

Lampiran I

Kuesioner

KUESIONER PENELITIAN

PENGARUH PELATIHAN DAN PENGEMBANGAN SUMBER DAYA
MANUSIA TERHADAP KINERJA KRU IHYA MEDIA

Bersama ini saya memohon, kesediaan saudara/i untuk mengisi daftar kuesioner yang diberikan. Informasi yang saudara/i berikan merupakan bantuan yang sangat berarti bagi saya dalam menyelesaikan penelitian ini. Atas bantuan dan perhatian saudara/i, saya ucapkan terima kasih.

IDENTITAS RESPONDEN :

1	Nama	
2	Jenis Kelamin	Pria/Wanita
3	Usia	
4	Pendidikan Terakhir	SD/SMP/SMA/S1
5	Lama bekerja	

Isilah jawaban berikut sesuai dengan pendapat saudara/i dengan cara memberikan tanda (√) pada kolom yang tersedia.

KETERANGAN		
STS	Sangat Tidak Setuju	1
TS	Tidak Setuju	2
KS	Kurang Setuju	3
S	Setuju	4
SS	Sangat Setuju	5

1. DAFTAR PERTANYAAN TENTANG PELATIHAN (X₁)

NO	PERTANYAAN	SS	S	KS	TS	STS
1	Pendidikan kru menentukan keberhasilan di dalam pelatihan yang diberikan Ihya Media					
2	Kru bersemangat ketika melakukan pelatihan yang diberikan oleh Ihya Media					
3	Keterampilan kru meningkat ketika melakukan pelatihan yang diberikan Ihya Media					
4	Semua peserta diwajibkan untuk dapat mengikuti pelatihan yang dilakukan oleh Ihya Media					
5	Instruktur yang diberikan oleh Ihya Media dalam pelatihan mudah dipahami oleh kru					
6	Sarana dan prasarana yang disediakan Ihya Media dalam pelatihan sangat memadai					

2. DAFTAR PERTANYAAN TENTANG PENGEMBANGAN SUMBER DAYA MANUSIA (X₂)

NO	PERTANYAAN	SS	S	KS	TS	STS
1	Kepribadian seseorang menentukan pengembangan kru di Ihya Media					
2	Produktivitas kru meningkat setelah diberi kan pelatihan oleh Ihya Media					
3	Kru melakukan cara-cara kreatif untuk mengembangkan diri di dalam pelatihan Ihya Media					
4	Pengembangan kru di Ihya Media dapat diukur dalam bentuk prestasi kerja					

5	Kedisiplinan merupakan aturan yang wajib dipatuhi kru di Ihya Media					
6	Kru yang sering absen menghambat operasional dan pengembangan dirinya sendiri di dalam Ihya Media					

3. DAFTAR PERTANYAAN TENTANG KINERJA (Y)

NO	PERTANYAAN	SS	S	KS	TS	STS
1	Setiap pekerjaan yang diberikan oleh Ihya Media terhadap kru mampu dilakukan secara efektif					
2	Kru mampu mengerjakan tugas yang diberikan Ihya Media secara efisien					
3	Kualitas kru didalam Ihya Media sesuai dengan harapan Ihya Media					
4	Kuantitas kru mengalami penurunan didalam Ihya Media karena tidak mengalami pengembangan					
5	Keselamatan kerja kru di lindungi dan dijamin oleh Ihya Media apabila terjadi sesuatu yang tidak diinginkan					
6	Ketepatan waktu kru merupakan aturan yang wajib dipenuhi kru					

Lampiran 2

DATA PENELITIAN

NO	PELATIHAN						TOTAL
	X11	X12	X13	X14	X15	X16	
1	4	5	5	5	4	5	28
2	5	4	4	4	4	4	25
3	4	4	4	3	4	5	24
4	5	4	4	4	5	5	27
5	4	4	5	3	5	4	25
6	5	3	5	4	4	4	25
7	4	4	4	3	5	5	25
8	5	5	4	3	4	4	25
9	5	4	5	4	5	3	26
10	4	4	4	3	4	4	23
11	5	5	5	3	5	5	28
12	4	4	4	5	3	5	25
13	4	4	5	4	4	4	25
14	5	4	5	5	4	4	27
15	4	5	4	5	5	5	28
16	5	4	4	4	5	4	26
17	4	4	5	3	4	2	22
18	5	5	5	4	4	4	27
19	4	4	5	5	5	5	28
20	5	4	4	4	5	5	27
21	4	5	4	5	4	4	26
22	4	4	4	4	5	4	25
23	5	5	5	5	4	5	29
24	5	4	5	5	5	4	28
25	4	5	4	4	4	3	24

26	5	5	3	5	5	4	27
27	4	4	4	5	4	3	24
28	4	4	4	4	4	4	24
29	4	5	5	5	4	5	28
30	4	5	3	5	4	5	26
31	4	4	4	4	4	4	24
32	4	5	4	4	4	3	24
33	4	4	5	4	4	3	24
34	4	4	5	5	4	4	26
35	4	5	4	5	4	4	26
36	4	5	5	5	4	5	28
37	4	5	4	4	4	4	25
38	4	4	5	4	4	2	23
39	4	5	5	5	4	4	27
40	4	5	4	5	4	4	26

NO	PENGEMBANGAN SUMBER DAYA MANUSIA						TOTAL
	X21	X22	X23	X24	X25	X26	
1	5	4	4	5	4	5	27
2	5	5	4	5	4	4	27
3	5	5	4	4	5	5	28
4	4	5	4	4	4	5	26
5	5	4	4	5	5	4	27
6	3	5	4	4	5	4	25
7	4	4	4	3	2	5	22
8	4	5	4	4	5	5	27
9	5	4	4	4	5	4	26
10	5	5	4	4	4	4	26
11	4	4	5	5	5	3	26

12	5	5	4	5	4	4	27
13	5	5	4	4	5	5	28
14	4	4	5	5	3	5	26
15	4	5	4	5	4	4	26
16	4	4	4	4	5	5	26
17	4	5	5	4	5	4	27
18	5	4	5	2	4	5	25
19	5	4	4	4	4	4	25
20	4	4	5	4	5	4	26
21	4	5	4	4	5	5	27
22	3	4	4	4	5	5	25
23	4	4	5	5	5	4	27
24	4	5	5	4	3	4	25
25	5	4	4	4	5	5	27
26	5	5	5	4	4	5	28
27	4	4	5	3	4	3	23
28	4	4	4	4	5	4	25
29	5	4	5	4	5	4	27
30	4	5	4	5	4	5	27
31	5	5	5	4	5	4	28
32	4	4	4	4	5	5	26
33	5	4	4	5	3	4	25
34	3	4	5	5	5	5	27
35	4	3	5	4	4	4	24
36	5	4	4	5	4	4	26
37	5	4	5	5	5	5	29
38	4	4	4	4	5	4	25
39	5	4	4	5	4	4	26
40	5	4	5	5	4	4	27

NO	KINERJA KRU						TOTAL
	Y11	Y12	Y13	Y14	Y15	Y16	
1	5	3	5	5	5	4	27
2	5	4	4	4	5	5	27
3	4	5	5	3	4	5	26
4	4	4	4	4	4	4	24
5	5	4	4	3	4	5	25
6	5	4	2	5	3	5	24
7	4	4	4	4	4	4	24
8	4	5	5	3	4	5	26
9	3	5	4	4	5	4	25
10	5	4	5	4	5	4	27
11	4	5	4	2	4	4	23
12	3	4	4	4	5	3	23
13	3	4	5	5	4	4	25
14	4	5	4	5	4	5	27
15	5	4	2	4	5	4	24
16	4	5	4	4	4	4	25
17	5	4	4	3	5	5	26
18	4	3	4	3	4	5	23
19	5	4	3	4	4	4	24
20	4	4	4	5	5	4	26
21	3	4	4	5	4	5	25
22	4	5	5	4	4	4	26
23	5	4	4	4	5	5	27
24	4	5	4	5	4	5	27
25	4	5	5	3	2	4	23
26	5	4	4	4	4	4	25
27	4	4	5	4	4	5	26
28	5	4	4	5	3	4	25

29	4	5	4	5	4	5	27
30	4	4	4	3	4	5	24
31	3	3	4	5	5	4	24
32	4	4	3	4	4	4	23
33	4	4	4	5	5	5	27
34	4	5	5	2	4	5	25
35	5	4	5	4	5	4	27
36	5	5	4	5	4	5	28
37	4	4	5	5	5	4	27
38	4	4	5	3	4	5	25
39	4	5	4	4	5	4	26
40	5	4	5	5	5	5	29

Lampiran 3

1. Uji Validitas dan Reliabilitas

a. Pelatihan

		Correlations						
		X11	X12	X13	X14	X15	X16	X1
X11	Pearson Correlation	1	.130	.268	.380*	.386*	.131	.622**
	Sig. (2-tailed)		.423	.095	.016	.014	.421	.000
	N	40	40	40	40	40	40	40
X12	Pearson Correlation	.130	1	.242	.236	.355*	.490**	.615**
	Sig. (2-tailed)	.423		.132	.143	.025	.001	.000
	N	40	40	40	40	40	40	40
X13	Pearson Correlation	.268	.242	1	.412**	.229	.208	.625**
	Sig. (2-tailed)	.095	.132		.008	.155	.198	.000
	N	40	40	40	40	40	40	40
X14	Pearson Correlation	.380*	.236	.412**	1	.198	.249	.697**
	Sig. (2-tailed)	.016	.143	.008		.221	.122	.000
	N	40	40	40	40	40	40	40
X15	Pearson Correlation	.386*	.355*	.229	.198	1	.322*	.618**
	Sig. (2-tailed)	.014	.025	.155	.221		.043	.000
	N	40	40	40	40	40	40	40
X16	Pearson Correlation	.131	.490**	.208	.249	.322*	1	.617**
	Sig. (2-tailed)	.421	.001	.198	.122	.043		.000
	N	40	40	40	40	40	40	40
X1	Pearson Correlation	.622**	.615**	.625**	.697**	.618**	.617**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40

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

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

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.697	6

b. Pengembangan Sumber Daya Manusia

Correlations

		X21	X22	X23	X24	X25	X26	X2
X21	Pearson Correlation	1	.315*	.352*	.299	.344*	.261	.645**
	Sig. (2-tailed)		.048	.026	.061	.030	.103	.000
	N	40	40	40	40	40	40	40
X22	Pearson Correlation	.315*	1	.409**	.319*	.363*	.199	.656**
	Sig. (2-tailed)	.048		.009	.045	.021	.217	.000
	N	40	40	40	40	40	40	40
X23	Pearson Correlation	.352*	.409**	1	.431**	.401*	.334*	.725**
	Sig. (2-tailed)	.026	.009		.005	.010	.035	.000
	N	40	40	40	40	40	40	40
X24	Pearson Correlation	.299	.319*	.431**	1	.227	.260	.644**
	Sig. (2-tailed)	.061	.045	.005		.159	.106	.000
	N	40	40	40	40	40	40	40
X25	Pearson Correlation	.344*	.363*	.401*	.227	1	.278	.663**
	Sig. (2-tailed)							
	N							

	Sig. (2-tailed)	.030	.021	.010	.159		.083	.000
	N	40	40	40	40	40	40	40
X26	Pearson Correlation	.261	.199	.334*	.260	.278	1	.613**
	Sig. (2-tailed)	.103	.217	.035	.106	.083		.000
	N	40	40	40	40	40	40	40
X2	Pearson Correlation	.645**	.656**	.725**	.644**	.663**	.613**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40

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

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.732	6

c. Kinerja Kru

Correlations

		Y11	Y12	Y13	Y14	Y15	Y16	Y1
Y11	Pearson Correlation	1	.397*	.185	.193	.252	.413**	.629**
	Sig. (2-tailed)		.011	.253	.232	.116	.008	.000
	N	40	40	40	40	40	40	40
Y12	Pearson Correlation	.397*	1	.325*	.347*	.194	.258	.665**
	Sig. (2-tailed)	.011		.041	.028	.229	.108	.000
	N	40	40	40	40	40	40	40
Y13	Pearson Correlation	.185	.325*	1	.324*	.448**	.357*	.703**
	Sig. (2-tailed)	.253	.041		.042	.004	.024	.000
	N	40	40	40	40	40	40	40
Y14	Pearson Correlation	.193	.347*	.324*	1	.341*	.095	.614**
	Sig. (2-tailed)	.232	.028	.042		.031	.559	.000
	N	40	40	40	40	40	40	40

Y15	Pearson	.252	.194	.448**	.341*	1	.405**	.650**
	Correlation							
	Sig. (2-tailed)	.116	.229	.004	.031		.009	.000
	N	40	40	40	40	40	40	40
Y16	Pearson	.413**	.258	.357*	.095	.405**	1	.611**
	Correlation							
	Sig. (2-tailed)	.008	.108	.024	.559	.009		.000
	N	40	40	40	40	40	40	40
Y1	Pearson	.629**	.665**	.703**	.614**	.650**	.611**	1
	Correlation							
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40

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

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.714	6

Distribusi nilai t Tabel

d.f	t _{0.10}	t _{0.05}	t _{0.025}	t _{0.01}	t _{0.005}
1	3.078	6.314	12.71	31.82	63.66
2	1.886	2.920	4.303	6.965	9.925
3	1.638	2.353	3.182	4.541	5.841
4	1.533	2.132	2.776	3.747	4.604
5	1.476	2.015	2.571	3.365	4.032
6	1.440	1.943	2.447	3.143	3.707
7	1.415	1.895	2.365	2.998	3.499
8	1.397	1.860	2.306	2.896	3.355
9	1.383	1.833	2.262	2.821	3.250
10	1.372	1.812	2.228	2.764	3.169
11	1.363	1.796	2.201	2.718	3.106
12	1.356	1.782	2.179	2.681	3.055
13	1.350	1.771	2.160	2.650	3.012
14	1.345	1.761	2.145	2.624	2.977
15	1.341	1.753	2.131	2.602	2.947
16	1.337	1.746	2.120	2.583	2.921
17	1.333	1.740	2.110	2.567	2.898
18	1.330	1.734	2.101	2.552	2.878
19	1.328	1.729	2.093	2.539	2.861
20	1.325	1.725	2.086	2.528	2.845
21	1.323	1.721	2.080	2.518	2.831
22	1.321	1.717	2.074	2.508	2.819
23	1.319	1.714	2.069	2.500	2.807
24	1.318	1.711	2.064	2.492	2.797
25	1.316	1.708	2.060	2.485	2.787
26	1.315	1.706	2.056	2.479	2.779
27	1.314	1.703	2.052	2.473	2.771
28	1.313	1.701	2.048	2.467	2.763
29	1.311	1.699	2.045	2.462	2.756
30	1.310	1.697	2.042	2.457	2.750
31	1.309	1.696	2.040	2.453	2.744
32	1.309	1.694	2.037	2.449	2.738
33	1.308	1.692	2.035	2.445	2.733
34	1.307	1.691	2.032	2.441	2.728
35	1.306	1.690	2.030	2.438	2.724
36	1.306	1.688	2.028	2.434	2.719
37	1.305	1.687	2.026	2.431	2.715
38	1.304	1.686	2.024	2.429	2.712
39	1.304	1.685	2.023	2.426	2.708
40	1.303	1.684	2.021	2.423	2.704
41	1.303	1.683	2.020	2.421	2.701
42	1.302	1.682	2.018	2.418	2.698
43	1.302	1.681	2.017	2.416	2.695
44	1.301	1.680	2.015	2.414	2.692
45	1.301	1.679	2.014	2.412	2.690
46	1.300	1.679	2.013	2.410	2.687
47	1.300	1.678	2.012	2.408	2.685
48	1.299	1.677	2.011	2.407	2.682
49	1.299	1.677	2.010	2.405	2.680
50	1.299	1.676	2.009	2.403	2.678
51	1.298	1.675	2.008	2.402	2.676
52	1.298	1.675	2.007	2.400	2.674
53	1.298	1.674	2.006	2.399	2.672
54	1.297	1.674	2.005	2.397	2.670
55	1.297	1.673	2.004	2.396	2.668
56	1.297	1.673	2.003	2.395	2.667
57	1.297	1.672	2.002	2.394	2.665
58	1.296	1.672	2.002	2.392	2.663

d.f	t _{0.10}	t _{0.05}	t _{0.025}	t _{0.01}	t _{0.005}
61	1.296	1.671	2.000	2.390	2.659
62	1.296	1.671	1.999	2.389	2.659
63	1.296	1.670	1.999	2.389	2.658
64	1.296	1.670	1.999	2.388	2.657
65	1.296	1.670	1.998	2.388	2.657
66	1.295	1.670	1.998	2.387	2.656
67	1.295	1.670	1.998	2.387	2.655
68	1.295	1.670	1.997	2.386	2.655
69	1.295	1.669	1.997	2.386	2.654
70	1.295	1.669	1.997	2.385	2.653
71	1.295	1.669	1.996	2.385	2.653
72	1.295	1.669	1.996	2.384	2.652
73	1.295	1.669	1.996	2.384	2.651
74	1.295	1.668	1.995	2.383	2.651
75	1.295	1.668	1.995	2.383	2.650
76	1.294	1.668	1.995	2.382	2.649
77	1.294	1.668	1.994	2.382	2.649
78	1.294	1.668	1.994	2.381	2.648
79	1.294	1.668	1.994	2.381	2.647
80	1.294	1.667	1.993	2.380	2.647
81	1.294	1.667	1.993	2.380	2.646
82	1.294	1.667	1.993	2.379	2.645
83	1.294	1.667	1.992	2.379	2.645
84	1.294	1.667	1.992	2.378	2.644
85	1.294	1.666	1.992	2.378	2.643
86	1.293	1.666	1.991	2.377	2.643
87	1.293	1.666	1.991	2.377	2.642
88	1.293	1.666	1.991	2.376	2.641
89	1.293	1.666	1.990	2.376	2.641
90	1.293	1.666	1.990	2.375	2.640
91	1.293	1.665	1.990	2.374	2.639
92	1.293	1.665	1.989	2.374	2.639
93	1.293	1.665	1.989	2.373	2.638
94	1.293	1.665	1.989	2.373	2.637
95	1.293	1.665	1.988	2.372	2.637
96	1.292	1.664	1.988	2.372	2.636
97	1.292	1.664	1.988	2.371	2.635
98	1.292	1.664	1.987	2.371	2.635
99	1.292	1.664	1.987	2.370	2.634
100	1.292	1.664	1.987	2.370	2.633
101	1.292	1.663	1.986	2.369	2.633
102	1.292	1.663	1.986	2.369	2.632
103	1.292	1.663	1.986	2.368	2.631
104	1.292	1.663	1.985	2.368	2.631
105	1.292	1.663	1.985	2.367	2.630
106	1.291	1.663	1.985	2.367	2.629
107	1.291	1.662	1.984	2.366	2.629
108	1.291	1.662	1.984	2.366	2.628
109	1.291	1.662	1.984	2.365	2.627
110	1.291	1.662	1.983	2.365	2.627
111	1.291	1.662	1.983	2.364	2.626
112	1.291	1.661	1.983	2.364	2.625
113	1.291	1.661	1.982	2.363	2.625
114	1.291	1.661	1.982	2.363	2.624
115	1.291	1.661	1.982	2.362	2.623
116	1.290	1.661	1.981	2.362	2.623
117	1.290	1.661	1.981	2.361	2.622
118	1.290	1.660	1.981	2.361	2.621

Tabel Uji F

$\alpha = 0,05$	$df_1=(k-1)$							
$df_2=(n-k-1)$	1	2	3	4	5	6	7	8
1	161.44 8	199.500	215.70 7	224.583	230.162	233.98 6	236.768	238.883
2	18.513	19.000	19.164	19.247	19.296	19.330	19.353	19.371
3	10.128	9.552	9.277	9.117	9.013	8.941	8.887	8.845
4	7.709	6.944	6.591	6.388	6.256	6.163	6.094	6.041
5	6.608	5.786	5.409	5.192	5.050	4.950	4.876	4.818
6	5.987	5.143	4.757	4.534	4.387	4.284	4.207	4.147
7	5.591	4.737	4.347	4.120	3.972	3.866	3.787	3.726
8	5.318	4.459	4.066	3.838	3.687	3.581	3.500	3.438
9	5.117	4.256	3.863	3.633	3.482	3.374	3.293	3.230
10	4.965	4.103	3.708	3.478	3.326	3.217	3.135	3.072
11	4.844	3.982	3.587	3.357	3.204	3.095	3.012	2.948
12	4.747	3.885	3.490	3.259	3.106	2.996	2.913	2.849
13	4.667	3.806	3.411	3.179	3.025	2.915	2.832	2.767
14	4.600	3.739	3.344	3.112	2.958	2.848	2.764	2.699
15	4.543	3.682	3.287	3.056	2.901	2.790	2.707	2.641
16	4.494	3.634	3.239	3.007	2.852	2.741	2.657	2.591
17	4.451	3.592	3.197	2.965	2.810	2.699	2.614	2.548
18	4.414	3.555	3.160	2.928	2.773	2.661	2.577	2.510
19	4.381	3.522	3.127	2.895	2.740	2.628	2.544	2.477
20	4.351	3.493	3.098	2.866	2.711	2.599	2.514	2.447
21	4.325	3.467	3.072	2.840	2.685	2.573	2.488	2.420
22	4.301	3.443	3.049	2.817	2.661	2.549	2.464	2.397
23	4.279	3.422	3.028	2.796	2.640	2.528	2.442	2.375
24	4.260	3.403	3.009	2.776	2.621	2.508	2.423	2.355
25	4.242	3.385	2.991	2.759	2.603	2.490	2.405	2.337
26	4.225	3.369	2.975	2.743	2.587	2.474	2.388	2.321
27	4.210	3.354	2.960	2.728	2.572	2.459	2.373	2.305
28	4.196	3.340	2.947	2.714	2.558	2.445	2.359	2.291
29	4.183	3.328	2.934	2.701	2.545	2.432	2.346	2.278
30	4.171	3.316	2.922	2.690	2.534	2.421	2.334	2.266
31	4.160	3.305	2.911	2.679	2.523	2.409	2.323	2.255
32	4.149	3.295	2.901	2.668	2.512	2.399	2.313	2.244
33	4.139	3.285	2.892	2.659	2.503	2.389	2.303	2.235
34	4.130	3.276	2.883	2.650	2.494	2.380	2.294	2.225
35	4.121	3.267	2.874	2.641	2.485	2.372	2.285	2.217
36	4.113	3.259	2.866	2.634	2.477	2.364	2.277	2.209
37	4.105	3.252	2.859	2.626	2.470	2.356	2.270	2.201
38	4.098	3.245	2.852	2.619	2.463	2.349	2.262	2.194
39	4.091	3.238	2.845	2.612	2.456	2.342	2.255	2.187
40	4.085	3.232	2.839	2.606	2.449	2.336	2.249	2.180
41	4.079	3.226	2.833	2.600	2.443	2.330	2.243	2.174
42	4.073	3.220	2.827	2.594	2.438	2.324	2.237	2.168
43	4.067	3.214	2.822	2.589	2.432	2.318	2.232	2.163

44	4.062	3.209	2.816	2.584	2.427	2.313	2.226	2.157
45	4.057	3.204	2.812	2.579	2.422	2.308	2.221	2.152
46	4.052	3.200	2.807	2.574	2.417	2.304	2.216	2.147
47	4.047	3.195	2.802	2.570	2.413	2.299	2.212	2.143
48	4.043	3.191	2.798	2.565	2.409	2.295	2.207	2.138
49	4.038	3.187	2.794	2.561	2.404	2.290	2.203	2.134
50	4.034	3.183	2.790	2.557	2.400	2.286	2.199	2.130
51	4.030	3.179	2.786	2.553	2.397	2.283	2.195	2.126

Tabel r untuk df = 1 – 50

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
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

2. Uji Asumsi Klasik

a. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.60065046
Most Extreme Differences	Absolute	.105
	Positive	.092
	Negative	-.105
Test Statistic		.105
Asymp. Sig. (2-tailed) ^c		.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.	.318
	99% Confidence Interval	Lower Bound .306
		Upper Bound .330

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

b. Uji Multikolinieritas

		Coefficients^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients			Toleranc	VIF
Model		B	Std. Error	Beta	T	Sig.	e	
1	(Constant)	15.271	2.327		6.561	.000		
	X1	.221	.083	.375	2.646	.012	.929	1.077
	X2	.163	.071	.326	2.300	.027	.929	1.077

a. Dependent Variable: Y

c. Uji Heterokedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.271	2.327		6.561	.000
	X1	.221	.083	.375	2.646	.012
	X2	.163	.071	.326	2.300	.027

a. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.918	3.325		2.983	.005
	Pelatihan	-.109	.119	-.146	-.914	.367
	Pengembangan SDM	-.183	.101	-.289	-1.810	.078

a. Dependent Variable: Abs_RES

3. Uji Analisis Linear Berganda

a. Uji Parsial (Uji t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.271	2.327		6.561	.000
	X1	.221	.083	.375	2.646	.012
	X2	.163	.071	.326	2.300	.027

a. Dependent Variable: Y

b. Uji Simultan (f)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.271	2.327		6.561	.000
	X1	.221	.083	.375	2.646	.012
	X2	.163	.071	.326	2.300	.027

a. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	40.352	2	20.176	8.370	.001 ^b
	Residual	89.192	37	2.411		
	Total	129.544	39			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

c. Uji Koefisiensi Determinasi (R^2)**Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.558 ^a	.311	.274	1.553

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Kegiatan Pengisian Kuisisioner





