

ANGKET PENELITIAN

PENGARUH PELATIHAN KERJA, BEBAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN BAGIAN KEPERAWATAN DI RSUD UNGARAN

A. Karakteristik Responden

1. Nama :
2. Umur : Tahun
3. Pangkat/Golongan :
4. Pendidikan terakhir :
5. Masa kerja :Tahun
6. Tanda tangan :

B. Petunjuk Pengisian.

1. Mohon bantuan ibu / saudara untuk menjawab seluruh pertanyaan yang ada dengan jujur.
2. Berilah tanda (x) pada kolom yang tersedia dan pilih sesuai dengan keadaan yang sebenarnya.
3. Tidak ada jawaban yang benar atau salah. Bapak/ibu cukup menjawab sesuai yang bapak/ibu alami dan rasakan dalam menjalankan tugasnya. Jawaban bapak/ibu dijamin kerahasiaanya. Selamat mengisi kuesioner !

Keterangan Kolom Jawaban:

- | | | | |
|-----|---|---------------------|-----|
| SS | = | Sangat Setuju | (5) |
| S | = | Setuju | (4) |
| N | = | Netral | (3) |
| TS | = | Tidak setuju | (2) |
| STS | = | Sangat Tidak Setuju | (1) |

DAFTAR PERTANYAAN

a. Pelatihan Kerja

| No | Pertanyaan | S S | S | N | T S | ST S |
|----|---|--------|---|---|--------|---------|
| 1. | Karyawanmendapatkanpelatihanrutinsetiap semester sekali | | | | | |
| 2. | Materi yang diberikandapatmeningkatkankompetensi keperawatan | | | | | |
| 3. | Training yang diselenggarakan sesuaidengankaidahmateridandapatmenambahpengetahuan | | | | | |
| 4. | Jenispelatihansesuaidenganjabatandan analisiskebutuhanpelatihan | | | | | |
| 5. | Karyawan juga diperkenankanmengikutipelatihandiluarorganisasi yang menaunginya | | | | | |
| 6. | Pelatihankerjamampumenumbuhkanttanggungjawabkinerja | | | | | |
| 7. | Pelatihan yang diikutiselalu di sharingkankepadatemansejawat | | | | | |
| 8. | Pelatihan yang dilaksanakandapatmenambahproduktivitaskerja | | | | | |

DAFTAR PERTANYAAN

b. Beban Kerja

| No | Pertanyaan | S S | S | N | T S | ST S |
|----|---|--------|---|---|--------|---------|
| 1. | Jumlah pegawai yang ada saat ini sudah cukup untuk menangani pekerjaan yang ada | | | | | |
| 2. | Target yang harus Karyawan capai dalam pekerjaan sudah jelas | | | | | |
| 3. | Waktu untuk menyelesaikan pekerjaan Karyawan sudah cukup | | | | | |
| 4. | Karyawan selalumengerjakan pekerjaan yang samatiapharinya | | | | | |
| 5. | Karyawan dapat meninggalkan kantor ketika waktu kerjanya telah selesai | | | | | |
| 6. | Pada saat-saat tertentu Karyawan menjadi sangat sibuk dengan pekerjaan | | | | | |
| 7. | Karyawan dapat menikmati pekerjaan yang dilakukannya | | | | | |
| 8. | Beban kerja Karyawan sehari-hari sudah sesuai dengan standar pekerjaan | | | | | |

DAFTAR PERTANYAAN

c. Motivasi Kerja

| No | Pertanyaan | S S | S | N | T S | ST S |
|----|---|--------|---|---|--------|---------|
| 1. | Karyawan bekerja sama-matahnya untuk mencari upah yang layak | | | | | |
| 2. | Sistem reward dan punishment diterapkan untuk meningkatkan motivasi kerja | | | | | |
| 3. | Fasilitas kerja memberikan kemudahan bagi karyawan dalam bekerja | | | | | |
| 4. | Lingkungan dan situasi kerja yang kondusif dibangun untuk karyawan bekerja | | | | | |
| 5. | Perusahaan memberikan peluang dan kesempatan bagi karyawan yang berprestasi | | | | | |
| 6. | Karyawan mendapatkan program tunjangan harita | | | | | |
| 7. | Karyawan mendapatkan penghargaan yang baik di organisasi kerja RSUD Ungaran | | | | | |
| 8. | Karyawan merasa aman bekerja di organisasi RSUD Ungaran | | | | | |

DAFTAR PERTANYAAN

d. Kinerja karyawan

| No | Pertanyaan | SS | S | N | TS | STS |
|----|---|----|---|---|----|-----|
| 1. | Karyawan bisakah bekerjasama dengan karyawan lain/team | | | | | |
| 2. | Karyawan bertanggung jawab sepenuhnya dengan pekerjaan masing-masing yang telah ditetapkan. | | | | | |
| 3. | Karyawan segera memperbaiki jika melakukan kesalahan dalam bekerja | | | | | |
| 4. | Karyawan mampu menyelesaikan pekerjaan yang diberikan atas dalam waktu yang singkat. | | | | | |
| 5. | Karyawan mengerjakan pekerjaan bapak/Ibu dengan baik. | | | | | |
| 6. | Karyawan selalu hadir tepat waktu. | | | | | |
| 7. | Hubungan kerjasama dengan rekan sekerja baik. | | | | | |
| 8. | Kualitas kerja Karyawan sudah memenuhi standard yang diinginkan | | | | | |

**TABULASI DATA
DESKRIPSI RESPONDEN RSUD UNGARAN**

TABULASI DATA PENELITIAN

| NO | Nama | Umur | Pangkat Golongan | Pendidikan terakhir | Masa Kerja |
|----|---------------|------|------------------|---------------------|------------|
| 1 | Siti' | 5 | 13 | 2 | 4 |
| 2 | Pam | 2 | 11 | 1 | 4 |
| 3 | WS | 2 | 8 | 1 | 1 |
| 4 | NY e | 5 | 7 | 2 | 1 |
| 5 | J | 5 | 6 | 1 | 4 |
| 6 | S | 3 | 4 | 1 | 1 |
| 7 | Nafi | 1 | 8 | 2 | 2 |
| 8 | m | 3 | 1 | 1 | 2 |
| 9 | s | 2 | 1 | 1 | 1 |
| 10 | l | 3 | 1 | 1 | 1 |
| 11 | barorotul kam | 4 | 8 | 2 | 2 |
| 12 | re | 4 | 8 | 2 | 2 |
| 13 | Ny, Ari | 1 | 5 | 2 | 1 |
| 14 | Rista Kusumar | 2 | 7 | 1 | 1 |
| 15 | Besty | 3 | 9 | 2 | 1 |
| 16 | Ny. W | 2 | 6 | 1 | 1 |
| 17 | Sumiyati | 4 | 8 | 2 | 2 |
| 18 | Ny, Ngadun | 2 | 12 | 1 | 1 |
| 19 | Tn. A | 2 | 13 | 1 | 1 |
| 20 | Nu Nova | 1 | 8 | 1 | 1 |
| 21 | Ny D | 4 | 7 | 2 | 1 |
| 22 | Ny N | 4 | 9 | 2 | 2 |
| 23 | Ny U | 4 | 9 | 2 | 2 |
| 24 | Ny DiAN | 4 | 8 | 2 | 2 |
| 25 | Nn T | 3 | 7 | 2 | 1 |
| 26 | nn A | 2 | 6 | 1 | 1 |
| 27 | Fita | 2 | 8 | 1 | 1 |
| 28 | Tn. R | 4 | 10 | 2 | 2 |
| 29 | Ny., Siti | 4 | 8 | 2 | 2 |
| 30 | April | 3 | 5 | 1 | 1 |
| 31 | Ny y | 5 | 12 | 1 | 4 |
| 32 | Agus ' | 2 | 8 | 2 | 1 |
| 33 | Atik | 4 | 9 | 2 | 2 |
| 34 | Tri Astuti | 4 | 5 | 1 | 1 |
| 35 | Ruri | 2 | 7 | 2 | 1 |
| 36 | Yulia | 4 | 9 | 2 | 1 |

| | | | | | |
|----|----------------|---|----|----|---|
| 37 | Fitri | 4 | 5 | 1 | 2 |
| 38 | T | 4 | 1 | 1 | 1 |
| 39 | Mita | 4 | 8 | 2 | 2 |
| 40 | Diah | 4 | 9 | 2 | 2 |
| 41 | Nn A | 2 | 5 | 1 | 1 |
| 42 | Tjahyanti | 4 | 8 | 2 | 2 |
| 43 | Tutik | 4 | 5 | 1 | 1 |
| 44 | Yuli Marhaeni | 4 | 9 | 2 | 2 |
| 45 | Asri Setyaning | 3 | 8 | 2 | 3 |
| 46 | Dw | 4 | 9 | 2 | 3 |
| 47 | Tri Hermin | 4 | 9 | 2 | 2 |
| 48 | Utami | 4 | 8 | 2 | 2 |
| 49 | Heni Anipah | 4 | 8 | 2 | 3 |
| 50 | Arif | 4 | 8 | 2 | 2 |
| 51 | Tri R | 4 | 8 | 2 | 2 |
| 52 | A | 5 | 10 | 2 | 3 |
| 53 | Ina | 2 | 5 | 1 | 1 |
| 54 | Ny y | 5 | 11 | 1 | 3 |
| 55 | Tn A | 3 | 9 | 2 | 1 |
| 56 | Sri | 2 | 8 | 2 | 1 |
| 57 | Anin | 4 | 8 | 2 | 1 |
| 58 | S | 3 | 8 | 1 | 1 |
| 59 | L | 4 | 9 | 2 | 3 |
| 60 | L | 1 | 4 | 1 | 1 |
| 61 | Tri Yuliani | 4 | 5 | 1 | 1 |
| 62 | Rewarta | 4 | 8 | 2 | 2 |
| 63 | Laras | 4 | 10 | 20 | 2 |

Keterangan Kode

| Umur | | Pangkat Golongan | |
|---------------------|---|------------------|----|
| 20-25 | 1 | PHL | 1 |
| 26-30 | 2 | Pra PK | 2 |
| 31-35 | 3 | Pelaksana | 3 |
| 36-40 | 4 | 2a | 4 |
| 40 tahun ke at | 5 | 2b | 5 |
| | | 2c | 6 |
| Masa Keja | | 2d | 7 |
| di bawah 10 t: 1 | | 3a | 8 |
| 11-15 tahun 2 | | 3b | 9 |
| 16 -20 tahun 3 | | 3c | 10 |
| 20 tahun ke at 4 | | 3d | 11 |
| | | 4a | 12 |
| Pendidikan Terakhir | | 4b | 13 |
| D3 | 1 | | |
| S1 | 2 | | |

HASIL OLAH DATA UJI VALIDITAS PELATIHAN KERJA

Correlations

| | | Correlations | | | | | | | | |
|------------------|---------------------|--------------|---------|---------|---------|---------|---------|---------|---------|----------------------|
| | | PelKer1 | PelKer2 | PelKer3 | PelKer4 | PelKer5 | Pelker6 | Pelker7 | PelKer8 | Pelatihan KerjaX1 |
| PelKer1 | Pearson Correlation | 1 | .128 | .924** | .238 | 1.000** | .251 | .421 | .238 | .713* |
| | Sig. (2-tailed) | | .724 | .000 | .508 | .000 | .483 | .226 | .508 | .021 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PelKer2 | Pearson Correlation | .128 | 1 | .312 | .905** | .128 | .873** | .667* | .905** | .734* |
| | Sig. (2-tailed) | .724 | | .380 | .000 | .724 | .001 | .035 | .000 | .016 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PelKer3 | Pearson Correlation | .924** | .312 | 1 | .420 | .924** | .467 | .611 | .420 | .837** |
| | Sig. (2-tailed) | .000 | .380 | | .227 | .000 | .174 | .061 | .227 | .003 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PelKer4 | Pearson Correlation | .238 | .905** | .420 | 1 | .238 | .842** | .796** | 1.000** | .828** |
| | Sig. (2-tailed) | .508 | .000 | .227 | | .508 | .002 | .006 | .000 | .003 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PelKer5 | Pearson Correlation | 1.000** | .128 | .924** | .238 | 1 | .251 | .421 | .238 | .713* |
| | Sig. (2-tailed) | .000 | .724 | .000 | .508 | | .483 | .226 | .508 | .021 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Pelker6 | Pearson Correlation | .251 | .873** | .467 | .842** | .251 | 1 | .842** | .842** | .810** |
| | Sig. (2-tailed) | .483 | .001 | .174 | .002 | .483 | | .002 | .002 | .005 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Pelker7 | Pearson Correlation | .421 | .667* | .611 | .796** | .421 | .842** | 1 | .796** | .861** |
| | Sig. (2-tailed) | .226 | .035 | .061 | .006 | .226 | .002 | | .006 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PelKer8 | Pearson Correlation | .238 | .905** | .420 | 1.000** | .238 | .842** | .796** | 1 | .828** |
| | Sig. (2-tailed) | .508 | .000 | .227 | .000 | .508 | .002 | .006 | | .003 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| PelatihanKerjaX1 | Pearson Correlation | .713* | .734* | .837** | .828** | .713* | .810** | .861** | .828** | 1 |
| | Sig. (2-tailed) | .021 | .016 | .003 | .003 | .021 | .005 | .001 | .003 | |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |

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

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

HASIL OLAH DATA UJI VALIDITAS BEBAN KERJA

Correlations

Correlations

| | | BebKer1 | BebKer2 | BebKer3 | Bebker4 | BebKer5 | BebKer6 | BebKer7 | BebKer8 | BebanKerjaX2 |
|--------------|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|--------------|
| BebKer1 | Pearson Correlation | 1 | .639* | .354 | .538 | .373 | 1.000** | .707* | .415 | .749* |
| | Sig. (2-tailed) | | .047 | .316 | .108 | .289 | .000 | .022 | .233 | .013 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| BebKer2 | Pearson Correlation | .639* | 1 | .678* | .843** | .429 | .639* | .452 | .504 | .829** |
| | Sig. (2-tailed) | .047 | | .031 | .002 | .217 | .047 | .190 | .137 | .003 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| BebKer3 | Pearson Correlation | .354 | .678* | 1 | .761* | .791** | .354 | .500 | .881** | .856** |
| | Sig. (2-tailed) | .316 | .031 | | .011 | .006 | .316 | .141 | .001 | .002 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Bebker4 | Pearson Correlation | .538 | .843** | .761* | 1 | .562 | .538 | .381 | .648* | .853** |
| | Sig. (2-tailed) | .108 | .002 | .011 | | .091 | .108 | .278 | .043 | .002 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| BebKer5 | Pearson Correlation | .373 | .429 | .791** | .562 | 1 | .373 | .527 | .867** | .773** |
| | Sig. (2-tailed) | .289 | .217 | .006 | .091 | | .289 | .117 | .001 | .009 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| BebKer6 | Pearson Correlation | 1.000** | .639* | .354 | .538 | .373 | 1 | .707* | .415 | .749* |
| | Sig. (2-tailed) | .000 | .047 | .316 | .108 | .289 | | .022 | .233 | .013 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| BebKer7 | Pearson Correlation | .707* | .452 | .500 | .381 | .527 | .707* | 1 | .587 | .734* |
| | Sig. (2-tailed) | .022 | .190 | .141 | .278 | .117 | .022 | | .074 | .016 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| BebKer8 | Pearson Correlation | .415 | .504 | .881** | .648* | .867** | .415 | .587 | 1 | .838** |
| | Sig. (2-tailed) | .233 | .137 | .001 | .043 | .001 | .233 | .074 | | .002 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| BebanKerjaX2 | Pearson Correlation | .749* | .829** | .856** | .853** | .773** | .749* | .734* | .838** | 1 |
| | Sig. (2-tailed) | .013 | .003 | .002 | .002 | .009 | .013 | .016 | .002 | |
| | N | 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 OLAH DATA UJI VALIDITAS MOTIVASI KERJA

Correlations

Correlations

| | | MotKer1 | MotKer2 | MotKer3 | MotKer4 | MotKer5 | MotKer6 | MotKer7 | MotKer8 | Motivasi KerjaX3 |
|-----------------|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------------------|
| MotKer1 | Pearson Correlation | 1 | .783** | .587 | .557 | .783** | .769** | .655* | .655* | .879** |
| | Sig. (2-tailed) | | .007 | .074 | .094 | .007 | .009 | .040 | .040 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| MotKer2 | Pearson Correlation | .783** | 1 | .741* | .736* | 1.000** | .602 | .783** | .493 | .940** |
| | Sig. (2-tailed) | .007 | | .014 | .015 | .000 | .065 | .007 | .148 | .000 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| MotKer3 | Pearson Correlation | .587 | .741* | 1 | .452 | .741* | .452 | .881** | .587 | .823** |
| | Sig. (2-tailed) | .074 | .014 | | .190 | .014 | .190 | .001 | .074 | .003 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| MotKer4 | Pearson Correlation | .557 | .736* | .452 | 1 | .736* | .224 | .557 | .027 | .669* |
| | Sig. (2-tailed) | .094 | .015 | .190 | | .015 | .533 | .094 | .942 | .034 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| MotKer5 | Pearson Correlation | .783** | 1.000** | .741* | .736* | 1 | .602 | .783** | .493 | .940** |
| | Sig. (2-tailed) | .007 | .000 | .014 | .015 | | .065 | .007 | .148 | .000 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| MotKer6 | Pearson Correlation | .769** | .602 | .452 | .224 | .602 | 1 | .504 | .769** | .747* |
| | Sig. (2-tailed) | .009 | .065 | .190 | .533 | .065 | | .137 | .009 | .013 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| MotKer7 | Pearson Correlation | .655* | .783** | .881** | .557 | .783** | .504 | 1 | .655* | .879** |
| | Sig. (2-tailed) | .040 | .007 | .001 | .094 | .007 | .137 | | .040 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| MotKer8 | Pearson Correlation | .655* | .493 | .587 | .027 | .493 | .769** | .655* | 1 | .695* |
| | Sig. (2-tailed) | .040 | .148 | .074 | .942 | .148 | .009 | .040 | | .026 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| MotivasiKerjaX3 | Pearson Correlation | .879** | .940** | .823** | .669* | .940** | .747* | .879** | .695* | 1 |
| | Sig. (2-tailed) | .001 | .000 | .003 | .034 | .000 | .013 | .001 | .026 | |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |

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

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

HASIL OLAH DATA UJI VALIDITAS KINERJA KARYAWAN

Correlations

Correlations

| | | KinKar1 | KinKer2 | KinKer3 | KinKer4 | KinKer5 | KinKer6 | KinKer7 | KinKer8 | Kinerja KaryawanY |
|------------------|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|-------------------|
| KinKar1 | Pearson Correlation | 1 | .783** | .769** | .587 | .783** | .836** | 1.000** | 1.000** | .973** |
| | Sig. (2-tailed) | | .007 | .009 | .074 | .007 | .003 | .000 | .000 | .000 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| KinKer2 | Pearson Correlation | .783** | 1 | .602 | .247 | 1.000** | .547 | .783** | .783** | .842** |
| | Sig. (2-tailed) | .007 | | .065 | .492 | .000 | .102 | .007 | .007 | .002 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| KinKer3 | Pearson Correlation | .769** | .602 | 1 | .678* | .602 | .643* | .769** | .769** | .856** |
| | Sig. (2-tailed) | .009 | .065 | | .031 | .065 | .045 | .009 | .009 | .002 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| KinKer4 | Pearson Correlation | .587 | .247 | .678* | 1 | .247 | .395 | .587 | .587 | .637* |
| | Sig. (2-tailed) | .074 | .492 | .031 | | .492 | .258 | .074 | .074 | .048 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| KinKer5 | Pearson Correlation | .783** | 1.000** | .602 | .247 | 1 | .547 | .783** | .783** | .842** |
| | Sig. (2-tailed) | .007 | .000 | .065 | .492 | | .102 | .007 | .007 | .002 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| KinKer6 | Pearson Correlation | .836** | .547 | .643* | .395 | .547 | 1 | .836** | .836** | .793** |
| | Sig. (2-tailed) | .003 | .102 | .045 | .258 | .102 | | .003 | .003 | .006 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| KinKer7 | Pearson Correlation | 1.000** | .783** | .769** | .587 | .783** | .836** | 1 | 1.000** | .973** |
| | Sig. (2-tailed) | .000 | .007 | .009 | .074 | .007 | .003 | | .000 | .000 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| KinKer8 | Pearson Correlation | 1.000** | .783** | .769** | .587 | .783** | .836** | 1.000** | 1 | .973** |
| | Sig. (2-tailed) | .000 | .007 | .009 | .074 | .007 | .003 | .000 | | .000 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| KinerjaKaryawanY | Pearson Correlation | .973** | .842** | .856** | .637* | .842** | .793** | .973** | .973** | 1 |
| | Sig. (2-tailed) | .000 | .002 | .002 | .048 | .002 | .006 | .000 | .000 | |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |

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

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

HASIL OLAH DATA UJI RELIABILITAS VARIABEL PELATIHAN KERJA

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 10 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 10 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .786 | .937 | 9 |

Item Statistics

| | Mean | Std. Deviation | N |
|------------------|---------|----------------|----|
| PelKer1 | 3.7000 | .82327 | 10 |
| PelKer2 | 4.2000 | .63246 | 10 |
| PelKer3 | 3.8000 | .78881 | 10 |
| PelKer4 | 4.1000 | .73786 | 10 |
| PelKer5 | 3.7000 | .82327 | 10 |
| Pelker6 | 4.3000 | .48305 | 10 |
| Pelker7 | 4.1000 | .73786 | 10 |
| PelKer8 | 4.1000 | .73786 | 10 |
| PelatihanKerjaX1 | 32.0000 | 4.54606 | 10 |

HASIL OLAH DATA UJI RELIABILITAS VARIABEL BEBAN KERJA

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 10 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 10 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .787 | .940 | 9 |

Item Statistics

| | Mean | Std. Deviation | N |
|--------------|---------|----------------|----|
| BebKer1 | 4.0000 | .47140 | 10 |
| BebKer2 | 3.9000 | .73786 | 10 |
| BebKer3 | 4.0000 | .66667 | 10 |
| Bebker4 | 3.9000 | .87560 | 10 |
| BebKer5 | 3.8000 | .63246 | 10 |
| BebKer6 | 4.0000 | .47140 | 10 |
| BebKer7 | 4.0000 | .66667 | 10 |
| BebKer8 | 3.9000 | .56765 | 10 |
| BebanKerjaX2 | 31.5000 | 4.08928 | 10 |

HASIL OLAH DATA UJI RELIABILITAS VARIABEL MOTIVASI KERJA

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 10 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 10 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .791 | .948 | 9 |

Item Statistics

| | Mean | Std. Deviation | N |
|-----------------|---------|----------------|----|
| MotKer1 | 4.1000 | .56765 | 10 |
| MotKer2 | 4.3000 | .67495 | 10 |
| MotKer3 | 4.0000 | .66667 | 10 |
| MotKer4 | 3.9000 | .73786 | 10 |
| MotKer5 | 4.3000 | .67495 | 10 |
| MotKer6 | 4.1000 | .73786 | 10 |
| MotKer7 | 4.1000 | .56765 | 10 |
| MotKer8 | 4.1000 | .56765 | 10 |
| MotivasiKerjaX3 | 32.9000 | 4.25441 | 10 |

HASIL OLAH DATA UJI RELIABILITAS VARIABEL KINERJA KARYAWAN

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 10 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 10 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .795 | .963 | 9 |

Item Statistics

| | Mean | Std. Deviation | N |
|------------------|---------|----------------|----|
| KinKar1 | 4.1000 | .56765 | 10 |
| KinKer2 | 4.3000 | .67495 | 10 |
| KinKer3 | 4.1000 | .73786 | 10 |
| KinKer4 | 4.0000 | .66667 | 10 |
| KinKer5 | 4.3000 | .67495 | 10 |
| KinKer6 | 4.2000 | .42164 | 10 |
| KinKer7 | 4.1000 | .56765 | 10 |
| KinKer8 | 4.1000 | .56765 | 10 |
| KinerjaKaryawanY | 33.2000 | 4.18463 | 10 |

HASIL OLAH DATA DESKRIPSI FREKUENSI RESPONDEN

Frequencies

Statistics

| | | Umur | Pangkat Golongan | Pendidikan Terakhir | MasaKerja |
|---|---------|------|------------------|---------------------|-----------|
| N | Valid | 63 | 63 | 63 | 63 |
| | Missing | 0 | 0 | 0 | 0 |

Frequency Table

Umur

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------------|-----------|---------|---------------|--------------------|
| Valid | 20-25 tahun | 4 | 6.3 | 6.3 | 6.3 |
| | 26-30 tahun | 14 | 22.2 | 22.2 | 28.6 |
| | 31-35 tahun | 9 | 14.3 | 14.3 | 42.9 |
| | 36-40 tahun | 30 | 47.6 | 47.6 | 90.5 |
| | 40 tahun ke atas | 6 | 9.5 | 9.5 | 100.0 |
| Total | | 63 | 100.0 | 100.0 | |

PangkatGolongan

| | | Frequency | Percent | Valid Percent | Cumulative Percent | |
|-------|-------|-----------|---------|---------------|--------------------|--|
| Valid | PHL | 4 | 6.3 | 6.3 | 6.3 | |
| | 2a | 2 | 3.2 | 3.2 | 9.5 | |
| | 2b | 8 | 12.7 | 12.7 | 22.2 | |
| | 2c | 3 | 4.8 | 4.8 | 27.0 | |
| | 2d | 5 | 7.9 | 7.9 | 34.9 | |
| | 3a | 21 | 33.3 | 33.3 | 68.3 | |
| | 3b | 11 | 17.5 | 17.5 | 85.7 | |
| | 3c | 3 | 4.8 | 4.8 | 90.5 | |
| | 3d | 2 | 3.2 | 3.2 | 93.7 | |
| | 4a | 2 | 3.2 | 3.2 | 96.8 | |
| | 4b | 2 | 3.2 | 3.2 | 100.0 | |
| | Total | | 63 | 100.0 | 100.0 | |

PendidikanTerakhir

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | D3 | 26 | 41.3 | 41.3 | 41.3 |
| | S1 | 37 | 58.7 | 58.7 | 100.0 |
| Total | | 63 | 100.0 | 100.0 | |

MasaKerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------------|-----------|---------|---------------|--------------------|
| Valid Di bawah 10 tahun | 31 | 49.2 | 49.2 | 49.2 |
| 11-15 tahun | 22 | 34.9 | 34.9 | 84.1 |
| 16-20 Tahun | 6 | 9.5 | 9.5 | 93.7 |
| 20 tahun ke atas | 4 | 6.3 | 6.3 | 100.0 |
| Total | 63 | 100.0 | 100.0 | |

Frequencies

Frequency Table

PeIKer1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid Tidak Setuju | 1 | 1.6 | 1.6 | 1.6 |
| Netral | 1 | 1.6 | 1.6 | 3.2 |
| Setuju | 45 | 71.4 | 71.4 | 74.6 |
| Sangat Setuju | 16 | 25.4 | 25.4 | 100.0 |
| Total | 63 | 100.0 | 100.0 | |

PeIKer2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid Netral | 1 | 1.6 | 1.6 | 1.6 |
| Setuju | 34 | 54.0 | 54.0 | 55.6 |
| Sangat Setuju | 28 | 44.4 | 44.4 | 100.0 |
| Total | 63 | 100.0 | 100.0 | |

PeIKer3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid Netral | 6 | 9.5 | 9.5 | 9.5 |
| Setuju | 36 | 57.1 | 57.1 | 66.7 |
| Sangat Setuju | 21 | 33.3 | 33.3 | 100.0 |
| Total | 63 | 100.0 | 100.0 | |

PeIKer4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 5 | 7.9 | 7.9 | 7.9 |
| | Setuju | 41 | 65.1 | 65.1 | 73.0 |
| | Sangat Setuju | 17 | 27.0 | 27.0 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

PeIKer5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | .00 | 1 | 1.6 | 1.6 | 1.6 |
| | Netral | 3 | 4.8 | 4.8 | 6.3 |
| | Setuju | 35 | 55.6 | 55.6 | 61.9 |
| | Sangat Setuju | 24 | 38.1 | 38.1 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

PeIKer6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 1 | 1.6 | 1.6 | 1.6 |
| | Setuju | 48 | 76.2 | 76.2 | 77.8 |
| | Sangat Setuju | 14 | 22.2 | 22.2 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

PeIKer7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 2 | 3.2 | 3.2 | 3.2 |
| | Setuju | 45 | 71.4 | 71.4 | 74.6 |
| | Sangat Setuju | 16 | 25.4 | 25.4 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

PeIKer8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 5 | 7.9 | 7.9 | 7.9 |
| | Setuju | 43 | 68.3 | 68.3 | 76.2 |
| | Sangat Setuju | 15 | 23.8 | 23.8 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

PelatihanKerjaX1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 24.00 | 1 | 1.6 | 1.6 | 1.6 |
| | 29.00 | 1 | 1.6 | 1.6 | 3.2 |
| | 31.00 | 3 | 4.8 | 4.8 | 7.9 |
| | 32.00 | 27 | 42.9 | 42.9 | 50.8 |
| | 33.00 | 7 | 11.1 | 11.1 | 61.9 |
| | 34.00 | 3 | 4.8 | 4.8 | 66.7 |
| | 35.00 | 5 | 7.9 | 7.9 | 74.6 |
| | 36.00 | 1 | 1.6 | 1.6 | 76.2 |
| | 37.00 | 5 | 7.9 | 7.9 | 84.1 |
| | 39.00 | 2 | 3.2 | 3.2 | 87.3 |
| | 40.00 | 8 | 12.7 | 12.7 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

BebKer1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 11 | 17.5 | 17.5 | 17.5 |
| | Netral | 6 | 9.5 | 9.5 | 27.0 |
| | Setuju | 36 | 57.1 | 57.1 | 84.1 |
| | Sangat Setuju | 10 | 15.9 | 15.9 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

BebKer2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 6 | 9.5 | 9.5 | 9.5 |
| | Netral | 7 | 11.1 | 11.1 | 20.6 |
| | Setuju | 35 | 55.6 | 55.6 | 76.2 |
| | Sangat Setuju | 15 | 23.8 | 23.8 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

BebKer3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 6 | 9.5 | 9.5 | 9.5 |
| | Netral | 10 | 15.9 | 15.9 | 25.4 |
| | Setuju | 33 | 52.4 | 52.4 | 77.8 |
| | Sangat Setuju | 14 | 22.2 | 22.2 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

Bebker4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 10 | 15.9 | 15.9 | 15.9 |
| | Netral | 14 | 22.2 | 22.2 | 38.1 |
| | Setuju | 17 | 27.0 | 27.0 | 65.1 |
| | Sangat Setuju | 22 | 34.9 | 34.9 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

Bebker5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | .00 | 1 | 1.6 | 1.6 | 1.6 |
| | Tidak Setuju | 2 | 3.2 | 3.2 | 4.8 |
| | Netral | 4 | 6.3 | 6.3 | 11.1 |
| | Setuju | 42 | 66.7 | 66.7 | 77.8 |
| | Sangat Setuju | 14 | 22.2 | 22.2 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

Bebker6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 3 | 4.8 | 4.8 | 4.8 |
| | Netral | 6 | 9.5 | 9.5 | 14.3 |
| | Setuju | 46 | 73.0 | 73.0 | 87.3 |
| | Sangat Setuju | 8 | 12.7 | 12.7 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

Bebker7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 4 | 6.3 | 6.3 | 6.3 |
| | Netral | 10 | 15.9 | 15.9 | 22.2 |
| | Setuju | 38 | 60.3 | 60.3 | 82.5 |
| | Sangat Setuju | 11 | 17.5 | 17.5 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

Bebker8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 4 | 6.3 | 6.3 | 6.3 |
| | Netral | 10 | 15.9 | 15.9 | 22.2 |
| | Setuju | 40 | 63.5 | 63.5 | 85.7 |
| | Sangat Setuju | 9 | 14.3 | 14.3 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

BebanKerjaX2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 20.00 | 2 | 3.2 | 3.2 | 3.2 |
| | 21.00 | 1 | 1.6 | 1.6 | 4.8 |
| | 22.00 | 2 | 3.2 | 3.2 | 7.9 |
| | 23.00 | 2 | 3.2 | 3.2 | 11.1 |
| | 24.00 | 3 | 4.8 | 4.8 | 15.9 |
| | 25.00 | 1 | 1.6 | 1.6 | 17.5 |
| | 26.00 | 3 | 4.8 | 4.8 | 22.2 |
| | 27.00 | 3 | 4.8 | 4.8 | 27.0 |
| | 28.00 | 3 | 4.8 | 4.8 | 31.7 |
| | 29.00 | 1 | 1.6 | 1.6 | 33.3 |
| | 31.00 | 4 | 6.3 | 6.3 | 39.7 |
| | 32.00 | 14 | 22.2 | 22.2 | 61.9 |
| | 34.00 | 2 | 3.2 | 3.2 | 65.1 |
| | 35.00 | 11 | 17.5 | 17.5 | 82.5 |
| | 36.00 | 1 | 1.6 | 1.6 | 84.1 |
| | 37.00 | 5 | 7.9 | 7.9 | 92.1 |
| | 38.00 | 5 | 7.9 | 7.9 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotKer1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1 | 1.6 | 1.6 | 1.6 |
| | Tidak Setuju | 18 | 28.6 | 28.6 | 30.2 |
| | Netral | 21 | 33.3 | 33.3 | 63.5 |
| | Setuju | 13 | 20.6 | 20.6 | 84.1 |
| | Sangat Setuju | 10 | 15.9 | 15.9 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotKer2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 2 | 3.2 | 3.2 | 3.2 |
| | Netral | 10 | 15.9 | 15.9 | 19.0 |
| | Setuju | 30 | 47.6 | 47.6 | 66.7 |
| | Sangat Setuju | 21 | 33.3 | 33.3 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotKer3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 19 | 30.2 | 30.2 | 30.2 |
| | Setuju | 27 | 42.9 | 42.9 | 73.0 |
| | Sangat Setuju | 17 | 27.0 | 27.0 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotKer4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 9 | 14.3 | 14.3 | 14.3 |
| | Setuju | 30 | 47.6 | 47.6 | 61.9 |
| | Sangat Setuju | 24 | 38.1 | 38.1 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotKer5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 1 | 1.6 | 1.6 | 1.6 |
| | Netral | 20 | 31.7 | 31.7 | 33.3 |
| | Setuju | 26 | 41.3 | 41.3 | 74.6 |
| | Sangat Setuju | 16 | 25.4 | 25.4 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotKer6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 1 | 1.6 | 1.6 | 1.6 |
| | Netral | 10 | 15.9 | 15.9 | 17.5 |
| | Setuju | 28 | 44.4 | 44.4 | 61.9 |
| | Sangat Setuju | 24 | 38.1 | 38.1 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotKer7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 1 | 1.6 | 1.6 | 1.6 |
| | Netral | 10 | 15.9 | 15.9 | 17.5 |
| | Setuju | 31 | 49.2 | 49.2 | 66.7 |
| | Sangat Setuju | 21 | 33.3 | 33.3 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotKer8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 12 | 19.0 | 19.0 | 19.0 |
| | Setuju | 31 | 49.2 | 49.2 | 68.3 |
| | Sangat Setuju | 20 | 31.7 | 31.7 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

MotivasiKerjaX3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 24.00 | 6 | 9.5 | 9.5 | 9.5 |
| | 25.00 | 1 | 1.6 | 1.6 | 11.1 |
| | 26.00 | 2 | 3.2 | 3.2 | 14.3 |
| | 28.00 | 1 | 1.6 | 1.6 | 15.9 |
| | 29.00 | 11 | 17.5 | 17.5 | 33.3 |
| | 30.00 | 8 | 12.7 | 12.7 | 46.0 |
| | 31.00 | 4 | 6.3 | 6.3 | 52.4 |
| | 32.00 | 3 | 4.8 | 4.8 | 57.1 |
| | 33.00 | 2 | 3.2 | 3.2 | 60.3 |
| | 34.00 | 4 | 6.3 | 6.3 | 66.7 |
| | 35.00 | 6 | 9.5 | 9.5 | 76.2 |
| | 36.00 | 1 | 1.6 | 1.6 | 77.8 |
| | 37.00 | 9 | 14.3 | 14.3 | 92.1 |
| | 40.00 | 5 | 7.9 | 7.9 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinKar1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 1 | 1.6 | 1.6 | 1.6 |
| | Netral | 2 | 3.2 | 3.2 | 4.8 |
| | Setuju | 46 | 73.0 | 73.0 | 77.8 |
| | Sangat Setuju | 14 | 22.2 | 22.2 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinKer2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 1 | 1.6 | 1.6 | 1.6 |
| | Netral | 2 | 3.2 | 3.2 | 4.8 |
| | Setuju | 36 | 57.1 | 57.1 | 61.9 |
| | Sangat Setuju | 24 | 38.1 | 38.1 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinKer3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 1 | 1.6 | 1.6 | 1.6 |
| | Netral | 4 | 6.3 | 6.3 | 7.9 |
| | Setuju | 37 | 58.7 | 58.7 | 66.7 |
| | Sangat Setuju | 21 | 33.3 | 33.3 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinKer4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 5 | 7.9 | 7.9 | 7.9 |
| | Netral | 16 | 25.4 | 25.4 | 33.3 |
| | Setuju | 24 | 38.1 | 38.1 | 71.4 |
| | Sangat Setuju | 18 | 28.6 | 28.6 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinKer5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 2 | 3.2 | 3.2 | 3.2 |
| | Netral | 3 | 4.8 | 4.8 | 7.9 |
| | Setuju | 36 | 57.1 | 57.1 | 65.1 |
| | Sangat Setuju | 22 | 34.9 | 34.9 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinKer6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 3 | 4.8 | 4.8 | 4.8 |
| | Netral | 3 | 4.8 | 4.8 | 9.5 |
| | Setuju | 36 | 57.1 | 57.1 | 66.7 |
| | Sangat Setuju | 21 | 33.3 | 33.3 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinKer7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 3 | 4.8 | 4.8 | 4.8 |
| | Setuju | 40 | 63.5 | 63.5 | 68.3 |
| | Sangat Setuju | 20 | 31.7 | 31.7 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinKer8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 2 | 3.2 | 3.2 | 3.2 |
| | Netral | 3 | 4.8 | 4.8 | 7.9 |
| | Setuju | 40 | 63.5 | 63.5 | 71.4 |
| | Sangat Setuju | 18 | 28.6 | 28.6 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

KinerjaKaryawan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 24.00 | 1 | 1.6 | 1.6 | 1.6 |
| | 25.00 | 1 | 1.6 | 1.6 | 3.2 |
| | 26.00 | 2 | 3.2 | 3.2 | 6.3 |
| | 28.00 | 3 | 4.8 | 4.8 | 11.1 |
| | 29.00 | 2 | 3.2 | 3.2 | 14.3 |
| | 30.00 | 3 | 4.8 | 4.8 | 19.0 |
| | 31.00 | 6 | 9.5 | 9.5 | 28.6 |
| | 32.00 | 13 | 20.6 | 20.6 | 49.2 |
| | 34.00 | 8 | 12.7 | 12.7 | 61.9 |
| | 35.00 | 6 | 9.5 | 9.5 | 71.4 |
| | 36.00 | 4 | 6.3 | 6.3 | 77.8 |
| | 37.00 | 1 | 1.6 | 1.6 | 79.4 |
| | 38.00 | 5 | 7.9 | 7.9 | 87.3 |
| | 40.00 | 8 | 12.7 | 12.7 | 100.0 |
| | Total | 63 | 100.0 | 100.0 | |

HASIL OLAH DATA UJI KORELASI SEDERHANA

Correlations

Correlations

Correlations

| | | Pelatihan KerjaX1 | BebanKerjaX2 | Motivasi KerjaX3 | Kinerja KaryawanY |
|------------------|---------------------|----------------------|--------------|---------------------|----------------------|
| PelatihanKerjaX1 | Pearson Correlation | 1 | .470** | .448** | .591** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 63 | 63 | 63 | 63 |
| BebanKerjaX2 | Pearson Correlation | .470** | 1 | .516** | .548** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 63 | 63 | 63 | 63 |
| MotivasiKerjaX3 | Pearson Correlation | .448** | .516** | 1 | .605** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 63 | 63 | 63 | 63 |
| KinerjaKaryawanY | Pearson Correlation | .591** | .548** | .605** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 63 | 63 | 63 | 63 |

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

HASIL OLAH DATA UJI KORELASI BERGANDA

Correlations

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .724 ^a | .524 | .500 | 2.84215 | 2.066 |

a. Predictors: (Constant), MotivasiKerjaX3, PelatihanKerjaX1, BebanKerjaX2

b. Dependent Variable: KinerjaKaryawanY

HASIL OLAH DATA UJI REGRESI SEDERHANA PELATIHAN KERJA TERHADAP KINERJA KARYAWAN

Regression

Variables Entered/Removed^d

| Model | Variables Entered | Variables Removed | Method |
|-------|-----------------------------------|-------------------|--------|
| 1 | Pelatihan ^a KerjaX1 | . | Enter |

a. All requested variables entered.

b. Dependent Variable: KinerjaKaryawanY

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .591 ^a | .350 | .339 | 3.26778 |

a. Predictors: (Constant), PelatihanKerjaX1

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 350.271 | 1 | 350.271 | 32.802 | .000 ^a |
| | Residual | 651.380 | 61 | 10.678 | | |
| | Total | 1001.651 | 62 | | | |

a. Predictors: (Constant), PelatihanKerjaX1

b. Dependent Variable: KinerjaKaryawanY

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 8.723 | 4.339 | | 2.010 | .049 | | |
| | PelatihanKerjaX1 | .729 | .127 | .591 | 5.727 | .000 | 1.000 | 1.000 |

a. Dependent Variable: KinerjaKaryawanY

Collinearity Diagnostics^b

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | |
|-------|-----------|------------|-----------------|----------------------|-------------------|
| | | | | (Constant) | Pelatihan KerjaX1 |
| 1 | 1 | 1.995 | 1.000 | .00 | .00 |
| | 2 | .005 | 21.030 | 1.00 | 1.00 |

a. Dependent Variable: KinerjaKaryawanY

HASIL OLAH DATA UJI REGRESI SEDERHANA BEBAN KERJA TERHADAP KINERJA KARYAWAN

Regression

Variables Entered/Removed^d

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------------------|-------------------|--------|
| 1 | Beban ^a KerjaX2 | . | Enter |

a. All requested variables entered.

b. Dependent Variable: KinerjaKaryawanY

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .548 ^a | .300 | .289 | 3.38943 |

a. Predictors: (Constant), BebanKerjaX2

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 300.866 | 1 | 300.866 | 26.189 | .000 ^a |
| | Residual | 700.784 | 61 | 11.488 | | |
| | Total | 1001.651 | 62 | | | |

a. Predictors: (Constant), BebanKerjaX2

b. Dependent Variable: KinerjaKaryawanY

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|--------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 20.108 | 2.644 | | 7.606 | .000 | 1.000 | 1.000 |
| | BebanKerjaX2 | .430 | .084 | .548 | 5.118 | .000 | | |

a. Dependent Variable: KinerjaKaryawanY

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | |
|-------|-----------|------------|-----------------|----------------------|--------------|
| | | | | (Constant) | BebanKerjaX2 |
| 1 | 1 | 1.987 | 1.000 | .01 | .01 |
| | 2 | .013 | 12.301 | .99 | .99 |

a. Dependent Variable: KinerjaKaryawanY

HASIL OLAH DATA UJI REGRESI SEDERHANA MOTIVASI KERJA TERHADAP KINERJA KARYAWAN

Regression

Variables Entered/Removed^d

| Model | Variables Entered | Variables Removed | Method |
|-------|----------------------------------|-------------------|--------|
| 1 | Motivasi _a KerjaX3 | . | Enter |

a. All requested variables entered.

b. Dependent Variable: KinerjaKaryawanY

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .605 ^a | .366 | .356 | 3.22653 |

a. Predictors: (Constant), MotivasiKerjaX3

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 366.609 | 1 | 366.609 | 35.215 | .000 ^a |
| | Residual | 635.041 | 61 | 10.411 | | |
| | Total | 1001.651 | 62 | | | |

a. Predictors: (Constant), MotivasiKerjaX3

b. Dependent Variable: KinerjaKaryawanY

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 16.449 | 2.895 | | 5.681 | .000 | | |
| | MotivasiKerjaX3 | .533 | .090 | .605 | 5.934 | .000 | 1.000 | 1.000 |

a. Dependent Variable: KinerjaKaryawanY

Collinearity Diagnostics^b

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | |
|-------|-----------|------------|-----------------|----------------------|------------------|
| | | | | (Constant) | Motivasi KerjaX3 |
| 1 | 1 | 1.990 | 1.000 | .00 | .00 |
| | 2 | .010 | 14.175 | 1.00 | 1.00 |

a. Dependent Variable: KinerjaKaryawanY

HASIL OLAH DATA UJI REGRESI BERGANDA

Regression

Variables Entered/Removed^d

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Motivasi KerjaX3, Pelatihan KerjaX1, Beban ^a KerjaX2 | . | Enter |

a. All requested variables entered.

b. Dependent Variable: KinerjaKaryawanY

Model Summary^p

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .724 ^a | .524 | .500 | 2.84215 | 2.066 |

a. Predictors: (Constant), MotivasiKerjaX3, PelatihanKerjaX1, BebanKerjaX2

b. Dependent Variable: KinerjaKaryawanY

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 525.058 | 3 | 175.019 | 21.667 | .000 ^a |
| | Residual | 476.592 | 59 | 8.078 | | |
| | Total | 1001.651 | 62 | | | |

a. Predictors: (Constant), MotivasiKerjaX3, PelatihanKerjaX1, BebanKerjaX2

b. Dependent Variable: KinerjaKaryawanY

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 4.489 | 3.892 | | 1.154 | .253 | | | | | |
| | PelatihanKerjaX1 | .416 | .130 | .338 | 3.193 | .002 | .591 | .384 | .287 | .722 | 1.385 |
| | BebanKerjaX2 | .262 | .087 | .212 | 2.920 | .041 | .548 | .243 | .172 | .663 | 1.509 |
| | MotivasiKerjaX3 | .304 | .096 | .345 | 3.165 | .002 | .605 | .381 | .284 | .680 | 1.471 |

a. Dependent Variable: KinerjaKaryawanY

Collinearity Diagnostics

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
|-------|-----------|------------|-----------------|----------------------|-------------------|--------------|------------------|
| | | | | (Constant) | Pelatihan KerjaX1 | BebanKerjaX2 | Motivasi KerjaX3 |
| 1 | 1 | 3.971 | 1.000 | .00 | .00 | .00 | .00 |
| | 2 | .014 | 16.581 | .17 | .04 | .74 | .00 |
| | 3 | .010 | 19.841 | .07 | .03 | .21 | .99 |
| | 4 | .004 | 30.602 | .76 | .92 | .05 | .01 |

a. Dependent Variable: KinerjaKaryawanY

Residuals Statistics^a

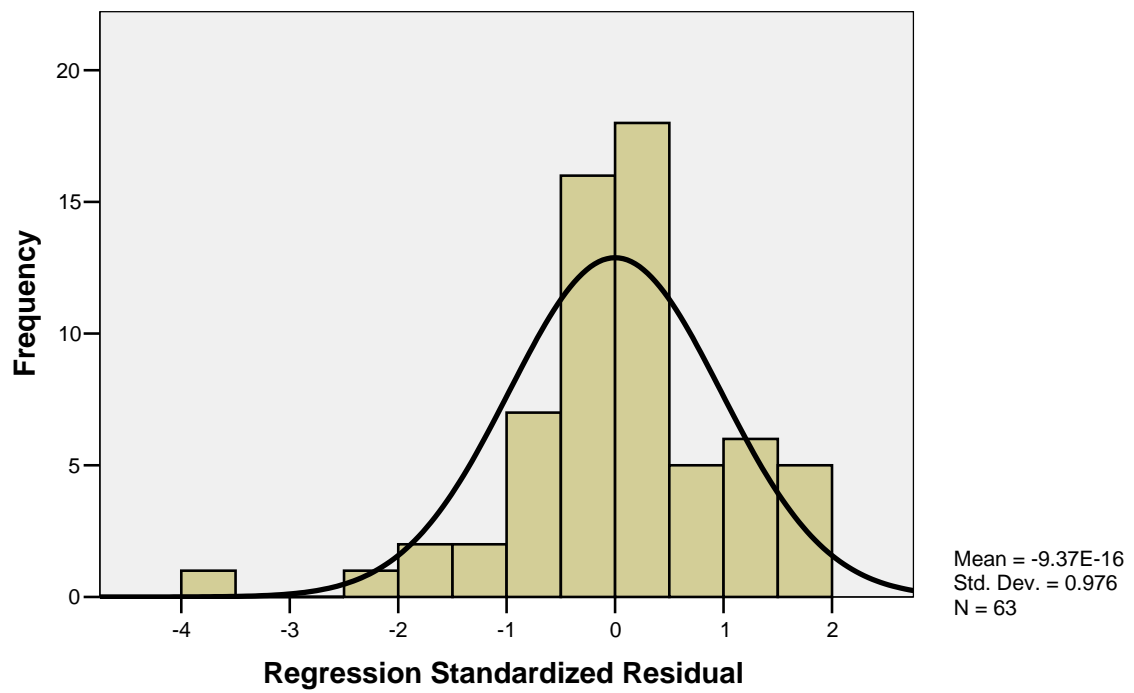
| | Minimum | Maximum | Mean | Std. Deviation | N |
|----------------------|-----------|---------|---------|----------------|----|
| Predicted Value | 28.1933 | 39.1951 | 33.4603 | 2.91010 | 63 |
| Residual | -10.57239 | 4.65420 | .00000 | 2.77254 | 63 |
| Std. Predicted Value | -1.810 | 1.971 | .000 | 1.000 | 63 |
| Std. Residual | -3.720 | 1.638 | .000 | .976 | 63 |

a. Dependent Variable: KinerjaKaryawanY

Charts

Histogram

Dependent Variable: KinerjaKaryawanY



NILAI – NILAI r PRODUCT MOMENT

| N | Taraf Signif | | N | Taraf Signif | | N | Taraf Signif | |
|----|--------------|-------|----|--------------|-------|------|--------------|-------|
| | 5% | 1% | | 5% | 1% | | 5% | 1% |
| 3 | 0.997 | 0.999 | 27 | 0.381 | 0.487 | 55 | 0.266 | 0.345 |
| 4 | 0.950 | 0.990 | 28 | 0.374 | 0.478 | 60 | 0.254 | 0.330 |
| 5 | 0.878 | 0.959 | 29 | 0.367 | 0.470 | 65 | 0.244 | 0.317 |
| 6 | 0.811 | 0.917 | 30 | 0.361 | 0.463 | 70 | 0.235 | 0.306 |
| 7 | 0.754 | 0.874 | 31 | 0.355 | 0.456 | 75 | 0.227 | 0.296 |
| 8 | 0.707 | 0.834 | 32 | 0.349 | 0.449 | 80 | 0.220 | 0.286 |
| 9 | 0.666 | 0.798 | 33 | 0.344 | 0.442 | 85 | 0.213 | 0.278 |
| 10 | 0.632 | 0.765 | 34 | 0.339 | 0.436 | 90 | 0.207 | 0.270 |
| 11 | 0.602 | 0.735 | 35 | 0.334 | 0.430 | 95 | 0.202 | 0.263 |
| 12 | 0.576 | 0.708 | 36 | 0.329 | 0.424 | 100 | 0.195 | 0.256 |
| 13 | 0.553 | 0.684 | 37 | 0.325 | 0.418 | 125 | 0.176 | 0.230 |
| 14 | 0.532 | 0.661 | 38 | 0.320 | 0.413 | 150 | 0.159 | 0.210 |
| 15 | 0.514 | 0.641 | 39 | 0.316 | 0.408 | 175 | 0.148 | 0.194 |
| 16 | 0.497 | 0.623 | 40 | 0.312 | 0.403 | 200 | 0.138 | 0.181 |
| 17 | 0.482 | 0.606 | 41 | 0.308 | 0.398 | 300 | 0.113 | 0.148 |
| 18 | 0.468 | 0.590 | 42 | 0.304 | 0.393 | 400 | 0.098 | 0.128 |
| 19 | 0.456 | 0.575 | 43 | 0.301 | 0.389 | 500 | 0.088 | 0.115 |
| 20 | 0.444 | 0.561 | 44 | 0.297 | 0.384 | 600 | 0.080 | 0.105 |
| 21 | 0.433 | 0.549 | 45 | 0.294 | 0.380 | 700 | 0.074 | 0.097 |
| 22 | 0.423 | 0.537 | 46 | 0.291 | 0.376 | 800 | 0.070 | 0.091 |
| 23 | 0.413 | 0.526 | 47 | 0.288 | 0.372 | 900 | 0.065 | 0.086 |
| 24 | 0.404 | 0.515 | 48 | 0.284 | 0.368 | 1000 | 0.062 | 0.081 |
| 25 | 0.396 | 0.505 | 49 | 0.281 | 0.364 | | | |
| 26 | 0.388 | 0.496 | 50 | 0.279 | 0.361 | | | |

Sumber : Sugiyono, 2002. Metode Penelitian Bisnis

PERNYATAAN KEASLIAN SKRIPSI

Saya yang bertandatangan di bawah ini :

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Program Studi : Ekonomi Manajemen Pemasaran
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Menyatakan bahwa skripsi ini adalah hasil karya saya sendiri dan apabila dikemudian hari ditemukan dan adanya bukti plagiarasi, manipulasi dan atau pemalsuan data maupun bentuk – bentuk kecurangan lainnya, saya bersedia untuk menerima sanksi dari **UNIVERSITAS DARUL ULUM ISLAMIC CENTER SUDIRMAN GUPPI (UNDARIS) UNGARAN**

Semarang, 2016

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- ❖ SMP..... Lulus Tahun
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