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## LAMPIRAN 1

NO: .....

|   |
|---|
| <p style="text-align: center;"><b>KUESIONER</b></p> <p style="text-align: center;">PERSEPSI KARYAWAN TERHADAP PENERAPAN <i>ASSESSMENT CENTRE</i> DAN<br/>IMPLIKASINYA TERHADAP PENGEMBANGAN KARIER</p> <p style="text-align: center;">(STUDI KASUS PT. COCA-COLA AMATIL INDONESIA <i>SOUTHERN SULAWESI OPERATION</i>)</p> |
|---|

### DATA RESPONDEN

Nama/Inisial :

Jabatan Sebelumnya\* :

Jabatan Saat Ini :

Umur :

Jenis Kelamin :

Lama Bekerja :

### PETUNJUK PENGISIAN

1. Pilih salah satu alternatif jawaban yang paling sesuai menurut pendapat Bapak/Ibu dengan memberikan tanda cek (√) pada jawaban yang sesuai.
2. Setiap pertanyaan hanya diisi dengan satu jawaban saja.
3. Setiap pertanyaan mempunyai 5 (lima) alternatif jawaban sebagai berikut :

- |   |                             |
|---|-----------------------------|
| 5 | = Sangat Setuju (SS)        |
| 4 | = Setuju (S)                |
| 3 | = Ragu-Ragu (R)             |
| 2 | = Tidak Setuju (TS)         |
| 1 | = Sangat Tidak Setuju (STS) |

## Pernyataan

### A. Penerapan *Assessment Centre*

1. Kemampuan karyawan merupakan dasar penilaian *assessment centre*.  
[SS].... [S].... [R].... [TS].... [STS]....
2. Sosialisasi sebelum pelaksanaan *assessment centre* membantu kondisi kepribadian dan psikologis karyawan.  
[SS].... [S].... [R].... [TS].... [STS]....
3. Metode *assessment centre* dilakukan berdasarkan prioritas jabatan yang dibutuhkan.  
[SS].... [S].... [R].... [TS].... [STS]....
4. Penerapan *assessment centre* berpengaruh terhadap posisi seseorang.  
[SS].... [S].... [R].... [TS].... [STS]....
5. Kompetisi kerja dipicu adanya kepentingan untuk mencapai tujuan masing-masing.  
[SS].... [S].... [R].... [TS].... [STS]....
6. Hubungan kerja yang baik antara karyawan dan atasan selama proses *assessment*.  
[SS].... [S].... [R].... [TS].... [STS]....
7. Posisi seseorang berpengaruh terhadap *feedback* yang diberikan.  
[SS].... [S].... [R].... [TS].... [STS]....
8. Karyawan mampu menempatkan secara seimbang antara kepentingan pribadi dan kepentingan perusahaan saat proses *assessment centre*.  
[SS].... [S].... [R].... [TS].... [STS]....
9. *Assessment centre* yang dilakukan membawa pengaruh yang baik terhadap motivasi karyawan.  
[SS].... [S].... [R].... [TS].... [STS]....
10. Karyawan mengetahui prosedur (tata cara) *assessment centre* di perusahaan.  
[SS].... [S].... [R].... [TS].... [STS]....
11. Karyawan mengetahui hal apa saja yang dinilai dalam pelaksanaan *assessment centre*.  
[SS].... [S].... [R].... [TS].... [STS]....
12. Karyawan mengetahui tujuan dan manfaat dari pelaksanaan *assessment centre*.  
[SS].... [S].... [R].... [TS].... [STS]....
13. Sosialisasi dilakukan sebelum pelaksanaan *assessment centre*.  
[SS].... [S].... [R].... [TS].... [STS]....
14. Adanya *assessment centre* sangat membantu dalam memperbaiki kinerja karyawan.  
[SS].... [S].... [R].... [TS].... [STS]....
15. Mutu SDM terbantu dengan adanya *assessment centre*.  
[SS].... [S].... [R].... [TS].... [STS]....

## B. Pengembangan Karier

1. Kesesuaian posisi karyawan dengan latar belakang pendidikan.  
[SS].... [S].... [R].... [TS].... [STS]....
2. Objektivitas pengembangan karier dilakukan oleh perusahaan.  
[SS].... [S].... [R].... [TS].... [STS]....
3. Prestasi kerja merupakan syarat pengembangan karier karyawan.  
[SS].... [S].... [R].... [TS].... [STS]....
4. Keberadaan karyawan diakui melalui pengembangan karier.  
[SS].... [S].... [R].... [TS].... [STS]....
5. Loyalitas karyawan sebagai syarat dalam program pengembangan karier.  
[SS].... [S].... [R].... [TS].... [STS]....
6. Perusahaan selalu memberikan kesempatan kepada para karyawannya untuk mengembangkan karier.  
[SS].... [S].... [R].... [TS].... [STS]....
7. Atasan memberikan dukungan kepada karyawan untuk mengembangkan karier.  
[SS].... [S].... [R].... [TS].... [STS]....
8. Pengembangan karier membuat karyawan lebih bersemangat dan senang terhadap pekerjaan yang dilakukan.  
[SS].... [S].... [R].... [TS].... [STS]....
9. Perusahaan berusaha untuk mengisi kekosongan jabatan yang ada.  
[SS].... [S].... [R].... [TS].... [STS]....
10. Atasan telah bertindak tepat dengan memberikan jabatan sesuai dengan kemampuan karyawan  
[SS].... [S].... [R].... [TS].... [STS]....

||||-----TERIMA KASIH-----||||

LAMPIRAN 2

REKAPITULASI HASIL KUESIONER

| RESPOND EN | Penerapan Assessment Centre |     |     |     |     |     |     |     |     |     |     |     |     |     |     | TOTAL | RATA2  | Pengembangan Karier |     |     |     |     |     |     |     |     |     | TOTAL | RATA2 |
|------------|-----------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|--------|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|-------|
|            | Q1                          | Q2  | Q3  | Q4  | Q5  | Q6  | Q7  | Q8  | Q9  | Q10 | Q11 | Q12 | Q13 | Q14 | Q15 |       |        | Q16                 | Q17 | Q18 | Q19 | Q20 | Q21 | Q22 | Q23 | Q24 | Q25 |       |       |
| 1          | 4                           | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 60    | 4      | 4                   | 3   | 4   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 37    | 4     |
| 2          | 4                           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 59    | 4      | 4                   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 5   | 4   | 40    | 4     |
| 3          | 4                           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 5   | 3   | 4   | 4   | 3   | 4   | 5   | 59    | 4      | 4                   | 4   | 4   | 4   | 4   | 2   | 4   | 3   | 5   | 4   | 38    | 4     |
| 4          | 4                           | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 51    | 3      | 2                   | 3   | 3   | 3   | 3   | 3   | 4   | 2   | 3   | 3   | 29    | 3     |
| 5          | 5                           | 5   | 4   | 4   | 4   | 5   | 2   | 5   | 4   | 2   | 4   | 5   | 4   | 4   | 5   | 62    | 4      | 3                   | 5   | 4   | 4   | 5   | 2   | 4   | 4   | 5   | 4   | 40    | 4     |
| 6          | 4                           | 4   | 4   | 4   | 5   | 5   | 3   | 5   | 5   | 2   | 4   | 3   | 4   | 4   | 4   | 60    | 4      | 5                   | 5   | 5   | 5   | 3   | 4   | 4   | 4   | 5   | 4   | 45    | 5     |
| 7          | 4                           | 4   | 4   | 4   | 4   | 4   | 3   | 5   | 4   | 2   | 2   | 4   | 4   | 3   | 4   | 55    | 4      | 4                   | 4   | 4   | 4   | 4   | 2   | 2   | 4   | 4   | 4   | 36    | 4     |
| 8          | 4                           | 2   | 4   | 2   | 4   | 3   | 3   | 4   | 4   | 3   | 4   | 2   | 3   | 5   | 51  | 3     | 4      | 4                   | 3   | 3   | 3   | 2   | 4   | 5   | 5   | 3   | 37  | 4     |       |
| 9          | 2                           | 5   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 2   | 4   | 4   | 4   | 4   | 4   | 62    | 4      | 2                   | 2   | 3   | 3   | 3   | 2   | 4   | 3   | 4   | 3   | 29    | 3     |
| 10         | 4                           | 3   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 57    | 4      | 3                   | 3   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 37    | 4     |
| 11         | 4                           | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 2   | 2   | 3   | 4   | 4   | 2   | 52    | 3      | 2                   | 2   | 4   | 4   | 4   | 2   | 2   | 4   | 2   | 4   | 30    | 3     |
| 12         | 4                           | 2   | 4   | 2   | 2   | 4   | 2   | 4   | 4   | 2   | 4   | 4   | 5   | 5   | 2   | 50    | 3      | 2                   | 2   | 5   | 4   | 5   | 3   | 4   | 2   | 2   | 5   | 34    | 3     |
| 13         | 4                           | 4   | 5   | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 3   | 5   | 3   | 3   | 4   | 63    | 4      | 4                   | 4   | 4   | 4   | 4   | 2   | 5   | 3   | 4   | 4   | 38    | 4     |
| 14         | 4                           | 4   | 4   | 4   | 3   | 5   | 3   | 5   | 4   | 3   | 3   | 3   | 5   | 3   | 5   | 58    | 4      | 2                   | 4   | 3   | 3   | 3   | 2   | 3   | 5   | 5   | 3   | 33    | 3     |
| 15         | 5                           | 3   | 4   | 4   | 4   | 5   | 4   | 5   | 5   | 2   | 3   | 3   | 5   | 5   | 5   | 62    | 4      | 3                   | 4   | 3   | 4   | 4   | 2   | 3   | 4   | 5   | 3   | 35    | 4     |
| 16         | 5                           | 4   | 5   | 5   | 4   | 5   | 3   | 4   | 5   | 3   | 3   | 4   | 5   | 3   | 5   | 63    | 4      | 4                   | 3   | 4   | 4   | 3   | 2   | 3   | 5   | 5   | 4   | 37    | 4     |
| 17         | 4                           | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 2   | 4   | 2   | 4   | 4   | 5   | 64    | 4      | 4                   | 4   | 5   | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 42    | 4     |
| 18         | 5                           | 4   | 5   | 5   | 4   | 4   | 4   | 5   | 5   | 2   | 4   | 4   | 5   | 2   | 5   | 63    | 4      | 3                   | 5   | 4   | 4   | 4   | 2   | 4   | 2   | 5   | 4   | 37    | 4     |
| 19         | 4                           | 4   | 5   | 3   | 4   | 3   | 2   | 4   | 5   | 2   | 3   | 3   | 4   | 3   | 5   | 54    | 4      | 2                   | 3   | 4   | 4   | 5   | 3   | 3   | 3   | 5   | 4   | 36    | 4     |
| 20         | 5                           | 4   | 4   | 4   | 2   | 4   | 2   | 2   | 4   | 2   | 4   | 4   | 4   | 3   | 4   | 52    | 3      | 4                   | 4   | 4   | 4   | 4   | 2   | 4   | 4   | 4   | 4   | 38    | 4     |
| 21         | 5                           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 2   | 2   | 4   | 4   | 4   | 55    | 4      | 2                   | 4   | 4   | 4   | 4   | 2   | 2   | 5   | 4   | 4   | 35    | 4     |
| 22         | 5                           | 4   | 4   | 4   | 3   | 4   | 3   | 5   | 4   | 2   | 3   | 3   | 4   | 3   | 5   | 56    | 4      | 5                   | 5   | 4   | 4   | 4   | 3   | 3   | 4   | 5   | 4   | 41    | 4     |
| 23         | 4                           | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 2   | 2   | 3   | 4   | 3   | 5   | 53    | 4      | 4                   | 4   | 4   | 4   | 4   | 2   | 2   | 5   | 5   | 4   | 38    | 4     |
| 24         | 4                           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 2   | 2   | 4   | 4   | 4   | 54    | 4      | 2                   | 4   | 4   | 4   | 4   | 3   | 2   | 3   | 4   | 4   | 34    | 3     |
| 25         | 5                           | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 2   | 5   | 4   | 4   | 5   | 5   | 68    | 5      | 4                   | 5   | 5   | 5   | 5   | 3   | 5   | 3   | 5   | 5   | 45    | 5     |
| 26         | 5                           | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 2   | 3   | 4   | 4   | 3   | 4   | 60    | 4      | 4                   | 4   | 4   | 4   | 4   | 2   | 3   | 4   | 4   | 4   | 37    | 4     |
| 27         | 4                           | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 2   | 3   | 4   | 4   | 3   | 4   | 59    | 4      | 4                   | 4   | 4   | 4   | 4   | 2   | 3   | 4   | 4   | 4   | 37    | 4     |
| 28         | 4                           | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 2   | 5   | 4   | 4   | 5   | 5   | 67    | 4      | 4                   | 5   | 5   | 5   | 5   | 4   | 5   | 3   | 5   | 5   | 46    | 5     |
| 29         | 4                           | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 2   | 5   | 4   | 4   | 3   | 5   | 65  | 4     | 4      | 5                   | 5   | 5   | 5   | 2   | 5   | 3   | 5   | 5   | 44  | 4     |       |
| 30         | 3                           | 3   | 4   | 3   | 3   | 3   | 4   | 4   | 4   | 2   | 3   | 4   | 4   | 4   | 4   | 52    | 3      | 4                   | 4   | 4   | 3   | 4   | 2   | 3   | 3   | 4   | 4   | 35    | 4     |
| 31         | 3                           | 4   | 4   | 3   | 2   | 4   | 3   | 4   | 4   | 2   | 3   | 3   | 4   | 2   | 3   | 48    | 3      | 2                   | 2   | 4   | 4   | 3   | 2   | 3   | 2   | 3   | 4   | 29    | 3     |
| 32         | 3                           | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 2   | 3   | 4   | 4   | 5   | 4   | 55    | 4      | 4                   | 4   | 4   | 4   | 4   | 2   | 3   | 3   | 4   | 4   | 36    | 4     |
| 33         | 3                           | 3   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 2   | 3   | 4   | 4   | 2   | 4   | 52    | 3      | 4                   | 4   | 5   | 5   | 5   | 3   | 4   | 4   | 4   | 5   | 44    | 4     |
| 34         | 3                           | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 2   | 4   | 3   | 4   | 3   | 4   | 54    | 4      | 4                   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 39    | 4     |
| 35         | 5                           | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 59    | 4      | 4                   | 2   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 37    | 4     |
| 36         | 5                           | 4   | 4   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 3   | 4   | 59    | 4      | 2                   | 2   | 4   | 4   | 4   | 3   | 5   | 3   | 4   | 4   | 35    | 4     |
| 37         | 4                           | 4   | 4   | 3   | 3   | 3   | 3   | 5   | 3   | 2   | 3   | 3   | 4   | 3   | 4   | 51    | 3      | 4                   | 4   | 4   | 4   | 3   | 4   | 3   | 4   | 4   | 4   | 38    | 4     |
| 38         | 5                           | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 72    | 5      | 5                   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 49    | 5     |
| 39         | 4                           | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 2   | 2   | 2   | 4   | 4   | 4   | 54    | 4      | 2                   | 4   | 4   | 4   | 4   | 2   | 5   | 4   | 4   | 4   | 37    | 4     |
| 40         | 5                           | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 2   | 2   | 3   | 4   | 2   | 53  | 4     | 2      | 2                   | 4   | 4   | 4   | 3   | 2   | 4   | 2   | 4   | 4   | 31    | 3     |
| 41         | 5                           | 3   | 4   | 3   | 3   | 4   | 4   | 4   | 4   | 3   | 4   | 3   | 2   | 3   | 52  | 3     | 2      | 3                   | 3   | 3   | 3   | 2   | 4   | 2   | 3   | 3   | 3   | 28    | 3     |
| 42         | 3                           | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 5   | 2   | 3   | 4   | 4   | 4   | 4   | 59    | 4      | 4                   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 39    | 4     |
| 43         | 3                           | 4   | 4   | 3   | 2   | 4   | 3   | 4   | 4   | 2   | 3   | 3   | 4   | 4   | 3   | 50    | 3      | 2                   | 2   | 4   | 4   | 3   | 3   | 3   | 3   | 4   | 4   | 31    | 3     |
| 44         | 4                           | 4   | 5   | 3   | 4   | 3   | 2   | 4   | 5   | 2   | 3   | 3   | 4   | 2   | 5   | 53    | 4      | 5                   | 3   | 4   | 4   | 5   | 2   | 3   | 5   | 5   | 4   | 40    | 4     |
| 45         | 4                           | 4   | 5   | 4   | 4   | 4   | 3   | 4   | 5   | 3   | 4   | 4   | 5   | 2   | 4   | 59    | 4      | 5                   | 5   | 4   | 5   | 4   | 3   | 3   | 4   | 4   | 5   | 42    | 4     |
| 46         | 4                           | 5   | 4   | 4   | 4   | 5   | 5   | 4   | 5   | 3   | 4   | 4   | 5   | 5   | 4   | 65    | 4      | 4                   | 5   | 5   | 5   | 4   | 5   | 4   | 3   | 5   | 4   | 44    | 4     |
| 47         | 5                           | 3   | 5   | 5   | 4   | 4   | 5   | 5   | 4   | 3   | 4   | 5   | 4   | 4   | 5   | 65    | 4      | 4                   | 5   | 5   | 4   | 3   | 3   | 4   | 3   | 5   | 5   | 41    | 4     |
| 48         | 5                           | 4   | 3   | 4   | 2   | 3   | 4   | 4   | 5   | 4   | 3   | 3   | 4   | 4   | 5   | 57    | 4      | 3                   | 3   | 4   | 5   | 5   | 3   | 5   | 4   | 4   | 3   | 39    | 4     |
| 49         | 4                           | 5   | 5   | 5   | 4   | 4   | 3   | 4   | 5   | 4   | 5   | 3   | 4   | 5   | 65  | 4     | 5      | 5                   | 5   | 4   | 3   | 3   | 5   | 5   | 4   | 5   | 44  | 4     |       |
| 50         | 4                           | 4   | 5   | 4   | 3   | 3   | 4   | 5   | 5   | 5   | 4   | 4   | 5   | 3   | 5   | 63    | 4      | 3                   | 4   | 5   | 4   | 4   | 2   | 5   | 5   | 4   | 3   | 39    | 4     |
| TOTAL      | 207                         | 198 | 218 | 197 | 186 | 204 | 177 | 219 | 218 | 127 | 177 | 174 | 201 | 177 | 211 | 2891  | 192,73 | 172                 | 188 | 206 | 203 | 200 | 136 | 179 | 186 | 209 | 203 | 1882  | 188,2 |

| No. | SS | S  | R  | TS | STS | TOTAL |     |     |     |     |
|-----|----|----|----|----|-----|-------|-----|-----|-----|-----|
| 1   | 16 | 26 | 7  | 1  |     | 50    | 32% | 52% | 14% | 2%  |
| 2   | 10 | 30 | 8  | 2  |     | 50    | 20% | 60% | 16% | 4%  |
| 3   | 19 | 30 | 1  |    |     | 50    | 38% | 60% | 2%  | 0%  |
| 4   | 11 | 27 | 10 | 2  |     | 50    | 22% | 54% | 20% | 4%  |
| 5   | 6  | 29 | 10 | 5  |     | 50    | 12% | 58% | 20% | 10% |
| 6   | 12 | 30 | 8  |    |     | 50    | 24% | 60% | 16% | 0%  |
| 7   | 4  | 24 | 17 | 5  |     | 50    | 8%  | 48% | 34% | 10% |
| 8   | 21 | 28 |    | 1  |     | 50    | 42% | 56% | 0%  | 2%  |
| 9   | 19 | 30 | 1  |    |     | 50    | 38% | 60% | 2%  | 0%  |
| 10  | 1  | 6  | 12 | 31 |     | 50    | 2%  | 12% | 24% | 62% |
| 11  | 7  | 20 | 16 | 7  |     | 50    | 14% | 40% | 32% | 14% |
| 12  | 2  | 24 | 20 | 4  |     | 50    | 4%  | 48% | 40% | 8%  |
| 13  | 9  | 36 | 2  | 3  |     | 50    | 18% | 72% | 4%  | 6%  |
| 14  | 7  | 18 | 20 | 5  |     | 50    | 14% | 36% | 40% | 10% |
| 15  | 21 | 22 | 4  | 3  |     | 50    | 42% | 44% | 8%  | 6%  |
| 16  | 6  | 24 | 6  | 14 |     | 50    | 12% | 48% | 12% | 28% |
| 17  | 12 | 22 | 8  | 8  |     | 50    | 24% | 44% | 16% | 16% |
| 18  | 12 | 32 | 6  |    |     | 50    | 24% | 64% | 12% | 0%  |
| 19  | 9  | 35 | 6  |    |     | 50    | 18% | 70% | 12% | 0%  |
| 20  | 11 | 28 | 11 |    |     | 50    | 22% | 56% | 22% | 0%  |
| 21  | 2  | 5  | 20 | 23 |     | 50    | 4%  | 10% | 40% | 46% |
| 22  | 9  | 18 | 16 | 7  |     | 50    | 18% | 36% | 32% | 14% |
| 23  | 10 | 21 | 14 | 5  |     | 50    | 20% | 42% | 28% | 10% |
| 24  | 19 | 24 | 4  | 3  |     | 50    | 38% | 48% | 8%  | 6%  |
| 25  | 11 | 31 | 8  |    |     | 50    | 22% | 62% | 16% | 0%  |

## LAMPIRAN 4

### Reliability

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 50 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 50 | 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 |
|------------------|--|------------|
| .719             | .720   | 2          |

**Item Statistics**

|                             | Mean   | Std. Deviation | N  |
|-----------------------------|--------|----------------|----|
| Penerapan Assessment Centre | 3.8200 | .48192         | 50 |
| Pengembangan Karier         | 3.8800 | .52060         | 50 |

**Item-Total Statistics**

|                             | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----------------------------|----------------------------|--------------------------------|------------------------------|----------------------------------|
| Penerapan Assessment Centre | 3.8800                     | .271                           | .317                         | .a                               |
| Pengembangan Karier         | 3.8200                     | .232                           | .317                         | .a                               |

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

**Scale Statistics**

| Mean   | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 7.7000 | .786     | .88641         | 2          |

## LAMPIRAN 5

### Regression

#### Descriptive Statistics

|                             | Mean   | Std. Deviation | N  |
|-----------------------------|--------|----------------|----|
| Pengembangan Karier         | 3.8800 | .52060         | 50 |
| Penerapan Assessment Centre | 3.8200 | .48192         | 50 |

#### Correlations

|                     |                             | Pengembangan Karier | Penerapan Assessment Centre |
|---------------------|-----------------------------|---------------------|-----------------------------|
| Pearson Correlation | Pengembangan Karier         | 1.000               | .563                        |
|                     | Penerapan Assessment Centre | .563                | 1.000                       |
| Sig. (1-tailed)     | Pengembangan Karier         | .                   | .000                        |
|                     | Penerapan Assessment Centre | .000                | .                           |
| N                   | Pengembangan Karier         | 50                  | 50                          |
|                     | Penerapan Assessment Centre | 50                  | 50                          |

#### Variables Entered/Removed<sup>b</sup>

| Model | Variables Entered                        | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1     | Penerapan Assessment Centre <sup>a</sup> |                   | Enter  |

a. All requested variables entered.

b. Dependent Variable: Pengembangan Karier

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

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .563 <sup>a</sup> | .317     | .303              | .43474                     |

a. Predictors: (Constant), Penerapan Assessment Centre

b. Dependent Variable: Pengembangan Karier



**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 4.208          | 1  | 4.208       | 22.264 | .000 <sup>a</sup> |
|       | Residual   | 9.072          | 48 | .189        |        |                   |
|       | Total      | 13.280         | 49 |             |        |                   |

a. Predictors: (Constant), Penerapan Assessment Centre

b. Dependent Variable: Pengembangan Karier

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

| Model |                             | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-----------------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                             | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)                  | 1.557                       | .496       |                           | 3.139 | .003 |
|       | Penerapan Assessment Centre | .608                        | .129       | .563                      | 4.718 | .000 |

a. Dependent Variable: Pengembangan Karier

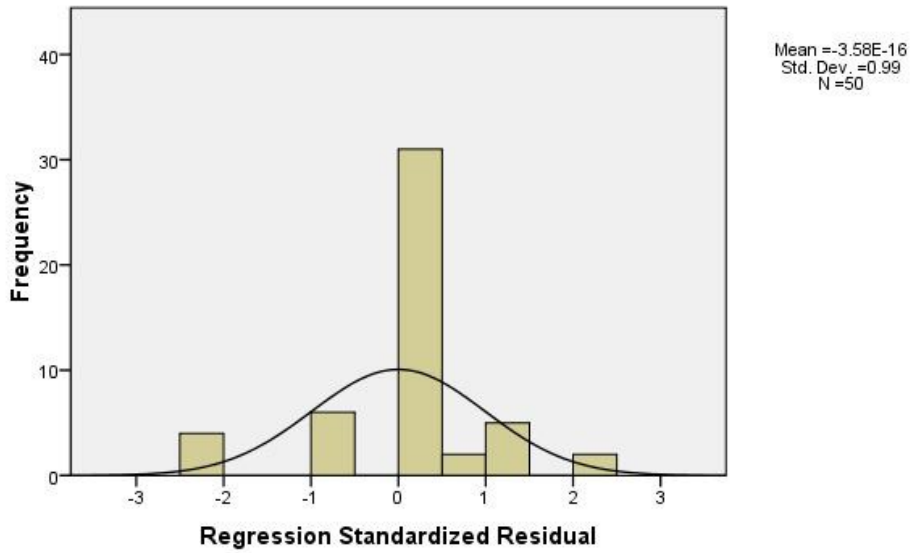
**Residuals Statistics<sup>a</sup>**

|                      | Minimum | Maximum | Mean   | Std. Deviation | N  |
|----------------------|---------|---------|--------|----------------|----|
| Predicted Value      | 3.3814  | 4.5975  | 3.8800 | .29305         | 50 |
| Residual             | -.98946 | 1.01054 | .00000 | .43028         | 50 |
| Std. Predicted Value | -1.702  | 2.449   | .000   | 1.000          | 50 |
| Std. Residual        | -2.276  | 2.324   | .000   | .990           | 50 |

a. Dependent Variable: Pengembangan Karier

### Histogram

Dependent Variable: Pengembangan Karier



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

Dependent Variable: Pengembangan Karier

