

DAFTAR PUSTAKA

- Amalia, S., & Fakhri, M. 2016. Pengaruh motivasi kerja terhadap kinerja karyawan pada PT. Gramedia Asri Media cabang Emerald Bintaro. *Jurnal Computech & Bisnis*, 10(2), 119-127.
- Andayani, N. R., & Makian, P. 2016. Pengaruh Pelatihan Kerja dan Motivasi Kerja terhadap Kinerja Karyawan Bagian PT. PCI Elektronik International. *Jurnal Akuntansi, Ekonomi Dan Manajemen Bisnis*, 4(1), 41-46.
- Ardiansyah, A. 2014. Pengaruh pelatihan terhadap kompetensi dan kinerja (studi pada karyawan departemen research and development PT. Gatra Mapan Malang). *Jurnal Administrasi Bisnis (JAB) Vol. 9 N0.1*.
- Ariyani, I., Haerani, S., Maupa, H., & Taba, M. I. (2016). The influence of organizational culture, work motivation and working climate on the performance of nurses through job satisfaction, organizational commitment and organizational citizenship behavior in the private hospitals in Jakarta, Indonesia. *Scientific Research Journal (SCIRJ)*, 4.
- Armstrong, M. 1998. *Performance Management. England: Clays Ltd. St Ives Ple.*
- Assauri, Sofjan. 2013. *Manajemen Pemasaran*. Jakarta : Rajawali Pers
- Azwar, S. 2012. *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar.
- Cerasoli, C. P., & Ford, M. T. (2014). Intrinsic motivation, performance, and the mediating role of mastery goal orientation: A test of self-determination theory. *The Journal of psychology*, 148(3), 267-286.

- Danang, Sunyoto. 2014. "*Praktik Riset Perilaku Konsumen Teori, Kuesioner, Alat, Dan Analisis Data*", (ke-1). Yogyakarta: CAPS. H. 114-115.
- David, Mc. Clelland. 1997. *Manajemen Sumber Daya Manusia*. Jakarta: Prenhallindo.
- Davis, K&Newstroom. J.W. 1982. *Human Behavior at Work: Organizational Behavior*. Seventh Edition Singapore: McGraw Hill Book Company Inc.
- DeCenzo, D. A., & Robbins, S. P. 1996. *Human Resource Management Concepts & Practice*. New York: John Wiley & Sons.
- Dessler, G. 2003. *Manajemen Sumber Daya Manusia*. Jilid 2. Edisi Kesembilan. Jakarta: PT Indeks Kelompok Gramedia.
- Dessler, Gary. 2010. *Manajemen Sumber Daya Manusia*. Edisi Kesepuluh, Jilid Pertama. Jakarta Index
- Der Merwe, John Van., and Sloman, Martyn. 2014. *Training the Trainer– Lessons from the new South Africa. Higher Education, Skills and Work-Based Learning*, 4(1), 17-30. Retrieved from Emerald Insight.
- Dewi Hanggraini , 2012, *Manajemen Sumber Daya Manusia*. Erlangga. Jakarta.
- Dhermawan, A. A. N. B., Sudibya, I. G. A., & Utama, I. W. M. 2012. Pengaruh motivasi, lingkungan kerja, kompetensi, dan kompensasi terhadap kepuasan kerja dan kinerja pegawai di lingkungan kantor Dinas Pekerjaan Umum Provinsi Bali. Matrik: *Jurnal Manajemen, Strategi*

Bisnis dan Kewirausahaan.

- Dwiyanti, N. K. A., Heryanda, K. K., & Susila, G. P. A. J. 2019. Pengaruh Kompetensi Dan Motivasi Kerja Terhadap Kinerja Karyawan. *Bisma: Jurnal Manajemen*, 5(2), 121-130.
- Elliot, Andrew J dan Dweck, Carol S. 2005. *Handbook of Competence and Motivation*. The Guilfor Press, New York.
- Elnaga, A., & Imran, A. (2013). The effect of training on employee performance. *European journal of Business and Management*, 5(4), 137-147.
- Farooq, M., & Khan, M. A. (2011). Impact of training and feedback on employee performance. *Far east journal of psychology and business*, 5(1), 23- 33.
- Fathurrohman, Pupuh dan Suryana Aa. 2012. *Guru Profesional Bandung*: PT Refika Aditama.
- Firsa Hadi Rispati, Rodhiyah dan Reni Shinta Dewi. 2013. Pengaruh Pelatihan Kerja dan Motivasi terhadap Kinerja Karyawan (Studi Kasus pada Karyawan Hotel Grasia Semarang). Diponegoro: *Journal of Social and Politic*. Vol.14. No1.Halaman 1-8.
- Garaika, G. 2020. Pengaruh Kompensasi, Motivasi Kerja dan Kepuasan Kerja Sebagai Variabel Intervening Terhadap Kinerja. *Jurnal Ilmiah Manajemen dan Bisnis*, 21(1), 28-41.
- Ghozali, Imam. *Aplikasi Analisis Multiprivate Dengan Program SPSS*, H.139
- Ginanti, Made Galuh. 2017. *Analisis Pengaruh Kompetensi, Pelatihan dan*

Kompensasi Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Tim Tanggap Darurat Fire And Emergency Services Di Wilayah Kerja Tambang Pt Vale Ind Tbk (Tesis). Makassar: Universitas Hasanuddin.

Gunawan, Imam. 2017. "*Pengantar Statistik Inferensial*", Jakarta: Rajawali Pers), H. 93-103

Güven, G. O. 2013. Challenges in Achieving High Motivation and Performance in Educational Management: Case Study of a North Cyprus Public High School. *International Journal of Humanities and Social Science* 3(6): 20-26.

Hadari Nawawi. 2008. *Manajemen Sumber Daya Manusia Untuk Bisnis yang Kompetitif*. Yogyakarta: Gadjah Mada University Press

Hani Handiko, 2010, *Manajemen Personalia & Sumberdaya Manusia*. Edisi Kedua, BPFE UGM Yogyakarta

Hanum, N., Munandar, J. M., & Purwono, J. (2020). The Influence of Competence and Knowledge Management on Performance. *Jurnal Aplikasi Manajemen*, 18(2), 252-260.

Hariandja, Efendi Tua, Marihot. 2005, *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara

Harrison, R. (2000). *Employee Development*. Beekman Publishing: Silver Lakes, Pretoria

- Hasibuan, Malayu, 2003. *Manajemen Sumber Daya Manusia*. Jakarta: PT Erlangga.
- Hasibuan, H. Melayu. SP., 2011. *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.
- Husein, Umar. “*Metode Penelitian Untuk Skripsi Dan Tesis Bisnis*”, H. 49
- Ilyas, Y. 2002. *Kinerja (Teori, Penilaian, dan Penelitian)*. Depok: Pusat Kajian Ekonomi Kesehatan, Fakultas Kesehatan Masyarakat Universitas Indonesia
- Isyandi, B. 2004. *Manajemen Sumber Daya Manusia dalam Perspektif Global*. Pekanbaru: UNRI Press
- Iskandar, S. & Sembada G. G. 2012. Pengaruh Beban Kerja, Motivasi Dan Kepuasan Kerja terhadap Kinerja pegawai Bank BJB Cabang Padalarang. *Jurnal Ekonomi, Bisnis & Entrepreneurship*, 6(1),26-38.
- Kahfi, H. S., Khurosani, A., & Suhendra, I. (2017). Pengaruh Pelatihan Dan Motivasi Berprestasi Terhadap Kinerja Pegawai Dengan Kompetensi Sebagai Variabel Intervening (Studi Empiris Pada Pegawai Perusahaan Daerah Air Minum Kabupaten Lebak). *Jurnal Riset Bisnis dan Manajemen Tirtayasa*, 1(1).
- Kartika, L. N., & Sugiarto, A. 2014. Pengaruh tingkat kompetensi terhadap kinerja pegawai administrasi perkantoran. *Jurnal Ekonomi dan Bisnis*, 17(1), 73-90.

- Keran, Kristina Nugli. 2012. *Pengaruh Motivasi Kerja, Kompetensi, dan Kompensasi Terhadap Kinerja Karyawan (Tesis)*. Jakarta: Universitas Esa Unggul.
- Khayatun, N., & Retnaningdyastuti, R. 2017. Pengaruh Motivasi Kerja dan Diklat Terhadap Kompetensi Pedagogik Guru Sekolah Dasar di Kecamatan Sragi Kabupaten Pekalongan. *Jurnal Manajemen Pendidikan (JMP)*, 6(1).
- Kotler, Philip. 2005. *Manajemen Pemasaran. Jilid 1 dan 2*. Jakarta : PT Indeks Kelompok Gramedia
- Kreitner, Robert & Kinicki, Angelo.2007. “ *Organizational Behaviour* “, Seventh Edition, Mc.Graw Hill International.
- Kumarawati, N. M. R., Suparta, G., & Yasa, P. N. S. (2017). Pengaruh Motivasi Terhadap Disiplin dan Kinerja Pegawai Pada Sekretariat Daerah Kota Denpasar. *Jurnal Ekonomi & Bisnis JAGADITHA*, 4(2), 63-75.
- Kuncoro, Mudrajad. 2013. “*Metode Riset Untuk Bisnis & Ekonomi : Bagaimana Meneliti Dan Menulis Tesis?*”, (Jakarta : Erlangga). H. 118-148
- Kurniawan,D.A., Guswandi., Sodikin, A. (2018). The Effect of Competence and Motivation on Employee Performance Through Employees Capabilities on PT. Binasinar Amity. *International Journal of Research Science & Management*. 5 (5), 48-60.

- Liakopoulou, M. 2011. The Professional Competence of Teachers: Which qualities, attitudes, skills and knowledge contribute to a teacher's effectiveness? *International Journal of Humanities and Social Science* 1 (21): 66-78.
- Linawati, L. 2017. Pengaruh Motivasi Kerja Intrinsik dan Motivasi Kerja Ekstrinsik terhadap Kinerja Karyawan (Studi pada PT. Angkasa Pura I Bandar Udara Internasional Ahmad Yani Semarang). *Yogyakarta Vol 18, No. 1: Hal. 81-89*
- Lupiyoadi, Rambat. 2013. Manajemen Pemasaran Jasa Berbasis Kompetensi (Edisi 3). Jakarta: Salemba Empat.
- Mangkunegara, Anwar Prabu. 2007. *Manajemen Sumber Daya Manusia Perusahaan*. Edisi Kesembilan. Bandung. PT Remaja Rosdakarya
- Mangkunegara. 2011. *Manajemen Sumber Daya Perusahaan*. PT . Remaja Rosdakarya. Bandung.
- Mangkuprawira, S., 2009. *Bisnis, Manajemen, dan Sumber Daya Manusia*. IPB. Bogor. hal.220
- Mathis.L.Robert dan Jackson.H.John. 2001, *Manajemen Sumber Daya Manusia*, Jakarta : Buku kedua.
- Mathis and Jakson, 2003. *Human Resource Management*. Australia-South-Western
- Mathis. 2006. *Manajemen Sumber Daya Manusia*. Salemba Empat. Jakarta.
- Marwansyah.2016. *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta Math,
- L Robeth. 2001. *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat

- Ma'ruf, Chair, U. 2020. Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Pada Pt. Nirha Jaya Teknik Makassar. *Jurnal Brand*, Volume 2 No. 1, Juni 2020
- Moehariono. 2009. *Pengukuran Kinerja Berbasis Kompetensi*. Bogor : Penerbit Ghalia Indonesia.
- Mokhtar Nabilah Rizkia, Susilo Heru. 2017. Pengaruh Pelatihan Terhadap Kompetensi (penelitian tentang Pelatihan pada Calon Tenaga Kerja Indonesia di PT. Tritama Bina Karya Malang). *Jurnal Administrasi Bisnis (JAB)*. Volume 5. No. 6.
- Mondy, Wayne. 2008. *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga
- Morgan, C.T. (1986). *Introduction to Psychology*. Seventh edition. Singapore: McGraw-Hill.
- Mubarok, E. S., & Putra, H. (2018). Employees Performance of Workers Social Security Agency in Banten Province, Indonesia. *Journal of Economics and Sustainable Development*, 9(4), 129-139.
- Mujiatun, S. (2015). Pengaruh Pelatihan Dan Motivasi Kerja Terhadap Kompetensi Pegawai Pada Kantor Regional VI Badan Kepegawaian Negara Medan. *Jurnal Ilmiah Manajemen dan Bisnis*, 15(1).
- Narimawati, Umi dkk. 2020. *Metode Penelitian dalam Implementasi Ragam Analisis*. Yogyakarta : Penerbit Andi.
- Noe, Hollenbeck, Gerhart, Wright, 2013, *Management*. Fourth Edition. Englewood Cliffs: Prentice-Hall International, Inc

- Obisi Chris. (2001). Employee development. *Issues and dimensions, Unical Journal of public Administrator Sept Vol. 1.*
- Priyono, 2010. *Manajemen Sumber Daya Manusia.* Jakarta: Zifatama Publisher
- Priyono, 2016. *Metode Penelitian Kuantitatif.* Sidoarjo: Zipatama Publishing.
- Rahsel, Y. (2016). Pengaruh Motivasi Kerja Terhadap Kinerja Pegawai Administrasi Pusat Universitas Padjadjaran Bandung (Studi Pada Bagian Administrasi Umum UNPAD). *Jurnal Manajemen Magister Darmajaya*, 2(02), 208-220.
- Rivai, V. & Sagala, E. J. (2013). *Manajemen Sumber Daya Manusia Untuk Perusahaan.* Jakarta: Rajawali Pers
- Robbins, Stephen P. (1998). *Organizational Behavior.* USA: Prentice Hall.
- Robbins, P. Stephen. (2006). *Perilaku Organisasi.* Edisi Sepuluh. Diterjemahkan oleh: Drs. Benyamin Molan. Erlangga, Jakarta.
- Robotham dan R. Jubb. 1996. Competences measuring the unmeasurable. *Management Development Review.* Vol.9 No.5: 25-29.
- Ruky, Achmad, 2006. *Sumber Daya Manusia Berkualitas mengubah Visi menjadi Realitas.* PT. Gramedia Pustaka Utama, Jakarta.
- Ruky 2013, *Kinerja Pegawai : Teori, Pengukuran dan Implikasi.* Graha Ilmu. Yogyakarta
- Sanchez. 1997. *Competence-Based Strategic Management.* London: John William & Sons.

- Satria R. Okky dan Asep Kuswara. 2013. Pengaruh Motivasi Dan Pelatihan Terhadap Kompetensi Kerja Serta Implikasinya Pada Produktivitas Pegawai Dinas Perhubungan Kota Bandung. *Jurnal Ekonomi, Bisnis & Entrepreneurship*. Vol. 7, No. 2
- Satria Vandika F, Harsono, and M. Ch. Sina Setyadi. 2020. The Influence of Incentives and Career Development on Motivation Mediated by Job Satisfaction at PT. BNI (Persero) Tbk Malang Branch, Indonesia. *International Journal of Advances in Scientific Research and Engineering (ijasre)*. Volume 6, Issue 8 August – 2020.
- Satriandi, A. (2021). *Pengaruh Motivasi Kerja Terhadap Kompetensi Pegawai*. PRISMAKOM, 18(1), 7-11.
- Sedarmayanti. 2017. *Perencanaan dan Pengembangan Sumber Daya Manusia*. Bandung: PT. Refika Aditama.
- Septia, Komang dan Ningrum, Cahya. 2016. Pengaruh Kompetensi Guru Terhadap Kinerja Guru SMP Negeri 6 Singaraja. *Jurnal Program Studi Pendidikan Ekonomi (JPPE)* volume 7 nomer 2
- Shahzadi, I., Javed, A., Pirzada, S. S., Nasreen, S., & Khanam, F. (2014). Impact of employee motivation on employee performance. *European Journal of Business and Management*, 6(23), 159-166.
- Siagian, Sondang. P. 2002. *Kiat Meningkatkan Produktivitas Kerja*. PT. Rineka Cipta, Jakarta

- Simamora, Henry. 1999. *Manajemen sumber Daya Manusia*. Edisi Kedua. Yogyakarta. STIE YKPN
- Simanjuntak, P., 2005. *Manajemen dan Evaluasi Kinerja*. Lembaga Penerbit FE UI. Jakarta. hal. 98
- Siregar, Syofian. (2016). "*Statistika Deskriptif Untuk Penelitian: Dilengkapi Perhitungan Manual Dan Aplikasi SPSS Versi 17*", (Jakarta: Rajawali Pers,). H. 110-173
- Soeharyo, S. dan Sofia, 2001. *Etika Kepemimpinan Aparatur*. Bahan Ajar Diklatpim Tingkat IV. Lembaga Administrasi Negara R.I. Jakarta. hal. 25
- Soeharyo, S. dan Sopiah, 2008. *Perilaku Organisasional*. Penerbit Andi, Yogyakarta.
- Soetrisno, A. P., & Gilang, A. 2018. Pengaruh Kompetensi Terhadap Kinerja Karyawan (Studi di PT. Telekomunikasi Indonesia Tbk Witel Bandung). *Jurnal Riset Bisnis dan Manajemen*. Vol VIII No 1
- Sofyandi dan Garniwa. 2007. *Perilaku Organisasional. Edisi Pertama*. Yogyakarta: Graha Ilmu.
- Stonner, James, 1996. *Manajemen*. PT. Prenhallindo, Jakarta
- Stoner. J. A. F dan Edward Freeman R., 2003. *Manajemen*. PT Prenhallindo, Jakarta.
- Sujiati, S., Ma'arif, M. S., & Najib, M. (2017). The Effect Of Motivation And Competence On Employee Performance In Satellite Technology

- Center-National Institute Aeronautics And Space. *Journal of Applied Management*, 15(2), 229-237.
- Su-Chin Hsieh, Jui- Shin Lin, Hung-Chun Lee. 2012. Analysis on Literature Review of Competency. *International Review of Business and Economic Vol.2 pp. 22-50*.
- Sugiyono. 2010. *Metode Penelitian Pendidikan Pendekatan Kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta. H.190
- Sugiyono, (2018). *Metode Penelitian Manajemen*. Bandung: Alfabeta. H. 149- 230
- Suharsaputara, Uhar. 2010. *Administrasi Pendidikan*. Bandung: PT Refika Aditama
- Sulistiyani. 2013. *Manajemen Tenaga Kerja Indonesia*. Edisi 2. Jakarta: PT. Indeks
- Sultana, Afshan dkk. (2012). "Impact of Training on Employee Performance : A Study of Telecommunicatio Sector in Pakistan". *Interdisclipinary Journal of Contemporary Research In Business*.Vol. 4 No. 6.
- Suparno, Edi. 2005. *Pengaruh Kompetensi, Motivasi Kerja, dan Kecerdasan Emosional Guru terhadap Kinerja Guru di SMP Negeri se-Rayon Barat Kabupaten Sragen*. <http://etd.eprints.ums.ac.id>.
- Sutrisno,2010: *Manajemen Sumber Daya Manusia*. Edisi Ketiga. Yogyakarta: Sekolah Tinggi Ilmu Ekonomi YKPN.
- Stanton, William J. 2012. Prinsip pemasaran, alih bahasa : Yohanes Lamarto
Penerbit Erlangga, Jakarta

- Swart, J., Mann, C., Brown, S. and Price, A. (2005). *Human Resource Development: Strategy and Tactics*, Elsevier Butterworth. Heinemann Publications, Oxford
- Tandelilin, E. 2005. Employee empowerment based on competency. *Jurnal Manajemen dan Bisnis*. Vol.3 No.1.
- Terry, George R. 2015. *Prinsip-Prinsip Manajemen*. PT Bumi Aksara Arianja, Marihot. Jakarta
- Tika, P., 2006. *Budaya Organisasi Dan Peningkatan Kinerja Perusahaan*. PT Bumi Aksara. Jakarta
- Triasmoko, D. (2014). Pengaruh Pelatihan Kerja Terhadap Kinerja Karyawan (Penelitian pada Karyawan PT Pos Indonesia (Persero) Cabang Kota Kediri). *Jurnal Administrasi Bisnis*, 12(1).
- Tua Effendi. (2002). *Manajemen Sumber Daya Manusia, Pengadaan, Pengembangan, Pengkompensasian dan Peningkatan Produktivitas Karyawan*. PT. Grasindo. Jakarta.
- Gordon, Anderson. 1992. *Managing Performance Appraisal System*. UK. Strathclyde Business school
- Veithzal Rivai dan Basri, 2008. *Performance Appraisal* PT. Raja Grafindo Persada. Jakarta. hal.15
- Wexley, Kenneth N., Yukl, Gary A. 1992. *Organizational Behavior and Personnel Psychology*. USA: Richard D. Irwin Inc.

- Wibowo, (2008). *Manajemen Kinerja*, Raja Grafindo Persada, Jakarta.
- Wibowo. 2010. *Manajemen Kinerja*. Jakarta: PT Raja Grafindo Persada.
- Widarjono, Agus. 2010. *Analisis Statistika Multivariat Terapan*. Yogyakarta: UPP
STIM YKPN.
- Wirawan. 2009. *Evaluasi Kinerja Sumber Daya Manusia*. Edisi Pertama. Jakarta.
Salemba Empat
- Wisastra, P. I. Y., & Sagala, E. J. (2016). Pengaruh Pelatihan Terhadap Kompetensi
Karyawan Pt. Len Industri (Persero) Bandung. *Jurnal Manajemen,
Strategi Bisnis Dan Kewirausahaan*, 10(2).
- Wood, et.al. 2001. *Organizational Behavior: A Global Perspective*. USA: John
Wiley & Sons Inc.
- Wright, P. and Geroy, D.G. (2001). "Changing the mindset: the training myth and
the need for word-class performance". *International Journal of Human
Resource Management*, Vol. 12 No. 4, pp. 586-600.
- Yusnita, N., & Fadhil, F. (2015). Pengaruh Pelatihan Karyawan terhadap Kinerja
Karyawan pada CV Cibalung Happy Land Bogor. *JIMFE (Jurnal Ilmiah
Manajemen Fakultas Ekonomi)*, 1(1), 1-5.
- Yusuf, Muri. (2014). *Metode Penelitian: Kuantitatif, Kualitatif, Dan Penelitian
Gabungan*. Jakarta: Kencana

LAMPIRAN

Lampiran 11 Output SPSS (Data Olahan SPSS 23)

A. Analisis Deskriptif Variabel

Variabel Motivasi (X1)

X11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	21.1	21.1	21.1
	4.00	29	76.3	76.3	97.4
	5.00	1	2.6	2.6	100.0
	Total	38	100.0	100.0	

X12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.3	5.3	5.3
	4.00	34	89.5	89.5	94.7
	5.00	2	5.3	5.3	100.0
	Total	38	100.0	100.0	

X13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	35	92.1	92.1	92.1
	5.00	3	7.9	7.9	100.0
	Total	38	100.0	100.0	

X14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.6	2.6	2.6
	4.00	32	84.2	84.2	86.8
	5.00	5	13.2	13.2	100.0
	Total	38	100.0	100.0	

X15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	35	92.1	92.1	92.1
	5.00	3	7.9	7.9	100.0
Total		38	100.0	100.0	

X16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	11	28.9	28.9	28.9
	5.00	27	71.1	71.1	100.0
Total		38	100.0	100.0	

X17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	5	13.2	13.2	13.2
	5.00	33	86.8	86.8	100.0
Total		38	100.0	100.0	

X18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	28	73.7	73.7	73.7
	5.00	10	26.3	26.3	100.0
Total		38	100.0	100.0	

Variabel Pelatihan (X2)**X21**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.3	5.3	5.3
	4.00	35	92.1	92.1	97.4
	5.00	1	2.6	2.6	100.0
Total		38	100.0	100.0	

X22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.3	5.3	5.3
	4.00	35	92.1	92.1	97.4
	5.00	1	2.6	2.6	100.0
	Total	38	100.0	100.0	

X23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.3	5.3	5.3
	4.00	34	89.5	89.5	94.7
	5.00	2	5.3	5.3	100.0
	Total	38	100.0	100.0	

X24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.3	5.3	5.3
	4.00	34	89.5	89.5	94.7
	5.00	2	5.3	5.3	100.0
	Total	38	100.0	100.0	

X25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	7.9	7.9	7.9
	4.00	29	76.3	76.3	84.2
	5.00	6	15.8	15.8	100.0
	Total	38	100.0	100.0	

X26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.6	2.6	2.6

	4.00	29	76.3	76.3	78.9
	5.00	8	21.1	21.1	100.0
	Total	38	100.0	100.0	

X27

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.3	5.3	5.3
	4.00	32	84.2	84.2	89.5
	5.00	4	10.5	10.5	100.0
	Total	38	100.0	100.0	

X28

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.3	5.3	5.3
	4.00	36	94.7	94.7	100.0
	Total	38	100.0	100.0	

X29

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.3	5.3	5.3
	4.00	35	92.1	92.1	97.4
	5.00	1	2.6	2.6	100.0
	Total	38	100.0	100.0	

X210

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.6	2.6	2.6
	4.00	34	89.5	89.5	92.1
	5.00	3	7.9	7.9	100.0
	Total	38	100.0	100.0	

Variabel Kompetensi (Y1)**Y11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.6	2.6	2.6
	4.00	36	94.7	94.7	97.4
	5.00	1	2.6	2.6	100.0
	Total	38	100.0	100.0	

Y12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	31	81.6	81.6	81.6
	5.00	7	18.4	18.4	100.0
	Total	38	100.0	100.0	

Y13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	34	89.5	89.5	89.5
	5.00	4	10.5	10.5	100.0
	Total	38	100.0	100.0	

Y14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.6	2.6	2.6
	4.00	34	89.5	89.5	92.1
	5.00	3	7.9	7.9	100.0
	Total	38	100.0	100.0	

Y15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	35	92.1	92.1	92.1
	5.00	3	7.9	7.9	100.0
	Total	38	100.0	100.0	

Y16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	7.9	7.9	7.9
	4.00	30	78.9	78.9	86.8
	5.00	5	13.2	13.2	100.0
	Total	38	100.0	100.0	

Variabel Kinerja Karyawan (Y2)**Y21**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	37	97.4	97.4	97.4
	5.00	1	2.6	2.6	100.0
	Total	38	100.0	100.0	

Y22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	36	94.7	94.7	94.7
	5.00	2	5.3	5.3	100.0
	Total	38	100.0	100.0	

Y23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	37	97.4	97.4	97.4
	5.00	1	2.6	2.6	100.0
	Total	38	100.0	100.0	

Y24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.6	2.6	2.6
	4.00	32	84.2	84.2	86.8
	5.00	5	13.2	13.2	100.0

Total	38	100.0	100.0
-------	----	-------	-------

Y25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	34	89.5	89.5	89.5
	5.00	4	10.5	10.5	100.0
	Total	38	100.0	100.0	

Y26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	33	86.8	86.8	86.8
	5.00	5	13.2	13.2	100.0
	Total	38	100.0	100.0	

Y27

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.6	2.6	2.6
	4.00	33	86.8	86.8	89.5
	5.00	4	10.5	10.5	100.0
	Total	38	100.0	100.0	

Y28

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.6	2.6	2.6
	4.00	34	89.5	89.5	92.1
	5.00	3	7.9	7.9	100.0
	Total	38	100.0	100.0	

B. Uji Instrumen Variabel

Uji Validitas

Variabel X1

		Correlations								
		X11	X12	X13	X14	X15	X16	X17	X18	X1
X11	Pearson Correlation	1	.540**	.336*	.112	.336*	-.003	.014	.112	.571**
	Sig. (2-tailed)		.000	.039	.502	.039	.984	.935	.504	.000
	N	38	38	38	38	38	38	38	38	38
X12	Pearson Correlation	.540**	1	.301	.000	.301	.000	.240	-.184	.462**
	Sig. (2-tailed)	.000		.067	1.000	.067	1.000	.147	.268	.003
	N	38	38	38	38	38	38	38	38	38
X13	Pearson Correlation	.336*	.301	1	.429**	.638**	.187	.114	.268	.694**
	Sig. (2-tailed)	.039	.067		.007	.000	.261	.496	.103	.000
	N	38	38	38	38	38	38	38	38	38
X14	Pearson Correlation	.112	.000	.429**	1	.429**	.024	.107	.304	.536**
	Sig. (2-tailed)	.502	1.000	.007		.007	.887	.523	.064	.001
	N	38	38	38	38	38	38	38	38	38
X15	Pearson Correlation	.336*	.301	.638**	.429**	1	.187	.114	.490**	.756**
	Sig. (2-tailed)	.039	.067	.000	.007		.261	.496	.002	.000
	N	38	38	38	38	38	38	38	38	38
X16	Pearson Correlation	-.003	.000	.187	.024	.187	1	.095	.250	.446**
	Sig. (2-tailed)	.984	1.000	.261	.887	.261		.571	.131	.005
	N	38	38	38	38	38	38	38	38	38
X17	Pearson Correlation	.014	.240	.114	.107	.114	.095	1	.056	.375*
	Sig. (2-tailed)	.935	.147	.496	.523	.496	.571		.739	.020
	N	38	38	38	38	38	38	38	38	38
X18	Pearson Correlation	.112	-.184	.268	.304	.490**	.250	.056	1	.560**
	Sig. (2-tailed)	.504	.268	.103	.064	.002	.131	.739		.000
	N	38	38	38	38	38	38	38	38	38
X1	Pearson Correlation	.571**	.462**	.694**	.536**	.756**	.446**	.375*	.560**	1
	Sig. (2-tailed)	.000	.003	.000	.001	.000	.005	.020	.000	
	N	38	38	38	38	38	38	38	38	38

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

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

	N	38	38	38	38	38	38	38	38	38	38	38
X27	Pearson Correlation	.729**	.729**	.824*	.412*	.256	.242	1	.630*	.729*	.604*	.777*
	Sig. (2-tailed)	.000	.000	.000	.010	.120	.143		.000	.000	.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38
X28	Pearson Correlation	.820**	.820**	.726*	.726*	.530*	.358*	.630*	1	.820*	.407*	.858*
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.027	.000		.000	.011	.000
	N	38	38	38	38	38	38	38	38	38	38	38
X29	Pearson Correlation	.664**	.664**	.870*	.580*	.407*	.247	.729*	.820*	1	.603*	.824*
	Sig. (2-tailed)	.000	.000	.000	.000	.011	.134	.000	.000		.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38
X210	Pearson Correlation	.603**	.603**	.760*	.253	.315	.298	.604*	.407*	.603*	1	.697*
	Sig. (2-tailed)	.000	.000	.000	.125	.054	.069	.000	.011	.000		.000
	N	38	38	38	38	38	38	38	38	38	38	38
X2	Pearson Correlation	.898**	.898**	.895*	.671*	.654*	.583*	.777*	.858*	.824*	.697*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	38	38	38	38	38	38	38	38	38	38	38

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

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

Variabel Y1

		Correlations						
		Y11	Y12	Y13	Y14	Y15	Y16	Y1
Y11	Pearson Correlation	1	.296	.374*	.358*	.425**	.252	.642**
	Sig. (2-tailed)		.071	.021	.027	.008	.127	.000
	N	38	38	38	38	38	38	38
Y12	Pearson Correlation	.296	1	.279	.134	.113	.392*	.634**
	Sig. (2-tailed)	.071		.089	.423	.501	.015	.000
	N	38	38	38	38	38	38	38
Y13	Pearson Correlation	.374*	.279	1	.479**	.218	.337*	.693**
	Sig. (2-tailed)	.021	.089		.002	.189	.039	.000
	N	38	38	38	38	38	38	38
Y14	Pearson Correlation	.358*	.134	.479**	1	.257	.161	.595**
	Sig. (2-tailed)	.027	.423	.002		.120	.333	.000
	N	38	38	38	38	38	38	38
Y15	Pearson Correlation	.425**	.113	.218	.257	1	.180	.513**
	Sig. (2-tailed)	.008	.501	.189	.120		.279	.001
	N	38	38	38	38	38	38	38
Y16	Pearson Correlation	.252	.392*	.337*	.161	.180	1	.695**
	Sig. (2-tailed)	.127	.015	.039	.333	.279		.000
	N	38	38	38	38	38	38	38
Y1	Pearson Correlation	.642**	.634**	.693**	.595**	.513**	.695**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	
	N	38	38	38	38	38	38	38

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

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

Variabel Y2

		Correlations								
		Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	Y2
Y21	Pearson Correlation	1	.697**	-.027	-.045	-.056	.422**	.428**	-.027	.411*
	Sig. (2-tailed)		.000	.872	.788	.737	.008	.007	.872	.010
	N	38	38	38	38	38	38	38	38	38
Y22	Pearson Correlation	.697**	1	.697**	.243	.303	.606**	.613**	.329*	.847**
	Sig. (2-tailed)	.000		.000	.142	.064	.000	.000	.043	.000
	N	38	38	38	38	38	38	38	38	38
Y23	Pearson Correlation	-.027	.697**	1	.384*	.479**	.422**	.428**	.486**	.771**
	Sig. (2-tailed)	.872	.000		.017	.002	.008	.007	.002	.000
	N	38	38	38	38	38	38	38	38	38
Y24	Pearson Correlation	-.045	.243	.384*	1	.130	-.107	.133	-.045	.385*
	Sig. (2-tailed)	.788	.142	.017		.438	.523	.427	.788	.017
	N	38	38	38	38	38	38	38	38	38
Y25	Pearson Correlation	-.056	.303	.479**	.130	1	.374*	.166	.211	.544**
	Sig. (2-tailed)	.737	.064	.002	.438		.021	.320	.203	.000
	N	38	38	38	38	38	38	38	38	38
Y26	Pearson Correlation	.422**	.606**	.422**	-.107	.374*	1	.353*	.422**	.688**
	Sig. (2-tailed)	.008	.000	.008	.523	.021		.030	.008	.000
	N	38	38	38	38	38	38	38	38	38
Y27	Pearson Correlation	.428**	.613**	.428**	.133	.166	.353*	1	.428**	.720**
	Sig. (2-tailed)	.007	.000	.007	.427	.320	.030		.007	.000
	N	38	38	38	38	38	38	38	38	38
Y28	Pearson Correlation	-.027	.329*	.486**	-.045	.211	.422**	.428**	1	.591**
	Sig. (2-tailed)	.872	.043	.002	.788	.203	.008	.007		.000
	N	38	38	38	38	38	38	38	38	38
Y2	Pearson Correlation	.411*	.847**	.771**	.385*	.544**	.688**	.720**	.591**	1
	Sig. (2-tailed)	.010	.000	.000	.017	.000	.000	.000	.000	
	N	38	38	38	38	38	38	38	38	38

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

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

Uji Reliabilitas**Scale: Motivasi (X1)****Reliability Statistics**

Cronbach's Alpha	N of Items
.632	8

Scale: Pelatihan (X2)**Reliability Statistics**

Cronbach's Alpha	N of Items
.907	10

Scale: Kompetensi (Y1)**Reliability Statistics**

Cronbach's Alpha	N of Items
.679	6

Scale: Kinerja (Y2)**Reliability Statistics**

Cronbach's Alpha	N of Items
.726	8

C. Uji Asumsi Normalitas**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		38
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.78055555
Most Extreme Differences	Absolute	.103
	Positive	.103
	Negative	-.095
Test Statistic		.103
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unstandardized Residual	.168	38	.009	.950	38	.087
Unstandardized Residual	.103	38	.200 [*]	.972	38	.441

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

D. Analisis Jalur

Analisis Jalur I

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.775 ^a	.601	.578	.82357

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.311	3.291		.398	.693
	X1	.367	.086	.463	4.260	.000
	X2	.266	.054	.540	4.969	.000

a. Dependent Variable: Y1

Analisis Jalur II

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.827 ^a	.684	.656	.81426

a. Predictors: (Constant), Y1, X1, X2

b. Dependent Variable: Y2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.990	3.261		1.837	.075
	X1	.279	.105	.321	2.655	.012

X2	.131	.069	.243	1.892	.067
Y1	.485	.167	.443	2.902	.006

a. Dependent Variable: Y2

Uji Sobel

Pengaruh Tidak Langsung I

Input:		Test statistic:	Std. Error:	<i>p</i> -value:
a	0.3670	Sobel test: 2.39907804	0.07419308	0.01643641
b	0.4850	Aroian test: 2.35520431	0.07557518	0.01851252
s _a	0.0861	Goodman test: 2.44549871	0.07278475	0.0144652
s _b	0.1671	Reset all	Calculate	

Pengaruh Tidak Langsung II

Input:		Test statistic:	Std. Error:	<i>p</i> -value:
a	0.2663	Sobel test: 2.50613623	0.05153571	0.01220586
b	0.4850	Aroian test: 2.46912477	0.05230821	0.0135444
s _a	0.0536	Goodman test: 2.54486357	0.05075144	0.01093204
s _b	0.1671	Reset all	Calculate	