**KUESIONER**

**PENGARUH PELATIHAN DAN STRES KERJA TERHADAP KINERJA PADA PEGAWAI DINAS PENDIDIKAN KABUPATEN DELI SERDANG**

**I. Identifikasi Responden**

1. Jenis Kelamin :
2. Golongan :
3. Pendidikan Terakhit :

**II. Petunjuk Pengisian**

1. Jawablah setiap pertanyaan sesuai dengan pendapat anda
2. Pilihlah jawaban dengan memberikan tanda centang (√) pada salah satu jawaban yang paling sesuai menurut anda.

Adapun makna tanda terssebut adalah sebagai berikut :

**SS : Sangat Setuju**

**S : Setuju**

**KS : Kurang Setuju**

**TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**

Kriteria untuk seluruh pertanyaan adalah sebagai berikut :

**PELATIHAN (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. **Instruktur** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1 | Saya menyukai cara instruktur memberikan pelatihan |  |  |  |  |  |
| 2 | Saya mendapatkan motivasi setelah mengikuti pelatihan. |  |  |  |  |  |
| 1. **Peserta** | | | | | | |
| **No** | **Butir pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 3 | Saya bersemangat untuk mengikuti pelatihan |  |  |  |  |  |
| 1. **Materi** | | | | | | |
| N0 | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 4 | Saya setuju materi pelatihan yang diberikan cukup ringkas |  |  |  |  |  |
| 5 | Saya merasakan materi yang disampaikan sesuai dengan jenis pelatihan |  |  |  |  |  |
| 1. **Metode** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 6 | Sebaiknya metode yang diberikan dalam pelatihan sesuai kebutuhan pegawai |  |  |  |  |  |
| 7 | Saya menyetujui metode pelatihan yang dibuat intansi |  |  |  |  |  |
| 1. **Tujuan** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 8 | Saya setuju pelatihan dilaksanakan secara rutin jika memiliki tujuan yang jelas. |  |  |  |  |  |
| 9 | Saya menyukai pelatihan dengan tujuan peningkatan kinerja pegawai |  |  |  |  |  |

**DISIPLIN KERJA (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. **Tepat waktu** | | | | | | |
| **No** | **Butir pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Saya mengerjakan pekerjaan dengan menggunakan waktu secara efektif |  |  |  |  |  |
| 2. | Saya mampu menyelesaikan tugas sesuai waktu yang diberikan. |  |  |  |  |  |
| 3. | Saya tidak bekerja tanpa memberikan alasan yang jelas |  |  |  |  |  |
| 1. **Tanggung jawab** | | | | | | |
| **No** | **Butir pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 4. | Saya selalu memetuhi peraturan yang ada di instansi |  |  |  |  |  |
| 5 | Saya selalu tepat waktu dalam menyelesaikan pekerjaan yang diberikan |  |  |  |  |  |

**KINERJA (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. **Kualitas kerja** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Saya selalu memakai pakaian rapi |  |  |  |  |  |
| 2. | Saya mampu mengerjakan pekerjaan saya tanpa dibantu oleh rekan kerja |  |  |  |  |  |
| 1. **Kuantitas kerja** | | | | | | |
| **No** | **Butir Pertanyaan** | **‘SS** | **S** | **R** | **TS** | **STS** |
| 3. | Saya siap menyelesaikan tugas dengan tepat waktu yang ditetapkan oleh intansi |  |  |  |  |  |
| 18 | Pekerjaan yang saya lakukan sesuai dengan yang diharapkan oleh intansi |  |  |  |  |  |
| 1. **Kerja sama** | | | | | | |
| No | Butir Pertanyaan | **SS** | **S** | **R** | **TS** | **STS** |
| 4. | Dalam melakukan pekerjaan yang sulit apabila dikerjakan bersama rekan kerja akan terasa muda |  |  |  |  |  |
| 5. | Saya memberikan saran ,kritik atau masukkan yang membangun untuk tim kerja. |  |  |  |  |  |
| 1. **Inisiatif** | | | | | | |
| No | Butir pertanyaan | **SS** | **S** | **R** | **TS** | **STS** |
| 6. | Saya bersedia melakukan pekerjaan yang bukan menjadi tugasnya karena temen kerja tidak masuk |  |  |  |  |  |

**LAMPIRAN**

**Hasil Frekuensi Jawaban Responden Variabel Pelatihan (X1)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2.6 | 2.6 | 2.6 |
| 3 | 16 | 21.1 | 21.1 | 23.7 |
| 4 | 39 | 51.3 | 51.3 | 75.0 |
| 5 | 19 | 25.0 | 25.0 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 23 | 30.3 | 30.3 | 36.8 |
| 4 | 34 | 44.7 | 44.7 | 81.6 |
| 5 | 14 | 18.4 | 18.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 29 | 38.2 | 38.2 | 44.7 |
| 4 | 35 | 46.1 | 46.1 | 90.8 |
| 5 | 7 | 9.2 | 9.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2.6 | 2.6 | 2.6 |
| 3 | 16 | 21.1 | 21.1 | 23.7 |
| 4 | 39 | 51.3 | 51.3 | 75.0 |
| 5 | 19 | 25.0 | 25.0 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 23 | 30.3 | 30.3 | 36.8 |
| 4 | 34 | 44.7 | 44.7 | 81.6 |
| 5 | 14 | 18.4 | 18.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2.6 | 2.6 | 2.6 |
| 3 | 16 | 21.1 | 21.1 | 23.7 |
| 4 | 39 | 51.3 | 51.3 | 75.0 |
| 5 | 19 | 25.0 | 25.0 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 23 | 30.3 | 30.3 | 36.8 |
| 4 | 34 | 44.7 | 44.7 | 81.6 |
| 5 | 14 | 18.4 | 18.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 29 | 38.2 | 38.2 | 44.7 |
| 4 | 35 | 46.1 | 46.1 | 90.8 |
| 5 | 7 | 9.2 | 9.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.P9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 29 | 38.2 | 38.2 | 44.7 |
| 4 | 35 | 46.1 | 46.1 | 90.8 |
| 5 | 7 | 9.2 | 9.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

**Hasil Frekuensi Jawaban Responden Variabel Disiplin Kerja (X2)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.P1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 23 | 30.3 | 30.3 | 36.8 |
| 4 | 34 | 44.7 | 44.7 | 81.6 |
| 5 | 14 | 18.4 | 18.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.P2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2.6 | 2.6 | 2.6 |
| 3 | 16 | 21.1 | 21.1 | 23.7 |
| 4 | 39 | 51.3 | 51.3 | 75.0 |
| 5 | 19 | 25.0 | 25.0 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.P3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 23 | 30.3 | 30.3 | 36.8 |
| 4 | 34 | 44.7 | 44.7 | 81.6 |
| 5 | 14 | 18.4 | 18.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.P4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 6.6 | 6.6 | 6.6 |
| 3 | 17 | 22.4 | 22.4 | 28.9 |
| 4 | 37 | 48.7 | 48.7 | 77.6 |
| 5 | 17 | 22.4 | 22.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.P5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2.6 | 2.6 | 2.6 |
| 2 | 5 | 6.6 | 6.6 | 9.2 |
| 3 | 23 | 30.3 | 30.3 | 39.5 |
| 4 | 38 | 50.0 | 50.0 | 89.5 |
| 5 | 8 | 10.5 | 10.5 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

**Hasil Frekuensi Jawaban Responden Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 6.6 | 6.6 | 6.6 |
| 3 | 17 | 22.4 | 22.4 | 28.9 |
| 4 | 37 | 48.7 | 48.7 | 77.6 |
| 5 | 17 | 22.4 | 22.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2.6 | 2.6 | 2.6 |
| 2 | 5 | 6.6 | 6.6 | 9.2 |
| 3 | 23 | 30.3 | 30.3 | 39.5 |
| 4 | 38 | 50.0 | 50.0 | 89.5 |
| 5 | 8 | 10.5 | 10.5 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 3.9 | 3.9 | 3.9 |
| 3 | 12 | 15.8 | 15.8 | 19.7 |
| 4 | 47 | 61.8 | 61.8 | 81.6 |
| 5 | 14 | 18.4 | 18.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 7.9 | 7.9 | 7.9 |
| 3 | 23 | 30.3 | 30.3 | 38.2 |
| 4 | 40 | 52.6 | 52.6 | 90.8 |
| 5 | 7 | 9.2 | 9.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 10 | 13.2 | 13.2 | 14.5 |
| 3 | 24 | 31.6 | 31.6 | 46.1 |
| 4 | 39 | 51.3 | 51.3 | 97.4 |
| 5 | 2 | 2.6 | 2.6 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 29 | 38.2 | 38.2 | 44.7 |
| 4 | 35 | 46.1 | 46.1 | 90.8 |
| 5 | 7 | 9.2 | 9.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

**Tabulasi Data Kuesioner Variabel Pelatihan (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 30 |
| 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 33 |
| 5 | 4 | 2 | 5 | 4 | 5 | 4 | 2 | 2 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 12 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 30 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 21 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 33 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 30 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 33 |
| 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 24 |
| 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 30 |
| 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 33 |
| 5 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 33 |
| 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 30 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 39 |
| 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 21 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 |
| 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 21 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 5 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |

**Tabulasi Data Kuesioner Variabel Disiplin Kerja (X2)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 4 | 4 | 4 | 5 | 3 | 20 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 4 | 5 | 4 | 5 | 5 | 23 |
| 4 | 4 | 4 | 3 | 3 | 18 |
| 3 | 4 | 3 | 4 | 4 | 18 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 5 | 4 | 24 |
| 5 | 4 | 5 | 4 | 4 | 22 |
| 3 | 3 | 3 | 3 | 5 | 17 |
| 3 | 5 | 3 | 4 | 3 | 18 |
| 4 | 5 | 4 | 4 | 3 | 20 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 5 | 4 | 5 | 4 | 4 | 22 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 4 | 5 | 4 | 4 | 22 |
| 4 | 5 | 4 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 5 | 4 | 24 |
| 5 | 5 | 5 | 5 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 1 | 2 | 1 | 2 | 1 | 7 |
| 4 | 4 | 4 | 4 | 3 | 19 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 2 | 4 | 18 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 3 | 4 | 5 | 3 | 19 |
| 4 | 4 | 4 | 4 | 3 | 19 |
| 5 | 5 | 5 | 5 | 4 | 24 |
| 3 | 4 | 3 | 4 | 4 | 18 |
| 4 | 4 | 4 | 4 | 3 | 19 |
| 2 | 2 | 2 | 2 | 4 | 12 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 5 | 3 | 5 | 2 | 18 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 3 | 4 | 3 | 5 | 3 | 18 |
| 4 | 4 | 4 | 5 | 3 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 3 | 3 | 4 | 3 | 16 |
| 4 | 4 | 4 | 2 | 2 | 16 |
| 5 | 5 | 5 | 5 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 5 | 4 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 4 | 3 | 4 | 3 | 17 |
| 2 | 3 | 2 | 3 | 2 | 12 |
| 3 | 4 | 3 | 4 | 4 | 18 |
| 3 | 4 | 3 | 3 | 4 | 17 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 3 | 4 | 3 | 4 | 4 | 18 |
| 3 | 5 | 3 | 3 | 3 | 17 |
| 4 | 3 | 4 | 3 | 3 | 17 |
| 4 | 5 | 4 | 5 | 4 | 22 |
| 3 | 4 | 3 | 4 | 4 | 18 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 2 | 3 | 2 | 3 | 2 | 12 |
| 4 | 4 | 4 | 4 | 3 | 19 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 4 | 5 | 24 |
| 2 | 3 | 2 | 2 | 4 | 13 |
| 3 | 4 | 3 | 4 | 4 | 18 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 5 | 4 | 5 | 1 | 19 |
| 3 | 3 | 3 | 3 | 5 | 17 |
| 3 | 3 | 3 | 4 | 2 | 15 |
| 5 | 4 | 5 | 3 | 3 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 3 | 3 | 4 | 3 | 16 |

**Tabulasi Data Kuesioner Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 5 | 3 | 3 | 3 | 3 | 3 | 20 |
| 3 | 4 | 4 | 3 | 4 | 4 | 22 |
| 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 4 | 4 | 5 | 3 | 3 | 4 | 23 |
| 3 | 3 | 4 | 3 | 2 | 3 | 18 |
| 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 3 | 5 | 5 | 4 | 4 | 4 | 25 |
| 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 4 | 3 | 4 | 4 | 3 | 2 | 20 |
| 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 2 | 1 | 3 | 4 | 1 | 1 | 12 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 2 | 4 | 4 | 3 | 2 | 2 | 17 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 3 | 2 | 2 | 3 | 3 | 18 |
| 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 4 | 3 | 4 | 4 | 3 | 3 | 21 |
| 2 | 4 | 4 | 3 | 3 | 3 | 19 |
| 4 | 4 | 5 | 4 | 4 | 3 | 24 |
| 5 | 2 | 2 | 2 | 2 | 3 | 16 |
| 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 5 | 3 | 4 | 3 | 2 | 4 | 21 |
| 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 2 | 2 | 4 | 4 | 4 | 4 | 20 |
| 5 | 4 | 4 | 3 | 3 | 3 | 22 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 3 | 2 | 2 | 2 | 2 | 3 | 14 |
| 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 4 | 4 | 4 | 3 | 3 | 21 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 3 | 3 | 4 | 2 | 2 | 3 | 17 |
| 3 | 3 | 4 | 4 | 3 | 3 | 20 |
| 5 | 4 | 4 | 4 | 3 | 4 | 24 |
| 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 3 | 2 | 3 | 2 | 2 | 2 | 14 |
| 4 | 3 | 3 | 4 | 3 | 3 | 20 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 2 | 4 | 3 | 2 | 2 | 2 | 15 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 5 | 1 | 4 | 4 | 4 | 3 | 21 |
| 3 | 5 | 4 | 4 | 3 | 3 | 22 |
| 4 | 2 | 4 | 4 | 2 | 3 | 19 |
| 3 | 3 | 3 | 4 | 3 | 5 | 21 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 4 | 3 | 3 | 3 | 4 | 3 | 20 |

**Hasil Uji Validitas Variabel Pelatihan (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.P1 | X1.P2 | X1.P3 | X1.P4 | X1.P5 | X1.P6 | X1.P7 | X1.P8 | X1.P9 | TOTAL |
| X1.P1 | Pearson Correlation | 1 | .587\*\* | .492\*\* | .519\*\* | .646\*\* | .480\*\* | .524\*\* | .409\* | .678\*\* | .796\*\* |
| Sig. (2-tailed) |  | .001 | .006 | .003 | .000 | .007 | .003 | .025 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P2 | Pearson Correlation | .587\*\* | 1 | .688\*\* | .427\* | .512\*\* | .362\* | .581\*\* | .678\*\* | .527\*\* | .812\*\* |
| Sig. (2-tailed) | .001 |  | .000 | .019 | .004 | .049 | .001 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P3 | Pearson Correlation | .492\*\* | .688\*\* | 1 | .448\* | .452\* | .441\* | .406\* | .758\*\* | .464\*\* | .777\*\* |
| Sig. (2-tailed) | .006 | .000 |  | .013 | .012 | .015 | .026 | .000 | .010 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P4 | Pearson Correlation | .519\*\* | .427\* | .448\* | 1 | .176 | .512\*\* | .619\*\* | .529\*\* | .286 | .660\*\* |
| Sig. (2-tailed) | .003 | .019 | .013 |  | .352 | .004 | .000 | .003 | .126 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P5 | Pearson Correlation | .646\*\* | .512\*\* | .452\* | .176 | 1 | .319 | .407\* | .370\* | .649\*\* | .690\*\* |
| Sig. (2-tailed) | .000 | .004 | .012 | .352 |  | .086 | .026 | .044 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P6 | Pearson Correlation | .480\*\* | .362\* | .441\* | .512\*\* | .319 | 1 | .612\*\* | .352 | .441\* | .658\*\* |
| Sig. (2-tailed) | .007 | .049 | .015 | .004 | .086 |  | .000 | .056 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P7 | Pearson Correlation | .524\*\* | .581\*\* | .406\* | .619\*\* | .407\* | .612\*\* | 1 | .458\* | .610\*\* | .776\*\* |
| Sig. (2-tailed) | .003 | .001 | .026 | .000 | .026 | .000 |  | .011 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P8 | Pearson Correlation | .409\* | .678\*\* | .758\*\* | .529\*\* | .370\* | .352 | .458\* | 1 | .339 | .744\*\* |
| Sig. (2-tailed) | .025 | .000 | .000 | .003 | .044 | .056 | .011 |  | .067 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.P9 | Pearson Correlation | .678\*\* | .527\*\* | .464\*\* | .286 | .649\*\* | .441\* | .610\*\* | .339 | 1 | .755\*\* |
| Sig. (2-tailed) | .000 | .003 | .010 | .126 | .000 | .015 | .000 | .067 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .796\*\* | .812\*\* | .777\*\* | .660\*\* | .690\*\* | .658\*\* | .776\*\* | .744\*\* | .755\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Hasil Uji Reliabilitas Variabel Pelatihan (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .897 | 9 |

**Hasil Uji Validitas Variabel Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X2.P1 | X2.P2 | X2.P3 | X2.P4 | X2.P5 | TOTAL |
| X2.P1 | Pearson Correlation | 1 | .596\*\* | .611\*\* | .319 | .407\* | .765\*\* |
| Sig. (2-tailed) |  | .001 | .000 | .086 | .026 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.P2 | Pearson Correlation | .596\*\* | 1 | .526\*\* | .301 | .498\*\* | .779\*\* |
| Sig. (2-tailed) | .001 |  | .003 | .106 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.P3 | Pearson Correlation | .611\*\* | .526\*\* | 1 | .516\*\* | .710\*\* | .866\*\* |
| Sig. (2-tailed) | .000 | .003 |  | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.P4 | Pearson Correlation | .319 | .301 | .516\*\* | 1 | .612\*\* | .665\*\* |
| Sig. (2-tailed) | .086 | .106 | .003 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.P5 | Pearson Correlation | .407\* | .498\*\* | .710\*\* | .612\*\* | 1 | .815\*\* |
| Sig. (2-tailed) | .026 | .005 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .765\*\* | .779\*\* | .866\*\* | .665\*\* | .815\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**Hasil Uji Reliabilitas Variabel Disiplin Kerja (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .836 | 5 |

**Hasil Uji Validitas Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | Y.P1 | Y.P2 | Y.P3 | Y.P4 | Y.P5 | Y.P6 | TOTAL |
| Y.P1 | Pearson Correlation | 1 | .612\*\* | .480\*\* | .441\* | .301 | .516\*\* | .688\*\* |
| Sig. (2-tailed) |  | .000 | .007 | .015 | .106 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P2 | Pearson Correlation | .612\*\* | 1 | .524\*\* | .610\*\* | .498\*\* | .710\*\* | .843\*\* |
| Sig. (2-tailed) | .000 |  | .003 | .000 | .005 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P3 | Pearson Correlation | .480\*\* | .524\*\* | 1 | .678\*\* | .243 | .552\*\* | .728\*\* |
| Sig. (2-tailed) | .007 | .003 |  | .000 | .195 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P4 | Pearson Correlation | .441\* | .610\*\* | .678\*\* | 1 | .518\*\* | .653\*\* | .841\*\* |
| Sig. (2-tailed) | .015 | .000 | .000 |  | .003 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P5 | Pearson Correlation | .301 | .498\*\* | .243 | .518\*\* | 1 | .526\*\* | .696\*\* |
| Sig. (2-tailed) | .106 | .005 | .195 | .003 |  | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P6 | Pearson Correlation | .516\*\* | .710\*\* | .552\*\* | .653\*\* | .526\*\* | 1 | .857\*\* |
| Sig. (2-tailed) | .003 | .000 | .002 | .000 | .003 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .688\*\* | .843\*\* | .728\*\* | .841\*\* | .696\*\* | .857\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**Hasil Uji Reliabilitas Variabel Kinerja Pegawai (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .864 | 6 |

**Tabulasi Data Kuesioner Uji Validitas Dan Uji Reliabiltas Variabel Pelatihan (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4 | 3 | 3 | 3 | 5 | 3 | 3 | 2 | 4 | 30 |
| 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 33 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 33 |
| 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 34 |
| 3 | 2 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 26 |
| 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 32 |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 36 |
| 3 | 4 | 3 | 5 | 3 | 4 | 5 | 5 | 3 | 35 |
| 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 33 |
| 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 33 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 27 |
| 4 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 5 | 31 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 43 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 41 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 39 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 33 |
| 2 | 1 | 3 | 3 | 2 | 3 | 1 | 3 | 1 | 19 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 4 | 2 | 3 | 4 | 2 | 4 | 4 | 2 | 4 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 2 | 5 | 3 | 3 | 3 | 4 | 29 |
| 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 31 |

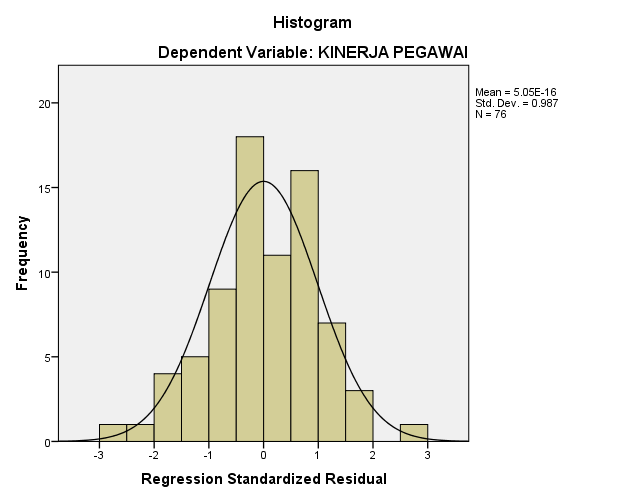
**Tabulasi Data Kuesioner Uji Validitas Dan Uji Reliabiltas Variabel Disiplin Kerja (X2)**

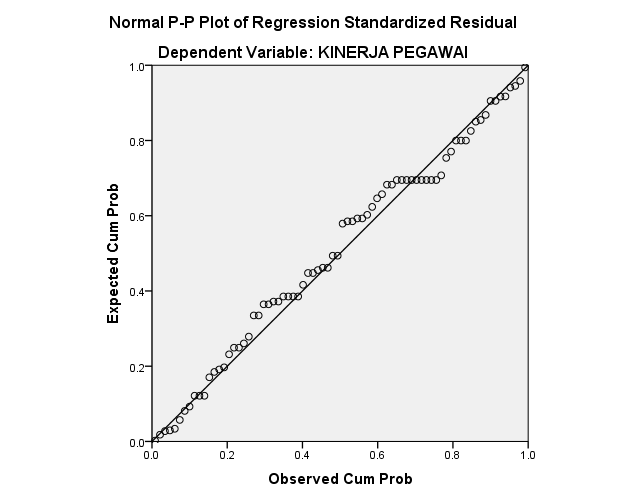
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 5 | 4 | 3 | 3 | 3 | 18 |
| 3 | 3 | 4 | 4 | 4 | 18 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 3 | 4 | 3 | 3 | 16 |
| 4 | 3 | 4 | 3 | 4 | 18 |
| 3 | 3 | 3 | 4 | 3 | 16 |
| 4 | 3 | 3 | 4 | 4 | 18 |
| 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 5 | 4 | 3 | 4 | 20 |
| 3 | 5 | 4 | 4 | 5 | 21 |
| 4 | 4 | 3 | 4 | 3 | 18 |
| 4 | 3 | 2 | 3 | 3 | 15 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 4 | 5 | 5 | 5 | 24 |
| 4 | 5 | 4 | 5 | 4 | 22 |
| 4 | 2 | 4 | 4 | 4 | 18 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 3 | 5 | 4 | 4 | 21 |
| 5 | 5 | 4 | 4 | 4 | 22 |
| 4 | 3 | 3 | 4 | 4 | 18 |
| 2 | 1 | 1 | 3 | 1 | 8 |
| 4 | 4 | 4 | 4 | 3 | 19 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 2 | 2 | 2 | 4 | 4 | 14 |
| 4 | 3 | 4 | 4 | 4 | 19 |
| 5 | 5 | 3 | 3 | 3 | 19 |
| 4 | 3 | 4 | 3 | 3 | 17 |

**Tabulasi Data Kuesioner Uji Validitas Dan Uji Reliabiltas Variabel Kinerja Pegawai (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 3 | 4 | 4 | 5 | 5 | 4 | 25 |
| 4 | 5 | 3 | 3 | 5 | 4 | 24 |
| 4 | 3 | 5 | 3 | 4 | 3 | 22 |
| 3 | 3 | 5 | 4 | 3 | 2 | 20 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 4 | 4 | 5 | 4 | 2 | 4 | 23 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 5 | 5 | 3 | 5 | 26 |
| 4 | 4 | 5 | 5 | 5 | 4 | 27 |
| 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| 3 | 1 | 2 | 1 | 1 | 1 | 9 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 4 | 4 | 4 | 4 | 2 | 2 | 20 |
| 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 3 | 3 | 3 | 4 | 5 | 3 | 21 |
| 3 | 3 | 4 | 4 | 3 | 4 | 21 |

**Hasil Uji Normalitas**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 76 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | 1.87555336 |
| Most Extreme Differences | Absolute | .080 |
| Positive | .067 |
| Negative | -.080 |
| Kolmogorov-Smirnov Z | | .698 |
| Asymp. Sig. (2-tailed) | | .715 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

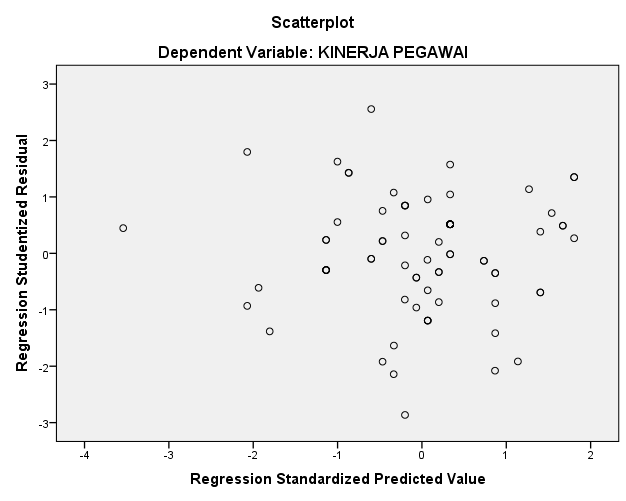
**Hasil Uji Multikolinearitas**

**Coefficientsa**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| PELATIHAN | .101 | 9.919 |
| DISIPLIN KERJA | .101 | 9.919 |

a. Dependent Variable: KINERJA PEGAWAI

**Hasil Uji Heteroskedastisitas**



**Hasil Uji Heteroskedastisitas Metode Glejser**

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.665 | .758 |  | 2.197 | .031 |
| PELATIHAN | -.041 | .068 | -.222 | -.603 | .548 |
| DISIPLIN KERJA | .063 | .124 | .187 | .508 | .613 |

a. Dependent Variable: Abs\_Res

**Hasil Uji Regresi Linier Berganda**

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.126 | 1.241 |  | 4.130 | .000 |
| PELATIHAN | .270 | .111 | .472 | 2.442 | .017 |
| DISIPLIN KERJA | .409 | .203 | .390 | 2.019 | .047 |

a. Dependent Variable: KINERJA PEGAWAI

**Hasil Uji Parsial (Uji t)**

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.126 | 1.241 |  | 4.130 | .000 |
| PELATIHAN | .270 | .111 | .472 | 2.442 | .017 |
| DISIPLIN KERJA | .409 | .203 | .390 | 2.019 | .047 |

a. Dependent Variable: KINERJA PEGAWAI

**Hasil Uji Signifikan Simulatif (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 695.159 | 2 | 347.580 | 96.174 | .000b |
| Residual | 263.828 | 73 | 3.614 |  |  |
| Total | 958.987 | 75 |  |  |  |
| a. Dependent Variable: KINERJA PEGAWAI | | | | | | |
| b. Predictors: (Constant), DISIPLIN KERJA, PELATIHAN | | | | | | |

**Hasil Uji Koefisien Determinasi (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .851a | .725 | .717 | 1.901 |
| a. Predictors: (Constant), DISIPLIN KERJA, PELATIHAN | | | | |
| b. Dependent Variable: KINERJA PEGAWAI | | | | |

**Titik Persentase Distribusi t (df = 1 – 80)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **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 |

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| **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** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **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 |

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| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | |
| **df untuk**  **penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **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 |

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| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | |
| **df untuk**  **penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **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 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **84** | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **85** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **86** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| **87** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| **88** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| **89** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| **90** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |