**LAMPIRAN**

# LAMPIRAN 1 KUESIONER PENELITIAN

**Pengembangan Karir, Kepuasan dan Disiplin Kerja terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Surakarta**

# Assalamualikum Wr. Wb,

Sehubung dengan pelaksanaan tugas akhir untuk menempuh gelar sarjana 1 pada Fakultas Ekonomi Universitas Islam Batik Surakarta, penelitian saya yang berjudul “Pengembangan Karir, Kepuasan dan Disiplin Kerja terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Cabang Surakarta” membutuhkan kerjasama dari Bapak/Ibu/Sdr.

Mohon dengan hormat atas kesediaan Bapak/Ibu/Sdr untuk mengisi kuesioner, sehingga penelitian yang saya kerjakan ini dapat diselesaikan denga baik dan bermanfaat kepada berbagai pihak. Perlu di pahami bahwa penelitian ini tidak ada tujuan lain semata-mata hanya pengembang ilmu pengetahuan khususnya dalam bidang pemasaran dan semua jawaban Bapak/Ibu saya jaga kerahasiaanya. Atas kesediaannya saya ucapkan terimakasih, semoga penelitian ini dapat bermanfaat.

# Wassalamualaikum Wr. Wb

Hormat Saya,

(Arum Tantya)

# IDENTITAS RESPONDEN

Isilah data pribadi Anda dengan sebenar-benarnya. Data ini bersifat rahasia dan digunakan hanya untuk kepentingan penelitian serta tidak akan dipublikasikan. Nama : …………………………………………

Jenis Kelamin : Laki-laki Perempuan

Usia : 20-29 th 40-49 th

30-39 th 50 th ke atas

Lama Kerja :

1-5 th

11-15 th

6-10 th Di atas 16 th

# Petunjuk Pengisian

1. Bacalah sejumlah pernyataan dibawah ini dengan teliti.
2. Berilah tanda *checklist* () untuk setiap jawaban pertanyaan yang paling tepat dan sesuai dengan keadaan dan mencerminkan pilihan Bapak/Ibu/Sdr/Sdri yang paling objektif.
3. Dimohon Bapak/Ibu/Sdr/Sdri untuk dapat mengisi semua jawaban yang ada.
4. Setiap pertanyaan mempunyai lima alternatif jawaban, yaitu:

|  |  |
| --- | --- |
| Jawaban | Skor |
| Selalu (SL) | 5 |
| Sering (SR) | 4 |
| Kadang-Kadang (KD) | 3 |
| Jarang (JR) | 2 |
| Tidak Pernah (TP) | 1 |

1. Atas bantuan dan Partisipasi Bapak/Ibu, kami ucapkan terimakasih

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SL** | **SR** | **KD** | **JR** | **TP** |
| 1. | Bekerja sesuai dengan kemampuan yang saya miliki |  |  |  |  |  |
| 2. | Seluruh tugas yang diberikan selalu  terselesaikan dengan baik |  |  |  |  |  |
| 3. | Dalam menyelesaikan pekerjaan, saya berinisiatif tanpa menunggu perintah dari  atasan |  |  |  |  |  |
| 4. | Saya selalu mendahulukan pekerjaan yang merupakan prioritas kerja |  |  |  |  |  |
| 5. | Saya dapat berkoordinasi dengan rekan kerja dalam devisi yang sama |  |  |  |  |  |

**Pengembangan Karir**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SL** | **SR** | **KD** | **JR** | **TP** |
| 1. | Karir saya berkembang karena saya  memiliki kinerja yang optimal |  |  |  |  |  |
| 2. | Saya merasa perusahaan memberikan kesempatan yang sama dalam berkarir |  |  |  |  |  |
| 3. | Perusahaan selalu membuka akses kepada karyawan untuk mengembangkan karir |  |  |  |  |  |
| 4. | Perusahaan memberikan saya kesempatan serta peluang untuk tumbuh melalui  progam pelatihan/kursus |  |  |  |  |  |
| 5. | Atasan biasanya mempromosikan karyawan yang berprestasi |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SL** | **SR** | **KD** | **JR** | **TP** |
| 1. | Kompensasi yang saya terima sesuai  dengan standar perusahaan |  |  |  |  |  |
| 2. | Perusahaan memberikan kesempatan berkarir bagi setiap karyawan |  |  |  |  |  |
| 3. | Saya sangat menghargai rekan kerja yang tidak membedakan saya berdasarkan usia |  |  |  |  |  |
| 4. | Saya ditempatkan pada jabatan atau posisi yang sesuai dengan keahlian saya |  |  |  |  |  |
| 5. | Atasan selalu mengawasi kinerja saya tanpa ada tekanan yang saya rasakan |  |  |  |  |  |

**Disiplin Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SL** | **SR** | **KD** | **JR** | **TP** |
| 1. | Saya datang dan pulang kerja dari tempat kerja sesuai dengan waktu yang  ditentukan perusahaan |  |  |  |  |  |
| 2. | Selalu menyelesaikan pekerjaan sesuai dengan waktu yang ditentukan |  |  |  |  |  |
| 3. | Saya sudah melakukan pekerjaan sesuai dengan prosedur yang telah ditetapkan |  |  |  |  |  |
| 4. | Saya segera melakukan pekerjaan lain setelah pekerjaan satu selesai |  |  |  |  |  |
| 5. | Saya berusaha melakukan pekerjaan dengan penuuh tanggung jawab untuk  mencapai hasil yang maksimal |  |  |  |  |  |

# LAMPIRAN 2 DATA RESPONDEN

Data Responden Berdasarkan Jenis Kelamin

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Jenis Kelamin** | **Frekuensi** | **Prosentase (%)** |
| 1 | Laki-laki | 44 | 62,1 |
| 2 | Perempuan | 26 | 37,1 |
| Jumlah | | 70 | 100 |

Data Responden Berdasarkan Usia

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Usia** | **Frekuensi** | **Prosentase (%)** |
| 1 | 20-29 tahun | 27 | 38,5 |
| 2 | 30-39 tahun | 29 | 41,4 |
| 3 | 40-49 tahun | 10 | 27,1 |
| 4 | 50 tahun keatas | 4 | 5,7 |
| Jumlah | | 70 | 100 |

Data Responden Berdasarkan Lama Kerja

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Lama Kerja** | **Frekuensi** | **Prosentase (%)** |
| 1 | 1-5 tahun | 19 | 27,1 |
| 2 | 6-10 tahun | 25 | 35,7 |
| 3 | 11-15 tahun | 16 | 22,8 |
| 4 | Diatas 16 tahun | 10 | 14,2 |
| Jumlah | | 70 | 100 |

# LAMPIRAN 3

**TABULASI DATA 20 RESPONDEN**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **PK\_1** | **PK\_2** | **PK\_3** | **PK\_4** | **PK\_5** | **PK** | **K\_1** | **K\_2** | **K\_3** | **K\_4** | **K\_5** | **K** | **DK\_1** | **DK\_2** | **DK\_3** | **DK\_4** | **DK\_5** | **DK** | **KK\_1** | **KK\_2** | **KK\_3** | **KK\_4** | **KK\_5** | **KK** |
| 1 | 4 | 4 | 3 | 4 | 3 | 18 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 4 | 19 |
| 2 | 3 | 2 | 2 | 4 | 3 | 14 | 3 | 2 | 2 | 3 | 3 | 13 | 2 | 3 | 4 | 5 | 5 | 19 | 2 | 2 | 2 | 3 | 2 | 11 |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 3 | 3 | 17 |
| 5 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 6 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 7 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 3 | 18 |
| 8 | 3 | 3 | 4 | 4 | 3 | 17 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 3 | 3 | 3 | 16 |
| 9 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 2 | 3 | 17 |
| 10 | 4 | 3 | 5 | 5 | 5 | 22 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 2 | 2 | 13 | 3 | 3 | 1 | 1 | 3 | 11 |
| 11 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 4 | 3 | 21 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 5 | 3 | 4 | 20 |
| 12 | 3 | 3 | 4 | 4 | 5 | 19 | 5 | 4 | 4 | 3 | 4 | 20 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 4 | 3 | 3 | 3 | 17 |
| 13 | 4 | 5 | 5 | 5 | 3 | 22 | 3 | 4 | 5 | 5 | 3 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 5 | 20 |
| 14 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 4 | 3 | 4 | 3 | 19 | 4 | 4 | 3 | 4 | 3 | 18 | 3 | 4 | 4 | 2 | 3 | 16 |
| 15 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | 5 | 3 | 4 | 4 | 4 | 20 | 4 | 5 | 4 | 5 | 3 | 21 | 4 | 4 | 5 | 5 | 3 | 21 | 4 | 5 | 4 | 5 | 5 | 23 |
| 17 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 5 | 3 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 18 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 3 | 5 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | 5 | 4 | 5 | 5 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 3 | 4 | 19 |
| 20 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 2 | 3 | 17 |

# 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 | ,696\*\* | ,714\*\* | ,494\* | ,656\*\* | ,831\*\* |
|  | Sig. (2-  tailed) |  | .001 | .000 | .027 | .002 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK\_2 | Pearson Correlation | ,696\*\* | 1 | ,665\*\* | .429 | ,707\*\* | ,820\*\* |
|  | Sig. (2-  tailed) | .001 |  | .001 | .059 | .000 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK\_3 | Pearson Correlation | ,714\*\* | ,665\*\* | 1 | ,512\* | ,587\*\* | ,840\*\* |
|  | Sig. (2-  tailed) | .000 | .001 |  | .021 | .007 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK\_4 | Pearson Correlation | ,494\* | .429 | ,512\* | 1 | ,659\*\* | ,781\*\* |
|  | Sig. (2-  tailed) | .027 | .059 | .021 |  | .002 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK\_5 | Pearson Correlation | ,656\*\* | ,707\*\* | ,587\*\* | ,659\*\* | 1 | ,871\*\* |
|  | Sig. (2-  tailed) | .002 | .000 | .007 | .002 |  | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| KK | Pearson Correlation | ,831\*\* | ,820\*\* | ,840\*\* | ,781\*\* | ,871\*\* | 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).

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | PK\_1 | PK\_2 | PK\_3 | PK\_4 | PK\_5 | PK |
| PK\_1 | Pearson Correlation | 1 | ,584\*\* | .383 | .386 | .292 | ,700\*\* |
|  | Sig. (2-  tailed) |  | .007 | .096 | .093 | .212 | .001 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK\_2 | Pearson Correlation | ,584\*\* | 1 | .411 | .440 | .206 | ,711\*\* |
|  | Sig. (2-  tailed) | .007 |  | .072 | .052 | .383 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK\_3 | Pearson Correlation | .383 | .411 | 1 | ,752\*\* | ,467\* | ,824\*\* |
|  | Sig. (2-  tailed) | .096 | .072 |  | .000 | .038 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK\_4 | Pearson Correlation | .386 | .440 | ,752\*\* | 1 | ,450\* | ,793\*\* |
|  | Sig. (2-  tailed) | .093 | .052 | .000 |  | .046 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK\_5 | Pearson Correlation | .292 | .206 | ,467\* | ,450\* | 1 | ,672\*\* |
|  | Sig. (2-  tailed) | .212 | .383 | .038 | .046 |  | .001 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| PK | Pearson Correlation | ,700\*\* | ,711\*\* | ,824\*\* | ,793\*\* | ,672\*\* | 1 |
|  | Sig. (2-  tailed) | .001 | .000 | .000 | .000 | .001 |  |
|  | 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).

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | K\_1 | K\_2 | K\_3 | K\_4 | K\_5 | K |
| K\_1 | Pearson Correlation | 1 | .423 | .371 | .091 | .200 | ,644\*\* |
|  | Sig. (2-  tailed) |  | .063 | .107 | .704 | .397 | .002 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| K\_2 | Pearson Correlation | .423 | 1 | ,457\* | ,536\* | .395 | ,810\*\* |
|  | Sig. (2-  tailed) | .063 |  | .043 | .015 | .085 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| K\_3 | Pearson Correlation | .371 | ,457\* | 1 | ,584\*\* | .212 | ,812\*\* |
|  | Sig. (2-  tailed) | .107 | .043 |  | .007 | .369 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| K\_4 | Pearson Correlation | .091 | ,536\* | ,584\*\* | 1 | -.113 | ,612\*\* |
|  | Sig. (2-  tailed) | .704 | .015 | .007 |  | .635 | .004 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| K\_5 | Pearson Correlation | .200 | .395 | .212 | -.113 | 1 | ,477\* |
|  | Sig. (2-  tailed) | .397 | .085 | .369 | .635 |  | .034 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| K | Pearson Correlation | ,644\*\* | ,810\*\* | ,812\*\* | ,612\*\* | ,477\* | 1 |
|  | Sig. (2-  tailed) | .002 | .000 | .000 | .004 | .034 |  |
|  | 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).

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | DK\_1 | DK\_2 | DK\_3 | DK\_4 | DK\_5 | DK |
| DK\_1 | Pearson Correlation | 1 | ,950\*\* | .338 | .282 | .226 | ,690\*\* |
|  | Sig. (2-  tailed) |  | .000 | .145 | .229 | .337 | .001 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| DK\_2 | Pearson Correlation | ,950\*\* | 1 | .414 | ,484\* | .426 | ,820\*\* |
|  | Sig. (2-  tailed) | .000 |  | .069 | .031 | .061 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| DK\_3 | Pearson Correlation | .338 | .414 | 1 | ,746\*\* | ,569\*\* | ,773\*\* |
|  | Sig. (2-  tailed) | .145 | .069 |  | .000 | .009 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| DK\_4 | Pearson Correlation | .282 | ,484\* | ,746\*\* | 1 | ,757\*\* | ,847\*\* |
|  | Sig. (2-  tailed) | .229 | .031 | .000 |  | .000 | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| DK\_5 | Pearson Correlation | .226 | .426 | ,569\*\* | ,757\*\* | 1 | ,788\*\* |
|  | Sig. (2-  tailed) | .337 | .061 | .009 | .000 |  | .000 |
|  | N | 20 | 20 | 20 | 20 | 20 | 20 |
| DK | Pearson Correlation | ,690\*\* | ,820\*\* | ,773\*\* | ,847\*\* | ,788\*\* | 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 Reliabilitas Kinerja Karyawan

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .872 | 5 |

Reliability Statistics

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .777 | 5 |

# Hasil Uji Reliabilitas Kepuasan

Reliability Statistics

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .700 | 5 |

# Hasil Uji Reliabilitas Disiplin Kerja

Reliability Statistics

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .834 | 5 |

# LAMPIRAN 5

**Tabulasi Data 70 Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pengembangan Karir** | | | | | | **Kepuasan** | | | | | | **Disiplin Kerja** | | | | | | **Kinerja Karyawan** | | | | | |
| **PK\_1** | **PK\_2** | **PK\_3** | **PK\_4** | **PK\_5** | **PK** | **K\_1** | **K\_2** | **K\_3** | **K\_4** | **K\_5** | **K** | **DK\_1** | **DK\_2** | **DK\_3** | **DK\_4** | **DK\_5** | **DK** | **KK\_1** | **KK\_2** | **KK\_3** | **KK\_4** | **KK\_5** | **KK** |
| 1 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 5 | 5 | 4 | 4 | 22 |
| 2 | 4 | 4 | 3 | 4 | 4 | 19 | 5 | 4 | 4 | 3 | 5 | 21 | 3 | 4 | 4 | 4 | 3 | 18 | 3 | 4 | 2 | 4 | 4 | 17 |
| 3 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 3 | 4 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 4 | 22 |
| 4 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 5 | 4 | 5 | 5 | 23 | 3 | 4 | 5 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 4 | 19 |
| 5 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 3 | 4 | 4 | 19 |
| 6 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 3 | 3 | 4 | 17 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 4 | 3 | 4 | 4 | 19 |
| 7 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 5 | 5 | 5 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 5 | 4 | 5 | 23 |
| 8 | 4 | 4 | 5 | 5 | 4 | 22 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 5 | 25 |
| 9 | 5 | 5 | 4 | 5 | 5 | 24 | 3 | 4 | 3 | 3 | 4 | 17 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 10 | 4 | 4 | 3 | 4 | 3 | 18 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 4 | 19 |
| 11 | 3 | 2 | 2 | 4 | 3 | 14 | 3 | 2 | 2 | 3 | 3 | 13 | 2 | 3 | 4 | 5 | 5 | 19 | 2 | 2 | 2 | 3 | 2 | 11 |
| 12 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 13 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 3 | 3 | 17 |
| 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 15 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 3 | 18 |
| 17 | 3 | 3 | 4 | 4 | 3 | 17 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 3 | 3 | 3 | 16 |
| 18 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 2 | 3 | 17 |
| 19 | 4 | 3 | 5 | 5 | 5 | 22 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 2 | 2 | 13 | 3 | 3 | 1 | 1 | 3 | 11 |
| 20 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 4 | 3 | 21 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 5 | 3 | 4 | 20 |
| 21 | 3 | 3 | 4 | 4 | 5 | 19 | 5 | 4 | 4 | 3 | 4 | 20 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 4 | 3 | 3 | 3 | 17 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 22 | 4 | 5 | 5 | 5 | 3 | 22 | 3 | 4 | 5 | 5 | 3 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 5 | 20 |
| 23 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 4 | 3 | 4 | 3 | 19 | 4 | 4 | 3 | 4 | 3 | 18 | 3 | 4 | 4 | 2 | 3 | 16 |
| 24 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 25 | 5 | 3 | 4 | 4 | 4 | 20 | 4 | 5 | 4 | 5 | 3 | 21 | 4 | 4 | 5 | 5 | 3 | 21 | 4 | 5 | 4 | 5 | 5 | 23 |
| 26 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 5 | 3 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 27 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 3 | 5 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 28 | 5 | 4 | 5 | 5 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 3 | 4 | 19 |
| 29 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 3 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 2 | 3 | 17 |
| 30 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 1 | 5 | 21 | 5 | 5 | 5 | 5 | 5 | 25 |
| 31 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 4 | 4 | 21 |
| 32 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 2 | 4 | 3 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 2 | 2 | 14 |
| 33 | 4 | 4 | 2 | 5 | 4 | 19 | 4 | 4 | 2 | 2 | 2 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 2 | 5 | 2 | 2 | 15 |
| 34 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 3 | 4 | 19 |
| 35 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 36 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 3 | 4 | 3 | 16 | 4 | 3 | 4 | 3 | 3 | 17 |
| 37 | 4 | 4 | 4 | 3 | 3 | 18 | 3 | 3 | 4 | 3 | 4 | 17 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 3 | 4 | 3 | 3 | 17 |
| 38 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 4 | 3 | 3 | 4 | 18 | 5 | 5 | 4 | 4 | 3 | 21 | 4 | 5 | 5 | 4 | 5 | 23 |
| 39 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 3 | 3 | 16 |
| 40 | 3 | 3 | 3 | 4 | 3 | 16 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 15 |
| 41 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 4 | 3 | 4 | 19 |
| 42 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 43 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 4 | 3 | 17 | 4 | 4 | 4 | 4 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 44 | 4 | 4 | 4 | 4 | 5 | 21 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 45 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 3 | 4 | 2 | 2 | 16 |
| 46 | 4 | 4 | 4 | 5 | 5 | 22 | 5 | 5 | 4 | 4 | 3 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 47 | 4 | 5 | 5 | 5 | 3 | 22 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 4 | 4 | 21 |
| 48 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 3 | 4 | 19 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 49 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 3 | 2 | 2 | 2 | 13 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 3 | 3 | 3 | 2 | 14 |
| 50 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 51 | 4 | 5 | 5 | 3 | 1 | 18 | 2 | 4 | 5 | 5 | 3 | 19 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 3 | 1 | 1 | 11 |
| 52 | 5 | 4 | 3 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 5 | 3 | 3 | 18 |
| 53 | 3 | 2 | 4 | 4 | 2 | 15 | 1 | 3 | 4 | 3 | 1 | 12 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 2 | 3 | 1 | 2 | 12 |
| 54 | 5 | 5 | 5 | 2 | 3 | 20 | 3 | 4 | 4 | 4 | 5 | 20 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 3 | 5 | 3 | 5 | 21 |
| 55 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 1 | 2 | 16 |
| 56 | 4 | 3 | 4 | 2 | 2 | 15 | 5 | 3 | 5 | 5 | 4 | 22 | 3 | 4 | 3 | 5 | 3 | 18 | 3 | 3 | 4 | 5 | 4 | 19 |
| 57 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 5 | 21 |
| 58 | 3 | 4 | 4 | 3 | 4 | 18 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 3 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 59 | 3 | 2 | 2 | 4 | 3 | 14 | 3 | 2 | 2 | 3 | 3 | 13 | 2 | 3 | 4 | 5 | 5 | 19 | 2 | 2 | 2 | 3 | 2 | 11 |
| 60 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 |
| 61 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 4 | 3 | 3 | 17 |
| 62 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 63 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 64 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 3 | 18 |
| 65 | 3 | 3 | 4 | 4 | 3 | 17 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 3 | 3 | 3 | 3 | 16 |
| 66 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 2 | 3 | 17 |
| 67 | 4 | 3 | 5 | 5 | 5 | 22 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 2 | 2 | 13 | 3 | 3 | 1 | 1 | 3 | 11 |
| 68 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 4 | 3 | 21 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 5 | 3 | 4 | 20 |
| 69 | 3 | 3 | 4 | 4 | 5 | 19 | 5 | 4 | 4 | 3 | 4 | 20 | 3 | 3 | 4 | 4 | 4 | 18 | 4 | 4 | 3 | 3 | 3 | 17 |
| 70 | 4 | 5 | 5 | 5 | 3 | 22 | 3 | 4 | 5 | 5 | 3 | 20 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 3 | 5 | 20 |

# HASIL UJI ASUMSI KLASIK

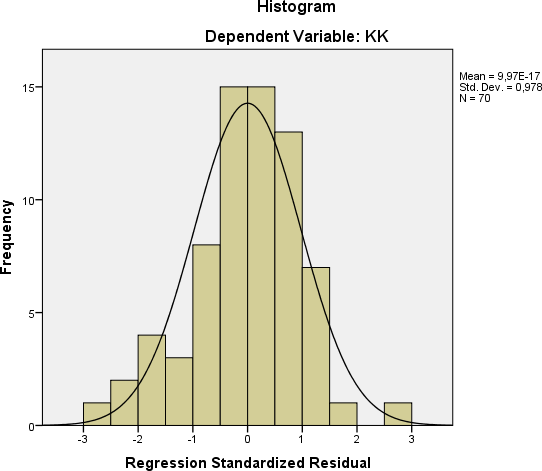
**Uji Normalitas**

**One-Sample Kolmogorov-Smirnov Test**

|  |  |  |
| --- | --- | --- |
|  | | Unstandardized Residual |
| N |  | 70 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.31646230 |
| Most Extreme Differences | Absolute | .075 |
| Positive | .043 |
|  | Negative | -.075 |
| Kolmogorov-Smirnov Z | | .631 |
| Asymp. Sig. (2-tailed) | | .820 |

* 1. Test distribution is Normal.
  2. Calculated from data.

# Grafik Uji Normalitas



**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -6.214 | 2.830 |  | - 2.196 | .032 |  |  |
|  | PK | .363 | .150 | .271 | 2.422 | .018 | .555 | 1.802 |
|  | K | .323 | .137 | .262 | 2.362 | .021 | .564 | 1.774 |
|  | DK | .553 | .129 | .391 | 4.282 | .000 | .834 | 1.200 |

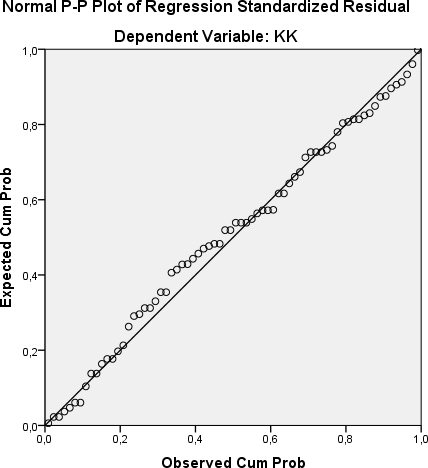
a. Dependent Variable: KK

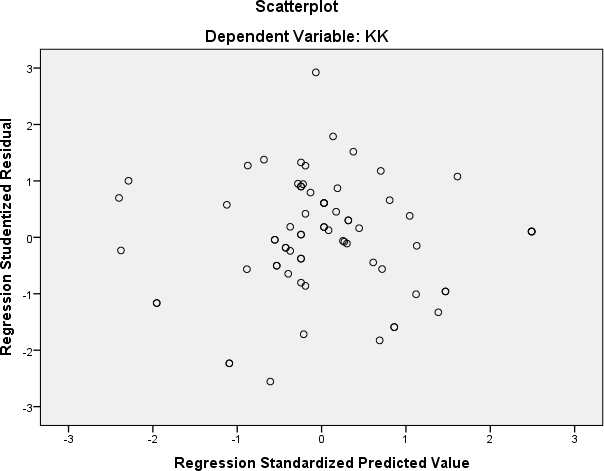
# Uji Heteroskedastisitas

**Coefficientsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.584 | 1.720 |  | 2.084 | .041 |
|  | PK | .163 | .091 | .281 | 1.786 | .079 |
|  | K | -.104 | .083 | -.195 | -1.248 | .217 |
|  | DK | -.153 | .079 | -.251 | -1.950 | .055 |

a. Dependent Variable: ABSRES





# HASIL UJI HIPOTESIS

**Analisis Regresi Linear Berganda**

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardize d Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -6.214 | 2.830 |  | - 2.196 | .032 |  |  |
|  | PK | .363 | .150 | .271 | 2.422 | .018 | .555 | 1.802 |
|  | K | .323 | .137 | .262 | 2.362 | .021 | .564 | 1.774 |
|  | DK | .553 | .129 | .391 | 4.282 | .000 | .834 | 1.200 |

a. Dependent Variable: KK

**Uji F**

**ANOVAa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 437.246 | 3 | 145.749 | 25.981 | ,000b |
|  | Residual | 370.254 | 66 | 5.610 |
|  | Total | 807.500 | 69 |  |

1. Dependent Variable: KK
2. Predictors: (Constant), DK, K, PK

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std.  Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -6.214 | 2.830 |  | -  2.196 | .032 |  |  |
|  | PK | .363 | .150 | .271 | 2.422 | .018 | .555 | 1.802 |
|  | K | .323 | .137 | .262 | 2.362 | .021 | .564 | 1.774 |
|  | DK | .553 | .129 | .391 | 4.282 | .000 | .834 | 1.200 |

a. Dependent Variable: KK

**Uji Koefisien Determinasi (R2)**

**Model Summaryb**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,736a | .541 | .521 | 2.36852 |

1. Predictors: (Constant), DK, K, PK
2. Dependent Variable: KK

# Tabel r, Tabel F dan Tabel t

