**Lampiran 1**

**KUESIONER PENELITIAN**

1. **Identitas Peneliti**

Nama : Emi Natalia

NPM : 163114092

Prodi : Manajemen

Fakultas : Ekonomi

Asal Perguruan Tinggi : Universitas Muslim Nusantara Al

Washliyah

Judul Penelitian : Pengaruh Kompetensi Terhadap Kinerja Staff

Pada Loka Rehabilitasi BNN Deli Serdang

Assalamualaikum Wr. Wb

Dengan isi daya mohon kesediaan Bapak/Ibu untuk mengisi daftar pernyataan atas penelitian **Pengaruh Kompetensi Terhadap Kinerja Staff Pada Loka Rehabilitasi BNN Deli Serdang**. Informasi yang Bapak/Ibu berikan hanya semata-mata untuk melengkapi data penelitian dalam rangka penyusunan skripsi. Oleh karena itu kepada responden, saya sebagai peneliti mengharapkan Bapak/Ibu dapat menjawab setiap pernyataan dengan sejujur-jujurnya.

Akhir kata, saya ucapkan terima kasih kepada Bapak/Ibu yang telah bersedia meluangkan waktunya untuk mengisi kuesioner ini.

Peneliti

Emi Natalia

1. **Identitas Responden**
2. Nama Responde :
3. Jenis Kelamin :
4. Umur :
5. Pendidikan :
6. **Cara Pengisian Kuesioner**
7. Berilah tanda checklist (√) pada tempat yang tersedia pada jawaban yang Bapak/Ibu anggap paling sesuai.
8. Setiap pertanyaan hanya membutuhkan satu jawaban saja.
9. Mohon Bapak/Ibu memberikan jawaban yang sebenar-benarnya.

Kriteria untuk seluruh pertanyaan/pernyataan adalah sebagai berikut :

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

**LAMPIRAN KUESIONER**

1. **Kompetensi**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
|  | **Pengetahuan (*knowledge)*** |  |  |  |  |  |
|  | Saya memiliki pengetahuan yang  cukup dalam mendukung pekerjaan  yang ditangani |  |  |  |  |  |
|  | Saya selalu berusaha belajar untuk  meningkatkan pengetahuan yang  dimilki. |  |  |  |  |  |
|  | Dengan pengetahuan yang saya  miliki, saya dapat menyelesaikan  tugas-tugas pekerjaan dengan baik |  |  |  |  |  |
|  | **Keahlian (*skill)*** |  |  |  |  |  |
|  | Keahlian teknis yang dimiliki sudah  sesuai dengan bidang pekerjaan. |  |  |  |  |  |
|  | Saya memiliki kemampuan dalam  mengidentifikasi masalah yang  timbul dalam pekerjaan yang  ditangani |  |  |  |  |  |
|  | Saya memiliki kemampuan mencari  solusi atas permasalahan yang  dihadapi |  |  |  |  |  |
|  | **Sikap (*attitude)*** |  |  |  |  |  |
|  | Saya memiliki keramahan dan  kesopanan dalam melaksanakan  pekerjaan |  |  |  |  |  |
|  | Saya selalu berinisiatif dalam  membantu rekan kerja untuk  menyelesaikan pekerjaannya |  |  |  |  |  |
|  | Saya dapat membangun hubungan  kerja yang positif terhadap semua  staff |  |  |  |  |  |
|  | Saya menghormati rekan-rekan  kerja di kantor ditempat saya  bekerja tanpa membeda-bedakan  jabatan, golongan ataupun latar  belakang |  |  |  |  |  |

1. **Kinerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
|  | **Kualitas** |  |  |  |  |  |
|  | Dalam bekerja saya jarang  melakukan kesalahan |  |  |  |  |  |
|  | Saya dapat memanfaatkan sarana  kerja yang ada untuk kelancaran  pekerjaan |  |  |  |  |  |
|  | **Kuantitas** |  |  |  |  |  |
|  | Apabila ada pekerjaan yang  menumpuk, saya akan  menyelesaikna sesuai dengan  kepentingan perusahaan |  |  |  |  |  |
|  | Untuk memenuhi kualitas yang  baik, saya selalu bekerja  berdasarkan prosedur-prosedur yang  ada |  |  |  |  |  |
|  | **Ketepatan Waktu** |  |  |  |  |  |
|  | Saya selalu tepat waktu dalam  menyelesaikan tugas |  |  |  |  |  |
|  | Selain tepat waktu, dalam  menyelesaikan tugas saya selalu  ingin mengerjakannya dengan baik |  |  |  |  |  |
|  | **Efektivitas** |  |  |  |  |  |
|  | Dalam melakukan pekerjaan tidak  pernah ada bahan yang terbuang  percuma |  |  |  |  |  |
|  | Saya selalu dapat memanfaatkan  waktu kerja yang disediakan dalam  melaksanakan tugas |  |  |  |  |  |
|  | **Kemandirian** |  |  |  |  |  |
|  | Sebisa mungkin saya  menyelesaikan tugas saya sendiri |  |  |  |  |  |
|  | Saya selalu berusaha tidak  merepotkan rekan kerja saya |  |  |  |  |  |

**LAMPIRAN 2 : Tabulasi Jawaban Responden**

**Tabulasi Jawaban Angket Kompetensi (X)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Pernyataan Variabel X** | | | | | | | | | | **Total** |
| **X1** | **X2** | **X3** | **X4** | **X5** | **X6** | **X7** | **X8** | **X9** | **X10** |
| 1 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 6 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 7 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 42 |
| 8 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 41 |
| 9 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 10 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 11 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 40 |
| 12 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 45 |
| 13 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 41 |
| 14 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 17 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 18 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 19 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 20 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 46 |
| 21 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 34 |
| 22 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 23 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 24 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 41 |
| 25 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 26 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 41 |
| 27 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 30 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 32 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 46 |
| 33 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 34 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 41 |
| 35 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 45 |
| 36 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 37 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 44 |
| 38 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 44 |
| 39 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 40 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 44 |
| 41 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 42 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 43 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 43 |
| 44 | 5 | 5 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 42 |
| 45 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 46 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 45 |
| 47 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 44 |
| 48 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 40 |
| 49 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 50 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 51 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 52 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 53 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 54 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 55 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| Total | 249 | 239 | 235 | 247 | 244 | 231 | 234 | 236 | 234 | 238 | 2387 |

*Sumber : Data diolah oleh peneliti, 2020*

**Tabulasi Jawaban Angket Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Pernyataan Variabel Y** | | | | | | | | | | **Total** |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** |
| 1 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 45 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 3 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 6 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 35 |
| 7 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 41 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 47 |
| 9 | 3 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 42 |
| 10 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 42 |
| 11 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 37 |
| 12 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 13 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 46 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 47 |
| 15 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 18 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 19 | 3 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 38 |
| 20 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 21 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 40 |
| 22 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 23 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 45 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 26 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 43 |
| 27 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| 28 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 29 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 35 |
| 30 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 45 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 33 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 35 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 36 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 37 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 38 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 39 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 41 |
| 40 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 41 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 39 |
| 42 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 43 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 44 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 45 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 43 |
| 46 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 47 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 48 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 40 |
| 49 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 50 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 37 |
| 51 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 45 |
| 52 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 53 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 54 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 55 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| Total | 238 | 233 | 237 | 245 | 236 | 243 | 241 | 230 | 232 | 235 | 2370 |

*Sumber : Data diolah oleh peneliti, 2020*

**Tabulasi Hasil Jawaban Responden Terhadap Variabel (X) dan (Y)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | **X** | **Y** | **X²** | **Y²** | **XY** |
|
| 1 | 44 | 45 | 1936 | 2025 | 1980 |
| 2 | 41 | 41 | 1681 | 1681 | 1681 |
| 3 | 46 | 47 | 2116 | 2209 | 2162 |
| 4 | 42 | 42 | 1764 | 1764 | 1764 |
| 5 | 47 | 43 | 2209 | 1849 | 2021 |
| 6 | 36 | 35 | 1296 | 1225 | 1260 |
| 7 | 42 | 41 | 1764 | 1681 | 1722 |
| 8 | 41 | 47 | 1681 | 2209 | 1927 |
| 9 | 43 | 42 | 1849 | 1764 | 1806 |
| 10 | 44 | 42 | 1936 | 1764 | 1848 |
| 11 | 40 | 37 | 1600 | 1369 | 1480 |
| 12 | 45 | 42 | 2025 | 1764 | 1890 |
| 13 | 41 | 46 | 1681 | 2116 | 1886 |
| 14 | 43 | 47 | 1849 | 2209 | 2021 |
| 15 | 50 | 46 | 2500 | 2116 | 2300 |
| 16 | 38 | 40 | 1444 | 1600 | 1520 |
| 17 | 45 | 44 | 2025 | 1936 | 1980 |
| 18 | 44 | 47 | 1936 | 2209 | 2068 |
| 19 | 44 | 38 | 1936 | 1444 | 1672 |
| 20 | 46 | 44 | 2116 | 1936 | 2024 |
| 21 | 34 | 40 | 1156 | 1600 | 1360 |
| 22 | 42 | 38 | 1764 | 1444 | 1596 |
| 23 | 48 | 45 | 2304 | 2025 | 2160 |
| 24 | 41 | 45 | 1681 | 2025 | 1845 |
| 25 | 46 | 43 | 2116 | 1849 | 1978 |
| 26 | 41 | 43 | 1681 | 1849 | 1763 |
| 27 | 45 | 47 | 2025 | 2209 | 2115 |
| 28 | 50 | 46 | 2500 | 2116 | 2300 |
| 29 | 36 | 35 | 1296 | 1225 | 1260 |
| 30 | 44 | 45 | 1936 | 2025 | 1980 |
| 31 | 48 | 42 | 2304 | 1764 | 2016 |
| 32 | 46 | 49 | 2116 | 2401 | 2254 |
| 33 | 44 | 47 | 1936 | 2209 | 2068 |
| 34 | 41 | 46 | 1681 | 2116 | 1886 |
| 35 | 45 | 42 | 2025 | 1764 | 1890 |
| 36 | 48 | 41 | 2304 | 1681 | 1968 |
| 37 | 44 | 45 | 1936 | 2025 | 1980 |
| 38 | 44 | 43 | 1936 | 1849 | 1892 |
| 39 | 47 | 41 | 2209 | 1681 | 1927 |
| 40 | 44 | 46 | 1936 | 2116 | 2024 |
| 41 | 42 | 39 | 1764 | 1521 | 1638 |
| 42 | 43 | 44 | 1849 | 1936 | 1892 |
| 43 | 43 | 42 | 1849 | 1764 | 1806 |
| 44 | 42 | 45 | 1764 | 2025 | 1890 |
| 45 | 44 | 43 | 1936 | 1849 | 1892 |
| 46 | 45 | 47 | 2025 | 2209 | 2115 |
| 47 | 44 | 45 | 1936 | 2025 | 1980 |
| 48 | 40 | 40 | 1600 | 1600 | 1600 |
| 49 | 46 | 45 | 2116 | 2025 | 2070 |
| 50 | 38 | 37 | 1444 | 1369 | 1406 |
| 51 | 44 | 45 | 1936 | 2025 | 1980 |
| 52 | 41 | 41 | 1681 | 1681 | 1681 |
| 53 | 46 | 47 | 2116 | 2209 | 2162 |
| 54 | 42 | 42 | 1764 | 1764 | 1764 |
| 55 | 47 | 43 | 2209 | 1849 | 2021 |
| Jumlah | 2387 | 2370 | 104175 | 102694 | 103171 |

*Sumber : Data diolah oleh peneliti, 2020*

**LAMPIRAN 3 : Persentase Responden Berdasarkan Jawaban Pernyataan**

1. Kompetensi

Pernyataan 1

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1,8 | 1,8 | 1,8 |
| S | 24 | 43,6 | 43,6 | 45,5 |
| SS | 30 | 54,5 | 54,5 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 2

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 6 | 10,9 | 10,9 | 10,9 |
| S | 24 | 43,6 | 43,6 | 54,5 |
| SS | 25 | 45,5 | 45,5 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 3

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 7 | 12,7 | 12,7 | 12,7 |
| S | 26 | 47,3 | 47,3 | 60,0 |
| SS | 22 | 40,0 | 40,0 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 4

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 4 | 7,3 | 7,3 | 7,3 |
| S | 20 | 36,4 | 36,4 | 43,6 |
| SS | 31 | 56,4 | 56,4 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 5

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 4 | 7,3 | 7,3 | 7,3 |
| S | 23 | 41,8 | 41,8 | 49,1 |
| SS | 28 | 50,9 | 50,9 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 6

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 6 | 10,9 | 10,9 | 10,9 |
| S | 32 | 58,2 | 58,2 | 69,1 |
| SS | 17 | 30,9 | 30,9 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 7

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 6 | 10,9 | 10,9 | 10,9 |
| S | 29 | 52,7 | 52,7 | 63,6 |
| SS | 20 | 36,4 | 36,4 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 8

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 7 | 12,7 | 12,7 | 12,7 |
| S | 25 | 45,5 | 45,5 | 58,2 |
| SS | 23 | 41,8 | 41,8 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 9

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 5 | 9,1 | 9,1 | 9,1 |
| S | 31 | 56,4 | 56,4 | 65,5 |
| SS | 19 | 34,5 | 34,5 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 10

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **x10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 3 | 5,5 | 5,5 | 5,5 |
| S | 31 | 56,4 | 56,4 | 61,8 |
| SS | 21 | 38,2 | 38,2 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

1. Kinerja (Y)

Pernyataan 1

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 4 | 7,3 | 7,3 | 7,3 |
| S | 29 | 52,7 | 52,7 | 60,0 |
| SS | 22 | 40,0 | 40,0 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 2

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 6 | 10,9 | 10,9 | 10,9 |
| S | 30 | 54,5 | 54,5 | 65,5 |
| SS | 19 | 34,5 | 34,5 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 3

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 4 | 7,3 | 7,3 | 7,3 |
| S | 30 | 54,5 | 54,5 | 61,8 |
| SS | 21 | 38,2 | 38,2 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 4

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 3 | 5,5 | 5,5 | 5,5 |
| S | 24 | 43,6 | 43,6 | 49,1 |
| SS | 28 | 50,9 | 50,9 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 5

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 6 | 10,9 | 10,9 | 10,9 |
| S | 27 | 49,1 | 49,1 | 60,0 |
| SS | 22 | 40,0 | 40,0 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 6

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 4 | 7,3 | 7,3 | 7,3 |
| S | 24 | 43,6 | 43,6 | 50,9 |
| SS | 27 | 49,1 | 49,1 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 7

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 4 | 7,3 | 7,3 | 7,3 |
| S | 26 | 47,3 | 47,3 | 54,5 |
| SS | 25 | 45,5 | 45,5 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 8

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 6 | 10,9 | 10,9 | 10,9 |
| S | 33 | 60,0 | 60,0 | 70,9 |
| SS | 16 | 29,1 | 29,1 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 9

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 5 | 9,1 | 9,1 | 9,1 |
| S | 33 | 60,0 | 60,0 | 69,1 |
| SS | 17 | 30,9 | 30,9 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

Pernyataan 10

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **y10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 4 | 7,3 | 7,3 | 7,3 |
| S | 32 | 58,2 | 58,2 | 65,5 |
| SS | 19 | 34,5 | 34,5 | 100,0 |
| Total | 55 | 100,0 | 100,0 |  |

**LAMPIRAN 4 : Uji Validitas dan Uji Reliabilitas**

1. **Uji Validitas Kompetensi (X)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | x |
| x1 | Pearson Correlation | 1 | ,356\*\* | ,156 | ,150 | ,345\*\* | ,232 | ,246 | ,279\* | ,146 | ,386\*\* | ,612\*\* |
| Sig. (2-tailed) |  | ,008 | ,255 | ,276 | ,010 | ,088 | ,070 | ,039 | ,287 | ,004 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x2 | Pearson Correlation | ,356\*\* | 1 | ,398\*\* | -,101 | ,075 | -,213 | -,164 | ,582\*\* | ,589\*\* | ,037 | ,508\*\* |
| Sig. (2-tailed) | ,008 |  | ,003 | ,463 | ,589 | ,119 | ,232 | ,000 | ,000 | ,788 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x3 | Pearson Correlation | ,156 | ,398\*\* | 1 | -,016 | -,153 | -,132 | -,077 | ,543\*\* | ,673\*\* | ,146 | ,508\*\* |
| Sig. (2-tailed) | ,255 | ,003 |  | ,910 | ,264 | ,337 | ,577 | ,000 | ,000 | ,289 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x4 | Pearson Correlation | ,150 | -,101 | -,016 | 1 | ,703\*\* | ,169 | ,051 | ,006 | -,089 | ,311\* | ,412\*\* |
| Sig. (2-tailed) | ,276 | ,463 | ,910 |  | ,000 | ,217 | ,711 | ,964 | ,519 | ,021 | ,002 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x5 | Pearson Correlation | ,345\*\* | ,075 | -,153 | ,703\*\* | 1 | ,435\*\* | ,177 | -,042 | -,148 | ,311\* | ,505\*\* |
| Sig. (2-tailed) | ,010 | ,589 | ,264 | ,000 |  | ,001 | ,196 | ,761 | ,280 | ,021 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x6 | Pearson Correlation | ,232 | -,213 | -,132 | ,169 | ,435\*\* | 1 | ,611\*\* | -,096 | -,136 | ,381\*\* | ,415\*\* |
| Sig. (2-tailed) | ,088 | ,119 | ,337 | ,217 | ,001 |  | ,000 | ,487 | ,323 | ,004 | ,002 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x7 | Pearson Correlation | ,246 | -,164 | -,077 | ,051 | ,177 | ,611\*\* | 1 | ,081 | -,073 | ,368\*\* | ,416\*\* |
| Sig. (2-tailed) | ,070 | ,232 | ,577 | ,711 | ,196 | ,000 |  | ,557 | ,596 | ,006 | ,002 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x8 | Pearson Correlation | ,279\* | ,582\*\* | ,543\*\* | ,006 | -,042 | -,096 | ,081 | 1 | ,700\*\* | ,176 | ,640\*\* |
| Sig. (2-tailed) | ,039 | ,000 | ,000 | ,964 | ,761 | ,487 | ,557 |  | ,000 | ,200 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x9 | Pearson Correlation | ,146 | ,589\*\* | ,673\*\* | -,089 | -,148 | -,136 | -,073 | ,700\*\* | 1 | ,230 | ,574\*\* |
| Sig. (2-tailed) | ,287 | ,000 | ,000 | ,519 | ,280 | ,323 | ,596 | ,000 |  | ,092 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| x10 | Pearson Correlation | ,386\*\* | ,037 | ,146 | ,311\* | ,311\* | ,381\*\* | ,368\*\* | ,176 | ,230 | 1 | ,623\*\* |
| Sig. (2-tailed) | ,004 | ,788 | ,289 | ,021 | ,021 | ,004 | ,006 | ,200 | ,092 |  | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| X | Pearson Correlation | ,612\*\* | ,508\*\* | ,508\*\* | ,412\*\* | ,505\*\* | ,415\*\* | ,416\*\* | ,640\*\* | ,574\*\* | ,623\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,002 | ,000 | ,002 | ,002 | ,000 | ,000 | ,000 |  |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Uji validitas Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | Y |
| y1 | Pearson Correlation | 1 | ,226 | ,323\* | ,695\*\* | ,174 | ,071 | -,091 | ,036 | ,054 | ,723\*\* | ,602\*\* |
| Sig. (2-tailed) |  | ,097 | ,016 | ,000 | ,205 | ,606 | ,508 | ,794 | ,694 | ,000 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y2 | Pearson Correlation | ,226 | 1 | ,287\* | ,101 | ,717\*\* | ,118 | -,092 | -,112 | ,105 | ,268\* | ,509\*\* |
| Sig. (2-tailed) | ,097 |  | ,033 | ,464 | ,000 | ,389 | ,506 | ,414 | ,446 | ,048 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y3 | Pearson Correlation | ,323\* | ,287\* | 1 | ,166 | ,235 | ,043 | -,122 | ,046 | ,117 | ,122 | ,420\*\* |
| Sig. (2-tailed) | ,016 | ,033 |  | ,225 | ,084 | ,753 | ,373 | ,741 | ,395 | ,374 | ,001 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y4 | Pearson Correlation | ,695\*\* | ,101 | ,166 | 1 | ,174 | ,124 | ,072 | ,023 | ,130 | ,684\*\* | ,594\*\* |
| Sig. (2-tailed) | ,000 | ,464 | ,225 |  | ,204 | ,366 | ,603 | ,869 | ,342 | ,000 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y5 | Pearson Correlation | ,174 | ,717\*\* | ,235 | ,174 | 1 | ,193 | -,095 | -,134 | ,024 | ,125 | ,473\*\* |
| Sig. (2-tailed) | ,205 | ,000 | ,084 | ,204 |  | ,158 | ,489 | ,329 | ,862 | ,361 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y6 | Pearson Correlation | ,071 | ,118 | ,043 | ,124 | ,193 | 1 | ,577\*\* | ,280\* | ,245 | ,136 | ,534\*\* |
| Sig. (2-tailed) | ,606 | ,389 | ,753 | ,366 | ,158 |  | ,000 | ,038 | ,072 | ,323 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y7 | Pearson Correlation | -,091 | -,092 | -,122 | ,072 | -,095 | ,577\*\* | 1 | ,641\*\* | ,467\*\* | ,064 | ,459\*\* |
| Sig. (2-tailed) | ,508 | ,506 | ,373 | ,603 | ,489 | ,000 |  | ,000 | ,000 | ,643 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y8 | Pearson Correlation | ,036 | -,112 | ,046 | ,023 | -,134 | ,280\* | ,641\*\* | 1 | ,699\*\* | ,116 | ,486\*\* |
| Sig. (2-tailed) | ,794 | ,414 | ,741 | ,869 | ,329 | ,038 | ,000 |  | ,000 | ,398 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y9 | Pearson Correlation | ,054 | ,105 | ,117 | ,130 | ,024 | ,245 | ,467\*\* | ,699\*\* | 1 | ,142 | ,561\*\* |
| Sig. (2-tailed) | ,694 | ,446 | ,395 | ,342 | ,862 | ,072 | ,000 | ,000 |  | ,299 | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| y10 | Pearson Correlation | ,723\*\* | ,268\* | ,122 | ,684\*\* | ,125 | ,136 | ,064 | ,116 | ,142 | 1 | ,633\*\* |
| Sig. (2-tailed) | ,000 | ,048 | ,374 | ,000 | ,361 | ,323 | ,643 | ,398 | ,299 |  | ,000 |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| Y | Pearson Correlation | ,602\*\* | ,509\*\* | ,420\*\* | ,594\*\* | ,473\*\* | ,534\*\* | ,459\*\* | ,486\*\* | ,561\*\* | ,633\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

1. **Uji Reliabilitas Kompetensi (X) dan Reliabilitas Kinerja**

**Uji Reliabililitas Kompetensi (X)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .891 | 10 |

**Uji Reliabilitas Kinerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .881 | 10 |

**LAMPIRAN5** :**Hasil Uji Secara Manual Uji Validitas**

Tabulasi Data Variabel *Kompetensi* (X)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan X | | | | | | | | | | Jumlah |
| Resp | X.1 | X.2 | X.3 | X.4 | X.5 | X.6 | X.7 | X.8 | X.9 | X.10 |
| 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 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 42 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 8 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 40 |
| 9 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 15 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 16 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 17 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 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 | 5 | 41 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 22 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 25 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 27 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| Jumlah | 127 | 128 | 124 | 127 | 127 | 128 | 125 | 124 | 127 | 135 | 1272 |

Tabulasi Data Variabel Kinerja(Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan Y | | | | | | | | | | Jumlah |
| Resp | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| 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 | 5 | 4 | 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 |
| Jumlah | 126 | 130 | 126 | 126 | 128 | 130 | 124 | 124 | 126 | 130 | 1270 |

**Tabulasi Data Kuesioner Nilai ∑X.Y Variabel *Kompetensi*  (X)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Resp | Variabel X | | | | | | | | | | | | | | |
| Pernyataan 1 | | | Pernyataan 2 | | | Pernyataan 3 | | | Pernyataan 4 | | | Pernyataan 5 | | |
| Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | |
| X | Y | Jlh | X | Y | Jlh | X | Y | Jlh | X | Y | Jlh | X | Y | Jlh |
| 1 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 2 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 3 | 4 | 43 | 172 | 5 | 43 | 215 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 |
| 4 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 5 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 |
| 6 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 |
| 7 | 4 | 41 | 164 | 5 | 41 | 205 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 8 | 4 | 40 | 160 | 4 | 40 | 160 | 3 | 40 | 120 | 4 | 40 | 160 | 4 | 40 | 160 |
| 9 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 | 4 | 42 | 168 |
| 10 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 11 | 4 | 43 | 172 | 5 | 43 | 215 | 4 | 43 | 172 | 5 | 43 | 215 | 4 | 43 | 172 |
| 12 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 13 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 5 | 41 | 205 |
| 14 | 5 | 49 | 245 | 5 | 49 | 245 | 5 | 49 | 245 | 5 | 49 | 245 | 5 | 49 | 245 |
| 15 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 | 4 | 42 | 168 | 4 | 42 | 168 |
| 16 | 5 | 44 | 220 | 4 | 44 | 176 | 4 | 44 | 176 | 4 | 44 | 176 | 5 | 44 | 220 |
| 17 | 5 | 45 | 225 | 4 | 45 | 180 | 4 | 45 | 180 | 4 | 45 | 180 | 5 | 45 | 225 |
| 18 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 19 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 |
| 20 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 21 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 22 | 5 | 43 | 215 | 5 | 43 | 215 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 |
| 23 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 24 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 | 4 | 42 | 168 |
| 25 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 5 | 41 | 205 | 4 | 41 | 164 |
| 26 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 27 | 5 | 49 | 245 | 5 | 49 | 245 | 5 | 49 | 245 | 4 | 49 | 196 | 5 | 49 | 245 |
| 28 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 29 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 30 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| Jumlah | 127 | 1272 | **5418** | 128 | 1272 | **5456** | 124 | 1272 | **5288** | 127 | 1272 | **5405** | 127 | 1272 | **5416** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Resp | Variabel X | | | | | | | | | | | | | | |
| Pernyataan 6 | | | Pernyataan 7 | | | Pernyataan 8 | | | Pernyataan 9 | | | Penyataan 10 | | |
| Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | |
| X | Y | Jlh | X | Y | Jlh | X | Y | Jlh | X | Y | Jlh | X | Y | Jlh |
| 1 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 2 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 3 | 5 | 43 | 215 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 | 5 | 43 | 215 |
| 4 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 5 | 5 | 42 | 210 | 5 | 42 | 210 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 |
| 6 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 |
| 7 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 8 | 5 | 40 | 200 | 4 | 40 | 160 | 3 | 40 | 120 | 4 | 40 | 160 | 5 | 40 | 200 |
| 9 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 |
| 10 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 11 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 | 5 | 43 | 215 | 4 | 43 | 172 |
| 12 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 13 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 14 | 5 | 49 | 245 | 4 | 49 | 196 | 5 | 49 | 245 | 5 | 49 | 245 | 5 | 49 | 245 |
| 15 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 | 4 | 42 | 168 | 4 | 42 | 168 |
| 16 | 4 | 44 | 176 | 4 | 44 | 176 | 4 | 44 | 176 | 5 | 44 | 220 | 5 | 44 | 220 |
| 17 | 4 | 45 | 180 | 5 | 45 | 225 | 4 | 45 | 180 | 5 | 45 | 225 | 5 | 45 | 225 |
| 18 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 19 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 |
| 20 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 5 | 41 | 205 |
| 21 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 5 | 41 | 205 |
| 22 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 | 5 | 43 | 215 |
| 23 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 24 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 |
| 25 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 26 | 5 | 41 | 205 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 27 | 5 | 49 | 245 | 5 | 49 | 245 | 5 | 49 | 245 | 5 | 49 | 245 | 5 | 49 | 245 |
| 28 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 29 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 5 | 41 | 205 |
| 30 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 5 | 41 | 205 |
| Jumlah | 128 | 1272 | **5452** | 125 | 1272 | **5324** | 124 | 1272 | **5288** | 127 | 1272 | **5418** | 135 | 1272 | **5749** |

**Tabulasi Data Kuesioner Nilai ∑X.Y Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Resp | Variabel Y | | | | | | | | | | | | | | |
| Pernyataan 1 | | | Pernyataan 2 | | | Pernyataan 3 | | | Pernyataan 4 | | | Pernyataan 5 | | |
| Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | |
| X | Y | Jlh | X | Y | Jlh | X | Y | Jlh | X | Y | Jlh | X | Y | Jlh |
| 1 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 2 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 3 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 5 | 41 | 205 |
| 4 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 5 | 4 | 42 | 168 | 5 | 42 | 210 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 |
| 6 | 5 | 46 | 230 | 5 | 46 | 230 | 4 | 46 | 184 | 4 | 46 | 184 | 5 | 46 | 230 |
| 7 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 8 | 4 | 43 | 172 | 5 | 43 | 215 | 5 | 43 | 215 | 4 | 43 | 172 | 4 | 43 | 172 |
| 9 | 4 | 39 | 156 | 4 | 39 | 156 | 4 | 39 | 156 | 4 | 39 | 156 | 4 | 39 | 156 |
| 10 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 | 4 | 42 | 168 |
| 11 | 5 | 46 | 230 | 4 | 46 | 184 | 5 | 46 | 230 | 5 | 46 | 230 | 4 | 46 | 184 |
| 12 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 13 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 14 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 |
| 15 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 16 | 4 | 45 | 180 | 5 | 45 | 225 | 4 | 45 | 180 | 4 | 45 | 180 | 5 | 45 | 225 |
| 17 | 4 | 45 | 180 | 5 | 45 | 225 | 4 | 45 | 180 | 4 | 45 | 180 | 5 | 45 | 225 |
| 18 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 19 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 |
| 20 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 21 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 22 | 5 | 46 | 230 | 4 | 46 | 184 | 5 | 46 | 230 | 5 | 46 | 230 | 4 | 46 | 184 |
| 23 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 | 4 | 42 | 168 |
| 24 | 4 | 39 | 156 | 4 | 39 | 156 | 4 | 39 | 156 | 4 | 39 | 156 | 4 | 39 | 156 |
| 25 | 4 | 43 | 172 | 5 | 43 | 215 | 5 | 43 | 215 | 4 | 43 | 172 | 4 | 43 | 172 |
| 26 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 27 | 5 | 46 | 230 | 5 | 46 | 230 | 4 | 46 | 184 | 4 | 46 | 184 | 5 | 46 | 230 |
| 28 | 4 | 42 | 168 | 5 | 42 | 210 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 |
| 29 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 30 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 5 | 41 | 205 |
| Jumlah | 126 | 1270 | **5364** | 130 | 1270 | **5532** | 126 | 1270 | **5358** | 126 | 1270 | **5356** | 128 | 1270 | **5444** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No Resp | Variabel Y | | | | | | | | | | | | | | |
| Pernyataan 6 | | | Pernyataan 7 | | | Pernyataan 8 | | | Pernyataan 9 | | | Pernyataan 10 | | |
| Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | | Nilai ∑X.Y | | |
| X | Y | Jlh | X | Y | Jlh | X | Y | Jlh | X | Y | Jlh | X | Y | Jlh |
| 1 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 2 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 3 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 4 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 5 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 |
| 6 | 5 | 46 | 230 | 4 | 46 | 184 | 4 | 46 | 184 | 5 | 46 | 230 | 5 | 46 | 230 |
| 7 | 5 | 41 | 205 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 8 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 | 5 | 43 | 215 |
| 9 | 4 | 39 | 156 | 3 | 39 | 117 | 4 | 39 | 156 | 4 | 39 | 156 | 4 | 39 | 156 |
| 10 | 5 | 42 | 210 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 |
| 11 | 5 | 46 | 230 | 5 | 46 | 230 | 4 | 46 | 184 | 5 | 46 | 230 | 4 | 46 | 184 |
| 12 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 13 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 14 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 |
| 15 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 16 | 4 | 45 | 180 | 5 | 45 | 225 | 5 | 45 | 225 | 4 | 45 | 180 | 5 | 45 | 225 |
| 17 | 4 | 45 | 180 | 5 | 45 | 225 | 5 | 45 | 225 | 4 | 45 | 180 | 5 | 45 | 225 |
| 18 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 19 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 | 5 | 50 | 250 |
| 20 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 21 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 22 | 5 | 46 | 230 | 5 | 46 | 230 | 4 | 46 | 184 | 5 | 46 | 230 | 4 | 46 | 184 |
| 23 | 5 | 42 | 210 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 |
| 24 | 4 | 39 | 156 | 3 | 39 | 117 | 4 | 39 | 156 | 4 | 39 | 156 | 4 | 39 | 156 |
| 25 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 | 4 | 43 | 172 | 5 | 43 | 215 |
| 26 | 5 | 41 | 205 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| 27 | 5 | 46 | 230 | 4 | 46 | 184 | 4 | 46 | 184 | 5 | 46 | 230 | 5 | 46 | 230 |
| 28 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 4 | 42 | 168 | 5 | 42 | 210 |
| 29 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 | 4 | 40 | 160 |
| 30 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 | 4 | 41 | 164 |
| Jumlah | 130 | 1270 | **5530** | 124 | 1270 | **5284** | 124 | 1270 | **5270** | 126 | 1270 | **5364** | 130 | 1270 | **5532** |

**Tabulasi Data Kuesioner Nilai ∑X Variabel *Kompetensi* (X)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pernyataan 1 | | Pernyataan 2 | | Pernyataan 3 | | Pernyataan 4 | | Pernyataan 5 | |
| No | Nilai | | Nilai | | Nilai | | Nilai | | Nilai | |
| Resp | X | X2 | X | X2 | X | X2 | X | X2 | X | X2 |
| 1 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 2 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 3 | 4 | 16 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 |
| 4 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 5 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 6 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 7 | 4 | 16 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 |
| 8 | 4 | 16 | 4 | 16 | 3 | 9 | 4 | 16 | 4 | 16 |
| 9 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 | 4 | 16 |
| 10 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 11 | 4 | 16 | 5 | 25 | 4 | 16 | 5 | 25 | 4 | 16 |
| 12 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 13 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 14 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 15 | 4 | 16 | 4 | 16 | 5 | 25 | 4 | 16 | 4 | 16 |
| 16 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 17 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 18 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 19 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 20 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 21 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 22 | 5 | 25 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 |
| 23 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 24 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 | 4 | 16 |
| 25 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 | 4 | 16 |
| 26 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 27 | 5 | 25 | 5 | 25 | 5 | 25 | 4 | 16 | 5 | 25 |
| 28 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 29 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 30 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| Jumlah | 127 | **543** | 128 | **552** | 124 | **518** | 127 | **543** | 127 | **543** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pernyataan 6 | | Pernyataan 7 | | Pernyataan 8 | | Pernyataan 9 | | Pernyataan 10 | |
| No | Nilai | | Nilai | | Nilai | | Nilai | | Nilai | |
| Resp | X | X2 | X | X2 | X | X2 | X | X2 | X | X2 |
| 1 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 2 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 3 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 4 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 5 | 5 | 25 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 |
| 6 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 7 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 8 | 5 | 25 | 4 | 16 | 3 | 9 | 4 | 16 | 5 | 25 |
| 9 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 10 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 11 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 | 4 | 16 |
| 12 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 13 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 14 | 5 | 25 | 4 | 16 | 5 | 25 | 5 | 25 | 5 | 25 |
| 15 | 4 | 16 | 4 | 16 | 5 | 25 | 4 | 16 | 4 | 16 |
| 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 | 5 | 25 |
| 17 | 4 | 16 | 5 | 25 | 4 | 16 | 5 | 25 | 5 | 25 |
| 18 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 19 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 20 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 21 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 22 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 23 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 24 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 25 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 26 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 27 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 28 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 29 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 30 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| Jumlah | 128 | **552** | 125 | **525** | 124 | **518** | 127 | **543** | 135 | **615** |

**Tabulasi Data Kuesioner Nilai ∑X Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pernyataan 1 | | Pernyataan 2 | | Pernyataan 3 | | Pernyataan 4 | | Pernyataan 5 | |
| No | Nilai | | Nilai | | Nilai | | Nilai | | Nilai | |
| Resp | Y | Y2 | Y | Y2 | Y | Y2 | Y | Y2 | Y | Y2 |
| 1 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 2 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 3 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 4 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 5 | 4 | 16 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 |
| 6 | 5 | 25 | 5 | 25 | 4 | 16 | 4 | 16 | 5 | 25 |
| 7 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 8 | 4 | 16 | 5 | 25 | 5 | 25 | 4 | 16 | 4 | 16 |
| 9 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 10 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 | 4 | 16 |
| 11 | 5 | 25 | 4 | 16 | 5 | 25 | 5 | 25 | 4 | 16 |
| 12 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 13 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 14 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 15 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 16 | 4 | 16 | 5 | 25 | 4 | 16 | 4 | 16 | 5 | 25 |
| 17 | 4 | 16 | 5 | 25 | 4 | 16 | 4 | 16 | 5 | 25 |
| 18 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 19 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 20 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 21 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 22 | 5 | 25 | 4 | 16 | 5 | 25 | 5 | 25 | 4 | 16 |
| 23 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 | 4 | 16 |
| 24 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 25 | 4 | 16 | 5 | 25 | 5 | 25 | 4 | 16 | 4 | 16 |
| 26 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 27 | 5 | 25 | 5 | 25 | 4 | 16 | 4 | 16 | 5 | 25 |
| 28 | 4 | 16 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 |
| 29 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 30 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| Jumlah | 126 | **534** | 130 | **570** | 126 | **534** | 126 | **534** | 128 | **552** |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pernyataan 6 | | Pernyataan 7 | | Pernyataan 8 | | Pernyataan 9 | | Pernyataan 10 | |
| No | Nilai | | Nilai | | Nilai | | Nilai | | Nilai | |
| Resp | Y | Y2 | Y | Y2 | Y | Y2 | Y | Y2 | Y | Y2 |
| 1 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 2 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 3 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 4 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 5 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 6 | 5 | 25 | 4 | 16 | 4 | 16 | 5 | 25 | 5 | 25 |
| 7 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 8 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 9 | 4 | 16 | 3 | 9 | 4 | 16 | 4 | 16 | 4 | 16 |
| 10 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 11 | 5 | 25 | 5 | 25 | 4 | 16 | 5 | 25 | 4 | 16 |
| 12 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 13 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 14 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 15 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 16 | 4 | 16 | 5 | 25 | 5 | 25 | 4 | 16 | 5 | 25 |
| 17 | 4 | 16 | 5 | 25 | 5 | 25 | 4 | 16 | 5 | 25 |
| 18 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 19 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 | 5 | 25 |
| 20 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 21 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 22 | 5 | 25 | 5 | 25 | 4 | 16 | 5 | 25 | 4 | 16 |
| 23 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 24 | 4 | 16 | 3 | 9 | 4 | 16 | 4 | 16 | 4 | 16 |
| 25 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 26 | 5 | 25 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 27 | 5 | 25 | 4 | 16 | 4 | 16 | 5 | 25 | 5 | 25 |
| 28 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 5 | 25 |
| 29 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| 30 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 | 4 | 16 |
| Jumlah | 130 | **570** | 124 | **520** | 124 | **516** | 126 | **534** | 130 | **570** |

**Jawaban Data Kuesioner 30 Responden Tentang Pernyataan Untuk Variabel Kompetensi(X) dan Variabel Kinerja (Y)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | **X** | **Y** | **X2** | **Y2** | **XY** |
| **Resp** |
| 1 | 40 | 40 | 1600 | 1600 | 1600 |
| 2 | 40 | 40 | 1600 | 1600 | 1600 |
| 3 | 43 | 41 | 1849 | 1681 | 1763 |
| 4 | 40 | 40 | 1600 | 1600 | 1600 |
| 5 | 42 | 42 | 1764 | 1764 | 1764 |
| 6 | 50 | 46 | 2500 | 2116 | 2300 |
| 7 | 41 | 41 | 1681 | 1681 | 1681 |
| 8 | 40 | 43 | 1600 | 1849 | 1720 |
| 9 | 42 | 39 | 1764 | 1521 | 1638 |
| 10 | 40 | 42 | 1600 | 1764 | 1680 |
| 11 | 43 | 46 | 1849 | 2116 | 1978 |
| 12 | 40 | 40 | 1600 | 1600 | 1600 |
| 13 | 41 | 40 | 1681 | 1600 | 1640 |
| 14 | 49 | 50 | 2401 | 2500 | 2450 |
| 15 | 42 | 40 | 1764 | 1600 | 1680 |
| 16 | 44 | 45 | 1936 | 2025 | 1980 |
| 17 | 45 | 45 | 2025 | 2025 | 2025 |
| 18 | 40 | 40 | 1600 | 1600 | 1600 |
| 19 | 50 | 50 | 2500 | 2500 | 2500 |
| 20 | 41 | 40 | 1681 | 1600 | 1640 |
| 21 | 41 | 40 | 1681 | 1600 | 1640 |
| 22 | 43 | 46 | 1849 | 2116 | 1978 |
| 23 | 40 | 42 | 1600 | 1764 | 1680 |
| 24 | 42 | 39 | 1764 | 1521 | 1638 |
| 25 | 41 | 43 | 1681 | 1849 | 1763 |
| 26 | 41 | 41 | 1681 | 1681 | 1681 |
| 27 | 49 | 46 | 2401 | 2116 | 2254 |
| 28 | 40 | 42 | 1600 | 1764 | 1680 |
| 29 | 41 | 40 | 1681 | 1600 | 1640 |
| 30 | 41 | 41 | 1681 | 1681 | 1681 |
| **Jumlah** | **1272** | **1270** | **54214** | **54034** | **54074** |

**LAMPIRAN 6 : Perhitungan Manual**

1. **Uji Validitas**

**Uji Validitas kompetensi (X) dengan Rumus Korelasi Product Moment**



∑X=127 ∑Y=1272 ∑X.Y=5418 ∑X2=543 ∑Y2=54214

=

= = = = 0,854

∑X=128 ∑Y=1272 ∑X.Y=5456 ∑X2=552 ∑Y2=54214

=

= = = = 0,709

∑X=124 ∑Y=1272 ∑X.Y=5288 ∑X2=518 ∑Y2=54214

=

= = = = 0,775

∑X=127 ∑Y=1272 ∑X.Y=5405 ∑X2=543 ∑Y2=54214

=

= = = = 0,520

∑X=127 ∑Y=1272 ∑X.Y=5416 ∑X2=543 ∑Y2=54214

=

= = = = 0,803

∑X=128 ∑Y=1272 ∑X.Y=5452 ∑X2=552 ∑Y2=54214

=

= = = = 0,610

∑X=125 ∑Y=1272 ∑X.Y=5324 ∑X2=525 ∑Y2=54214

=

= = = = 0,701

∑X=124 ∑Y=1272 ∑X.Y=5288 ∑X2=518 ∑Y2=54214

=

= = = = 0,775

∑X=124 ∑Y=1272 ∑X.Y=5418 ∑X2=543 ∑Y2=54214

=

= = = = 0,854

∑X=135 ∑Y=1272 ∑X.Y=5749 ∑X2=615 ∑Y2=54214

=

= = = = 0,544

**Uji Validitas Kinerja (Y) dengan Rumus Korelasi Product Moment**



∑X=126 ∑Y=1270 ∑X.Y=5364 ∑X2=534 ∑Y2=54034

=

= = = = 0,832

∑X=130 ∑Y=1270 ∑X.Y=5532 ∑X2=570 ∑Y2=54034

=

= = = = 0,675

∑X=126 ∑Y=1270 ∑X.Y=5356 ∑X2=534 ∑Y2=54034

=

= = = = 0,609

∑X=126 ∑Y=1270 ∑X.Y=5356 ∑X2=534 ∑Y2=54034

=

= = = = 0,610

∑X=128 ∑Y=1270 ∑X.Y=5444 ∑X2=552 ∑Y2=54034

=

= = = = 0,635

∑X=130 ∑Y=1270 ∑X.Y=5530 ∑X2=570 ∑Y2=54034

=

= = = = 0,627

∑X=124 ∑Y=1270 ∑X.Y=5284 ∑X2=520 ∑Y2=54034

=

= = = = 0,771

∑X=124 ∑Y=1270 ∑X.Y=5270 ∑X2=516 ∑Y2=54034

=

= = = = 0,675

∑X=126 ∑Y=1270 ∑X.Y=5444 ∑X2=534 ∑Y2=54034

=

= = = = 0,832

∑X=130 ∑Y=1270 ∑X.Y=5532 ∑X2=570 ∑Y2=54034

=

= = = = 0,675

1. **Uji Reliabilitas**

**Uji Reliabilitas Variabel Kompetensi (X)**

**Dengan Menggunakan Rumus ALPHA**

)Dengan rumusVarians

1. = = 0,179
2. = = 0,196
3. = = 0,182
4. = = 0,179
5. = = 0,179
6. = = 0,196
7. = = 0,139
8. = = 0,182
9. = = 0,179
10. = = 0,25

0,196 + + + + + + + 0,179 + 0,25

= = = = 9,37

) =

=

= **0,891**

**Uji Reliabilitas Variabel Kinerja (Y)**

**Dengan Menggunakan Rumus ALPHA**

)Dengan rumus Varians

1. = = 0,16
2. = = 0,222
3. = = 0,16
4. = = 0,16
5. = = 0,195
6. = = 0,222
7. = = 0,249
8. = = 0,115
9. = = 0,16
10. = = 0,222

0,222 + 0,16 + + + + 0,249 + 0,115 + 0,16 + 0,222

= = = = 9,02

) =

=

= **0,881**

1. **Korelasi *Product Moment***

ƩX = 2387

ƩY = 2370

ƩX2= 104175

ƩY2= 102694

ƩXY = 103171

1. **Analisis Regresi Linier Sederhana**

**Y= a+ bX + e**

a= (Σy)(Σx²) – (Σx)(Σxy)

n(Σx²) – (Σx)²

a= (2370)(104175) – (2387)(103171)

55(104175) – (2387)²

a= (246894750) – (246269177)

5729625 – 5697769

a= 625573

31856

a= 19,638

b= n(Σxy) – (Σx)(Σy)

n(Σx2) – (Σx)²

b= 55(103171) – (2387)(2370)

55(104175) – (2387)²

b= 5674405 – 5657190

5729625 – 5697769

b= 17215

31856

b= 0,540

1. **Uji Parsial (Uji T)**

thit= 4,738

1. **Uji Koefesien Determinasi (R2)**

D= (r)2x 100%

= (0,545)2 x 100%

= 0,298 x 100%

= 29,8%