

**LAMPIRAN**  
**KUESIONER PENELITIAN**

**Responden Terhormat,**

Saya Perbi mahasiswa Fakultas Ekonomi Dan Bisnis Universitas Labuhan Batu yang sedang melakukan penelitian tentang **“Pengaruh Prestasi Kerja, Kompensasi, Pelatihan dan Kemampuan Kerja terhadap Kinerja Karyawan SPBU 14.214.255”**. Dalam rangka penelitian tugas akhir skripsi.

Oleh karena itu, saya memohon kesediaan bapak/ibu untuk meluangkan waktu guna mengisi kuesioner ini dengan tepat dan teliti. Data yang diperoleh akan dijaga kerahsiannya dan hanya digunakan untuk kepentingan penelitian.

Atas perhatian dan kerjasamanya saya ucapkan terima kasih

**IDENTITAS RESPONDEN**

1. Nama Responden :.....
2. Jenis Kelamin :.....
3. Usia Responden :.....
4. Tingkat Pendidikan :.....

## PETUNJUK PENGISIAN KUESIONER

Petunjuk pengisian:

Jawablah pertanyaan dan pernyataan berikut ini dengan cara memberi checklist ( ✓ ) pada salah satu jawaban yang sesuai dengan kenyataan anda pada lembar jawaban yang telah tersedia.

|            |                       |       |
|------------|-----------------------|-------|
| Keterangan | :                     | Nilai |
| SS         | : Sangat Setuju       | 5     |
| S          | : Setuju              | 4     |
| KS         | : Kurang Setuju       | 3     |
| TS         | : Tidak Setuju        | 2     |
| STS        | : Sangat Tidak Setuju | 1     |

Contoh:

| SS | S | KS | TS | STS |
|----|---|----|----|-----|
| ✓  |   |    |    |     |

Bila anda telah selesai mengerjakan, periksa kembali pekerjaan anda. Bila anda kesalahan pada jawaban anda maka anda boleh mengoreksi dengan cara memberi **tanda garis dua (=)** pada jawaban yang anda batalkan.

Contoh:

| SS | S | KS | TS | STS |
|----|---|----|----|-----|
| ≠  |   |    |    |     |

### Berilah (✓) Terhadap Jawaban Yang Anda Pilih PERNYATAAN ATAS VARIABEL X<sub>1</sub> (Prestasi Kerja)

| No | PERNYATAAN                                                                                  | JAWABAN |   |    |    |     |
|----|---------------------------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                                             | SS      | S | KS | TS | STS |
|    | <b>Prestasi Kerja</b>                                                                       |         |   |    |    |     |
| 1. | Pekerjaan yang saya hasilkan berkualitas dan memuaskan                                      |         |   |    |    |     |
| 2. | Saya memiliki pemahaman yang baik terkait tugas dan tanggung jawab saya                     |         |   |    |    |     |
| 3. | Saya berinisiatif mencari solusi untuk menyelesaikan masalah tanpa menunggu perintah atasan |         |   |    |    |     |
| 4. | Saya selalu menyelesaikan pekerjaan sesuai dengan tenggat waktu yang diberikan              |         |   |    |    |     |
| 5. | Saya selalu menunjukkan sikap profesional dalam bekerja                                     |         |   |    |    |     |

**PERNYATAAN ATAS VARIABEL X<sub>2</sub> (Kompensasi)**

| No | PERNYATAAN                                                                                | JAWABAN |   |    |    |     |
|----|-------------------------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                                           | SS      | S | KS | TS | STS |
|    | <b>Kompensasi</b>                                                                         |         |   |    |    |     |
| 1. | Saya merasa upah atau gaji yang diterima sesuai dengan beban kerja diberikan              |         |   |    |    |     |
| 2. | Menurut Saya pemberian insentif berdasarkan kinerja karyawan dilakukan secara adil        |         |   |    |    |     |
| 3. | Saya menerima tunjangan sesuai dengan kebutuhan pekerjaan                                 |         |   |    |    |     |
| 4. | Menurut Saya sejauh ini fasilitas kerja yang disediakan perusahaan sudah memadai          |         |   |    |    |     |
| 5. | Saya mendapatkan penghargaan simbolis berupa promosi atau penghormatan di SPBU 14.214.255 |         |   |    |    |     |

**PERNYATAAN ATAS VARIABEL X<sub>3</sub> (Pelatihan)**

| No | PERNYATAAN                                                                    | JAWABAN |   |    |    |     |
|----|-------------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                               | SS      | S | KS | TS | STS |
|    | <b>Pelatihan</b>                                                              |         |   |    |    |     |
| 1. | Instruktur mampu menjelaskan materi pelatihan dengan jelas dan mudah dipahami |         |   |    |    |     |
| 2. | Interaksi antar peserta pelatihan mendukung tercapainya tujuan pelatihan      |         |   |    |    |     |
| 3. | Metode yang digunakan dalam pelatihan menarik dan mudah diikuti               |         |   |    |    |     |
| 4. | Materi pelatihan relevan dengan kebutuhan pekerjaan saya                      |         |   |    |    |     |
| 5. | Tujuan pelatihan sesuai dengan kebutuhan pengembangan kompetensi saya         |         |   |    |    |     |

**PERNYATAAN ATAS VARIABEL X<sub>4</sub> (Kemampuan Kerja)**

| No | PERNYATAAN                                                                               | JAWABAN |   |    |    |     |
|----|------------------------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                                          | SS      | S | KS | TS | STS |
|    | <b>Kemampuan Kerja</b>                                                                   |         |   |    |    |     |
| 1. | Saya selalu mengandalkan pengetahuan yang saya miliki dalam melakukan pekerjaan          |         |   |    |    |     |
| 2. | Saya selalu menggunakan skill pada saat bekerja agar mendapatkan hasil yang maksimal     |         |   |    |    |     |
| 3. | Saya selalu memiliki sikap kerja yang baik saat bekerja pada SPBU 14.214.255             |         |   |    |    |     |
| 4. | Saya sebelumnya memiliki pengalaman kerja yang baik sebelum bekerja pada SPBU 14.214.255 |         |   |    |    |     |

|    |                                                           |  |  |  |  |  |
|----|-----------------------------------------------------------|--|--|--|--|--|
| 5. | Saya selalu berpikir kreatif dalam melaksanakan pekerjaan |  |  |  |  |  |
|----|-----------------------------------------------------------|--|--|--|--|--|

**PERNYATAAN ATAS VARIABEL Y (Kinerja Karyawan)**

| No | PERNYATAAN                                                                        | JAWABAN |   |    |    |     |
|----|-----------------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                                   | SS      | S | KS | TS | STS |
|    | <b>Kinerja Karyawan</b>                                                           |         |   |    |    |     |
| 1. | Saya mampu menyelesaikan tugas dengan hasil yang sesuai dengan standar perusahaan |         |   |    |    |     |
| 2. | Saya mampu menyelesaikan pekerjaan sesuai target yang telah ditetapkan            |         |   |    |    |     |
| 3. | Saya selalu menyelesaikan pekerjaan dengan tepat waktu                            |         |   |    |    |     |
| 4. | Saya memiliki hubungan baik dengan karyawan lain dalam menyelesaikan tugas        |         |   |    |    |     |
| 5. | Saya selalu mendapat arahan atau bimbingan dari pengawas terkait pekerjaan        |         |   |    |    |     |

## Lampiran

### Tabulasi Data Jawaban Responden

| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.TTL |
|----|------|------|------|------|------|--------|
| 1  | 5    | 5    | 5    | 5    | 5    | 25     |
| 2  | 4    | 4    | 3    | 4    | 5    | 20     |
| 3  | 5    | 4    | 4    | 4    | 4    | 21     |
| 4  | 5    | 5    | 5    | 3    | 5    | 23     |
| 5  | 5    | 4    | 3    | 3    | 4    | 19     |
| 6  | 5    | 5    | 4    | 4    | 4    | 22     |
| 7  | 5    | 4    | 5    | 5    | 4    | 23     |
| 8  | 4    | 5    | 3    | 4    | 5    | 21     |
| 9  | 5    | 4    | 4    | 5    | 4    | 22     |
| 10 | 4    | 5    | 3    | 4    | 5    | 21     |
| 11 | 5    | 4    | 4    | 5    | 4    | 22     |
| 12 | 4    | 5    | 3    | 4    | 5    | 21     |
| 13 | 5    | 4    | 3    | 5    | 4    | 21     |
| 14 | 4    | 5    | 3    | 4    | 4    | 20     |
| 15 | 5    | 1    | 3    | 5    | 5    | 19     |
| 16 | 4    | 4    | 3    | 5    | 4    | 20     |
| 17 | 4    | 5    | 3    | 4    | 4    | 20     |
| 18 | 4    | 4    | 3    | 4    | 4    | 19     |
| 19 | 4    | 4    | 4    | 4    | 5    | 21     |
| 20 | 5    | 4    | 3    | 5    | 4    | 21     |
| 21 | 4    | 5    | 3    | 4    | 5    | 21     |
| 22 | 5    | 4    | 4    | 5    | 4    | 22     |
| 23 | 4    | 5    | 3    | 4    | 5    | 21     |
| 24 | 5    | 4    | 4    | 5    | 4    | 22     |
| 25 | 4    | 5    | 4    | 4    | 5    | 22     |
| 26 | 5    | 4    | 3    | 5    | 4    | 21     |
| 27 | 4    | 5    | 4    | 4    | 4    | 21     |
| 28 | 4    | 4    | 4    | 5    | 4    | 21     |
| 29 | 1    | 5    | 5    | 5    | 5    | 21     |
| 30 | 4    | 5    | 5    | 5    | 1    | 20     |
| 31 | 4    | 5    | 4    | 4    | 4    | 21     |
| 32 | 4    | 4    | 4    | 5    | 4    | 21     |
| 33 | 5    | 5    | 5    | 1    | 5    | 21     |
| 34 | 4    | 5    | 1    | 5    | 5    | 20     |

| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.TTL |
|----|------|------|------|------|------|--------|
| 1  | 5    | 5    | 4    | 4    | 4    | 22     |
| 2  | 4    | 4    | 5    | 3    | 4    | 20     |
| 3  | 5    | 4    | 4    | 4    | 3    | 20     |
| 4  | 4    | 1    | 5    | 5    | 5    | 20     |
| 5  | 4    | 5    | 3    | 4    | 4    | 20     |
| 6  | 3    | 4    | 4    | 5    | 4    | 20     |
| 7  | 4    | 3    | 4    | 5    | 5    | 21     |
| 8  | 5    | 5    | 5    | 1    | 5    | 21     |
| 9  | 4    | 4    | 5    | 5    | 4    | 22     |
| 10 | 5    | 4    | 5    | 4    | 5    | 23     |
| 11 | 5    | 5    | 4    | 3    | 4    | 21     |
| 12 | 4    | 5    | 5    | 4    | 3    | 21     |
| 13 | 5    | 4    | 4    | 4    | 4    | 21     |
| 14 | 4    | 5    | 3    | 3    | 4    | 19     |
| 15 | 4    | 4    | 4    | 5    | 5    | 22     |
| 16 | 5    | 3    | 3    | 4    | 4    | 19     |
| 17 | 5    | 4    | 4    | 3    | 3    | 19     |
| 18 | 1    | 5    | 5    | 5    | 4    | 20     |
| 19 | 5    | 3    | 3    | 4    | 4    | 19     |
| 20 | 4    | 4    | 4    | 3    | 3    | 18     |
| 21 | 3    | 3    | 3    | 4    | 4    | 17     |
| 22 | 4    | 4    | 4    | 3    | 3    | 18     |
| 23 | 4    | 5    | 5    | 5    | 1    | 20     |
| 24 | 3    | 5    | 1    | 4    | 4    | 17     |
| 25 | 4    | 4    | 4    | 3    | 3    | 18     |
| 26 | 5    | 5    | 3    | 4    | 4    | 21     |
| 27 | 5    | 5    | 4    | 5    | 3    | 22     |
| 28 | 4    | 4    | 4    | 5    | 4    | 21     |
| 29 | 5    | 5    | 3    | 4    | 4    | 21     |
| 30 | 4    | 4    | 5    | 5    | 3    | 21     |
| 31 | 5    | 5    | 3    | 4    | 5    | 22     |
| 32 | 4    | 5    | 5    | 5    | 3    | 22     |
| 33 | 5    | 4    | 4    | 5    | 5    | 23     |
| 34 | 4    | 4    | 5    | 4    | 4    | 21     |

| No | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.TTL |
|----|------|------|------|------|------|--------|
| 1  | 5    | 3    | 4    | 4    | 4    | 20     |
| 2  | 5    | 5    | 5    | 3    | 4    | 22     |
| 3  | 5    | 5    | 4    | 5    | 5    | 24     |
| 4  | 4    | 5    | 5    | 5    | 4    | 23     |
| 5  | 5    | 4    | 4    | 5    | 5    | 23     |
| 6  | 4    | 5    | 5    | 4    | 4    | 22     |
| 7  | 5    | 4    | 5    | 5    | 5    | 24     |
| 8  | 4    | 5    | 4    | 4    | 5    | 22     |
| 9  | 5    | 4    | 5    | 5    | 4    | 23     |
| 10 | 4    | 5    | 4    | 4    | 5    | 22     |
| 11 | 4    | 4    | 5    | 5    | 4    | 22     |
| 12 | 3    | 4    | 4    | 4    | 5    | 20     |
| 13 | 1    | 3    | 5    | 5    | 5    | 19     |
| 14 | 4    | 4    | 3    | 3    | 4    | 18     |
| 15 | 4    | 4    | 4    | 4    | 3    | 19     |
| 16 | 5    | 4    | 4    | 4    | 4    | 21     |
| 17 | 5    | 5    | 4    | 4    | 4    | 22     |
| 18 | 4    | 5    | 5    | 5    | 4    | 23     |
| 19 | 5    | 4    | 5    | 5    | 5    | 24     |
| 20 | 4    | 5    | 4    | 4    | 5    | 22     |
| 21 | 3    | 4    | 5    | 5    | 4    | 21     |
| 22 | 4    | 3    | 4    | 4    | 5    | 20     |
| 23 | 4    | 4    | 3    | 3    | 4    | 18     |
| 24 | 3    | 4    | 4    | 4    | 3    | 18     |
| 25 | 2    | 3    | 4    | 4    | 4    | 17     |
| 26 | 3    | 2    | 3    | 3    | 4    | 15     |
| 27 | 4    | 3    | 2    | 2    | 3    | 14     |
| 28 | 4    | 5    | 3    | 3    | 2    | 17     |
| 29 | 3    | 5    | 2    | 5    | 3    | 18     |
| 30 | 2    | 3    | 4    | 5    | 2    | 16     |
| 31 | 3    | 2    | 1    | 5    | 4    | 15     |
| 32 | 4    | 3    | 2    | 2    | 3    | 14     |
| 33 | 4    | 5    | 3    | 3    | 2    | 17     |
| 34 | 3    | 5    | 2    | 5    | 3    | 18     |

| No | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.TTL |
|----|------|------|------|------|------|--------|
| 1  | 4    | 4    | 5    | 4    | 4    | 21     |
| 2  | 5    | 5    | 4    | 5    | 5    | 24     |
| 3  | 4    | 4    | 5    | 4    | 4    | 21     |
| 4  | 4    | 4    | 4    | 5    | 5    | 22     |
| 5  | 3    | 3    | 4    | 4    | 4    | 18     |
| 6  | 4    | 4    | 3    | 4    | 4    | 19     |
| 7  | 4    | 4    | 4    | 1    | 5    | 18     |
| 8  | 5    | 1    | 5    | 5    | 4    | 20     |
| 9  | 5    | 5    | 4    | 4    | 4    | 22     |
| 10 | 5    | 5    | 5    | 4    | 4    | 23     |
| 11 | 4    | 4    | 5    | 5    | 5    | 23     |
| 12 | 5    | 5    | 4    | 5    | 5    | 24     |
| 13 | 4    | 4    | 5    | 4    | 4    | 21     |
| 14 | 3    | 3    | 4    | 5    | 5    | 20     |
| 15 | 4    | 4    | 3    | 4    | 4    | 19     |
| 16 | 4    | 4    | 4    | 3    | 3    | 18     |
| 17 | 3    | 3    | 4    | 4    | 4    | 18     |
| 18 | 2    | 2    | 3    | 4    | 4    | 15     |
| 19 | 3    | 3    | 2    | 5    | 1    | 14     |
| 20 | 5    | 4    | 3    | 2    | 2    | 16     |
| 21 | 2    | 4    | 5    | 3    | 3    | 17     |
| 22 | 3    | 3    | 5    | 2    | 5    | 18     |
| 23 | 2    | 2    | 3    | 4    | 5    | 16     |
| 24 | 3    | 3    | 2    | 3    | 3    | 14     |
| 25 | 5    | 4    | 3    | 2    | 2    | 16     |
| 26 | 2    | 4    | 5    | 3    | 3    | 17     |
| 27 | 3    | 3    | 5    | 2    | 5    | 18     |
| 28 | 4    | 4    | 5    | 5    | 5    | 23     |
| 29 | 4    | 4    | 4    | 4    | 5    | 21     |
| 30 | 5    | 5    | 3    | 3    | 4    | 20     |
| 31 | 5    | 5    | 4    | 4    | 3    | 21     |
| 32 | 4    | 4    | 4    | 4    | 4    | 20     |
| 33 | 5    | 5    | 3    | 3    | 4    | 20     |
| 34 | 4    | 4    | 4    | 4    | 3    | 19     |

| No | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.TTL |
|----|-----|-----|-----|-----|-----|-------|
| 1  | 4   | 5   | 4   | 5   | 5   | 23    |
| 2  | 5   | 4   | 5   | 4   | 4   | 22    |
| 3  | 4   | 5   | 4   | 3   | 5   | 21    |
| 4  | 4   | 1   | 5   | 5   | 5   | 20    |
| 5  | 3   | 4   | 3   | 4   | 5   | 19    |
| 6  | 4   | 3   | 4   | 4   | 4   | 19    |
| 7  | 4   | 4   | 4   | 5   | 4   | 21    |
| 8  | 4   | 4   | 4   | 5   | 3   | 20    |
| 9  | 5   | 4   | 5   | 4   | 4   | 22    |
| 10 | 5   | 5   | 5   | 5   | 4   | 24    |
| 11 | 4   | 5   | 4   | 4   | 4   | 21    |
| 12 | 5   | 4   | 5   | 3   | 5   | 22    |
| 13 | 4   | 5   | 4   | 4   | 5   | 22    |
| 14 | 3   | 4   | 3   | 4   | 4   | 18    |
| 15 | 4   | 3   | 4   | 3   | 5   | 19    |
| 16 | 4   | 4   | 4   | 2   | 4   | 18    |
| 17 | 3   | 4   | 3   | 3   | 3   | 16    |
| 18 | 2   | 3   | 2   | 4   | 4   | 15    |
| 19 | 1   | 2   | 5   | 4   | 4   | 16    |
| 20 | 5   | 3   | 2   | 3   | 3   | 16    |
| 21 | 5   | 2   | 4   | 2   | 2   | 15    |
| 22 | 3   | 4   | 3   | 3   | 3   | 16    |
| 23 | 2   | 3   | 2   | 5   | 5   | 17    |
| 24 | 3   | 2   | 3   | 4   | 2   | 14    |
| 25 | 5   | 3   | 2   | 3   | 3   | 16    |
| 26 | 5   | 2   | 5   | 4   | 2   | 18    |
| 27 | 5   | 5   | 4   | 4   | 3   | 21    |
| 28 | 4   | 4   | 1   | 5   | 5   | 19    |
| 29 | 3   | 3   | 4   | 4   | 2   | 16    |
| 30 | 4   | 4   | 4   | 5   | 5   | 22    |
| 31 | 4   | 4   | 3   | 4   | 4   | 19    |
| 32 | 3   | 3   | 4   | 3   | 3   | 16    |
| 33 | 4   | 4   | 3   | 4   | 4   | 19    |
| 34 | 3   | 3   | 4   | 4   | 4   | 18    |

## Lampiran

### Tabulasi Data Jawaban Responden Uji Validitas dan Reliabilitas

| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.TTL |
|----|------|------|------|------|------|--------|
| 1  | 5    | 5    | 4    | 3    | 5    | 22     |
| 2  | 4    | 4    | 4    | 5    | 5    | 22     |
| 3  | 4    | 5    | 3    | 5    | 4    | 21     |
| 4  | 5    | 5    | 4    | 5    | 4    | 23     |
| 5  | 5    | 5    | 4    | 4    | 5    | 23     |
| 6  | 4    | 4    | 5    | 5    | 5    | 23     |
| 7  | 5    | 5    | 4    | 4    | 4    | 22     |
| 8  | 4    | 4    | 5    | 4    | 5    | 22     |
| 9  | 4    | 5    | 4    | 5    | 4    | 22     |
| 10 | 4    | 4    | 5    | 4    | 4    | 21     |
| 11 | 5    | 5    | 4    | 5    | 4    | 23     |
| 12 | 4    | 4    | 4    | 4    | 5    | 21     |
| 13 | 3    | 3    | 3    | 3    | 4    | 16     |
| 14 | 4    | 4    | 4    | 4    | 3    | 19     |
| 15 | 4    | 4    | 4    | 4    | 4    | 20     |
| 16 | 4    | 4    | 4    | 4    | 4    | 20     |
| 17 | 5    | 4    | 4    | 5    | 4    | 22     |
| 18 | 5    | 5    | 5    | 5    | 5    | 25     |
| 19 | 4    | 5    | 5    | 4    | 5    | 23     |
| 20 | 5    | 4    | 4    | 5    | 4    | 22     |
| 21 | 4    | 5    | 5    | 4    | 5    | 23     |
| 22 | 3    | 4    | 4    | 3    | 4    | 18     |
| 23 | 4    | 3    | 3    | 4    | 3    | 17     |
| 24 | 4    | 4    | 4    | 4    | 4    | 20     |
| 25 | 3    | 4    | 4    | 3    | 4    | 18     |
| 26 | 2    | 3    | 3    | 2    | 3    | 13     |
| 27 | 3    | 2    | 2    | 3    | 2    | 12     |
| 28 | 5    | 3    | 3    | 5    | 3    | 19     |
| 29 | 3    | 5    | 5    | 5    | 5    | 23     |
| 30 | 4    | 4    | 4    | 5    | 4    | 21     |

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.TTL |
|----|------|------|------|------|------|--------|
| 1  | 4    | 4    | 4    | 4    | 4    | 20     |
| 2  | 5    | 5    | 4    | 4    | 5    | 23     |
| 3  | 5    | 5    | 5    | 5    | 5    | 25     |
| 4  | 4    | 4    | 5    | 5    | 4    | 22     |
| 5  | 5    | 5    | 4    | 4    | 5    | 23     |
| 6  | 4    | 4    | 5    | 5    | 4    | 22     |
| 7  | 3    | 3    | 4    | 4    | 3    | 17     |
| 8  | 4    | 4    | 3    | 3    | 4    | 18     |
| 9  | 4    | 4    | 4    | 4    | 4    | 20     |
| 10 | 3    | 3    | 4    | 4    | 3    | 17     |
| 11 | 2    | 2    | 3    | 3    | 2    | 12     |
| 12 | 3    | 3    | 2    | 2    | 3    | 13     |
| 13 | 4    | 5    | 3    | 3    | 5    | 20     |
| 14 | 3    | 3    | 5    | 5    | 5    | 21     |
| 15 | 4    | 4    | 4    | 4    | 5    | 21     |
| 16 | 3    | 3    | 4    | 4    | 4    | 18     |
| 17 | 4    | 5    | 4    | 5    | 5    | 23     |
| 18 | 4    | 5    | 5    | 4    | 4    | 22     |
| 19 | 3    | 5    | 4    | 5    | 5    | 22     |
| 20 | 4    | 4    | 5    | 4    | 4    | 21     |
| 21 | 4    | 5    | 5    | 5    | 3    | 22     |
| 22 | 5    | 4    | 4    | 5    | 4    | 22     |
| 23 | 4    | 5    | 5    | 4    | 5    | 23     |
| 24 | 5    | 4    | 4    | 5    | 4    | 22     |
| 25 | 4    | 5    | 5    | 4    | 5    | 23     |
| 26 | 5    | 4    | 4    | 5    | 4    | 22     |
| 27 | 4    | 4    | 5    | 4    | 4    | 21     |
| 28 | 4    | 3    | 4    | 4    | 3    | 18     |
| 29 | 3    | 4    | 3    | 3    | 4    | 17     |
| 30 | 4    | 4    | 4    | 4    | 4    | 20     |

| NO | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.TTL |
|----|------|------|------|------|------|--------|
| 1  | 5    | 4    | 5    | 4    | 5    | 23     |
| 2  | 5    | 4    | 4    | 4    | 4    | 21     |
| 3  | 4    | 4    | 4    | 4    | 4    | 20     |
| 4  | 4    | 5    | 5    | 5    | 5    | 24     |
| 5  | 3    | 4    | 4    | 4    | 4    | 19     |
| 6  | 4    | 5    | 5    | 5    | 5    | 24     |
| 7  | 4    | 5    | 4    | 5    | 4    | 22     |
| 8  | 5    | 4    | 3    | 4    | 3    | 19     |
| 9  | 4    | 5    | 4    | 5    | 4    | 22     |
| 10 | 5    | 4    | 5    | 4    | 5    | 23     |
| 11 | 4    | 5    | 4    | 5    | 4    | 22     |
| 12 | 5    | 4    | 5    | 4    | 5    | 23     |
| 13 | 4    | 5    | 4    | 5    | 4    | 22     |
| 14 | 4    | 4    | 4    | 4    | 4    | 20     |
| 15 | 3    | 3    | 3    | 3    | 3    | 15     |
| 16 | 4    | 4    | 4    | 4    | 4    | 20     |
| 17 | 4    | 4    | 4    | 4    | 4    | 20     |
| 18 | 4    | 4    | 4    | 4    | 4    | 20     |
| 19 | 5    | 5    | 5    | 5    | 5    | 25     |
| 20 | 5    | 5    | 5    | 5    | 5    | 25     |
| 21 | 4    | 4    | 4    | 4    | 4    | 20     |
| 22 | 5    | 5    | 5    | 5    | 5    | 25     |
| 23 | 4    | 4    | 4    | 4    | 4    | 20     |
| 24 | 3    | 3    | 3    | 3    | 3    | 15     |
| 25 | 4    | 4    | 4    | 4    | 4    | 20     |
| 26 | 4    | 4    | 4    | 4    | 4    | 20     |
| 27 | 3    | 3    | 3    | 3    | 3    | 15     |
| 28 | 2    | 2    | 2    | 2    | 2    | 10     |
| 29 | 3    | 3    | 3    | 3    | 3    | 15     |
| 30 | 5    | 5    | 5    | 5    | 5    | 25     |

| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.TTL |
|----|------|------|------|------|------|--------|
| 1  | 4    | 4    | 4    | 4    | 4    | 20     |
| 2  | 4    | 4    | 4    | 4    | 5    | 21     |
| 3  | 5    | 4    | 4    | 5    | 5    | 23     |
| 4  | 5    | 5    | 5    | 5    | 4    | 24     |
| 5  | 4    | 5    | 5    | 4    | 5    | 23     |
| 6  | 5    | 4    | 4    | 5    | 4    | 22     |
| 7  | 4    | 5    | 5    | 4    | 3    | 21     |
| 8  | 3    | 4    | 4    | 3    | 4    | 18     |
| 9  | 4    | 3    | 3    | 4    | 4    | 18     |
| 10 | 4    | 4    | 4    | 4    | 3    | 19     |
| 11 | 3    | 4    | 4    | 3    | 2    | 16     |
| 12 | 2    | 3    | 3    | 2    | 3    | 13     |
| 13 | 3    | 2    | 2    | 3    | 3    | 13     |
| 14 | 5    | 3    | 3    | 4    | 2    | 17     |
| 15 | 2    | 5    | 5    | 4    | 5    | 21     |
| 16 | 4    | 4    | 4    | 4    | 4    | 20     |
| 17 | 4    | 4    | 4    | 3    | 3    | 18     |
| 18 | 5    | 5    | 3    | 5    | 5    | 23     |
| 19 | 4    | 4    | 4    | 4    | 5    | 21     |
| 20 | 5    | 5    | 4    | 5    | 5    | 24     |
| 21 | 4    | 5    | 5    | 4    | 4    | 22     |
| 22 | 3    | 4    | 4    | 5    | 5    | 21     |
| 23 | 4    | 5    | 5    | 4    | 4    | 22     |
| 24 | 5    | 4    | 4    | 5    | 5    | 23     |
| 25 | 4    | 5    | 5    | 4    | 4    | 22     |
| 26 | 5    | 4    | 4    | 5    | 5    | 23     |
| 27 | 4    | 5    | 4    | 4    | 4    | 21     |
| 28 | 4    | 4    | 3    | 4    | 4    | 19     |
| 29 | 3    | 3    | 4    | 3    | 3    | 16     |
| 30 | 4    | 4    | 4    | 4    | 4    | 20     |

| NO | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.TTL |
|----|-----|-----|-----|-----|-----|-------|
| 1  | 5   | 4   | 5   | 5   | 5   | 24    |
| 2  | 4   | 3   | 4   | 4   | 4   | 19    |
| 3  | 3   | 4   | 5   | 5   | 3   | 20    |
| 4  | 5   | 4   | 5   | 4   | 5   | 23    |
| 5  | 5   | 3   | 4   | 5   | 5   | 22    |
| 6  | 5   | 4   | 5   | 5   | 5   | 24    |
| 7  | 4   | 4   | 5   | 4   | 4   | 21    |
| 8  | 5   | 5   | 5   | 5   | 5   | 25    |
| 9  | 4   | 4   | 5   | 4   | 4   | 21    |
| 10 | 5   | 5   | 5   | 5   | 4   | 24    |
| 11 | 4   | 4   | 5   | 4   | 5   | 22    |
| 12 | 5   | 5   | 5   | 4   | 4   | 23    |
| 13 | 4   | 4   | 5   | 3   | 5   | 21    |
| 14 | 4   | 4   | 5   | 4   | 4   | 21    |
| 15 | 3   | 3   | 4   | 4   | 3   | 17    |
| 16 | 4   | 4   | 5   | 4   | 4   | 21    |
| 17 | 4   | 4   | 5   | 3   | 3   | 19    |
| 18 | 5   | 5   | 5   | 5   | 5   | 25    |
| 19 | 4   | 4   | 5   | 4   | 5   | 22    |
| 20 | 5   | 5   | 5   | 5   | 5   | 25    |
| 21 | 4   | 5   | 5   | 4   | 4   | 22    |
| 22 | 3   | 4   | 5   | 5   | 5   | 22    |
| 23 | 4   | 5   | 5   | 4   | 4   | 22    |
| 24 | 5   | 4   | 5   | 5   | 5   | 24    |
| 25 | 4   | 5   | 5   | 4   | 4   | 22    |
| 26 | 5   | 4   | 5   | 5   | 5   | 24    |
| 27 | 4   | 5   | 5   | 4   | 4   | 22    |
| 28 | 4   | 4   | 5   | 4   | 4   | 21    |
| 29 | 3   | 3   | 4   | 3   | 3   | 16    |
| 30 | 4   | 4   | 5   | 4   | 4   | 21    |

## Lampiran

### HASIL UJI VALIDITAS DAN RELIABILITAS

#### Correlations

|                |                     | Prestasi<br>Kerja | Prestasi<br>Kerja | Prestasi<br>Kerja | Prestasi<br>Kerja | Prestasi<br>Kerja | Prestasi<br>Kerja |
|----------------|---------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Prestasi Kerja | Pearson Correlation | 1                 | .481**            | .237              | .615**            | .268              | .689**            |
|                | Sig. (2-tailed)     |                   | .007              | .208              | .000              | .152              | .000              |
|                | N                   | 30                | 30                | 30                | 30                | 30                | 30                |
| Prestasi Kerja | Pearson Correlation | .481**            | 1                 | .645**            | .427*             | .692**            | .850**            |
|                | Sig. (2-tailed)     | .007              |                   | .000              | .019              | .000              | .000              |
|                | N                   | 30                | 30                | 30                | 30                | 30                | 30                |
| Prestasi Kerja | Pearson Correlation | .237              | .645**            | 1                 | .334              | .778**            | .776**            |
|                | Sig. (2-tailed)     | .208              | .000              |                   | .071              | .000              | .000              |
|                | N                   | 30                | 30                | 30                | 30                | 30                | 30                |
| Prestasi Kerja | Pearson Correlation | .615**            | .427*             | .334              | 1                 | .284              | .710**            |
|                | Sig. (2-tailed)     | .000              | .019              | .071              |                   | .128              | .000              |
|                | N                   | 30                | 30                | 30                | 30                | 30                | 30                |
| Prestasi Kerja | Pearson Correlation | .268              | .692**            | .778**            | .284              | 1                 | .785**            |
|                | Sig. (2-tailed)     | .152              | .000              | .000              | .128              |                   | .000              |
|                | N                   | 30                | 30                | 30                | 30                | 30                | 30                |
| Prestasi Kerja | Pearson Correlation | .689**            | .850**            | .776**            | .710**            | .785**            | 1                 |
|                | Sig. (2-tailed)     | .000              | .000              | .000              | .000              | .000              |                   |
|                | N                   | 30                | 30                | 30                | 30                | 30                | 30                |

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

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

#### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .818                | 5          |

### Correlations

|            |                     | Kompensasi | Kompensasi | Kompensasi | Kompensasi | Kompensasi | Kompensasi |
|------------|---------------------|------------|------------|------------|------------|------------|------------|
| Kompensasi | Pearson Correlation | 1          | .615**     | .316       | .433*      | .470**     | .751**     |
|            | Sig. (2-tailed)     |            | .000       | .089       | .017       | .009       | .000       |
|            | N                   | 30         | 30         | 30         | 30         | 30         | 30         |
| Kompensasi | Pearson Correlation | .615**     | 1          | .361*      | .308       | .716**     | .806**     |
|            | Sig. (2-tailed)     | .000       |            | .050       | .098       | .000       | .000       |
|            | N                   | 30         | 30         | 30         | 30         | 30         | 30         |
| Kompensasi | Pearson Correlation | .316       | .361*      | 1          | .714**     | .310       | .715**     |
|            | Sig. (2-tailed)     | .089       | .050       |            | .000       | .096       | .000       |
|            | N                   | 30         | 30         | 30         | 30         | 30         | 30         |
| Kompensasi | Pearson Correlation | .433*      | .308       | .714**     | 1          | .310       | .730**     |
|            | Sig. (2-tailed)     | .017       | .098       | .000       |            | .096       | .000       |
|            | N                   | 30         | 30         | 30         | 30         | 30         | 30         |
| Kompensasi | Pearson Correlation | .470**     | .716**     | .310       | .310       | 1          | .754**     |
|            | Sig. (2-tailed)     | .009       | .000       | .096       | .096       |            | .000       |
|            | N                   | 30         | 30         | 30         | 30         | 30         | 30         |
| Kompensasi | Pearson Correlation | .751**     | .806**     | .715**     | .730**     | .754**     | 1          |
|            | Sig. (2-tailed)     | .000       | .000       | .000       | .000       | .000       |            |
|            | N                   | 30         | 30         | 30         | 30         | 30         | 30         |

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

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .807             | 5          |

### Correlations

|           |                     | Pelatihan | Pelatihan | Pelatihan | Pelatihan | Pelatihan | Pelatihan |
|-----------|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Pelatihan | Pearson Correlation | 1         | .664**    | .776**    | .664**    | .776**    | .848**    |
|           | Sig. (2-tailed)     |           | .000      | .000      | .000      | .000      | .000      |
|           | N                   | 30        | 30        | 30        | 30        | 30        | 30        |
| Pelatihan | Pearson Correlation | .664**    | 1         | .777**    | 1.000**   | .777**    | .920**    |
|           | Sig. (2-tailed)     | .000      |           | .000      | .000      | .000      | .000      |
|           | N                   | 30        | 30        | 30        | 30        | 30        | 30        |
| Pelatihan | Pearson Correlation | .776**    | .777**    | 1         | .777**    | 1.000**   | .946**    |
|           | Sig. (2-tailed)     | .000      | .000      |           | .000      | .000      | .000      |
|           | N                   | 30        | 30        | 30        | 30        | 30        | 30        |
| Pelatihan | Pearson Correlation | .664**    | 1.000**   | .777**    | 1         | .777**    | .920**    |
|           | Sig. (2-tailed)     | .000      | .000      | .000      |           | .000      | .000      |
|           | N                   | 30        | 30        | 30        | 30        | 30        | 30        |
| Pelatihan | Pearson Correlation | .776**    | .777**    | 1.000**   | .777**    | 1         | .946**    |
|           | Sig. (2-tailed)     | .000      | .000      | .000      | .000      |           | .000      |
|           | N                   | 30        | 30        | 30        | 30        | 30        | 30        |
| Pelatihan | Pearson Correlation | .848**    | .920**    | .946**    | .920**    | .946**    | 1         |
|           | Sig. (2-tailed)     | .000      | .000      | .000      | .000      | .000      |           |
|           | N                   | 30        | 30        | 30        | 30        | 30        | 30        |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .952             | 5          |

### Correlations

|                 |                     | Kemampuan Kerja | Kemampuan Kerja | Kemampuan Kerja | Kemampuan Kerja | Kemampuan Kerja | Kemampuan Kerja |
|-----------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Kemampuan Kerja | Pearson Correlation | 1               | .268            | .055            | .744**          | .267            | .649**          |
|                 | Sig. (2-tailed)     |                 | .152            | .774            | .000            | .153            | .000            |
|                 | N                   | 30              | 30              | 30              | 30              | 30              | 30              |
| Kemampuan Kerja | Pearson Correlation | .268            | 1               | .778**          | .457*           | .440*           | .792**          |
|                 | Sig. (2-tailed)     | .152            |                 | .000            | .011            | .015            | .000            |
|                 | N                   | 30              | 30              | 30              | 30              | 30              | 30              |
| Kemampuan Kerja | Pearson Correlation | .055            | .778**          | 1               | .243            | .255            | .615**          |
|                 | Sig. (2-tailed)     | .774            | .000            |                 | .196            | .174            | .000            |
|                 | N                   | 30              | 30              | 30              | 30              | 30              | 30              |
| Kemampuan Kerja | Pearson Correlation | .744**          | .457*           | .243            | 1               | .644**          | .855**          |
|                 | Sig. (2-tailed)     | .000            | .011            | .196            |                 | .000            | .000            |
|                 | N                   | 30              | 30              | 30              | 30              | 30              | 30              |
| Kemampuan Kerja | Pearson Correlation | .267            | .440*           | .255            | .644**          | 1               | .734**          |
|                 | Sig. (2-tailed)     | .153            | .015            | .174            | .000            |                 | .000            |
|                 | N                   | 30              | 30              | 30              | 30              | 30              | 30              |
| Kemampuan Kerja | Pearson Correlation | .649**          | .792**          | .615**          | .855**          | .734**          | 1               |
|                 | Sig. (2-tailed)     | .000            | .000            | .000            | .000            | .000            |                 |
|                 | N                   | 30              | 30              | 30              | 30              | 30              | 30              |

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

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .776             | 5          |

### Correlations

|                  |                     | Kinerja Karyawan | Kinerja Karyawan | Kinerja Karyawan | Kinerja Karyawan | Kinerja Karyawan | Kinerja Karyawan |
|------------------|---------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Kinerja Karyawan | Pearson Correlation | 1                | .379*            | .284             | .487**           | .644**           | .818**           |
|                  | Sig. (2-tailed)     |                  | .039             | .128             | .006             | .000             | .000             |
|                  | N                   | 30               | 30               | 30               | 30               | 30               | 30               |
| Kinerja Karyawan | Pearson Correlation | .379*            | 1                | .719**           | .222             | .190             | .654**           |
|                  | Sig. (2-tailed)     | .039             |                  | .000             | .239             | .316             | .000             |
|                  | N                   | 30               | 30               | 30               | 30               | 30               | 30               |
| Kinerja Karyawan | Pearson Correlation | .284             | .719**           | 1                | .166             | .312             | .609**           |
|                  | Sig. (2-tailed)     | .128             | .000             |                  | .380             | .093             | .000             |
|                  | N                   | 30               | 30               | 30               | 30               | 30               | 30               |
| Kinerja Karyawan | Pearson Correlation | .487**           | .222             | .166             | 1                | .507**           | .700**           |
|                  | Sig. (2-tailed)     | .006             | .239             | .380             |                  | .004             | .000             |
|                  | N                   | 30               | 30               | 30               | 30               | 30               | 30               |
| Kinerja Karyawan | Pearson Correlation | .644**           | .190             | .312             | .507**           | 1                | .776**           |
|                  | Sig. (2-tailed)     | .000             | .316             | .093             | .004             |                  | .000             |
|                  | N                   | 30               | 30               | 30               | 30               | 30               | 30               |
| Kinerja Karyawan | Pearson Correlation | .818**           | .654**           | .609**           | .700**           | .776**           | 1                |
|                  | Sig. (2-tailed)     | .000             | .000             | .000             | .000             | .000             |                  |
|                  | N                   | 30               | 30               | 30               | 30               | 30               | 30               |

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

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .751             | 5          |

## Lampiran

### HASIL UJI ASUMSI KLASIK DAN UJI HIPOTESIS

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

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .839 <sup>a</sup> | .704     | .663              | 1.535                      |

a. Predictors: (Constant), Kemampuan Kerja, Pelatihan, Prestasi Kerja, Kompensasi

b. Dependent Variable: Kinerja karyawan

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.               |
|-------|------------|----------------|----|-------------|--------|--------------------|
| 1     | Regression | 162.596        | 4  | 40.649      | 17.248 | <.001 <sup>b</sup> |
|       | Residual   | 68.345         | 29 | 2.357       |        |                    |
|       | Total      | 230.941        | 33 |             |        |                    |

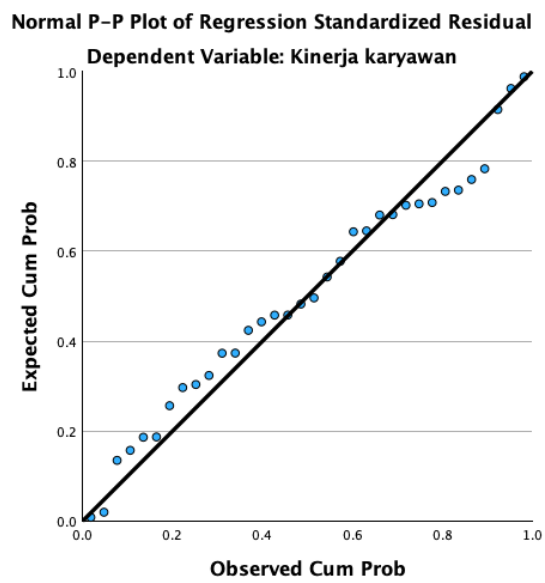
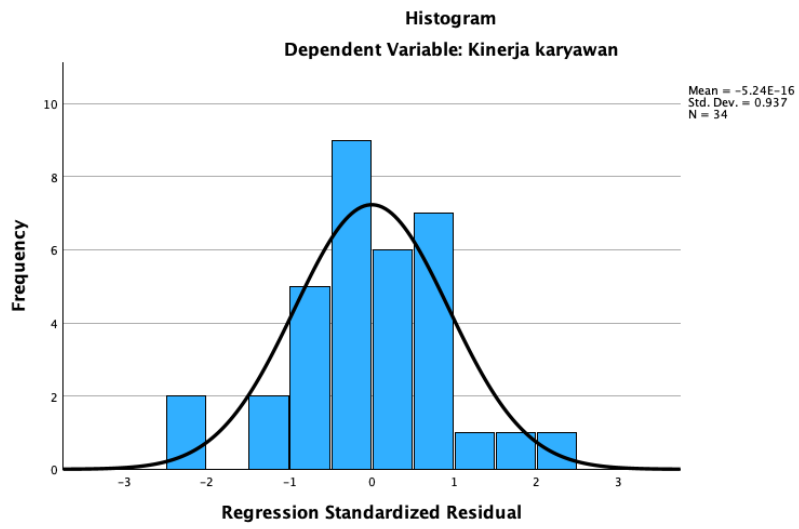
a. Dependent Variable: Kinerja karyawan

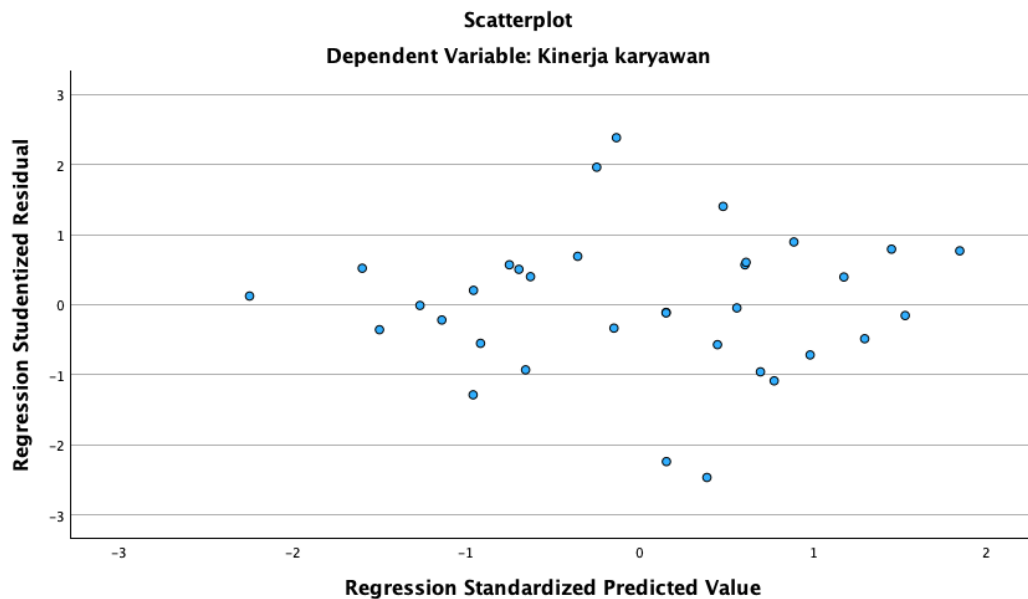
b. Predictors: (Constant), Kemampuan Kerja, Pelatihan, Prestasi Kerja, Kompensasi

#### Coefficients<sup>a</sup>

| Model |                 | Unstandardized Coefficients |            | Standardized Coefficients Beta | t     | Sig. | Collinearity Statistics |       |
|-------|-----------------|-----------------------------|------------|--------------------------------|-------|------|-------------------------|-------|
|       |                 | B                           | Std. Error |                                |       |      | Tolerance               | VIF   |
| 1     | (Constant)      | -.541                       | 1.296      |                                | -.469 | .020 |                         |       |
|       | Prestasi Kerja  | .297                        | .225       | .135                           | 2.324 | .039 | .976                    | 1.025 |
|       | Kompensasi      | .757                        | .221       | .450                           | 3.428 | .002 | .592                    | 1.690 |
|       | Pelatihan       | .207                        | .094       | .236                           | 2.207 | .035 | .893                    | 1.120 |
|       | Kemampuan Kerja | .446                        | .124       | .459                           | 3.588 | .001 | .623                    | 1.605 |

a. Dependent Variable: Kinerja karyawan





### One-Sample Kolmogorov-Smirnov Test

|                                          |                         |             | Unstandardized Residual |
|------------------------------------------|-------------------------|-------------|-------------------------|
| N                                        |                         |             | 34                      |
| Normal Parameters <sup>a,b</sup>         | Mean                    |             | .0000000                |
|                                          | Std. Deviation          |             | 1.43911806              |
| Most Extreme Differences                 | Absolute                |             | .113                    |
|                                          | Positive                |             | .113                    |
|                                          | Negative                |             | -.079                   |
| Test Statistic                           |                         |             | .113                    |
| Asymp. Sig. (2-tailed) <sup>c</sup>      |                         |             | .200 <sup>d</sup>       |
| Monte Carlo Sig. (2-tailed) <sup>e</sup> | Sig.                    |             | .322                    |
|                                          | 99% Confidence Interval | Lower Bound | .310                    |
|                                          |                         | Upper Bound | .334                    |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.