Lampiran :

**KUSIONER PENELITIAN**

**IDENTITAS RESPONDEN**

1. Nama :
2. Jenis kelamin
3. Laki-laki
4. Perempuan
5. Usia
6. 21-30 Tahun
7. 31-40 Tahun
8. 41-50 Tahun
9. Diatas 50 Tahun
10. Pendidikan Terakhir
11. SMA
12. Akademi (D3)
13. S1
14. Lama bekerja
15. 1-10 Tahun
16. 11-20 Tahun
17. Diatas 20 Tahun

Berikut ini adalah penilaian anda terhadap “**Pengaruh Proses Rekrutmen Dan Seleksi Karyawan Terhadap Kinerja Karyawan Pada Grand Singgie Hotel Ditanjung Balai”**

Mohon untuk memberi tanda tilang (x) nomor yang sediakan sesuai dengan penilaian anda dalam menilai setiap item pertanyaan.

5 = Sangat Setuju

4 = Setuju

3 = Netral

2 = Tidak Setuju

1 = Sangat Tidak Setuju

Keterangan : berilah tanda cheklist (√ ) pada kotak yang sesuai dengan identitas anda!

**II. IDENTITAS RESPONDEN :**

No. Responden :

1. Jenis Kelamin : Laki-laki

Perempuan

1. Umur : 21-25 tahun

25-30 tahun

>30 tahun

c. Pendidikan : SMA

D3

S1

1. Lama bekerja : 1-10 Tahun

11-20 Tahun

Diatas 20 Tahun

**III PETUNJUK PENGISIAN :**

1. Pilihan jawaban paling tepat menurut anda.
2. Bacalah setiap pertanyaan dengan seksama.
3. Istilah semua nomor dengan memilih satu diantara 10 alternatif jawaban dengan memberikan tanda ceklist ( √ ) pada kolom yang sudah disediakan.
4. Alternatif jawaban adalah sebagai berikut :

Keterangan : Nilai

SS = Sangat Setuju 5

S = Setuju 4

KS = Kurang Setuju 3

TS = Tidak Setuju 2

STS = Sangat Tidak Setuju 1

1. Jawaban semua jawaban yang ada tanpa ada yang terlewat.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. **Variabel Independen Proses Rekrutmen** | | | | | | |
| **Pernyataan** | | **Alternatif Jawaban** | | | | |
| **1** | **2** | **3** | **4** | **5** |
|  | **Dasar Sumber Penarikan Pegawai** |  |  |  |  |  |
| 1. | Proses Rekrutmen di grand singgie hotel dilaksankaan sesuai metode perekrutan pegawai dan kebijakan |  |  |  |  |  |
| 2. | Penarikan pegawai sudah sesuai dengan prosedur melamar pekerjaan yang benar |  |  |  |  |  |
|  | **Sumber Pegawai** |  |  |  |  |  |
| 3. | Sumber pegawai baru hotel grand singgie didapatkan dari rekrutmen internal |  |  |  |  |  |
| 4 | Sumber pegawai baru hotel grand singgie didapatkan dari rekrutmen eksternal |  |  |  |  |  |
|  | **Metode Penarikan** |  |  |  |  |  |
| 5. | Ketika ada penarikan pegawai pada hotel grand singgie informasi hanya diberikan kepada karyawan dan orang-orang tertentu saja |  |  |  |  |  |
| 6. | Ketika ada penarikan pegawai pada hotel grand singgie, informasi disebarkan secara luas ke masyarakat dengan memasang iklan pada media masa |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Variabel Independen Proses Seleksi** | | | | | | |
| **Pernyataan** | | **Alternatif Jawaban** | | | | |
| **1** | **2** | **3** | **4** | **5** |
|  | **Pengalaman** |  |  |  |  |  |
| 1 | Pelamar harus memiliki pengalaman kerja |  |  |  |  |  |
| 2 | Pelamar bekerja diposisi sesuai dengan pengalaman yang dimiliki |  |  |  |  |  |
|  | **Tes Tertulis** |  |  |  |  |  |
| 3 | Pelamar mengikuti tes tertulis yang telah disiapkan oleh grand singgie hotel |  |  |  |  |  |
| 4 | Tes tertulis dilakukan untuk mengetahui wawasan dan pengetahuan |  |  |  |  |  |
|  | **Tes Wawancara** |  |  |  |  |  |
| 5. | Pelamar melakukan tes wawancara |  |  |  |  |  |
| 6. | Wawancara dilakukan untuk mengenali karakteristik calon pelamar |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Variabel Devenden Kinerja Karyawan** | | | | | | |
| **Pernyataan** | | **Alternatif Jawaban** | | | | |
| **1** | **2** | **3** | **4** | **5** |
|  | **Hasil kerja** |  |  |  |  |  |
| 1 | Hasil pekerjaan sesuai dengan kualitas kinerja saya |  |  |  |  |  |
| 2. | Saya menyelesaikan tugas dan tanggung jawab dengan kualitas yang baik |  |  |  |  |  |
|  | **Prilaku Kerja** |  |  |  |  |  |
| 3 | Saya sudah disiplin dan menyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 4 | Saya dapat bekerja sama dengan rekan kerja secara baik |  |  |  |  |  |
|  | **Sifat Pribadi** |  |  |  |  |  |
| 5. | Saya memiliki komitmen dan kemandirian dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 6. | Saya memiliki semangat dalam menmgerjakan tugas saya |  |  |  |  |  |

**Tabulasi Hasil Kuisioner**

**Variabel X1**

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

**Variabel X2**

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

**Variabel Y**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| No Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Total |
| 1 | 5 | 4 | 4 | 3 | 4 | 3 | 23 |
| 2 | 5 | 5 | 3 | 3 | 2 | 4 | 22 |
| 3 | 5 | 5 | 5 | 5 | 4 | 3 | 27 |
| 4 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 5 | 3 | 2 | 2 | 2 | 2 | 1 | 12 |
| 6 | 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 7 | 4 | 4 | 5 | 5 | 4 | 3 | 25 |
| 8 | 5 | 5 | 5 | 3 | 3 | 3 | 24 |
| 9 | 5 | 5 | 4 | 4 | 4 | 3 | 25 |
| 10 | 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 11 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 12 | 5 | 5 | 5 | 4 | 3 | 3 | 25 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 14 | 3 | 3 | 4 | 3 | 3 | 4 | 20 |
| 15 | 4 | 4 | 4 | 3 | 3 | 2 | 20 |
| 16 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 18 | 5 | 4 | 4 | 3 | 4 | 3 | 23 |
| 19 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 21 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 22 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 23 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 24 | 5 | 4 | 4 | 3 | 4 | 4 | 24 |
| 25 | 5 | 5 | 4 | 4 | 4 | 3 | 25 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 27 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 28 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 29 | 4 | 5 | 5 | 3 | 5 | 3 | 25 |
| 30 | 4 | 4 | 5 | 2 | 4 | 4 | 23 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 33 | 5 | 5 | 5 | 3 | 3 | 3 | 24 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 35 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 36 | 5 | 5 | 5 | 3 | 3 | 3 | 24 |
| 37 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 39 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 40 | 3 | 4 | 4 | 2 | 4 | 4 | 21 |
| 41 | 5 | 5 | 5 | 3 | 3 | 4 | 25 |
| 42 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 44 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 45 | 4 | 4 | 4 | 3 | 3 | 3 | 21 |
| 46 | 5 | 5 | 4 | 3 | 3 | 3 | 23 |
| 47 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 49 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 51 | 4 | 4 | 5 | 3 | 3 | 5 | 24 |
| 52 | 2 | 3 | 3 | 2 | 3 | 4 | 17 |
| 53 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 56 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 59 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |

**Tabel F (Titik Persentase Distribusi F untuk Probabilita = 0,05)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **df untuk**  **penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |

**Tabel T (Tititk Persentase Distribusi t (df = 1- 40)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |

**Tabel Nilai-nilai r Product Moment**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **N** | **Taraf Signifikansi** | | **N** | **Taraf Signifikansi** | |
| **5 %** | **1 %** | **5 %** | **1 %** |
| 3 | 0,997 | 0,999 | 38 | 0,320 | 0,413 |
| 4 | 0,950 | 0,990 | 39 | 0,316 | 0,408 |
| 5 | 0,878 | 0,959 | 40 | 0,312 | 0,403 |
| 6 | 0,811 | 0,917 | 41 | 0,308 | 0,398 |
| 7 | 0,754 | 0,874 | 42 | 0,304 | 0,393 |
| 8 | 0,707 | 0,834 | 43 | 0,301 | 0,389 |
| 9 | 0,666 | 0,798 | 44 | 0,297 | 0,384 |
| 10 | 0,632 | 0,765 | 45 | 0,294 | 0,380 |
| 11 | 0,602 | 0,735 | 46 | 0,291 | 0,376 |
| 12 | 0,576 | 0,708 | 47 | 0,288 | 0,372 |
| 13 | 0,553 | 0,684 | 48 | 0,284 | 0,368 |
| 14 | 0,532 | 0,661 | 49 | 0,281 | 0,364 |
| 15 | 0,514 | 0,641 | 50 | 0,279 | 0,361 |
| 16 | 0,497 | 0,623 | 55 | 0,266 | 0,345 |
| 17 | 0,482 | 0,606 | 60 | 0,254 | 0,330 |
| 18 | 0,468 | 0,590 | 65 | 0,244 | 0,317 |
| 19 | 0,456 | 0,575 | 70 | 0,235 | 0,306 |
| 20 | 0,444 | 0,561 | 75 | 0,227 | 0,296 |
| 21 | 0,433 | 0,549 | 80 | 0,220 | 0,286 |
| 22 | 0,423 | 0,537 | 85 | 0,213 | 0,278 |
| 23 | 0,413 | 0,526 | 90 | 0,207 | 0,270 |
| 24 | 0,404 | 0,515 | 95 | 0,202 | 0,263 |
| 25 | 0,396 | 0,505 | 100 | 0,195 | 0,256 |
| 26 | 0,388 | 0,496 | 125 | 0,176 | 0,230 |
| 27 | 0,381 | 0,487 | 150 | 0,159 | 0,210 |
| 28 | 0,374 | 0,478 | 175 | 0,148 | 0,194 |
| 29 | 0,367 | 0,470 | 200 | 0,138 | 0,181 |
| 30 | 0,361 | 0,463 | 300 | 0,113 | 0,148 |
| 31 | 0,355 | 0,456 | 400 | 0,098 | 0,128 |
| 32 | 0,349 | 0,449 | 500 | 0,088 | 0,115 |
| 33 | 0,344 | 0,442 | 600 | 0,080 | 0,105 |
| 34 | 0,339 | 0,436 | 700 | 0,074 | 0,097 |
| 35 | 0,334 | 0,430 | 800 | 0,070 | 0,091 |
| 36 | 0,329 | 0,424 | 900 | 0,065 | 0,086 |
| 37 | 0,325 | 0,418 | 1000 | 0,062 | 0,081 |

**Hasil Uji SPSS**

**Uji Validitas**

**Variabel X1**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | TotalX1 |
| X1.1 | Pearson Correlation | 1 | .752\*\* | .460\*\* | .615\*\* | .608\*\* | .651\*\* | .876\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.2 | Pearson Correlation | .752\*\* | 1 | .498\*\* | .595\*\* | .514\*\* | .552\*\* | .833\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.3 | Pearson Correlation | .460\*\* | .498\*\* | 1 | .297\* | .270\* | .230 | .584\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .021 | .037 | .076 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.4 | Pearson Correlation | .615\*\* | .595\*\* | .297\* | 1 | .575\*\* | .600\*\* | .797\*\* |
| Sig. (2-tailed) | .000 | .000 | .021 |  | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.5 | Pearson Correlation | .608\*\* | .514\*\* | .270\* | .575\*\* | 1 | .656\*\* | .781\*\* |
| Sig. (2-tailed) | .000 | .000 | .037 | .000 |  | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.6 | Pearson Correlation | .651\*\* | .552\*\* | .230 | .600\*\* | .656\*\* | 1 | .791\*\* |
| Sig. (2-tailed) | .000 | .000 | .076 | .000 | .000 |  | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| TotalX1 | Pearson Correlation | .876\*\* | .833\*\* | .584\*\* | .797\*\* | .781\*\* | .791\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**Variabel X2**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | TotalX2 |
| X2.1 | Pearson Correlation | 1 | .543\*\* | .374\*\* | .362\*\* | .403\*\* | .310\* | .672\*\* |
| Sig. (2-tailed) |  | .000 | .003 | .004 | .001 | .016 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.2 | Pearson Correlation | .543\*\* | 1 | .637\*\* | .581\*\* | .509\*\* | .554\*\* | .847\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.3 | Pearson Correlation | .374\*\* | .637\*\* | 1 | .516\*\* | .421\*\* | .350\*\* | .737\*\* |
| Sig. (2-tailed) | .003 | .000 |  | .000 | .001 | .006 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.4 | Pearson Correlation | .362\*\* | .581\*\* | .516\*\* | 1 | .449\*\* | .462\*\* | .773\*\* |
| Sig. (2-tailed) | .004 | .000 | .000 |  | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.5 | Pearson Correlation | .403\*\* | .509\*\* | .421\*\* | .449\*\* | 1 | .472\*\* | .712\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .000 |  | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.6 | Pearson Correlation | .310\* | .554\*\* | .350\*\* | .462\*\* | .472\*\* | 1 | .715\*\* |
| Sig. (2-tailed) | .016 | .000 | .006 | .000 | .000 |  | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| TotalX2 | Pearson Correlation | .672\*\* | .847\*\* | .737\*\* | .773\*\* | .712\*\* | .715\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**Variabel Y**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | totally |
| Y.1 | Pearson Correlation | 1 | .791\*\* | .482\*\* | .292\* | .183 | .057 | .650\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .024 | .162 | .666 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.2 | Pearson Correlation | .791\*\* | 1 | .602\*\* | .273\* | .212 | .164 | .699\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .035 | .105 | .210 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.3 | Pearson Correlation | .482\*\* | .602\*\* | 1 | .387\*\* | .385\*\* | .275\* | .721\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .002 | .002 | .034 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.4 | Pearson Correlation | .292\* | .273\* | .387\*\* | 1 | .649\*\* | .447\*\* | .757\*\* |
| Sig. (2-tailed) | .024 | .035 | .002 |  | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.5 | Pearson Correlation | .183 | .212 | .385\*\* | .649\*\* | 1 | .517\*\* | .719\*\* |
| Sig. (2-tailed) | .162 | .105 | .002 | .000 |  | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.6 | Pearson Correlation | .057 | .164 | .275\* | .447\*\* | .517\*\* | 1 | .621\*\* |
| Sig. (2-tailed) | .666 | .210 | .034 | .000 | .000 |  | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| TotalY | Pearson Correlation | .650\*\* | .699\*\* | .721\*\* | .757\*\* | .719\*\* | .621\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**Uji Reliabilitas**

**Variabel X1**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .869 | 6 |

**Variabel X2**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .830 | 6 |

**Variabel Y**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .778 | 6 |