LAMPIRAN

Lampiran 1 Kuesioner

Kepada Yth.

Bapak/Ibu Pegawai Kantor Dinas Perkebunan Provinsi Kalimantan Timur

Di-

   Tempat

Assalamu'allaikum Warahmatullahi Wabarakaatuh

   Dalam rangka menyelesaikan tugas akhir pada Program Studi Manajemen Fakultas Ekonomi Universitas Muhammadiyah Kalimantan Timur. Saya yang bertanda tangan dibawah ini:

Nama   : Andre Ray Nendra

NIM   : 2011102431264

Program Studi   : S1 Manajemen

Judul Penelitian   : Pengaruh Pelatihan Komitmen dan Motivasi Terhadap Kinerja Pegawai
                          Di Dinas Perkebunan Provinsi Kalimantan Timur

Dengan ini, saya mengajukan permohonan kepada Bapak/Ibu Pegawai Kantor Dinas Perkebunan Provinsi Kalimantan Timur untuk memberikan jawaban atas pernyataan kuesioner yang saya buat di lembar berikut. Untuk itu, saya meminta Bapak/Ibu untuk mengisi kuesioner penelitian berikut ini, dengan batas waktu satu minggu dari Maret 2024 hingga April 2024. Saya ucapkan terima kasih atas kesediaannya dan perhatian anda

Wassalamu'alaikum Warahmatullahi Wabarakaatuh

                                                                Hormat saya,

                                                                Andre Ray Nendra
                                                                NIM. 2011102431264

A. Profil Respaonden

1. Nama   :
2. Jabatan   :
3. Jenis Kelamin   :
4. Usia   :
5. Pendidikan Terakhir   :
6. No. Wa/Hp   :

B. Panduan Pengisian Kuesioner

1. Bapak/Ibu silahkan untuk membaca panduan ini sampai akhir.
2. Sebelum menjawab pernyataan ini, kami selaku peneliti mengucapkan terima kasih kepada para responden yang telah bersedia meluangkan waktu untuk mengisi pernyataan kuesioner ini.
3. Tujuan pernyataan yang ada sama sekali tidak bermaksud untuk mencari kesalahan responden atau pihak lain.
4. Kerahasiaan identitas responden dan jawaban yang diberikan terjamin, karena jawaban responden hanya digunakan untuk maksud yang bersifat ilmiah atau sebagai bahan penulisan tugas akhir.
5. Pengisian kuesioner dilakukan secara offline sebagai berikut:
   a. Offline: Pengisian dilakukan dengan mengisi lembar kuesioner yang telah disiapkan di Dinas Perkebunan Provinsi Kalimantan Timur.
6. Berilah tanda *checklist* (✓) untuk setiap pernyataan sesuai dengan fakta dalam kolom yang tersedia.
7. Jika terjadi kesalahan dalam memilih jawaban, tandai kolom yang salah dengan tanda silang (X) lalu beri tanda *checklist* (✓) pada kolom yang sesuai.
8. Setiap pernyataan diwakili oleh interval penilaian presepsi anda yang menjelaskan:
   1 = Sangat Tidak Setuju (STS)
   2 = Tidak Setuju (TS)
   3 = Netral (N)
   4 = Setuju (S)
   5 = Sangat Setuju (SS)
9. Setiap jawaban anda sangat penting untuk penelitian ini dan juga berkontribusi terhadap pengembangan ilmu pengetahuan.
10. Terima Kasih atas kesediaan anda untuk mengisi kuesioner ini.

NO	PERTANYAAN	STS	TS	N	S	SS
	Variabel Pelatihan					
1	Pelatihan di pandu oleh instruktur yang sesuai dengan kebutuhan peserta pelatihan					
2	Instruktur menguasai materi sehingga mampu menjelaskan materi dengan baik					
3	Peserta selalu bersemangat dalam mengikuti pelatihan					
4	Materi yang diberikan pada pelatihan sesuai dengan kebutuhan pekerjaan					
5	Materi yang diberikan lengkap dan mudah dipahami					
6	Tingkat ketepatan pelatihan yang digunakan dalam menyampaikan materi					
7	Pelatihan yang diberikan instansi sangat menarik					
8	Metode pelatihan yang diberikan sesuai dengan yang disampaikan					
9	Kegiatan pelatihan yang diselenggarakan dapat membantu pegawai dalam meningkatkan keterampilan					
10	Pelatihan yang dilaksanakan sesuai dengan pelatihan yang ingin dicapai					
	Variabel Komitmen					
1	Pegawai merasa sangat bahagia bekerja dalam instansi					
2	Pegawai merasa peduli terhadap masalah yang terjadi didalam instansi					
3	Saya merasa instansi sudah memberikan gaji pegawai sesuai standar yang berlaku					
4	Saya merasa belum memberikan banyak kontribusi pada instansi					
5	Pegawai merasa memiliki kewajiban untuk setia pada instansi					
6	Pegawai telah terikat kontrak kerja dengan perusahaan sehingga harus menyelesaikan kontraknya tersebut					
	Variabel Motivasi					
1	Saya merasa ada kepuasan tersenrir dalam menyelesaikan pekerjaan yang diberikan instansi					
2	Saya mengerti dengan tugas yang diberikan oleh atasan dengan standar instansi					
3	Saya senang karena mendapatkan pengalaman baru ditempat kerja					
4	Senang karena setiap pekerjaan bisa terselesaikan dengan baik					
5	Merasa dihargai dalam menjalankan tugas yang diberikan oleh pimpinan maupun rekan kerja					
6	Memiliki rasa puas atau senang terhadap hasil kerja					
7	Mampu menyelesaikan tugas sebelum batas waktu yang ditentukan					
8	Waspada dalam menggunakan fasilitas kantor degan baik					

|						
9	Pimpinan saya telah melakukan pengawasan terhadap pegawainya					
10	Saya siap lembur apabila pekerjaan saya belum selesai tepat waktu					
11	Saya selalu datang tepat waktu					
12	Selalu patuh terhadap segala peraturan yang ada di instansi					
Variabel Kinerja Pegawai						
1	Saya memiliki pengetahuan atas pekerjaan yang saya lakukan					
2	Saya memiliki pemahaman dan keterampilan yang baik dalam menjalankan tugas					
3	Pekerjaan yang saya lakukan selalu mencapai target					
4	Saya menyelesaikan pekerjaan tepat waktu					
5	Saya mampu menyelesaikan pekerjaan sesuai dengan prosedur kerja yang telah ditentukan instansi					
6	Saya mampu menggunakan fasilitas ditempat kerja seperti internet, PC, dan sebagainya sebagai penunjang pekerjaan					
7	Saya bersedia melakukan pekerjaan tanpa diperintah atasan					
8	Saya mampu melaksanakan pekerjaan sesuai dengan prosedur kerja yang berlaku diinstansi					
9	Saya berusaha dengan serius untuk menyelesaikan pekerjaan dengan tuntas					
10	Saya jarang sekali absen bekerja					
11	Saya sadar kehadiran adalah kewajiban seluruh karyawan					

Lampiran 2 Surat Pengantar dari UMKT

UMKT
Program Studi
Manajemen
Fakultas Ekonomi, Bisnis dan Politik

Telp. 0541-748511 Fax.0541-766832
Website http://manajemen.umkt.ac.id
email: manajemen@umkt.ac.id
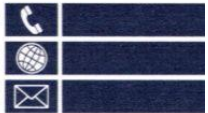
بِسْمِ اللهِ الرَّحْمَنِ الرَّحِيمِ

Nomor	: 047/FEBP.1/C.5/C/2024	Samarinda, <u>17 Sya' ban 1445 H</u>	
Lampiran	: -	27 Februari 2024 M	
Perihal	: Ijin Penelitian dan Permintaan Data Skripsi		

Kepada Yth
Bapak Kepala Dinas Perkebungan Provinsi Kalimantan Timur
Jl. MT Haryono, Samarinda
Di –
        Tempat

Assalamu' allaikum Warahmatullahi Wabarakaatuh

Ketua Program Studi S1 Manajemen Fakultas Ekonomi Bisnis dan Politik Universitas Muhammadiyah Kalimantan Timur, dengan ini kami memohon kesediaan Bapak/ Ibu untuk memberikan ijin kepada Mahasiswa yang datanya tersebut dibawah ini:

No	Nama Mahasiswa	Jurusan	NIM	Semester
1	Andre Ray Nendra	MSDM	2011102431264	VIII (delapan)

untuk melakukan penelitian pada Instansi yang Bapak pimpin dalam rangka penulisan Tugas Akhir/ Skripsi pada Program Studi S1 Manajemen Fakultas Ekonomi Bisnis dan Politik Universitas Muhammadiyah Kalimantan Timur.

Demikian permohonan ini kami sampaikan, atas bantuan dan kerjasamanya diucapkan terima kasih

Wassalamu' alaikum Warahmatullahi Wabarakaatuh

An. K e t u a,
Sekretaris,

...dhini HR, S.Si., M.M.
...DN. 1118058604

Kampus 1 : Jl. Ir. H. Juanda, No.15, Samarinda
Kampus 2 : Jl. Pelita, Pesona Mahakam, Samarinda

Lampiran 3 Surat Balasan dari Obyek Penelitian

PEMERINTAH PROVINSI KALIMANTAN TIMUR
DINAS PERKEBUNAN

Jl. M.T Haryono Telp. (0541) 736852 Fax. (0541) 748382 Kode Pos 75124
Website : https://disbun.kaltimprov.go.id, e-mail : disbun@kaltimprov.go.id

Samarinda, 29 Pebruari 2024

Nomor : 423.4/ 2879 /Sekr
Sifat : Biasa
Lampiran : -
Hal : Balasan Surat Ijin Penelitian dan Permintaan Data Skripsi

Yth. Ketua Program Studi S1 Manajemen Fakultas Ekonomi Bisnis dan Politik
Universitas Muhammadiyah Kalimantan Timur
di Tempat

Sehubungan dengan surat Ketua Program Studi S1 Manajemen Fakultas Ekonomi Bisnis dan Politik Universitas Muhammadiyah Kalimantan Timur tanggal 28 Februari 2024 perihal Ijin Penelitian dan Permintaan Data Skripsi atas nama di bawah ini :

No.	Nama	Jurusan	NIM	Semester
1	Andre Ray Nendra	MSDM	2011102431264	VIII (Delapan)

pada dasarnya Instansi kami bersedia memberi kesempatan kepada mahasiswa tersebut dalam rangka penulisan tugas akhir/skripsi.

Demikian surat balasan ini dibuat, atas perhatian dan kerjasamanya diucapkan terima kasih.

An. Kepala
Plt. Sekretaris,

Andi Siddik, S.P., M.Ling
NIP. 197105182000031003

Disbunkaltim   Dinas Perkebunan Prov. Kaltim   BerAKHLAK   bangga melayani bangsa

Lampiran 4 Dokumentasi Obyek Penelitian

1. Dokumentasi Izin Penelitian

2. Dokumentasi Penyebaran Kuesioner

Lampiran 5 Hasil Uji Turnitin

Dosen Pembimbing,

Dr. JOKO SABTOHADI, S.E., M.M.

andre

by Manajemen Universitas Muhammadiyah Kalimantan Timur

Submission date: 19-Jul-2024 08:51AM (UTC+0800)
Submission ID: 2418586203
File name: cek_turnitin_andre.pdf (422.93K)
Word count: 8765
Character count: 54644

Dosen Pembimbing,

andre

ORIGINALITY REPORT

Dr. JOKO SABTOHADI, S.E., M.M.

23%	22%	12%	10%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

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35

Lampiran 6 Kartu Kendali Bimbingan

KARTU KENDALI BIMBINGAN LAPORAN KARYA ILMIAH

Nama : Andre Ray Nendra

NIM : 2011102431264

Nama Dosen Pembimbing : Dr. Joko Sabtohadi, S.E.,M.M.

Judul Penelitian : Pengaruh Pelatihan, Komitmen dan Motivasi Tehadap Kinerja Pegawai di Dinas Perkebunan Provinsi Kalimantan Timur

No	Tanggal	Uraian Pembimbing	Paraf Dosen
1	26/02/2024	Bimbingan Pengajuan Judul	
2	27/02/2024	ACC Judul Proposal	
3	01/03/2024	Pembuatan Cover	
4	06/03/2024	Pengerjaan Bab 1 dan Bab 2	
5	29/03/2024	Revisi Bab 1 dan Bab 2	
6	03/04/2024	ACC Proposal Penelitian	
7	11/05/2024	Tabulasi data	
8	13/05/2024	Mengolah Data	
9	15/05/2024	Menyusun Bab 3	
10	18/05/2024	Menyusun Bab 4	
11	22/05/2024	ACC Skripsi	
12	25/05/2024	ACC Pembuatan Artikel	
13			
14			
15			

Mengetahui,

Dosen Pembimbing

Sekretaris Program Studi Manajemen

(Dr. Joko Sabtohadi, S.E.,M.M.)
NIDN. 8802950017

(Asmadhini Handayani Rahmah, S.Si., M.M)
NIDN. 1118058604
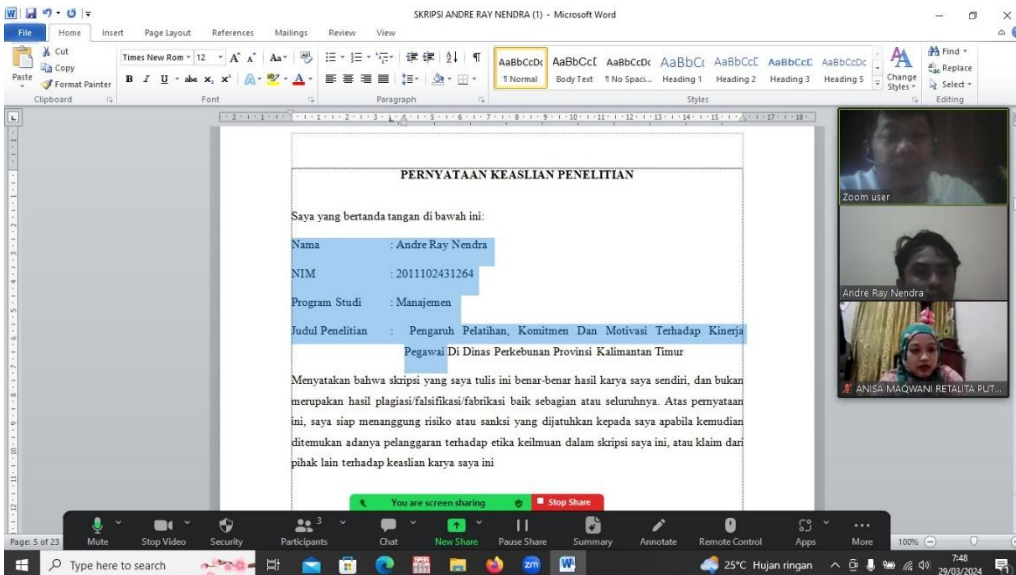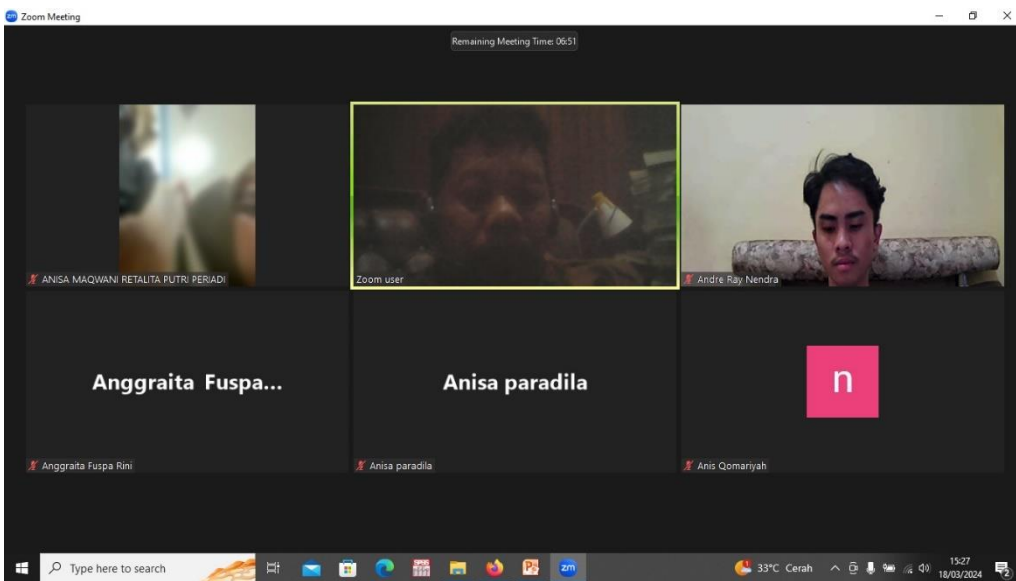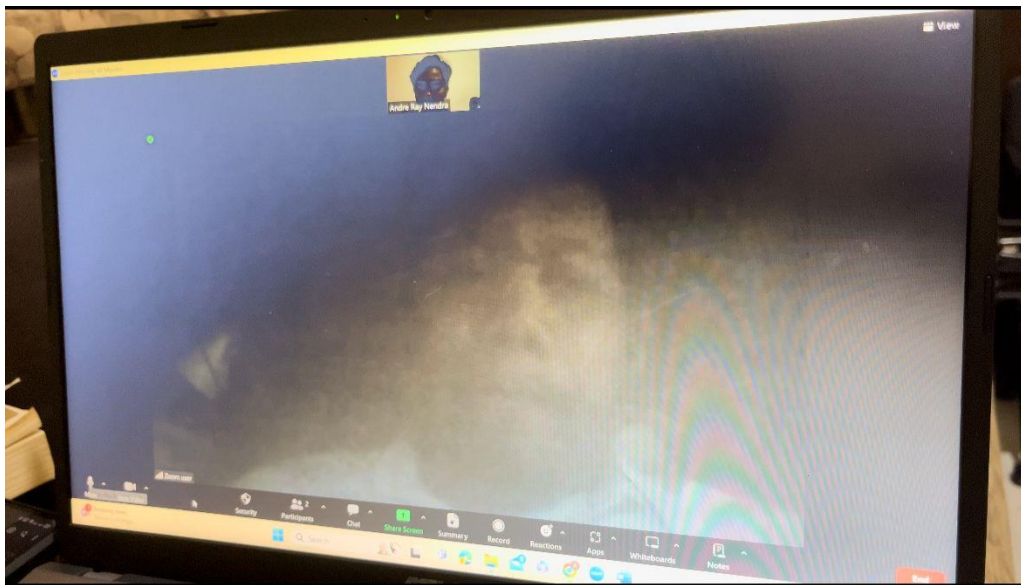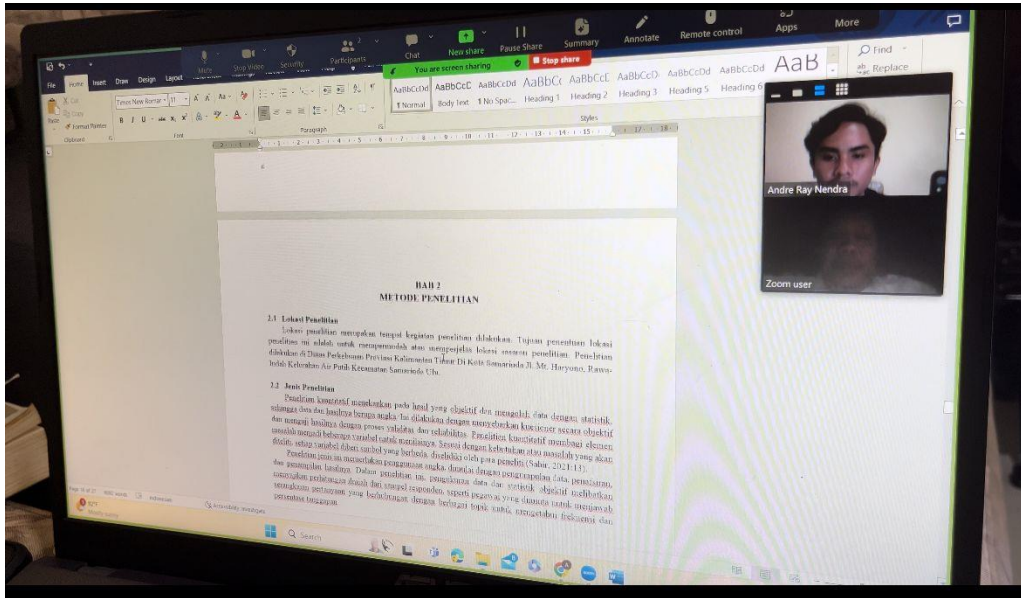
Lampiran 7 Hasil Tes Toefl

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UNIVERSITAS MUHAMMADIYAH
Kalimantan Timur

Kampus 1 | Jl. Ir. H Juanda No.15 Samarinda
Kampus 2 | Jl. Pelita, Pesona Mahakam, Samarinda
Telp.| 0541-7448551 / Fax | 0541-746832
Website | www.umkt.ac.id

TEST OF ENGLISH PROFICIENCY (TEP)
(TOEFL PREDICTION)

No : O5114
Name : ANDRE RAY NENDRA
Place/Date of Birth : M ANCALONG/JAN 30, 2002

Address : JL. M. SAID
Date of Test Taken : JUN O4, 2024
Valid Until : JUN O5, 2026

Section I Listening Comprehension	Section II Structure & Written Expression	Section III Reading Comprehension	TOTAL SCORE
47	43	36	420

LEVEL OF PROFICIENCY		
310 – 393	A1 (BREAKTHROUGH)	477 – 547	B2 (VANTAGE)
397 – 433	A2 (WAYSTAGE)	550 – 587	C1 (PROFICIENCY)
437 – 473	B1 (THRESHOLD)	590 – 677	C2 (MASTERY)

Samarinda, June O5, 2024

Abdul Halim, S.Pd., M.Pd., Ph.D
Head of English Laboratory

39

Lampiran 8 Analisis Uji Identitas Responden Berdasarkan Jenis Kelamin
Frequencies

Notes

Output Created		14-MAY-2024 18:57:08
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\IDENTITAS RESPONDEN.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
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	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Jenis_Kelamin /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.06

Statistics

Jenis Kelamin

N	Valid	46
	Missing	0

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	29	63.0	63.0	63.0
	Perempuan	17	37.0	37.0	100.0
	Total	46	100.0	100.0	

Lampiran 9 Analisis Uji Identitas Responden Berdasarkan Usia
Frequencies

Notes

Output Created		14-MAY-2024 19:01:55
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\IDENTITAS RESPONDEN.sav
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	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Usia /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.08

Statistics

Usia

N	Valid	46
	Missing	0

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25 s/d 30	4	8.7	8.7	8.7
	31 s/d 35	10	21.7	21.7	30.4
	36 s/d 40	6	13.0	13.0	43.5
	41 s/d 45	11	23.9	23.9	67.4
	46 Keatas	15	32.6	32.6	100.0
	Total	46	100.0	100.0	

Lampiran 10 Analisis Uji Identitas Responden Berdasarkan Tingkat Pendidikan
Frequencies

Notes

Output Created		14-MAY-2024 19:04:51
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\IDENTITAS RESPONDEN.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Tingkat_Pendidikan /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.03

Statistics

Tingkat Pendidikan

N	Valid	46
	Missing	0

Tingkat Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	10	21.7	21.7	21.7
	D-III	2	4.3	4.3	26.1
	S-1	31	67.4	67.4	93.5
	S-2	3	6.5	6.5	100.0
	Total	46	100.0	100.0	

Lampiran 11 Analisis Uji Identitas Responden Berdasarkan Jabatan
Frequencies

Notes

Output Created		14-MAY-2024 19:06:21
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\IDENTITAS RESPONDEN.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Jabatan /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.08

Statistics

Jabatan

N	Valid	46
	Missing	0

Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kepala UPTD	1	2.2	2.2	2.2
	Kusubbag.TU	1	2.2	2.2	4.3
	Pengawas Benih Tanaman Pertama	10	21.7	21.7	26.1
	Pelaksana	7	15.2	15.2	41.3
	Arsiparis Terampil	1	2.2	2.2	43.5
	Arsiparis Ahli Pertama	1	2.2	2.2	45.7

Pengawas Mutu Hasil Pertanian	2	4.3	4.3	50.0
Pengadministrasi Umum	7	15.2	15.2	65.2
Pengadministrasi Keuangan	1	2.2	2.2	67.4
Pengadministrasi Perkantoran	1	2.2	2.2	69.6
Pranata Kearsipan	1	2.2	2.2	71.7
Penyusun Rencana Kegiatan dan Anggaran	1	2.2	2.2	73.9
Pengelola Keuangan	1	2.2	2.2	76.1
PPPK POPT	1	2.2	2.2	78.3
POPT Ahli Pertama	2	4.3	4.3	82.6
IFT POPT Terampil	1	2.2	2.2	84.8
Pemula POPT	1	2.2	2.2	87.0
Pengelola Program dan Laporan	1	2.2	2.2	89.1
Pengelola Kelembagaan Benih	1	2.2	2.2	91.3
Bidang Perkebunan Berkelanjutan	2	4.3	4.3	95.7
Bidang Pengolahan dan Pemasaran	1	2.2	2.2	97.8
UPTD PBP	1	2.2	2.2	100.0
Total	46	100.0	100.0	

Lampiran 12 Analisis Uji Validitas Berdasarkan Variabel Pelatiahan (X1)
Correlations

Notes

Output Created		14-MAY-2024 19:16:51
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10 X1_Total /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.05

[DataSet1] C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1_Total
X1.1	Pearson Correlation	1	.852**	.540**	.624**	.349*	.414**	.316*	.457**	.507**	.470**	.720**
	Sig. (2-tailed)		.000	.000	.000	.018	.004	.032	.001	.000	.001	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1.2	Pearson Correlation	.852**	1	.456**	.742**	.444**	.343*	.468**	.395**	.589**	.602**	.767**
	Sig. (2-tailed)	.000		.001	.000	.002	.020	.001	.007	.000	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46

X1.3	Pearson Correlation	.540**	.456**	1	.429**	.629**	.633**	.343*	.537**	.512**	.332*	.731**
	Sig. (2-tailed)	.000	.001		.003	.000	.000	.020	.000	.000	.024	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1.4	Pearson Correlation	.624**	.742**	.429**	1	.440**	.533**	.505**	.498**	.659**	.693**	.799**
	Sig. (2-tailed)	.000	.000	.003		.002	.000	.000	.000	.000	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1.5	Pearson Correlation	.349*	.444**	.629**	.440**	1	.566**	.466**	.597**	.608**	.490**	.746**
	Sig. (2-tailed)	.018	.002	.000	.002		.000	.001	.000	.000	.001	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1.6	Pearson Correlation	.414**	.343*	.633**	.533**	.566**	1	.605**	.526**	.610**	.363*	.754**
	Sig. (2-tailed)	.004	.020	.000	.000	.000		.000	.000	.000	.013	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1.7	Pearson Correlation	.316*	.468**	.343*	.505**	.466**	.605**	1	.614**	.418**	.400**	.708**
	Sig. (2-tailed)	.032	.001	.020	.000	.001	.000		.000	.004	.006	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1.8	Pearson Correlation	.457**	.395**	.537**	.498**	.597**	.526**	.614**	1	.569**	.547**	.774**
	Sig. (2-tailed)	.001	.007	.000	.000	.000	.000	.000		.000	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1.9	Pearson Correlation	.507**	.589**	.512**	.659**	.608**	.610**	.418**	.569**	1	.648**	.798**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.004	.000		.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1.10	Pearson Correlation	.470**	.602**	.332*	.693**	.490**	.363*	.400**	.547**	.648**	1	.721**
	Sig. (2-tailed)	.001	.000	.024	.000	.001	.013	.006	.000	.000		.000
	N	46	46	46	46	46	46	46	46	46	46	46
X1_Total	Pearson Correlation	.720**	.767**	.731**	.799**	.746**	.754**	.708**	.774**	.798**	.721**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	46	46	46	46	46	46	46	46	46	46	46

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

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

Lampiran 13 Analisis Uji Validitas Berdasarkan Variabel Komitmen (X2)
Correlations

Notes

Output Created		14-MAY-2024 19:20:55
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2_Total /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.07

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2_Total
X2.1	Pearson Correlation	1	.721**	.523**	.367*	.626**	.356*	.802**
	Sig. (2-tailed)		.000	.000	.012	.000	.015	.000
	N	46	46	46	46	46	46	46
X2.2	Pearson Correlation	.721**	1	.573**	.392**	.497**	.328*	.782**
	Sig. (2-tailed)	.000		.000	.007	.000	.026	.000
	N	46	46	46	46	46	46	46
X2.3	Pearson Correlation	.523**	.573**	1	.309*	.616**	.244	.698**
	Sig. (2-tailed)	.000	.000		.037	.000	.103	.000
	N	46	46	46	46	46	46	46
X2.4	Pearson Correlation	.367*	.392**	.309*	1	.290	.031	.691**

	Sig. (2-tailed)	.012	.007	.037		.051	.837	.000
	N	46	46	46	46	46	46	46
X2.5	Pearson Correlation	.626**	.497**	.616**	.290	1	.626**	.782**
	Sig. (2-tailed)	.000	.000	.000	.051		.000	.000
	N	46	46	46	46	46	46	46
X2.6	Pearson Correlation	.356*	.328*	.244	.031	.626**	1	.530**
	Sig. (2-tailed)	.015	.026	.103	.837	.000		.000
	N	46	46	46	46	46	46	46
X2_Total	Pearson Correlation	.802**	.782**	.698**	.691**	.782**	.530**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	46	46	46	46	46	46	46

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

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

Lampiran 14 Analisis Uji Validitas Berdasarkan Variabel Motivasi (X3)

Correlations

Notes

Output Created		14-MAY-2024 19:23:45
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=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_Total /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.18

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_Total
X3.1	Pearson Correlation	1	.228	.151	.352*	.192	.012	.320*	.264	.198	.046	.313*	.288	.561**
	Sig. (2-tailed)		.128	.316	.017	.200	.938	.030	.076	.187	.760	.034	.052	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.2	Pearson Correlation	.228	1	.398**	.490**	.518**	.417**	.559**	.532**	.390**	.352*	.236	.315*	.668**
	Sig. (2-tailed)	.128		.006	.001	.000	.004	.000	.000	.007	.017	.114	.033	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.3	Pearson Correlation	.151	.398**	1	.441**	.521**	.277	.252	.332*	.501**	.346*	.118	.127	.550**
	Sig. (2-tailed)	.316	.006		.002	.000	.063	.091	.024	.000	.018	.436	.402	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46

		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_Total
X3.4	Pearson Correlation	.352*	.490**	.441**	1	.399**	.383**	.591**	.553**	.358*	.223	.365*	.365*	.696**
	Sig. (2-tailed)	.017	.001	.002		.006	.009	.000	.000	.014	.136	.013	.013	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.5	Pearson Correlation	.192	.518**	.521**	.399**	1	.624**	.352*	.354*	.519**	.347*	.064	.225	.633**
	Sig. (2-tailed)	.200	.000	.000	.006		.000	.016	.016	.000	.018	.671	.133	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.6	Pearson Correlation	.012	.417**	.277	.383**	.624**	1	.447**	.480**	.377**	.504**	.244	.277	.608**
	Sig. (2-tailed)	.938	.004	.063	.009	.000		.002	.001	.010	.000	.102	.063	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.7	Pearson Correlation	.320*	.559**	.252	.591**	.352*	.447**	1	.698**	.341*	.399**	.451**	.553**	.752**
	Sig. (2-tailed)	.030	.000	.091	.000	.016	.002		.000	.021	.006	.002	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.8	Pearson Correlation	.264	.532**	.332*	.553**	.354*	.480**	.698**	1	.553**	.329*	.494**	.581**	.772**
	Sig. (2-tailed)	.076	.000	.024	.000	.016	.001	.000		.000	.026	.000	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.9	Pearson Correlation	.198	.390**	.501**	.358*	.519**	.377**	.341*	.553**	1	.319*	.394**	.438**	.674**
	Sig. (2-tailed)	.187	.007	.000	.014	.000	.010	.021	.000		.031	.007	.002	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.10	Pearson Correlation	.046	.352*	.346*	.223	.347*	.504**	.399**	.329*	.319*	1	.092	.106	.526**
	Sig. (2-tailed)	.760	.017	.018	.136	.018	.000	.006	.026	.031		.544	.482	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.11	Pearson Correlation	.313*	.236	.118	.365*	.064	.244	.451**	.494**	.394**	.092	1	.829**	.586**
	Sig. (2-tailed)	.034	.114	.436	.013	.671	.102	.002	.000	.007	.544		.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3.12	Pearson Correlation	.288	.315*	.127	.365*	.225	.277	.553**	.581**	.438**	.106	.829**	1	.639**
	Sig. (2-tailed)	.052	.033	.402	.013	.133	.063	.000	.000	.002	.482	.000		.000
	N	46	46	46	46	46	46	46	46	46	46	46	46	46
X3_Total	Pearson Correlation	.561**	.668**	.550**	.696**	.633**	.608**	.752**	.772**	.674**	.526**	.586**	.639**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	46	46	46	46	46	46	46	46	46	46	46	46	46

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

50

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

Lampiran 15 Analisis Uji Validitas Berdasarkan Variabel Kinerja (Y)

Correlations

Notes

Output Created		14-MAY-2024 19:30:35
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Y.9 Y.10 Y.11 Y_Total /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.05

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y_Total
Y.1	Pearson Correlation	1	.906**	.711**	.743**	.585**	.536**	.729**	.754**	.647**	.058	.577**	.820**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.700	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.2	Pearson Correlation	.906**	1	.689**	.721**	.572**	.473**	.756**	.670**	.640**	.112	.575**	.813**
	Sig. (2-tailed)	.000		.000	.000	.000	.001	.000	.000	.000	.459	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.3	Pearson Correlation	.711**	.689**	1	.815**	.638**	.467**	.633**	.627**	.604**	.165	.450**	.789**
	Sig. (2-tailed)	.000	.000		.000	.000	.001	.000	.000	.000	.275	.002	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.4	Pearson Correlation	.743**	.721**	.815**	1	.783**	.637**	.670**	.632**	.675**	.047	.495**	.818**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.756	.000	.000

	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.5	Pearson Correlation	.585**	.572**	.638**	.783**	1	.727**	.598**	.670**	.640**	.203	.575**	.806**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.176	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.6	Pearson Correlation	.536**	.473**	.467**	.637**	.727**	1	.500**	.748**	.668**	.123	.569**	.730**
	Sig. (2-tailed)	.000	.001	.001	.000	.000		.000	.000	.000	.415	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.7	Pearson Correlation	.729**	.756**	.633**	.670**	.598**	.500**	1	.645**	.524**	.317*	.435**	.805**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.032	.003	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.8	Pearson Correlation	.754**	.670**	.627**	.632**	.670**	.748**	.645**	1	.728**	.168	.645**	.831**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.265	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.9	Pearson Correlation	.647**	.640**	.604**	.675**	.640**	.668**	.524**	.728**	1	.276	.807**	.836**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.064	.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.10	Pearson Correlation	.058	.112	.165	.047	.203	.123	.317*	.168	.276	1	.422**	.439**
	Sig. (2-tailed)	.700	.459	.275	.756	.176	.415	.032	.265	.064		.004	.002
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y.11	Pearson Correlation	.577**	.575**	.450**	.495**	.575**	.569**	.435**	.645**	.807**	.422**	1	.779**
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.000	.003	.000	.000	.004		.000
	N	46	46	46	46	46	46	46	46	46	46	46	46
Y_Total	Pearson Correlation	.820**	.813**	.789**	.818**	.806**	.730**	.805**	.831**	.836**	.439*	.779**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.000	
	N	46	46	46	46	46	46	46	46	46	46	46	46

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

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

Lampiran 16 Hasil Uji Relibilitas Berdasarkan Variabel Pelatihan (X1)

Reliability

Notes

Output Created		14-MAY-2024 19:33:59
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1.9 X1.10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.08

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	46	100.0
	Excluded[a]	0	.0
	Total	46	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.909	10

Lampiran 17 Hasil Uji Realibilitas Berdasarkan Variabel Komitmen (X2)

Reliability

Notes

Output Created		14-MAY-2024 19:35:55
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.05

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	46	100.0
	Excluded[a]	0	.0
	Total	46	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.750	6

Lampiran 18 Hasil Uji Realibilitas Berdasarkan Variabel Motivasi (X3)
Reliability

Notes

Output Created		14-MAY-2024 19:37:58
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 X3.9 X3.10 X3.11 X3.12 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.04

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	46	100.0
	Excluded[a]	0	.0
	Total	46	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.825	12

Lampiran 19 Hasil Uji Realibilitas Berdasarkan Variabel Kinerja (Y)

Reliability

Notes

Output Created		14-MAY-2024 19:39:42
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Y.9 Y.10 Y.11 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	46	100.0
	Excluded[a]	0	.0
	Total	46	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.906	11

Lampiran 20 Uji Normalitas
NPar Tests

Notes

Output Created		14-MAY-2024 19:44:30
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01
	Number of Cases Allowed[a]	786432

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		46
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.30174687
Most Extreme Differences	Absolute	.098
	Positive	.076
	Negative	-.098
Test Statistic		.098
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Lampran 21 Uji Multikolinieritas
Regression

Notes

Output Created		14-MAY-2024 19:47:05
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jaw aban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION
		  /MISSING LISTWISE
		  /STATISTICS BCOV COLLIN TOL
		  /CRITERIA=PIN(.05) POUT(.10)
		  /NOORIGIN
		  /DEPENDENT Y_Total
		  /METHOD=ENTER X1_Total X2_Total X3_Total.

Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.06
	Memory Required	5056 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3_Total, X1_Total, X2_Total^b	.	Enter

a. Dependent Variable: Y_Total

Coefficients[a]

		Collinearity Statistics	
Model		Tolerance	VIF
1	X1_Total	.525	1.904
	X2_Total	.411	2.433
	X3_Total	.606	1.651

a. Dependent Variable: Y_Total

Coefficient Correlations[a]

Model			X3_Total	X1_Total	X2_Total
1	Correlations	X3_Total	1.000	-.072	-.471
		X1_Total	-.072	1.000	-.570
		X2_Total	-.471	-.570	1.000
	Covariances	X3_Total	.017	-.002	-.015
		X1_Total	-.002	.027	-.023
		X2_Total	-.015	-.023	.062

a. Dependent Variable: Y_Total

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1_Total	X2_Total	X3_Total
1	1	3.984	1.000	.00	.00	.00	.00
	2	.009	21.517	.37	.00	.42	.00
	3	.005	28.112	.03	.37	.00	.69
	4	.003	37.501	.60	.63	.58	.30

a. Dependent Variable: Y_Total

Lampiran 22 Uji Heterokendastisitas
Regression

Notes

Output Created		24-JUN-2024 23:33:40
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\JAW ABAN RESPONDEN DISBUN.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT ABS_RES /METHOD=ENTER X1_Total X2_Total X3_Total /SAVE RESID.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.06
	Memory Required	3712 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_4	Unstandardized Residual

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method

1	X3_Total, X1_Total, X2_Total[b]		.	Enter

a. Dependent Variable: ABS_RES

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.391[a]	.153	.093	.04746

a. Predictors: (Constant), X3_Total, X1_Total, X2_Total

b. Dependent Variable: ABS_RES

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.017	3	.006	2.530	.070[b]
	Residual	.095	42	.002		
	Total	.112	45			

a. Dependent Variable: ABS_RES

b. Predictors: (Constant), X3_Total, X1_Total, X2_Total

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.006	.085		.069	.945
	X1_Total	.005	.002	.418	2.133	.039
	X2_Total	-.009	.003	-.577	-2.606	.013
	X3_Total	.001	.002	.104	.571	.571

a. Dependent Variable: ABS_RES

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	.0097	.1031	.0549	.01949	46
Residual	-.08543	.18614	.00000	.04585	46
Std. Predicted Value	-2.321	2.473	.000	1.000	46
Std. Residual	-1.800	3.922	.000	.966	46

a. Dependent Variable: ABS_RES

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Lampiran 23 Uji Linieritas
Means

Notes

Output Created		14-MAY-2024 19:55:13
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	For each dependent variable in a table, user-defined missing values for the dependent and all grouping variables are treated as missing.
	Cases Used	Cases used for each table have no missing values in any independent variable, and not all dependent variables have missing values.
Syntax		MEANS TABLES=Y_Total BY X1_Total X2_Total X3_Total /CELLS=MEAN COUNT STDDEV /STATISTICS LINEARITY.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.06

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Y_Total * X1_Total	46	100.0%	0	0.0%	46	100.0%
Y_Total * X2_Total	46	100.0%	0	0.0%	46	100.0%
Y_Total * X3_Total	46	100.0%	0	0.0%	46	100.0%

Y_Total * X1_Total

Report

Y_Total

X1_Total	Mean	N	Std. Deviation
37.00	40.0000	1	.
38.00	49.0000	3	6.24500
39.00	43.7500	4	2.06155
40.00	45.0000	8	1.77281
41.00	43.0000	3	2.64575
42.00	39.0000	1	.
43.00	41.5000	2	3.53553
44.00	48.0000	1	.
45.00	48.6667	3	4.93288
46.00	50.3333	3	.57735
47.00	50.8333	6	4.21505
48.00	54.5000	2	.70711
49.00	48.0000	1	.
50.00	45.8750	8	8.52622
Total	46.6739	46	5.46526

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y_Total * X1_Total	Between Groups	(Combined)	557.317	13	42.871	1.744	.099
		Linearity	115.031	1	115.031	4.678	.038
		Deviation from Linearity	442.286	12	36.857	1.499	.176
	Within Groups		786.792	32	24.587		
	Total		1344.109	45			

Measures of Association

	R	R Squared	Eta	Eta Squared
Y_Total * X1_Total	.293	.086	.644	.415

Y_Total * X2_Total

Report

Y_Total

X2_Total	Mean	N	Std. Deviation
18.00	43.0000	2	1.41421
20.00	40.5000	2	.70711
21.00	47.6667	6	3.93277
22.00	43.6000	10	5.64112
23.00	44.5000	6	6.41093
24.00	46.2500	4	6.70199
25.00	52.0000	2	2.82843
26.00	45.5000	2	3.53553
27.00	51.0000	4	3.91578
28.00	49.6667	3	1.52753
29.00	48.0000	2	1.41421
30.00	54.0000	3	1.73205
Total	46.6739	46	5.46526

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y_Total * X2_Total	Between Groups	(Combined)	558.459	11	50.769	2.197	.039
		Linearity	332.489	1	332.489	14.389	.001
		Deviation from Linearity	225.970	10	22.597	.978	.480
	Within Groups		785.650	34	23.107		
	Total		1344.109	45			

Measures of Association

	R	R Squared	Eta	Eta Squared
Y_Total * X2_Total	.497	.247	.645	.415

Y_Total * X3_Total

Report

Y_Total

X3_Total	Mean	N	Std. Deviation
41.00	39.0000	1	.
42.00	38.5000	2	7.77817
43.00	37.5000	2	6.36396
44.00	40.0000	1	.

45.00	43.2000	5	2.38747
46.00	43.5000	2	3.53553
47.00	44.0000	2	1.41421
48.00	44.6000	5	1.34164
49.00	44.0000	1	.
50.00	46.5000	2	2.12132
51.00	50.7500	4	1.70783
52.00	49.6000	5	3.20936
53.00	54.5000	2	.70711
54.00	45.0000	2	7.07107
55.00	49.7500	4	1.70783
57.00	50.6667	3	4.50925
58.00	54.0000	1	.
60.00	55.0000	2	.00000
Total	46.6739	46	5.46526

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y_Total * X3_Total	Between Groups	(Combined)	1044.242	17	61.426	5.736	.000
		Linearity	836.564	1	836.564	78.114	.000
		Deviation from Linearity	207.678	16	12.980	1.212	.318
	Within Groups		299.867	28	10.710		
	Total		1344.109	45			

Measures of Association

	R	R Squared	Eta	Eta Squared
Y_Total * X3_Total	.789	.622	.881	.777

Lampiran 24 Uji Regresi Linier Berganda
Regression

Notes

Output Created		14-MAY-2024 20:03:04
Comments		
Input	Data	C:\Users\Asus GK\OneDrive\Documents\Jawaban Responden.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	46
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Correlation coefficients for each pair of variables are based on all the cases with valid data for that pair. Regression statistics are based on these correlations.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING PAIRWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y_Total /METHOD=ENTER X1_Total X2_Total X3_Total /SCATTERPLOT=(*ZRESID ,*ZPRED) (*SRESID ,*ZPRED) /CASEWISE PLOT(ZRESID) OUTLIERS(3) /SAVE PRED ADJPRED MAHAL COOK LEVER RESID DRESID SDRESID SDBETA SDFIT.

Resources	Processor Time	00:00:02.94
	Elapsed Time	00:00:44.61
	Memory Required	5312 bytes
	Additional Memory Required for Residual Plots	16 bytes
Variables Created or Modified	PRE_1	Unstandardized Predicted Value
	RES_2	Unstandardized Residual
	DRE_1	Deleted Residual
	ADJ_1	Adjusted Predicted Value
	SDR_1	Studentized Deleted Residual
	MAH_1	Mahalanobis Distance
	COO_1	Cook's Distance
	LEV_1	Centered Leverage Value
	SDF_1	Standardized DFFIT
	SDB0_1	Standardized DFBETA for (Constant)
	SDB1_1	Standardized DFBETA for X1_Total
	SDB2_1	Standardized DFBETA for X2_Total
	SDB3_1	Standardized DFBETA for X3_Total

Descriptive Statistics

	Mean	Std. Deviation	N
Y_Total	46.6739	5.46526	46
X1_Total	43.9565	4.29965	46
X2_Total	23.8696	3.18056	46
X3_Total	50.0435	4.99758	46

Correlations

		Y_Total	X1_Total	X2_Total	X3_Total
Pearson Correlation	Y_Total	1.000	.293	.497	.789
	X1_Total	.293	1.000	.687	.471
	X2_Total	.497	.687	1.000	.625
	X3_Total	.789	.471	.625	1.000
Sig. (1-tailed)	Y_Total	.	.024	.000	.000
	X1_Total	.024	.	.000	.000
	X2_Total	.000	.000	.	.000
	X3_Total	.000	.000	.000	.

N					
	Y_Total	46	46	46	46
	X1_Total	46	46	46	46
	X2_Total	46	46	46	46
	X3_Total	46	46	46	46

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3_Total, X1_Total, X2_Total[b]	.	Enter

a. Dependent Variable: Y_Total

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.797[a]	.635	.609	3.41763

a. Predictors: (Constant), X3_Total, X1_Total, X2_Total

b. Dependent Variable: Y_Total

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	853.540	3	284.513	24.359	.000[b]
	Residual	490.569	42	11.680		
	Total	1344.109	45			

a. Dependent Variable: Y_Total

b. Predictors: (Constant), X3_Total, X1_Total, X2_Total

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.440	6.156		1.209	.234		
	X1_Total	-.197	.163	-.155	-1.204	.235	.525	1.904
	X2_Total	.183	.250	.107	.733	.468	.411	2.433
	X3_Total	.870	.131	.795	6.640	.000	.606	1.651

a. Dependent Variable: Y_Total

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions

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				(Constant)	X1_Total	X2_Total	X3_Total
1	1	3.984	1.000	.00	.00	.00	.00
	2	.009	21.517	.37	.00	.42	.00
	3	.005	28.112	.03	.37	.00	.69
	4	.003	37.501	.60	.63	.58	.30

a. Dependent Variable: Y_Total

Casewise Diagnostics[a]

Case Number	Std. Residual	Y_Total	Predicted Value	Residual
27	-3.153	40.00	50.7759	-10.77590

a. Dependent Variable: Y_Total

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	38.3301	55.8553	46.6739	4.35518	46
Std. Predicted Value	-1.916	2.108	.000	1.000	46
Standard Error of Predicted Value	.524	1.602	.973	.264	46
Adjusted Predicted Value	38.8070	56.0013	46.7279	4.34087	46
Residual	-10.77590	7.15666	.00000	3.30175	46
Std. Residual	-3.153	2.094	.000	.966	46
Stud. Residual	-3.473	2.314	-.007	1.036	46
Deleted Residual	-13.07517	8.74042	-.05399	3.81010	46
Stud. Deleted Residual	-4.065	2.448	-.019	1.099	46
Mahal. Distance	.079	8.912	2.935	2.194	46
Cook's Distance	.000	.643	.041	.112	46
Centered Leverage Value	.002	.198	.065	.049	46

a. Dependent Variable: Y_Total

Charts

Scatterplot
Dependent Variable: Y_Total

Scatterplot
Dependent Variable: Y_Total

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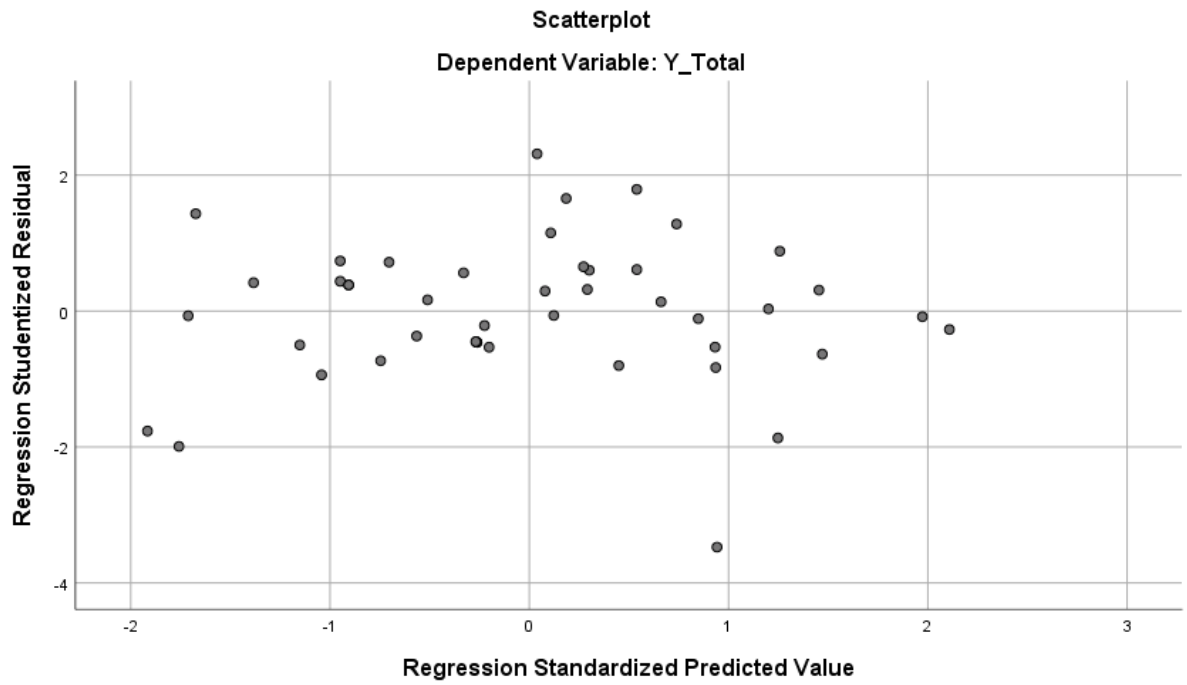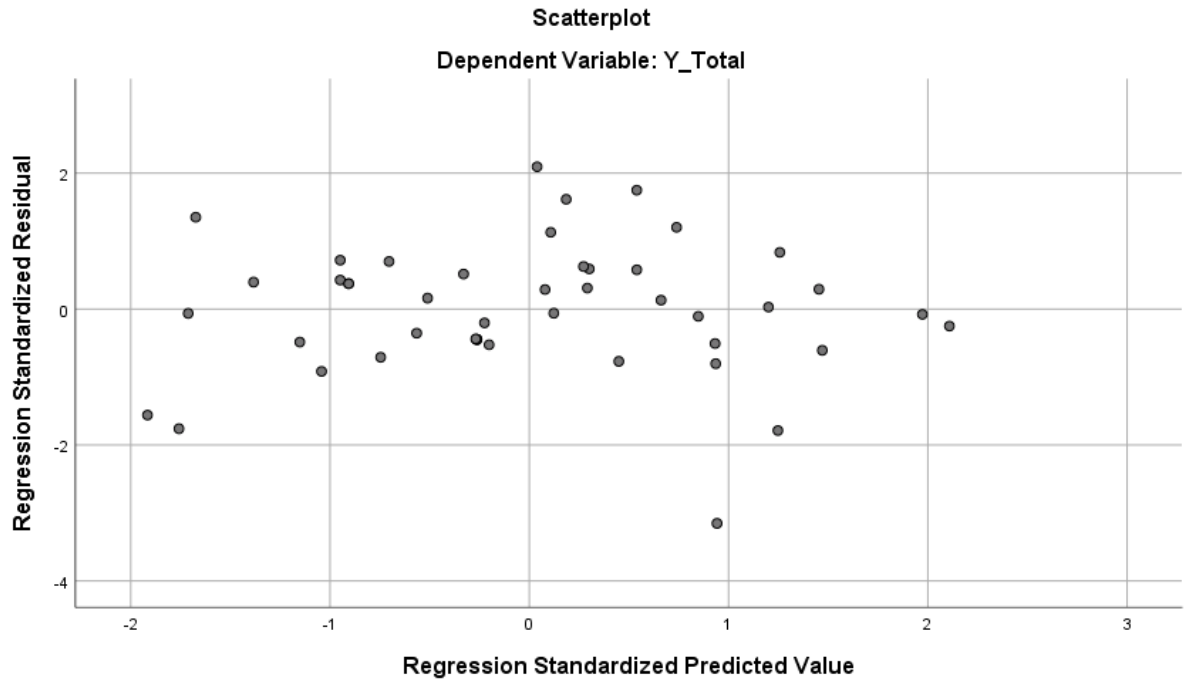
Lampiran 25 Rekaptulasi Identitas Responden

Rekaptulasi Identitas Responden Penelitian

No. Res	Nama	Jenis Kelamin	Kode	Usia	Kode	Tingkat Pendidikan	Kode	Jabatan	Kode
1	Reza Prakoso Widiatmoko, A.md.	Laki-laki	1	31	2	D-III	2	Arsiparis Terampil	5
2	Anna Harlina, S.P	Perempuan	2	47	5	S-1	3	Anggaran	12
3	M. Yani	Laki-laki	1	57	5	S-1	3	Pelaksana	4
4	Ani Wahyuni	Perempuan	2	49	5	S-1	3	Pranata Kearsipan	11
5	Kurlinda	Perempuan	2	44	4	S-1	3	Pengelola Keuangan	13
6	Nurul Amaliah, S.P	Perempuan	2	33	2	S-1	3	Pengawas Mutu Hasil Pertanian	7
7	Bayu Setya Nugraha, S.P	Laki-laki	1	31	2	S-1	3	Pengawas Mutu Hasil Pertanian	7
8	Istio Wahyu Widodo	Laki-laki	1	43	4	S-2	4	Bidang Perkebunan Berkelanjutan	20
9	Sri Wahyuni, S.E	Perempuan	2	44	4	S-1	3	Pengadministrasi Keuangan	9
10	Sunaryo	Laki-laki	1	52	5	SMA	1	Pengadministrasi Umum	8
11	Muhammad Aprian	Laki-laki	1	49	5	S-1	3	Pengadministrasi Umum	8
12	Moehammad Syapi'i	Laki-laki	1	54	5	SMA	1	Pengadministrasi Perkantoran	10
13	Mega Bharahmawaty	Perempuan	2	43	4	S-1	3	Pengadministrasi Umum	8
14	Azam Karamah, S.E	Laki-laki	1	31	2	S-1	3	Arsiparis Ahli Pertama	6
15	Septian Dwi Cahyo	Laki-laki	1	26	1	S-1	3	PPPk POPT	14
16	Sigit	Laki-laki	1	31	2	S-1	3	POPT Ahli Pertama	15
17	Didik Haryanto	Laki-laki	1	39	3	D-III	2	IFT POPT Terampil	16
18	D. Novandi	Laki-laki	1	45	4	S-2	4	POPT Ahli Pertama	15
19	Dewi Hormala	Perempuan	2	35	2	S-1	3	Pelaksana	4
20	Alvian Husaini	Laki-laki	1	27	1	SMA	1	Pelaksana	4
21	Mispah	Perempuan	2	57	5	SMA	1	Pelaksana	4
22	Eka Re	Perempuan	2	52	5	S-1	3	UPTD PBP	22
23	Hildarla Fitriana	Perempuan	2	54	5	S-1	3	Pengawas Benih Tanaman Pertama	3
24	Buhairi, S.P	Laki-laki	1	40	3	S-1	3	Pengawas Benih Tanaman Pertama	3
25	Nur Chamim	Laki-laki	1	47	5	S-2	4	Pengawas Benih Tanaman Pertama	3
26	Rini Astuti	Perempuan	2	37	3	S-1	3	Pelaksana	4
27	Fridolin Nino Tito	Laki-laki	1	33	2	SMA	1	Pemula-POPT	17
28	Yuni	Perempuan	2	52	5	S-1	3	Pelaksana	4
29	Eka Rini Elvianti	Perempuan	2	52	5	S-1	3	Kepala UPTD	1
30	Edi Sopian, S.P	Laki-laki	1	44	4	S-1	3	Pengadministrasi Umum	8
31	Buhairi	Laki-laki	1	42	4	S-1	3	Pengawas Benih Tanaman Pertama	3
32	Murdiana	Perempuan	2	57	5	SMA	1	Pengadministrasi Umum	8
33	Nurhasanah	Perempuan	2	53	5	S-1	3	Pelaksana	4
34	Adhe Firmansyah	Laki-laki	1	35	2	S-1	3	Pengawas Benih Tanaman Pertama	3
35	Muktianur	Laki-laki	1	28	1	S-1	3	Pengawas Benih Tanaman Pertama	3
36	Syafran Hudi	Laki-laki	1	39	3	S-1	3	Pengawas Benih Tanaman Pertama	3
37	Yeyen Sulistyohati	Perempuan	2	57	5	S-1	3	Kusubag TU	2
38	M. Reza Pahlevi	Laki-laki	1	44	4	S-1	3	Pengelola Program dan Laporan	18
39	Hendro Wantoro	Laki-laki	1	41	4	S-1	3	Pengawas Benih Tanaman Pertama	3
40	M. Kadafi	Laki-laki	1	38	3	S-1	3	Pengawas Benih Tanaman Pertama	3
41	Ghina Husna	Perempuan	2	28	1	S-1	3	Pengawas Benih Tanaman Pertama	3
42	Wahyu Sustina Awaliah	Laki-laki	1	42	4	S-1	3	Pengelola Kelembagaan Benih	19
43	Sugiyono	Laki-laki	1	45	4	SMA	1	Bidang Perkebunan Berkelanjutan	20
44	Ali Nurdin	Laki-laki	1	34	2	SMA	1	Pengadministrasi Umum	8
45	Ramli	Laki-laki	1	36	3	SMA	1	Bidang Pengolahan dan Pemasaran	21
46	Abdul Rahman	Laki-laki	1	35	2	SMA	1	Pengadministrasi Umum	8

Laki-Laki	1	25 s/d 30	1	SMA	1	Kepala UPTD	1
Perempuan	2	31 s/d 35	2	D-III	2	Kusubbag. TU	2
		36 s/d 40	3	S-1	3	Pengawas Benih Tanaman Pertama	3
		41 s/d 45	4	S-2	4	Pelaksana	4
		46 Keatas	5			Arsiparis Terampil	5
						Arsiparis Ahli Pertama	6
						Pengawas Mutu Hasil Pertanian	7
						Pengadministrasi Umum	8
						pengadministrasi Keuangan	9
						Pengadministrasi Perkantoran	10
						Pranata Kearsipan	11
						Penyusun Rencana Kegiatan & Anggaran	12
						Pengelola Keuangan	13
						PPPK POPT	14
						POPT Ahli Pertama	15
						IFT POPT Terampil	16
						Pemula POPT	17
						Pengelola Program & Laporan	18
						Pengelola Kelembagaan Benih	19
						Bidang Perkebunan Berkelanjutan	20
						Bidang Pengolahan & Pemasaran	21
						UPTD BPP	22

No.Res	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.Total	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.Total	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.Total	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.Total
1	5	5	5	5	5	5	5	5	5	5	50	4	4	5	1	4	4	22	3	4	4	4	4	4	3	3	4	3	3	3	43	3	3	3	3	3	3	3	3	3	3	3	33
2	5	5	5	5	5	4	4	5	5	4	47	4	5	4	2	5	5	25	4	5	5	5	4	4	4	5	4	4	4	4	52	5	5	4	4	4	4	4	5	5	4	5	50
3	4	5	4	5	4	5	4	5	5	5	46	4	5	4	2	4	5	28	4	5	5	5	4	5	5	5	5	5	4	5	57	4	4	4	5	5	5	5	4	5	4	5	51
4	4	4	4	4	4	4	4	4	4	4	40	4	4	4	2	4	4	22	1	4	4	4	4	4	4	4	4	4	4	4	45	4	4	4	4	4	4	4	4	4	4	4	44
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rtabel	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907		0.2907	0.2907	0.2907	0.2907	0.2907	0.2907		0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907		0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	0.2907	
rhitung	0.7203	0.3944	0.5758	0.4875	0.5498	0.4905	0.5291	0.3878	0.3081	0.3860		0.2921	0.5123	0.3080	0.3905	0.3321	0.4505		0.3133	0.3153	0.5504	0.3320	0.3989	0.4956	0.7281	0.5764	0.3706	0.4406	0.4980	0.6207		0.5774	0.8130	0.7894	0.8177	0.8062	0.7301	0.8053	0.8312	0.8357	0.4391	0.7792	
Status	valid	valid	valid	valid	valid	valid	valid	valid	valid	valid		valid	valid	valid	valid	valid	valid		valid	valid	valid	valid	valid	valid	valid	valid	valid	valid	valid	valid		valid	valid	valid	valid	valid	valid	valid	valid	valid	valid	valid	
Jumlah Valid	39																																										

Keterangan
Sangat Tidak Setuju : 1
Tidak Setuju : 2
Netral : 3
Setuju : 4
Sangat Setuju : 5