**Lampiran 1 : DAFTAR KUESIONER**

**UNIVERSITAS MUSLIM NUSANTARA AL-WASHLIYAH MEDAN**

**FAKULTAS EKONOMI**

Kepada Yth.

Bapak/Ibu terhormat,

PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu

Di Tempat

Dengan hormat,

Pernyataan yang ada dalam rangka penyusunan skripsi ini hanya semata-mata untuk data penelitian dalam rangka penyusunan skripsi dengan judul **“Pengaruh Pengetahuan dan Keterampilan Terhadap Kinerja Karyawan Pada PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu”.** Kuesioner ini merupakan salah satu instrumen penelitian yang dilakukan oleh :

**Peneliti : Siti Hamidah**

**Jurusan : Manajemen**

 Dibawah ini ada beberapa pernyataan yang semuanya berkaitan dengan Pengetahuan dan Keterampilan Terhadap Kinerja Karyawan pada PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu. Bersama ini mohon Bapak/Ibu/Saudara (i) untuk memberikan jawaban dengan sebenar-benarnya. Atas kesediaan Bapak/Ibu/Saudara (i) saya ucapkan terima kasih.

 Pemohon,

**Siti Hamidah**

**NPM : 173114345**

**KUESIONER PENELITIAN**

1. **Identitas Responden**

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

JenisKelamin : Laki- Laki Perempuan

Umur : ................. Tahun

PendidikanTerakhir : SMA/SMK Diploma S1 S2 S3

Jabatan : ....................................................................

1. **Petunjuk Pengisian Kuesioner**

Berilah tanda chek list 🗹 pada jawaban yang paling sesuai dengan pendapat Bapak/Ibu pada kolom yang tersedia. Setiap responden hanya diperbolehkan memilih satu jawaban. Penelitian ini dapat Bapak/Ibu lakukan berdasarkan skala berikut:

1. Sangat Setuju (SS) : Skor 5
2. Setuju (S) : Skor 4
3. Kurang Setuju (KS) : Skor 3
4. Tidak Setuju (TS) : Skor 2
5. Sangat Tidak Setuju (STS) : Skor 1

**Variabel Pengetahuan (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
| 1. | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu memiliki pengetahuan tentang jaringan Telkomsel  |  |  |  |  |  |
| 2. |  Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu memiliki pengetahuan atas terbagi-baginya waktu pada kuota Telkomsel |  |  |  |  |  |
| 3. | Saya memiliki pengetahuan adanya paket nelpon yang disediakan pihak Telkomsel |  |  |  |  |  |
| 4. | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu memiliki ketenangan dalam menjelaskan beberapa masalah yang dihadapi konsumen |  |  |  |  |  |
| 5 | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu memiliki pengalaman kerja pada perusahaan yang sama |  |  |  |  |  |
| 6 | Saya mempunyai pengetahuan dalam mengakses computer |  |  |  |  |  |
| 7 | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu memiliki pengetahuan dalam perbedaan masing-masing profeder sehingga lebih mudah menjelaskan pada nasaba perbedaan telkomsel dengan yang lainnya |  |  |  |  |  |
| 8 | Saya memiliki pengetahuan yang lebih luas dibanding yang lain |  |  |  |  |  |

**Variabel Keterampilan (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
| 1. | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu melaksanakan pekerjaan saya dengan baik |  |  |  |  |  |
| 2. | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu mampu dan cakap untuk berkomunikasi dengan rekan kerja yang lain |  |  |  |  |  |
| 3. | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu dapat melaksanakan pekerjaan demi tujuan perusahaan |  |  |  |  |  |
| 4. | Saya dapat bersikap sabar dengan nasabah yang kritis |  |  |  |  |  |
| 5 | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu mampu bekerja sama dengan rekan kerja  |  |  |  |  |  |
| 6 | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu dapat menyelesaika tugas tepat waktu |  |  |  |  |  |
| 7 | Saya mampu berbicara di depan umum |  |  |  |  |  |
| 8 | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu memiliki keterampilan dalam menulis laporan dengan baik |  |  |  |  |  |

 **Variabel Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pernyataan | SS | S | KS | TS | STS |
| 5 | 4 | 3 | 2 | 1 |
| 1. | Apakah Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu memenuhi persyaratan atau standart kerja yang ditetapkan perusahaan |  |  |  |  |  |
| 2. | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu dapat bekerja dengan cekatan dan cepat |  |  |  |  |  |
| 3. | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu bersedia lembur jika pekerjaan belum selesai |  |  |  |  |  |
| 4. | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu bertanggung jawab dan komitmen dalam bekerja |  |  |  |  |  |
| 5 | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu selalu berusaha mencapai target kerja yang ditetapkan perusahaan |  |  |  |  |  |
| 6 | Karyawan PT. Graha Informatika Nusantara Tap Ajamu Labuhan Batu mudah bekerja sama dengan teman-teman pada bagian dan divisi yang lain |  |  |  |  |  |
| 7 | Saya mengerjakan pekerjaan dengan cepat tanpa menunda nunda pekerjaan |  |  |  |  |  |
| 8 | Saya bersedia melakukan pekerjaan yang bukan menjadi tugas saya karena teman kerja saya tidak masuk |  |  |  |  |  |

**Lampiran 2. Tabulasi Penelitian**

**Tabulasi Data Variabel Pengetahuan (X1)**

|  |  |  |
| --- | --- | --- |
| **No Responden** | **Nomor Item Pernyataan** | **Jumlah** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 3 | 32 |
| 2 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 35 |
| 3 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 35 |
| 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 34 |
| 5 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 34 |
| 6 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 34 |
| 7 | 3 | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 33 |
| 8 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 33 |
| 9 | 4 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 34 |
| 10 | 5 | 2 | 3 | 4 | 5 | 4 | 5 | 5 | 33 |
| 11 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 33 |
| 12 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 34 |
| 13 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 34 |
| 14 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 33 |
| 15 | 5 | 4 | 3 | 2 | 3 | 5 | 5 | 3 | 30 |
| 16 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 17 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 35 |
| 18 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 33 |
| 19 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 34 |
| 20 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 35 |
| 21 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 34 |
| 22 | 5 | 2 | 5 | 3 | 5 | 5 | 5 | 4 | 34 |
| 23 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 34 |
| 24 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 34 |
| 25 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |
| 26 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 34 |
| 27 | 3 | 5 | 4 | 3 | 5 | 3 | 5 | 4 | 32 |
| 28 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 29 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 35 |
| 30 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 31 |
| 31 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 34 |
| 32 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 34 |
| 33 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 34 |
| 34 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 34 |
| 35 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 35 |
| 36 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 35 |
| 37 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 38 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 39 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 35 |
| 40 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 34 |
| 41 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 34 |
| 42 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 43 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 34 |
| 44 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 34 |
| 45 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 34 |
| 46 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 47 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 34 |
| 48 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 34 |
| 49 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 34 |
| 50 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 4 | 33 |
| 51 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 35 |
| 52 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| 53 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 34 |
| 54 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| 55 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 32 |
| 56 | 5 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 33 |
| 57 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 35 |
| 58 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 33 |
| 59 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 34 |
| 60 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 34 |
|  | ∑X1 | 2030 |

Sumber : Data Penelitian Diolah (2021)

**Tabulasi Data Variabel Keterampilan (X2)**

|  |  |  |
| --- | --- | --- |
| **No Responden** | **Nomor Item Pernyataan** | **Jumlah** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 33 |
| 2 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 36 |
| 3 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 4 | 35 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 35 |
| 6 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 35 |
| 7 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 35 |
| 8 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 34 |
| 9 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 34 |
| 10 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 34 |
| 11 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 34 |
| 12 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 35 |
| 13 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 35 |
| 14 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 15 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 4 | 32 |
| 16 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 17 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 36 |
| 18 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 35 |
| 19 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 20 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 4 | 35 |
| 21 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 35 |
| 22 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 34 |
| 23 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 24 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 35 |
| 25 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 36 |
| 26 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 27 | 5 | 2 | 5 | 3 | 4 | 5 | 5 | 4 | 33 |
| 28 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 29 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 30 | 5 | 4 | 4 | 2 | 3 | 5 | 5 | 4 | 32 |
| 31 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 32 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 34 |
| 33 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 35 |
| 34 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 35 |
| 35 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 37 |
| 36 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 36 |
| 37 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 38 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 34 |
| 39 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 40 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 34 |
| 41 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 35 |
| 42 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 5 | 35 |
| 43 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 34 |
| 44 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 35 |
| 45 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 34 |
| 46 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 47 | 5 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 34 |
| 48 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 4 | 34 |
| 49 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 35 |
| 50 | 2 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 51 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 52 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 53 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 35 |
| 54 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 34 |
| 55 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 33 |
| 56 | 4 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 34 |
| 57 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 36 |
| 58 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 34 |
| 59 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 34 |
| 60 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 35 |
|  | ∑X2 | 2083 |

Sumber : Data Penelitian Diolah (2021)

**Tabulasi Data Variabel Kinerja Karyawan (Y)**

|  |  |  |
| --- | --- | --- |
| **No Responden** | **Nomor Item Pernyataan** | **Jumlah** |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 2 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 37 |
| 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 36 |
| 6 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 36 |
| 7 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 37 |
| 8 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 9 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 37 |
| 10 | 2 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 35 |
| 11 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 36 |
| 12 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 36 |
| 13 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 15 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 34 |
| 16 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 17 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 18 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 36 |
| 19 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 35 |
| 20 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 37 |
| 22 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 37 |
| 23 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 24 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 36 |
| 25 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 37 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 37 |
| 27 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 28 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 29 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 37 |
| 30 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 34 |
| 31 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 37 |
| 32 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 37 |
| 33 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 34 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 37 |
| 35 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 36 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 37 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 38 | 5 | 3 | 5 | 5 | 5 | 5 | 2 | 5 | 35 |
| 39 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 40 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 37 |
| 41 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 36 |
| 42 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 37 |
| 43 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 36 |
| 44 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 5 | 35 |
| 45 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 46 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 47 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 36 |
| 48 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 37 |
| 49 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 37 |
| 50 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 35 |
| 51 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 52 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |
| 53 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 54 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 55 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 34 |
| 56 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 35 |
| 57 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 58 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 35 |
| 59 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 36 |
| 60 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
|  | ∑Y | 2193 |

 Sumber : Data Penelitian Diolah (2021)

**Lampiran 3. Hasil Output SPSS**

1. **Regresion**

|  |
| --- |
| **Descriptive Statistics** |
|  | Mean | Std. Deviation | N |
| Kinerja Karyawan | 36.55 | 1.268 | 60 |
| Pengetahuan | 33.83 | .994 | 60 |
| Keterampilan | 34.72 | .993 | 60 |

|  |
| --- |
| **Correlations** |
|  | Kinerja Karyawan | Pengetahuan | Keterampilan |
| Pearson Correlation | Kinerja Karyawan | 1.000 | .692 | .705 |
| Pengetahuan | .692 | 1.000 | .827 |
| Keterampilan | .705 | .827 | 1.000 |
| Sig. (1-tailed) | Kinerja Karyawan | . | .000 | .000 |
| Pengetahuan | .000 | . | .000 |
| Keterampilan | .000 | .000 | . |
| N | Kinerja Karyawan | 60 | 60 | 60 |
| Pengetahuan | 60 | 60 | 60 |
| Keterampilan | 60 | 60 | 60 |

|  |
| --- |
| **Variables Entered/Removeda** |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Keterampilan, Pengetahuanb | . | Enter |
| a. Dependent Variable: Kinerja Karyawan |
| b. All requested variables entered. |

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|
| 1 | .731a | .535 | .518 | .880 | 1.809 |
| a. Predictors: (Constant), Keterampilan, Pengetahuan |
| b. Dependent Variable: Kinerja Karyawan |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 50.711 | 2 | 25.355 | 32.743 | .000b |
| Residual | 44.139 | 57 | .774 |  |  |
| Total | 94.850 | 59 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan |
| b. Predictors: (Constant), Keterampilan, Pengetahuan |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3.062 | 4.140 |  | .739 | .463 |  |  |
| Pengetahuan | .442 | .205 | .347 | 2.159 | .035 | .316 | 3.160 |
| Keterampilan | .534 | .205 | .418 | 2.602 | .012 | .316 | 3.160 |
| a. Dependent Variable: Kinerja Karyawan |

|  |
| --- |
| **Collinearity Diagnosticsa** |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |
| (Constant) | Pengetahuan | Keterampilan |
| 1 | 1 | 2.999 | 1.000 | .00 | .00 | .00 |
| 2 | .001 | 77.172 | 1.00 | .10 | .07 |
| 3 | .000 | 144.868 | .00 | .90 | .93 |
| a. Dependent Variable: Kinerja Karyawan |

|  |
| --- |
| **Residuals Statisticsa** |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 33.41 | 38.28 | 36.55 | .927 | 60 |
| Residual | -1.775 | 2.225 | .000 | .865 | 60 |
| Std. Predicted Value | -3.392 | 1.871 | .000 | 1.000 | 60 |
| Std. Residual | -2.017 | 2.529 | .000 | .983 | 60 |
| a. Dependent Variable: Kinerja Karyawan |

1. **Grafik P-Plot**

**Charts**

|  |  |
| --- | --- |
|  |  |
|  |