

Lampiran : Hasil Uji SPSS Validitas X<sub>1</sub>

Correlations

|          |                     | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | VAR00009 | VAR00010 | VAR00011 |
|----------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| VAR00001 | Pearson Correlation | 1        | .813**   | .597**   | .510**   | .711**   | .504**   | .473**   | .607**   | .678**   | .643**   | .821**   |
|          | Sig. (2-tailed)     |          | .000     | .000     | .000     | .000     | .000     | .000     | .000     | .000     | .000     | .000     |
|          | N                   | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       |
| VAR00002 | Pearson Correlation | .813**   | 1        | .647**   | .455**   | .786**   | .534**   | .449**   | .599**   | .595**   | .623**   | .811**   |
|          | Sig. (2-tailed)     | .000     |          | .000     | .000     | .000     | .000     | .000     | .000     | .000     | .000     | .000     |
|          | N                   | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       |
| VAR00003 | Pearson Correlation | .597**   | .647**   | 1        | .446**   | .692**   | .632**   | .471**   | .573**   | .751**   | .576**   | .819**   |
|          | Sig. (2-tailed)     | .000     | .000     |          | .000     | .000     | .000     | .000     | .000     | .000     | .000     | .000     |
|          | N                   | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       |
| VAR00004 | Pearson Correlation | .510**   | .455**   | .446**   | 1        | .463**   | .209     | .615**   | .544**   | .552**   | .570**   | .723**   |
|          | Sig. (2-tailed)     | .000     | .000     | .000     |          | .000     | .075     | .000     | .000     | .000     | .000     | .000     |
|          | N                   | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       |
| VAR00005 | Pearson Correlation | .711**   | .786**   | .692**   | .463**   | 1        | .496**   | .497**   | .715**   | .583**   | .583**   | .823**   |
|          | Sig. (2-tailed)     | .000     | .000     | .000     | .000     |          | .000     | .000     | .000     | .000     | .000     | .000     |
|          | N                   | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       | 74       |
| VAR00006 | Pearson Correlation | .504**   | .534**   | .632**   | .209     | .496**   | 1        | .188     | .375**   | .440**   | .434**   | .599**   |
|          | Sig. (2-tailed)     | .000     | .000     | .000     | .075     | .000     |          | .108     | .001     | .000     | .000     | .000     |

|          |                     |        |        |        |        |        |        |        |        |        |        |        |
|----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |
| VAR00007 | Pearson Correlation | .473** | .449** | .471** | .615** | .497** | .188   | 1      | .690** | .605** | .443** | .728** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .108   |        | .000   | .000   | .000   | .000   |
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |
| VAR00008 | Pearson Correlation | .607** | .599** | .573** | .544** | .715** | .375** | .690** | 1      | .658** | .457** | .815** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .001   | .000   |        | .000   | .000   | .000   |
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |
| VAR00009 | Pearson Correlation | .678** | .595** | .751** | .552** | .583** | .440** | .605** | .658** | 1      | .631** | .848** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   |
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |
| VAR00010 | Pearson Correlation | .643** | .623** | .576** | .570** | .583** | .434** | .443** | .457** | .631** | 1      | .755** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |
| VAR00011 | Pearson Correlation | .821** | .811** | .819** | .723** | .823** | .599** | .728** | .815** | .848** | .755** | 1      |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |

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

## Lampiran : Hasil Uji SPSS Reabilitas X<sub>1</sub>

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 74 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 74 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .918             | 10         |



|          |                     |        |        |        |        |        |        |        |        |        |
|----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |
| VAR00018 | Pearson Correlation | .401** | .267*  | .658** | .310** | .295*  | .551** | 1      | .507** | .708** |
|          | Sig. (2-tailed)     | .000   | .022   | .000   | .007   | .011   | .000   |        | .000   | .000   |
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |
| VAR00019 | Pearson Correlation | .401** | .543** | .449** | .526** | .419** | .674** | .507** | 1      | .795** |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |
| VAR00020 | Pearson Correlation | .585** | .718** | .736** | .756** | .697** | .745** | .708** | .795** | 1      |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|          | N                   | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     | 74     |

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

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

## Lampiran : Hasil Uji SPSS Reabilitas X<sub>2</sub>

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 74 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 74 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .866             | 8          |

**Lampiran : Hasil Uji SPSS Validitas Y**

**Correlations**

|          |                     | VAR0002 | VAR0002 | VAR00  | VAR00  | VAR0002 | VAR00  | VAR0002 |
|----------|---------------------|---------|---------|--------|--------|---------|--------|---------|
|          |                     | 1       | 2       | 023    | 024    | 5       | 026    | 7       |
| VAR00021 | Pearson Correlation | 1       | .688**  | .612** | .369** | .514**  | .510** | .722**  |
|          | Sig. (2-tailed)     |         | .000    | .000   | .001   | .000    | .000   | .000    |
|          | N                   | 74      | 74      | 74     | 74     | 74      | 74     | 74      |
| VAR00022 | Pearson Correlation | .688**  | 1       | .810** | .591** | .528**  | .732** | .864**  |
|          | Sig. (2-tailed)     | .000    |         | .000   | .000   | .000    | .000   | .000    |
|          | N                   | 74      | 74      | 74     | 74     | 74      | 74     | 74      |
| VAR00023 | Pearson Correlation | .612**  | .810**  | 1      | .628** | .640**  | .824** | .897**  |
|          | Sig. (2-tailed)     | .000    | .000    |        | .000   | .000    | .000   | .000    |
|          | N                   | 74      | 74      | 74     | 74     | 74      | 74     | 74      |
| VAR00024 | Pearson Correlation | .369**  | .591**  | .628** | 1      | .718**  | .736** | .808**  |
|          | Sig. (2-tailed)     | .001    | .000    | .000   |        | .000    | .000   | .000    |
|          | N                   | 74      | 74      | 74     | 74     | 74      | 74     | 74      |
| VAR00025 | Pearson Correlation | .514**  | .528**  | .640** | .718** | 1       | .719** | .828**  |
|          | Sig. (2-tailed)     | .000    | .000    | .000   | .000   |         | .000   | .000    |
|          | N                   | 74      | 74      | 74     | 74     | 74      | 74     | 74      |
| VAR00026 | Pearson Correlation | .510**  | .732**  | .824** | .736** | .719**  | 1      | .903**  |
|          | Sig. (2-tailed)     | .000    | .000    | .000   | .000   | .000    |        | .000    |
|          | N                   | 74      | 74      | 74     | 74     | 74      | 74     | 74      |
| VAR00027 | Pearson Correlation | .722**  | .864**  | .897** | .808** | .828**  | .903** | 1       |
|          | Sig. (2-tailed)     | .000    | .000    | .000   | .000   | .000    | .000   |         |
|          | N                   | 74      | 74      | 74     | 74     | 74      | 74     | 74      |

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

## Lampiran : Hasil Uji SPSS Reabilitas Y

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 74 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 74 | 100.0 |

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

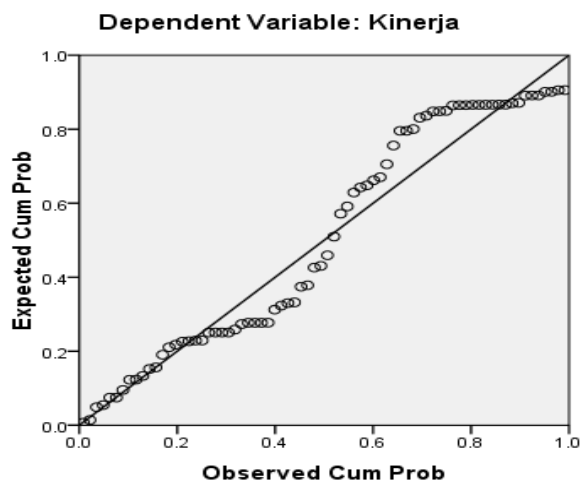
### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .914             | 6          |



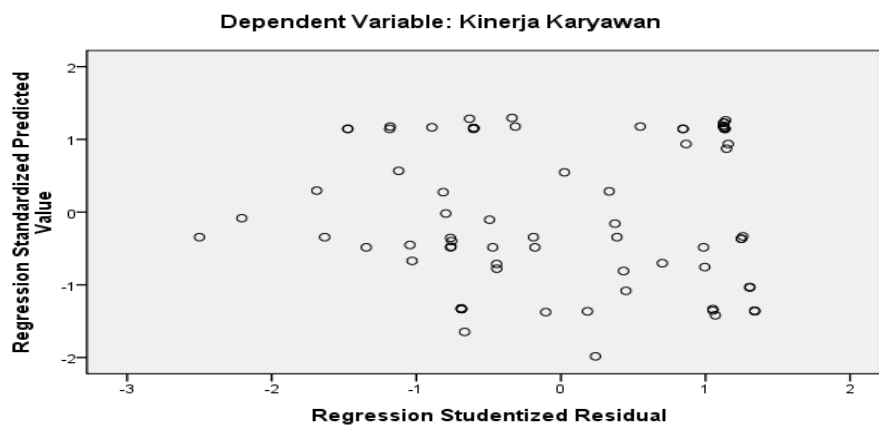
## Lampiran : Hasil Uji SPSS Normalitas

Normal P-P Plot of Regression Standardized Residual



## Lampiran : Hasil Uji SPSS Heterokedastisitas

Scatterplot



## Lampiran : Hasil Uji SPSS Regresi Linear Berganda

Coefficients<sup>a</sup>

| Model |                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                 | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)      | 5.103                       | 1.038      |                           | 3.465 | .000 |                         |       |
|       | pelatihan kerja | .212                        | .082       | .217                      | 2.148 | .026 | .673                    | 1.460 |
|       | disiplin kerja  | .194                        | .048       | .382                      | 2.243 | .040 | .673                    | 1.460 |

a. Dependent Variable: kinerja karyawan