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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 pengalaman karirnya 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_1)						
	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_2)						
	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

Lampiran 2
MASTER TABLE

No	Umur	JPK	Pendidikan	Posisi	Pembelaan (X)				Pengembangan Karir (Y)				Budaya Organisasi (Z)				Kinerja (V)					
					X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X2.1	X2.2	X2.3	X2.4	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y2.1	Y2.2	Y2.3
1	20	L	S1K	Tend	4	4	3	5	5	5	3	3	3	4	5	5	4	4	5	5	5	4
2	20	L	S1K	Tim Leader Tend	4	5	4	5	5	5	2	3	4	4	5	4	5	5	5	5	5	5
3	20	F	S1	Customer Relation Officer	5	4	4	5	3	5	5	5	5	5	3	4	5	5	5	5	5	5
4	20	F	S1	Service Advisor	5	5	4	5	4	5	5	4	5	5	5	4	4	5	4	5	5	5
5	20	L	S1	Salesperson	5	5	5	4	5	4	6	5	5	5	4	4	4	4	4	4	4	4
6	20	F	S1	Admin Service	5	5	5	5	4	4	5	5	5	5	4	3	3	4	4	5	4	5
7	20	L	S1	Admin Unit	4	3	3	5	5	4	4	4	5	4	5	4	4	5	4	5	5	4
8	20	L	S1K	Tend	4	4	4	5	4	5	4	4	4	4	5	4	4	5	5	5	5	5
9	20	L	S1K	Tim Leader Tend	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	4	5	4
10	20	F	S1	Customer Relation Officer	4	4	5	4	4	4	5	5	5	5	4	3	3	4	4	4	4	5
11	20	F	S1	Service Advisor	5	5	5	5	4	5	5	5	5	5	4	4	4	5	5	5	5	4
12	20	L	S1	Salesperson	4	4	4	5	5	5	4	4	4	4	4	4	5	4	4	5	5	4
13	20	F	S1	Admin Service	5	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	5	4
14	20	L	S1	Admin Unit	5	4	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	4
15	20	L	S1K	Tend	5	4	4	4	4	4	5	5	5	5	4	4	4	4	4	5	5	4
16	20	L	S1K	Tim Leader Tend	5	5	4	4	3	4	5	5	5	5	4	5	5	4	4	4	5	5
17	20	F	S1	Customer Relation Officer	4	4	4	5	4	4	4	4	5	5	4	4	4	4	5	4	5	5
18	20	F	S1	Service Advisor	4	4	4	3	5	3	4	4	5	5	3	4	4	3	3	3	3	5
9	20	L	S1	Salesperson	4	4	4	5	5	4	4	4	5	5	5	5	5	5	5	5	5	5
20	20	F	S1	Admin Service	3	3	3	5	5	5	3	3	3	3	3	5	5	5	5	5	5	4
21	20	L	S1	Admin Unit	4	4	4	5	5	4	5	5	5	5	4	4	5	5	5	5	5	5
22	20	L	S1K	Tend	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5
23	20	L	S1K	Tim Leader Tend	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5
24	20	F	S1	Customer Relation Officer	5	5	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5
25	20	F	S1	Service Advisor	5	5	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	4
26	20	L	S1	Salesperson	5	5	5	5	4	5	5	5	5	5	5	4	4	5	5	5	5	4
27	20	F	S1	Admin Service	5	5	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5
28	20	L	S1	Admin Unit	5	5	5	5	5	4	4	5	5	5	5	4	4	4	4	4	5	5
29	20	L	S1K	Tend	5	5	5	4	4	5	5	5	5	5	5	3	3	5	4	4	4	4
30	20	L	S1K	Tim Leader Tend	4	4	4	5	5	4	4	4	4	4	5	4	4	3	5	4	5	5
31	20	F	S1	Customer Relation Officer	4	5	5	4	5	4	5	5	5	5	4	3	3	4	4	5	5	4
32	20	F	S1	Service Advisor	4	4	4	4	3	5	4	5	4	4	5	4	3	5	5	5	5	4
33	20	L	S1	Salesperson	4	4	5	5	3	5	4	3	3	3	5	5	5	5	5	5	4	
34	20	F	S1	Admin Service	5	5	5	5	3	3	5	5	5	5	5	3	5	5	3	5	5	4
35	20	L	S1	Admin Unit	5	5	5	3	4	3	5	5	5	5	3	4	5	3	3	3	3	
36	20	L	S1K	Tend	3	3	3	3	4	4	3	3	3	3	4	4	5	4	4	3	3	
37	20	L	S1K	Tim Leader Tend	3	3	3	3	4	4	3	3	3	3	5	4	5	4	4	5	5	
38	20	F	S1	Customer Relation Officer	3	3	4	4	4	5	4	5	4	5	3	3	5	5	4	4	5	
39	20	F	S1	Service Advisor	4	4	4	5	4	5	4	4	4	4	4	5	4	3	4	4	5	

40	25	L	SL	Salesrep	4	4	3	3	4	4	5	5	5	5	5	5	5	4	4	4	4	5	5
41	25	P	SL	Admin Service	4	4	3	3	4	5	4	5	5	5	5	4	5	5	5	3	4	3	5
42	25	L	SL	Admin Unit	4	4	3	3	4	4	4	5	5	5	5	4	5	5	4	3	5	4	5
43	25	L	SWK	Tenred	4	4	3	3	5	5	4	5	5	5	5	5	5	4	3	4	5	5	4
44	25	L	SWK	Tim Leader Period	4	4	4	3	5	5	5	5	5	5	4	5	5	5	5	4	4	5	5
45	25	P	SL	Customer Relation Officer	4	4	3	3	3	4	4	4	4	5	5	5	5	4	3	4	4	3	5
46	25	P	SL	Service Advisor	4	4	5	5	4	5	4	5	5	5	5	4	5	5	4	3	4	3	5
47	24	L	SL	Salesrep	4	4	3	3	5	4	5	5	5	4	4	5	5	3	4	4	4	5	5
48	25	P	SL	Admin Service	4	4	5	3	4	5	3	5	5	5	5	5	5	5	4	4	5	5	5
49	25	L	SL	Admin Unit	5	4	3	5	5	5	4	5	5	5	5	4	4	5	5	5	5	5	5
50	24	L	SWK	Tenred	4	4	4	5	4	5	4	4	4	4	5	5	5	5	5	5	5	5	5
51	25	L	SWK	Tim Leader Period	4	4	4	5	5	4	4	4	4	4	5	5	5	5	4	5	5	5	5
52	25	P	SL	Customer Relation Officer	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5
53	25	P	SL	Service Advisor	3	3	3	5	4	5	3	3	3	3	4	5	5	5	5	5	5	5	5
54	27	L	SL	Salesrep	4	4	4	4	5	5	4	4	4	4	5	5	5	5	5	4	5	5	4
55	26	P	SL	Admin Service	3	3	3	5	4	5	4	5	5	5	4	3	3	4	5	5	5	4	5
56	27	L	SL	Admin Unit	4	4	4	4	4	5	4	4	4	4	5	3	3	5	5	4	4	5	5
57	25	P	SL	Customer Relation Officer	4	4	4	4	4	5	4	4	4	4	5	5	5	5	5	4	4	4	4
58	25	P	SL	Service Advisor	4	4	4	4	3	5	4	4	4	4	4	5	4	4	5	5	4	4	3
59	24	L	SL	Salesrep	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5
60	25	P	SL	Admin Service	2	2	2	5	5	4	2	3	3	3	4	4	4	3	4	5	5	5	5
61	25	L	SL	Admin Unit	5	5	5	5	5	3	5	5	5	5	3	4	3	3	3	5	5	3	5
62	24	L	SWK	Tenred	4	4	4	5	5	4	4	5	5	5	4	5	4	4	4	5	5	3	5
63	25	L	SWK	Tim Leader Period	4	4	4	5	5	4	4	4	4	4	3	4	5	4	4	5	5	4	5
64	25	P	SL	Customer Relation Officer	3	3	3	3	5	4	4	4	4	4	4	5	4	4	5	5	3	3	4
65	25	P	SL	Service Advisor	4	4	4	5	5	4	4	4	4	4	4	4	4	4	3	4	5	4	5
66	27	L	SL	Salesrep	4	4	3	5	5	5	5	5	5	4	5	4	3	5	5	4	4	5	3
67	25	P	SL	Admin Service	4	4	3	5	5	5	4	5	5	5	4	4	4	4	4	5	5	5	4
68	27	L	SL	Admin Unit	4	4	5	4	4	4	4	5	4	4	4	4	5	4	4	4	5	4	5
69	25	L	SWK	Tenred	4	4	4	5	5	3	4	4	4	4	3	5	5	3	4	5	4	5	
70	25	L	SWK	Tim Leader Period	5	5	4	4	4	4	5	5	5	4	4	5	5	3	4	3	3	4	2
71	25	P	SL	Customer Relation Officer	3	3	4	5	4	4	3	5	4	3	5	5	5	4	4	4	5	3	
72	25	P	SL	Service Advisor	4	4	4	5	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5
73	25	L	SL	Salesrep	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5	4	5	5	5
74	25	P	SL	Admin Service	5	5	5	5	3	4	5	5	5	5	4	4	5	4	4	4	5	5	5
75	25	P	SL	Customer Relation Officer	3	4	4	5	3	5	5	4	4	3	5	5	5	5	5	5	5	5	5
76	25	P	SL	Service Advisor	4	5	5	4	3	5	4	5	5	3	5	4	4	5	5	4	4	5	4
77	24	L	SL	Salesrep	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5
78	25	P	SL	Admin Service	4	4	4	5	4	5	4	4	4	4	5	4	4	5	5	4	4	4	5
79	25	L	SL	Admin Unit	3	3	3	4	4	5	4	4	5	5	5	5	5	5	4	4	4	3	4
80	24	L	SWK	Tenred	3	4	4	3	4	3	4	4	4	4	4	5	5	5	4	3	4	4	5
81	25	L	SWK	Tim Leader Period	3	3	4	3	4	4	4	4	4	4	4	5	5	5	4	4	4	4	5
82	25	P	SL	Customer Relation Officer	3	3	4	3	5	3	4	4	5	5	4	4	5	4	3	4	4	3	5
83	25	P	SL	Service Advisor	3	3	3	3	5	3	3	3	3	3	3	3	5	5	3	3	4	4	3

84	27	L	SL	Salesperson	3	3	3	5	3	3	3	3	3	3	3	5	5	3	3	4	4	5	4
85	28	F	SL	Admin Service	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	5	4	4	5
86	27	L	SL	Admin Unit	3	3	3	3	5	4	4	5	3	5	4	4	5	4	4	5	4	5	5
87	28	L	BWK	Trend	4	4	4	3	4	4	4	4	4	4	4	4	5	4	4	4	4	4	5
88	28	L	BWK	Tim Leader Period	4	4	4	3	5	5	4	4	4	4	4	3	3	3	4	5	4	4	5
89	28	F	SL	Customer Relation Officer	4	4	4	5	3	4	5	5	4	5	5	3	4	5	4	4	4	4	5
90	28	F	SL	Service Advisor	3	4	4	4	5	5	5	5	5	5	3	5	5	4	4	4	4	4	5
91	28	L	SL	Salesperson	3	4	4	3	4	4	5	3	3	3	5	5	4	3	4	4	5	5	
92	28	F	SL	Admin Service	3	4	4	3	4	4	5	5	4	4	5	5	5	4	4	4	4	4	5
93	28	L	SL	Admin Unit	5	4	3	3	5	5	4	5	5	5	5	5	5	4	3	4	4	4	3
94	28	L	BWK	Trend	3	3	4	3	4	3	5	5	5	5	4	5	5	3	3	3	5	4	
95	28	L	BWK	Tim Leader Period	3	4	4	4	4	5	5	5	5	5	5	5	4	4	4	4	4	5	
96	28	F	SL	Customer Relation Officer	4	4	4	4	4	5	5	5	5	5	4	5	5	4	5	4	4	4	5
97	28	L	SL	Admin Unit	4	4	4	5	3	5	5	5	5	5	5	5	5	5	4	4	4	4	5
98	28	L	BWK	Trend	4	4	5	5	4	4	4	4	4	4	5	5	5	5	3	5	5	5	
99	28	L	BWK	Tim Leader Period	4	4	5	5	5	4	5	5	5	5	4	4	4	4	4	4	4	5	
100	28	F	SL	Customer Relation Officer	4	4	4	5	5	5	5	4	4	4	4	5	5	4	3	5	5	4	
101	28	F	SL	Service Advisor	4	4	5	5	5	5	5	5	5	5	4	5	5	4	3	5	5	5	
102	28	L	SL	Salesperson	4	4	3	5	5	5	5	5	5	5	4	5	5	3	5	5	5	4	
103	28	F	SL	Admin Service	4	4	5	5	5	4	5	5	5	5	5	5	6	4	3	5	5	4	
104	28	L	SL	Admin Unit	4	4	3	5	5	4	5	5	5	5	4	5	5	5	3	5	4	4	
105	28	L	BWK	Trend	4	4	5	5	5	4	5	5	5	5	4	3	3	4	3	4	5		
106	28	L	BWK	Tim Leader Period	4	4	3	5	5	5	5	5	4	5	4	3	3	4	3	4	5		
107	28	F	SL	Customer Relation Officer	4	4	3	5	4	5	5	4	5	5	4	5	5	3	4	4	5		
108	28	F	SL	Service Advisor	4	4	3	3	5	5	4	5	5	5	4	4	4	4	3	5	4		
109	27	L	SL	Salesperson	4	4	3	4	4	4	5	5	5	5	4	4	5	4	4	5	5		
110	28	F	SL	Admin Service	4	4	3	3	4	5	5	4	5	5	4	4	4	4	3	4	5		
111	27	L	SL	Admin Unit	4	4	3	5	5	5	5	4	5	5	4	4	3	4	3	4	5		
112	28	F	SL	Customer Relation Officer	4	4	3	4	5	5	5	5	5	4	5	5	3	4	5	5			
113	28	F	SL	Service Advisor	4	4	5	5	3	5	5	4	5	5	4	5	4	3	4	5			
114	28	L	SL	Salesperson	4	4	3	4	3	5	5	5	5	4	4	4	5	4	4	5			
115	28	F	SL	Admin Service	4	4	4	4	3	5	5	5	5	4	4	4	4	3	4	4			
116	28	L	SL	Admin Unit	4	4	3	4	4	3	5	4	5	5	4	3	4	4	4	3			
117	28	L	BWK	Trend	4	4	4	3	4	4	5	5	5	5	4	5	4	3	3	4	5		
118	28	L	BWK	Tim Leader Period	4	4	3	3	4	4	5	5	5	5	4	4	5	4	3	3	5		
119	28	F	SL	Customer Relation Officer	4	4	3	4	4	4	5	5	4	5	4	4	4	4	3	4	5		
120	28	L	SL	Admin Unit	4	4	3	4	4	3	5	4	5	5	4	4	4	4	3	4	5		
121	28	L	BWK	Trend	4	4	3	4	4	4	5	5	5	5	3	4	5	5	3	3	5		
122	28	L	BWK	Tim Leader Period	4	4	3	5	4	4	4	3	2	5	4	3	4	3	3	4	4	5	
123	28	F	SL	Customer Relation Officer	4	4	4	4	4	4	5	2	4	3	4	3	4	4	4	4	5		
124	28	F	SL	Service Advisor	4	4	3	4	4	4	5	4	3	4	4	4	5	4	3	4	5		
125	28	L	SL	Salesperson	3	4	2	4	5	4	4	3	4	5	4	4	4	4	4	4	4		
126	28	F	SL	Admin Service	4	5	4	5	5	4	3	4	4	5	4	4	4	5	4	5	5		
127	28	L	SL	Admin Unit	4	5	1	5	3	4	2	4	3	4	5	4	5	5	5	5	5		

128	24	L	BWK	Tenai	4	4	2	4	4	4	5	3	3	4	4	5	4	4	4	4	4	4	4
129	24	L	BWK	Tim Lester Tenai	3	4	2	5	5	4	4	3	4	4	4	5	5	4	4	5	5	3	5
130	25	P	SI	Customer Relation Officer	5	5	4	5	5	4	4	4	4	5	5	5	5	4	5	5	5	5	5
131	25	P	SI	Service Advisor	4	4	4	3	5	3	5	5	3	3	4	4	4	3	5	4	5	3	3
132	27	L	SI	Salesperson	5	3	4	4	5	4	4	4	4	4	5	5	5	4	5	4	4	3	4
133	28	P	SI	Admin Service	5	3	4	3	5	5	3	5	4	3	4	5	5	5	4	4	4	3	3
134	27	L	SI	Admin Unit	5	3	4	3	4	5	4	3	4	5	4	4	4	5	4	4	4	5	5
135	25	P	SI	Customer Relation Officer	5	3	4	5	4	5	4	4	3	3	4	5	5	5	4	4	4	4	4
136	25	P	SI	Service Advisor	4	4	4	4	5	5	4	4	4	4	4	5	5	5	4	4	4	5	4
137	24	L	SI	Salesperson	5	3	3	4	4	5	3	4	3	3	4	4	5	4	4	4	4	3	4
138	25	P	SI	Admin Service	4	3	4	4	4	4	4	4	4	5	4	5	4	4	4	4	3	3	3
139	25	L	SI	Admin Unit	4	3	3	4	4	4	1	1	1	1	5	4	4	4	1	1	5	4	
140	24	L	BWK	Tenai	3	3	3	4	3	4	3	4	3	3	4	4	4	4	4	4	5	5	4
141	24	L	BWK	Tim Lester Tenai	4	5	4	5	4	4	4	5	4	4	5	5	4	5	4	4	5	5	4
142	25	P	SI	Customer Relation Officer	4	4	4	3	5	5	4	4	4	4	4	4	4	4	3	3	5	4	
143	25	P	SI	Service Advisor	4	4	4	4	5	4	5	4	3	4	5	4	4	5	4	4	5	5	
144	27	L	SI	Salesperson	3	4	4	4	5	4	3	4	3	4	4	5	4	4	5	4	4	4	
145	25	L	SI	Admin Unit	4	5	5	3	5	4	4	4	4	4	4	5	4	3	3	3	4	4	
146	25	L	BWK	Tenai	5	4	3	5	5	5	4	4	5	5	5	4	3	4	5	4	5	3	
147	25	L	BWK	Tim Lester Tenai	4	4	4	4	5	4	5	4	5	5	5	3	4	4	4	4	5	5	
148	25	P	SI	Customer Relation Officer	4	4	4	4	5	5	5	4	5	4	4	4	4	5	4	4	5	5	
149	25	P	SI	Service Advisor	4	5	5	5	5	5	4	4	5	5	4	4	5	5	5	5	5	4	
150	24	L	SI	Salesperson	4	4	4	3	4	2	4	4	5	5	3	5	5	4	2	2	5	4	
151	25	P	SI	Admin Service	5	5	5	4	5	4	5	5	5	4	4	4	3	4	5	4	4	4	
152	25	L	SI	Admin Unit	5	4	5	4	4	4	5	4	5	5	4	4	4	4	4	4	5	4	
153	24	L	BWK	Tenai	3	3	4	4	4	4	4	2	4	4	5	4	4	4	4	4	3	4	
154	24	L	BWK	Tim Lester Tenai	3	3	2	3	5	5	2	4	2	3	4	3	3	4	3	3	5	4	
155	25	P	SI	Customer Relation Officer	4	4	5	4	5	4	5	4	5	3	5	5	4	4	3	3	5	4	
156	25	P	SI	Service Advisor	3	3	4	5	3	5	4	4	3	4	4	5	5	4	5	4	5	4	
157	27	L	SI	Salesperson	4	4	4	5	3	5	5	5	5	5	5	5	5	5	5	5	5	4	
158	25	P	SI	Admin Service	4	4	4	5	3	4	4	4	4	4	4	5	5	4	4	4	4	5	
159	27	L	SI	Admin Unit	4	3	4	4	4	4	4	3	4	5	5	5	4	4	4	4	5	4	
160	25	P	SI	Customer Relation Officer	4	4	4	5	4	4	5	4	5	4	5	5	5	5	4	4	5	3	
161	25	P	SI	Service Advisor	4	2	3	3	4	5	4	5	4	5	4	5	5	5	4	3	4	4	
162	24	L	SI	Salesperson	4	4	3	5	4	4	4	3	2	5	4	3	4	3	4	4	5	4	
163	25	P	SI	Admin Service	4	4	4	4	4	4	4	5	2	4	3	4	3	4	4	4	5	4	
164	25	L	SI	Admin Unit	4	4	3	4	4	4	3	4	3	4	4	4	4	5	4	4	5	5	
165	24	L	BWK	Tenai	3	4	2	4	4	4	4	3	4	5	4	4	4	4	4	4	5	4	
166	24	L	BWK	Tim Lester Tenai	4	5	4	5	4	4	5	5	4	4	5	4	4	5	4	4	5	5	
167	25	P	SI	Customer Relation Officer	4	5	1	5	4	4	2	4	3	4	5	5	4	5	5	5	5	5	
168	25	P	SI	Service Advisor	4	4	2	4	4	4	5	3	3	4	4	5	4	4	4	4	4	4	
169	27	L	SI	Salesperson	3	4	2	5	4	4	4	3	4	4	4	5	5	4	4	5	6	5	
170	25	L	SI	Admin Unit	5	5	4	5	5	5	4	4	4	4	5	5	5	4	5	5	5	5	
171	24	L	BWK	Tenai	4	4	4	3	5	3	5	5	3	3	4	4	4	3	5	4	5	3	

172	25	L	BWK	Tm Leader/Tendo	5	3	4	4	3	5	4	4	4	4	4	5	5	5	4	5	4	3	4	
173	25	F	SL	Customer Relation Officer	5	3	4	3	4	5	3	5	4	3	4	5	5	5	4	4	4	3	3	
174	25	F	SL	Service Advisor	5	3	4	3	5	5	4	3	4	3	4	4	4	5	4	4	4	3	5	
175	25	L	SL	Salesperson	5	3	4	5	4	5	4	4	3	3	4	5	5	5	4	4	4	4	4	
176	25	F	SL	Admin Service	4	4	4	4	5	5	4	4	4	4	4	4	5	5	5	4	4	4	5	4
177	25	L	SL	Admin Unit	3	3	3	4	4	5	3	4	3	3	4	4	5	4	4	4	4	4	5	4
178	25	F	SL	Customer Relation Officer	4	3	4	4	5	4	4	4	4	4	4	5	4	4	4	4	4	3	5	3
179	25	F	SL	Service Advisor	4	3	3	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	5	4
180	25	L	SL	Salesperson	3	3	3	4	4	4	3	4	3	3	4	4	4	4	4	4	4	4	5	4
181	25	F	SL	Admin Service	4	5	4	5	5	4	4	5	4	4	5	5	4	5	4	4	5	5	4	4
182	25	L	SL	Admin Unit	4	4	4	3	4	5	4	4	4	4	4	4	4	4	4	4	3	3	5	4
183	25	L	BWK	Tendo	4	4	4	4	4	4	5	4	3	3	4	5	4	4	5	4	4	5	5	5
184	25	L	BWK	Tm Leader/Tendo	3	4	4	4	4	4	3	4	3	3	4	5	4	4	5	4	4	4	4	4
185	25	F	SL	Customer Relation Officer	4	5	5	3	3	4	4	4	4	4	4	4	5	4	3	3	3	3	4	4
186	25	L	SL	Admin Unit	5	4	3	5	4	5	4	4	5	5	5	4	3	4	4	5	4	5	3	3
187	25	L	BWK	Tendo	4	4	4	4	5	4	5	4	5	5	5	3	4	4	4	4	4	4	5	5
188	25	L	BWK	Tm Leader/Tendo	4	4	4	4	5	5	5	4	5	5	4	4	4	5	4	4	4	5	5	4
189	25	F	SL	Customer Relation Officer	4	5	5	5	5	5	4	4	5	5	5	4	4	5	5	5	5	5	5	4
190	25	F	SL	Service Advisor	4	4	4	3	5	5	2	4	4	5	5	3	5	5	4	2	2	5	4	4
191	25	L	SL	Salesperson	5	5	5	4	5	4	5	5	5	5	4	4	4	4	3	4	4	4	4	4
192	25	F	SL	Admin Service	5	4	5	4	5	4	5	4	5	5	5	4	4	4	4	4	4	4	5	4
193	25	L	SL	Admin Unit	4	4	3	5	5	4	4	3	2	5	4	3	4	3	3	4	4	5	4	4
194	25	F	SL	Customer Relation Officer	4	4	4	4	5	4	4	5	2	4	3	4	3	4	4	4	4	4	5	4
195	25	F	SL	Service Advisor	4	4	3	4	4	4	3	4	3	4	4	4	5	4	5	4	4	5	5	5
196	25	L	SL	Salesperson	3	4	2	4	5	4	4	3	4	3	4	4	4	4	4	4	4	4	5	4
197	25	F	SL	Admin Service	4	5	4	5	4	4	3	5	4	4	5	4	4	4	5	4	5	5	5	5
198	25	L	SL	Admin Unit	4	5	1	5	4	4	2	4	3	4	5	5	4	5	5	5	5	5	5	5
199	25	L	BWK	Tendo	4	4	2	4	5	4	5	3	3	4	4	4	5	4	4	4	4	4	4	4
200	25	L	BWK	Tm Leader/Tendo	3	4	2	5	5	4	4	3	4	4	4	4	5	4	4	5	5	3	3	
201	25	F	SL	Customer Relation Officer	5	5	4	5	3	5	4	4	4	4	5	5	5	4	5	5	5	5	5	5
202	25	L	SL	Admin Unit	4	4	4	3	3	3	5	5	5	3	3	4	4	4	3	5	4	5	3	3
203	25	L	BWK	Tendo	5	3	4	4	3	5	4	4	4	4	4	4	5	5	5	4	5	4	3	4
204	25	L	BWK	Tm Leader/Tendo	5	3	4	3	4	5	3	5	4	3	4	5	5	5	4	4	4	3	3	3
205	25	F	SL	Customer Relation Officer	5	3	4	3	4	5	4	3	4	3	4	4	4	4	5	4	4	4	5	5
206	25	L	SL	Admin Unit	5	3	4	5	4	5	4	4	3	3	4	5	5	5	4	4	4	4	4	4
207	25	L	BWK	Tendo	4	4	4	4	4	5	4	4	4	4	4	5	5	5	4	4	5	5	4	4
208	25	L	BWK	Tm Leader/Tendo	3	3	3	4	4	5	3	4	3	3	4	4	5	4	4	4	4	4	5	4
209	25	F	SL	Customer Relation Officer	4	3	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	3	5	3

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

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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

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

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

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

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

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

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\INDA UNHAS\INDA 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\INDA UNHAS\INDA 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\INDA UNHAS\INDA 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^a

Model	Variables Entered	Variables Removed	Method
1	Pengembangan Karir (X2), Pelatihan (X1) ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Budaya Perusahaan (Y1)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.765 ^a	.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 ^a
Residual	32.645	206	.158		
Total	35.109	208			

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

b. Dependent Variable: Budaya Perusahaan (Y1)

Coefficients^a

Model	Unstandardized Coefficients		Beta	t	Sig.	Collinearity Statistics	
	B	Std. Error				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)

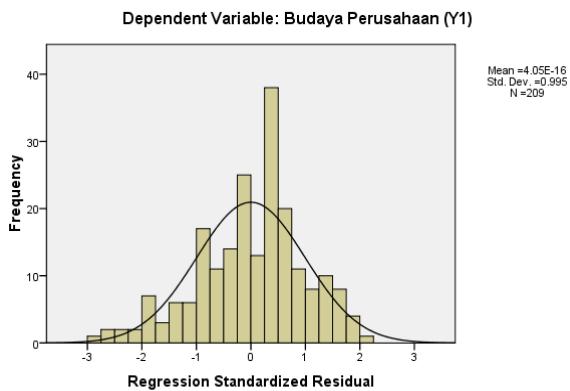
Residuals Statistics

	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

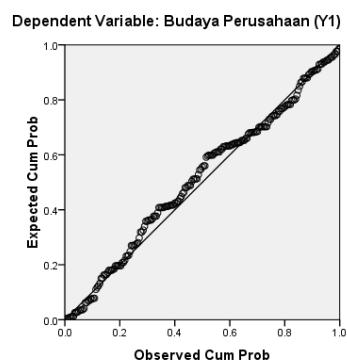
a. Dependent Variable: Budaya Perusahaan (Y1)

Charts

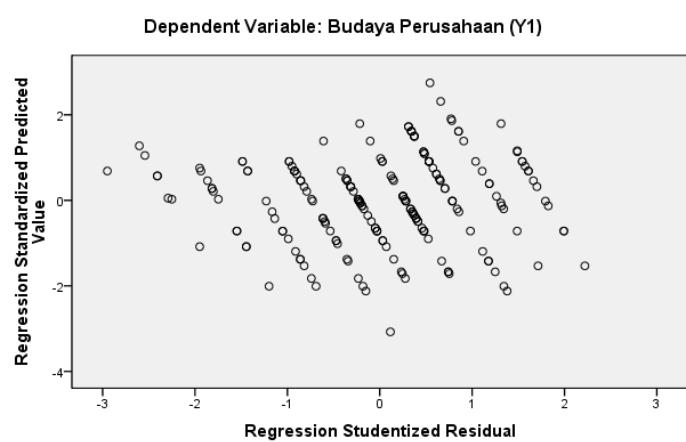
Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot



NPar Tests

[DataSet1] D:\S2 UNHAS\DIVA UNHAS\DIVA 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\INDA UNHAS\INDA 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^a

Model	Variables Entered	Variables Removed	Method
1	Budaya Perusahaan (Y1), Pengembangan Karir (X2), Pelatihan (X1) ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja (Y2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.856 ^a	.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 ^a
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^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
	B	Std. Error				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

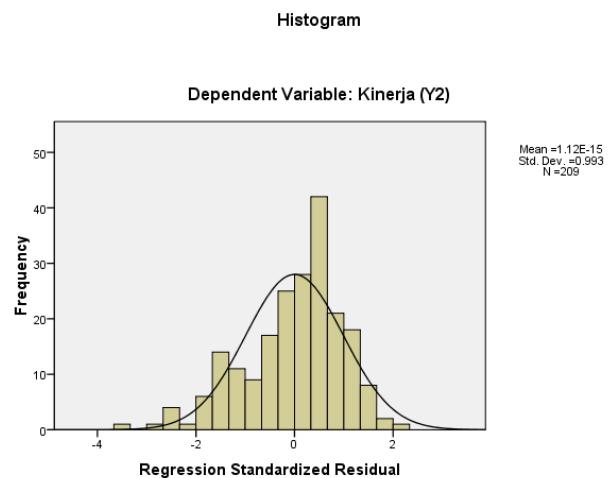
a. Dependent Variable: Kinerja (Y2)

Residuals Statistics

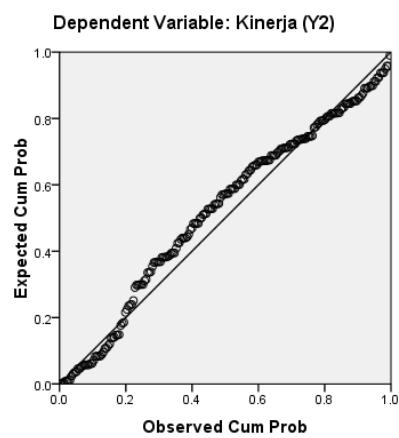
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.8619	4.8447	4.3648	.20000	209
Std. Predicted Value	-2.515	2.399	.000	1.000	209
Standard Error of Predicted Value	.030	.097	.052	.015	209
Adjusted Predicted Value	3.8681	4.8366	4.3644	.19987	209
Residual	-1.38248	.91432	.00000	.39023	209
Std. Residual	-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)

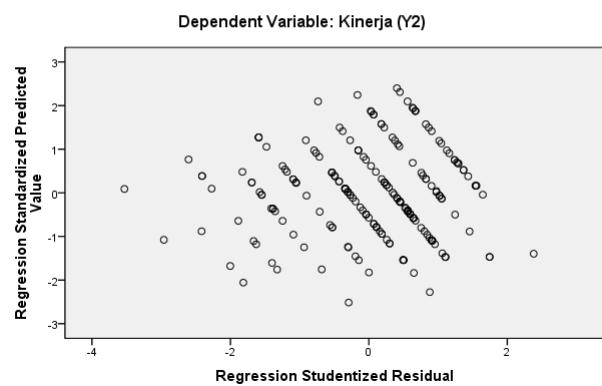
Charts



Normal P-P Plot of Regression Standardized Residual



Scatterplot



NPar Tests

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

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		209
Normal Parameters ^a	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\INDA UNHAS\INDA 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).