**Lampiran I : Kuesioner**

1. **IDENTITAS PENULIS**

Nama : Musli Ifsyahli Sikumbang

Usia : 22 tahun

Alamat : Jl. Serdang No. 26 Lubuk Pakam

Fakultas/Jurusan : Ekonomi / Manajemen

Asal : Universitas Muslim Nusantara Al Washliyah

Dengan ini saya memohon kesediaan saudara/i untuk mengisi data kuesioner. Informasi yang anda berikan hanya semata-mata untuk melengkapi data penelitian dalam rangka penyusunan skripsi saya dengan judul**"Pengaruh Pengalaman Kerja Terhadap Kinerja Karyawan Pada Bank Mandiri Syariah Kantor Cabang Lubuk Pakam ”.** Untuk itu, isilah kuesioner ini dengan jawaban yang sebenar-benarnya. Atas kesediaan saudara/i, saya ucapkan terima kasih.

Medan, Januari 2019

Peneliti

**MUSLI IFSYAHLI SIKUMBANG**

 **NPM : 153114229**

Isilah Kuesioner berikut dengan memberikan tanda *cheklist*( 🗸 ) pada kolom jawaban yang tersedia.

1. **IDENTITAS RESPONDEN**
2. Nama :
3. Jenis Kelamin :

 Laki-Laki Perempuan

1. Usia :
2. Pendidikan :

SMA D3 S1 S2 S3

1. Lama Kerja :

< 1 tahun 1 – 3 tahun >3 tahun

1. **PETUNJUK PENGISIAN**

Pilihlah jawaban yang paling tepat menurut Bapak/Ibu :

1. Bacalah setiap pernyataan dengan seksama.
2. Isilah semua nomor dengan memilih satu diantara 5 alternatif jawaban dengan memberikan tanda *cheklist* (🗸) pada kolom yang telah disediakan.
3. Alternatif jawaban adalah sebagai beikut :

|  |  |
| --- | --- |
| **Keterangan** | **Nilai** |
| Sangat Setuju ( SS) | 5 |
| Setuju ( S ) | 4 |
| Kurang Setuju ( KS ) | 3 |
| Tidak Setuju ( TS ) | 2 |
| Sangat Tidak Setuju ( STS ) | 1 |

1. Jawablah semua jawaban yang ada tanpa ada yang terlewat.
2. **PERNYATAAN**

**PENGALAMAN KERJA (X)**

|  |  |  |
| --- | --- | --- |
| NO. | PERNYATAAN | JAWABAN |
| SS | S | KS | TS | STS |
| 1. **Lama waktu / Masa kerja**
 |
| 1. | Semakin lama seseorang berkerja akan meningkatkan pengalaman kerja seseorang. |  |  |  |  |  |
| 2. | Pengalaman kerja yang saya miliki, membantu saya menyelesaikan tugas tugas secara efektif dan efisien.  |  |  |  |  |  |
| 3. | Pengalaman kerja yang saya miliki dapat digunakan untuk mengambil pertimnbangan dalam membuat keputusan. |  |  |  |  |  |
| 4. | Pekrjaan yang saya lakukan saat ini, sangat membutuhkan pengalaman berkerja yang telah saya miliki sebelumnya.  |  |  |  |  |  |
| 5. | Pegalaman kerja yang saya miliki sebelumnya, tidak dapat digunakan secara optimal pada tugas pekerjaan saat ini.  |  |  |  |  |  |
| 1. **Tingkat pengetahuan dan keterampilan yang dimiliki**
 |
| 6. | Saya memiliki tingkat kemahiran dalam melaksanakan tugas tugas perkerjaan yang diberi oleh atasan.  |  |  |  |  |  |
| 7. | Saya memiliki tingkat pengetahuan yang cukup memadai dengan pekerjaan saya saat ini. |  |  |  |  |  |
| 1. **Penguasaan terhadap pekerja dan perlatan**
 |
| 8. | Saya memiliki penguasaan terhadap pekerjaan dangan baik dan komprehensif. |  |  |  |  |  |
| 9. | Penguasaan terhadap pekerjaan dan peralatan akan meningkatkan pengalaman kerja saya.  |  |  |  |  |  |
| 10. | Saya kurang memiliki penguasaan terhadap peralatan kerja yang disediakan oleh perusaan. |  |  |  |  |  |

***KINERJA*  (Y)**

|  |  |  |
| --- | --- | --- |
| NO. | PERNYATAAN | JAWABAN |
| SS | S | KS | TS | STS |
| 1. **Kualitas kerja**
 |
| 1. | Saya cermat tidak membuat kesalahan dalam menyelesaikan tugas. |  |  |  |  |  |
| 2. | Selalu mengerjakan tugas sampai selesai. |  |  |  |  |  |
| 3. | Saya selalu teliti dalam melakukan pekerjaan |  |  |  |  |  |
| 4. | Dalam menyelesaikan tugas yang diberikan dapat dilaksanakan secara tepat. |  |  |  |  |  |
| 1. **Kuantitas kerja**
 |
| 5. | Saya selalu mengerjakan tugas sesuai dengan standar yang ditetapka. |  |  |  |  |  |
|  6. | Saya menunjukan kesediaan melakukan pekerjaan tanpa perintah oleh atasan  |  |  |  |  |  |
| 7. | Saya banyak sekali memper oleh penghargaan / tanda jasa dari pemerintahan atau lembaga non pemerintah lainnya. |  |  |  |  |  |
| 1. **Kehandalan kerja**
 |
| 8. | Kompak dalam bekerja sama dengan tim maupun rekan kerja |  |  |  |  |  |
| 1. **Sikap krja**
 |
| 9 | Mampu menjalani kerja sama dan berkomunikasi yang baik kepada rekan kerja maupun pimpinan |  |  |  |  |  |
| 10 | Masa kerja lima tahun dapat dikatakan senior. |  |  |  |  |  |

**Lampiran 2: Tabulasi Data Responden**

**Tabulasi Data Nilai Jawaban Responden Variabel (X)**

**(Pengalaman Kerja)**

|  |  |  |
| --- | --- | --- |
| **No.****Responden** | **No. Item Pernyataan** | **Total**  |
| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 6 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 7 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 8 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 10 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 11 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 17 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 23 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 25 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 27 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| **X** | 126 | 130 | 126 | 126 | 128 | 129 | 125 | 124 | 126 | 130 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 1270 |
| **(X)2** | 15876 | 16900 | 15876 | 15876 | 16384 | 16641 | 15625 | 15376 | 15876 | 16900 |  |
| **(Y)2** |  |  |  |  |  |  |  |  |  |  | 1612900 |
| **X.Y** | 5364 | 5532 | 5358 | 5356 | 5444 | 5488 | 5326 | 5270 | 5364 | 5532 |  |
| **X2** | 534 | 570 | 534 | 534 | 552 | 561 | 529 | 516 | 534 | 570 |  |
| **Y2** |  |  |  |  |  |  |  |  |  |  | 54034 |

Sumber: Data primer diolah, 2019

**Tabulasi Data Nilai Jawaban Responden Variabel (Y)**

**(Kinerja Karyawan)**

|  |  |  |
| --- | --- | --- |
| **No. Responden**  | **No. Item Pernyataan** | **Total**  |
| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 8 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 9 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 16 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 17 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 21 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 22 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 25 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 26 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 30 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| **X** | 129 | 136 | 130 | 129 | 126 | 124 | 124 | 126 | 129 | 136 |  |
| **Y** |  |  |  |  |  |  |  |  |  |  | 1289 |
| **(X)2** | 16641 | 18496 | 16900 | 16641 | 15876 | 15376 | 15376 | 15876 | 16641 | 18496 |  |
| **(Y)2** |  |  |  |  |  |  |  |  |  |  | 1661521 |
| **X.Y** | 5581 | 5874 | 5615 | 5572 | 5448 | 5356 | 5356 | 5448 | 5581 | 5874 |  |
| **X2** | 561 | 624 | 570 | 561 | 534 | 516 | 516 | 534 | 561 | 624 |  |
| **Y2** |  |  |  |  |  |  |  |  |  |  | 55705 |

Sumber: Data primer diolah, 2019

**Jumlah Tabulasi Data Variabel X dan Y**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No.****Responden**  | **Y** | **X** | **X2** | **X . Y** | **Y2** |
| 1 | 46 | 40 | 1600 | 1840 | 2116 |
| 2 | 42 | 40 | 1600 | 1680 | 1764 |
| 3 | 42 | 41 | 1681 | 1722 | 1764 |
| 4 | 42 | 40 | 1600 | 1680 | 1764 |
| 5 | 40 | 42 | 1764 | 1680 | 1600 |
| 6 | 50 | 46 | 2116 | 2300 | 2500 |
| 7 | 40 | 41 | 1681 | 1640 | 1600 |
| 8 | 42 | 43 | 1849 | 1806 | 1764 |
| 9 | 42 | 39 | 1521 | 1638 | 1764 |
| 10 | 40 | 42 | 1764 | 1680 | 1600 |
| 11 | 44 | 46 | 2116 | 2024 | 1936 |
| 12 | 42 | 40 | 1600 | 1680 | 1764 |
| 13 | 40 | 40 | 1600 | 1600 | 1600 |
| 14 | 50 | 50 | 2500 | 2500 | 2500 |
| 15 | 40 | 40 | 1600 | 1600 | 1600 |
| 16 | 46 | 45 | 2025 | 2070 | 2116 |
| 17 | 46 | 45 | 2025 | 2070 | 2116 |
| 18 | 40 | 40 | 1600 | 1600 | 1600 |
| 19 | 50 | 50 | 2500 | 2500 | 2500 |
| 20 | 40 | 40 | 1600 | 1600 | 1600 |
| 21 | 42 | 40 | 1600 | 1680 | 1764 |
| 22 | 43 | 46 | 2116 | 1978 | 1849 |
| 23 | 40 | 42 | 1764 | 1680 | 1600 |
| 24 | 43 | 39 | 1521 | 1677 | 1849 |
| 25 | 41 | 43 | 1849 | 1763 | 1681 |
| 26 | 41 | 41 | 1681 | 1681 | 1681 |
| 27 | 50 | 46 | 2116 | 2300 | 2500 |
| 28 | 40 | 42 | 1764 | 1680 | 1600 |
| 29 | 42 | 40 | 1600 | 1680 | 1764 |
| 30 | 43 | 41 | 1681 | 1763 | 1849 |
| **Total** | **∑Y = 1289** | **∑ X = 1270** | **∑ X2 = 54034** | **∑ X . Y = 54792** | **∑ Y2 = 55705** |

Sumber: Data primer diolah, 2019

**Lampiran 3 : Uji Validitas Dan Reliabilitas**

1. **Uji Validitas**
2. **Pengalaman Kerja**

|  |
| --- |
| **Correlations** |
|  | Jumlah |
| P1 | Pearson Correlation | ,832\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P2 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P3 | Pearson Correlation | ,666\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P4 | Pearson Correlation | ,610\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P5 | Pearson Correlation | ,636\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P6 | Pearson Correlation | ,654\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P7 | Pearson Correlation | ,730\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P8 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P9 | Pearson Correlation | ,832\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P10 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| Jumlah | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

1. **Kinerja Karyawan**

|  |
| --- |
| **Correlations** |
|  | Jumlah |
| P1 | Pearson Correlation | ,852\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P2 | Pearson Correlation | ,624\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P3 | Pearson Correlation | ,634\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P4 | Pearson Correlation | ,652\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P5 | Pearson Correlation | ,871\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P6 | Pearson Correlation | ,843\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P7 | Pearson Correlation | ,843\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P8 | Pearson Correlation | ,871\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P9 | Pearson Correlation | ,852\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| P10 | Pearson Correlation | ,624\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| Jumlah | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

1. **Uji Reliabilitas**
2. **Pengalaman Kerja**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,880 | 10 |

1. **Kinerja Karyawan**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,914 | 10 |

**Lampiran 4 : Perhitugan Manual Uji Validitas**

1. **Uji Validitas**
2. **Variabel Pengalaman Kerja X )**
3. Pernyataan I

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

 **=**$\frac{30 \left(5364\right)-\left(126\right)(1270)}{\sqrt{\{30 \left(534\right)-\left(126)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{160,920-160,020}{\sqrt{\left(16,020-15,876\right) . (1,621,020-1,612,900)}}$

 = $\frac{900}{\sqrt{\left(144\right) . \left(8,120\right)}}$

 **=** $\frac{900}{\sqrt{1,169,280}}$

= $\frac{900}{1,081,33251}$

**= 0,832**

1. Pernyataan II

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5532\right)-\left(130\right)(1270)}{\sqrt{\{30 \left(570\right)-\left(130)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{165,960-165,100}{\sqrt{\left(17,100-16,900\right) . (1,621,020-1,612,900)}}$

= $\frac{860}{\sqrt{\left(200\right) . \left(8,120\right)}}$

**=** $\frac{860}{\sqrt{1,624,000}}$

= $\frac{860}{1,274,36259}$

**= 0,675**

1. Pernyataan III

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5358\right)-\left(126\right)(1270)}{\sqrt{\{30 \left(534\right)-\left(126)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{160,740-160,020}{\sqrt{\left(16,020-15,876\right) . (1,621,020-1,612,900)}}$

= $\frac{720}{\sqrt{\left(144\right) . \left(8,120\right)}}$

**=** $\frac{720}{\sqrt{1,169,280}}$

= $\frac{720}{1,081,33251}$

**= 0,66**

1. Pernyataan IV

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5356\right)-\left(126\right)\left(1270\right)}{\sqrt{\{30 \left(534\right)-\left(126)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{160,680-160,020}{\sqrt{\left(16,020-15,876\right) . (1,621,020-1,612,900)}}$

 = $\frac{660}{\sqrt{\left(144\right) . \left(8,120\right)}}$

**=** $\frac{660}{\sqrt{1,169,280}}$

 = $\frac{660}{1,081,33251}$

**= 0,610**

1. pernyataan V

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5444\right)-\left(128\right)(1270)}{\sqrt{\{30 \left(552\right)-\left(128)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{163,320-162,560}{\sqrt{\left(16,560-16,384\right) . (1,621,020-1,612,900)}}$

= $\frac{760}{\sqrt{\left(176\right) . \left(8,120\right)}}$

**=** $\frac{760}{\sqrt{1,429,120}}$

= $\frac{760}{1,195,45807}$

**= 0,636**

1. pernyataan VI

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5488\right)-\left(129\right)(1270)}{\sqrt{\{30 \left(561\right)-\left(129)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{164,640-163,830}{\sqrt{\left(16,830-16,641\right) . (1,621,020-1,612,900)}}$

= $\frac{810}{\sqrt{\left(189\right) . \left(8120\right)}}$

**=** $\frac{810}{\sqrt{1,534,680}}$

= $\frac{810}{1,238,82202}$

**= 0,654**

1. Pernyataan VII

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5326\right)-\left(125\right)(1270)}{\sqrt{\{30 \left(529\right)-\left(125)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{159,780-158,750}{\sqrt{\left(15,870-15,625\right) . (1,621,020-1,612,900)}}$

= $\frac{1,030}{\sqrt{\left(245\right) . \left(8,120\right)}}$

**=** $\frac{1,030}{\sqrt{1,989,400}}$

= $\frac{1,030}{1,410,46092}$

**= 0,730**

1. Pernyataan VIII

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5270\right)-\left(124\right)(1270)}{\sqrt{\{30 \left(516\right)-\left(124)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{158,100-157,480}{\sqrt{\left(15,480-15,376\right) . (1,621,020-1,612,900)}}$

= $\frac{620}{\sqrt{\left(104\right) . \left(8,120\right)}}$

**=** $\frac{620}{\sqrt{844,480}}$

= $\frac{620}{981,955929}$

**= 0,675**

1. Pernyataan IX

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5364\right)-\left(126\right)(1270)}{\sqrt{\{30 \left(534\right)-\left(126)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{160,920-160,020}{\sqrt{\left(16,020-15,876\right) . (1,621,020-1,612,900)}}$

= $\frac{900}{\sqrt{\left(144\right) . \left(8,120\right)}}$

**=** $\frac{900}{\sqrt{1,169,280}}$

= $\frac{900}{1,081,33251}$

**= 0,832**

1. Pernyataan X

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5532\right)-\left(130\right)(1270)}{\sqrt{\{30 \left(570\right)-\left(130)^{2}\right) . 30 \left(54034\right)-(1270)^{2}}\}}$

**=** $\frac{165,960-165,100}{\sqrt{\left(17,100-16,900\right) . (1,621,020-1,612,900)}}$

= $\frac{860}{\sqrt{\left(200\right) . \left(8,120\right)}}$

**=** $\frac{860}{\sqrt{1,624,000}}$

= $\frac{860}{1,274,36259}$

**= 0,675**

1. **Variabel Kinerja Karyawan (Y)**
2. Pernyataan I

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5581\right)-\left(129\right)(1289)}{\sqrt{\{30 \left(561\right)-\left(129)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{167,430-166,281}{\sqrt{\left(16,830-16,641\right) . (1,671,150-1,661,521)}}$

= $\frac{1,149}{\sqrt{\left(189\right) . \left(9,629\right)}}$

**=** $\frac{1,149}{\sqrt{1,819,881}}$

= $\frac{1,149}{1,349,02965}$

**= 0,852**

1. Pernyataan II

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5876\right)-\left(136\right)(1289)}{\sqrt{\{30 \left(624\right)-\left(136)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{176,280-175,304}{\sqrt{\left(18,720-18,496\right) . (1,671,150-1,661,521)}}$

= $\frac{976}{\sqrt{\left(224\right) . \left(9,629\right)}}$

**=** $\frac{976}{\sqrt{2,156,896}}$

= $\frac{976}{1,468,63746}$

**= 0,624**

1. Pernyataan III

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5615\right)-\left(130\right)(1289)}{\sqrt{\{30 \left(570\right)-\left(130)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{168,450-167,570}{\sqrt{\left(17,100-16,900\right) . (1,671,150-1,661,521)}}$

= $\frac{880}{\sqrt{\left(200\right) . \left(9,629\right)}}$

**=** $\frac{880}{\sqrt{1,925,800}}$

= $\frac{880}{1,387,73196}$

**= 0,634**

1. Pernyataan IV

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5572\right)-\left(129\right)(1289)}{\sqrt{\{30 \left(561\right)-\left(129)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{167,160-166,281}{\sqrt{\left(16,830-16,641\right) . (1,671,150-1,661,521)}}$

= $\frac{879}{\sqrt{\left(189\right) . \left(9,629\right)}}$

**=** $\frac{879}{\sqrt{1,819,881}}$

= $\frac{879}{1,349,02965}$

**= 0,652**

1. Pernyataan V

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5448\right)-\left(126\right)(1289)}{\sqrt{\{30 \left(534\right)-\left(126)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{163,440-162,414}{\sqrt{\left(16,020-15,876\right) . (1,671,150-1,661,521)}}$

= $\frac{1,026}{\sqrt{\left(144\right) . \left(9,629\right)}}$

**=** $\frac{1,026}{\sqrt{1,386,576}}$

= $\frac{1,026}{1,177,52962}$

**= 0,871**

1. Pernyataan VI

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5356\right)-\left(124\right)(1289)}{\sqrt{\{30 \left(516\right)-\left(124)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{160,680-159,836}{\sqrt{\left(15,480-15,376\right) . (1,671,150-1,661,521)}}$

= $\frac{844}{\sqrt{\left(104\right) . \left(9,629\right)}}$

**=** $\frac{844}{\sqrt{1,001,416}}$

= $\frac{844}{1,000,70775}$

**= 0,843**

1. Pernyataan VII

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5356\right)-\left(124\right)(1289)}{\sqrt{\{30 \left(516\right)-\left(124)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{160,680-159,836}{\sqrt{\left(15,480-15,376\right) . (1,671,150-1,661,521)}}$

= $\frac{844}{\sqrt{\left(104\right) . \left(9,629\right)}}$

**=** $\frac{844}{\sqrt{1,001,416}}$

= $\frac{844}{1,000,70775}$

**= 0,843**

1. Pernyataan VIII

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5448\right)-\left(126\right)(1289)}{\sqrt{\{30 \left(534\right)-\left(126)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{163,440-162,414}{\sqrt{\left(16,020-15,876\right) . (1,671,150-1,661,521)}}$

= $\frac{1,026}{\sqrt{\left(144\right) . \left(9,629\right)}}$

**=** $\frac{1,026}{\sqrt{1671,150}}$

= $\frac{1,026}{1,177,52962}$

**= 0,871**

1. Pernyataan IX

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5581\right)-\left(129\right)(1289)}{\sqrt{\{30 \left(561\right)-\left(129)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{167,430-166,281}{\sqrt{\left(16,830-16,641\right) . (1,671,150-1,661,521)}}$

= $\frac{1,149}{\sqrt{\left(189\right) . \left(9,629\right)}}$

**=** $\frac{1,149}{\sqrt{1,819,881}}$

= $\frac{1,149}{1,349,02965}$

**= 0,852**

1. Pernyataan X

$$R\_{hitung}=\frac{N (\sum\_{}^{}xy) - (\sum\_{}^{}x\sum\_{}^{}y)}{\sqrt{\left\{N\sum\_{}^{}X\_{1}^{2}-(\sum\_{}^{}X\_{1})^{2 }. \left\{N\sum\_{}^{}Y^{2}-\left(\sum\_{}^{}Y\right)^{2}\right\}\right\}}}$$

**=** $\frac{30 \left(5874\right)-\left(136\right)(1289)}{\sqrt{\{30 \left(624\right)-\left(136)^{2}\right) . 30 \left(55705\right)-(1289)^{2}}\}}$

**=** $\frac{176,220-175,304}{\sqrt{\left(18,720-18,496\right) . (1,671,150-1,661,521)}}$

= $\frac{916}{\sqrt{\left(224\right) . \left(9,629\right)}}$

**=** $\frac{916}{\sqrt{2,156,896}}$

= $\frac{916}{1,468,63746}$

**= 0,624**

1. **Uji Reliabilitas**
2. **Variabel Pengalaman Kerja (X)**

$$S\_{1}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{534- \frac{(126)^{2}}{30}}{30}= \frac{4.8}{30}=0,16$$

$$S\_{2}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{570- \frac{(130)^{2}}{30}}{30}= \frac{6,67}{30}=0,22$$

$$S\_{3}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{534- \frac{(126)^{2}}{30}}{30}= \frac{4,8}{30}=0,16$$

$$S\_{4}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{534- \frac{(126)^{2}}{30}}{30}= \frac{4,8}{30}=0,16$$

$$S\_{5}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{552- \frac{(128)^{2}}{30}}{30}= \frac{5,87}{30}=0,195$$

$$S\_{6}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{561- \frac{(129)^{2}}{30}}{30}= \frac{6,3}{30}=0,21$$

$$S\_{7}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{529- \frac{(125)^{2}}{30}}{30}= \frac{8,17}{30}=0,27$$

$$S\_{8}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{516- \frac{(124)^{2}}{30}}{30}= \frac{3,47}{30}=0,12$$

$$S\_{9}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{534- \frac{(126)^{2}}{30}}{30}= \frac{4,8}{30}=0,16$$

$$S\_{10}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{570- \frac{(130)^{2}}{30}}{30}= \frac{6,67}{30}=0,22$$

Stotal = 0,16+0,22+0,16+0,16+0,195+0,21+0,27+0,12+0,16+0,22=1,875

$$S\_{t}^{2}=\frac{\sum\_{}^{}Y^{2}-\frac{(\sum\_{}^{}X)^{2}}{N}}{N}=\frac{54034-\frac{(1270)^{2}}{30}}{30}=\frac{271}{30}=9,03$$

$$r\_{11}=\left[\frac{n}{n-1}\right]\left[1-\frac{\sum\_{}^{}S\_{1}^{2}}{s\_{1}^{2}}\right]$$

$$=\left[\frac{10}{10-1}\right]\left[1-\frac{1,875}{9,03}\right]$$

$$=\left[\frac{10}{9}\right]\left[1-0,208\right]$$

= 0,880

1. **Variabel Kinerja Karyawan (Y)**

$$S\_{1}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{561- \frac{(129)^{2}}{30}}{30}= \frac{6,3}{30}=0,21$$

$$S\_{2}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{624- \frac{(136)^{2}}{30}}{30}= \frac{7,47}{30}=0,249$$

$$S\_{3}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{570- \frac{(130)^{2}}{30}}{30}= \frac{6,67}{30}=0,22$$

$$S\_{4}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{561- \frac{(129)^{2}}{30}}{30}= \frac{6,3}{30}=0,21$$

$$S\_{5}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{534- \frac{(126)^{2}}{30}}{30}= \frac{4,8}{30}=0,16$$

$$S\_{6}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{516- \frac{(124)^{2}}{30}}{30}= \frac{3,47}{30}=0,116$$

$$S\_{7}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{516- \frac{(124)^{2}}{30}}{30}= \frac{3,47}{30}=0,116$$

$$S\_{8}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{534- \frac{(126)^{2}}{30}}{30}= \frac{4,8}{30}=0,16$$

$$S\_{9}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{561- \frac{(129)^{2}}{30}}{30}= \frac{6,3}{30}=0,21$$

$$S\_{10}=\frac{\sum\_{}^{}x^{2}-\frac{(\sum\_{}^{}x)^{2}}{N}}{N}= \frac{624- \frac{(136)^{2}}{30}}{30}= \frac{7,47}{30}=0,249$$

Stotal = 0,21+0,249+0,22+0,21+0,16+0,116+0,116+0,16+0,21+0,249=1,9

$$S\_{t}^{2}=\frac{\sum\_{}^{}Y^{2}-\frac{(\sum\_{}^{}X)^{2}}{N}}{N}=\frac{55705-\frac{(1289)^{2}}{30}}{30}=\frac{321}{30}=10,7$$

$$r\_{11}=\left[\frac{n}{n-1}\right]\left[1-\frac{\sum\_{}^{}S\_{1}^{2}}{s\_{1}^{2}}\right]$$

$$=\left[\frac{10}{10-1}\right]\left[1-\frac{1,9}{10,7}\right]$$

$$=\left[\frac{10}{9}\right]\left[1-0,823\right]$$

= 0,914

1. **Uji r**

$$r\_{xy}=\frac{n\sum\_{}^{}xy-\left(\sum\_{}^{}x\right)\left(y\right)}{\sqrt{\left[n\sum\_{}^{}x^{2}-(\sum\_{}^{}x)^{2}\right]\left[n\sum\_{}^{}y^{2}-(\sum\_{}^{}y)^{2}\right]}}$$

1. **ryx**

$$ryx=\frac{n\left(\sum\_{}^{}xy\right)-\left(\sum\_{}^{}x\right)\left(\sum\_{}^{}y\right)}{\sqrt{\left[n\left(\sum\_{}^{}x^{2}\right)-\left(x\right)^{2} . n\left(\sum\_{}^{}y^{2}\right)-(\sum\_{}^{}y)^{2}\right]}}$$

$$ryx=\frac{30\left(54792\right)-\left(1270\right)\left(1289\right)}{\sqrt{\left[30\left(54034\right)-\left(1270\right)^{2} . 30\left(55705\right)-(1289)^{2}\right]}}$$

$$yx=\frac{6,730}{\sqrt{\left[8,120 . 9,629\right]}}$$

$$yx=\frac{6,730}{\sqrt{78,187,480}}$$

$$yx=\frac{6,730}{8,842.36846}$$

$$yx=0,761108$$

1. **Uji t**

t = $\frac{r\sqrt{n-2}}{\sqrt{1-r²}}$

 = $\frac{0,761108\sqrt{30-2}}{\sqrt{1-0,761108}}$

 = $\frac{0,761108 .\sqrt{28}}{\sqrt{0,5792854}}$

 = $\frac{ 0,761108 . 5,2915}{\sqrt{0,4207146}}$

 = $\frac{4,02740298}{0,648625161}$

 = 6,209

1. **Koefisien Determinasi**

$$D=\left(Ryx\right)^{2} . 100\%$$

$$D=\left(0,761108\right)^{2} . 100\%$$

$$D=0,579285388 . 100\%$$

$$D=0,579$$