# Lampiran 1

**KUESIONER**

Kepada Yth Bapak/Ibu Di

Tempat

Puji syukur kita panjatkan kehadirat Allah SWT karena atas limpahan rahmat, hidayah dan taufik-Nya lah sehingga angket penelitian ini yang berjudul “**Pengaruh Disiplin Kerja dan Kompetensi Sumber Daya Manusia Terhadap Prestasi Kerja Pada Guru SMA Yayasan Pendidikan Nurul Amaliyah Deli Serdang**”. Sehubungan dengan hal tersebut, maka mohon kesediaan Bapak/Ibu untuk mengisi angket ini walaupun disadari bahwa kesibukan selalu menyertai aktivitas dan tugas saudara/saudari. Dalam mengisi angket ini, mohon kesediannya untuk menjawab secara jujur dan objektif, serta tidak merasa ragu karena angket ini hanya untuk kebutuhan penelitian, yang tidak sama sekali dimaksudkan untuk memberi penilaian yang dapat merugikan akademik Bapak/Ibu.

Atas kesediaan dan kerjasama yang baik ini diucapkan banyak terima kasih, semoga Allah SWT meridhoi kita semua, Amin.

Medan, Mei 2021 Peneliti

**Nanda Pratiwi**

NPM. 173114027

# IDENTITAS RESPONDEN

Nama : .........................................................................

Jenis Kelamin : .........................................................................

Umur : .........................................................................

Pendidikan : .........................................................................

# PETUNJUK PENGISIAN

* 1. bacalah baik-baik setiap pernyataan dalam angket ini sebelum menjawabnya.
	2. Berilah jawaban dengan memberi tanda (√) pada kolom yang tersedia.

SS = Sangat Setuju

S = Setuju

RR = Ragu-Ragu TS = Tidak Setuju

STS = Sangat Tidak Setuju

* 1. bila ada sesuatu yang kurang jelas. mohon ditanyakan pada peneliti.

# Disiplin Kerja (X1)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Tujuan dan Kemampuan** |
| 1 | Disiplin kerja guru dapat ditingkatkan bila tujuan yang akan dicapai memiliki sasaranyang jelas |  |  |  |  |  |
| 2 | Penetapan tujuan organisasi yang sesuai dengan kemampuan dapat meningkatkandisiplin kerja guru |  |  |  |  |  |
| **Teladan Pimpinan** |
| 3 | Kedislplinan kerja seorang guru sangattergantung dengan kepemimpinan kepala sekolah |  |  |  |  |  |
| 4 | Sikap keteladanan pimpinan sangat |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | mendukung tingkat kedisplinan kerjaseorang guru |  |  |  |  |  |
| **Balas Jasa** |
| 5 | Seorang guru akan semakin disiplin dalam bekerja bila memperoleh balas jasa yangsetimpal dengan beban kerjanya |  |  |  |  |  |
| 6 | Balas jasa sangat berperan penting dalammenciptakan kedisplinan kerja guru |  |  |  |  |  |
| **Waskat** |
| 7 | Seorang pimpinan harus aktif dan langsung mengawasi perilaku, moral, sikap, semangatkerja, dan prestasi kerja bawahannya. |  |  |  |  |  |
| 8 | Kedisiplinan kerja semakin baik bila pimpinan selalu hadir di sekolah untuk mengawasi dan memberikan petunjuk jikaada bawahannya yang mengalami kesulitan dalam menyelesaikan pekerjaanya |  |  |  |  |  |
| **Sanksi Hukuman** |
| 9 | Setiap guru yang melakukan indisplinerharus diberikan sanksi hukuman sesuai dengan yang telah ditetapkan. |  |  |  |  |  |
| 10 | Kepala sekolah sebagai pimpinan harustegas dalam menerapkan hukuman bagi guru yang melakukan indispliner |  |  |  |  |  |

**Kompetensi sumber daya manusia (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Pengetahuan (*knowledge*)** |
| 1 | Guru yang berkompeten wajib memilikipengetahuan yang baik |  |  |  |  |  |
| 2 | Kompetensi seorang guru harus ditunjang oleh pengetahuan identifikasi masalahbelajar siswa |  |  |  |  |  |
| **Pemahaman (*understanding*)** |
| 3 | Seorang guru dalam melaksanakan pembelajaran harus mempunyaipemahaman yang baik |  |  |  |  |  |
| 4 | Seorang garu harus memiliki pemahamanakan kompetensi yang harus dicapai |  |  |  |  |  |
| **Kemampuan/Keterampilan (*skill***) |
| 5 | Guru yang berkompeten memilikikemampuan penguasaan kelas |  |  |  |  |  |
| 6 | Seorang guru harus memiliki keterampilanmengajar yang baik |  |  |  |  |  |

|  |
| --- |
| **Nilai (*Value*)** |
| 7 | Kompetensi seorang guru tampak padaperilaku dalam melaksanakan tugasnya |  |  |  |  |  |
| 8 | Guru yang kompeten memiliki nilaikejujuran, keterbukaan dan demokratis |  |  |  |  |  |
| **Sikap (*attitude*)** |
| 9 | Guru yang kompeten harus memiliki*attitude* yang baik |  |  |  |  |  |
| 10 | *Attitude* seorang guru menjadi cerminanguru yang berkompeten |  |  |  |  |  |

# Prestasi Kerja (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Kualitas Kerja** |
| 1 | Saya sangat teliti dalam menyelesaikantugas yang diberikan |  |  |  |  |  |
| 2 | Saya mampu dalam menyelesaiakan pekerjaan yang diberikan oleh atasandengan sangat rapi |  |  |  |  |  |
| 3 | Saya memiliki kemampuan dalammenggunakan dan memelihara alat kerja |  |  |  |  |  |
| **Pengetahuan** |
| 4 | Saya memiliki pengetahuan yang baikuntuk menyelesaikan tugas-tugas yang diberikan atasan |  |  |  |  |  |
| 5 | Saya mengetahui prosedur kerja danpenggunaaan alat kerja |  |  |  |  |  |
| 6 | Saya memiliki pengetahuan dalammenangani masalah belajar yang dihadapi siswa |  |  |  |  |  |
| **Penyesuaian Pekerjaan** |
| 7 | Saya siap dalam melaksanakan tugasdiluar pekerjaan maupun adanya tugas baru |  |  |  |  |  |
| 8 | Saya memiliki kecepatan berpikir danbertindak dalam bekerja |  |  |  |  |  |
| **Hubungan Kerja** |
| 9 | Saya memiliki hubungan yang baik denganpimpinan saya |  |  |  |  |  |
| 10 | Saya dan guru yang lain saling membantu dalam menyelesaikan persoalan yangdihadapi |  |  |  |  |  |

**Lampiran 2**

# TABULASI DATA

**Data Validitas dan Reliabilitas Variabel Disiplin Kerja (X1)**

|  |  |  |
| --- | --- | --- |
| **No** | **Item Pernyataan** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 2 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 27 |
| 5 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 16 |
| 6 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 7 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 26 |
| 8 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 9 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 10 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 4 | 1 | 1 | 18 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 41 |
| 12 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 41 |
| 13 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 42 |
| 14 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 18 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 35 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 41 |
| 20 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 40 |
| 21 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 23 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 24 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 26 |
| 25 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 26 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 27 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 26 |
| 28 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 29 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 30 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| **∑X** | **111** | **110** | **121** | **115** | **108** | **118** | **123** | **115** | **116** | **114** |  |
| **∑Y** |  |  |  |  |  |  |  |  |  |  | **1151** |
| **(∑X2)** | **12321** | **12100** | **14641** | **13225** | **11664** | **13924** | **15129** | **13225** | **13456** | **12996** |  |
| **(∑Y2)** |  |  |  |  |  |  |  |  |  |  | **1324801** |
| **∑X.Y** | **4631** | **4443** | **4934** | **4746** | **4385** | **4805** | **5030** | **4707** | **4723** | **4699** |  |
| **∑X2** | **467** | **426** | **519** | **483** | **414** | **494** | **541** | **483** | **482** | **476** |  |
| **∑Y2** |  |  |  |  |  |  |  |  |  |  | **47103** |

# Data Validitas dan Reliabilitas Variabel Kompetensi Sumber Daya Manusia (X2)

|  |  |  |
| --- | --- | --- |
| **No** | **Item Pernyataan** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 2 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 33 |
| 5 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 35 |
| 6 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 8 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 46 |
| 9 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 27 |
| 10 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 27 |
| 11 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 46 |
| 12 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 38 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 14 | 5 | 5 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 2 | 31 |
| 15 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 3 | 44 |
| 16 | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 3 | 3 | 38 |
| 17 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 19 | 3 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 39 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 22 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 16 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 24 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 17 |
| 25 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 26 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 27 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 28 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 29 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 30 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| **∑X** | **105** | **125** | **117** | **111** | **117** | **120** | **114** | **120** | **113** | **115** |  |
| **∑Y** |  |  |  |  |  |  |  |  |  |  | **1157** |
| **(∑X2)** | **11025** | **15625** | **13689** | **12321** | **13689** | **14400** | **12996** | **14400** | **12769** | **13225** |  |
| **(∑Y2)** |  |  |  |  |  |  |  |  |  |  | **1338649** |
| **∑X.Y** | **4321** | **5122** | **4830** | **4574** | **4812** | **4918** | **4695** | **4940** | **4637** | **4726** |  |
| **∑X2** | **405** | **557** | **499** | **449** | **495** | **514** | **474** | **522** | **463** | **477** |  |
| **∑Y2** |  |  |  |  |  |  |  |  |  |  | **47575** |

**Data Validitas dan Reliabilitas Variabel Prestasi Kerja (Y)**

|  |  |  |
| --- | --- | --- |
| **No** | **Item Pernyataan** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 2 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 35 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 6 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 34 |
| 7 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 8 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 9 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 16 |
| 10 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 2 | 4 | 41 |
| 12 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 39 |
| 13 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 15 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 33 |
| 16 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 44 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 18 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 35 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 21 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 22 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 33 |
| 23 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 24 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 25 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 26 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 23 |
| 27 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 39 |
| 28 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 29 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 30 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| **∑X** | **113** | **110** | **112** | **116** | **116** | **111** | **118** | **114** | **113** | **119** |  |
| **∑Y** |  |  |  |  |  |  |  |  |  |  | **1142** |
| **(∑X2)** | **12769** | **12100** | **12544** | **13456** | **13456** | **12321** | **13924** | **12996** | **12769** | **14161** |  |
| **(∑Y2)** |  |  |  |  |  |  |  |  |  |  | **1304164** |
| **∑X.Y** | **4582** | **4416** | **4574** | **4678** | **4634** | **4473** | **4743** | **4625** | **4564** | **4807** |  |
| **∑X2** | **463** | **430** | **458** | **480** | **474** | **439** | **494** | **470** | **461** | **505** |  |
| **∑Y2** |  |  |  |  |  |  |  |  |  |  | **46096** |

# Tabulasi Data Variabel Disiplin Kerja (X1)

|  |  |  |
| --- | --- | --- |
| **No** | **Item Pernyataan** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 2 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 1 | 4 | 5 | 43 |
| 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 5 | 44 |
| 5 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 28 |
| 6 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 34 |
| 7 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 2 | 2 | 26 |
| 8 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 1 | 27 |
| 9 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 4 | 24 |
| 10 | 2 | 3 | 3 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 25 |
| 11 | 2 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 32 |
| 12 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 4 | 30 |
| 13 | 2 | 2 | 3 | 3 | 5 | 4 | 3 | 2 | 3 | 3 | 30 |
| 14 | 4 | 4 | 1 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 41 |
| 15 | 1 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 36 |
| 16 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 44 |
| 17 | 3 | 5 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 5 | 39 |
| 18 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 19 | 3 | 3 | 5 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 30 |
| 20 | 5 | 5 | 1 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 41 |
| 21 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 5 | 3 | 38 |
| 22 | 3 | 3 | 4 | 3 | 1 | 5 | 4 | 5 | 5 | 5 | 38 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 1 | 4 | 5 | 5 | 43 |
| 24 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 38 |
| 25 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 1 | 5 | 41 |
| 26 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 27 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 28 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 1 | 39 |
| 29 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 28 |
| 30 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 31 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 32 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 1 | 4 | 41 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 34 | 5 | 5 | 4 | 4 | 5 | 4 | 1 | 4 | 4 | 4 | 40 |
| 35 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 4 | 4 | 44 |
| 36 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 26 |
| 37 | 2 | 3 | 1 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 27 |
| 38 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 45 |
| 39 | 1 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 40 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| **Total** | **124** | **130** | **132** | **135** | **130** | **124** | **130** | **126** | **126** | **132** | **1289** |

**Tabulasi Data Variabel Kompetensi Sumber Daya Manusia (X2)**

|  |  |  |
| --- | --- | --- |
| **No** | **Item Pernyataan** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 46 |
| 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 27 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 5 | 4 | 1 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 6 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 27 |
| 7 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 27 |
| 8 | 1 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 1 | 3 | 27 |
| 9 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 24 |
| 10 | 3 | 4 | 1 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 28 |
| 11 | 3 | 2 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 32 |
| 12 | 2 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 4 | 2 | 26 |
| 13 | 2 | 3 | 2 | 2 | 3 | 3 | 5 | 4 | 3 | 2 | 29 |
| 14 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 15 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 42 |
| 16 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 5 | 44 |
| 17 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 3 | 4 | 42 |
| 18 | 4 | 1 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 39 |
| 19 | 2 | 2 | 2 | 3 | 5 | 2 | 3 | 3 | 3 | 2 | 27 |
| 20 | 3 | 5 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 41 |
| 21 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 35 |
| 22 | 4 | 5 | 1 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 40 |
| 23 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 1 | 5 | 4 | 42 |
| 24 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 4 | 36 |
| 25 | 5 | 5 | 5 | 4 | 1 | 5 | 5 | 5 | 5 | 5 | 45 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 27 | 5 | 4 | 4 | 5 | 5 | 4 | 1 | 4 | 4 | 4 | 40 |
| 28 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| 29 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 32 |
| 30 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 4 | 44 |
| 31 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 32 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 28 |
| 33 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 36 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 37 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 1 | 34 |
| 38 | 5 | 5 | 5 | 5 | 1 | 4 | 5 | 4 | 4 | 4 | 42 |
| 39 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 27 |
| 40 | 5 | 1 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 43 |
| **Total** | **125** | **125** | **125** | **126** | **125** | **127** | **130** | **119** | **125** | **122** | **1292** |

# Tabulasi Data Variabel Prestasi Kerja (Y)

|  |  |  |
| --- | --- | --- |
| **No** | **Item Pernyataan** | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 28 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 1 | 44 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 5 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 28 |
| 6 | 4 | 2 | 3 | 3 | 4 | 5 | 5 | 3 | 1 | 3 | 33 |
| 7 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 26 |
| 8 | 2 | 3 | 1 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 29 |
| 9 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 2 | 26 |
| 10 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 1 | 2 | 2 | 27 |
| 11 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 34 |
| 12 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 31 |
| 13 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 5 | 4 | 30 |
| 14 | 4 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 4 | 5 | 43 |
| 15 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 3 | 40 |
| 16 | 5 | 5 | 3 | 5 | 5 | 1 | 5 | 5 | 5 | 3 | 42 |
| 17 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 3 | 40 |
| 18 | 5 | 5 | 5 | 5 | 1 | 3 | 5 | 5 | 5 | 5 | 44 |
| 19 | 3 | 2 | 4 | 2 | 2 | 3 | 5 | 2 | 3 | 3 | 29 |
| 20 | 5 | 3 | 5 | 1 | 3 | 5 | 5 | 5 | 4 | 3 | 39 |
| 21 | 5 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 36 |
| 22 | 4 | 5 | 1 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 41 |
| 23 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 24 | 3 | 1 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 33 |
| 25 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 31 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 42 |
| 28 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 38 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 5 | 1 | 4 | 4 | 4 | 5 | 5 | 1 | 4 | 4 | 37 |
| 33 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 34 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 35 | 5 | 5 | 4 | 4 | 3 | 5 | 1 | 5 | 5 | 5 | 42 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 37 | 3 | 2 | 3 | 1 | 4 | 3 | 5 | 4 | 3 | 3 | 31 |
| 38 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 1 | 4 | 39 |
| 39 | 2 | 3 | 2 | 3 | 1 | 3 | 2 | 3 | 2 | 3 | 24 |
| 40 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 1 | 41 |
| **Total** | **130** | **121** | **122** | **133** | **127** | **132** | **138** | **131** | **132** | **123** | **1035** |

**Total Tabulasi Data Variabel Prestasi Kerja (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X1** | **X2** | **Y** | **X12** | **X22** | **Y2** | **X1.Y** | **X2.Y** |
| 1 | 47 | 46 | 48 | 2209 | 2116 | 2304 | 2256 | 2208 |
| 2 | 43 | 27 | 28 | 1849 | 729 | 784 | 1204 | 756 |
| 3 | 48 | 44 | 44 | 2304 | 1936 | 1936 | 2112 | 1936 |
| 4 | 44 | 46 | 48 | 1936 | 2116 | 2304 | 2112 | 2208 |
| 5 | 28 | 44 | 28 | 784 | 1936 | 784 | 784 | 1232 |
| 6 | 34 | 27 | 33 | 1156 | 729 | 1089 | 1122 | 891 |
| 7 | 26 | 27 | 26 | 676 | 729 | 676 | 676 | 702 |
| 8 | 27 | 27 | 29 | 729 | 729 | 841 | 783 | 783 |
| 9 | 24 | 24 | 26 | 576 | 576 | 676 | 624 | 624 |
| 10 | 25 | 28 | 27 | 625 | 784 | 729 | 675 | 756 |
| 11 | 32 | 32 | 34 | 1024 | 1024 | 1156 | 1088 | 1088 |
| 12 | 30 | 26 | 31 | 900 | 676 | 961 | 930 | 806 |
| 13 | 30 | 29 | 30 | 900 | 841 | 900 | 900 | 870 |
| 14 | 41 | 45 | 43 | 1681 | 2025 | 1849 | 1763 | 1935 |
| 15 | 36 | 42 | 40 | 1296 | 1764 | 1600 | 1440 | 1680 |
| 16 | 44 | 44 | 42 | 1936 | 1936 | 1764 | 1848 | 1848 |
| 17 | 39 | 42 | 40 | 1521 | 1764 | 1600 | 1560 | 1680 |
| 18 | 46 | 39 | 44 | 2116 | 1521 | 1936 | 2024 | 1716 |
| 19 | 30 | 27 | 29 | 900 | 729 | 841 | 870 | 783 |
| 20 | 41 | 41 | 39 | 1681 | 1681 | 1521 | 1599 | 1599 |
| 21 | 38 | 35 | 36 | 1444 | 1225 | 1296 | 1368 | 1260 |
| 22 | 38 | 40 | 41 | 1444 | 1600 | 1681 | 1558 | 1640 |
| 23 | 43 | 42 | 47 | 1849 | 1764 | 2209 | 2021 | 1974 |
| 24 | 38 | 36 | 33 | 1444 | 1296 | 1089 | 1254 | 1188 |
| 25 | 41 | 45 | 47 | 1681 | 2025 | 2209 | 1927 | 2115 |
| 26 | 33 | 43 | 31 | 1089 | 1849 | 961 | 1023 | 1333 |
| 27 | 43 | 40 | 42 | 1849 | 1600 | 1764 | 1806 | 1680 |
| 28 | 39 | 43 | 38 | 1521 | 1849 | 1444 | 1482 | 1634 |
| 29 | 28 | 32 | 40 | 784 | 1024 | 1600 | 1120 | 1280 |
| 30 | 47 | 44 | 46 | 2209 | 1936 | 2116 | 2162 | 2024 |
| 31 | 42 | 42 | 40 | 1764 | 1764 | 1600 | 1680 | 1680 |
| 32 | 41 | 28 | 37 | 1681 | 784 | 1369 | 1517 | 1036 |
| 33 | 43 | 47 | 44 | 1849 | 2209 | 1936 | 1892 | 2068 |
| 34 | 40 | 40 | 37 | 1600 | 1600 | 1369 | 1480 | 1480 |
| 35 | 44 | 47 | 42 | 1936 | 2209 | 1764 | 1848 | 1974 |
| 36 | 26 | 42 | 40 | 676 | 1764 | 1600 | 1040 | 1680 |
| 37 | 27 | 34 | 31 | 729 | 1156 | 961 | 837 | 1054 |
| 38 | 45 | 42 | 39 | 2025 | 1764 | 1521 | 1755 | 1638 |
| 39 | 41 | 27 | 24 | 1681 | 729 | 576 | 984 | 648 |
| 40 | 47 | 43 | 41 | 2209 | 1849 | 1681 | 1927 | 1763 |
| **Total** | **1242** | **1249** | **1248** | **46972** | **47655** | **47204** | **46656** | **47147** |

# Lampiran 3

**TABEL R (KOEFISIEN KORELASI SEDERHANA)**

# 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 |
| **51** | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| **52** | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| **53** | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| **54** | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| **55** | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| **56** | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| **57** | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| **58** | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| **59** | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| **60** | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| **61** | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| **62** | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| **63** | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| **64** | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| **65** | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| **66** | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| **67** | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| **68** | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| **69** | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| **70** | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| **71** | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| **72** | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| **73** | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **74** | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| **75** | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| **76** | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| **77** | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| **78** | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| **79** | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| **80** | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| **81** | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| **82** | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| **83** | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| **84** | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| **85** | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| **86** | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| **87** | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| **88** | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| **89** | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| **90** | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| **91** | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| **92** | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| **93** | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| **94** | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| **95** | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| **96** | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| **97** | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| **98** | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| **99** | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| **100** | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

**Lampiran 4**

# Titik Presentase Distribusi t Tabel

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **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 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **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 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

**Lampiran 5**

# Titik Persentase Distribusi F untuk α = 0,05

|  |  |
| --- | --- |
| **df untuk** | **df untuk pembilang (N1)** |
| **penyebut** |
| **(N2)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | **2.86** | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |

**Lampiran 6**

# HASIL UJI SPSS

**Hasil Uji Validitas dan Reliabilitas Variabel Disiplin Kerja (X1)**

**Correlations**

|  |  |
| --- | --- |
|  | Total\_Item |
|  | Pearson Correlation | .915\*\* |
| Pernyataan\_1 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .862\*\* |
| Pernyataan\_2 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .966 |
| Pernyataan\_3 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .948\*\* |
| Pernyataan\_4 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .886\*\* |
| Pernyataan\_5 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .937\*\* |
| Pernyataan\_6 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .946\*\* |
| Pernyataan\_7 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .837\*\* |
| Pernyataan\_8 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .868\*\* |
| Pernyataan\_9 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .916\*\* |
| Pernyataan\_10 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | 1\*\* |
| Total\_Item | Sig. (2-tailed) |  |
|  | N | 30 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .974 | 10 |

# Hasil Uji Validitas dan Reliabilitas Variabel Kompetensi Sumber Daya Manusia (X2)

**Correlations**

|  |  |
| --- | --- |
|  | Total\_Item |
|  | Pearson Correlation | .816\*\* |
| Pernyataan\_1 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .921\*\* |
| Pernyataan\_2 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .895 |
| Pernyataan\_3 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .871\*\* |
| Pernyataan\_4 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .886\*\* |
| Pernyataan\_5 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .915\*\* |
| Pernyataan\_6 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .860\*\* |
| Pernyataan\_7 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .886\*\* |
| Pernyataan\_8 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .840\*\* |
| Pernyataan\_9 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .890\*\* |
| Pernyataan\_10 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | 1\*\* |
| Total\_Item | Sig. (2-tailed) |  |
|  | N | 30 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .967 | 10 |

# Hasil Uji Validitas dan Reliabilitas Variabel Prestasi Kerja (Y)

**Correlations**

|  |  |
| --- | --- |
|  | Total\_Item |
|  | Pearson Correlation | .896\*\* |
| Pernyataan\_1 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .864\*\* |
| Pernyataan\_2 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .960 |
| Pernyataan\_3 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .913\*\* |
| Pernyataan\_4 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .844\*\* |
| Pernyataan\_5 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .909\*\* |
| Pernyataan\_6 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .897\*\* |
| Pernyataan\_7 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .918\*\* |
| Pernyataan\_8 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .862\*\* |
| Pernyataan\_9 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | .942\*\* |
| Pernyataan\_10 | Sig. (2-tailed) | .000 |
|  | N | 30 |
|  | Pearson Correlation | 1\*\* |
| Total\_Item | Sig. (2-tailed) |  |
|  | N | 30 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| 1.974 | 10 |