

## KUESIONER

### A. Petunjuk Pengisian

1. Pilihlah salah satu jawaban pada masing-masing pertanyaan berikut ini dengan melingkari atau memberi tanda silang pada setiap jawaban.
2. Pilihan tersebut hendaknya subjektif mungkin sesuai dengan hati nurani anda.
3. Kuesioner ini dapat digunakan secara optimal bila seluruh pertanyaan terjawab, karena itu mohon diteliti kembali apakah semua pertanyaan sudah terjawab.

### B. Data Responden

1. Nama : .....
2. Jenis kelamin : .....
3. Umur : .....
4. Pendidikan : .....
5. Pekerjaan : .....
6. Penghasilan : .....
7. Lama menjadi Karyawan : .....

### C. Indikator Penelitian

Beri tanda X pada jawaban yang sesuai dengan pendapat Bapak/Ibu/Saudara

Keterangan : Sangat Tidak Setuju (STS) = 1

Tidak Setuju (TS) = 2

Netral (N) = 3

Setuju (S) = 4

Sangat Setuju (SS) = 5

| No. | Kemampuan   | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 1.  | Saya cakap dalam berhitung                                      |     |    |   |   |    |
| 2.  | Saya tanggap dalam memahami terhadap sesuatu hal                |     |    |   |   |    |
| 3.  | Saya respon cepat dalam mengerjakan tugas pekerjaan saya        |     |    |   |   |    |
| 4.  | Saya melakukan tugas berdasarkan fakta-fakta pada umumnya       |     |    |   |   |    |
| 5.  | Saya berprinsip dalam melakukan penalaran sesuai fakta kejadian |     |    |   |   |    |
| 6.  | Saya memvisualisasikan kompetensi saya                          |     |    |   |   |    |
| 7.  | Saya mengingat betul apa tugas yang menjadi tanggung jawab saya |     |    |   |   |    |

| No. | Pengalaman   | STS | TS | N | S | SS |
|-----|--|-----|----|---|---|----|
| 1.  | Saya mengerjakan tugas kerja dengan pengetahuan          |     |    |   |   |    |
| 2.  | Saya kerjakan tugas dengan keterampilan yang saya miliki |     |    |   |   |    |
| 3.  | Saya bekerja dengan tenang penuh kehati-hatian           |     |    |   |   |    |

| No. | Disiplin  | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 1.  | Saya hadir kerja dan pulang tepat waktu                 |     |    |   |   |    |
| 2.  | Saya bekerja sesuai dengan aturan yang telah ditetapkan |     |    |   |   |    |
| 3.  | Saya memaksimalkan jam kerja yang sesuai ketentuan      |     |    |   |   |    |

|    |  |  |  |  |  |  |
|----|--|--|--|--|--|--|
|    | perusahaan                                     |  |  |  |  |  |
| 4. | Saya datang tepat waktu ke tempat saya bekerja |  |  |  |  |  |

| No. | Pretasi kerja  | STS | TS | N | S | SS |
|-----|--|-----|----|---|---|----|
| 1.  | Saya dalam bekerja mengedepankan kualitas dan kuantitas barang |     |    |   |   |    |
| 2.  | Saya suka berkreaitivitas dalam menyelesaikan pekerjaannya     |     |    |   |   |    |
| 3.  | Saya mengutamakan tim work dalam bekerja                       |     |    |   |   |    |
| 4.  | Saya bertanggungjawab atas pekerjaan yang saya kerjakan        |     |    |   |   |    |



**DATA TRYOUT VARIABEL X1**

| No.<br>Responden | Item Jawaban |    |    |    |    |    |    | Jumlah |
|------------------|--------------|----|----|----|----|----|----|--------|
|                  | P1           | P2 | P3 | P4 | P5 | P6 | P7 |        |
| 1                | 5            | 5  | 4  | 4  | 4  | 4  | 4  | 30     |
| 2                | 5            | 5  | 4  | 4  | 4  | 4  | 5  | 31     |
| 3                | 5            | 5  | 4  | 5  | 5  | 4  | 5  | 33     |
| 4                | 5            | 5  | 4  | 5  | 5  | 4  | 5  | 33     |
| 5                | 4            | 4  | 4  | 4  | 4  | 4  | 4  | 28     |
| 6                | 4            | 5  | 4  | 4  | 4  | 4  | 5  | 30     |
| 7                | 4            | 3  | 3  | 3  | 4  | 3  | 3  | 23     |
| 8                | 5            | 4  | 4  | 4  | 4  | 4  | 4  | 29     |
| 9                | 4            | 4  | 4  | 4  | 4  | 4  | 4  | 28     |
| 10               | 5            | 4  | 4  | 4  | 4  | 3  | 4  | 28     |
| 11               | 4            | 4  | 3  | 4  | 4  | 3  | 4  | 26     |
| 12               | 4            | 4  | 3  | 4  | 4  | 4  | 4  | 27     |
| 13               | 4            | 4  | 4  | 3  | 4  | 3  | 4  | 26     |
| 14               | 4            | 4  | 3  | 4  | 4  | 4  | 4  | 27     |
| 15               | 4            | 4  | 4  | 4  | 4  | 3  | 4  | 27     |
| 16               | 4            | 4  | 4  | 4  | 4  | 3  | 4  | 27     |
| 17               | 4            | 4  | 4  | 4  | 5  | 4  | 4  | 29     |
| 18               | 5            | 4  | 4  | 5  | 4  | 4  | 4  | 30     |
| 19               | 4            | 5  | 3  | 5  | 5  | 3  | 5  | 30     |
| 20               | 5            | 4  | 5  | 4  | 4  | 4  | 4  | 30     |

|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 22 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 32 |
| 23 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 30 |
| 24 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 33 |
| 25 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 25 |
| 26 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 27 |
| 27 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 27 |
| 28 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 24 |
| 29 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 24 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |



### DATA TRYOUT VARIABEL X2

| No.<br>Responden | Item Jawaban |    |    |        |
|------------------|--------------|----|----|--------|
|                  | P1           | P2 | P3 | Jumlah |
| 1                | 4            | 4  | 4  | 12     |
| 2                | 4            | 3  | 4  | 11     |
| 3                | 4            | 4  | 4  | 12     |
| 4                | 3            | 3  | 4  | 10     |
| 5                | 2            | 3  | 4  | 9      |
| 6                | 4            | 4  | 4  | 12     |
| 7                | 2            | 2  | 3  | 7      |
| 8                | 4            | 4  | 4  | 12     |
| 9                | 3            | 3  | 3  | 9      |
| 10               | 3            | 3  | 5  | 11     |
| 11               | 3            | 3  | 4  | 10     |
| 12               | 3            | 4  | 4  | 11     |
| 13               | 3            | 3  | 3  | 9      |
| 14               | 3            | 3  | 3  | 9      |
| 15               | 3            | 3  | 3  | 9      |
| 16               | 3            | 3  | 4  | 10     |
| 17               | 3            | 3  | 3  | 9      |
| 18               | 4            | 3  | 4  | 11     |
| 19               | 3            | 3  | 4  | 10     |
| 20               | 3            | 3  | 3  | 9      |
| 21               | 3            | 3  | 3  | 9      |
| 22               | 4            | 4  | 4  | 12     |
| 23               | 4            | 3  | 4  | 11     |
| 24               | 3            | 3  | 4  | 10     |
| 25               | 2            | 2  | 3  | 7      |
| 26               | 2            | 3  | 3  | 8      |
| 27               | 3            | 3  | 3  | 9      |
| 28               | 4            | 4  | 4  | 12     |
| 29               | 4            | 3  | 4  | 11     |
| 30               | 4            | 4  | 4  | 12     |

**DATA TRYOUT VARIABEL X3**

| No.<br>Responden | Item Jawaban |    |    |    | Jumlah |
|------------------|--------------|----|----|----|--------|
|                  | P1           | P2 | P3 | P4 |        |
| 1                | 4            | 4  | 4  | 4  | 12     |
| 2                | 4            | 4  | 5  | 3  | 13     |
| 3                | 4            | 4  | 5  | 4  | 13     |
| 4                | 4            | 3  | 5  | 3  | 12     |
| 5                | 4            | 2  | 4  | 3  | 10     |
| 6                | 4            | 4  | 5  | 4  | 13     |
| 7                | 3            | 2  | 4  | 2  | 9      |
| 8                | 4            | 4  | 4  | 4  | 12     |
| 9                | 3            | 3  | 4  | 3  | 10     |
| 10               | 4            | 3  | 3  | 3  | 10     |
| 11               | 4            | 3  | 4  | 3  | 11     |
| 12               | 4            | 3  | 4  | 4  | 11     |
| 13               | 3            | 3  | 4  | 3  | 10     |
| 14               | 3            | 3  | 4  | 3  | 10     |
| 15               | 3            | 3  | 4  | 3  | 10     |
| 16               | 4            | 3  | 4  | 3  | 11     |
| 17               | 3            | 3  | 4  | 3  | 10     |
| 18               | 4            | 4  | 5  | 3  | 13     |
| 19               | 4            | 3  | 4  | 3  | 11     |
| 20               | 3            | 3  | 4  | 3  | 10     |
| 21               | 3            | 3  | 4  | 3  | 10     |
| 22               | 4            | 4  | 5  | 4  | 13     |
| 23               | 4            | 4  | 5  | 3  | 13     |
| 24               | 4            | 3  | 4  | 3  | 11     |
| 25               | 3            | 2  | 4  | 2  | 9      |
| 26               | 3            | 2  | 4  | 3  | 9      |
| 27               | 3            | 3  | 4  | 3  | 10     |
| 28               | 3            | 3  | 3  | 3  | 9      |
| 29               | 3            | 3  | 3  | 3  | 9      |
| 30               | 3            | 2  | 4  | 3  | 9      |

### DATA TRYOUT VARIABEL Y

| No.<br>Responden | Item Jawaban |    |    |    | Jumlah |
|------------------|--------------|----|----|----|--------|
|                  | P1           | P2 | P3 | P4 |        |
| 1                | 3            | 4  | 4  | 4  | 15     |
| 2                | 5            | 4  | 5  | 5  | 19     |
| 3                | 4            | 3  | 4  | 4  | 15     |
| 4                | 5            | 5  | 5  | 5  | 20     |
| 5                | 4            | 4  | 4  | 4  | 16     |
| 6                | 4            | 4  | 5  | 5  | 18     |
| 7                | 4            | 4  | 5  | 5  | 18     |
| 8                | 5            | 4  | 5  | 5  | 19     |
| 9                | 4            | 4  | 4  | 4  | 16     |
| 10               | 4            | 5  | 5  | 5  | 19     |
| 11               | 5            | 5  | 5  | 5  | 20     |
| 12               | 4            | 5  | 5  | 5  | 19     |
| 13               | 5            | 3  | 5  | 5  | 18     |
| 14               | 4            | 4  | 4  | 5  | 17     |
| 15               | 5            | 4  | 4  | 4  | 17     |
| 16               | 5            | 5  | 4  | 5  | 19     |
| 17               | 5            | 5  | 5  | 4  | 19     |
| 18               | 4            | 4  | 4  | 4  | 16     |
| 19               | 3            | 3  | 4  | 5  | 15     |
| 20               | 5            | 4  | 4  | 5  | 18     |
| 21               | 5            | 4  | 4  | 5  | 18     |
| 22               | 4            | 4  | 4  | 5  | 17     |
| 23               | 3            | 3  | 4  | 3  | 13     |
| 24               | 3            | 3  | 4  | 3  | 13     |
| 25               | 4            | 4  | 4  | 4  | 16     |
| 26               | 5            | 4  | 5  | 5  | 19     |
| 27               | 3            | 3  | 3  | 4  | 13     |
| 28               | 4            | 4  | 4  | 4  | 16     |
| 29               | 3            | 3  | 4  | 5  | 15     |
| 30               | 4            | 4  | 4  | 5  | 17     |



## HASIL ANGKET

Hasil Angket Variabel Kemampuan (X1)

| N  | JAWABAN |   |   |   |   |   |   | JML |
|----|---------|---|---|---|---|---|---|-----|
|    | 1       | 2 | 3 | 4 | 5 | 6 | 7 |     |
| 1  | 3       | 4 | 5 | 5 | 3 | 3 | 5 | 28  |
| 2  | 5       | 4 | 5 | 5 | 4 | 5 | 5 | 33  |
| 3  | 4       | 3 | 5 | 5 | 4 | 4 | 5 | 30  |
| 4  | 5       | 5 | 5 | 5 | 5 | 5 | 5 | 35  |
| 5  | 4       | 4 | 5 | 5 | 3 | 4 | 5 | 30  |
| 6  | 4       | 4 | 4 | 4 | 3 | 4 | 4 | 27  |
| 7  | 4       | 4 | 5 | 5 | 5 | 4 | 5 | 32  |
| 8  | 5       | 4 | 5 | 5 | 3 | 5 | 5 | 32  |
| 9  | 4       | 4 | 5 | 5 | 4 | 4 | 5 | 31  |
| 10 | 4       | 5 | 5 | 5 | 5 | 4 | 5 | 33  |
| 11 | 5       | 5 | 5 | 5 | 5 | 5 | 5 | 35  |
| 12 | 4       | 5 | 5 | 5 | 4 | 4 | 5 | 32  |
| 13 | 5       | 3 | 3 | 3 | 5 | 5 | 3 | 27  |
| 14 | 4       | 4 | 5 | 5 | 4 | 4 | 5 | 31  |
| 15 | 5       | 4 | 4 | 4 | 4 | 5 | 4 | 30  |
| 16 | 5       | 5 | 5 | 5 | 4 | 5 | 5 | 34  |
| 17 | 5       | 5 | 3 | 5 | 4 | 5 | 3 | 30  |
| 18 | 4       | 4 | 4 | 4 | 4 | 4 | 4 | 28  |
| 19 | 3       | 3 | 5 | 5 | 5 | 3 | 5 | 29  |
| 20 | 5       | 4 | 4 | 4 | 4 | 5 | 4 | 30  |
| 21 | 5       | 4 | 4 | 4 | 4 | 5 | 4 | 30  |
| 22 | 4       | 4 | 5 | 4 | 4 | 4 | 5 | 30  |
| 23 | 3       | 3 | 4 | 4 | 4 | 3 | 4 | 25  |
| 24 | 3       | 3 | 3 | 4 | 3 | 3 | 3 | 22  |
| 25 | 4       | 4 | 4 | 4 | 4 | 4 | 4 | 28  |
| 26 | 5       | 4 | 5 | 4 | 4 | 5 | 5 | 32  |
| 27 | 3       | 3 | 3 | 4 | 4 | 3 | 3 | 23  |
| 28 | 4       | 4 | 4 | 5 | 5 | 4 | 4 | 30  |
| 29 | 3       | 3 | 5 | 5 | 4 | 3 | 5 | 28  |

|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 31 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 32 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 33 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 34 |
| 34 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 31 |
| 35 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 32 |
| 36 | 5 | 5 | 2 | 4 | 4 | 5 | 2 | 27 |
| 37 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 33 |
| 38 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 30 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 40 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 27 |
| 41 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 31 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 43 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 28 |
| 44 | 5 | 5 | 2 | 1 | 4 | 5 | 2 | 24 |
| 45 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 31 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 47 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 29 |
| 48 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 30 |
| 49 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 32 |
| 50 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 26 |
| 51 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 53 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 32 |
| 54 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 31 |
| 55 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 30 |
| 56 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 58 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 27 |
| 59 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 33 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 61 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 26 |
| 62 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 33 |
| 63 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 34 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 65 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 30 |

|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 66 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 70 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 29 |
| 71 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 24 |
| 72 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 26 |
| 73 | 3 | 4 | 5 | 5 | 3 | 3 | 5 | 28 |
| 74 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 33 |
| 75 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 30 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 77 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 30 |
| 78 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 79 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 32 |
| 80 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 32 |
| 81 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 31 |
| 82 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 33 |
| 83 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 31 |
| 84 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 85 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 28 |
| 86 | 5 | 5 | 2 | 1 | 4 | 5 | 2 | 24 |
| 87 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 31 |
| 88 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 89 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 29 |
| 90 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 30 |
| 91 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 32 |
| 92 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 26 |
| 93 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 94 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 32 |
| 95 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 23 |
| 96 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |

Hasil Angket Variabel Pengalaman (X2)

| N  | JAWABAN |   |   |     |
|----|---------|---|---|-----|
|    | 1       | 2 | 3 | JML |
| 1  | 3       | 4 | 5 | 12  |
| 2  | 5       | 4 | 5 | 14  |
| 3  | 4       | 3 | 5 | 12  |
| 4  | 5       | 5 | 5 | 15  |
| 5  | 4       | 4 | 5 | 13  |
| 6  | 4       | 4 | 4 | 12  |
| 7  | 4       | 4 | 5 | 13  |
| 8  | 5       | 4 | 5 | 14  |
| 9  | 4       | 4 | 5 | 13  |
| 10 | 4       | 5 | 5 | 14  |
| 11 | 5       | 5 | 5 | 15  |
| 12 | 4       | 5 | 5 | 14  |
| 13 | 5       | 3 | 3 | 11  |
| 14 | 4       | 4 | 5 | 13  |
| 15 | 5       | 4 | 4 | 13  |
| 16 | 5       | 5 | 5 | 15  |
| 17 | 5       | 5 | 3 | 13  |
| 18 | 4       | 4 | 4 | 12  |
| 19 | 3       | 3 | 5 | 11  |
| 20 | 5       | 4 | 4 | 13  |
| 21 | 5       | 4 | 4 | 13  |
| 22 | 4       | 4 | 5 | 13  |
| 23 | 3       | 3 | 4 | 10  |
| 24 | 3       | 3 | 3 | 9   |
| 25 | 4       | 4 | 4 | 12  |
| 26 | 5       | 4 | 5 | 14  |
| 27 | 3       | 3 | 3 | 9   |
| 28 | 4       | 4 | 4 | 12  |
| 29 | 3       | 3 | 5 | 11  |
| 30 | 4       | 4 | 4 | 12  |

|           |   |   |   |    |
|-----------|---|---|---|----|
| <b>31</b> | 4 | 4 | 4 | 12 |
| <b>32</b> | 4 | 5 | 4 | 13 |
| <b>33</b> | 5 | 5 | 5 | 15 |
| <b>34</b> | 4 | 4 | 5 | 13 |
| <b>35</b> | 5 | 5 | 4 | 14 |
| <b>36</b> | 5 | 5 | 2 | 12 |
| <b>37</b> | 5 | 5 | 5 | 15 |
| <b>38</b> | 5 | 4 | 4 | 13 |
| <b>39</b> | 4 | 4 | 4 | 12 |
| <b>40</b> | 3 | 5 | 4 | 12 |
| <b>41</b> | 5 | 5 | 4 | 14 |
| <b>42</b> | 5 | 5 | 5 | 15 |
| <b>43</b> | 4 | 5 | 4 | 13 |
| <b>44</b> | 5 | 5 | 2 | 12 |
| <b>45</b> | 5 | 5 | 4 | 14 |
| <b>46</b> | 5 | 5 | 5 | 15 |
| <b>47</b> | 3 | 4 | 5 | 12 |
| <b>48</b> | 5 | 5 | 4 | 14 |
| <b>49</b> | 4 | 5 | 5 | 14 |
| <b>50</b> | 4 | 4 | 3 | 11 |
| <b>51</b> | 4 | 4 | 4 | 12 |
| <b>52</b> | 5 | 5 | 5 | 15 |
| <b>53</b> | 4 | 4 | 5 | 13 |
| <b>54</b> | 4 | 4 | 5 | 13 |
| <b>55</b> | 4 | 4 | 5 | 13 |
| <b>56</b> | 4 | 4 | 4 | 12 |
| <b>57</b> | 4 | 4 | 4 | 12 |
| <b>58</b> | 4 | 4 | 3 | 11 |
| <b>59</b> | 5 | 5 | 4 | 14 |
| <b>60</b> | 5 | 5 | 5 | 15 |
| <b>61</b> | 4 | 5 | 3 | 12 |
| <b>62</b> | 4 | 5 | 5 | 14 |
| <b>63</b> | 5 | 5 | 5 | 15 |
| <b>64</b> | 4 | 4 | 4 | 12 |
| <b>65</b> | 4 | 4 | 5 | 13 |
| <b>66</b> | 5 | 5 | 5 | 15 |

|           |   |   |   |    |
|-----------|---|---|---|----|
| <b>67</b> | 5 | 5 | 5 | 15 |
| <b>68</b> | 4 | 4 | 4 | 12 |
| <b>69</b> | 4 | 4 | 4 | 12 |
| <b>70</b> | 3 | 4 | 5 | 12 |
| <b>71</b> | 3 | 4 | 3 | 10 |
| <b>72</b> | 4 | 4 | 3 | 11 |
| <b>73</b> | 4 | 4 | 5 | 13 |
| <b>74</b> | 3 | 4 | 5 | 12 |
| <b>75</b> | 4 | 4 | 4 | 12 |
| <b>76</b> | 5 | 5 | 5 | 15 |
| <b>77</b> | 4 | 4 | 5 | 13 |
| <b>78</b> | 4 | 4 | 4 | 12 |
| <b>79</b> | 4 | 4 | 4 | 12 |
| <b>80</b> | 3 | 5 | 4 | 12 |
| <b>81</b> | 5 | 5 | 4 | 14 |
| <b>82</b> | 4 | 4 | 4 | 12 |
| <b>83</b> | 4 | 4 | 4 | 12 |
| <b>84</b> | 5 | 5 | 5 | 15 |
| <b>85</b> | 4 | 4 | 4 | 12 |
| <b>86</b> | 5 | 5 | 5 | 15 |
| <b>87</b> | 5 | 5 | 5 | 15 |
| <b>88</b> | 4 | 4 | 3 | 11 |
| <b>89</b> | 3 | 3 | 4 | 10 |
| <b>90</b> | 5 | 4 | 5 | 14 |
| <b>91</b> | 4 | 3 | 5 | 12 |
| <b>92</b> | 5 | 5 | 5 | 15 |
| <b>93</b> | 5 | 5 | 4 | 14 |
| <b>94</b> | 5 | 5 | 4 | 14 |
| <b>95</b> | 4 | 5 | 4 | 13 |
| <b>96</b> | 4 | 4 | 3 | 11 |

## Hasil Angket Variabel Disiplin (X3)

| NO | JAWABAN |   |   |   | JML |
|----|---------|---|---|---|-----|
|    | 1       | 2 | 3 | 4 |     |
| 1  | 3       | 4 | 5 | 5 | 17  |
| 2  | 5       | 4 | 5 | 5 | 19  |
| 3  | 4       | 3 | 5 | 5 | 17  |
| 4  | 5       | 5 | 5 | 5 | 20  |
| 5  | 4       | 4 | 5 | 5 | 18  |
| 6  | 4       | 4 | 4 | 4 | 16  |
| 7  | 4       | 4 | 5 | 5 | 18  |
| 8  | 5       | 4 | 5 | 5 | 19  |
| 9  | 4       | 4 | 5 | 5 | 18  |
| 10 | 4       | 5 | 5 | 5 | 19  |
| 11 | 5       | 5 | 5 | 5 | 20  |
| 12 | 4       | 5 | 5 | 5 | 19  |
| 13 | 5       | 3 | 3 | 3 | 14  |
| 14 | 4       | 4 | 5 | 5 | 18  |
| 15 | 5       | 4 | 4 | 4 | 17  |
| 16 | 5       | 5 | 5 | 5 | 20  |
| 17 | 5       | 5 | 3 | 5 | 18  |
| 18 | 4       | 4 | 4 | 4 | 16  |
| 19 | 3       | 3 | 5 | 5 | 16  |
| 20 | 5       | 4 | 4 | 4 | 17  |
| 21 | 5       | 4 | 4 | 4 | 17  |
| 22 | 4       | 4 | 5 | 4 | 17  |
| 23 | 3       | 3 | 4 | 4 | 14  |
| 24 | 3       | 3 | 3 | 4 | 13  |
| 25 | 4       | 4 | 4 | 4 | 16  |
| 26 | 5       | 4 | 5 | 4 | 18  |
| 27 | 3       | 3 | 3 | 4 | 13  |
| 28 | 4       | 4 | 4 | 5 | 17  |
| 29 | 3       | 3 | 5 | 5 | 16  |

|           |   |   |   |   |    |
|-----------|---|---|---|---|----|
| <b>30</b> | 4 | 4 | 4 | 4 | 16 |
| <b>31</b> | 4 | 4 | 4 | 4 | 16 |
| <b>32</b> | 4 | 5 | 4 | 4 | 17 |
| <b>33</b> | 5 | 5 | 5 | 5 | 20 |
| <b>34</b> | 4 | 4 | 5 | 5 | 18 |
| <b>35</b> | 5 | 5 | 4 | 4 | 18 |
| <b>36</b> | 5 | 5 | 2 | 4 | 16 |
| <b>37</b> | 5 | 5 | 5 | 5 | 20 |
| <b>38</b> | 5 | 4 | 4 | 5 | 18 |
| <b>39</b> | 4 | 4 | 4 | 4 | 16 |
| <b>40</b> | 3 | 5 | 4 | 4 | 16 |
| <b>41</b> | 4 | 5 | 4 | 4 | 17 |
| <b>42</b> | 5 | 5 | 5 | 5 | 20 |
| <b>43</b> | 4 | 5 | 4 | 5 | 18 |
| <b>44</b> | 1 | 1 | 1 | 3 | 6  |
| <b>45</b> | 5 | 5 | 4 | 5 | 19 |
| <b>46</b> | 5 | 5 | 5 | 4 | 19 |
| <b>47</b> | 5 | 5 | 4 | 3 | 17 |
| <b>48</b> | 5 | 5 | 5 | 5 | 20 |
| <b>49</b> | 4 | 5 | 5 | 3 | 17 |
| <b>50</b> | 4 | 4 | 5 | 3 | 16 |
| <b>51</b> | 4 | 4 | 5 | 3 | 16 |
| <b>52</b> | 5 | 5 | 5 | 5 | 20 |
| <b>53</b> | 5 | 5 | 5 | 3 | 18 |
| <b>54</b> | 4 | 4 | 4 | 4 | 16 |
| <b>55</b> | 5 | 5 | 5 | 4 | 19 |
| <b>56</b> | 4 | 5 | 5 | 4 | 18 |
| <b>57</b> | 4 | 5 | 5 | 4 | 18 |
| <b>58</b> | 5 | 5 | 4 | 1 | 15 |
| <b>59</b> | 5 | 5 | 5 | 4 | 19 |
| <b>60</b> | 2 | 4 | 4 | 5 | 15 |
| <b>61</b> | 4 | 5 | 4 | 4 | 17 |
| <b>62</b> | 4 | 5 | 5 | 3 | 17 |
| <b>63</b> | 2 | 2 | 5 | 5 | 14 |
| <b>64</b> | 4 | 4 | 4 | 4 | 16 |
| <b>65</b> | 4 | 4 | 4 | 4 | 16 |



|           |   |   |   |   |    |
|-----------|---|---|---|---|----|
| <b>66</b> | 5 | 5 | 5 | 5 | 20 |
| <b>67</b> | 5 | 5 | 5 | 5 | 20 |
| <b>68</b> | 4 | 4 | 5 | 4 | 17 |
| <b>69</b> | 4 | 4 | 4 | 3 | 15 |
| <b>70</b> | 3 | 3 | 4 | 4 | 14 |
| <b>71</b> | 4 | 5 | 4 | 4 | 17 |
| <b>72</b> | 4 | 5 | 4 | 3 | 16 |
| <b>73</b> | 3 | 4 | 4 | 5 | 16 |
| <b>74</b> | 5 | 4 | 4 | 5 | 18 |
| <b>75</b> | 4 | 3 | 4 | 4 | 15 |
| <b>76</b> | 5 | 5 | 5 | 5 | 20 |
| <b>77</b> | 4 | 4 | 4 | 5 | 17 |
| <b>78</b> | 4 | 4 | 4 | 4 | 16 |
| <b>79</b> | 4 | 4 | 4 | 4 | 16 |
| <b>80</b> | 5 | 4 | 5 | 4 | 18 |
| <b>81</b> | 4 | 4 | 5 | 4 | 17 |
| <b>82</b> | 4 | 5 | 4 | 4 | 17 |
| <b>83</b> | 5 | 5 | 4 | 4 | 18 |
| <b>84</b> | 5 | 5 | 5 | 5 | 20 |
| <b>85</b> | 4 | 5 | 4 | 4 | 17 |
| <b>86</b> | 3 | 3 | 5 | 5 | 16 |
| <b>87</b> | 3 | 3 | 5 | 5 | 16 |
| <b>88</b> | 3 | 3 | 4 | 3 | 13 |
| <b>89</b> | 3 | 4 | 3 | 4 | 14 |
| <b>90</b> | 5 | 5 | 4 | 5 | 19 |
| <b>91</b> | 4 | 5 | 3 | 5 | 17 |
| <b>92</b> | 4 | 4 | 5 | 5 | 18 |
| <b>93</b> | 4 | 4 | 5 | 4 | 17 |
| <b>94</b> | 5 | 4 | 5 | 4 | 18 |
| <b>95</b> | 5 | 5 | 5 | 4 | 19 |
| <b>96</b> | 5 | 5 | 4 | 3 | 17 |

Hasil Angket Variabel Prestasi Kerja (Y)

| N  | JAWABAN |   |   |   | JML |
|----|---------|---|---|---|-----|
|    | 1       | 2 | 3 | 4 |     |
| 1  | 3       | 4 | 5 | 5 | 17  |
| 2  | 5       | 4 | 5 | 5 | 19  |
| 3  | 4       | 3 | 5 | 3 | 15  |
| 4  | 5       | 5 | 5 | 5 | 20  |
| 5  | 4       | 4 | 5 | 3 | 16  |
| 6  | 4       | 4 | 4 | 4 | 16  |
| 7  | 4       | 4 | 5 | 5 | 18  |
| 8  | 5       | 4 | 5 | 5 | 19  |
| 9  | 4       | 4 | 3 | 5 | 16  |
| 10 | 4       | 5 | 5 | 3 | 17  |
| 11 | 5       | 5 | 5 | 5 | 20  |
| 12 | 4       | 5 | 5 | 5 | 19  |
| 13 | 5       | 3 | 3 | 3 | 14  |
| 14 | 4       | 4 | 5 | 5 | 18  |
| 15 | 5       | 4 | 4 | 4 | 17  |
| 16 | 5       | 5 | 5 | 5 | 20  |
| 17 | 5       | 5 | 3 | 5 | 18  |
| 18 | 4       | 4 | 4 | 4 | 16  |
| 19 | 3       | 3 | 5 | 5 | 16  |
| 20 | 5       | 4 | 4 | 4 | 17  |
| 21 | 5       | 4 | 4 | 4 | 17  |
| 22 | 4       | 4 | 5 | 4 | 17  |
| 23 | 3       | 3 | 4 | 4 | 14  |
| 24 | 3       | 3 | 3 | 4 | 13  |
| 25 | 4       | 4 | 4 | 4 | 16  |
| 26 | 5       | 4 | 5 | 4 | 18  |
| 27 | 3       | 3 | 3 | 4 | 13  |

|           |   |   |   |   |    |
|-----------|---|---|---|---|----|
| <b>28</b> | 4 | 4 | 4 | 5 | 17 |
| <b>29</b> | 3 | 3 | 5 | 5 | 16 |
| <b>30</b> | 4 | 4 | 4 | 4 | 16 |
| <b>31</b> | 4 | 4 | 4 | 4 | 16 |
| <b>32</b> | 4 | 5 | 4 | 4 | 17 |
| <b>33</b> | 5 | 5 | 5 | 5 | 20 |
| <b>34</b> | 4 | 4 | 5 | 5 | 18 |
| <b>35</b> | 5 | 5 | 4 | 4 | 18 |
| <b>36</b> | 5 | 5 | 2 | 4 | 16 |
| <b>37</b> | 5 | 5 | 5 | 5 | 20 |
| <b>38</b> | 5 | 4 | 4 | 5 | 18 |
| <b>39</b> | 4 | 4 | 4 | 4 | 16 |
| <b>40</b> | 3 | 5 | 4 | 4 | 16 |
| <b>41</b> | 5 | 5 | 4 | 4 | 18 |
| <b>42</b> | 5 | 5 | 5 | 5 | 20 |
| <b>43</b> | 4 | 5 | 4 | 4 | 17 |
| <b>44</b> | 5 | 5 | 2 | 1 | 13 |
| <b>45</b> | 5 | 5 | 4 | 4 | 18 |
| <b>46</b> | 5 | 5 | 5 | 5 | 20 |
| <b>47</b> | 3 | 4 | 5 | 5 | 17 |
| <b>48</b> | 5 | 5 | 4 | 4 | 18 |
| <b>49</b> | 4 | 5 | 5 | 5 | 19 |
| <b>50</b> | 4 | 4 | 3 | 3 | 14 |
| <b>51</b> | 4 | 4 | 4 | 4 | 16 |
| <b>52</b> | 5 | 5 | 5 | 5 | 20 |
| <b>53</b> | 4 | 4 | 5 | 5 | 18 |
| <b>54</b> | 4 | 4 | 5 | 5 | 18 |
| <b>55</b> | 4 | 4 | 5 | 5 | 18 |
| <b>56</b> | 4 | 4 | 4 | 4 | 16 |
| <b>57</b> | 4 | 4 | 4 | 4 | 16 |
| <b>58</b> | 4 | 4 | 3 | 5 | 16 |
| <b>59</b> | 5 | 5 | 4 | 5 | 19 |
| <b>60</b> | 5 | 5 | 5 | 5 | 20 |
| <b>61</b> | 4 | 5 | 3 | 4 | 16 |
| <b>62</b> | 4 | 5 | 5 | 5 | 19 |
| <b>63</b> | 5 | 5 | 5 | 5 | 20 |

|           |   |   |   |   |    |
|-----------|---|---|---|---|----|
| <b>64</b> | 4 | 4 | 4 | 4 | 16 |
| <b>65</b> | 4 | 4 | 5 | 4 | 17 |
| <b>66</b> | 5 | 5 | 5 | 5 | 20 |
| <b>67</b> | 5 | 5 | 5 | 5 | 20 |
| <b>68</b> | 4 | 4 | 4 | 4 | 16 |
| <b>69</b> | 4 | 4 | 4 | 4 | 16 |
| <b>70</b> | 3 | 4 | 5 | 5 | 17 |
| <b>71</b> | 3 | 4 | 3 | 5 | 15 |
| <b>72</b> | 4 | 4 | 3 | 5 | 16 |
| <b>73</b> | 4 | 4 | 5 | 5 | 18 |
| <b>74</b> | 3 | 4 | 5 | 5 | 17 |
| <b>75</b> | 4 | 4 | 4 | 4 | 16 |
| <b>76</b> | 5 | 5 | 5 | 5 | 20 |
| <b>77</b> | 4 | 4 | 5 | 5 | 18 |
| <b>78</b> | 4 | 4 | 4 | 4 | 16 |
| <b>79</b> | 4 | 4 | 4 | 5 | 17 |
| <b>80</b> | 3 | 5 | 4 | 4 | 16 |
| <b>81</b> | 5 | 5 | 4 | 4 | 18 |
| <b>82</b> | 4 | 4 | 4 | 4 | 16 |
| <b>83</b> | 4 | 4 | 4 | 4 | 16 |
| <b>84</b> | 5 | 5 | 5 | 5 | 20 |
| <b>85</b> | 4 | 4 | 4 | 4 | 16 |
| <b>86</b> | 5 | 5 | 5 | 5 | 20 |
| <b>87</b> | 5 | 5 | 5 | 5 | 20 |
| <b>88</b> | 4 | 4 | 3 | 3 | 14 |
| <b>89</b> | 3 | 3 | 4 | 4 | 14 |
| <b>90</b> | 5 | 4 | 5 | 5 | 19 |
| <b>91</b> | 4 | 3 | 5 | 5 | 17 |
| <b>92</b> | 5 | 5 | 5 | 5 | 20 |
| <b>93</b> | 5 | 5 | 4 | 4 | 18 |
| <b>94</b> | 5 | 5 | 4 | 4 | 18 |
| <b>95</b> | 4 | 5 | 4 | 4 | 17 |
| <b>96</b> | 4 | 4 | 3 | 5 | 16 |

### Uji Validitas & Reliabilitas Variabel Kemampuan (X1)

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .820             | .818   | 7          |

#### Item Statistics

|      | Mean | Std. Deviation | N  |
|------|------|----------------|----|
| x1.1 | 4.27 | .521           | 30 |
| x1.2 | 4.17 | .592           | 30 |
| x1.3 | 3.83 | .648           | 30 |
| X1.4 | 4.13 | .507           | 30 |
| X1.5 | 4.27 | .450           | 30 |
| X1.6 | 3.57 | .504           | 30 |
| X1.7 | 4.13 | .571           | 30 |

### Inter-Item Correlation Matrix

|      | x1.1  | x1.2  | x1.3  | X1.4  | X1.5  | X1.6  | X1.7  |
|------|-------|-------|-------|-------|-------|-------|-------|
| x1.1 | 1.000 | .410  | .443  | .252  | .128  | .455  | .340  |
| x1.2 | .410  | 1.000 | .435  | .383  | .475  | .481  | .951  |
| x1.3 | .443  | .435  | 1.000 | .070  | .395  | .405  | .435  |
| X1.4 | .252  | .383  | .070  | 1.000 | .443  | .099  | .412  |
| X1.5 | .128  | .475  | .395  | .443  | 1.000 | .223  | .528  |
| X1.6 | .455  | .481  | .405  | .099  | .223  | 1.000 | .447  |
| X1.7 | .340  | .951  | .435  | .412  | .528  | .447  | 1.000 |

### Item-Total Statistics

|      | Scale Mean if<br>Item Deleted | Scale<br>Variance if<br>Item Deleted | Corrected<br>Item-Total<br>Correlation | Squared<br>Multiple<br>Correlation | Cronbach's<br>Alpha if Item<br>Deleted |
|------|-------------------------------|--------------------------------------|--|------------------------------------|--|
| x1.1 | 24.10                         | 5.541                                | .484                                   | .399                               | .808                                   |
| x1.2 | 24.20                         | 4.648                                | .783                                   | .916                               | .753                                   |
| x1.3 | 24.53                         | 5.085                                | .512                                   | .400                               | .808                                   |
| X1.4 | 24.23                         | 5.840                                | .376                                   | .337                               | .825                                   |
| X1.5 | 24.10                         | 5.679                                | .521                                   | .423                               | .803                                   |
| X1.6 | 24.80                         | 5.545                                | .506                                   | .341                               | .804                                   |
| X1.7 | 24.23                         | 4.737                                | .778                                   | .917                               | .755                                   |

### Scale Statistics

| Mean  | Variance | Std.<br>Deviation | N of Items |
|-------|----------|-------------------|------------|
| 28.37 | 6.999    | 2.646             | 7          |

### Uji Validitas & Reliabilitas Variabel Pengalaman (X2)

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .785             | .787   | 3          |

#### Item Statistics

|      | Mean | Std. Deviation | N  |
|------|------|----------------|----|
| x2.1 | 3.23 | .679           | 30 |
| x2.2 | 3.20 | .551           | 30 |
| x2.3 | 3.67 | .547           | 30 |

#### Inter-Item Correlation Matrix

|      | x2.1  | x2.2  | x2.3  |
|------|-------|-------|-------|
| x2.1 | 1.000 | .701  | .496  |
| x2.2 | .701  | 1.000 | .458  |
| x2.3 | .496  | .458  | 1.000 |

**Item-Total Statistics**

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| x2.1 | 6.87                       | .878                           | .701                             | .530                         | .628                             |
| x2.2 | 6.90                       | 1.128                          | .684                             | .507                         | .652                             |
| x2.3 | 6.43                       | 1.289                          | .519                             | .270                         | .814                             |

**Scale Statistics**

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 10.10 | 2.231    | 1.494          | 3          |





### Uji Validitas & Reliabilitas Variabel Disiplin (X3)

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .800             | .802   | 4          |

#### Item Statistics

|      | Mean | Std. Deviation | N  |
|------|------|----------------|----|
| x3.1 | 3.53 | .507           | 30 |
| x3.2 | 3.10 | .662           | 30 |
| x3.3 | 4.13 | .571           | 30 |
| x3.4 | 3.13 | .507           | 30 |

#### Inter-Item Correlation Matrix

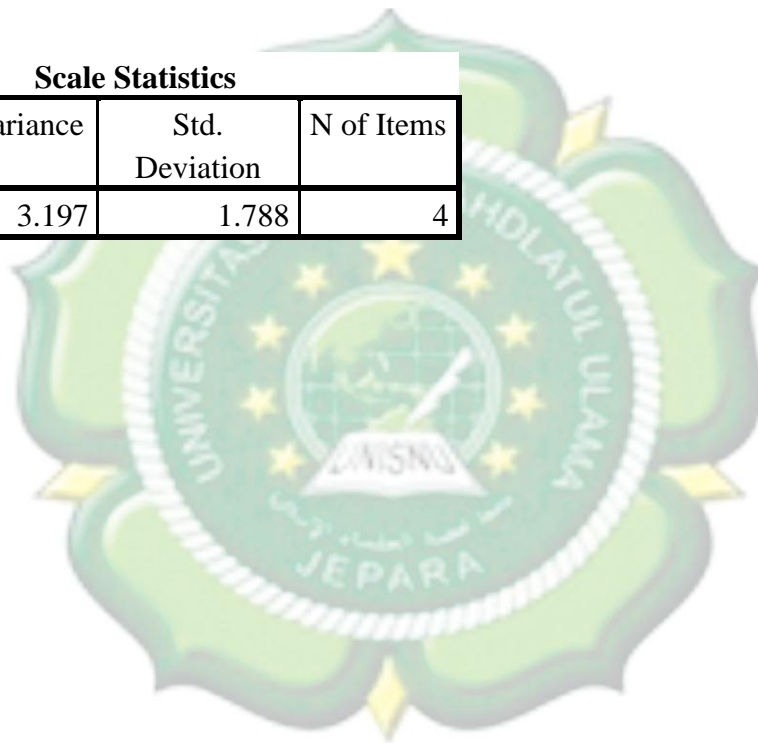
|      | x3.1  | x3.2  | x3.3  | x3.4  |
|------|-------|-------|-------|-------|
| x3.1 | 1.000 | .555  | .460  | .518  |
| x3.2 | .555  | 1.000 | .511  | .678  |
| x3.3 | .460  | .511  | 1.000 | .293  |
| x3.4 | .518  | .678  | .293  | 1.000 |

**Item-Total Statistics**

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| x3.1 | 10.37                      | 2.033                          | .626                             | .394                         | .746                             |
| x3.2 | 10.80                      | 1.545                          | .738                             | .581                         | .683                             |
| x3.3 | 9.77                       | 2.047                          | .503                             | .321                         | .802                             |
| x3.4 | 10.77                      | 2.047                          | .614                             | .500                         | .751                             |

**Scale Statistics**

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 13.90 | 3.197    | 1.788          | 4          |



**Reliability****Notes**

|                        |                                |   |
|------------------------|--------------------------------|---|
| Output Created         |                                | 28-MAR-2018 22:14:15  |
| Comments               |                                |   |
| Input                  | Active Dataset                 | DataSet0  |
|                        | Filter                         | <none>  |
|                        | Weight                         | <none>  |
|                        | Split File                     | <none>  |
|                        | N of Rows in Working Data File | 30  |
|                        | Matrix Input                   |   |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing.<br>Statistics are based on all cases with valid data for all variables in the procedure.          |
|                        | Cases Used                     | RELIABILITY<br>/VARIABLES=y.1 y.2 y.3 y.4<br>/SCALE('ALL VARIABLES') ALL<br>/MODEL=ALPHA<br><br>/STATISTICS=DESCRIPTIVE SCALE CORR<br>/SUMMARY=TOTAL. |
| Syntax                 |                                |   |
| Resources              | Processor Time                 | 00:00:00.03   |
|                        | Elapsed Time                   | 00:00:00.03   |

**Scale: ALL VARIABLES**

Uji Validitas dan Reliabilitas Variabel Prestasi Kerja Karyawan (Y)

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .786             | .790   | 4          |

### Item Statistics

|     | Mean | Std. Deviation | N  |
|-----|------|----------------|----|
| y.1 | 4.17 | .747           | 30 |
| y.2 | 3.97 | .669           | 30 |
| y.3 | 4.33 | .547           | 30 |
| y.4 | 4.53 | .629           | 30 |

### Inter-Item Correlation Matrix

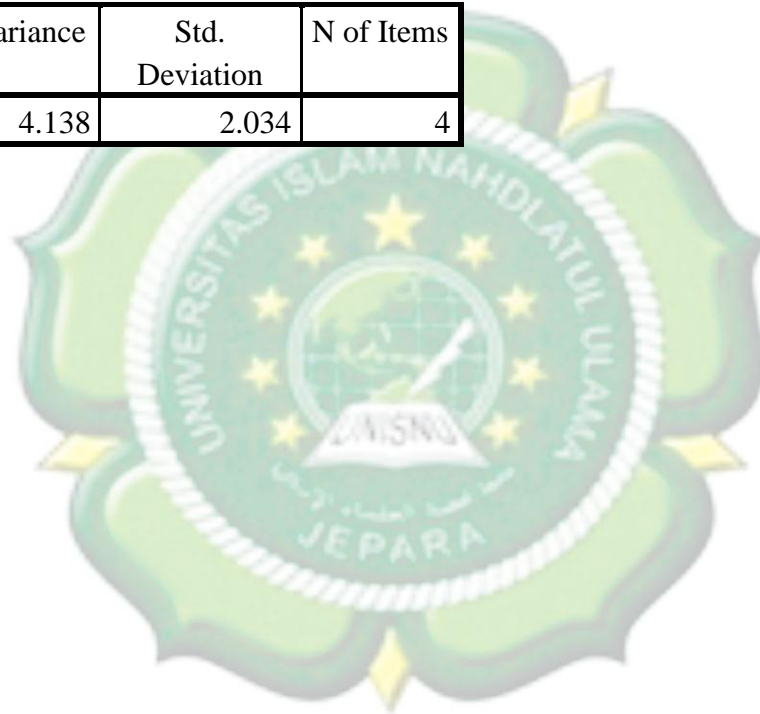
|     | y.1   | y.2   | y.3   | y.4   |
|-----|-------|-------|-------|-------|
| y.1 | 1.000 | .564  | .535  | .465  |
| y.2 | .564  | 1.000 | .503  | .372  |
| y.3 | .535  | .503  | 1.000 | .468  |
| y.4 | .465  | .372  | .468  | 1.000 |

**Item-Total Statistics**

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| y.1 | 12.83                      | 2.144                          | .657                             | .437                         | .701                             |
| y.2 | 13.03                      | 2.447                          | .594                             | .378                         | .733                             |
| y.3 | 12.67                      | 2.713                          | .626                             | .391                         | .726                             |
| y.4 | 12.47                      | 2.671                          | .521                             | .287                         | .768                             |

**Scale Statistics**

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 17.00 | 4.138    | 2.034          | 4          |



## Regression

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered                                  | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1     | Disiplin,<br>Kemampuan,<br>Pengalaman <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Prestasi Kerja

b. All requested variables entered.

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .711 <sup>a</sup> | .505     | .489              | 1.123                      | 2.243         |

a. Predictors: (Constant), Disiplin, Kemampuan, Pengalaman

b. Dependent Variable: Prestasi Kerja

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 118.508        | 3  | 39.503      | 31.298 | .000 <sup>b</sup> |
|       | Residual   | 116.117        | 92 | 1.262       |        |                   |
|       | Total      | 234.625        | 95 |             |        |                   |

a. Dependent Variable: Prestasi Kerja

b. Predictors: (Constant), Disiplin, Kemampuan, Pengalaman

**Coefficients<sup>a</sup>**

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t    | Sig.  | Collinearity Statistics |      |
|-------|-----------------------------|------------|---------------------------|------|-------|-------------------------|------|
|       | B                           | Std. Error | Beta                      |      |       | Tolerance               | VIF  |
| 1     | (Constant)                  | 6.177      | 1.198                     |      | 5.157 | .000                    |      |
|       | Kemampuan                   | .157       | .049                      | .316 | 3.175 | .002                    | .542 |
|       | Pengalaman                  | .288       | .113                      | .268 | 2.540 | .013                    | .483 |
|       | Disiplin                    | .182       | .072                      | .242 | 2.505 | .014                    | .577 |

a. Dependent Variable: Prestasi Kerja

**Coefficient Correlations<sup>a</sup>**

| Model |              | Disiplin   | Kemampuan | Pengalaman |       |
|-------|--------------|------------|-----------|------------|-------|
| 1     | Correlations | Disiplin   | 1.000     | -.256      | -.409 |
|       |              | Kemampuan  | -.256     | 1.000      | -.467 |
|       |              | Pengalaman | -.409     | -.467      | 1.000 |
|       | Covariances  | Disiplin   | .005      | -.001      | -.003 |
|       |              | Kemampuan  | -.001     | .002       | -.003 |
|       |              | Pengalaman | -.003     | -.003      | .013  |

a. Dependent Variable: Prestasi Kerja

### Collinearity Diagnostics<sup>a</sup>

| Model | Dimensi | Eigenvalue | Condition Index | Variance Proportions |           |            |          |
|-------|---------|------------|-----------------|----------------------|-----------|------------|----------|
|       |         |            |                 | (Constant)           | Kemampuan | Pengalaman | Disiplin |
| 1     | 1       | 3.983      | 1.000           | .00                  | .00       | .00        | .00      |
|       | 2       | .008       | 22.959          | .70                  | .00       | .04        | .41      |
|       | 3       | .006       | 26.662          | .24                  | .26       | .26        | .55      |
|       | 4       | .004       | 31.497          | .06                  | .74       | .70        | .04      |

a. Dependent Variable: Prestasi Kerja

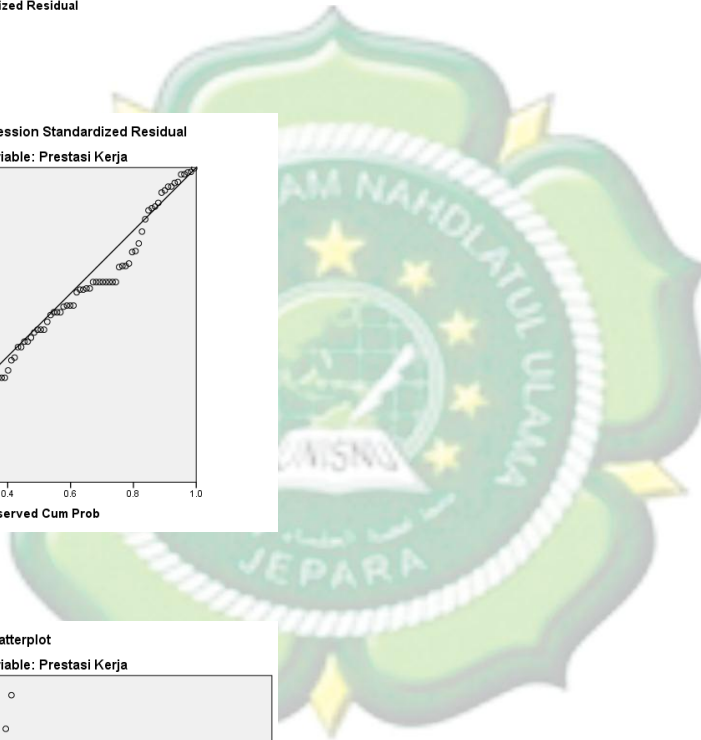
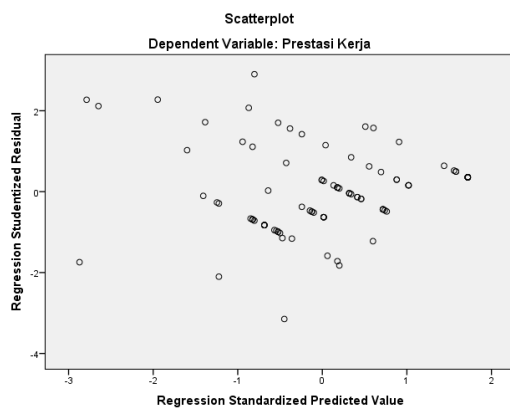
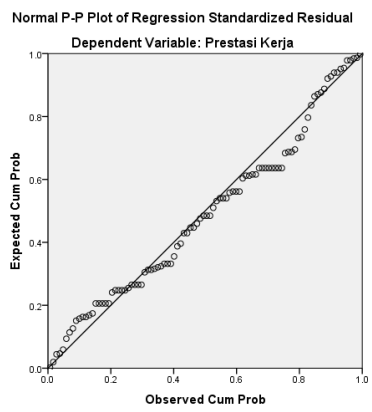
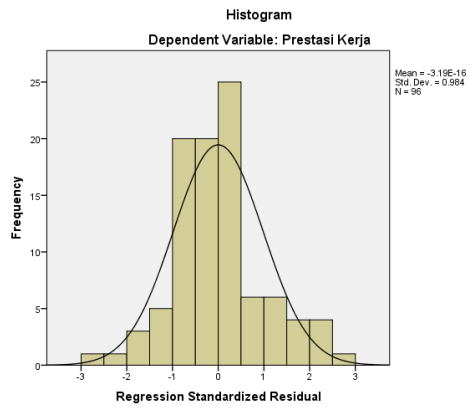
### Residuals Statistics<sup>a</sup>

|                                   | Minimum | Maximum | Mean  | Std. Deviation | N  |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value                   | 14.48   | 19.61   | 17.69 | 1.117          | 96 |
| Std. Predicted Value              | -2.871  | 1.720   | .000  | 1.000          | 96 |
| Standard Error of Predicted Value | .116    | .736    | .208  | .098           | 96 |
| Adjusted Predicted Value          | 14.32   | 19.59   | 17.70 | 1.102          | 96 |
| Residual                          | -3.186  | 3.209   | .000  | 1.106          | 96 |
| Std. Residual                     | -2.836  | 2.856   | .000  | .984           | 96 |
| Stud. Residual                    | -3.149  | 2.904   | -.004 | 1.024          | 96 |
| Deleted Residual                  | -3.928  | 3.316   | -.010 | 1.204          | 96 |
| Stud. Deleted Residual            | -3.315  | 3.030   | -.002 | 1.041          | 96 |
| Mahal. Distance                   | .028    | 39.766  | 2.969 | 5.114          | 96 |
| Cook's Distance                   | .000    | .577    | .025  | .085           | 96 |
| Centered Leverage Value           | .000    | .419    | .031  | .054           | 96 |

a. Dependent Variable: Prestasi Kerja



## Charts





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Ka. Prodi. Manajemen



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