**LAMPIRAN**

**LAMPIRAN 1**

**KUESIONER PENELITIAN**

**Kepada Yth :**

**KSPPS Bina Insan Mandiri**

**Ditempat**

Dengan ini, saya Abdul Saputra. Mahasiswi Program Studi Manajemen Fakultas Ekonomi Universitas Islam Batik Surakarta yang saat ini sedang melakukan penelitian guna menyusun skripsi dengan judul: **Kinerja Karyawan Ditinjau Dari Insentif, Promosi Jabatan dan Stres Kerja Pada KSPPS Bina Insan Mandiri Karanganyar.**

Dengan penuh kerendahan hati, saya mohon kerjasama dan bantuan karyawan Koperasi Simpan Pinjam dan Pembiayaan Bina Insan Mandiri Karanganyar untuk mengisi kuesioner ini sebagai bahan skripsi saya. Sumber informasi dari kuesioner ini terjaga kerahasiaannya dan hasil kuesioner ini tidak akan mempengaruhi keberadaan Anda sebagai karyawan Koperasi Simpan Pinjam dan Pembiayaan Bina Insan Mandiri Karanganyar. Kuesioner ini hanya sebagai penelitian ilmiah skripsi saya. Jawaban yang saya harapkan adalah jawaban yang sejujurnya sesuai dengan keadaan sebenarnya.

Demikian atas bantuan dan kerjasama yang baik, saya ucapkan terima kasih. Apabila ada kekurangan atau kesalahan pada penulisan/perkataan, saya mohon maaf.

Hormat saya,

**Abdul Saputra**

**Identitas Karyawan**

Saya mengharapkan kesediaan Bapak/Ibu untuk memberikan identitas diri. Mohon untuk mengisi salah satu jawaban dengan cara memberi tanda centang **(√)** pada alternatif jawaban yang telah disediakan.

Nama : ……………………………………..

Usia : 20 – 25 tahun

26 – 40 tahun

Lebih dari 40 tahun

Jenis Kelamin : Laki – laki

Perempuan

Pendidikan : SMA

D3

S1

Lebih dari S1

**Petunjuk Pengisian**

Berilah tanda centang **(√)** pada alternatif jawaban yang telah disediakan. Diharapkan semua pertanyaan tidak ada yang dikosongkan karena jawaban tersebut sesuai dengan pendapat sendiri, maka tidak ada jawaban yang dianggap salah.

**Alternatif Jawaban**

Sangat Setuju (SS) Skor ( 5 )

Setuju (S) Skor ( 4 )

Kurang Setuju (KS) Skor ( 3 )

Tidak Setuju (TS) Skor ( 2 )

Sangat Tidak Setuju (STS) Skor ( 1 )

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
|  | **Kinerja Karyawan** | | | | | |
| 1. | Saya mampu memberikan hasil kerja yang maksimal |  |  |  |  |  |
| 2. | Saya datang ke kantor dengan tepat waktu |  |  |  |  |  |
| 3. | Saya mampu meminimalkan kesalahan dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 4. | Saya dapat menyelesaikan tugas yang diberikan pimpinan |  |  |  |  |  |
| 5. | Saya dapat bekerja dalam tim dengan baik |  |  |  |  |  |
|  | **Insentif** | | | | | |
| 1. | Kinerja Anda selama ini sudah cukup baik serta mempengaruhi insentif yang diterima |  |  |  |  |  |
| 2. | Lama kerja karyawan mempengaruhi insentif yang diberikan |  |  |  |  |  |
| 3. | Perusahaan memberikan insentif berdasarkan senioritas karyawan |  |  |  |  |  |
| 4. | Insentif yang diberikan perusahaan cukup untuk memenuhi kebutuhan Anda sehari-hari |  |  |  |  |  |
| 5. | Karyawan merasa adil terhadap insentif yang diberikan perusahaan |  |  |  |  |  |
| 6. | Evaluasi jabatan karyawan mempengaruhi insentif yang diberikan |  |  |  |  |  |
|  | **Promosi Jabatan** | | | | | |
| 1. | Saya akan bekerja dengan menjunjung tinggi kejujuran |  |  |  |  |  |
| 2. | Sistem promosi yang dilakukan perusahaan dapat meningkatkan disiplin karyawan |  |  |  |  |  |
| 3. | Saya mampu bekerja sesuai target yang diberikan perusahaan |  |  |  |  |  |
| 4. | Saya mampu bekerjasama dengan rekan kerja |  |  |  |  |  |
| 5. | Saya mampu menyelesaikan tugas – tugas baru dari pimpinan |  |  |  |  |  |
| 6. | Saya mampu bekerja di jam kerja atau diluar jam kerja |  |  |  |  |  |
| 7. | Saya mampu mengkoordinasi bawahan saya dengan baik |  |  |  |  |  |
| 8 | Saya mampu berkomunikasi dengan baik dikantor maupun dilapangan |  |  |  |  |  |
| 9 | Saya mampu bekerja dengan baik sesuai tingkat pendidikan saya |  |  |  |  |  |
|  | **Stres Kerja** | | | | | |
| 1. | Target perusahaan dan tuntutan tugas terlalu tinggi |  |  |  |  |  |
| 2. | Dalam menjalankan pekerjaan, saya ditekan dengan banyak peraturan |  |  |  |  |  |
| 3. | Saya tidak punya cukup waktu untuk menyelesaikan semua pekerjaan |  |  |  |  |  |
| 4 | Saya mempunyai banyak pekerjaan yang harus diselesaikan dalam waktu yang sama |  |  |  |  |  |
| 5 | Selama ini dalam melakukan tugas jarang ada informasi yang jelas mengenai tugas saya |  |  |  |  |  |

**LAMPIRAN 2**

**DATA RESPONDEN**

Data Karyawan Berdasarkan Jenis Kelamin

|  |  |  |  |
| --- | --- | --- | --- |
| No | Jenis kelamin | Jumlah | Persentase |
| 1. | Laki-laki | 63 | 82,9 |
| 2. | Perempuan | 13 | 17,1 |
|  | Total | 76 | 100 |

Data Karyawan Berdasarkan Tingkat Pendidikan

|  |  |  |  |
| --- | --- | --- | --- |
| No | Tingkat Pendidikan | Jumlah | Persentase |
| 1. | SMA/K | 15 | 19,7 |
| 2. | D3 | 5 | 6,5 |
| 3. | S1 | 50 | 65,8 |
| 4. | >S1 | 6 | 8 |
|  | Total | 76 | 100 |

Data Karyawan Berdasarkan Usia

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Usia | Jumlah Responden | Presentase |
| 1 | Kurang dari 25 tahun | 15 | 20 |
| 2 | 26 – 40 tahun | 41 | 54 |
| 3 | Lebih dari 40 tahun | 20 | 26 |
|  | Total | 76 | 100 |

**LAMPIRAN 3**

**Data Scoring 10 Responden Uji Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Insentif** | | | | | | | **Promosi Jabatan** | | | | | | | | |  | **Stres Kerja** | | | | | | **Kinerja Karyawan** | | | | | |
| **IN\_1** | **IN\_2** | **IN\_3** | **IN\_4** | **IN\_5** | **IN\_6** | **IN** | **PJ\_1** | **PJ\_2** | **PJ\_3** | **PJ\_4** | **PJ\_5** | **PJ\_6** | **PJ\_7** | **PJ\_8** | **PJ\_9** | **PJ** | **SK\_1** | **SK\_2** | **SK\_3** | **SK\_4** | **SK\_5** | **SK** | **KK\_1** | **KK\_2** | **KK\_3** | **KK\_4** | **KK\_5** | **KK** |
| 1 | 4 | 3 | 4 | 3 | 4 | 3 | 21 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 38 | 3 | 3 | 4 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 5 | 23 |
| 2 | 3 | 4 | 3 | 4 | 4 | 4 | 22 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 31 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 40 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 3 | 3 | 2 | 3 | 3 | 14 | 3 | 3 | 3 | 3 | 3 | 15 |
| 5 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 4 | 3 | 3 | 4 | 4 | 18 | 5 | 4 | 4 | 5 | 4 | 22 |
| 6 | 4 | 3 | 3 | 3 | 3 | 3 | 19 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 4 | 5 | 5 | 5 | 23 |
| 7 | 4 | 3 | 3 | 3 | 3 | 4 | 20 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 41 | 3 | 3 | 3 | 3 | 4 | 16 | 4 | 4 | 5 | 5 | 5 | 23 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 | 3 | 2 | 3 | 3 | 2 | 13 | 4 | 4 | 5 | 5 | 4 | 22 |
| 9 | 4 | 4 | 3 | 3 | 3 | 3 | 20 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 30 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 5 | 5 | 4 | 5 | 23 |
| 10 | 5 | 5 | 4 | 4 | 4 | 4 | 26 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 35 | 4 | 3 | 4 | 3 | 3 | 17 | 4 | 5 | 4 | 4 | 5 | 22 |

**LAMPIRAN 4**

**HASIL UJI INSTRUMEN**

**Hasil Uji Validitas Kinerja Karyawan**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | KK\_1 | KK\_2 | KK\_3 | KK\_4 | KK\_5 | KK |
| KK\_1 | Pearson Correlation | 1 | ,625 | ,302 | ,553 | ,497 | ,742\* |
| Sig. (2-tailed) |  | ,053 | ,397 | ,097 | ,144 | ,014 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| KK\_2 | Pearson Correlation | ,625 | 1 | ,424 | ,188 | ,815\*\* | ,768\*\* |
| Sig. (2-tailed) | ,053 |  | ,222 | ,602 | ,004 | ,009 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| KK\_3 | Pearson Correlation | ,302 | ,424 | 1 | ,773\*\* | ,674\* | ,812\*\* |
| Sig. (2-tailed) | ,397 | ,222 |  | ,009 | ,033 | ,004 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| KK\_4 | Pearson Correlation | ,553 | ,188 | ,773\*\* | 1 | ,449 | ,753\* |
| Sig. (2-tailed) | ,097 | ,602 | ,009 |  | ,193 | ,012 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| KK\_5 | Pearson Correlation | ,497 | ,815\*\* | ,674\* | ,449 | 1 | ,873\*\* |
| Sig. (2-tailed) | ,144 | ,004 | ,033 | ,193 |  | ,001 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| KK | Pearson Correlation | ,742\* | ,768\*\* | ,812\*\* | ,753\* | ,873\*\* | 1 |
| Sig. (2-tailed) | ,014 | ,009 | ,004 | ,012 | ,001 |  |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**Hasil Uji Validitas Insentif**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | I\_1 | I\_2 | I\_3 | I\_4 | I\_5 | I\_6 | I |
| I\_1 | Pearson Correlation | 1 | ,591 | ,678\* | ,066 | ,185 | ,185 | ,661\* |
| Sig. (2-tailed) |  | ,072 | ,031 | ,857 | ,610 | ,610 | ,037 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| I\_2 | Pearson Correlation | ,591 | 1 | ,452 | ,592 | ,431 | ,431 | ,830\*\* |
| Sig. (2-tailed) | ,072 |  | ,189 | ,071 | ,214 | ,214 | ,003 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| I\_3 | Pearson Correlation | ,678\* | ,452 | 1 | ,218 | ,612 | ,102 | ,688\* |
| Sig. (2-tailed) | ,031 | ,189 |  | ,545 | ,060 | ,779 | ,028 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| I\_4 | Pearson Correlation | ,066 | ,592 | ,218 | 1 | ,802\*\* | ,802\*\* | ,760\* |
| Sig. (2-tailed) | ,857 | ,071 | ,545 |  | ,005 | ,005 | ,011 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| I\_5 | Pearson Correlation | ,185 | ,431 | ,612 | ,802\*\* | 1 | ,583 | ,772\*\* |
| Sig. (2-tailed) | ,610 | ,214 | ,060 | ,005 |  | ,077 | ,009 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| I\_6 | Pearson Correlation | ,185 | ,431 | ,102 | ,802\*\* | ,583 | 1 | ,685\* |
| Sig. (2-tailed) | ,610 | ,214 | ,779 | ,005 | ,077 |  | ,029 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| I | Pearson Correlation | ,661\* | ,830\*\* | ,688\* | ,760\* | ,772\*\* | ,685\* | 1 |
| Sig. (2-tailed) | ,037 | ,003 | ,028 | ,011 | ,009 | ,029 |  |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

**Hasil Uji Validitas Promosi Jabatan**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | PJ\_1 | PJ\_2 | PJ\_3 | PJ\_4 | PJ\_5 | PJ\_6 | PJ\_7 | PJ\_8 | PJ\_9 | PJ |
| PJ\_1 | Pearson Correlation | 1 | ,565 | ,648\* | ,469 | ,466 | ,436 | ,639\* | ,617 | ,449 | ,799\*\* |
| Sig. (2-tailed) |  | ,089 | ,043 | ,171 | ,174 | ,208 | ,047 | ,057 | ,193 | ,006 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ\_2 | Pearson Correlation | ,565 | 1 | ,648\* | ,469 | ,622 | ,436 | ,393 | ,436 | ,449 | ,772\*\* |
| Sig. (2-tailed) | ,089 |  | ,043 | ,171 | ,055 | ,208 | ,261 | ,208 | ,193 | ,009 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ\_3 | Pearson Correlation | ,648\* | ,648\* | 1 | ,724\* | ,719\* | ,392 | ,227 | ,112 | ,138 | ,693\* |
| Sig. (2-tailed) | ,043 | ,043 |  | ,018 | ,019 | ,263 | ,527 | ,758 | ,703 | ,026 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ\_4 | Pearson Correlation | ,469 | ,469 | ,724\* | 1 | ,719\* | ,448 | ,531 | ,168 | ,138 | ,677\* |
| Sig. (2-tailed) | ,171 | ,171 | ,018 |  | ,019 | ,194 | ,115 | ,643 | ,703 | ,032 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ\_5 | Pearson Correlation | ,466 | ,622 | ,719\* | ,719\* | 1 | ,778\*\* | ,264 | ,195 | ,385 | ,779\*\* |
| Sig. (2-tailed) | ,174 | ,055 | ,019 | ,019 |  | ,008 | ,462 | ,590 | ,272 | ,008 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ\_6 | Pearson Correlation | ,436 | ,436 | ,392 | ,448 | ,778\*\* | 1 | ,492 | ,545 | ,674\* | ,782\*\* |
| Sig. (2-tailed) | ,208 | ,208 | ,263 | ,194 | ,008 |  | ,148 | ,103 | ,033 | ,008 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ\_7 | Pearson Correlation | ,639\* | ,393 | ,227 | ,531 | ,264 | ,492 | 1 | ,800\*\* | ,609 | ,721\* |
| Sig. (2-tailed) | ,047 | ,261 | ,527 | ,115 | ,462 | ,148 |  | ,005 | ,062 | ,019 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ\_8 | Pearson Correlation | ,617 | ,436 | ,112 | ,168 | ,195 | ,545 | ,800\*\* | 1 | ,899\*\* | ,714\* |
| Sig. (2-tailed) | ,057 | ,208 | ,758 | ,643 | ,590 | ,103 | ,005 |  | ,000 | ,020 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ\_9 | Pearson Correlation | ,449 | ,449 | ,138 | ,138 | ,385 | ,674\* | ,609 | ,899\*\* | 1 | ,716\* |
| Sig. (2-tailed) | ,193 | ,193 | ,703 | ,703 | ,272 | ,033 | ,062 | ,000 |  | ,020 |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PJ | Pearson Correlation | ,799\*\* | ,772\*\* | ,693\* | ,677\* | ,779\*\* | ,782\*\* | ,721\* | ,714\* | ,716\* | 1 |
| Sig. (2-tailed) | ,006 | ,009 | ,026 | ,032 | ,008 | ,008 | ,019 | ,020 | ,020 |  |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Hasil Uji Validitas Stres Kerja**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | SK\_1 | SK\_2 | SK\_3 | SK\_4 | SK\_5 | SK |
| SK\_1 | Pearson Correlation | 1 | ,557 | ,333 | ,408 | ,302 | ,697\* |
| Sig. (2-tailed) |  | ,094 | ,347 | ,242 | ,397 | ,025 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| SK\_2 | Pearson Correlation | ,557 | 1 | ,248 | ,227 | ,448 | ,684\* |
| Sig. (2-tailed) | ,094 |  | ,490 | ,527 | ,194 | ,029 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| SK\_3 | Pearson Correlation | ,333 | ,248 | 1 | ,408 | ,302 | ,647\* |
| Sig. (2-tailed) | ,347 | ,490 |  | ,242 | ,397 | ,043 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| SK\_4 | Pearson Correlation | ,408 | ,227 | ,408 | 1 | ,739\* | ,772\*\* |
| Sig. (2-tailed) | ,242 | ,527 | ,242 |  | ,015 | ,009 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| SK\_5 | Pearson Correlation | ,302 | ,448 | ,302 | ,739\* | 1 | ,795\*\* |
| Sig. (2-tailed) | ,397 | ,194 | ,397 | ,015 |  | ,006 |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| SK | Pearson Correlation | ,697\* | ,684\* | ,647\* | ,772\*\* | ,795\*\* | 1 |
| Sig. (2-tailed) | ,025 | ,029 | ,043 | ,009 | ,006 |  |
| N | 10 | 10 | 10 | 10 | 10 | 10 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**Hasil Uji Reliabilitas Kinerja Karyawan**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,850 | 5 |

**Hasil Uji Reliabilitas Insentif**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,816 | 6 |

**Hasil Uji Reliabilitas Promosi Jabatan**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,893 | 9 |

**Hasil Uji Reliabilitas Stres Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,761 | 5 |

**LAMPIRAN 5**

**Data Scoring 76 Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Insentif** | | | | | | | **Promosi Jabatan** | | | | | | | | |  | **Stres Kerja** | | | | | | **Kinerja Karyawan** | | | | | |
| **IN\_1** | **IN\_2** | **IN\_3** | **IN\_4** | **IN\_5** | **IN\_6** | **IN** | **PJ\_1** | **PJ\_2** | **PJ\_3** | **PJ\_4** | **PJ\_5** | **PJ\_6** | **PJ\_7** | **PJ\_8** | **PJ\_9** | **PJ** | **SK\_1** | **SK\_2** | **SK\_3** | **SK\_4** | **SK\_5** | **SK** | **KK\_1** | **KK\_2** | **KK\_3** | **KK\_4** | **KK\_5** | **KK** |
| 1 | 4 | 3 | 4 | 3 | 4 | 3 | 21 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 38 | 3 | 3 | 4 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 5 | 23 |
| 2 | 3 | 4 | 3 | 4 | 4 | 4 | 22 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 31 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 40 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 3 | 3 | 2 | 3 | 3 | 14 | 3 | 3 | 3 | 3 | 3 | 15 |
| 5 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 4 | 3 | 3 | 4 | 4 | 18 | 5 | 4 | 4 | 5 | 4 | 22 |
| 6 | 4 | 3 | 3 | 3 | 3 | 3 | 19 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 41 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 4 | 5 | 5 | 5 | 23 |
| 7 | 4 | 3 | 3 | 3 | 3 | 4 | 20 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 41 | 3 | 3 | 3 | 3 | 4 | 16 | 4 | 4 | 5 | 5 | 5 | 23 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 | 3 | 2 | 3 | 3 | 2 | 13 | 4 | 4 | 5 | 5 | 4 | 22 |
| 9 | 4 | 4 | 3 | 3 | 3 | 3 | 20 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 30 | 3 | 3 | 3 | 3 | 3 | 15 | 4 | 5 | 5 | 4 | 5 | 23 |
| 10 | 5 | 5 | 4 | 4 | 4 | 4 | 26 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 35 | 4 | 3 | 4 | 3 | 3 | 17 | 4 | 5 | 4 | 4 | 5 | 22 |
| 11 | 3 | 4 | 4 | 3 | 4 | 4 | 22 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 38 | 5 | 4 | 2 | 4 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 19 |
| 12 | 3 | 4 | 4 | 5 | 5 | 4 | 25 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 37 | 2 | 2 | 2 | 4 | 3 | 13 | 4 | 4 | 5 | 5 | 4 | 22 |
| 13 | 3 | 4 | 4 | 4 | 5 | 5 | 25 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 34 | 4 | 4 | 4 | 3 | 3 | 18 | 4 | 4 | 4 | 5 | 5 | 22 |
| 14 | 4 | 4 | 3 | 4 | 4 | 3 | 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 3 | 2 | 4 | 3 | 3 | 15 | 3 | 3 | 4 | 5 | 5 | 20 |
| 15 | 4 | 5 | 5 | 5 | 5 | 4 | 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 5 | 5 | 5 | 5 | 25 |
| 16 | 4 | 5 | 4 | 5 | 5 | 5 | 28 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 43 | 4 | 3 | 3 | 3 | 3 | 16 | 5 | 4 | 5 | 5 | 5 | 24 |
| 17 | 3 | 4 | 4 | 5 | 4 | 4 | 24 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 36 | 5 | 4 | 5 | 4 | 3 | 21 | 4 | 4 | 5 | 4 | 4 | 21 |
| 18 | 3 | 4 | 5 | 4 | 4 | 4 | 24 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 36 | 4 | 3 | 2 | 3 | 2 | 14 | 4 | 5 | 4 | 4 | 4 | 21 |
| 19 | 3 | 4 | 5 | 4 | 3 | 4 | 23 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 36 | 2 | 3 | 2 | 3 | 3 | 13 | 4 | 5 | 4 | 3 | 4 | 20 |
| 20 | 2 | 4 | 5 | 4 | 3 | 4 | 22 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 34 | 4 | 4 | 4 | 4 | 2 | 18 | 4 | 5 | 4 | 3 | 4 | 20 |
| 21 | 3 | 4 | 4 | 4 | 3 | 4 | 22 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 37 | 2 | 3 | 2 | 2 | 2 | 11 | 4 | 4 | 4 | 3 | 4 | 19 |
| 22 | 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 36 | 4 | 5 | 4 | 3 | 4 | 20 | 4 | 5 | 4 | 4 | 4 | 21 |
| 23 | 3 | 4 | 5 | 4 | 4 | 5 | 25 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 36 | 3 | 3 | 4 | 4 | 5 | 19 | 4 | 5 | 4 | 4 | 5 | 22 |
| 24 | 4 | 4 | 4 | 3 | 4 | 4 | 23 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 36 | 3 | 2 | 3 | 2 | 2 | 12 | 4 | 4 | 3 | 4 | 4 | 19 |
| 25 | 4 | 4 | 5 | 4 | 3 | 4 | 24 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 35 | 2 | 1 | 1 | 3 | 2 | 9 | 4 | 5 | 4 | 3 | 4 | 20 |
| 26 | 4 | 4 | 4 | 3 | 4 | 5 | 24 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 34 | 2 | 3 | 3 | 3 | 1 | 12 | 4 | 4 | 3 | 4 | 5 | 20 |
| 27 | 3 | 4 | 5 | 4 | 4 | 4 | 24 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 33 | 2 | 2 | 3 | 2 | 3 | 12 | 4 | 5 | 4 | 4 | 4 | 21 |
| 28 | 3 | 3 | 3 | 3 | 2 | 4 | 18 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 32 | 2 | 1 | 1 | 2 | 2 | 8 | 3 | 3 | 3 | 2 | 2 | 13 |
| 29 | 3 | 4 | 4 | 4 | 4 | 5 | 24 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 38 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 5 | 21 |
| 30 | 3 | 4 | 5 | 4 | 4 | 3 | 23 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 37 | 4 | 4 | 3 | 2 | 3 | 16 | 4 | 5 | 4 | 4 | 3 | 20 |
| 31 | 4 | 3 | 4 | 3 | 4 | 3 | 21 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 40 | 2 | 2 | 2 | 2 | 2 | 10 | 4 | 4 | 4 | 4 | 5 | 21 |
| 32 | 3 | 4 | 3 | 4 | 4 | 4 | 22 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 42 | 4 | 3 | 4 | 3 | 4 | 18 | 4 | 4 | 5 | 4 | 5 | 22 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 34 | 3 | 3 | 2 | 3 | 3 | 14 | 3 | 3 | 3 | 4 | 4 | 17 |
| 34 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 5 | 5 | 5 | 24 |
| 35 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 5 | 5 | 5 | 5 | 25 |
| 36 | 4 | 3 | 3 | 3 | 3 | 3 | 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 3 | 4 | 3 | 3 | 3 | 16 | 5 | 5 | 5 | 5 | 5 | 25 |
| 37 | 4 | 3 | 3 | 3 | 3 | 4 | 20 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 44 | 2 | 3 | 2 | 2 | 3 | 12 | 5 | 4 | 5 | 4 | 4 | 22 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 39 | 3 | 2 | 3 | 3 | 2 | 13 | 4 | 3 | 4 | 4 | 4 | 19 |
| 39 | 4 | 4 | 3 | 3 | 3 | 3 | 20 | 5 | 2 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 38 | 3 | 4 | 1 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 5 | 21 |
| 40 | 5 | 5 | 4 | 4 | 4 | 4 | 26 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 34 | 3 | 2 | 2 | 3 | 3 | 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 41 | 3 | 4 | 4 | 3 | 4 | 4 | 22 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 36 | 3 | 4 | 3 | 3 | 3 | 16 | 5 | 3 | 4 | 4 | 4 | 20 |
| 42 | 3 | 4 | 4 | 5 | 5 | 4 | 25 | 1 | 1 | 5 | 4 | 3 | 3 | 3 | 4 | 2 | 26 | 4 | 3 | 2 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 43 | 3 | 4 | 4 | 4 | 5 | 5 | 25 | 5 | 5 | 2 | 4 | 3 | 4 | 5 | 4 | 5 | 37 | 1 | 2 | 2 | 2 | 2 | 9 | 5 | 4 | 3 | 4 | 5 | 21 |
| 44 | 4 | 4 | 3 | 4 | 4 | 3 | 22 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 38 | 5 | 4 | 2 | 4 | 3 | 18 | 4 | 4 | 3 | 4 | 4 | 19 |
| 45 | 4 | 5 | 5 | 5 | 5 | 4 | 28 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 37 | 2 | 2 | 2 | 4 | 3 | 13 | 4 | 4 | 5 | 4 | 4 | 21 |
| 46 | 4 | 5 | 4 | 5 | 5 | 5 | 28 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 34 | 4 | 4 | 4 | 3 | 3 | 18 | 4 | 3 | 2 | 3 | 3 | 15 |
| 47 | 3 | 4 | 4 | 5 | 4 | 4 | 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 3 | 2 | 4 | 3 | 3 | 15 | 3 | 3 | 3 | 5 | 5 | 19 |
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| 50 | 2 | 4 | 5 | 4 | 3 | 4 | 22 | 4 | 5 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 36 | 5 | 4 | 5 | 4 | 3 | 21 | 4 | 4 | 5 | 3 | 5 | 21 |
| 51 | 3 | 4 | 5 | 4 | 4 | 4 | 24 | 4 | 5 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 33 | 4 | 3 | 2 | 3 | 2 | 14 | 4 | 5 | 4 | 4 | 4 | 21 |
| 52 | 4 | 4 | 5 | 4 | 3 | 4 | 24 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 36 | 2 | 3 | 2 | 3 | 3 | 13 | 4 | 5 | 4 | 3 | 4 | 20 |
| 53 | 3 | 4 | 5 | 4 | 3 | 4 | 23 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 34 | 2 | 3 | 2 | 1 | 2 | 10 | 4 | 5 | 4 | 3 | 4 | 20 |
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| 57 | 4 | 4 | 4 | 3 | 4 | 4 | 23 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 36 | 3 | 2 | 3 | 2 | 2 | 12 | 4 | 4 | 3 | 4 | 4 | 19 |
| 58 | 4 | 4 | 5 | 4 | 3 | 4 | 24 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 35 | 2 | 1 | 1 | 1 | 2 | 7 | 4 | 5 | 4 | 3 | 4 | 20 |
| 59 | 4 | 4 | 4 | 3 | 4 | 5 | 24 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 34 | 2 | 3 | 3 | 3 | 1 | 12 | 4 | 4 | 3 | 4 | 5 | 20 |
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| 69 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 33 | 2 | 3 | 3 | 3 | 1 | 12 | 4 | 4 | 3 | 4 | 5 | 20 |
| 70 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 33 | 4 | 4 | 3 | 4 | 3 | 18 | 4 | 5 | 4 | 4 | 4 | 21 |
| 71 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 31 | 2 | 1 | 1 | 2 | 3 | 9 | 2 | 2 | 3 | 2 | 3 | 12 |
| 72 | 4 | 3 | 3 | 3 | 3 | 3 | 19 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 38 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 3 | 19 |
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| 74 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 41 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 5 | 5 | 4 | 23 |
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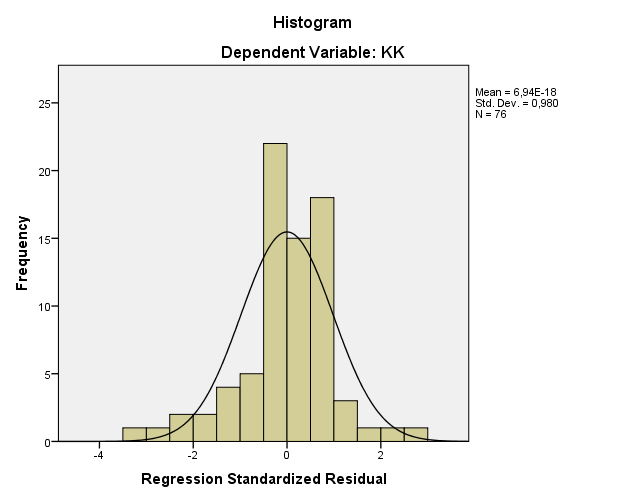
**LAMPIRAN 6**

**HASIL UJI ASUMSI KLASIK**

**Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 76 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 2,03125674 |
| Most Extreme Differences | Absolute | ,115 |
| Positive | ,095 |
| Negative | -,115 |
| Kolmogorov-Smirnov Z | | 1,001 |
| Asymp. Sig. (2-tailed) | | ,269 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

**Gafik Uji Normalitas**

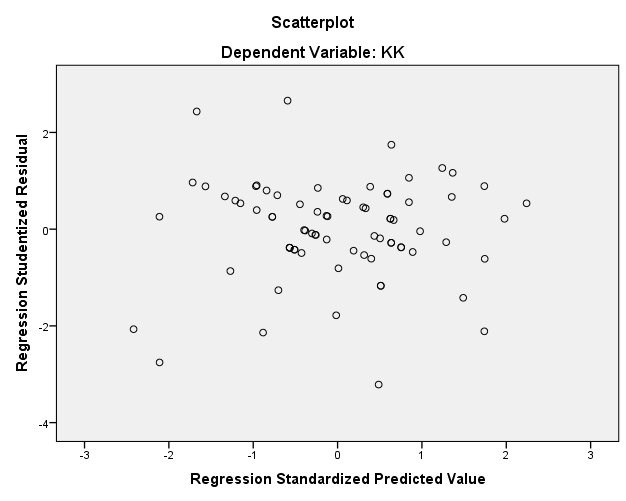


**Uji Multikolenieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,930 | 3,180 |  | ,921 | ,360 |  |  |
| IN | ,186 | ,088 | ,203 | 2,126 | ,037 | ,987 | 1,013 |
| PJ | ,289 | ,060 | ,469 | 4,816 | ,000 | ,955 | 1,048 |
| SK | ,188 | ,070 | ,260 | 2,691 | ,009 | ,966 | 1,035 |
| a. Dependent Variable: KK | | | | | | | | |

**Uji Heteroskedastisitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 4,939 | 2,065 |  | 2,392 | ,019 |
| IN | -,063 | ,057 | -,128 | -1,106 | ,272 |
| PJ | -,062 | ,039 | -,187 | -1,583 | ,118 |
| SK | ,019 | ,045 | ,049 | ,416 | ,679 |
| a. Dependent Variable: ABSRES | | | | | | |



**LAMPIRAN 7**

**HASIL UJI HIPOTESIS**

**Analisis Regresi Linear Berganda**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,930 | 3,180 |  | ,921 | ,360 |  |  |
| IN | ,186 | ,088 | ,203 | 2,126 | ,037 | ,987 | 1,013 |
| PJ | ,289 | ,060 | ,469 | 4,816 | ,000 | ,955 | 1,048 |
| SK | ,188 | ,070 | ,260 | 2,691 | ,009 | ,966 | 1,035 |
| a. Dependent Variable: KK | | | | | | | | | |

**Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 166,234 | 3 | 55,411 | 12,893 | ,000b |
| Residual | 309,450 | 72 | 4,298 |  |  |
| Total | 475,684 | 75 |  |  |  |
| a. Dependent Variable: KK | | | | | | |
| b. Predictors: (Constant), SK, IN, PJ | | | | | | |

**Uji t**

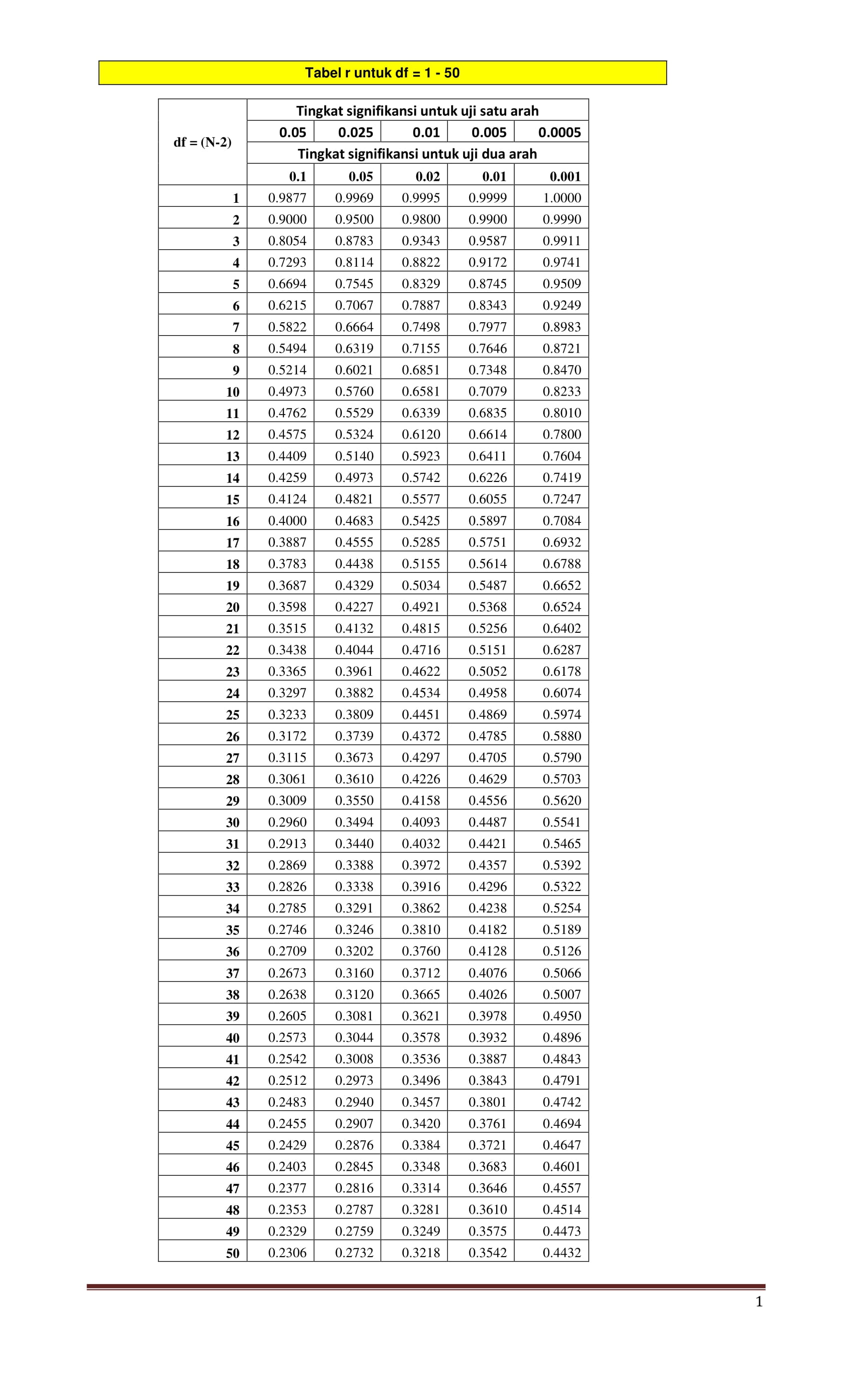
|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,930 | 3,180 |  | ,921 | ,360 |  |  |
| IN | ,186 | ,088 | ,203 | 2,126 | ,037 | ,987 | 1,013 |
| PJ | ,289 | ,060 | ,469 | 4,816 | ,000 | ,955 | 1,048 |
| SK | ,188 | ,070 | ,260 | 2,691 | ,009 | ,966 | 1,035 |
| a. Dependent Variable: KK | | | | | | | | |

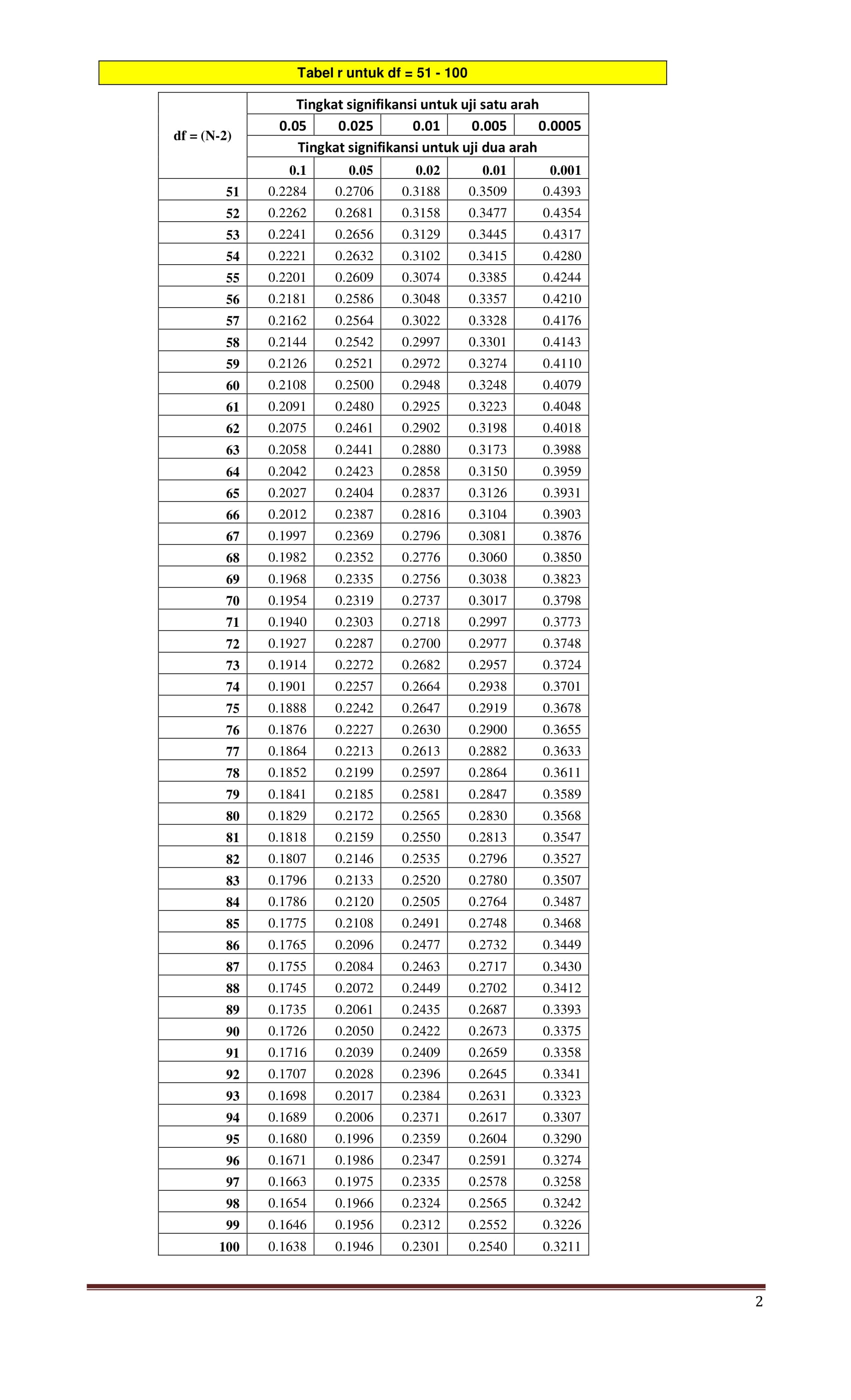
**Uji Koefisien Determinasi (R2)**

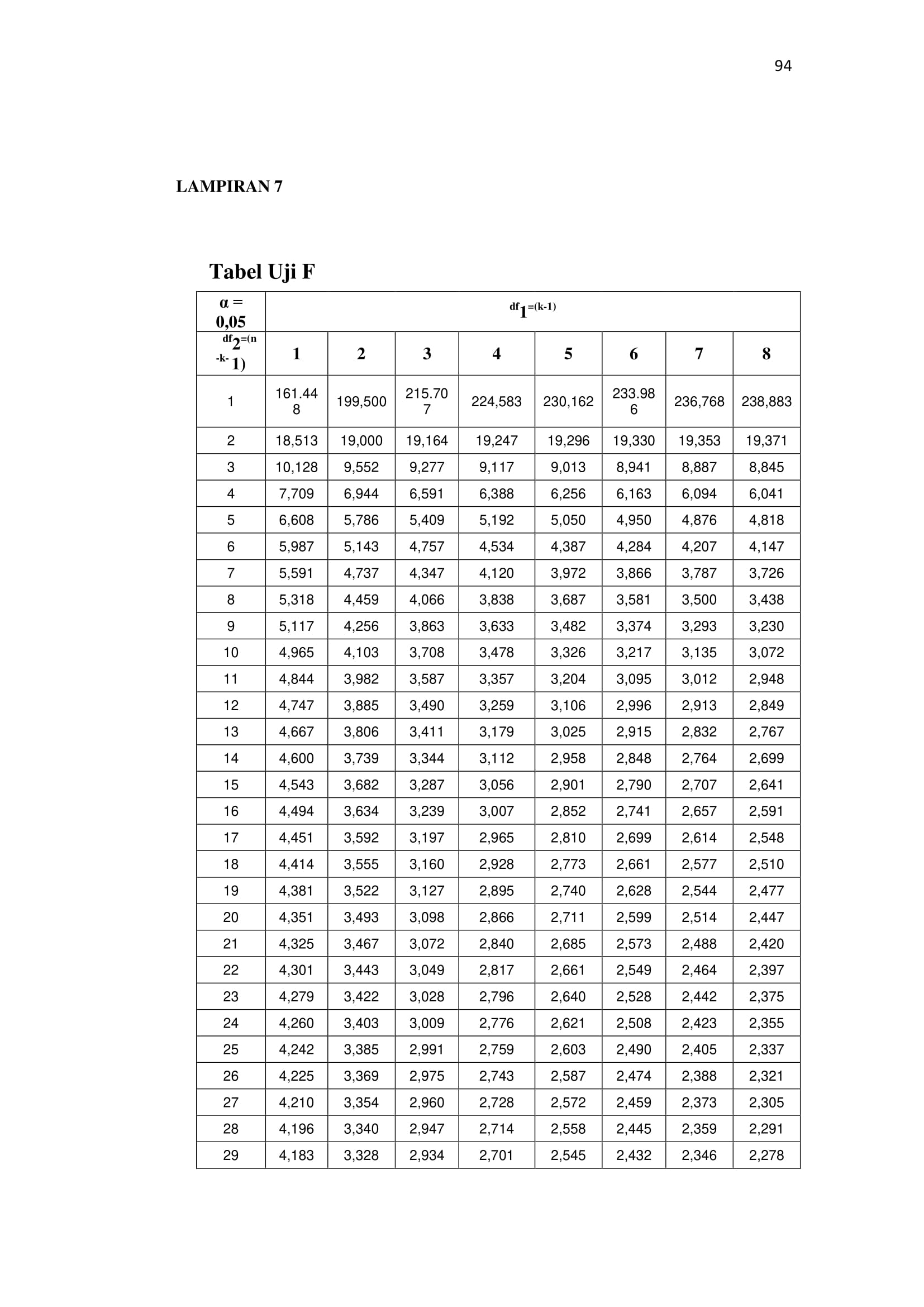
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,591a | ,349 | ,322 | 2,07314 |
| a. Predictors: (Constant), SK, IN, PJ | | | | |
| b. Dependent Variable: KK | | | | |

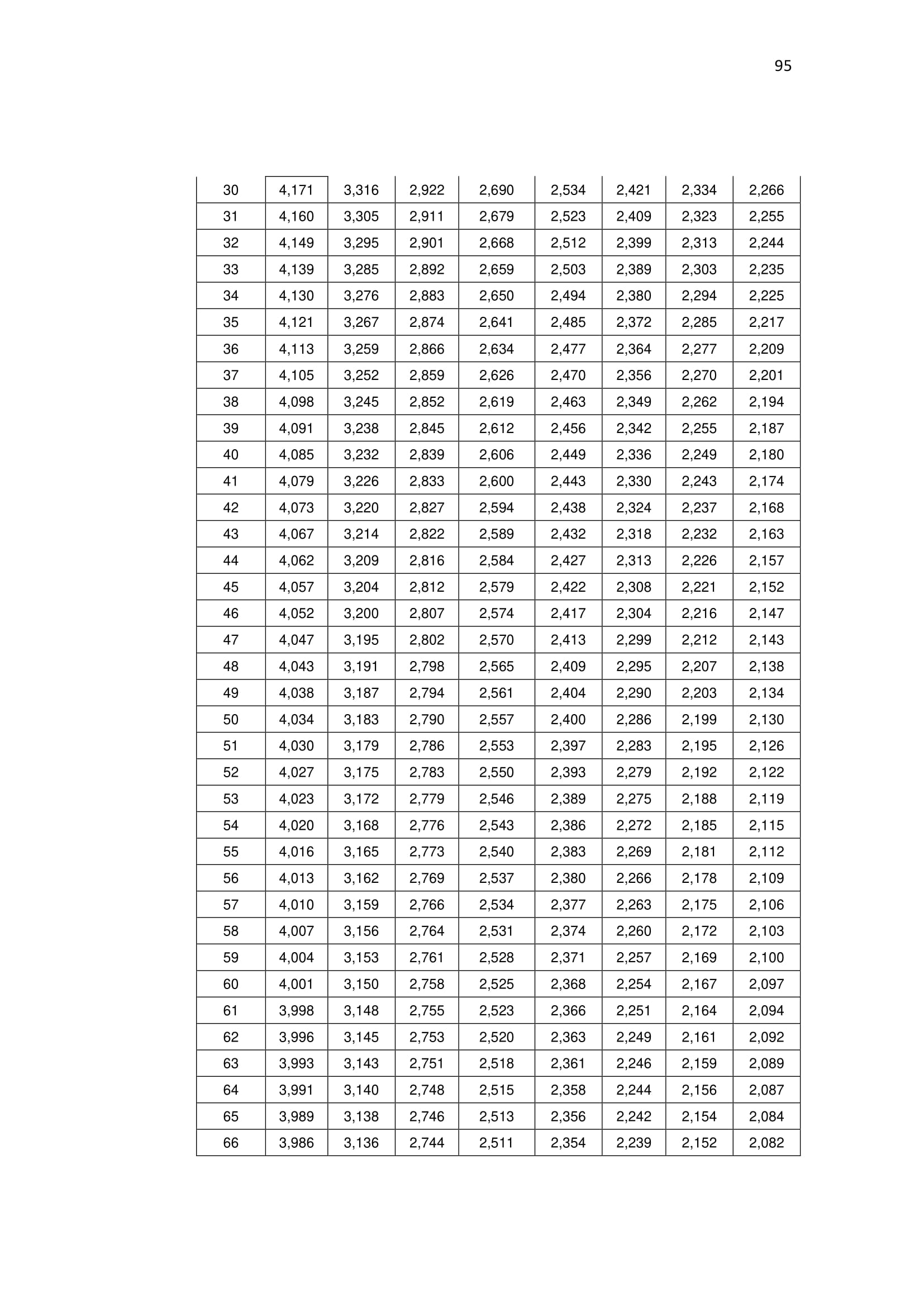
**LAMPIRAN 8**

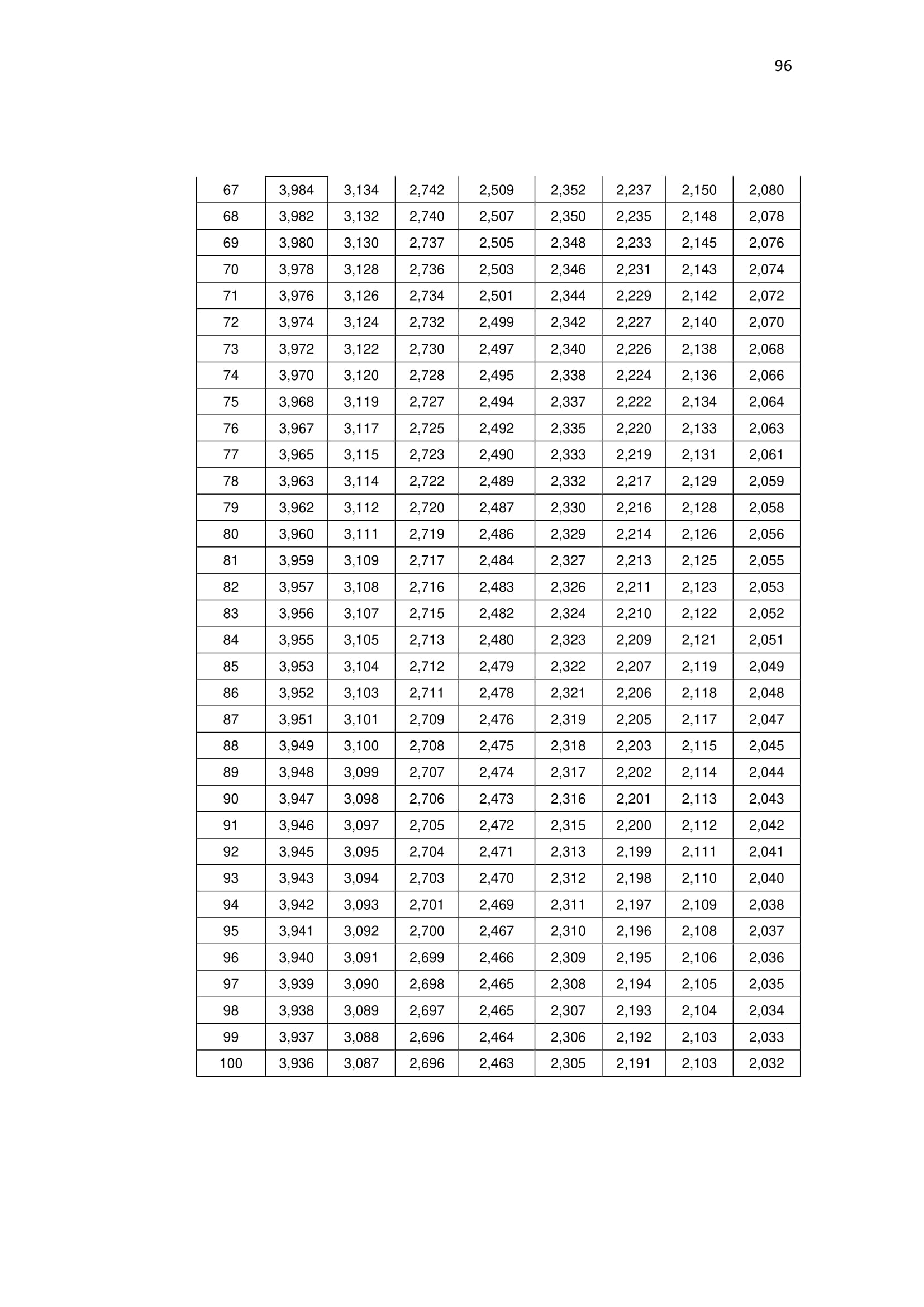
**Tabel r, Tabel F dan Tabel t**

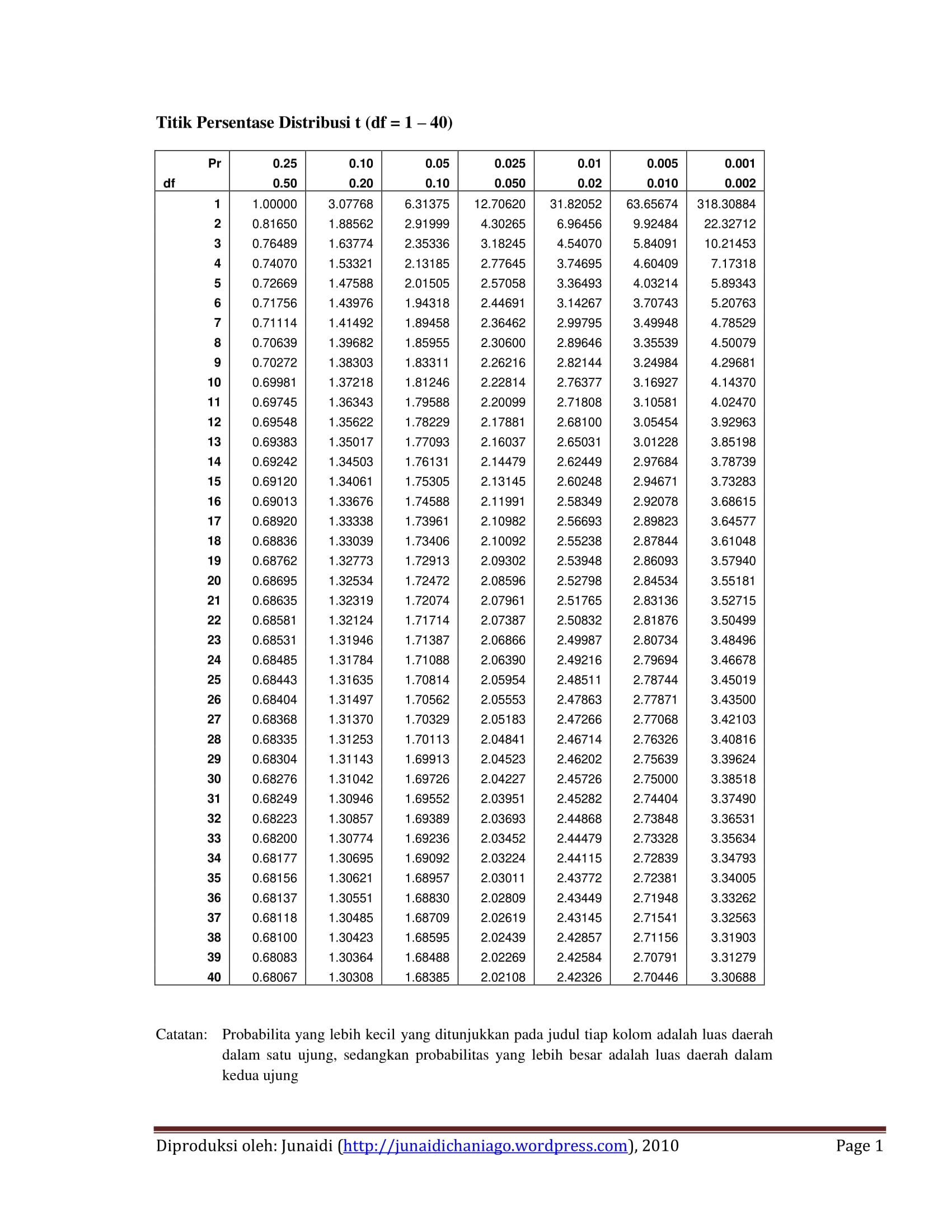
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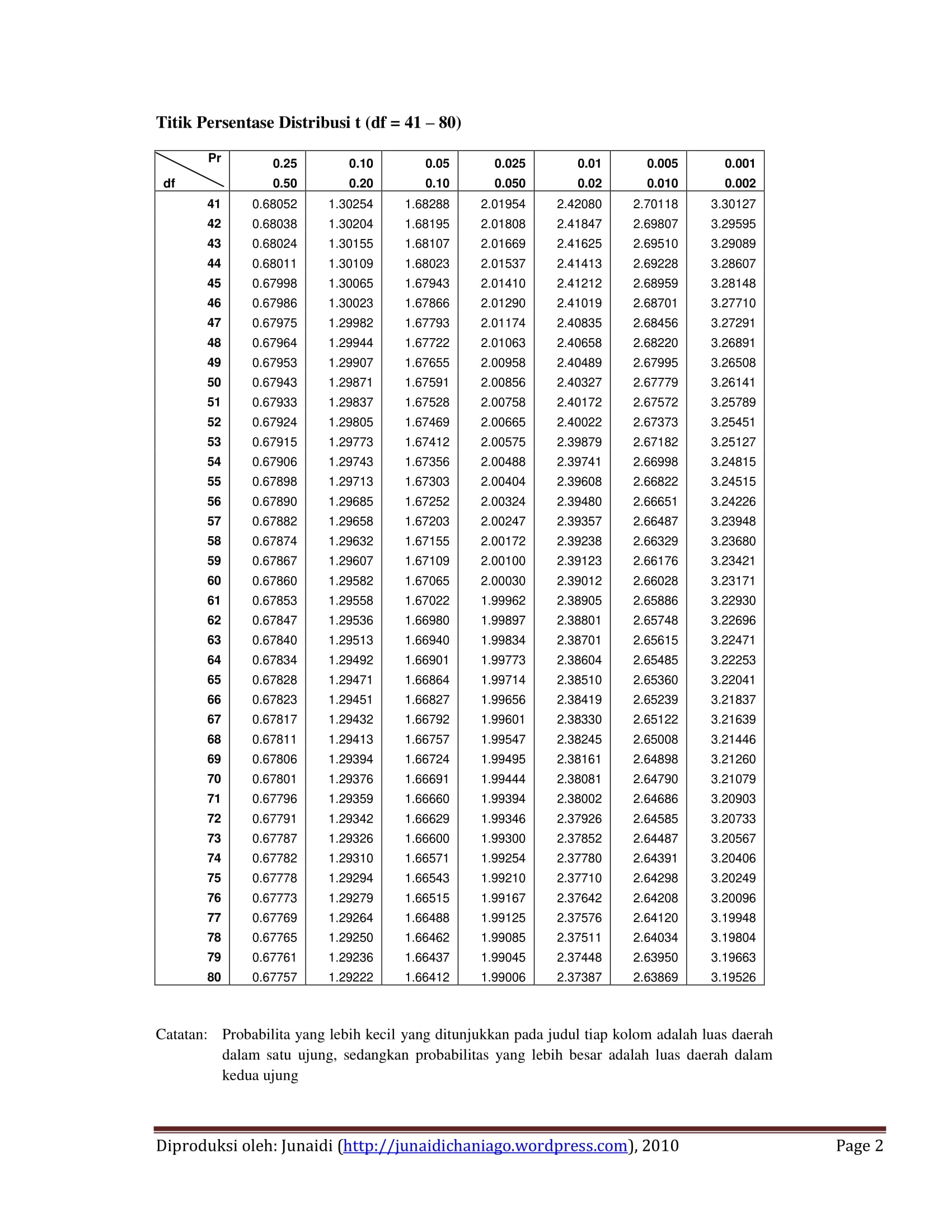
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