

Lampiran 3

1. Karakteristik Responden

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	31	55.4	55.4	55.4
Valid Perempuan	25	44.6	44.6	100.0
Total	56	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
18-30 tahun	24	42.9	42.9	42.9
Valid 31-40 tahun	18	32.1	32.1	75.0
41-50 tahun	14	25.0	25.0	100.0
Total	56	100.0	100.0	

Masa_Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
< 1 tahun	15	26.8	26.8	26.8
Valid 1-3 tahun	29	51.8	51.8	78.6
> 3 tahun	12	21.4	21.4	100.0
Total	56	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA/STM	25	44.6	44.6	44.6
Valid D3	11	19.6	19.6	64.3
S1	20	35.7	35.7	100.0
Total	56	100.0	100.0	

Lampiran 4

Jawaban Responden

1 Pelatihan kerja (X1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	16	28.6	28.6	30.4
Valid 4	33	58.9	58.9	89.3
5	6	10.7	10.7	100.0
Total	56	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.4	5.4	5.4
3	16	28.6	28.6	33.9
Valid 4	22	39.3	39.3	73.2
5	15	26.8	26.8	100.0
Total	56	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	14	25.0	25.0	26.8
Valid 4	21	37.5	37.5	64.3
5	20	35.7	35.7	100.0
Total	56	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.6	3.6	3.6
2	3	5.4	5.4	8.9
3	12	21.4	21.4	30.4
4	22	39.3	39.3	69.6
5	17	30.4	30.4	100.0
Total	56	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
3	19	33.9	33.9	35.7
4	22	39.3	39.3	75.0
5	14	25.0	25.0	100.0
Total	56	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.9	8.9	8.9
3	17	30.4	30.4	39.3
4	19	33.9	33.9	73.2
5	15	26.8	26.8	100.0
Total	56	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	7.1	7.1	7.1
2	9	16.1	16.1	23.2
3	21	37.5	37.5	60.7
4	17	30.4	30.4	91.1
5	5	8.9	8.9	100.0
Total	56	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.6	3.6	3.6
2	6	10.7	10.7	14.3
Valid 3	23	41.1	41.1	55.4
4	17	30.4	30.4	85.7
5	8	14.3	14.3	100.0
Total	56	100.0	100.0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.6	3.6	3.6
2	3	5.4	5.4	8.9
Valid 3	15	26.8	26.8	35.7
4	29	51.8	51.8	87.5
5	7	12.5	12.5	100.0
Total	56	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.8	1.8	1.8
3	15	26.8	26.8	28.6
Valid 4	23	41.1	41.1	69.6
5	17	30.4	30.4	100.0
Total	56	100.0	100.0	

2 Insentif (X2)

I1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.1	7.1	7.1
3	16	28.6	28.6	35.7
Valid 4	21	37.5	37.5	73.2
5	15	26.8	26.8	100.0
Total	56	100.0	100.0	

I2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	5	8.9	8.9	10.7
Valid 3	18	32.1	32.1	42.9
4	19	33.9	33.9	76.8
5	13	23.2	23.2	100.0
Total	56	100.0	100.0	

I3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	2	3.6	3.6	5.4
Valid 3	18	32.1	32.1	37.5
4	17	30.4	30.4	67.9
5	18	32.1	32.1	100.0
Total	56	100.0	100.0	

I4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.1	7.1	7.1
3	13	23.2	23.2	30.4
Valid 4	15	26.8	26.8	57.1
5	24	42.9	42.9	100.0
Total	56	100.0	100.0	

3 Kinerja Karyawan (Y)**K1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.6	3.6	3.6
2	4	7.1	7.1	10.7
Valid 3	28	50.0	50.0	60.7
4	19	33.9	33.9	94.6
5	3	5.4	5.4	100.0
Total	56	100.0	100.0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	14.3	14.3	14.3
3	23	41.1	41.1	55.4
Valid 4	18	32.1	32.1	87.5
5	7	12.5	12.5	100.0
Total	56	100.0	100.0	

K3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.9	8.9	8.9
3	23	41.1	41.1	50.0
Valid 4	18	32.1	32.1	82.1
5	10	17.9	17.9	100.0
Total	56	100.0	100.0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.8	1.8	1.8
2	4	7.1	7.1	8.9
3	20	35.7	35.7	44.6
4	22	39.3	39.3	83.9
5	9	16.1	16.1	100.0
Total	56	100.0	100.0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.6	3.6	3.6
2	4	7.1	7.1	10.7
3	31	55.4	55.4	66.1
4	15	26.8	26.8	92.9
5	4	7.1	7.1	100.0
Total	56	100.0	100.0	

K6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	12.5	12.5	12.5
3	24	42.9	42.9	55.4
4	19	33.9	33.9	89.3
5	6	10.7	10.7	100.0
Total	56	100.0	100.0	

K7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.9	8.9	8.9
3	19	33.9	33.9	42.9
Valid 4	20	35.7	35.7	78.6
5	12	21.4	21.4	100.0
Total	56	100.0	100.0	

K8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	7.1	7.1	7.1
2	9	16.1	16.1	23.2
Valid 3	21	37.5	37.5	60.7
4	17	30.4	30.4	91.1
5	5	8.9	8.9	100.0
Total	56	100.0	100.0	

K9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.6	3.6	3.6
2	6	10.7	10.7	14.3
Valid 3	23	41.1	41.1	55.4
4	17	30.4	30.4	85.7
5	8	14.3	14.3	100.0
Total	56	100.0	100.0	

K10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	10.7	10.7	10.7
3	22	39.3	39.3	50.0
Valid 4	21	37.5	37.5	87.5
5	7	12.5	12.5	100.0
Total	56	100.0	100.0	

Lampiran 5

Uji Validitas

1 Pelatihan Kerja (X1)

Correlations

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	PELATIHAN	
P1	Pearson Correlation	1	-.020	.285	.137	.677**	.095	.388*	-.020	.285	.137	.496**
	Sig. (1-tailed)		.465	.093	.266	.000	.334	.034	.465	.093	.266	.008
	N	23	23	23	23	23	23	23	23	23	23	23
P2	Pearson Correlation	-.020	1	.025	.156	.309	.415*	.043	1.000**	.025	.156	.560**
	Sig. (1-tailed)	.465		.455	.239	.076	.024	.424	.000	.455	.239	.003
	N	23	23	23	23	23	23	23	23	23	23	23
P3	Pearson Correlation	.285	.025	1	.331	.347	.265	.604**	.025	1.000**	.331	.695**
	Sig. (1-tailed)	.093	.455		.061	.052	.111	.001	.455	.000	.061	.000
	N	23	23	23	23	23	23	23	23	23	23	23
P4	Pearson Correlation	.137	.156	.331	1	.151	-.225	.102	.156	.331	1.000**	.495**
	Sig. (1-tailed)	.266	.239	.061		.246	.151	.322	.239	.061	.000	.008
	N	23	23	23	23	23	23	23	23	23	23	23
P5	Pearson Correlation	.677**	.309	.347	.151	1	.517**	.357*	.309	.347	.151	.724**
	Sig. (1-tailed)	.000	.076	.052	.246		.006	.047	.076	.052	.246	.000
	N	23	23	23	23	23	23	23	23	23	23	23
P6	Pearson Correlation	.095	.415*	.265	-.225	.517**	1	.251	.415*	.265	-.225	.509**
	Sig. (1-tailed)	.334	.024	.111	.151	.006		.124	.024	.111	.151	.007
	N	23	23	23	23	23	23	23	23	23	23	23
P7	Pearson Correlation	.388*	.043	.604**	.102	.357*	.251	1	.043	.604**	.102	.614**
	Sig. (1-tailed)	.034	.424	.001	.322	.047	.124		.424	.001	.322	.001
	N	23	23	23	23	23	23	23	23	23	23	23
P8	Pearson Correlation	-.020	1.000**	.025	.156	.309	.415*	.043	1	.025	.156	.560**
	Sig. (1-tailed)	.465	.000	.455	.239	.076	.024	.424		.455	.239	.003

	N	23	23	23	23	23	23	23	23	23	23	23
P9	Pearson Correlation	.285	.025	1.000**	.331	.347	.265	.604**	.025	1	.331	.695**
	Sig. (1-tailed)	.093	.455	.000	.061	.052	.111	.001	.455		.061	.000
	N	23	23	23	23	23	23	23	23	23	23	23
P10	Pearson Correlation	.137	.156	.331	1.000**	.151	-.225	.102	.156	.331	1	.495**
	Sig. (1-tailed)	.266	.239	.061	.000	.246	.151	.322	.239	.061		.008
	N	23	23	23	23	23	23	23	23	23	23	23
PELA TIHAN	Pearson Correlation	.496**	.560**	.695**	.495**	.724**	.509**	.614**	.560**	.695**	.495**	1
	Sig. (1-tailed)	.008	.003	.000	.008	.000	.007	.001	.003	.000	.008	
	N	23	23	23	23	23	23	23	23	23	23	23

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

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

2 Insentif (X2)

Correlations

		I1	I2	I3	I4	INSENTIF
I1	Pearson Correlation	1	.182	.316	.145	.617**
	Sig. (1-tailed)		.203	.071	.255	.001
	N	23	23	23	23	23
I2	Pearson Correlation	.182	1	.592**	.158	.727**
	Sig. (1-tailed)	.203		.001	.235	.000
	N	23	23	23	23	23
I3	Pearson Correlation	.316	.592**	1	.246	.808**
	Sig. (1-tailed)	.071	.001		.129	.000
	N	23	23	23	23	23
I4	Pearson Correlation	.145	.158	.246	1	.544**
	Sig. (1-tailed)	.255	.235	.129		.004
	N	23	23	23	23	23

K8	Pearson Correlation	.182	.556**	-.066	.380*	.096	.330	.380*	1	.099	.316	.542**
	Sig. (1-tailed)	.203	.003	.382	.037	.332	.062	.037		.326	.071	.004
	N	23	23	23	23	23	23	23	23	23	23	23
K9	Pearson Correlation	.487**	-.149	.413*	.330	-.052	.533**	.330	.099	1	.468*	.552**
	Sig. (1-tailed)	.009	.248	.025	.062	.406	.004	.062	.326		.012	.003
	N	23	23	23	23	23	23	23	23	23	23	23
K10	Pearson Correlation	.592**	.408*	.314	.142	.091	.777**	.142	.316	.468*	1	.710**
	Sig. (1-tailed)	.001	.027	.072	.259	.340	.000	.259	.071	.012		.000
	N	23	23	23	23	23	23	23	23	23	23	23
KINERJ A	Pearson Correlation	.770**	.534**	.564**	.633**	.415*	.812**	.633**	.542**	.552**	.710**	1
	Sig. (1-tailed)	.000	.004	.003	.001	.024	.000	.001	.004	.003	.000	
	N	23	23	23	23	23	23	23	23	23	23	23

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

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

Lampiran 6

Uji Reliabilitas

1 Pelatihan

Case Processing Summary

		N	%
Cases	Valid	23	100.0
	Excluded ^a	0	.0
	Total	23	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.782	10

2 Insentif

Case Processing Summary

		N	%
Cases	Valid	23	100.0
	Excluded ^a	0	.0
	Total	23	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.606	4

3 Kinerja

Case Processing Summary

		N	%
Cases	Valid	23	100.0
	Excluded ^a	0	.0
	Total	23	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.726	10

Lampiran 7
Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		X1	X2	Y
N		56	56	56
Normal Parameters ^{a,b}	Mean	37.48	15.45	34.43
	Std. Deviation	5.052	2.441	5.669
	Absolute	.112	.120	.097
Most Extreme Differences	Positive	.080	.098	.048
	Negative	-.112	-.120	-.097
Kolmogorov-Smirnov Z		.840	.898	.726
Asymp. Sig. (2-tailed)		.481	.395	.668

- a. Test distribution is Normal.
- b. Calculated from data.

Lampiran 8
Uji Linearitas

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Y * X1	(Combined)	879.064	19	46.267	1.874	.051
	Between Linearity	468.963	1	468.963	18.998	.000
	Groups Deviation from Linearity	410.101	18	22.783	.923	.559
	Within Groups	888.650	36	24.685		
	Total	1767.714	55			

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Y * X2	(Combined)	290.815	9	32.313	1.006	.449
	Between Groups	2.616	1	2.616	.081	.777
	Linearity	288.199	8	36.025	1.122	.367
	Deviation from Linearity	1476.899	46	32.106		
	Within Groups	1767.714	55			
Total						

Lampiran 9**Uji Multikolinearitas****Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	17.236	4.990		3.454	.001		
1 X1	.794	.149	.708	5.344	.000	.698	1.433
X2	-.814	.308	-.351	-2.647	.011	.698	1.433

a. Dependent Variable: Y

4 Regresi Linear Berganda**Variables Entered/Removed^a**

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.593 ^a	.351	.327	4.652

a. Predictors: (Constant), X2, X1

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	620.608	2	310.304	14.337	.000 ^b
Residual	1147.106	53	21.644		
Total	1767.714	55			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	17.236	4.990		3.454	.001
1 X1	.794	.149	.708	5.344	.000
X2	-.814	.308	-.351	-2.647	.011

a. Dependent Variable: Y

