	90,2
	Perempuan	4	9,8	9,8	100,0

	Total	41	100,0	100,0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	8	19,5	19,5	19,5
	D3	6	14,6	14,6	34,1
	SMA	27	65,9	65,9	100,0
	Total	41	100,0	100,0	

Masa_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 3 Tahun	9	22,0	22,0	22,0
	> 3 Tahun	29	70,7	70,7	92,7
	< 1 Tahun	3	7,3	7,3	100,0
	Total	41	100,0	100,0	

Lampiran 4

Output uji frekuensi jawaban responden

Rekrutmen

x1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	6	14,6	14,6	17,1
	3	8	19,5	19,5	36,6
	4	9	22,0	22,0	58,5
	5	17	41,5	41,5	100,0
	Total	41	100,0	100,0	

x2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9,8	9,8	9,8
	3	16	39,0	39,0	48,8

	4	11	26,8	26,8	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

x3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	14,6	14,6	14,6
	3	11	26,8	26,8	41,5
	4	16	39,0	39,0	80,5
	5	8	19,5	19,5	100,0
	Total	41	100,0	100,0	

x4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	3	7,3	7,3	9,8
	3	13	31,7	31,7	41,5
	4	10	24,4	24,4	65,9

	5	14	34,1	34,1	100,0
	Total	41	100,0	100,0	

x5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9,8	9,8	9,8
	3	15	36,6	36,6	46,3
	4	10	24,4	24,4	70,7
	5	12	29,3	29,3	100,0
	Total	41	100,0	100,0	

x6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4,9	4,9	4,9
	2	3	7,3	7,3	12,2
	3	6	14,6	14,6	26,8
	4	13	31,7	31,7	58,5
	5	17	41,5	41,5	100,0
	Total	41	100,0	100,0	

x7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19,5	19,5	19,5
	3	14	34,1	34,1	53,7
	4	11	26,8	26,8	80,5
	5	8	19,5	19,5	100,0
	Total	41	100,0	100,0	

x8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	14,6	14,6	14,6
	3	9	22,0	22,0	36,6
	4	13	31,7	31,7	68,3
	5	13	31,7	31,7	100,0
	Total	41	100,0	100,0	

x9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9,8	9,8	9,8
	3	9	22,0	22,0	31,7
	4	16	39,0	39,0	70,7
	5	12	29,3	29,3	100,0
	Total	41	100,0	100,0	

x10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	12,2	12,2	12,2
	3	11	26,8	26,8	39,0
	4	15	36,6	36,6	75,6
	5	10	24,4	24,4	100,0

	Total	41	100,0	100,0	

x11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	4	9,8	9,8	12,2
	3	9	22,0	22,0	34,1
	4	17	41,5	41,5	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

x12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19,5	19,5	19,5
	3	11	26,8	26,8	46,3
	4	11	26,8	26,8	73,2
	5	11	26,8	26,8	100,0
	Total	41	100,0	100,0	

x13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	17,1	17,1	17,1
	3	19	46,3	46,3	63,4
	4	6	14,6	14,6	78,0
	5	9	22,0	22,0	100,0
	Total	41	100,0	100,0	

x14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	2	4,9	4,9	7,3
	3	10	24,4	24,4	31,7
	4	14	34,1	34,1	65,9
	5	14	34,1	34,1	100,0
	Total	41	100,0	100,0	

x15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4,9	4,9	4,9
	2	5	12,2	12,2	17,1
	3	8	19,5	19,5	36,6
	4	15	36,6	36,6	73,2
	5	11	26,8	26,8	100,0
	Total	41	100,0	100,0	

Kemampuan

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	3	7,3	7,3	9,8

	3	13	31,7	31,7	41,5
	4	11	26,8	26,8	68,3
	5	13	31,7	31,7	100,0
	Total	41	100,0	100,0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	4	9,8	9,8	12,2
	3	15	36,6	36,6	48,8
	4	15	36,6	36,6	85,4
	5	6	14,6	14,6	100,0
	Total	41	100,0	100,0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9,8	9,8	9,8

	3	10	24,4	24,4	34,1
	4	15	36,6	36,6	70,7
	5	12	29,3	29,3	100,0
	Total	41	100,0	100,0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	4	9,8	9,8	12,2
	3	6	14,6	14,6	26,8
	4	18	43,9	43,9	70,7
	5	12	29,3	29,3	100,0
	Total	41	100,0	100,0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	14,6	14,6	14,6
	3	14	34,1	34,1	48,8
	4	12	29,3	29,3	78,0

	5	9	22,0	22,0	100,0
	Total	41	100,0	100,0	

x2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	8	19,5	19,5	22,0
	3	3	7,3	7,3	29,3
	4	15	36,6	36,6	65,9
	5	14	34,1	34,1	100,0
	Total	41	100,0	100,0	

x2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	17,1	17,1	17,1
	3	9	22,0	22,0	39,0

	4	15	36,6	36,6	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

x2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	17,1	17,1	17,1
	3	5	12,2	12,2	29,3
	4	15	36,6	36,6	65,9
	5	14	34,1	34,1	100,0
	Total	41	100,0	100,0	

x2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	7	17,1	17,1	19,5
	3	10	24,4	24,4	43,9
	4	17	41,5	41,5	85,4
	5	6	14,6	14,6	100,0

	Total	41	100,0	100,0	

x2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	7	17,1	17,1	19,5
	3	8	19,5	19,5	39,0
	4	16	39,0	39,0	78,0
	5	9	22,0	22,0	100,0
	Total	41	100,0	100,0	

x2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	4	9,8	9,8	12,2

	3	13	31,7	31,7	43,9
	4	13	31,7	31,7	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

x2.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	5	12,2	12,2	14,6
	3	12	29,3	29,3	43,9
	4	13	31,7	31,7	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

x2.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	17,1	17,1	17,1
	3	14	34,1	34,1	51,2

	4	11	26,8	26,8	78,0
	5	9	22,0	22,0	100,0
	Total	41	100,0	100,0	

x2.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19,5	19,5	19,5
	3	5	12,2	12,2	31,7
	4	16	39,0	39,0	70,7
	5	12	29,3	29,3	100,0
	Total	41	100,0	100,0	

x2.15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	8	19,5	19,5	22,0
	3	7	17,1	17,1	39,0
	4	11	26,8	26,8	65,9
	5	14	34,1	34,1	100,0
	Total	41	100,0	100,0	

Partisipasi

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.9	4.9	4.9
	2	3	7.3	7.3	12.2
	3	8	19.5	19.5	31.7
	4	13	31.7	31.7	63.4
	5	15	36.6	36.6	100.0
	Total	41	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	6	14.6	14.6	17.1
	3	15	36.6	36.6	53.7
	4	11	26.8	26.8	80.5
	5	8	19.5	19.5	100.0
	Total	41	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	14.6	14.6	14.6
	3	9	22.0	22.0	36.6
	4	13	31.7	31.7	68.3
	5	13	31.7	31.7	100.0
	Total	41	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	3	7.3	7.3	9.8
	3	8	19.5	19.5	29.3
	4	16	39.0	39.0	68.3
	5	13	31.7	31.7	100.0
	Total	41	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	14.6	14.6	14.6
	3	11	26.8	26.8	41.5
	4	13	31.7	31.7	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19.5	19.5	19.5

	3	3	7.3	7.3	26.8
	4	12	29.3	29.3	56.1
	5	18	43.9	43.9	100.0
	Total	41	100.0	100.0	

X3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19.5	19.5	19.5
	3	9	22.0	22.0	41.5
	4	14	34.1	34.1	75.6
	5	10	24.4	24.4	100.0
	Total	41	100.0	100.0	

X3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19.5	19.5	19.5
	3	6	14.6	14.6	34.1
	4	12	29.3	29.3	63.4
	5	15	36.6	36.6	100.0
	Total	41	100.0	100.0	

X3.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	7	17.1	17.1	19.5
	3	9	22.0	22.0	41.5
	4	17	41.5	41.5	82.9
	5	7	17.1	17.1	100.0
	Total	41	100.0	100.0	

X3.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	7	17.1	17.1	19.5
	3	9	22.0	22.0	41.5
	4	13	31.7	31.7	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

X3.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.9	4.9	4.9
	2	3	7.3	7.3	12.2
	3	12	29.3	29.3	41.5
	4	13	31.7	31.7	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

X3.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	5	12.2	12.2	14.6
	3	10	24.4	24.4	39.0
	4	12	29.3	29.3	68.3
	5	13	31.7	31.7	100.0
	Total	41	100.0	100.0	

X3.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	17.1	17.1	17.1
	3	14	34.1	34.1	51.2
	4	11	26.8	26.8	78.0
	5	9	22.0	22.0	100.0
	Total	41	100.0	100.0	

X3.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19.5	19.5	19.5
	3	7	17.1	17.1	36.6
	4	11	26.8	26.8	63.4
	5	15	36.6	36.6	100.0
	Total	41	100.0	100.0	

X3.15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4.9	4.9	4.9
	2	6	14.6	14.6	19.5
	3	8	19.5	19.5	39.0
	4	12	29.3	29.3	68.3
	5	13	31.7	31.7	100.0
	Total	41	100.0	100.0	

Kinerja

y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4,9	4,9	4,9
	2	8	19,5	19,5	24,4
	3	15	36,6	36,6	61,0
	4	8	19,5	19,5	80,5
	5	8	19,5	19,5	100,0
	Total	41	100,0	100,0	

y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	5	12,2	12,2	14,6
	3	12	29,3	29,3	43,9

	4	13	31,7	31,7	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7,3	7,3	7,3
	2	6	14,6	14,6	22,0
	3	13	31,7	31,7	53,7
	4	15	36,6	36,6	90,2
	5	4	9,8	9,8	100,0
	Total	41	100,0	100,0	

y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	8	19,5	19,5	22,0
	3	10	24,4	24,4	46,3
	4	10	24,4	24,4	70,7

	5	12	29,3	29,3	100,0
	Total	41	100,0	100,0	

y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	5	12,2	12,2	14,6
	3	16	39,0	39,0	53,7
	4	10	24,4	24,4	78,0
	5	9	22,0	22,0	100,0
	Total	41	100,0	100,0	

y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19,5	19,5	19,5
	3	8	19,5	19,5	39,0
	4	12	29,3	29,3	68,3
	5	13	31,7	31,7	100,0
	Total	41	100,0	100,0	

y7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	6	14,6	14,6	17,1
	3	10	24,4	24,4	41,5
	4	17	41,5	41,5	82,9
	5	7	17,1	17,1	100,0
	Total	41	100,0	100,0	

y8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	4	9,8	9,8	12,2
	3	7	17,1	17,1	29,3

	4	17	41,5	41,5	70,7
	5	12	29,3	29,3	100,0
	Total	41	100,0	100,0	

y9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	8	19,5	19,5	22,0
	3	10	24,4	24,4	46,3
	4	12	29,3	29,3	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

y10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	7	17,1	17,1	19,5
	3	11	26,8	26,8	46,3

	4	12	29,3	29,3	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

y11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	7,3	7,3	7,3
	2	6	14,6	14,6	22,0
	3	10	24,4	24,4	46,3
	4	12	29,3	29,3	75,6
	5	10	24,4	24,4	100,0
	Total	41	100,0	100,0	

y12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	5	12,2	12,2	14,6
	3	11	26,8	26,8	41,5
	4	13	31,7	31,7	73,2

	5	11	26,8	26,8	100,0
	Total	41	100,0	100,0	

y13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	4,9	4,9	4,9
	2	4	9,8	9,8	14,6
	3	11	26,8	26,8	41,5
	4	15	36,6	36,6	78,0
	5	9	22,0	22,0	100,0
	Total	41	100,0	100,0	

y14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,4	2,4	2,4
	2	11	26,8	26,8	29,3
	3	10	24,4	24,4	53,7

	4	10	24,4	24,4	78,0
	5	9	22,0	22,0	100,0
	Total	41	100,0	100,0	

y15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	19,5	19,5	19,5
	3	10	24,4	24,4	43,9
	4	11	26,8	26,8	70,7
	5	12	29,3	29,3	100,0
	Total	41	100,0	100,0	

Lampiran 5

Hasil Output Uji Validitas

Rekrutmen

Correlations

		x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	Total_X
x1	Pearson Correlation	1	,186	,116	,359	,325	,200	,301	,226	,500**	,327	-,114	,247	,284	,208	,176	,464**
	Sig. (2-tailed)		,324	,543	,051	,079	,290	,106	,230	,005	,078	,547	,189	,128	,269	,353	,010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2	Pearson Correlation	,186	1	,035	,391*	,287	,296	,323	,248	,358	,287	,704**	,368*	,219	,481**	,389*	,569**
	Sig. (2-tailed)	,324		,854	,033	,125	,112	,082	,187	,052	,124	,000	,045	,244	,007	,033	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x3	Pearson Correlation	,116	,035	1	,149	,536**	,190	,571**	,346	,490**	,176	,299	,453*	,528**	,247	,394*	,572**
	Sig. (2-tailed)	,543	,854		,431	,002	,315	,001	,061	,006	,352	,109	,012	,003	,189	,031	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x4	Pearson Correlation	,359	,391*	,149	1	,492**	,657**	,325	,533**	,309	,379*	,369*	,635**	,421*	,586**	,372*	,742**
	Sig. (2-tailed)	,051	,033	,431		,006	,000	,080	,002	,097	,039	,045	,000	,020	,001	,043	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x5	Pearson Correlation	,325	,287	,536**	,492**	1	,210	,791**	,680**	,457*	,284	,284	,627**	,578**	,370*	,287	,751**
	Sig. (2-tailed)	,079	,125	,002	,006		,265	,000	,000	,011	,128	,129	,000	,001	,044	,125	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x6	Pearson Correlation	,200	,296	,190	,657**	,210	1	,222	,167	,394*	,393*	,274	,499**	,210	,236	,156	,545**
	Sig. (2-tailed)	,290	,112	,315	,000	,265		,238	,379	,031	,032	,143	,005	,266	,209	,410	,002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x7	Pearson Correlation	,301	,323	,571**	,325	,791**	,222	1	,572**	,376*	,311	,328	,633**	,740**	,393*	,348	,753**
	Sig. (2-tailed)	,106	,082	,001	,080	,000	,238		,001	,041	,095	,076	,000	,000	,031	,059	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x8	Pearson Correlation	,226	,248	,346	,533**	,680**	,167	,572**	1	,192	,218	,199	,680**	,645**	,449*	,222	,668**
	Sig. (2-tailed)	,230	,187	,061	,002	,000	,379	,001		,309	,247	,291	,000	,000	,013	,238	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x9	Pearson Correlation	,500**	,358	,490**	,309	,457*	,394*	,376*	,192	1	,567**	,283	,274	,255	,417*	,436*	,651**
	Sig. (2-tailed)	,005	,052	,006	,097	,011	,031	,041	,309		,001	,129	,143	,174	,022	,016	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x10	Pearson Correlation	,327	,287	,176	,379*	,284	,393*	,311	,218	,567**	1	,239	,117	,462*	,250	,667**	,592**
	Sig. (2-tailed)	,078	,124	,352	,039	,128	,032	,095	,247	,001		,204	,539	,010	,183	,000	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x11	Pearson Correlation	-,114	,704**	,299	,369*	,284	,274	,328	,199	,283	,239	1	,333	,203	,437*	,539**	,547**
	Sig. (2-tailed)	,547	,000	,109	,045	,129	,143	,076	,291	,129	,204		,073	,282	,016	,002	,002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x12	Pearson Correlation	,247	,368*	,453*	,635**	,627**	,499**	,633**	,680**	,274	,117	,333	1	,435*	,390*	,179	,725**
	Sig. (2-tailed)	,189	,045	,012	,000	,000	,005	,000	,000	,143	,539	,073		,016	,033	,343	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x13	Pearson Correlation	,284	,219	,528**	,421*	,578**	,210	,740**	,645**	,255	,462*	,203	,435*	1	,379*	,434*	,710**
	Sig. (2-tailed)	,128	,244	,003	,020	,001	,266	,000	,000	,174	,010	,282	,016		,039	,017	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x14	Pearson Correlation	,208	,481**	,247	,586**	,370*	,236	,393*	,449*	,417*	,250	,437*	,390*	,379*	1	,478**	,657**
	Sig. (2-tailed)	,269	,007	,189	,001	,044	,209	,031	,013	,022	,183	,016	,033	,039		,008	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x15	Pearson Correlation	,176	,389*	,394*	,372*	,287	,156	,348	,222	,436*	,667**	,539**	,179	,434*	,478**	1	,630**
	Sig. (2-tailed)	,353	,033	,031	,043	,125	,410	,059	,238	,016	,000	,002	,343	,017	,008		,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total_X	Pearson Correlation	,464**	,569**	,572**	,742**	,751**	,545**	,753**	,668**	,651**	,592**	,547**	,725**	,710**	,657**	,630**	1
	Sig. (2-tailed)	,010	,001	,001	,000	,000	,002	,000	,000	,000	,001	,002	,000	,000	,000	,000	
	N	30	30	30	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).

Kemampuan

Correlations

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	x2.11	x2.12	x2.13	x2.14	x2.15	Total_X2
x2.1	Pearson Correlation	1	,406*	,611**	,338	,405*	,469**	,378*	,429*	,381*	,221	,342	,314	,401*	,285	,504**	,609**
	Sig. (2-tailed)		,026	,000	,068	,026	,009	,039	,018	,038	,240	,064	,091	,028	,127	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.2	Pearson Correlation	,406*	1	,366*	,452*	,823**	,344	,563**	,499**	,429*	,439*	,151	,411*	,805**	,438*	,586**	,721**
	Sig. (2-tailed)	,026		,047	,012	,000	,063	,001	,005	,018	,015	,426	,024	,000	,015	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.3	Pearson Correlation	,611**	,366*	1	,502**	,562**	,361*	,408*	,343	,590**	,415*	,588**	,426*	,491**	,257	,613**	,706**
	Sig. (2-tailed)	,000	,047		,005	,001	,050	,025	,063	,001	,023	,001	,019	,006	,171	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.4	Pearson Correlation	,338	,452*	,502**	1	,581**	,543**	,358	,442*	,393*	,402*	,322	,790**	,511**	,520**	,383*	,709**
	Sig. (2-tailed)	,068	,012	,005		,001	,002	,052	,014	,032	,028	,083	,000	,004	,003	,037	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.5	Pearson Correlation	,405*	,823**	,562**	,581**	1	,430*	,575**	,680**	,586**	,460*	,293	,514**	,920**	,473**	,630**	,836**
	Sig. (2-tailed)	,026	,000	,001	,001		,018	,001	,000	,001	,011	,115	,004	,000	,008	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.6	Pearson Correlation	,469**	,344	,361*	,543**	,430*	1	,518**	,475**	,489**	,615**	,203	,496**	,455*	,815**	,611**	,748**
	Sig. (2-tailed)	,009	,063	,050	,002	,018		,003	,008	,006	,000	,282	,005	,012	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.7	Pearson Correlation	,378*	,563**	,408*	,358	,575**	,518**	1	,414*	,621**	,626**	,311	,275	,565**	,538**	,894**	,761**
	Sig. (2-tailed)	,039	,001	,025	,052	,001	,003		,023	,000	,000	,095	,142	,001	,002	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.8	Pearson Correlation	,429*	,499**	,343	,442*	,680**	,475**	,414*	1	,468**	,122	,060	,537**	,643**	,400*	,526**	,662**
	Sig. (2-tailed)	,018	,005	,063	,014	,000	,008	,023		,009	,521	,752	,002	,000	,029	,003	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.9	Pearson Correlation	,381*	,429*	,590**	,393*	,586**	,489**	,621**	,468**	1	,578**	,291	,274	,600**	,493**	,629**	,737**
	Sig. (2-tailed)	,038	,018	,001	,032	,001	,006	,000	,009		,001	,118	,143	,000	,006	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.10	Pearson Correlation	,221	,439*	,415*	,402*	,460*	,615**	,626**	,122	,578**	1	,262	,303	,419*	,772**	,586**	,689**
	Sig. (2-tailed)	,240	,015	,023	,028	,011	,000	,000	,521	,001		,163	,104	,021	,000	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.11	Pearson Correlation	,342	,151	,588**	,322	,293	,203	,311	,060	,291	,262	1	,053	,254	,206	,355	,439*
	Sig. (2-tailed)	,064	,426	,001	,083	,115	,282	,095	,752	,118	,163		,780	,175	,275	,054	,015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.12	Pearson Correlation	,314	,411*	,426*	,790**	,514**	,496**	,275	,537**	,274	,303	,053	1	,503**	,385*	,412*	,632**
	Sig. (2-tailed)	,091	,024	,019	,000	,004	,005	,142	,002	,143	,104	,780		,005	,036	,024	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.13	Pearson Correlation	,401*	,805**	,491**	,511**	,920**	,455*	,565**	,643**	,600**	,419*	,254	,503**	1	,409*	,617**	,804**
	Sig. (2-tailed)	,028	,000	,006	,004	,000	,012	,001	,000	,000	,021	,175	,005		,025	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.14	Pearson Correlation	,285	,438*	,257	,520**	,473**	,815**	,538**	,400*	,493**	,772**	,206	,385*	,409*	1	,473**	,713**
	Sig. (2-tailed)	,127	,015	,171	,003	,008	,000	,002	,029	,006	,000	,275	,036	,025		,008	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2.15	Pearson Correlation	,504**	,586**	,613**	,383*	,630**	,611**	,894**	,526**	,629**	,586**	,355	,412*	,617**	,473**	1	,834**
	Sig. (2-tailed)	,004	,001	,000	,037	,000	,000	,000	,003	,000	,001	,054	,024	,000	,008		,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total_X2	Pearson Correlation	,609**	,721**	,706**	,709**	,836**	,748**	,761**	,662**	,737**	,689**	,439*	,632**	,804**	,713**	,834**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,015	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	Partisipasi
X3.1	Pearson Correlation	1	.406*	.611**	.338	.405*	.469**	.378*	.429*	.381*	.221	.342	.314	.401*	.285	.504**	.609**
	Sig. (2-tailed)		.026	.000	.068	.026	.009	.039	.018	.038	.240	.064	.091	.028	.127	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.406*	1	.366*	.452*	.823**	.344	.563**	.499**	.429*	.439*	.151	.411*	.805**	.438*	.586**	.721**
	Sig. (2-tailed)	.026		.047	.012	.000	.063	.001	.005	.018	.015	.426	.024	.000	.015	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.611**	.366*	1	.502**	.562**	.361*	.408*	.343	.590**	.415*	.588**	.426*	.491**	.257	.613**	.706**
	Sig. (2-tailed)	.000	.047		.005	.001	.050	.025	.063	.001	.023	.001	.019	.006	.171	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.338	.452*	.502**	1	.581**	.543**	.358	.442*	.393*	.402*	.322	.790**	.511**	.520**	.383*	.709**
	Sig. (2-tailed)	.068	.012	.005		.001	.002	.052	.014	.032	.028	.083	.000	.004	.003	.037	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.405*	.823**	.562**	.581**	1	.430*	.575**	.680**	.586**	.460*	.293	.514**	.920**	.473**	.630**	.836**
	Sig. (2-tailed)	.026	.000	.001	.001		.018	.001	.000	.001	.011	.115	.004	.000	.008	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.469**	.344	.361*	.543**	.430*	1	.518**	.475**	.489**	.615**	.203	.496**	.455*	.815**	.611**	.748**
	Sig. (2-tailed)	.009	.063	.050	.002	.018		.003	.008	.006	.000	.282	.005	.012	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.378*	.563**	.408*	.358	.575**	.518**	1	.414*	.621**	.626**	.311	.275	.565**	.538**	.894**	.761**
	Sig. (2-tailed)	.039	.001	.025	.052	.001	.003		.023	.000	.000	.095	.142	.001	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.429*	.499**	.343	.442*	.680**	.475**	.414*	1	.468**	.122	.060	.537**	.643**	.400*	.526**	.662**
	Sig. (2-tailed)	.018	.005	.063	.014	.000	.008	.023		.009	.521	.752	.002	.000	.029	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.381*	.429*	.590**	.393*	.586**	.489**	.621**	.468**	1	.578**	.291	.274	.600**	.493**	.629**	.737**
	Sig. (2-tailed)	.038	.018	.001	.032	.001	.006	.000	.009		.001	.118	.143	.000	.006	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.221	.439*	.415*	.402*	.460*	.615**	.626**	.122	.578**	1	.262	.303	.419*	.772**	.586**	.689**
	Sig. (2-tailed)	.240	.015	.023	.028	.011	.000	.000	.521	.001		.163	.104	.021	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.11	Pearson Correlation	.342	.151	.588**	.322	.293	.203	.311	.060	.291	.262	1	.053	.254	.206	.355	.439*
	Sig. (2-tailed)	.064	.426	.001	.083	.115	.282	.095	.752	.118	.163		.780	.175	.275	.054	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.12	Pearson Correlation	.314	.411*	.426*	.790**	.514**	.496**	.275	.537**	.274	.303	.053	1	.503**	.385*	.412*	.632**
	Sig. (2-tailed)	.091	.024	.019	.000	.004	.005	.142	.002	.143	.104	.780		.005	.036	.024	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.13	Pearson Correlation	.401*	.805**	.491**	.511**	.920**	.455*	.565**	.643**	.600**	.419*	.254	.503**	1	.409*	.617**	.804**
	Sig. (2-tailed)	.028	.000	.006	.004	.000	.012	.001	.000	.000	.021	.175	.005		.025	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.14	Pearson Correlation	.285	.438*	.257	.520**	.473**	.815**	.538**	.400*	.493**	.772**	.206	.385*	.409*	1	.473**	.713**
	Sig. (2-tailed)	.127	.015	.171	.003	.008	.000	.002	.029	.006	.000	.275	.036	.025		.008	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.15	Pearson Correlation	.504**	.586**	.613**	.383*	.630**	.611**	.894**	.526**	.629**	.586**	.355	.412*	.617**	.473**	1	.834**
	Sig. (2-tailed)	.004	.001	.000	.037	.000	.000	.000	.003	.000	.001	.054	.024	.000	.008		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Partisipasi	Pearson Correlation	.609**	.721**	.706**	.709**	.836**	.748**	.761**	.662**	.737**	.689**	.439*	.632**	.804**	.713**	.834**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.015	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Kinerja

Correlations

		y1	y2	y3	y4	y5	y6	y7	y8	y9	y10	y11	y12	y13	y14	y15	Total_Y
y1	Pearson Correlation	1	,599**	,458*	,350	,362*	,410*	,032	,511**	,174	,440*	,509**	,620**	,203	,040	,388*	,588**
	Sig. (2-tailed)		,000	,011	,058	,049	,024	,867	,004	,358	,015	,004	,000	,282	,835	,034	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y2	Pearson Correlation	,599**	1	,643**	,465**	,595**	,661**	,211	,616**	,184	,616**	,627**	,602**	,372*	,202	,309	,738**
	Sig. (2-tailed)	,000		,000	,010	,001	,000	,263	,000	,330	,000	,000	,000	,043	,283	,096	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y3	Pearson Correlation	,458*	,643**	1	,462*	,410*	,612**	,300	,549**	,359	,540**	,626**	,566**	,354	,323	,192	,704**
	Sig. (2-tailed)	,011	,000		,010	,025	,000	,108	,002	,051	,002	,000	,001	,055	,082	,309	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y4	Pearson Correlation	,350	,465**	,462*	1	,550**	,480**	,141	,563**	,273	,271	,733**	,433*	,240	,290	,401*	,636**
	Sig. (2-tailed)	,058	,010	,010		,002	,007	,457	,001	,144	,147	,000	,017	,201	,120	,028	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y5	Pearson Correlation	,362*	,595**	,410*	,550**	1	,603**	,392*	,636**	,297	,534**	,676**	,538**	,450*	,449*	,649**	,774**
	Sig. (2-tailed)	,049	,001	,025	,002		,000	,032	,000	,111	,002	,000	,002	,012	,013	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y6	Pearson Correlation	,410*	,661**	,612**	,480**	,603**	1	,336	,819**	,352	,493**	,692**	,637**	,427*	,369*	,417*	,786**
	Sig. (2-tailed)	,024	,000	,000	,007	,000		,069	,000	,057	,006	,000	,000	,019	,045	,022	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y7	Pearson Correlation	,032	,211	,300	,141	,392*	,336	1	,301	,417*	,348	,329	,219	,599**	,638**	,354	,534**
	Sig. (2-tailed)	,867	,263	,108	,457	,032	,069		,107	,022	,060	,075	,245	,000	,000	,055	,002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y8	Pearson Correlation	,511**	,616**	,549**	,563**	,636**	,819**	,301	1	,362*	,510**	,825**	,712**	,431*	,320	,504**	,820**
	Sig. (2-tailed)	,004	,000	,002	,001	,000	,000	,107		,049	,004	,000	,000	,017	,084	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y9	Pearson Correlation	,174	,184	,359	,273	,297	,352	,417*	,362*	1	,573**	,352	,305	,617**	,774**	,449*	,615**
	Sig. (2-tailed)	,358	,330	,051	,144	,111	,057	,022	,049		,001	,057	,102	,000	,000	,013	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y10	Pearson Correlation	,440*	,616**	,540**	,271	,534**	,493**	,348	,510**	,573**	1	,551**	,446*	,617**	,461*	,539**	,757**
	Sig. (2-tailed)	,015	,000	,002	,147	,002	,006	,060	,004	,001		,002	,014	,000	,010	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y11	Pearson Correlation	,509**	,627**	,626**	,733**	,676**	,692**	,329	,825**	,352	,551**	1	,599**	,475**	,338	,513**	,841**
	Sig. (2-tailed)	,004	,000	,000	,000	,000	,000	,075	,000	,057	,002		,000	,008	,068	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y12	Pearson Correlation	,620**	,602**	,566**	,433*	,538**	,637**	,219	,712**	,305	,446*	,599**	1	,326	,328	,399*	,738**
	Sig. (2-tailed)	,000	,000	,001	,017	,002	,000	,245	,000	,102	,014	,000		,078	,077	,029	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y13	Pearson Correlation	,203	,372*	,354	,240	,450*	,427*	,599**	,431*	,617**	,617**	,475**	,326	1	,592**	,478**	,681**
	Sig. (2-tailed)	,282	,043	,055	,201	,012	,019	,000	,017	,000	,000	,008	,078		,001	,008	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y14	Pearson Correlation	,040	,202	,323	,290	,449*	,369*	,638**	,320	,774**	,461*	,338	,328	,592**	1	,441*	,625**
	Sig. (2-tailed)	,835	,283	,082	,120	,013	,045	,000	,084	,000	,010	,068	,077	,001		,015	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y15	Pearson Correlation	,388*	,309	,192	,401*	,649**	,417*	,354	,504**	,449*	,539**	,513**	,399*	,478**	,441*	1	,667**
	Sig. (2-tailed)	,034	,096	,309	,028	,000	,022	,055	,004	,013	,002	,004	,029	,008	,015		,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total_Y	Pearson Correlation	,588**	,738**	,704**	,636**	,774**	,786**	,534**	,820**	,615**	,757**	,841**	,738**	,681**	,625**	,667**	1
	Sig. (2-tailed)	,001	,000	,000	,000	,000	,000	,002	,000	,000	,000	,000	,000	,000	,000	,000	
	N	30	30	30	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 6

Hasil Output Uji Reliabilitas

Rekrutmen (X1)

Case Processing Summary

		N	%
Cases	Valid	41	100,0
	Excluded[a]	0	,0
	Total	41	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,755	16

Kemampuan (X2)

Case Processing Summary

		N	%
Cases	Valid	41	100,0
	Excluded[a]	0	,0
	Total	41	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,765	16

Partisipasi (X3)

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded[a]	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.762	16

Kinerja (Y)

Case Processing Summary

		N	%
Cases	Valid	41	100,0
	Excluded[a]	0	,0
	Total	41	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,767	16

Lampiran 7

Output Persyaratan Analisis Data

Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Rekrutmen	Between Groups	(Combined)	4585.520	24	191.063	2.066	.068
		Linearity	1317.643	1	1317.643	14.248	.002
		Deviation from Linearity	3267.877	23	142.082	1.536	.190
	Within Groups		1479.700	16	92.481		
	Total		6065.220	40			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Kemampuan	Between Groups	(Combined)	4289.386	24	178.724	1.610	.164
		Linearity	1165.072	1	1165.072	10.497	.005
		Deviation from Linearity	3124.314	23	135.840	1.224	.344
	Within Groups		1775.833	16	110.990		
	Total		6065.220	40			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Partisipasi	Between Groups	(Combined)	4841.886	26	186.226	2.131	.070
		Linearity	2059.401	1	2059.401	23.568	.000
		Deviation from Linearity	2782.485	25	111.299	1.274	.325
	Within Groups		1223.333	14	87.381		
	Total		6065.220	40			

Lampiran 8

Hasil Uji Multikolinieritas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.875	10.962		.262	.795		
	Rekrutmen	.377	.173	.302	2.176	.036	.815	1.227
	Kemampuan	.029	.243	.026	.119	.906	.318	3.149
	Partisipasi	.498	.258	.455	1.932	.061	.284	3.522

a. Dependent Variable: Kinerja

Lampiran 9

Hasil Analisis Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.646[a]	.418	.370	9.771

a. Predictors: (Constant), Partisipasi, Rekrutmen, Kemampuan

Lampiran 10

Uji-T

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20,879	10,016		2,084	,044
	Rekrutmen	,580	,176	,466	3,290	,002

a. Dependent Variable: Kinerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26,867	8,869		3,029	,004

	Kemampuan	,478	,157	,438	3,045	,004

a. Dependent Variable: Kinerja

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.717	8.112		2.184	.035
	Partisipasi	.638	.143	.583	4.478	.000

a. Dependent Variable: Kinerja

Lampiran 11

Uji –F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2532.693	3	844.231	8.843	.000[b]
	Residual	3532.527	37	95.474		
	Total	6065.220	40			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Partisipasi, Rekrutmen, Kemampuan

Lampiran 12

R-Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896

Lampiran 13

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	1.29342	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

Lampiran 14

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