**LAMPIRAN**

**KUISIONER PENELITIAN**

Kepada :

Yth. Aparatur Desa

Aparatur Desa Kecamatan Kebonarum Kabupaten Klaten

Di Klaten

Saya Sri Wening Rohmiyati, Mahasiswa Pascasarjana Fakultas Ekonomi Manajemen Universitas Islam Batik Surakarta sedang melaksanakan penelitian dalam rangka pengerjaan tesis yang berjudul “Kinerja Aparatur Desa ditinjau dari usia, latar belakang pendidikan, motivasi dan kepemimpinan (Studi pada Kecamatan Kebon arum Kabupaten Klaten)”.

Responden saya adalah Aparatur Desa di Kec. Kebonarum Kab. Klaten. Saya mohon kesediaan Aparatur Desa untuk mengisi daftar Kuisoner. Informasi yang Aparatur Desa berikan hanya untuk data penelitian dalam menyusun Tesis.

Atas kerjasama diucapkan terima kasih.

Peneliti

Sri Wening Rohmiyati

Data responden

1. Nama Responden : .............................
2. Usia : O < 30Tahun

O 31 – 39 Tahun

O >40 Tahun

1. Jenis Kelamin : O L

O P

1. Pengalaman Kerja : O < 10 Tahun

O 11 – 20 Tahun

O > 20 Tahun

Cara pengisian

Pilihlah alternatif yang sesuai menurut pendapat Aparatur Desa/Sdr/i dan berikan tanda ceklist (√) pada kolom jawaban yang tersedia. Dengan pilihan alternatif jawaban sebagai berikut:

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

1. Pernyataan mengenai variabel
2. Kinerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Aparatur Desa selalu berusaha memperbaiki kesalahan yang pernah dilakukan dalam melaksanakan pekerjaan |  |  |  |  |  |
| 2 | Aparatur Desa selalu berusaha untuk meningkatkan kualitas kerja |  |  |  |  |  |
| 3 | Aparatur Desa menguasai keterampilan yang sangat baik dalam melaksanakan pekerjaan-pekerjaan anda |  |  |  |  |  |
| 4 | Jumlah dari hasil pekerjaan yang Aparatur Desa tangani selalu memenuhi target yang telah ditetapkan |  |  |  |  |  |
| 5 | Aparatur Desa merasa puas dan nyaman dengan lingkungan tempat kerja |  |  |  |  |  |

1. **Usia**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Tingkat usia sangat berpengaruh terhadap pekerjaan yang dtekuni. |  |  |  |  |  |
| 2 | Pembagian dan spesifikasi job dimana tempat Aparatur Desa bekerja, sangat ditentukan oleh faktor usia |  |  |  |  |  |
| 3 | Ditempat Aparatur Desa bekerja, didominasi oleh kelompok usia muda. |  |  |  |  |  |
| 4 | Semakin tinggi tingkat usia, semakin tinggi pula tingkat kepuasan kerja yang Aparatur Desa rasakan. |  |  |  |  |  |
| 5 | Awalmula Aparatur Desa bekerja, Aparatur Desa termasuk kelompok usia muda. |  |  |  |  |  |

1. Usia
2. La

3. tar Belakang Pendidikan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Pekerjaan yang Aparatur Desa tekuni sesuai dengan pendidikan terakhir |  |  |  |  |  |
| 2 | Aparatur Desa pendidikan yang baik membuat kualitas hasil kerja semakin baik |  |  |  |  |  |
| 3 | Semakin tinggi jenjang pendidikan Aparatur Desa maka semaik tnggi jabatannya |  |  |  |  |  |
| 4 | Prestasi yang diterima Aparatur Desa diperoleh oleh tingkat pendidikan |  |  |  |  |  |
| 5 | Aparatur Desa bekerja sesuai jurusan pendidikan |  |  |  |  |  |

1. Motivasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Aparatur Desa memperoleh upah yang sesuai dengan pekerjaan |  |  |  |  |  |
| 2 | Aparatur Desa diberi penghargaan atas prestasi yang diraih |  |  |  |  |  |
| 3 | Aparatur Desa selalu berusaha untuk mencapai keunggulan dalam bekerja |  |  |  |  |  |
| 4 | Aparatur Desa diberi insentif atas prestasi yang diraih |  |  |  |  |  |
| 5 | Aparatur Desa siap menerima tanggung jawab yang lebih tinggi |  |  |  |  |  |

1. Kepemimpinan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Aparatur Desa tidak membeda-bedakan antara karyawan satu dengan yang lain |  |  |  |  |  |
| 2 | Aparatur Desa selalu memberikan semangat bagi para karyawan |  |  |  |  |  |
| 3 | Aparatur Desa selalu memberika teladan yang baik dan membagi pengalaman kerja |  |  |  |  |  |
| 4 | Aparatur Desa bekerja sesuai aturan yang professional dan memberikan penghargaan atau penghargaan dalam bentuk apapun kepada karyawan |  |  |  |  |  |
| 5 | Aparatur Desa selalu berusaha membuat suasana yang baru dalam bekerja agar tidak merasa jenuh. |  |  |  |  |  |

**Lampiran 2**

TABULASI SKORING RESPONDEN

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RES | KINERJA | | | | | | JMLH | | | USIA | | | | | | | | | | JMLH | |
| PK1 | PK2 | PK3 | PK4 | PK5 | | P1 | | P2 | | P3 | | P4 | | P5 | |
| 1 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 2 | 4 | 4 | 5 | 5 | 4 | | 22 | | | 4 | | 5 | | 5 | | 4 | | 4 | | 22 | |
| 3 | 4 | 4 | 5 | 5 | 5 | | 23 | | | 5 | | 4 | | 5 | | 4 | | 4 | | 22 | |
| 4 | 5 | 4 | 4 | 3 | 5 | | 21 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 5 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 6 | 4 | 4 | 4 | 4 | 4 | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 7 | 4 | 4 | 5 | 4 | 5 | | 22 | | | 5 | | 4 | | 4 | | 4 | | 4 | | 21 | |
| 8 | 4 | 5 | 5 | 4 | 5 | | 23 | | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 9 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 4 | | 5 | | 4 | | 4 | | 22 | |
| 10 | 4 | 4 | 5 | 4 | 4 | | 21 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 11 | 5 | 5 | 5 | 4 | 5 | | 24 | | | 5 | | 4 | | 4 | | 5 | | 5 | | 23 | |
| 12 | 4 | 5 | 4 | 4 | 5 | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 13 | 4 | 4 | 5 | 5 | 5 | | 23 | | | 4 | | 4 | | 5 | | 4 | | 5 | | 22 | |
| 14 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 4 | | 5 | | 4 | | 4 | | 5 | | 22 | |
| 15 | 4 | 4 | 5 | 5 | 5 | | 23 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 16 | 4 | 5 | 5 | 5 | 4 | | 23 | | | 5 | | 4 | | 5 | | 5 | | 4 | | 23 | |
| 17 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 4 | | 5 | | 5 | | 5 | | 5 | | 24 | |
| 18 | 5 | 5 | 4 | 5 | 5 | | 24 | | | 5 | | 4 | | 5 | | 5 | | 5 | | 24 | |
| 19 | 5 | 5 | 5 | 4 | 5 | | 24 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 20 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 5 | | 5 | | 4 | | 4 | | 23 | |
| 21 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 22 | 4 | 4 | 4 | 4 | 4 | | 20 | | | 4 | | 4 | | 3 | | 4 | | 4 | | 19 | |
| 23 | 4 | 5 | 4 | 5 | 5 | | 23 | | | 5 | | 5 | | 4 | | 5 | | 4 | | 23 | |
| 24 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 4 | | 4 | | 4 | | 5 | | 5 | | 22 | |
| 25 | 5 | 5 | 5 | 5 | 4 | | 24 | | | 4 | | 4 | | 4 | | 5 | | 5 | | 22 | |
| 26 | 3 | 3 | 4 | 4 | 4 | | 18 | | | 4 | | 3 | | 4 | | 3 | | 3 | | 17 | |
| 27 | 3 | 4 | 5 | 4 | 5 | | 21 | | | 4 | | 5 | | 4 | | 3 | | 3 | | 19 | |
| 28 | 4 | 4 | 4 | 4 | 4 | | 20 | | | 4 | | 3 | | 4 | | 4 | | 4 | | 19 | |
| 29 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 5 | | 5 | | 4 | | 5 | | 24 | |
| 30 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 31 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 5 | | 4 | | 4 | | 5 | | 23 | |
| 32 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 33 | 4 | 4 | 5 | 5 | 5 | | 23 | | | 5 | | 4 | | 5 | | 5 | | 4 | | 23 | |
| 34 | 4 | 5 | 4 | 5 | 4 | | 22 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 35 | 4 | 5 | 4 | 5 | 4 | | 22 | | | 4 | | 5 | | 4 | | 4 | | 4 | | 21 | |
| 36 | 5 | 4 | 5 | 4 | 5 | | 23 | | | 4 | | 3 | | 5 | | 5 | | 3 | | 20 | |
| 37 | 5 | 5 | 5 | 5 | 5 | | 25 | | | 5 | | 5 | | 4 | | 5 | | 5 | | 24 | |
| 38 | 5 | 5 | 5 | 4 | 5 | | 24 | | | 4 | | 4 | | 5 | | 4 | | 4 | | 21 | |
| 39 | 5 | 5 | 4 | 4 | 4 | | 22 | | | 3 | | 3 | | 4 | | 5 | | 4 | | 19 | |
| 40 | 5 | 3 | 5 | 4 | 4 | | 21 | | | 3 | | 3 | | 4 | | 4 | | 4 | | 18 | |
|  |  |  |  |  |  | |  | | |  | |  | |  | |  | |  | |  | |
| RES | LATAR BELAKANG PENDIDIKAN | | | | | | JMLH | | MOTIVASI | | | | | | | | | | JMLH | |
| BK1 | BK2 | BK3 | BK4 | BK5 | | D1 | | D2 | | D3 | | D4 | | D5 | |
| 1 | 5 | 5 | 5 | 5 | 5 | | 25 | | 4 | | 4 | | 5 | | 5 | | 5 | | 23 | |
| 2 | 4 | 5 | 4 | 3 | 4 | | 20 | | 4 | | 4 | | 4 | | 3 | | 4 | | 19 | |
| 3 | 4 | 4 | 4 | 5 | 5 | | 22 | | 4 | | 4 | | 4 | | 4 | | 5 | | 21 | |
| 4 | 4 | 5 | 4 | 5 | 5 | | 23 | | 4 | | 5 | | 4 | | 5 | | 5 | | 23 | |
| 5 | 4 | 5 | 4 | 5 | 4 | | 22 | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 6 | 3 | 3 | 3 | 4 | 4 | | 17 | | 5 | | 3 | | 3 | | 3 | | 4 | | 18 | |
| 7 | 3 | 4 | 3 | 4 | 5 | | 19 | | 4 | | 5 | | 4 | | 4 | | 4 | | 21 | |
| 8 | 4 | 3 | 4 | 4 | 3 | | 18 | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 9 | 4 | 5 | 4 | 5 | 4 | | 22 | | 5 | | 5 | | 4 | | 5 | | 5 | | 24 | |
| 10 | 4 | 5 | 5 | 5 | 5 | | 24 | | 4 | | 4 | | 5 | | 4 | | 5 | | 22 | |
| 11 | 5 | 5 | 5 | 5 | 5 | | 25 | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 12 | 5 | 5 | 5 | 5 | 5 | | 25 | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 13 | 4 | 4 | 4 | 5 | 5 | | 22 | | 5 | | 4 | | 4 | | 4 | | 4 | | 21 | |
| 14 | 4 | PL | 4 | 4 | 5 | | 22 | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 15 | 4 | 4 | 4 | 4 | 4 | | 20 | | 4 | | 4 | | 4 | | 5 | | 5 | | 22 | |
| 16 | 5 | 5 | 4 | 5 | 5 | | 24 | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 17 | 5 | 5 | 5 | 3 | 5 | | 23 | | 4 | | 4 | | 5 | | 5 | | 5 | | 23 | |
| 18 | 5 | 5 | 4 | 5 | 4 | | 23 | | 5 | | 4 | | 3 | | 5 | | 5 | | 22 | |
| 19 | 4 | 4 | 4 | 4 | 4 | | 20 | | 2 | | 4 | | 4 | | 4 | | 4 | | 18 | |
| 20 | 4 | 4 | 4 | 4 | 4 | | 20 | | 5 | | 5 | | 3 | | 4 | | 4 | | 21 | |
| 21 | 5 | 5 | 5 | 5 | 5 | | 25 | | 4 | | 4 | | 5 | | 5 | | 5 | | 23 | |
| 22 | 4 | 5 | 4 | 3 | 4 | | 20 | | 4 | | 4 | | 4 | | 3 | | 4 | | 19 | |
| 23 | 4 | 4 | 4 | 5 | 5 | | 22 | | 4 | | 4 | | 4 | | 4 | | 5 | | 21 | |
| 24 | 4 | 5 | 4 | 5 | 5 | | 23 | | 4 | | 5 | | 4 | | 5 | | 5 | | 23 | |
| 25 | 4 | 5 | 4 | 5 | 4 | | 22 | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 26 | 3 | 3 | 3 | 4 | 4 | | 17 | | 5 | | 3 | | 3 | | 3 | | 4 | | 18 | |
| 27 | 3 | 4 | 3 | 4 | 5 | | 19 | | 4 | | 5 | | 4 | | 4 | | 4 | | 21 | |
| 28 | 4 | 3 | 4 | 4 | 3 | | 18 | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 29 | 4 | 5 | 4 | 5 | 4 | | 22 | | 5 | | 5 | | 4 | | 5 | | 5 | | 24 | |
| 30 | 4 | 5 | 5 | 5 | 5 | | 24 | | 4 | | 4 | | 5 | | 4 | | 5 | | 22 | |
| 31 | 5 | 5 | 5 | 5 | 5 | | 25 | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 32 | 5 | 5 | 5 | 5 | 5 | | 25 | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 33 | 4 | 4 | 4 | 5 | 5 | | 22 | | 5 | | 4 | | 4 | | 4 | | 4 | | 21 | |
| 34 | 4 | 5 | 4 | 4 | 5 | | 22 | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 35 | 4 | 4 | 4 | 4 | 4 | | 20 | | 4 | | 4 | | 4 | | 5 | | 5 | | 22 | |
| 36 | 5 | 5 | 4 | 5 | 5 | | 24 | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 37 | 5 | 5 | 5 | 3 | 5 | | 23 | | 4 | | 4 | | 5 | | 5 | | 5 | | 23 | |
| 38 | 5 | 5 | 4 | 5 | 4 | | 23 | | 5 | | 4 | | 3 | | 5 | | 5 | | 22 | |
| 39 | 4 | 4 | 4 | 4 | 4 | | 20 | | 2 | | 4 | | 4 | | 4 | | 4 | | 18 | |
| 40 | 4 | 4 | 4 | 4 | 4 | | 20 | | 5 | | 5 | | 3 | | 4 | | 4 | | 21 | |
|  |  |  |  |  |  | |  | |  | |  | |  | |  | |  | |  | |
| RES | KEPEMIMPINAN | | | | | JMLH | |
| KK1 | KK2 | KK3 | KK4 | KK5 |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 4 | 4 | 4 | 5 | 4 | 5 | 22 | |
| 5 | 5 | 4 | 4 | 4 | 5 | 22 | |
| 6 | 4 | 4 | 4 | 4 | 4 | 20 | |
| 7 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 8 | 5 | 5 | 4 | 4 | 4 | 22 | |
| 9 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 10 | 5 | 5 | 4 | 4 | 4 | 22 | |
| 11 | 5 | 4 | 4 | 5 | 3 | 21 | |
| 12 | 5 | 4 | 4 | 5 | 5 | 23 | |
| 13 | 4 | 5 | 5 | 4 | 4 | 22 | |
| 14 | 5 | 4 | 3 | 3 | 5 | 20 | |
| 15 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 16 | 5 | 5 | 4 | 4 | 4 | 22 | |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 | |
| 18 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 19 | 4 | 4 | 4 | 4 | 4 | 20 | |
| 20 | 5 | 5 | 4 | 5 | 4 | 23 | |
| 21 | 4 | 5 | 4 | 4 | 4 | 21 | |
| 22 | 3 | 3 | 5 | 4 | 4 | 19 | |
| 23 | 3 | 5 | 4 | 4 | 4 | 20 | |
| 24 | 4 | 4 | 4 | 4 | 4 | 20 | |
| 25 | 5 | 5 | 4 | 4 | 4 | 22 | |
| 26 | 5 | 4 | 3 | 3 | 4 | 19 | |
| 27 | 5 | 5 | 4 | 5 | 4 | 23 | |
| 28 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 29 | 4 | 4 | 5 | 5 | 5 | 23 | |
| 30 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 31 | 5 | 3 | 5 | 4 | 4 | 21 | |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 33 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 34 | 4 | 4 | 4 | 4 | 4 | 20 | |
| 35 | 4 | 4 | 4 | 5 | 5 | 22 | |
| 36 | 4 | 4 | 4 | 4 | 4 | 20 | |
| 37 | 5 | 5 | 5 | 5 | 5 | 25 | |
| 38 | 5 | 4 | 5 | 4 | 5 | 23 | |
| 39 | 4 | 4 | 4 | 4 | 4 | 20 | |
| 40 | 5 | 5 | 5 | 5 | 5 | 25 | |

LAMPIRAN 3

Hasil Uji Instrumen

**HASIL UJI VALIDITAS KINERJA (Y)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | PK1 | PK2 | PK3 | PK4 | PK5 | PK |
| PK1 | Pearson Correlation | 1 | ,564\*\* | ,376\* | ,241 | ,404\*\* | ,741\*\* |
| Sig. (2-tailed) |  | ,000 | ,013 | ,120 | ,007 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK2 | Pearson Correlation | ,564\*\* | 1 | ,196 | ,487\*\* | ,410\*\* | ,768\*\* |
| Sig. (2-tailed) | ,000 |  | ,208 | ,001 | ,006 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK3 | Pearson Correlation | ,376\* | ,196 | 1 | ,398\*\* | ,529\*\* | ,667\*\* |
| Sig. (2-tailed) | ,013 | ,208 |  | ,008 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK4 | Pearson Correlation | ,241 | ,487\*\* | ,398\*\* | 1 | ,277 | ,671\*\* |
| Sig. (2-tailed) | ,120 | ,001 | ,008 |  | ,072 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK5 | Pearson Correlation | ,404\*\* | ,410\*\* | ,529\*\* | ,277 | 1 | ,722\*\* |
| Sig. (2-tailed) | ,007 | ,006 | ,000 | ,072 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK | Pearson Correlation | ,741\*\* | ,768\*\* | ,667\*\* | ,671\*\* | ,722\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**HASIL UJI VALIDITAS USIA (X1)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | P1 | P2 | P3 | P4 | P5 | P |
| P1 | Pearson Correlation | 1 | ,535\*\* | ,421\*\* | ,266 | ,376\* | ,739\*\* |
| Sig. (2-tailed) |  | ,000 | ,005 | ,085 | ,013 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P2 | Pearson Correlation | ,535\*\* | 1 | ,173 | ,122 | ,392\*\* | ,655\*\* |
| Sig. (2-tailed) | ,000 |  | ,266 | ,205 | ,009 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P3 | Pearson Correlation | ,421\*\* | ,173 | 1 | ,400\*\* | ,375\* | ,661\*\* |
| Sig. (2-tailed) | ,005 | ,266 |  | ,008 | ,013 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P4 | Pearson Correlation | ,266 | ,122 | ,400\*\* | 1 | ,565\*\* | ,663\*\* |
| Sig. (2-tailed) | ,085 | ,205 | ,008 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P5 | Pearson Correlation | ,376\* | ,392\*\* | ,375\* | ,565\*\* | 1 | ,779\*\* |
| Sig. (2-tailed) | ,013 | ,009 | ,013 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P | Pearson Correlation | ,739\*\* | ,655\*\* | ,661\*\* | ,663\*\* | ,779\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**HASIL UJI VALIDITAS LATAR BELAKANG PENDIDIKAN (X2)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | BK1 | BK2 | BK3 | BK4 | BK5 | BK |
| BK1 | Pearson Correlation | 1 | ,642\*\* | ,728\*\* | ,200 | ,303\* | ,781\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,198 | ,048 | ,000 |
| N | 20 | 42 | 20 | 20 | 20 | 20 |
| BK2 | Pearson Correlation | ,642\*\* | 1 | ,542\*\* | ,267 | ,514\*\* | ,824\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,087 | ,000 | ,000 |
| N | 42 | 42 | 42 | 42 | 42 | 42 |
| BK3 | Pearson Correlation | ,728\*\* | ,542\*\* | 1 | ,137 | ,246 | ,713\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,381 | ,112 | ,000 |
| N | 20 | 42 | 20 | 20 | 20 | 20 |
| BK4 | Pearson Correlation | ,200 | ,267 | ,137 | 1 | ,342\* | ,576\*\* |
| Sig. (2-tailed) | ,198 | ,087 | ,381 |  | ,025 | ,000 |
| N | 20 | 42 | 20 | 20 | 20 | 20 |
| BK5 | Pearson Correlation | ,303\* | ,514\*\* | ,246 | ,342\* | 1 | ,682\*\* |
| Sig. (2-tailed) | ,048 | ,000 | ,112 | ,025 |  | ,000 |
| N | 20 | 42 | 20 | 20 | 20 | 20 |
| BK | Pearson Correlation | ,781\*\* | ,824\*\* | ,713\*\* | ,576\*\* | ,682\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 42 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**HASIL UJI VALIDITAS MOTIVASI (X3)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | D1 | D2 | D3 | D4 | D5 | D |
| D1 | Pearson Correlation | 1 | ,194 | ,010 | ,109 | ,239 | ,496\*\* |
| Sig. (2-tailed) |  | ,212 | ,950 | ,488 | ,122 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D2 | Pearson Correlation | ,194 | 1 | ,187 | ,483\*\* | ,170 | ,585\*\* |
| Sig. (2-tailed) | ,212 |  | ,230 | ,001 | ,275 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D3 | Pearson Correlation | ,010 | ,187 | 1 | ,360\* | ,540\*\* | ,620\*\* |
| Sig. (2-tailed) | ,950 | ,230 |  | ,018 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D4 | Pearson Correlation | ,109 | ,483\*\* | ,360\* | 1 | ,732\*\* | ,792\*\* |
| Sig. (2-tailed) | ,488 | ,001 | ,018 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D5 | Pearson Correlation | ,239 | ,170 | ,540\*\* | ,732\*\* | 1 | ,803\*\* |
| Sig. (2-tailed) | ,122 | ,275 | ,000 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D | Pearson Correlation | ,496\*\* | ,585\*\* | ,620\*\* | ,792\*\* | ,803\*\* | 1 |
| Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**HASIL UJI VALIDITAS KEPEMIMPINAN (X4)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | KK1 | KK2 | KK3 | KK4 | KK5 | KK |
| KK1 | Pearson Correlation | 1 | ,497\*\* | ,237 | ,429\*\* | ,445\*\* | ,696\*\* |
| Sig. (2-tailed) |  | ,001 | ,126 | ,004 | ,003 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK2 | Pearson Correlation | ,497\*\* | 1 | ,309\* | ,205\*\* | ,279 | ,673\*\* |
| Sig. (2-tailed) | ,001 |  | ,044 | ,004 | ,070 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK3 | Pearson Correlation | ,237 | ,309\* | 1 | ,681\*\* | ,604\*\* | ,755\*\* |
| Sig. (2-tailed) | ,126 | ,044 |  | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK4 | Pearson Correlation | ,429\*\* | ,205\*\* | ,681\*\* | 1 | ,598\*\* | ,842\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK5 | Pearson Correlation | ,445\*\* | ,279 | ,604\*\* | ,598\*\* | 1 | ,780\*\* |
| Sig. (2-tailed) | ,003 | ,070 | ,000 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK | Pearson Correlation | ,696\*\* | ,673\*\* | ,755\*\* | ,842\*\* | ,780\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**Lampiran 4**

**Uji Reliabilitas**

1. Kinerja (Y)

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,759 | 5 |

1. Usia (X1)

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,738 | 5 |

1. Latar Belakang Pendidikan (X2)

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,756 | 5 |

1. Motivasi (X3)

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,665 | 5 |

1. Kepemimpinan (X4)

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,805 | 5 |

**Lampiran 5**

HASIL UJI ASUMSI KLASIK

1. Uji Normalitas

| **One-Sample Kolmogorov-Smirnov Test** | | |
| --- | --- | --- |
|  | | Unstandardized Residual |
| N | | 40 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | ,88725847 |
| Most Extreme Differences | Absolute | ,108 |
| Positive | ,108 |
| Negative | -,094 |
| Kolmogorov-Smirnov Z | | ,708 |
| Asymp. Sig. (2-tailed) | | ,697 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

1. Uji Multikolinearitas

| **Coefficientsa** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,850 | 1,890 |  | 1,508 | ,140 |  |  |
| P | ,622 | ,082 | ,688 | 7,601 | ,000 | ,664 | 1,506 |
| BK | ,074 | ,111 | ,086 | ,664 | ,510 | ,323 | 3,093 |
| D | ,216 | ,121 | ,231 | 1,782 | ,083 | ,324 | 3,084 |
| KK | ,013 | ,068 | ,016 | ,195 | ,847 | ,793 | 1,261 |
| 1. Dependent Variable: PK | | | | | | | | |

1. Uji Heteroskedastisitas

| **Coefficientsa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2,850 | 1,890 |  | 1,508 | ,140 |
| P | ,622 | ,082 | ,688 | 7,601 | ,000 |
| BK | ,074 | ,111 | ,086 | ,664 | ,510 |
| D | ,216 | ,121 | ,231 | 1,782 | ,083 |
| KK | ,013 | ,068 | ,016 | ,195 | ,847 |
| a. Dependent Variable: PK | | | | | | |

Lampiran 6

**Hasil Uji Analisi Data**

1. **Analisis Regresi Linier Berganda**

| **Coefficientsa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2,850 | 1,890 |  | 1,508 | ,140 |
| P | ,622 | ,082 | ,688 | 7,601 | ,000 |
| BK | ,074 | ,111 | ,086 | 2,664 | ,000 |
| D | ,216 | ,121 | ,231 | 1,782 | ,003 |
| KK | ,013 | ,068 | ,016 | 3,195 | ,000 |
| a. Dependent Variable: PK | | | | | | |

1. **Uji F**

| **ANOVAb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 126,820 | 4 | 31,711 | 36,445 | ,000a |
| Residual | 33,064 | 38 | ,870 |  |  |
| Total | 159,907 | 42 |  |  |  |
| a. Predictors: (Constant), KK, BK, P, D | | | | | | |
| b. Dependent Variable: PK | | | | | | |

1. **Uji t**

| **Coefficientsa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2,850 | 1,890 |  | 1,508 | ,140 |
| P | ,622 | ,082 | ,688 | 7,601 | ,000 |
| BK | ,074 | ,111 | ,086 | 2,664 | ,000 |
| D | ,216 | ,121 | ,231 | 1,782 | ,003 |
| KK | ,013 | ,068 | ,016 | 3,195 | ,000 |
| a. Dependent Variable: PK | | | | | | |

1. **Koefisien determinasi (R2)**

| **Model Summaryb** | | | | | |
| --- | --- | --- | --- | --- | --- |
| Model | | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| dimension0 | 1 | ,891a | ,793 | ,771 | ,93279 |
| a. Predictors: (Constant), KK, BK, P, D | | | | | |
| b. Dependent Variable: PK | | | | | |

**Lampiran 7**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9320 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8320 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10 | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11 | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12 | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13 | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14 | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15 | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16 | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17 | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18 | 0.3783 | 0.4208 | 0.5155 | 0.5614 | 0.6788 |
| 19 | 0.3687 | 0.2029 | 0.5034 | 0.5487 | 0.6652 |
| 20 | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21 | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22 | 0.3208 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23 | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24 | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25 | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26 | 0.3172 | 0.3739 | 0.2072 | 0.4785 | 0.5880 |
| 27 | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28 | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29 | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30 | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31 | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32 | 0.2869 | 0.3388 | 0.3972 | 0.2057 | 0.5392 |
| 33 | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34 | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35 | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36 | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37 | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| 38 | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| 39 | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| 40 | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |

**Lampiran 8**

**Distribusi Nilai ttabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Pr  df | 0.25  0.50 | 0.10  0.20 | 0.05  0.10 | 0.025  0.050 | 0.01  0.02 | 0.005  0.010 | 0.001  0.002 |
| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40 | 1.00000  0.81650  0.76489  0.74070  0.72669  0.71756  0.71114  0.70639  0.70272  0.69981  0.69745  0.69548  0.69383  0.69242  0.69120  0.69013  0.68920  0.68836  0.68762  0.68695  0.68635  0.68581  0.68531  0.68485  0.68420  0.68404  0.68368  0.68335  0.68304  0.68276  0.68249  0.68223  0.68200  0.68177  0.68156  0.68137  0.68118  0.68100  0.68083  0.68067 | 3.07768  1.88562  1.63774  1.53321  1.47588  1.20976  1.41492  1.39682  1.38303  1.37218  1.36320  1.35622  1.35017  1.34503  1.34061  1.33676  1.33338  1.33039  1.32773  1.32534  1.32319  1.32124  1.31946  1.31784  1.31635  1.31497  1.31370  1.31253  1.31120  1.31042  1.30946  1.30857  1.30774  1.30695  1.30621  1.30551  1.30485  1.30423  1.30364  1.30308 | 6.31375  2.91999  2.35336  2.13185  2.01505  1.92018  1.89458  1.85955  1.83311  1.81246  1.79588  1.78229  1.77093  1.76131  1.75305  1.74588  1.73961  1.73406  1.72913  1.72472  1.72074  1.71714  1.71387  1.71088  1.70814  1.70562  1.70329  1.70113  1.69913  1.69726  1.69552  1.69389  1.69236  1.69092  1.68957  1.68830  1.68709  1.68595  1.68488  1.68385 | 12.70620  4.30265  3.18245  2.77645  2.57058  2.44691  2.36462  2.30600  2.26216  2.22814  2.20099  2.17881  2.16037  2.14479  2.13145  2.11991  2.10982  2.10092  2.09302  2.08596  2.07961  2.07387  2.06866  2.06390  2.05954  2.05553  2.05183  2.04841  2.04523  2.04227  2.03951  2.03693  2.03452  2.03224  2.03011  2.02809  2.02619  2.02209  2.02269  2.02108 | 31.82052  6.96456  4.54070  3.74695  3.36493  3.14267  2.99795  2.89646  2.82144  2.76377  2.71808  2.68100  2.65031  2.62449  2.60248  2.58349  2.56693  2.55238  2.53948  2.52798  2.51765  2.50832  2.49987  2.49216  2.48511  2.47863  2.47266  2.46714  2.46202  2.45726  2.45282  2.44868  2.44479  2.44115  2.20772  2.20449  2.20145  2.42857  2.42584  2.42326 | 63.65674  9.92484  5.84091  4.60409  4.03214  3.70720  3.49948  3.35539  3.24984  3.16927  3.10581  3.05454  3.01228  2.97684  2.94671  2.92078  2.89823  2.87844  2.86093  2.84534  2.83136  2.81876  2.80734  2.79694  2.78744  2.77871  2.77068  2.76326  2.75639  2.75000  2.74404  2.73848  2.73328  2.72839  2.72381  2.71948  2.71541  2.71156  2.70791  2.70446 | 318.30884  22.32712  10.21453  7.17318  5.89320  5.20763  4.78529  4.50079  4.29681  4.12070  4.02470  3.92963  3.85198  3.78739  3.73283  3.68615  3.64577  3.61048  3.57940  3.55181  3.52715  3.50499  3.48496  3.46678  3.45019  3.20500  3.42103  3.40816  3.39624  3.38518  3.37490  3.36531  3.35634  3.34793  3.34005  3.33262  3.32563  3.31903  3.31279  3.30688 |
| r  df | 0.25  0.50 | 0.10  0.20 | 0.05  0.10 | 0.025  0.050 | 0.01  0.02 | 0.005  0.010 | 0.001  0.002 |
| 41  42  20  44  45  46  47  48  49  50  51  52  53  54  55  56  57  58  59  60  61  62  63  64  65  66  67  68  69  70  71  72  73  74  75  76  77  78  79  80 | 0.68052  0.68038  0.68024  0.68011  0.67998  0.67986  0.67975  0.67964  0.67953  0.67920  0.67933  0.67924  0.67915  0.67906  0.67898  0.67890  0.67882  0.67874  0.67867  0.67860  0.67853  0.67847  0.67840  0.67834  0.67828  0.67823  0.67817  0.67811  0.67806  0.67801  0.67796  0.67791  0.67787  0.67782  0.67778  0.67773  0.67769  0.67765  0.67761  0.67757 | 1.30254  1.30204  1.30155  1.30109  1.30065  1.30023  1.29982  1.29944  1.29907  1.29871  1.29837  1.29805  1.29773  1.29720  1.29713  1.29685  1.29658  1.29632  1.29607  1.29582  1.29558  1.29536  1.29513  1.29492  1.29471  1.29451  1.29202  1.29413  1.29394  1.29376  1.29359  1.29342  1.29326  1.29310  1.29294  1.29279  1.29264  1.29250  1.29236  1.29222 | 1.68288  1.68195  1.68107  1.68023  1.67920  1.67866  1.67793  1.67722  1.67655  1.67591  1.67528  1.67469  1.67412  1.67356  1.67303  1.67252  1.67203  1.67155  1.67109  1.67065  1.67022  1.66980  1.66940  1.66901  1.66864  1.66827  1.66792  1.66757  1.66724  1.66691  1.66660  1.66629  1.66600  1.66571  1.66520  1.66515  1.66488  1.66462  1.66207  1.66412 | 2.01954  2.01808  2.01669  2.01537  2.01410  2.01290  2.01174  2.01063  2.00958  2.00856  2.00758  2.00665  2.00575  2.00488  2.00404  2.00324  2.00247  2.00172  2.00100  2.00030  1.99962  1.99897  1.99834  1.99773  1.99714  1.99656  1.99601  1.99547  1.99495  1.99444  1.99394  1.99346  1.99300  1.99254  1.99210  1.99167  1.99125  1.99085  1.99045  1.99006 | 2.42080  2.41847  2.41625  2.41413  2.41212  2.41019  2.40835  2.40658  2.40489  2.40327  2.40172  2.40022  2.39879  2.39741  2.39608  2.39480  2.39357  2.39238  2.39123  2.39012  2.38905  2.38801  2.38701  2.38604  2.38510  2.38419  2.38330  2.38245  2.38161  2.38081  2.38002  2.37926  2.37852  2.37780  2.37710  2.37642  2.37576  2.37511  2.37448  2.37387 | 2.70118  2.69807  2.69510  2.69228  2.68959  2.68701  2.68456  2.68220  2.67995  2.67779  2.67572  2.67373  2.67182  2.66998  2.66822  2.66651  2.66487  2.66329  2.66176  2.66028  2.65886  2.65748  2.65615  2.65485  2.65360  2.65239  2.65122  2.65008  2.64898  2.64790  2.64686  2.64585  2.64487  2.62091  2.64298  2.64208  2.64120  2.64034  2.63950  2.63869 | 3.30127  3.29595  3.29089  3.28607  3.28148  3.27710  3.27291  3.26891  3.26508  3.26141  3.25789  3.25451  3.25127  3.24815  3.24515  3.24226  3.23948  3.23680  3.23421  3.23171  3.22930  3.22696  3.22471  3.22253  3.22041  3.21837  3.21639  3.21446  3.21260  3.21079  3.20903  3.20733  3.20567  3.20406  3.20249  3.20096  3.19948  3.19804  3.19663  3.19526 |
| Pr  df | 0.25  0.50 | 0.10  0.20 | 0.05  0.10 | 0.025  0.050 | 0.01  0.02 | 0.005  0.010 | 0.001  0.002 |
| 81  82  83  84  85  86  87  88  89  90  91  92  93  94  95  96  97  98  99  100  101  102  103  104  105  106  107  108  109  110  111  112  113  114  115  116  117  118  119  120 | 0.67753  0.67749  0.67746  0.67742  0.67739  0.67735  0.67732  0.67729  0.67726  0.67723  0.67720  0.67717  0.67714  0.67711  0.67708  0.67705  0.67703  0.67700  0.67698  0.67695  0.67693  0.67690  0.67688  0.67686  0.67683  0.67681  0.67679  0.67677  0.67675  0.67673  0.67671  0.67669  0.67667  0.67665  0.67663  0.67661  0.67659  0.67657  0.67656  0.67654 | 1.29209  1.29196  1.29183  1.29171  1.29159  1.29147  1.29136  1.29125  1.29114  1.29103  1.29092  1.29082  1.29072  1.29062  1.29053  1.29020  1.29034  1.29025  1.29016  1.29007  1.28999  1.28991  1.28982  1.28974  1.28967  1.28959  1.28951  1.28944  1.28937  1.28930  1.28922  1.28916  1.28909  1.28902  1.28896  1.28889  1.28883  1.28877  1.28871  1.28865 | 1.66388  1.66365  1.66342  1.66320  1.66298  1.66277  1.66256  1.66235  1.66216  1.66196  1.66177  1.66159  1.66140  1.66123  1.66105  1.66088  1.66071  1.66055  1.66039  1.66023  1.66008  1.65993  1.65978  1.65964  1.65950  1.65936  1.65922  1.65909  1.65895  1.65882  1.65870  1.65857  1.65845  1.65833  1.65821  1.65810  1.65798  1.65787  1.65776  1.65765 | 1.98969  1.98932  1.98896  1.98861  1.98827  1.98793  1.98761  1.98729  1.98698  1.98667  1.98638  1.98609  1.98580  1.98552  1.98525  1.98498  1.98472  1.98447  1.98422  1.98397  1.98373  1.98350  1.98326  1.98304  1.98282  1.98260  1.98238  1.98217  1.98197  1.98177  1.98157  1.98137  1.98118  1.98099  1.98081  1.98063  1.98045  1.98027  1.98010  1.97993 | 2.37327  2.37269  2.37212  2.37156  2.37102  2.37049  2.36998  2.36947  2.36898  2.36850  2.36803  2.36757  2.36712  2.36667  2.36624  2.36582  2.36541  2.36500  2.36461  2.36422  2.36384  2.36346  2.36310  2.36274  2.36239  2.36204  2.36170  2.36137  2.36105  2.36073  2.36041  2.36010  2.35980  2.35950  2.35921  2.35892  2.35864  2.35837  2.35809  2.35782 | 2.63790  2.63712  2.63637  2.63563  2.63491  2.63421  2.63353  2.63286  2.63220  2.63157  2.63094  2.63033  2.62973  2.62915  2.62858  2.62802  2.62747  2.62693  2.62641  2.62589  2.62539  2.62489  2.62441  2.62393  2.62347  2.62301  2.62256  2.62212  2.62169  2.62126  2.62085  2.62044  2.62004  2.61964  2.61926  2.61888  2.61850  2.61814  2.61778  2.61742 | 3.19392  3.19262  3.19135  3.19011  3.18890  3.18772  3.18657  3.18544  3.18204  3.18327  3.18222  3.18119  3.18019  3.17921  3.17825  3.17731  3.17639  3.17549  3.17460  3.17374  3.17289  3.17206  3.17125  3.17045  3.16967  3.16890  3.16815  3.16741  3.16669  3.16598  3.16528  3.16460  3.16392  3.16326  3.16262  3.16198  3.16135  3.16074  3.16013  3.15954 |

**Lampiran 9**

**Distribusi Nilai Ftabel**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | |
| **df untuk**  **penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 220 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.20 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.20 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |