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LAMPIRAN

Lampiran 1. Tabulasi Data Pendidikan dan Pelatihan

NO	X1	X2	X3	X4	X5	TOTALX
1	5	5	5	5	5	25
2	4	4	4	4	4	20
3	5	5	5	5	5	25
4	5	4	4	4	4	21
5	4	4	4	5	4	21
6	4	4	4	5	3	20
7	5	5	5	5	5	25
8	5	5	5	5	4	24
9	4	4	3	4	4	19
10	4	4	4	4	3	19
11	5	5	5	2	5	22
12	5	5	4	5	5	24
13	5	5	4	5	5	24
14	5	5	5	5	5	25
15	5	5	5	5	5	25
16	5	5	5	5	5	25
17	5	5	5	5	5	25
18	5	5	5	5	4	24
19	5	4	4	4	4	21
20	4	3	4	4	3	18
21	5	5	5	5	5	25
22	4	4	4	3	4	19
23	5	5	5	5	4	24
24	5	5	5	5	5	25
25	5	4	5	5	3	22
26	5	5	5	5	5	25
27	4	4	3	5	4	20

NO	X1	X2	X3	X4	X5	TOTALX
28	5	5	5	5	5	25
29	3	4	3	3	4	17
30	3	4	4	3	4	18
31	4	4	4	4	3	19
32	4	5	3	5	3	20
33	5	5	3	4	3	20
34	5	4	5	5	5	24
35	5	5	5	5	5	25
36	4	4	4	4	4	20
37	3	3	3	3	3	15
38	3	3	4	4	4	18
39	5	5	5	5	4	24
40	5	4	3	3	4	19
41	5	4	5	4	5	23
42	5	5	5	5	5	25
43	5	5	5	5	5	25
44	5	5	5	5	5	25
45	5	4	4	5	5	23
46	4	4	4	4	4	20
47	5	5	4	4	5	23
48	5	5	5	5	4	24
49	3	3	3	3	3	15
50	4	4	3	5	3	19
51	3	3	3	3	3	15
52	4	4	4	4	4	20
53	5	5	5	5	5	25
54	4	4	5	5	5	23
55	4	4	4	5	4	21
56	5	5	5	5	5	25
57	2	2	2	2	2	10

NO	X1	X2	X3	X4	X5	TOTALX
58	5	4	5	5	5	24
59	5	5	5	5	5	25
60	5	5	3	5	4	22
61	4	4	4	4	3	19
62	5	5	5	5	5	25
63	4	4	2	5	5	20
64	5	5	5	5	5	25
65	5	4	5	5	4	23
66	4	4	4	4	3	19
67	3	4	4	5	4	20
68	5	5	5	5	5	25
69	4	3	4	5	5	21
70	3	3	3	3	3	15
71	2	1	2	2	2	9
72	4	4	4	4	4	20
73	4	5	2	5	3	19
74	5	5	4	5	4	23
75	4	3	3	5	3	18
76	5	5	5	5	5	25
77	4	4	4	4	4	20
78	4	4	5	5	2	20
79	2	4	3	3	4	16
80	4	4	4	4	4	20
81	4	4	4	4	5	21
82	4	4	4	4	4	20
83	5	4	4	5	4	22
84	5	5	5	5	5	25
85	3	3	3	3	3	15
86	4	4	4	4	3	19
87	5	5	5	5	5	25

NO	X1	X2	X3	X4	X5	TOTALX
88	3	4	4	5	4	20
89	4	4	4	4	3	19
90	3	2	3	2	2	12
91	4	2	5	5	5	21
92	4	4	4	4	5	21
93	5	5	5	5	5	25
94	5	4	4	4	4	21
95	4	3	4	4	3	18

Kinerja Pegawai

NO	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTALY1
1	5	5	5	5	5	25
2	4	4	3	2	4	17
3	5	3	4	3	3	18
4	5	5	4	2	3	19
5	5	4	4	3	4	20
6	3	3	3	2	2	13
7	5	5	5	5	5	25
8	4	5	4	4	4	21
9	4	4	4	2	2	16
10	4	3	2	4	3	16
11	2	3	3	3	2	13
12	5	5	4	3	3	20
13	5	5	5	5	5	25
14	5	5	5	4	3	22
15	5	5	5	5	5	25
16	5	5	5	2	2	19
17	5	5	5	3	5	23
18	5	4	5	4	4	22
19	4	4	4	3	4	19

NO	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTALY1
20	4	4	4	2	4	18
21	5	5	5	5	5	25
22	4	4	4	2	3	17
23	5	4	4	2	5	20
24	5	5	5	4	3	22
25	3	4	4	2	4	17
26	5	5	5	3	3	21
27	4	4	4	4	3	19
28	5	5	5	4	4	23
29	3	4	4	2	3	16
30	4	5	4	4	5	22
31	4	4	4	4	4	20
32	5	4	3	3	3	18
33	5	4	5	3	3	20
34	5	4	4	3	3	19
35	5	5	5	5	5	25
36	4	4	4	4	2	18
37	3	3	3	3	3	15
38	4	4	4	4	4	20
39	4	4	4	4	3	19
40	5	2	3	4	5	19
41	4	5	5	4	5	23
42	5	5	5	3	5	23
43	5	5	4	4	5	23
44	5	5	5	5	5	25
45	5	4	4	3	3	19
46	4	4	4	4	2	18
47	4	4	4	4	4	20
48	5	4	5	4	5	23
49	3	3	3	3	3	15

NO	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTALY1
50	4	3	4	2	2	15
51	3	3	3	3	3	15
52	4	4	4	3	3	18
53	5	5	5	3	4	22
54	4	4	4	2	3	17
55	4	4	4	3	4	19
56	5	5	5	4	3	22
57	2	2	2	5	2	13
58	5	4	5	4	3	21
59	5	5	5	5	5	25
60	5	5	4	2	4	20
61	4	4	3	4	4	19
62	5	5	4	4	5	23
63	5	5	4	2	4	20
64	5	5	5	5	5	25
65	5	4	4	3	4	20
66	4	4	3	3	3	17
67	4	4	5	4	3	20
68	5	5	5	3	5	23
69	3	5	5	3	5	21
70	3	3	3	3	3	15
71	1	1	2	3	2	9
72	4	4	4	4	4	20
73	3	4	4	3	2	16
74	4	4	4	4	3	19
75	5	4	3	3	2	17
76	5	5	5	5	5	25
77	4	3	5	2	3	17
78	3	3	3	2	3	14
79	4	4	1	4	4	17

NO	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTALY1
80	4	4	4	4	3	19
81	5	5	5	5	5	25
82	4	4	4	2	3	17
83	5	4	4	3	3	19
84	5	5	5	5	5	25
85	3	3	3	4	3	16
86	4	4	4	2	3	17
87	5	5	5	4	5	24
88	5	3	2	2	3	15
89	4	3	4	5	4	20
90	2	2	2	4	3	13
91	5	5	5	4	5	24
92	5	3	5	5	4	22
93	5	5	5	5	5	25
94	4	4	4	3	4	19
95	4	4	4	2	4	18

Pengembangan Karir

NO	Y2.1	Y2.2	Y2.3	Y2.4	TOTALY2
1	4	4	4	4	16
2	3	3	3	3	12
3	3	3	3	3	12
4	4	4	3	3	14
5	4	4	4	4	16
6	4	3	3	3	13
7	4	4	4	4	16
8	4	4	4	4	16
9	3	3	3	3	12
10	3	4	4	3	14
11	4	4	4	4	16

NO	Y2.1	Y2.2	Y2.3	Y2.4	TOTALY2
12	3	4	4	3	14
13	4	4	4	3	15
14	4	4	4	5	17
15	5	5	5	4	19
16	5	5	4	4	18
17	4	4	5	5	18
18	4	4	4	4	16
19	4	5	4	4	17
20	4	4	3	4	15
21	5	4	4	4	17
22	4	4	4	4	16
23	4	5	5	5	19
24	4	4	4	5	17
25	5	5	4	4	18
26	4	3	3	3	13
27	4	4	4	3	15
28	3	4	4	4	15
29	4	3	4	3	14
30	3	3	4	4	14
31	4	4	4	4	16
32	4	4	5	3	16
33	4	5	5	3	17
34	4	4	3	4	15
35	4	4	4	4	16
36	4	4	4	4	16
37	3	3	3	3	12
38	4	3	3	3	13
39	4	4	4	5	17
40	4	5	4	3	16
41	3	4	3	4	14

NO	Y2.1	Y2.2	Y2.3	Y2.4	TOTALY2
42	5	4	4	4	17
43	2	5	5	4	16
44	4	4	4	5	17
45	4	4	3	3	14
46	4	4	4	4	16
47	4	5	5	4	18
48	3	4	4	4	15
49	3	3	3	3	12
50	4	4	4	3	15
51	3	3	3	3	12
52	4	4	4	4	16
53	3	4	4	4	15
54	3	3	3	4	13
55	4	4	4	4	16
56	4	4	4	4	16
57	3	3	3	3	12
58	4	5	4	5	18
59	5	4	4	4	17
60	4	5	5	3	17
61	4	4	4	4	16
62	4	5	5	5	19
63	3	4	4	2	13
64	5	5	5	5	20
65	4	4	3	4	15
66	4	4	4	4	16
67	4	3	4	4	15
68	3	4	4	4	15
69	4	4	3	4	15
70	3	3	3	3	12
71	2	3	2	3	10

NO	Y2.1	Y2.2	Y2.3	Y2.4	TOTALY2
72	4	4	4	4	16
73	4	4	5	2	15
74	3	4	4	3	14
75	4	4	3	3	14
76	4	4	4	5	17
77	3	4	4	4	15
78	3	4	4	5	16
79	2	2	4	3	11
80	4	4	4	4	16
81	5	5	5	4	19
82	4	4	4	4	16
83	4	5	4	4	17
84	5	5	5	5	20
85	3	3	3	3	12
86	4	4	4	4	16
87	4	4	4	4	16
88	4	3	4	4	15
89	4	4	4	4	16
90	3	3	2	3	11
91	5	4	2	5	16
92	4	4	4	4	16
93	4	4	4	4	16
94	4	5	4	4	17
95	4	4	3	4	15

Lampiran 2. Data Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	TOTALX
X1.1	Pearson Correlation	1	.766**	.698**	.658**	.633**	.892**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	95	95	95	95	95	95
X1.2	Pearson Correlation	.766**	1	.578**	.623**	.613**	.852**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	95	95	95	95	95	95
X1.3	Pearson Correlation	.698**	.578**	1	.564**	.636**	.830**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	95	95	95	95	95	95
X1.4	Pearson Correlation	.658**	.623**	.564**	1	.524**	.802**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	95	95	95	95	95	95
X1.5	Pearson Correlation	.633**	.613**	.636**	.524**	1	.817**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	95	95	95	95	95	95
TOTALX	Pearson Correlation	.892**	.852**	.830**	.802**	.817**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	95	95	95	95	95	95

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTALY1
Y1.1	Pearson Correlation	1	.679**	.609**	.227*	.484**	.774**
	Sig. (2-tailed)		.000	.000	.027	.000	.000
	N	95	95	95	95	95	95
Y1.2	Pearson Correlation	.679**	1	.715**	.233*	.548**	.820**
	Sig. (2-tailed)	.000		.000	.023	.000	.000
	N	95	95	95	95	95	95
Y1.3	Pearson Correlation	.609**	.715**	1	.290**	.473**	.801**
	Sig. (2-tailed)	.000	.000		.004	.000	.000
	N	95	95	95	95	95	95

Y1.4	Pearson Correlation	.227*	.233*	.290**	1	.462**	.607**
	Sig. (2-tailed)	.027	.023	.004		.000	.000
	N	95	95	95	95	95	95
Y1.5	Pearson Correlation	.484**	.548**	.473**	.462**	1	.794**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	95	95	95	95	95	95
TOTALY1	Pearson Correlation	.774**	.820**	.801**	.607**	.794**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	95	95	95	95	95	95

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

		Y2.1	Y2.2	Y2.3	Y2.4	TOTALY2
Y2.1	Pearson Correlation	1	.523**	.326**	.391**	.734**
	Sig. (2-tailed)		.000	.001	.000	.000
	N	95	95	95	95	95
Y2.2	Pearson Correlation	.523**	1	.625**	.425**	.844**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	95	95	95	95	95
Y2.3	Pearson Correlation	.326**	.625**	1	.306**	.747**
	Sig. (2-tailed)	.001	.000		.003	.000
	N	95	95	95	95	95
Y2.4	Pearson Correlation	.391**	.425**	.306**	1	.707**
	Sig. (2-tailed)	.000	.000	.003		.000
	N	95	95	95	95	95
TOTALY2	Pearson Correlation	.734**	.844**	.747**	.707**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	95	95	95	95	95

** . Correlation is significant at the 0.01 level (2-tailed).

Lampiran 3. Data Uji Reabilitas

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded ^a	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.814	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.33	.805	95
X1.2	4.21	.837	95
X1.3	4.16	.854	95
X1.4	4.39	.842	95
X1.5	4.12	.886	95
TOTALX	21.20	3.539	95

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	38.07	40.580	.865	.774
X1.2	38.19	40.708	.814	.777
X1.3	38.24	40.781	.786	.779
X1.4	38.01	41.245	.753	.784
X1.5	38.28	40.631	.769	.779
TOTALX	21.20	12.523	1.000	.894

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded ^a	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.795	6

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4.28	.871	95
Y1.2	4.12	.861	95
Y1.3	4.07	.902	95
Y1.4	3.45	1.008	95
Y1.5	3.67	1.005	95
TOTALY1	19.60	3.514	95

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	34.92	40.674	.717	.760
Y1.2	35.08	40.206	.774	.754
Y1.3	35.13	40.048	.748	.754
Y1.4	35.75	41.808	.504	.781
Y1.5	35.53	39.188	.731	.750
TOTALY1	19.60	12.349	1.000	.811

Case Processing Summary

		N	%
Cases	Valid	95	100.0
	Excluded ^a	0	.0
	Total	95	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.801	5

Item Statistics

	Mean	Std. Deviation	N
Y2.1	3.80	.662	95
Y2.2	3.96	.651	95
Y2.3	3.84	.689	95
Y2.4	3.79	.698	95
TOTALY2	15.39	2.044	95

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	26.98	13.170	.645	.770
Y2.2	26.82	12.638	.787	.745
Y2.3	26.94	12.975	.656	.765
Y2.4	26.99	13.159	.604	.775
TOTALY2	15.39	4.176	1.000	.751

Lampiran 4. Deskripsi Tanggapan Responden

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	3	3.2	3.2	3.2
	ragu-ragu	11	11.6	11.6	14.7
	setuju	33	34.7	34.7	49.5
	sangat setuju	48	50.5	50.5	100.0
	Total	95	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.1	1.1	1.1
	tidak setuju	3	3.2	3.2	4.2
	ragu-ragu	10	10.5	10.5	14.7
	setuju	42	44.2	44.2	58.9
	sangat setuju	39	41.1	41.1	100.0
	Total	95	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	4	4.2	4.2	4.2
	ragu-ragu	16	16.8	16.8	21.1
	setuju	36	37.9	37.9	58.9
	sangat setuju	39	41.1	41.1	100.0
	Total	95	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	4	4.2	4.2	4.2
	ragu-ragu	10	10.5	10.5	14.7
	setuju	26	27.4	27.4	42.1
	sangat setuju	55	57.9	57.9	100.0
	Total	95	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	4	4.2	4.2	4.2
	ragu-ragu	20	21.1	21.1	25.3
	setuju	32	33.7	33.7	58.9
	sangat setuju	39	41.1	41.1	100.0
	Total	95	100.0	100.0	

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.1	1.1	1.1
	tidak setuju	3	3.2	3.2	4.2
	ragu-ragu	11	11.6	11.6	15.8
	setuju	33	34.7	34.7	50.5
	sangat setuju	47	49.5	49.5	100.0
	Total	95	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.1	1.1	1.1
	tidak setuju	3	3.2	3.2	4.2
	ragu-ragu	15	15.8	15.8	20.0
	setuju	41	43.2	43.2	63.2
	sangat setuju	35	36.8	36.8	100.0
	Total	95	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.1	1.1	1.1
	tidak setuju	5	5.3	5.3	6.3
	ragu-ragu	14	14.7	14.7	21.1
	setuju	41	43.2	43.2	64.2
	sangat setuju	34	35.8	35.8	100.0
	Total	95	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	20	21.1	21.1	21.1
	ragu-ragu	28	29.5	29.5	50.5
	setuju	31	32.6	32.6	83.2
	sangat setuju	16	16.8	16.8	100.0
	Total	95	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	11	11.6	11.6	11.6
	ragu-ragu	35	36.8	36.8	48.4
	setuju	23	24.2	24.2	72.6
	sangat setuju	26	27.4	27.4	100.0
	Total	95	100.0	100.0	

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	3	3.2	3.2	3.2
	ragu-ragu	23	24.2	24.2	27.4
	setuju	59	62.1	62.1	89.5
	sangat setuju	10	10.5	10.5	100.0
	Total	95	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	1.1	1.1	1.1
	ragu-ragu	19	20.0	20.0	21.1
	setuju	58	61.1	61.1	82.1
	sangat setuju	17	17.9	17.9	100.0
	Total	95	100.0	100.0	

Y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	3	3.2	3.2	3.2
ragu-ragu	22	23.2	23.2	26.3
setuju	57	60.0	60.0	86.3
sangat setuju	13	13.7	13.7	100.0
Total	95	100.0	100.0	

Y2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	2	2.1	2.1	2.1
ragu-ragu	29	30.5	30.5	32.6
setuju	51	53.7	53.7	86.3
sangat setuju	13	13.7	13.7	100.0
Total	95	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	95	2	5	4.33	.805
X1.2	95	1	5	4.21	.837
X1.3	95	2	5	4.16	.854
X1.4	95	2	5	4.39	.842
X1.5	95	2	5	4.12	.886
Y1.1	95	1	5	4.28	.871
Y1.2	95	1	5	4.12	.861
Y1.3	95	1	5	4.07	.902
Y1.4	95	2	5	3.45	1.008
Y1.5	95	2	5	3.67	1.005
Y2.1	95	2	5	3.80	.662
Y2.2	95	2	5	3.96	.651
Y2.3	95	2	5	3.84	.689
Y2.4	95	2	5	3.79	.698
Valid N (listwise)	95				

Lampiran 5. Data Regresi

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	TOTALX ^b	.	Enter

a. Dependent Variable: TOTALY1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.778 ^a	.605	.601	2.219

a. Predictors: (Constant), TOTALX

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	702.831	1	702.831	142.724	.000 ^b
	Residual	457.969	93	4.924		
	Total	1160.800	94			

a. Dependent Variable: TOTALY1

b. Predictors: (Constant), TOTALX

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.219	1.390		2.316	.023
	TOTALX	.773	.065	.778	11.947	.000

a. Dependent Variable: TOTALY1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	TOTALY1, TOTALX ^b		Enter

a. Dependent Variable: TOTALY2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.658 ^a	.433	.421	1.555

a. Predictors: (Constant), TOTALY1, TOTALX

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	170.148	2	85.074	35.186	.000 ^b
	Residual	222.442	92	2.418		
	Total	392.589	94			

a. Dependent Variable: TOTALY2

b. Predictors: (Constant), TOTALY1, TOTALX

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.096	1.002		7.084	.000
	TOTALX	.247	.072	.427	3.420	.001
	TOTALY1	.156	.073	.269	2.150	.034

a. Dependent Variable: TOTALY2