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## Lampiran 1

## INSTRUMEN PENELITIAN

## FORMULIR PENGISIAN KUESIONER

### PENGARUH PELATIHAN DAN PENGEMBANGAN KARIR TERHADAP KINERJA KARYAWAN YANG DIMEDIASI OLEH BUDAYA PERUSAHAAN DI PT ASTRA INTERNATIONAL Tbk. BMW INDONESIA

**DINDA INTAN MAHARANI**  
**NIM: A012222162**

#### A. Identitas Responden

Nama : .....

Umur : .....

Jenis Kelamin : .....

Pendidikan Terakhir : .....

Masa Kerja : .....

#### B. Petunjuk Pengisian

Berilah tanda silang (X) pada jawaban dari pernyataan-pernyataan berikut yang menurut Bapak/Ibu/Saudara (i) paling sesuai. Kategori jawaban menggunakan skala Likert dengan rentang skala 1 – 5.

Berilah tanda (X) pada pernyataan di bawah ini dengan memilih skala nilai 1 sampai dengan 5 tentang pernyataan berikut, dimana skala 1 = Sangat Tidak Sesuai 2 = Tidak Sesuai 3 = Kurang Sesuai 4 = Sesuai 5 = Sangat Sesuai						
1	Pelatihan ( $X_1$ )					
a.	Karyawan mendapatkan pelatihan sesuai dengan bidang/unit kerja yang ditekuni untuk menjadi terampil	1	2	3	4	5
b.	Karyawan yang mengikuti pelatihan memiliki tujuan untuk menjadi lebih terampil dalam bekerja	1	2	3	4	5
c.	Materi pelatihan yang diterima sesuai dengan metode dan bidang kerja karyawan	1	2	3	4	5
d.	Setiap karyawan yang mengikuti pelatihan harus sesuai dengan kualifikasi peserta pelatihan yang direkomendasikan	1	2	3	4	5
e.	Instruktur yang memberi pelatihan kepada karyawan sudah ahli dan telah lulus persyaratan kualifikasi	1	2	3	4	5
f.	Pelatihan yang diterima setara dengan 52.2 jam pelatihan untuk meningkatkan keterampilan karyawan	1	2	3	4	5
2	Pengembangan Karir ( $X_2$ )					
a.	Karyawan mendapatkan peluang untuk mengembangkan karir sesuai dengan pembinaan dari pimpinan	1	2	3	4	5
b.	Pengembangan karir karyawan berupa peluang meningkatkan pendidikan ke jenjang yang lebih tinggi dan mendapatkan pelatihan kompetensi	1	2	3	4	5
c.	Karyawan yang berprestasi mendapatkan kesempatan untuk promosi kerja	1	2	3	4	5
d.	Karyawan yang ingin menambah pengalamannya diberikan mutasi kerja	1	2	3	4	5



Berilah tanda (X) pada pernyataan di bawah ini dengan memilih skala nilai 1 sampai dengan 5 tentang pernyataan berikut, dimana skala						
1 = Sangat Tidak Sesuai						
2 = Tidak Sesuai						
3 = Kurang Sesuai						
4 = Sesuai						
5 = Sangat Sesuai						
3	Budaya Organisasi (Y <sub>1</sub> )					
a.	Karyawan memiliki inisiatif untuk menunjukkan nilai integritas kerja	1	2	3	4	5
b.	Karyawan dituntut profesional dalam memberikan pelayanan	1	2	3	4	5
c.	Karyawan berupaya menunjukkan sinergitas kerja untuk mencapai tujuan organisasi	1	2	3	4	5
d.	Karyawan menunjukkan kecakapan dalam memberikan pelayanan yang baik kepada pelanggan	1	2	3	4	5
e.	Karyawan berupaya untuk menunjukkan kesempurnaan hasil kerja	1	2	3	4	5
4	Kinerja Pegawai (Y <sub>2</sub> )					
a.	Karyawan harus menunjukkan kualitas kerja	1	2	3	4	5
b.	Karyawan harus mampu menyelesaikan pekerjaan yang banyak	1	2	3	4	5
c.	Karyawan melaksanakan tugas dengan menyelesaikan tepat waktu secara efisien	1	2	3	4	5
d.	Karyawan harus bertanggung jawab dalam melaksanakan tugas yang ditekuninya	1	2	3	4	5











## Frequencies

### Frequency Table

#### Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 23	4	1.9	1.9	1.9
24	30	14.4	14.4	16.3
25	112	53.6	53.6	69.9
26	4	1.9	1.9	71.8
27	20	9.6	9.6	81.3
28	11	5.3	5.3	86.6
30	10	4.8	4.8	91.4
32	18	8.6	8.6	100.0
Total	209	100.0	100.0	

#### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid L	118	56.5	56.5	56.5
P	91	43.5	43.5	100.0
Total	209	100.0	100.0	

#### Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid S1	153	73.2	73.2	73.2
SMK	56	26.8	26.8	100.0
Total	209	100.0	100.0	

#### Posisi

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Admin Service	27	12.9	12.9	12.9
Admin Unit	33	15.8	15.8	28.7
Customer Relation Officer	35	16.7	16.7	45.5
Service Advisor	29	13.9	13.9	59.3
Sparepart	29	13.9	13.9	73.2
Teknisi	28	13.4	13.4	86.6
Tim Leader Teknisi	28	13.4	13.4	100.0
Total	209	100.0	100.0	

## Frequencies

[DataSet1] D:\S2 UNHAS\DINDA UNHAS\DINDA INPUT.sav

### Statistics

		Jenis Pelatihan	Tujuan Pelatihan	Materi Pelatihan	Kualifikasi Peserta	Kualifikasi Instruktur	Sesi Materi Pelatihan
N	Valid	209	209	209	209	209	209
	Missing	0	0	0	0	0	0
Mean		4.04	3.98	3.80	4.22	4.29	4.37

## Frequency Table

### Jenis Pelatihan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.5	.5	.5
	3	37	17.7	17.7	18.2
	4	123	58.9	58.9	77.0
	5	48	23.0	23.0	100.0
	Total	209	100.0	100.0	

### Tujuan Pelatihan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.0	1.0	1.0
	3	43	20.6	20.6	21.5
	4	122	58.4	58.4	79.9
	5	42	20.1	20.1	100.0
	Total	209	100.0	100.0	

### Materi Pelatihan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	1.4	1.4	1.4
	2	11	5.3	5.3	6.7
	3	53	25.4	25.4	32.1
	4	99	47.4	47.4	79.4
	5	43	20.6	20.6	100.0
	Total	209	100.0	100.0	



**Kualifikasi Peserta**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	45	21.5	21.5	21.5
	4	73	34.9	34.9	56.5
	5	91	43.5	43.5	100.0
	Total	209	100.0	100.0	

**Kualifikasi Instruktur**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	25	12.0	12.0	12.0
	4	99	47.4	47.4	59.3
	5	85	40.7	40.7	100.0
	Total	209	100.0	100.0	

**Sesi Materi Pelatihan**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.0	1.0	1.0
	3	15	7.2	7.2	8.1
	4	95	45.5	45.5	53.6
	5	97	46.4	46.4	100.0
	Total	209	100.0	100.0	

## Frequencies

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### Statistics

		Peluang Pembinaan	Peluang Peningkatan Pendidikan	Promosi Kerja	Mutasi Kerja
N	Valid	209	209	209	209
	Missing	0	0	0	0
Mean		4.22	4.29	4.21	4.35

## Frequency Table

### Peluang Pembinaan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	2.9	2.9	2.9
	3	24	11.5	11.5	14.4
	4	98	46.9	46.9	61.2
	5	81	38.8	38.8	100.0
	Total	209	100.0	100.0	

### Peluang Peningkatan Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	27	12.9	12.9	12.9
	4	95	45.5	45.5	58.4
	5	87	41.6	41.6	100.0
	Total	209	100.0	100.0	

### Promosi Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	3.8	3.8	3.8
	3	34	16.3	16.3	20.1
	4	74	35.4	35.4	55.5
	5	93	44.5	44.5	100.0
	Total	209	100.0	100.0	

**Mutasi Kerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	28	13.4	13.4	13.4
4	80	38.3	38.3	51.7
5	101	48.3	48.3	100.0
Total	209	100.0	100.0	

## Frequencies

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### Statistics

		Nilai Integritas	Profesionalisme	Sinergi	Pelayanan	Kesempurnaan
N	Valid	209	209	209	209	209
	Missing	0	0	0	0	0
Mean		4.29	4.37	4.39	4.33	4.07

## Frequency Table

### Nilai Integritas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	9.6	9.6	9.6
	4	108	51.7	51.7	61.2
	5	81	38.8	38.8	100.0
	Total	209	100.0	100.0	

### Profesionalisme

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	18	8.6	8.6	8.6
	4	96	45.9	45.9	54.5
	5	95	45.5	45.5	100.0
	Total	209	100.0	100.0	

### Sinergi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	22	10.5	10.5	10.5
	4	83	39.7	39.7	50.2
	5	104	49.8	49.8	100.0
	Total	209	100.0	100.0	

**Pelayanan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	21	10.0	10.0	10.0
4	99	47.4	47.4	57.4
5	89	42.6	42.6	100.0
Total	209	100.0	100.0	

**Kesempurnaan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.0	1.0	1.0
3	41	19.6	19.6	20.6
4	106	50.7	50.7	71.3
5	60	28.7	28.7	100.0
Total	209	100.0	100.0	

## Frequencies

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### Statistics

		Kualitas	Kuantitas	Pelaksanaan Tugas	Tanggungjawab Kerja
N	Valid	209	209	209	209
	Missing	0	0	0	0
Mean		4.28	4.30	4.56	4.32

## Frequency Table

### Kualitas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.0	1.0	1.0
	3	16	7.7	7.7	8.6
	4	112	53.6	53.6	62.2
	5	79	37.8	37.8	100.0
	Total	209	100.0	100.0	

### Kuantitas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.0	1.0	1.0
	3	21	10.0	10.0	11.0
	4	99	47.4	47.4	58.4
	5	87	41.6	41.6	100.0
	Total	209	100.0	100.0	

### Pelaksanaan Tugas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	26	12.4	12.4	12.4
	4	40	19.1	19.1	31.6
	5	143	68.4	68.4	100.0
	Total	209	100.0	100.0	

**Tanggung Jawab Kerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.5	.5	.5
3	23	11.0	11.0	11.5
4	93	44.5	44.5	56.0
5	92	44.0	44.0	100.0
Total	209	100.0	100.0	

## Correlations

[DataSet1] D:\S2 UNHAS\DINDA UNHAS\DINDA INPUT.sav

Correlations

		Jenis Pelatihan	Tujuan Pelatihan	Materi Pelatihan	Kualifikasi Peserta	Kualifikasi Instruktur	Sesi Materi Pelatihan	Pelatihan (X1)
Jenis Pelatihan	Pearson Correlation	1	.465**	.461**	.161*	-.017	.219**	.685**
	Sig. (2-tailed)		.000	.000	.020	.802	.001	.000
	N	209	209	209	209	209	209	209
Tujuan Pelatihan	Pearson Correlation	.465**	1	.354**	.306**	.069	-.012	.657**
	Sig. (2-tailed)	.000		.000	.000	.319	.859	.000
	N	209	209	209	209	209	209	209
Materi Pelatihan	Pearson Correlation	.461**	.354**	1	.071	-.002	.102	.646**
	Sig. (2-tailed)	.000	.000		.308	.978	.140	.000
	N	209	209	209	209	209	209	209
Kualifikasi Peserta	Pearson Correlation	.161*	.306**	.071	1	.017	.242**	.555**
	Sig. (2-tailed)	.020	.000	.308		.811	.000	.000
	N	209	209	209	209	209	209	209
Kualifikasi Instruktur	Pearson Correlation	-.017	.069	-.002	.017	1	-.026	.494**
	Sig. (2-tailed)	.802	.319	.978	.811		.708	.000
	N	209	209	209	209	209	209	209
Sesi Materi Pelatihan	Pearson Correlation	.219**	-.012	.102	.242**	-.026	1	.445**
	Sig. (2-tailed)	.001	.859	.140	.000	.708		.000
	N	209	209	209	209	209	209	209
Pelatihan (X1)	Pearson Correlation	.685**	.657**	.646**	.555**	.494**	.445**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	209	209	209	209	209	209	209

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

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



## Correlations

		Peluang Pembinaan	Peluang Peningkatan Pendidikan	Promosi Kerja	Mutasi Kerja	Pengembangan Karir (X2)
Peluang Pembinaan	Pearson Correlation	1	.392**	.588**	.533**	.796**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	209	209	209	209	209
Peluang Peningkatan Pendidikan	Pearson Correlation	.392**	1	.553**	.360**	.713**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	209	209	209	209	209
Promosi Kerja	Pearson Correlation	.588**	.553**	1	.609**	.880**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	209	209	209	209	209
Mutasi Kerja	Pearson Correlation	.533**	.360**	.609**	1	.784**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	209	209	209	209	209
Pengembangan Karir (X2)	Pearson Correlation	.796**	.713**	.880**	.784**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	209	209	209	209	209

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

## Correlations

		Nilai Integritas	Profesionalisme	Sinergi	Pelayanan	Kesempurnaan	Budaya Perusahaan (Y1)
Nilai Integritas	Pearson Correlation	1	.030	.012	.528**	.408**	.631**
	Sig. (2-tailed)		.665	.862	.000	.000	.000
	N	209	209	209	209	209	209
Profesionalisme	Pearson Correlation	.030	1	.637**	.127	.026	.577**
	Sig. (2-tailed)	.665		.000	.067	.710	.000
	N	209	209	209	209	209	209
Sinergi	Pearson Correlation	.012	.637**	1	.048	.011	.548**
	Sig. (2-tailed)	.862	.000		.494	.874	.000
	N	209	209	209	209	209	209
Pelayanan	Pearson Correlation	.528**	.127	.048	1	.484**	.704**
	Sig. (2-tailed)	.000	.067	.494		.000	.000
	N	209	209	209	209	209	209
Kesempurnaan	Pearson Correlation	.408**	.026	.011	.484**	1	.641**
	Sig. (2-tailed)	.000	.710	.874	.000		.000
	N	209	209	209	209	209	209
Budaya Perusahaan (Y1)	Pearson Correlation	.631**	.577**	.548**	.704**	.641**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	209	209	209	209	209	209

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

## Correlations

		Kualitas	Kuantitas	Pelaksanaan Tugas	Tanggung jawab Kerja	Kinerja (Y2)
Kualitas	Pearson Correlation	1	.681**	-.096	.350**	.731**
	Sig. (2-tailed)		.000	.169	.000	.000
	N	209	209	209	209	209
Kuantitas	Pearson Correlation	.681**	1	-.047	.473**	.806**
	Sig. (2-tailed)	.000		.501	.000	.000
	N	209	209	209	209	209
Pelaksanaan Tugas	Pearson Correlation	-.096	-.047	1	.005	.351**
	Sig. (2-tailed)	.169	.501		.944	.000
	N	209	209	209	209	209
Tanggungjawab Kerja	Pearson Correlation	.350**	.473**	.005	1	.705**
	Sig. (2-tailed)	.000	.000	.944		.000
	N	209	209	209	209	209
Kinerja (Y2)	Pearson Correlation	.731**	.806**	.351**	.705**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	209	209	209	209	209

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

## Reliability

[DataSet1] D:\S2 UNHAS\DINDA UNHAS\DINDA INPUT.sav

### Scale: ALL VARIABLES

#### Case Processing Summary

		N	%
Cases	Valid	209	100.0
	Excluded	0	.0
	Total	209	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
.732	.730	19

#### 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
Jenis Pelatihan	76.63	27.408	.435	.460	.711
Tujuan Pelatihan	76.69	26.973	.488	.465	.706
Materi Pelatihan	76.87	26.703	.370	.398	.715
Kualifikasi Peserta	76.45	27.066	.388	.424	.713
Kualifikasi Instruktur	76.38	30.285	.011	.083	.745
Sesi Materi Pelatihan	76.30	27.892	.355	.373	.717
Peluang Pembinaan	76.45	27.595	.332	.457	.719
Peluang Peningkatan Pendidikan	76.38	27.593	.384	.408	.715
Promosi Kerja	76.46	26.115	.457	.612	.706
Mutasi Kerja	76.32	27.863	.329	.551	.719
Nilai Integritas	76.38	28.025	.356	.373	.718
Profesionalisme	76.30	30.414	-.002	.485	.745
Sinergi	76.28	30.403	-.006	.498	.746
Pelayanan	76.34	27.583	.411	.512	.713
Kesempurnaan	76.60	27.693	.342	.384	.718
Kualitas	76.39	27.479	.432	.545	.711
Kuantitas	76.37	27.341	.419	.608	.712
Pelaksanaan Tugas	76.11	30.723	-.053	.102	.751
Tanggung Jawab Kerja	76.35	28.026	.319	.361	.720

## Regression\_Substructure \_1

[DataSet1] D:\S2 UNHAS\DINDA UNHAS\DINDA INPUT.sav

### Descriptive Statistics

	Mean	Std. Deviation	N
Budaya Perusahaan (Y1)	4.2900	.41084	209
Pelatihan (X1)	4.1170	.39560	209
Pengembangan Karir (X2)	4.2644	.59730	209

### Correlations

		Budaya Perusahaan (Y1)	Pelatihan (X1)	Pengembangan Karir (X2)
Pearson Correlation	Budaya Perusahaan (Y1)	1.000	.207	.189
	Pelatihan (X1)	.207	1.000	.466
	Pengembangan Karir (X2)	.189	.466	1.000
Sig. (1-tailed)	Budaya Perusahaan (Y1)	.	.003	.005
	Pelatihan (X1)	.003	.	.000
	Pengembangan Karir (X2)	.005	.000	.
N	Budaya Perusahaan (Y1)	209	209	209
	Pelatihan (X1)	209	209	209
	Pengembangan Karir (X2)	209	209	209

### Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Pengembangan Karir (X2), Pelatihan (X1) <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Budaya Perusahaan (Y1)

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.765 <sup>a</sup>	.585	.542	.39809

a. Predictors: (Constant), Pengembangan Karir (X2), Pelatihan (X1)

b. Dependent Variable: Budaya Perusahaan (Y1)

## ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.463	2	1.232	7.772	.001 <sup>a</sup>
	Residual	32.645	206	.158		
	Total	35.109	208			

a. Predictors: (Constant), Pengembangan Karir (X2), Pelatihan (X1)

b. Dependent Variable: Budaya Perusahaan (Y1)

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.579	.297		12.038	.000		
	Pelatihan (X1)	.305	.079	.294	3.874	.000	.783	1.277
	Pengembangan Karir (X2)	.128	.052	.186	-2.454	.015	.783	1.277

a. Dependent Variable: Budaya Perusahaan (Y1)

## Collinearity Diagnostics

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Pelatihan (X1)	Pengembangan Karir (X2)
1	1	2.985	1.000	.00	.00	.00
	2	.010	16.964	.22	.06	.94
	3	.004	26.015	.78	.94	.06

a. Dependent Variable: Budaya Perusahaan (Y1)

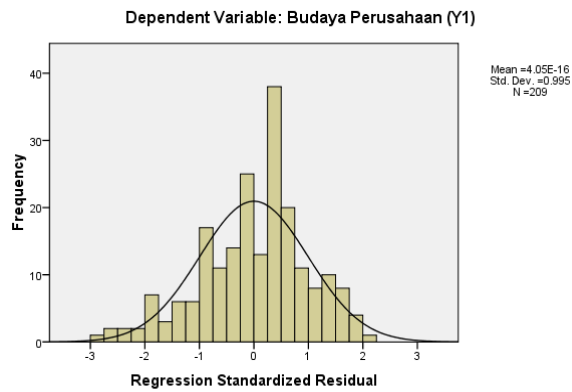
## Residuals Statistics

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.9554	4.5888	4.2900	.10883	209
Std. Predicted Value	-3.074	2.746	.000	1.000	209
Standard Error of Predicted Value	.029	.091	.046	.013	209
Adjusted Predicted Value	3.9529	4.5781	4.2897	.10862	209
Residual	-1.16457	.87675	.00000	.39617	209
Std. Residual	-2.925	2.202	.000	.995	209
Stud. Residual	-2.949	2.220	.000	1.002	209
Deleted Residual	-1.18381	.89112	.00021	.40197	209
Stud. Deleted Residual	-3.006	2.242	.000	1.008	209
Mahal. Distance	.104	9.902	1.990	1.715	209
Cook's Distance	.000	.066	.005	.008	209
Centered Leverage Value	.001	.048	.010	.008	209

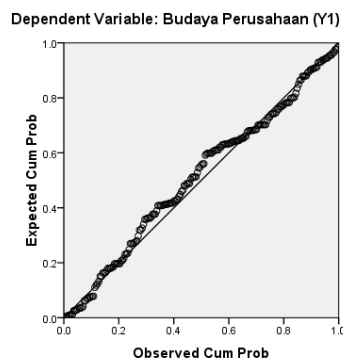
a. Dependent Variable: Budaya Perusahaan (Y1)

# Charts

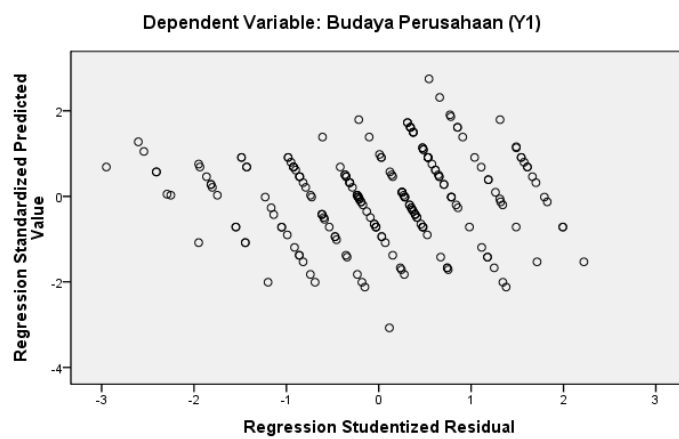
Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot



## NPar Tests

[DataSet1] D:\S2 UNHAS\DINDA UNHAS\DINDA INPUT.sav

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		209
Normal Parameters	Mean	.0000000
	Std. Deviation	.39616829
Most Extreme Differences	Absolute	.080
	Positive	.039
	Negative	-.080
Kolmogorov-Smirnov Z		1.154
Asymp. Sig. (2-tailed)		.140
a. Test distribution is Normal.		

## Regression\_Substructure\_2

[DataSet1] D:\S2 UNHAS\DINDA UNHAS\DINDA INPUT.sav

### Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja (Y2)	4.3648	.43850	209
Pelatihan (X1)	4.1170	.39560	209
Pengembangan Karir (X2)	4.2644	.59730	209
Budaya Perusahaan (Y1)	4.2900	.41084	209

### Correlations

		Kinerja (Y2)	Pelatihan (X1)	Pengembangan Karir (X2)	Budaya Perusahaan (Y1)
Pearson Correlation	Kinerja (Y2)	1.000	.370	.315	.297
	Pelatihan (X1)	.370	1.000	.466	.207
	Pengembangan Karir (X2)	.315	.466	1.000	.189
	Budaya Perusahaan (Y1)	.297	.207	.189	1.000
Sig. (1-tailed)	Kinerja (Y2)	.	.000	.000	.000
	Pelatihan (X1)	.000	.	.000	.001
	Pengembangan Karir (X2)	.000	.000	.	.005
	Budaya Perusahaan (Y1)	.000	.001	.005	.
N	Kinerja (Y2)	209	209	209	209
	Pelatihan (X1)	209	209	209	209
	Pengembangan Karir (X2)	209	209	209	209
	Budaya Perusahaan (Y1)	209	209	209	209

### Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Budaya Perusahaan (Y1), Pengembangan Karir (X2), Pelatihan (X1) <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja (Y2)

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.856 <sup>a</sup>	.733	.716	.39308

a. Predictors: (Constant), Budaya Perusahaan (Y1), Pengembangan Karir (X2), Pelatihan (X1)

b. Dependent Variable: Kinerja (Y2)



## ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.320	3	2.773	17.949	.000 <sup>a</sup>
	Residual	31.674	205	.155		
	Total	39.994	208			

a. Predictors: (Constant), Budaya Perusahaan (Y1), Pengembangan Karir (X2), Pelatihan (X1)

b. Dependent Variable: Kinerja (Y2)

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.090	.383		5.455	.000		
	Pelatihan (X1)	.447	.081	.403	5.543	.000	.730	1.370
	Pengembangan Karir (X2)	.119	.052	.162	2.275	.024	.761	1.314
	Budaya Perusahaan (Y1)	.220	.069	.206	3.191	.002	.930	1.075

a. Dependent Variable: Kinerja (Y2)

## Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Pelatihan (X1)	Pengembangan Karir (X2)	Budaya Perusahaan (Y1)
1	1	3.976	1.000	.00	.00	.00	.00
	2	.016	15.984	.02	.00	.56	.19
	3	.005	27.702	.00	.87	.39	.29
	4	.004	33.303	.98	.13	.05	.52

a. Dependent Variable: Kinerja (Y2)

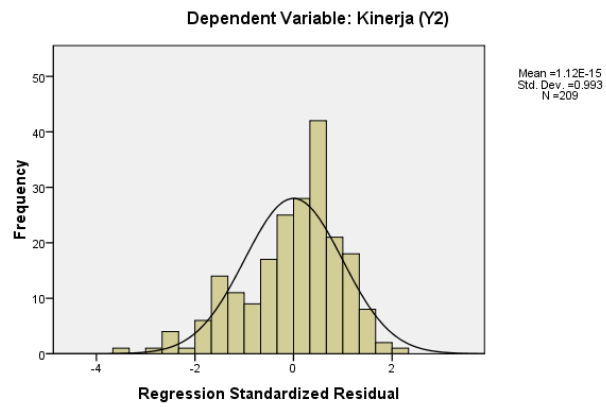
## Residuals Statistics

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.8619	4.8447	4.3648	.20000	209
Std. Predicted Value	-2.515	2.399	.000	1.000	209
Standard Error of Predicted Value	.030	.097	.052	.015	209
Adjusted Predicted Value	3.8681	4.8366	4.3644	.19987	209
Residual	-1.38248	.91432	.00000	.39023	209
Std. Residual	-3.517	2.326	.000	.993	209
Stud. Residual	-3.532	2.381	.001	1.002	209
Deleted Residual	-1.39417	.95814	.00046	.39745	209
Stud. Deleted Residual	-3.636	2.409	-.001	1.008	209
Mahal. Distance	.196	11.722	2.986	2.229	209
Cook's Distance	.000	.068	.005	.008	209
Centered Leverage Value	.001	.056	.014	.011	209

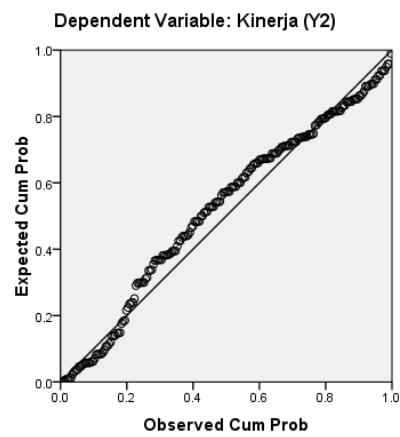
a. Dependent Variable: Kinerja (Y2)

# Charts

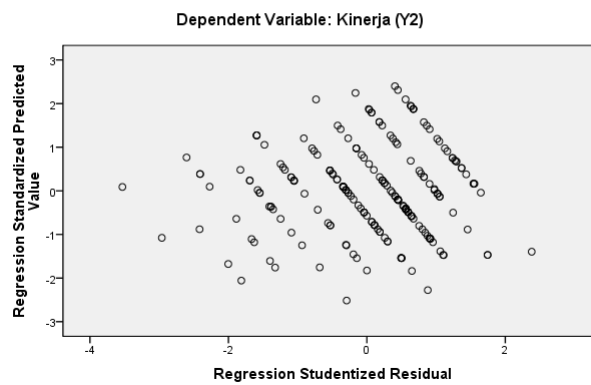
### Histogram



### Normal P-P Plot of Regression Standardized Residual



### Scatterplot



## NPar Tests

[DataSet1] D:\S2 UNHAS\DINDA UNHAS\DINDA INPUT.sav

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		209
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	.39023020
Most Extreme Differences	Absolute	.083
	Positive	.047
	Negative	-.083
Kolmogorov-Smirnov Z		1.197
Asymp. Sig. (2-tailed)		.114
a. Test distribution is Normal.		

## Correlations

[DataSet1] D:\S2 UNHAS\DINDA UNHAS\DINDA INPUT.sav

		Correlations			
		Pelatihan (X1)	Pengembangan Karir (X2)	Budaya Organisasi (Y1)	Kinerja (Y2)
Pelatihan (X1)	Pearson Correlation	1	.466**	.207**	.370**
	Sig. (2-tailed)		.000	.003	.000
	N	209	209	209	209
Pengembangan Karir (X2)	Pearson Correlation	.466**	1	.189	.315
	Sig. (2-tailed)	.000		.005	.000
	N	209	209	209	209
Budaya Organisasi (Y1)	Pearson Correlation	.207**	.189	1	.297**
	Sig. (2-tailed)	.003	.005		.000
	N	209	209	209	209
Kinerja (Y2)	Pearson Correlation	.370**	.315	.297**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	209	209	209	209

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