# 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 sasaran  yang jelas |  |  |  |  |  |
| 2 | Penetapan tujuan organisasi yang sesuai dengan kemampuan dapat meningkatkan  disiplin kerja guru |  |  |  |  |  |
| **Teladan Pimpinan** | | | | | | |
| 3 | Kedislplinan kerja seorang guru sangat  tergantung dengan kepemimpinan kepala sekolah |  |  |  |  |  |
| 4 | Sikap keteladanan pimpinan sangat |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | mendukung tingkat kedisplinan kerja  seorang guru |  |  |  |  |  |
| **Balas Jasa** | | | | | | |
| 5 | Seorang guru akan semakin disiplin dalam bekerja bila memperoleh balas jasa yang  setimpal dengan beban kerjanya |  |  |  |  |  |
| 6 | Balas jasa sangat berperan penting dalam  menciptakan kedisplinan kerja guru |  |  |  |  |  |
| **Waskat** | | | | | | |
| 7 | Seorang pimpinan harus aktif dan langsung mengawasi perilaku, moral, sikap, semangat  kerja, dan prestasi kerja bawahannya. |  |  |  |  |  |
| 8 | Kedisiplinan kerja semakin baik bila pimpinan selalu hadir di sekolah untuk mengawasi dan memberikan petunjuk jika  ada bawahannya yang mengalami kesulitan dalam menyelesaikan pekerjaanya |  |  |  |  |  |
| **Sanksi Hukuman** | | | | | | |
| 9 | Setiap guru yang melakukan indispliner  harus diberikan sanksi hukuman sesuai dengan yang telah ditetapkan. |  |  |  |  |  |
| 10 | Kepala sekolah sebagai pimpinan harus  tegas 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 memiliki  pengetahuan yang baik |  |  |  |  |  |
| 2 | Kompetensi seorang guru harus ditunjang oleh pengetahuan identifikasi masalah  belajar siswa |  |  |  |  |  |
| **Pemahaman (*understanding*)** | | | | | | |
| 3 | Seorang guru dalam melaksanakan pembelajaran harus mempunyai  pemahaman yang baik |  |  |  |  |  |
| 4 | Seorang garu harus memiliki pemahaman  akan kompetensi yang harus dicapai |  |  |  |  |  |
| **Kemampuan/Keterampilan (*skill***) | | | | | | |
| 5 | Guru yang berkompeten memiliki  kemampuan penguasaan kelas |  |  |  |  |  |
| 6 | Seorang guru harus memiliki keterampilan  mengajar yang baik |  |  |  |  |  |

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

# Prestasi Kerja (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **RR** | **TS** | **STS** |
| **Kualitas Kerja** | | | | | | |
| 1 | Saya sangat teliti dalam menyelesaikan  tugas yang diberikan |  |  |  |  |  |
| 2 | Saya mampu dalam menyelesaiakan pekerjaan yang diberikan oleh atasan  dengan sangat rapi |  |  |  |  |  |
| 3 | Saya memiliki kemampuan dalam  menggunakan dan memelihara alat kerja |  |  |  |  |  |
| **Pengetahuan** | | | | | | |
| 4 | Saya memiliki pengetahuan yang baik  untuk menyelesaikan tugas-tugas yang diberikan atasan |  |  |  |  |  |
| 5 | Saya mengetahui prosedur kerja dan  penggunaaan alat kerja |  |  |  |  |  |
| 6 | Saya memiliki pengetahuan dalam  menangani masalah belajar yang dihadapi siswa |  |  |  |  |  |
| **Penyesuaian Pekerjaan** | | | | | | |
| 7 | Saya siap dalam melaksanakan tugas  diluar pekerjaan maupun adanya tugas baru |  |  |  |  |  |
| 8 | Saya memiliki kecepatan berpikir dan  bertindak dalam bekerja |  |  |  |  |  |
| **Hubungan Kerja** | | | | | | |
| 9 | Saya memiliki hubungan yang baik dengan  pimpinan saya |  |  |  |  |  |
| 10 | Saya dan guru yang lain saling membantu dalam menyelesaikan persoalan yang  dihadapi |  |  |  |  |  |

**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 |