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**LAMPIRAN 1**

**KUESIONER**

**IDENTITAS RESPONDEN**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. | Nama | : | | |
| 2. | Usia | : | | |
| 3. | Jenis Kelamin | : laki-laki Perempuan | | |
| 4. | Status | : Menikah Belum Menikah | | |
| 5. | Jenjang Pendidikan Terakhir | | | : SMA D3 S1 S2 S3 |
| 6. | Masa Kerja Di Instansi | | : 1 – 5 Tahun 6-10 Tahun > 10 Tahun | |

Petunjuk Pengisian Kuesioner

Adapun petunjuk pengisiannya adalah sebagai berikut:

1. Bapak / Ibu / Saudara diharapkan mengisi seluruh pertanyaan sesuai dengan petunjuk pengisian.
2. Tidak ada jawaban benar atau salah, oleh karena itu dimohon untuk mengisi jawaban sesuai dengan kondisi sebenarnya. Seluruh jawaban akan kami perlakukan dengan sangat rahasia.
3. Pernyataan yang kami pergunakan skala 1 sampai dengan 5 yang berarti :

|  |  |
| --- | --- |
| Angka 1 | = Sangat Tidak Setuju (STS) |
| Angka 2 | = Tidak Setuju (TS) |
| Angka 3 | = Kurang Setuju (KS) |
| Angka 4 | = Setuju (S) |
| Angka 5 | = Sangat Setuju (SS) |

Berikan persepsi / pendapat anda pada setiap pernyataan dibawah terkait recruitment, kemampuan kerja, pelatihan pegawai serta kinerja pegawai di Badan Pendapatan Daerah Kabupaten Deli Serdang sesuai dengan skala yang ada di atas.

**KUESIONER PENELITIAN**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **STS** | **TS** | **KS** | **S** | **SS** |
| **Sistem *Recruitment* (X1)** | | | | | | |
| 1. | Badan Pendapatan Daerah Kabupaten Deli Serdang dalam melakukan usulan recruitment berdasarkan deskripsi pekerjaan yang ada di instansi |  |  |  |  |  |
| 2. | Badan Pendapatan Daerah Kabupaten Deli Serdang dalam melakukan usulan recruitment berdasarkan spesifikasi pekerjaan yang ada di instansi |  |  |  |  |  |
| 3. | Badan Pendapatan Daerah Kabupaten Deli Serdang dalam melakukan usulan recruitment menyesuaikan dengan jumlah pegawai yang ada |  |  |  |  |  |
| 4 | Badan Pendapatan Daerah Kabupaten Deli Serdang dalam melakukan usulan recruitment berdasarkan analisis kebutuhan pegawai di instansi |  |  |  |  |  |
| 5. | Badan Pendapatan Daerah Kabupaten Deli Serdang dalam mengusulkan kebutuhan pegawai dalam proses recruitment memiliki perencanaan strategis dan keputusan-keputusan strategis |  |  |  |  |  |
| 6. | Badan Pendapatan Daerah Kabupaten Deli Serdang dalam mengusulkan kebutuhan pegawai dalam proses recruitment sesuai dengan kebijakan dan persetujuan pimpinan instansi |  |  |  |  |  |
| **Kemampuan Kerja (X2)** | | | | | | |
| 1. | Saya mampu menggunakan logika dalam menilai implikasi dari suatu argument. |  |  |  |  |  |
| 2. | Saya mampu mengaplikasikan pengetahuan sesuai dengan pekerjaan. |  |  |  |  |  |
| 3. | Saya mampu berkerja sama dengan rekan kerja dan atasan. |  |  |  |  |  |
| 4 | Saya bersikap terbuka apabila mendapat teguran dari atasan atau masukan dari rekan kerja |  |  |  |  |  |
| 5. | Mampu bersikap netral dan ramah dalam menghadapi public yang membutuhkan pelayanan |  |  |  |  |  |
| 6. | Mampu menyelesaikan pekerjaan dengan tepat waktu |  |  |  |  |  |
| 7. | Saya bersedia berkerja lembur untuk menyelesaikan pekerjaan. |  |  |  |  |  |
| 8. | Saya selalu mempertimbangkan sesuatu dalam mengambil keputusan terkait pekerjaan. |  |  |  |  |  |
| 9. | Saya mampu menyampaikan ide-ide atau gagasan terkait pekerjaan. |  |  |  |  |  |
| 10. | Saya mampu menyatakan ketidaksetujuan tanpa harus menciptakan konflik |  |  |  |  |  |
| **Pelatihan Pegawai (X3)** | | | | | | |
| 1. | Pegawai termotivasi untuk lebih giat berkerja setelah mengikuti pelatihan |  |  |  |  |  |
| 2. | Pegawai memiliki kemampuan sesuai dengan apa yang diajarkan dalam pelatihan. |  |  |  |  |  |
| 3. | Instruktur pelatihan menguasai materi pelatihan yang diajarkan. |  |  |  |  |  |
| 4 | Intsruktur menguasai teknik penyampaian materi pelatihan. |  |  |  |  |  |
| 5. | Materi yang diberikan dalam pelatihan relevan dengan kebutuhan pekerjaan. |  |  |  |  |  |
| 6. | Materi yang diberikan bermanfaat bagi pekerjaan karyawan. |  |  |  |  |  |
| 7. | Materi yang diberikan selalu mengandung kebaharuan sehingga mampu menjawab tantangan zaman |  |  |  |  |  |
| 8. | Materi yang disampaikan didukung oleh *system* berkerja yang terbaru. |  |  |  |  |  |
| 9. | Metode pelatihan diterapkan secara sistematis |  |  |  |  |  |
| 10. | Metode pelatihan mudah untuk dipahami oleh peserta pelatihan. |  |  |  |  |  |
| **Kinerja Pegawai (Y)** | | | | | | |
| 1. | Hal pekerjaan yang saya laksanakan selalu mencapai target atau melebihi rata-rata dari standar organisasi |  |  |  |  |  |
| 2. | Pekerjaan yang saya selesaikan selalu tepat sasaran. |  |  |  |  |  |
| 3. | Saya selalu teliti dalam melakukan pekerjaan sehingga hampir tidak ada kesalahan dalam pekerjaan saya. |  |  |  |  |  |
| 4 | Saya selalu mampu menyelesaikan pekerjaan-pekerjaan yang ditugaskan kepada saya. |  |  |  |  |  |
| 5. | Saya selalu mampu mencapai target kerja yang ditugaskan kepada saya. |  |  |  |  |  |
| 6. | Saya selalu mampu menyelesaikan laporan pekerjaan sesuai dengan target yang ditentukan kepada saya. |  |  |  |  |  |
| 7. | Saya selalu ramah dalam melayani public |  |  |  |  |  |
| 8. | Saya selalu mampu menyelesaikan pekerjaan dengan menekankan kepada kejujuran. |  |  |  |  |  |
| 9. | Saya selalu berpegang teguh pada sumpah jabatan yang saya ucapkan sebelumnya. |  |  |  |  |  |

**Lampiran 2**

**Tabulasi Data**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **NO RESPONDEN** | **SISTEM RECRIUTMENT (X1)** | | | | | | **TOTAL X1** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 5 | 3 | 3 | 3 | 4 | 4 | 5 | 22 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 10 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 11 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 13 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 14 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 16 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 21 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 22 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 23 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 24 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 27 | 5 | 4 | 4 | 3 | 5 | 4 | 25 |
| 28 | 4 | 5 | 4 | 3 | 5 | 4 | 25 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 30 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 33 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 35 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 36 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 37 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 39 | 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| 40 | 5 | 5 | 4 | 4 | 3 | 4 | 25 |
| 41 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 45 | 5 | 5 | 4 | 4 | 3 | 3 | 24 |
| 46 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 49 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 51 | 4 | 4 | 4 | 3 | 3 | 4 | 22 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 53 | 3 | 3 | 3 | 4 | 4 | 3 | 20 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **KEMAMPUAN KERJA (X2)** | | | | | | | | | | **TOTAL X2** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| 1 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 42 |
| 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 42 |
| 1 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 1 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 42 |
| 1 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 38 |
| 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 39 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 37 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 39 |
| 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **PELATIHAN PEGAWAI** | | | | | | | | | | **TOTAL X3** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| 5 | 1 | 5 | 1 | 5 | 5 | 5 | 1 | 1 | 1 | 30 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 35 |
| 5 | 1 | 5 | 1 | 5 | 5 | 5 | 1 | 1 | 1 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 36 |
| 4 | 2 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 30 |
| 5 | 1 | 5 | 1 | 5 | 5 | 5 | 1 | 1 | 1 | 30 |
| 5 | 1 | 5 | 1 | 5 | 5 | 5 | 1 | 1 | 1 | 30 |
| 5 | 1 | 5 | 1 | 5 | 5 | 5 | 1 | 1 | 1 | 30 |
| 5 | 1 | 5 | 1 | 5 | 5 | 5 | 1 | 1 | 1 | 30 |
| 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 31 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 38 |
| 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 36 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 31 |
| 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 36 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **KINERJA PEGAWAI (Y)** | | | | | | | | | **TOTAL Y** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** |
| 1 | 1 | 1 | 1 | 1 | 5 | 5 | 5 | 5 | 25 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 32 |
| 1 | 1 | 1 | 5 | 1 | 5 | 5 | 5 | 5 | 29 |
| 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 30 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 32 |
| 2 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 28 |
| 1 | 1 | 1 | 5 | 1 | 5 | 5 | 5 | 5 | 29 |
| 1 | 1 | 1 | 5 | 1 | 5 | 5 | 5 | 5 | 29 |
| 1 | 1 | 1 | 5 | 1 | 5 | 5 | 5 | 5 | 29 |
| 1 | 1 | 1 | 5 | 1 | 5 | 5 | 5 | 5 | 29 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 34 |
| 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 2 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 35 |
| 4 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 32 |
| 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 32 |
| 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 33 |
| 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 33 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 35 |
| 2 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 35 |
| 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 1 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 30 |
| 1 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 31 |
| 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 35 |
| 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 35 |
| 4 | 3 | 3 | 4 | 2 | 5 | 4 | 5 | 5 | 35 |
| 2 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 4 | 34 |
| 3 | 3 | 3 | 5 | 2 | 4 | 4 | 4 | 4 | 32 |
| 1 | 2 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 32 |
| 3 | 3 | 3 | 4 | 1 | 4 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 37 |
| 3 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 3 | 3 | 3 | 5 | 4 | 3 | 5 | 4 | 4 | 34 |
| 4 | 4 | 4 | 4 | 2 | 5 | 5 | 4 | 3 | 35 |
| 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 37 |
| 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 34 |
| 2 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 29 |
| 1 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 29 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 2 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 36 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 18 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |

**Lampiran 2**

**Validitas X1, X2, X3, Y**

| **Correlations** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | .890\*\* | .807\*\* | .504\*\* | .406\*\* | .308\* | .833\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .003 | .025 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X1.2 | Pearson Correlation | .890\*\* | 1 | .860\*\* | .563\*\* | .461\*\* | .304\* | .873\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .001 | .027 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X1.3 | Pearson Correlation | .807\*\* | .860\*\* | 1 | .723\*\* | .549\*\* | .402\*\* | .930\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .003 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X1.4 | Pearson Correlation | .504\*\* | .563\*\* | .723\*\* | 1 | .426\*\* | .327\* | .765\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .001 | .017 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X1.5 | Pearson Correlation | .406\*\* | .461\*\* | .549\*\* | .426\*\* | 1 | .280\* | .716\*\* |
| Sig. (2-tailed) | .003 | .001 | .000 | .001 |  | .042 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X1.6 | Pearson Correlation | .308\* | .304\* | .402\*\* | .327\* | .280\* | 1 | .520\*\* |
| Sig. (2-tailed) | .025 | .027 | .003 | .017 | .042 |  | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Total\_X1 | Pearson Correlation | .833\*\* | .873\*\* | .930\*\* | .765\*\* | .716\*\* | .520\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

| **Correlations** | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total\_X2 |
| X2.1 | Pearson Correlation | 1 | -.090 | -.075 | -.157 | -.127 | .733\*\* | -.112 | -.138 | -.138 | -.030 | .300\* |
| Sig. (2-tailed) |  | .521 | .591 | .261 | .365 | .000 | .424 | .326 | .326 | .828 | .029 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.2 | Pearson Correlation | -.090 | 1 | .735\*\* | .859\*\* | .857\*\* | -.115 | .648\*\* | .824\*\* | .733\*\* | .672\*\* | .832\*\* |
| Sig. (2-tailed) | .521 |  | .000 | .000 | .000 | .414 | .000 | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.3 | Pearson Correlation | -.075 | .735\*\* | 1 | .745\*\* | .751\*\* | -.106 | .392\*\* | .726\*\* | .722\*\* | .512\*\* | .733\*\* |
| Sig. (2-tailed) | .591 | .000 |  | .000 | .000 | .450 | .004 | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.4 | Pearson Correlation | -.157 | .859\*\* | .745\*\* | 1 | .848\*\* | -.164 | .625\*\* | .812\*\* | .784\*\* | .587\*\* | .792\*\* |
| Sig. (2-tailed) | .261 | .000 | .000 |  | .000 | .242 | .000 | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.5 | Pearson Correlation | -.127 | .857\*\* | .751\*\* | .848\*\* | 1 | -.156 | .650\*\* | .954\*\* | .824\*\* | .668\*\* | .839\*\* |
| Sig. (2-tailed) | .365 | .000 | .000 | .000 |  | .265 | .000 | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.6 | Pearson Correlation | .733\*\* | -.115 | -.106 | -.164 | -.156 | 1 | -.131 | -.131 | -.132 | -.055 | .280\* |
| Sig. (2-tailed) | .000 | .414 | .450 | .242 | .265 |  | .348 | .351 | .347 | .695 | .043 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.7 | Pearson Correlation | -.112 | .648\*\* | .392\*\* | .625\*\* | .650\*\* | -.131 | 1 | .610\*\* | .549\*\* | .604\*\* | .665\*\* |
| Sig. (2-tailed) | .424 | .000 | .004 | .000 | .000 | .348 |  | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.8 | Pearson Correlation | -.138 | .824\*\* | .726\*\* | .812\*\* | .954\*\* | -.131 | .610\*\* | 1 | .859\*\* | .626\*\* | .820\*\* |
| Sig. (2-tailed) | .326 | .000 | .000 | .000 | .000 | .351 | .000 |  | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.9 | Pearson Correlation | -.138 | .733\*\* | .722\*\* | .784\*\* | .824\*\* | -.132 | .549\*\* | .859\*\* | 1 | .501\*\* | .760\*\* |
| Sig. (2-tailed) | .326 | .000 | .000 | .000 | .000 | .347 | .000 | .000 |  | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X2.10 | Pearson Correlation | -.030 | .672\*\* | .512\*\* | .587\*\* | .668\*\* | -.055 | .604\*\* | .626\*\* | .501\*\* | 1 | .715\*\* |
| Sig. (2-tailed) | .828 | .000 | .000 | .000 | .000 | .695 | .000 | .000 | .000 |  | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Total\_X2 | Pearson Correlation | .300\* | .832\*\* | .733\*\* | .792\*\* | .839\*\* | .280\* | .665\*\* | .820\*\* | .760\*\* | .715\*\* | 1 |
| Sig. (2-tailed) | .029 | .000 | .000 | .000 | .000 | .043 | .000 | .000 | .000 | .000 |  |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

| **Correlations** | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total\_X3 |
| X3.1 | Pearson Correlation | 1 | -.257 | .918\*\* | -.323\* | .878\*\* | .973\*\* | .916\*\* | -.308\* | -.285\* | -.325\* | .288\* |
| Sig. (2-tailed) |  | .063 | .000 | .018 | .000 | .000 | .000 | .025 | .038 | .017 | .037 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.2 | Pearson Correlation | -.257 | 1 | -.275\* | .867\*\* | -.262 | -.275\* | -.252 | .914\*\* | .935\*\* | .933\*\* | .794\*\* |
| Sig. (2-tailed) | .063 |  | .047 | .000 | .058 | .047 | .069 | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.3 | Pearson Correlation | .918\*\* | -.275\* | 1 | -.275\* | .807\*\* | .946\*\* | .839\*\* | -.293\* | -.300\* | -.308\* | .275\* |
| Sig. (2-tailed) | .000 | .047 |  | .047 | .000 | .000 | .000 | .033 | .029 | .025 | .047 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.4 | Pearson Correlation | -.323\* | .867\*\* | -.275\* | 1 | -.262 | -.307\* | -.310\* | .875\*\* | .877\*\* | .875\*\* | .742\*\* |
| Sig. (2-tailed) | .018 | .000 | .047 |  | .058 | .026 | .024 | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.5 | Pearson Correlation | .878\*\* | -.262 | .807\*\* | -.262 | 1 | .908\*\* | .862\*\* | -.242 | -.202 | -.265 | .315\* |
| Sig. (2-tailed) | .000 | .058 | .000 | .058 |  | .000 | .000 | .081 | .147 | .055 | .022 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.6 | Pearson Correlation | .973\*\* | -.275\* | .946\*\* | -.307\* | .908\*\* | 1 | .937\*\* | -.293\* | -.268 | -.308\* | .308\* |
| Sig. (2-tailed) | .000 | .047 | .000 | .026 | .000 |  | .000 | .033 | .053 | .025 | .025 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.7 | Pearson Correlation | .916\*\* | -.252 | .839\*\* | -.310\* | .862\*\* | .937\*\* | 1 | -.274\* | -.241 | -.251 | .308\* |
| Sig. (2-tailed) | .000 | .069 | .000 | .024 | .000 | .000 |  | .047 | .082 | .069 | .025 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.8 | Pearson Correlation | -.308\* | .914\*\* | -.293\* | .875\*\* | -.242 | -.293\* | -.274\* | 1 | .928\*\* | .924\*\* | .780\*\* |
| Sig. (2-tailed) | .025 | .000 | .033 | .000 | .081 | .033 | .047 |  | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.9 | Pearson Correlation | -.285\* | .935\*\* | -.300\* | .877\*\* | -.202 | -.268 | -.241 | .928\*\* | 1 | .962\*\* | .808\*\* |
| Sig. (2-tailed) | .038 | .000 | .029 | .000 | .147 | .053 | .082 | .000 |  | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| X3.10 | Pearson Correlation | -.325\* | .933\*\* | -.308\* | .875\*\* | -.265 | -.308\* | -.251 | .924\*\* | .962\*\* | 1 | .786\*\* |
| Sig. (2-tailed) | .017 | .000 | .025 | .000 | .055 | .025 | .069 | .000 | .000 |  | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Total\_X3 | Pearson Correlation | .288\* | .794\*\* | .275\* | .742\*\* | .315\* | .308\* | .308\* | .780\*\* | .808\*\* | .786\*\* | 1 |
| Sig. (2-tailed) | .037 | .000 | .047 | .000 | .022 | .025 | .025 | .000 | .000 | .000 |  |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

| **Correlations** | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Total\_Y |
| Y.1 | Pearson Correlation | 1 | .669\*\* | .681\*\* | -.066 | .379\*\* | -.273\* | -.193 | -.230 | -.266 | .566\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .637 | .005 | .048 | .166 | .098 | .055 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Y.2 | Pearson Correlation | .669\*\* | 1 | .882\*\* | -.051 | .599\*\* | -.250 | -.181 | -.322\* | -.372\*\* | .640\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .718 | .000 | .071 | .194 | .019 | .006 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Y.3 | Pearson Correlation | .681\*\* | .882\*\* | 1 | .000 | .628\*\* | -.262 | -.219 | -.216 | -.357\*\* | .675\*\* |
| Sig. (2-tailed) | .000 | .000 |  | 1.000 | .000 | .058 | .115 | .120 | .009 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Y.4 | Pearson Correlation | -.066 | -.051 | .000 | 1 | .048 | .301\* | .426\*\* | .433\*\* | .500\*\* | .487\*\* |
| Sig. (2-tailed) | .637 | .718 | 1.000 |  | .732 | .028 | .001 | .001 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Y.5 | Pearson Correlation | .379\*\* | .599\*\* | .628\*\* | .048 | 1 | -.328\* | -.147 | -.222 | -.321\* | .533\*\* |
| Sig. (2-tailed) | .005 | .000 | .000 | .732 |  | .017 | .292 | .110 | .019 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Y.6 | Pearson Correlation | -.273\* | -.250 | -.262 | .301\* | -.328\* | 1 | .610\*\* | .579\*\* | .624\*\* | .272\* |
| Sig. (2-tailed) | .048 | .071 | .058 | .028 | .017 |  | .000 | .000 | .000 | .049 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Y.7 | Pearson Correlation | -.193 | -.181 | -.219 | .426\*\* | -.147 | .610\*\* | 1 | .671\*\* | .672\*\* | .415\*\* |
| Sig. (2-tailed) | .166 | .194 | .115 | .001 | .292 | .000 |  | .000 | .000 | .002 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Y.8 | Pearson Correlation | -.230 | -.322\* | -.216 | .433\*\* | -.222 | .579\*\* | .671\*\* | 1 | .770\*\* | .362\*\* |
| Sig. (2-tailed) | .098 | .019 | .120 | .001 | .110 | .000 | .000 |  | .000 | .008 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Y.9 | Pearson Correlation | -.266 | -.372\*\* | -.357\*\* | .500\*\* | -.321\* | .624\*\* | .672\*\* | .770\*\* | 1 | .294\* |
| Sig. (2-tailed) | .055 | .006 | .009 | .000 | .019 | .000 | .000 | .000 |  | .033 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| Total\_Y | Pearson Correlation | .566\*\* | .640\*\* | .675\*\* | .487\*\* | .533\*\* | .272\* | .415\*\* | .362\*\* | .294\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .049 | .002 | .008 | .033 |  |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Realibilitas X1**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .859 | 6 |

**Realibilitas X2**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .802 | 10 |

**Realibilitas X3**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .782 | 10 |

**Realibilitas Y**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .782 | 10 |