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Lampiran 1

KUESIONER PENELITIAN

“Pengaruh Kepemimpinan, Pelatihan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Titan Wijaya Bengkulu Utara”

Dengan hormat,

Dalam rangka memenuhi syarat untuk memperoleh gelar Sarjana Ekonomi Universitas Muhammadiyah Bengkulu, maka saya:

Nama : Adji Mucharom

NPM : 1834020009

Prodi : MANAJEMEN

Judul Skripsi: ***“Pengaruh Kepemimpinan, Pelatihan Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Titan Wijaya Bengkulu Utara”***

Bermaksud melakukan penelitian dengan menggali informasi dari karyawan PT. Titan Wijaya Bengkulu Utara. Saya mohon dengan hormat kepada Bapak/ibu/saudara/i untuk meluangkan waktu sejenak guna mengisi kuesioner yang terlampir berikut. Kuesioner ini semata-mata untuk kepentingan studi. Kami akan menjaga kerahasiaan jawaban Bapak/ibu/saudara/i. Atas kesediaan dalam meluangkan waktu untuk mengisi kuisisioner ini kami mengucapkan terimakasih.

Hormat Saya

Adji Mucharom
NPM. 1834020009

A. Identitas responden

- B. Nama :
- C. Jenis Kelamin : Laki-laki Perempuan
- D. Umur : 20-30 Tahun 31-51 Tahun
- E. Pendidikan : SMA S1
 Diploma

B. Petunjuk Pengisian:

Berilah jawaban pada pertanyaan berikut ini sesuai dengan pendapat Saudara, dengan cara memberi tanda () pada kolom yang tersedia dengan keterangan sebagai berikut:

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

C. Daftar pertanyaan

Variabel Kinerja Karyawan (Y)

| No | Pernyataan | SS | S | N | TS | STS | Jumlah | Rata-rata |
|----|---|----|---|---|----|-----|--------|-----------|
| 1. | Apakah karyawan Bapak/Ibu bekerja sesuai dengan standar yang ditentukan | | | | | | | |
| 2. | Saya mampu memenuhi tujuan yang diharapkan | | | | | | | |
| 3. | Apakah karyawan Bapak/Ibu mampu menyelesaikan tugas sesuai dengan beban yang diberikan. | | | | | | | |
| 4. | Apakah karyawan Bapak/Ibu mampu menyelesaikan pekerjaan tepat waktu. | | | | | | | |
| 5. | Apakah karyawan Bapak/Ibu selalu hadir pada hari-hari kerja. | | | | | | | |
| 6. | Apakah karyawan Bapak/Ibu dapat bekerja sendiri maupun bekerjasama sebagai rekan kerja. | | | | | | | |

Variabel Kepemimpinan (X₁)

| No | Pernyataan | SS | S | N | TS | STS | Jumlah | Rata-rata |
|----|---|----|----|----|----|-----|--------|-----------|
| 1. | Pemimpin harus menguasai keterampilan berkomunikasi. | 6 | 21 | 13 | - | - | 153 | 3,83% |
| 2. | Kemampuan mendengar seorang pemimpin perlu mendengarkan pendapat dan saran karyawan | 7 | 22 | 11 | - | - | 156 | 3,90% |
| 3. | Adanya ketegasan dalam menghadapi bawahan | 9 | 13 | 16 | 2 | - | 149 | 3,73% |

Variabel Pelatihan Kerja (X₂)

| No | Pernyataan | SS | S | N | TS | STS | Jumlah | Rata-rata |
|----|---|----|---|---|----|-----|--------|-----------|
| 1. | Karyawan mengikuti pelatihan dan dapat meningkatkan pengetahuan dalam pekerjaan. | | | | | | | |
| 2. | Media presentasi yang digunakan pada metode pelatihan, membantu untuk memahami apa yang disampaikan selama pelatihan. | | | | | | | |
| 3. | Media presentasi yang digunakan pada metode pelatihan, membantu untuk memahami apa yang disampaikan selama pelatihan. | | | | | | | |

| | | | | | | | | |
|----|--|--|--|--|--|--|--|--|
| 4. | Peserta dapat merasakan manfaat pelatihan dalam meningkatkan kinerja. | | | | | | | |
| 5. | Instruktur pelatihan mempunyai sifat yang sabar dalam menyampaikan materi pelatihan. | | | | | | | |

Variabel Lingkungan Kerja (X₃)

| No | Pernyataan | SS | S | N | TS | STS | Jumlah | Rata-rata |
|----|--|----|----|----|----|-----|--------|-----------|
| 1. | Saya merasa nyaman dengan bangunan di tempat kerja | 7 | 18 | 14 | 1 | - | 151 | 3,78% |
| 2. | Peralatan yang memadai sangat membantu saya dalam menyelesaikan tugas | 8 | 21 | 10 | 1 | - | 156 | 3,90% |
| 3. | Fasilitas perusahaan sangat dibutuhkan sebagai pendukung dalam menyelesaikan pekerjaan yang saya lakukan | 10 | 21 | 9 | - | - | 161 | 4,03% |
| 4. | Tersedianya sarana angkutan umum sangat membantu saya untuk sampai di tempat kerja dengan tepat waktu | 9 | 14 | 15 | 1 | 1 | 149 | 3,73% |
| 5. | Saya dan rekan kerja setingkat dapat menciptakan hubungan yang harmonis dan kekeluargaan | 8 | 18 | 12 | 2 | - | 152 | 3,80% |
| 6. | Saya dan atasan saling menghargai dan menghormati antara satu sama lain | 10 | 21 | 9 | - | - | 161 | 4,03% |
| 7. | Saya selalu menjalin kerja sama yang baik dengan rekan kerja saya | 10 | 20 | 10 | - | - | 160 | 4,00% |

Lampiran 2

| TABULASI DATA | | | | | | | | | | | |
|----------------------------------|----------------------|-----|-----|-----|-----|-----|-------|-------------------|------|------|--------|
| UJI VALIDITAS DAN UJI REABILITAS | | | | | | | | | | | |
| No | Kinerja Karyawan (Y) | | | | | | | Kepemimpinan (X1) | | | |
| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | TTL.Y | X1.1 | X1.2 | X1.3 | TTL.X1 |
| 1 | 5 | 5 | 5 | 5 | 4 | 4 | 28 | 5 | 5 | 4 | 14 |
| 2 | 4 | 4 | 4 | 4 | 5 | 5 | 26 | 4 | 4 | 5 | 13 |
| 3 | 4 | 4 | 4 | 5 | 3 | 4 | 24 | 4 | 4 | 3 | 11 |
| 4 | 3 | 3 | 3 | 4 | 5 | 4 | 22 | 3 | 3 | 5 | 11 |
| 5 | 3 | 3 | 3 | 3 | 5 | 5 | 22 | 3 | 3 | 2 | 8 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 15 |
| 7 | 3 | 3 | 3 | 4 | 3 | 3 | 19 | 3 | 3 | 3 | 9 |
| 8 | 3 | 3 | 3 | 5 | 3 | 3 | 20 | 3 | 3 | 3 | 9 |
| 9 | 3 | 3 | 3 | 4 | 3 | 5 | 21 | 3 | 3 | 3 | 9 |
| 10 | 5 | 5 | 5 | 3 | 3 | 3 | 24 | 5 | 5 | 3 | 13 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 3 | 3 | 3 | 9 |
| 12 | 4 | 4 | 4 | 5 | 3 | 4 | 24 | 4 | 4 | 3 | 11 |
| 13 | 3 | 3 | 3 | 3 | 3 | 4 | 19 | 3 | 3 | 3 | 9 |
| 14 | 4 | 4 | 4 | 4 | 3 | 4 | 23 | 4 | 4 | 3 | 11 |
| 15 | 3 | 3 | 3 | 3 | 4 | 3 | 19 | 3 | 3 | 4 | 10 |
| 16 | 5 | 5 | 5 | 4 | 5 | 4 | 28 | 5 | 5 | 5 | 15 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 21 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 3 | 3 | 4 | 10 |
| 22 | 4 | 4 | 4 | 4 | 2 | 2 | 20 | 4 | 4 | 2 | 10 |
| 23 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 4 | 5 | 13 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 4 | 4 | 5 | 13 |
| 26 | 4 | 4 | 4 | 5 | 3 | 3 | 23 | 4 | 4 | 3 | 11 |
| 27 | 3 | 4 | 3 | 3 | 4 | 5 | 22 | 3 | 4 | 4 | 11 |
| 28 | 4 | 4 | 4 | 4 | 3 | 3 | 22 | 4 | 4 | 3 | 11 |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 23 | 4 | 4 | 4 | 12 |
| 30 | 4 | 4 | 4 | 3 | 5 | 4 | 24 | 4 | 4 | 5 | 13 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 32 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 4 | 5 | 13 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 5 | 5 | 5 | 15 |

| | | | | | | | | | | | |
|------------------|------------|-------------|------------|------------|------------|------------|-------------|-------------|------------|-------------|-------------|
| 36 | 3 | 5 | 3 | 3 | 3 | 4 | 21 | 3 | 5 | 3 | 11 |
| 37 | 4 | 4 | 4 | 5 | 3 | 4 | 24 | 4 | 4 | 3 | 11 |
| 38 | 5 | 5 | 5 | 3 | 3 | 3 | 24 | 5 | 5 | 3 | 13 |
| 39 | 3 | 3 | 3 | 4 | 3 | 5 | 21 | 3 | 3 | 3 | 9 |
| 40 | 3 | 3 | 3 | 5 | 3 | 3 | 20 | 3 | 3 | 3 | 9 |
| Total | 151 | 154 | 151 | 159 | 150 | 156 | | 153 | 156 | 149 | |
| Rata-Rata | 3,8 | 3,85 | 3,8 | 4 | 3,8 | 3,9 | 3,84 | 3,83 | 3,9 | 3,73 | 3,82 |

| TABULASI DATA | | | | | | | | | | | | | | |
|----------------------------------|----------------------|------|------|------|------|--------|-----------------------|------|------|------|------|------|------|--------|
| UJI VALIDITAS DAN UJI REABILITAS | | | | | | | | | | | | | | |
| No | Pelatihan Kerja (X2) | | | | | | Lingkungan Kerja (X3) | | | | | | | |
| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TTL.X2 | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | TTL.X3 |
| 1 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 32 |
| 2 | 5 | 4 | 5 | 4 | 4 | 22 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 26 |
| 3 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 5 | 3 | 2 | 2 | 3 | 3 | 21 |
| 6 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 33 |
| 7 | 3 | 3 | 3 | 5 | 3 | 17 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 27 |
| 8 | 4 | 4 | 4 | 4 | 3 | 19 | 4 | 3 | 5 | 3 | 4 | 5 | 5 | 29 |
| 9 | 5 | 4 | 4 | 4 | 3 | 20 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 28 |
| 10 | 4 | 5 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 22 |
| 11 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 12 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 31 |
| 13 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 22 |
| 14 | 3 | 5 | 5 | 4 | 5 | 22 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 26 |
| 15 | 4 | 3 | 4 | 3 | 4 | 18 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 24 |
| 16 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 29 |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 18 | 4 | 4 | 4 | 5 | 4 | 21 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 19 | 3 | 3 | 4 | 5 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 20 | 2 | 5 | 4 | 3 | 5 | 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 21 | 4 | 5 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 28 |
| 22 | 4 | 3 | 4 | 3 | 4 | 18 | 2 | 2 | 4 | 1 | 2 | 4 | 4 | 19 |
| 23 | 4 | 5 | 4 | 4 | 5 | 22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| 24 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 26 |
| 25 | 3 | 3 | 3 | 3 | 3 | 15 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 29 |
| 26 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 26 |
| 27 | 3 | 2 | 3 | 2 | 3 | 13 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 28 |
| 28 | 4 | 4 | 4 | 4 | 3 | 19 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 25 |

| | | | | | | | | | | | | | | |
|------------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|-------------|-------------|------------|-------------|------------|-------------|
| 29 | 5 | 4 | 4 | 4 | 3 | 20 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 32 |
| 30 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 29 |
| 31 | 4 | 5 | 4 | 5 | 4 | 22 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 28 |
| 32 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| 33 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 26 |
| 34 | 5 | 3 | 5 | 3 | 4 | 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 27 |
| 35 | 4 | 3 | 4 | 3 | 4 | 18 | 5 | 5 | 3 | 4 | 5 | 3 | 3 | 28 |
| 36 | 4 | 3 | 4 | 4 | 4 | 19 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 23 |
| 37 | 4 | 3 | 4 | 3 | 3 | 17 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 29 |
| 38 | 4 | 4 | 4 | 5 | 4 | 21 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 |
| 39 | 3 | 3 | 4 | 5 | 3 | 18 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 27 |
| 40 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 3 | 5 | 3 | 3 | 5 | 4 | 27 |
| Total | 163 | 162 | 165 | 163 | 158 | | 151 | 156 | 161 | 149 | 152 | 161 | 160 | |
| Rata-Rata | 4,1 | 4,05 | 4,13 | 4,08 | 3,95 | 4,06 | 3,78 | 3,9 | 4,03 | 3,73 | 3,8 | 4,03 | 4 | 3,89 |

FREQUENCIES VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6
 /STATISTICS=MEAN SUM
 /ORDER=ANALYSIS.

Frequencies

| | | Statistics | | | | | |
|------|---------|-------------------|------|------|------|------|------|
| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 |
| N | Valid | 40 | 40 | 40 | 40 | 40 | 40 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3,78 | 3,85 | 3,78 | 3,98 | 3,75 | 3,90 |
| Sum | | 151 | 154 | 151 | 159 | 150 | 156 |

Frequency Table

| Y.1 | | | | | |
|------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 14 | 35,0 | 35,0 | 35,0 |
| | 4 | 21 | 52,5 | 52,5 | 87,5 |
| | 5 | 5 | 12,5 | 12,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| Y.2 | | | | | |
|------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 12 | 30,0 | 30,0 | 30,0 |
| | 4 | 22 | 55,0 | 55,0 | 85,0 |
| | 5 | 6 | 15,0 | 15,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| Y.3 | | | | | |
|------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 14 | 35,0 | 35,0 | 35,0 |
| | 4 | 21 | 52,5 | 52,5 | 87,5 |
| | 5 | 5 | 12,5 | 12,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| Y.4 | | | | | |
|------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 11 | 27,5 | 27,5 | 27,5 |
| | 4 | 19 | 47,5 | 47,5 | 75,0 |
| | 5 | 10 | 25,0 | 25,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| Y.5 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| | 3 | 17 | 42,5 | 42,5 | 45,0 |
| | 4 | 13 | 32,5 | 32,5 | 77,5 |
| | 5 | 9 | 22,5 | 22,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| Y.6 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| | 3 | 10 | 25,0 | 25,0 | 27,5 |
| | 4 | 21 | 52,5 | 52,5 | 80,0 |
| | 5 | 8 | 20,0 | 20,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

FREQUENCIES VARIABLES=X1.1 X1.2 X1.3
 /STATISTICS=MEAN SUM
 /ORDER=ANALYSIS.

Frequencies

| Statistics | | | | |
|------------|---------|------|------|------|
| | | X1.1 | X1.2 | X1.3 |
| N | Valid | 40 | 40 | 40 |
| | Missing | 0 | 0 | 0 |
| Mean | | 3,83 | 3,90 | 3,73 |
| Sum | | 153 | 156 | 149 |

Frequency Table

| X1.1 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 13 | 32,5 | 32,5 | 32,5 |
| | 4 | 21 | 52,5 | 52,5 | 85,0 |
| | 5 | 6 | 15,0 | 15,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X1.2 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 11 | 27,5 | 27,5 | 27,5 |
| | 4 | 22 | 55,0 | 55,0 | 82,5 |
| | 5 | 7 | 17,5 | 17,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X1.3 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 5,0 | 5,0 | 5,0 |
| | 3 | 16 | 40,0 | 40,0 | 45,0 |
| | 4 | 13 | 32,5 | 32,5 | 77,5 |
| | 5 | 9 | 22,5 | 22,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5
 /STATISTICS=MEAN SUM
 /ORDER=ANALYSIS.

Frequencies

| Statistics | | | | | | |
|-------------------|---------|------|------|------|------|------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 |
| N | Valid | 40 | 40 | 40 | 40 | 40 |
| | Missing | 0 | 0 | 0 | 0 | 0 |
| Mean | | 4,08 | 4,05 | 4,13 | 4,08 | 3,95 |
| Sum | | 163 | 162 | 165 | 163 | 158 |

Frequency Table

| X2.1 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| | 3 | 6 | 15,0 | 15,0 | 17,5 |
| | 4 | 22 | 55,0 | 55,0 | 72,5 |
| | 5 | 11 | 27,5 | 27,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X2.2 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| | 3 | 11 | 27,5 | 27,5 | 30,0 |
| | 4 | 13 | 32,5 | 32,5 | 62,5 |
| | 5 | 15 | 37,5 | 37,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X2.3 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 3 | 7,5 | 7,5 | 7,5 |
| | 4 | 29 | 72,5 | 72,5 | 80,0 |
| | 5 | 8 | 20,0 | 20,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X2.4 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| | 3 | 7 | 17,5 | 17,5 | 20,0 |
| | 4 | 20 | 50,0 | 50,0 | 70,0 |
| | 5 | 12 | 30,0 | 30,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X2.5 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 11 | 27,5 | 27,5 | 27,5 |
| | 4 | 20 | 50,0 | 50,0 | 77,5 |
| | 5 | 9 | 22,5 | 22,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

FREQUENCIES VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7
 /STATISTICS=MEAN SUM
 /ORDER=ANALYSIS.

Frequencies

| Statistics | | | | | | | | |
|-------------------|---------|------|------|------|------|------|------|------|
| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 |
| N | Valid | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3,78 | 3,90 | 4,03 | 3,73 | 3,80 | 4,03 | 4,00 |
| Sum | | 151 | 156 | 161 | 149 | 152 | 161 | 160 |

Frequency Table

| X3.1 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| | 3 | 14 | 35,0 | 35,0 | 37,5 |
| | 4 | 18 | 45,0 | 45,0 | 82,5 |
| | 5 | 7 | 17,5 | 17,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X3.2 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| | 3 | 10 | 25,0 | 25,0 | 27,5 |
| | 4 | 21 | 52,5 | 52,5 | 80,0 |
| | 5 | 8 | 20,0 | 20,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X3.3 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 9 | 22,5 | 22,5 | 22,5 |
| | 4 | 21 | 52,5 | 52,5 | 75,0 |
| | 5 | 10 | 25,0 | 25,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X3.4 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 2,5 | 2,5 | 2,5 |
| | 2 | 1 | 2,5 | 2,5 | 5,0 |
| | 3 | 15 | 37,5 | 37,5 | 42,5 |
| | 4 | 14 | 35,0 | 35,0 | 77,5 |
| | 5 | 9 | 22,5 | 22,5 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X3.5 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 5,0 | 5,0 | 5,0 |
| | 3 | 12 | 30,0 | 30,0 | 35,0 |
| | 4 | 18 | 45,0 | 45,0 | 80,0 |
| | 5 | 8 | 20,0 | 20,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X3.6 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 9 | 22,5 | 22,5 | 22,5 |
| | 4 | 21 | 52,5 | 52,5 | 75,0 |
| | 5 | 10 | 25,0 | 25,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

| X3.7 | | | | | |
|-------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 10 | 25,0 | 25,0 | 25,0 |
| | 4 | 20 | 50,0 | 50,0 | 75,0 |
| | 5 | 10 | 25,0 | 25,0 | 100,0 |
| | Total | 40 | 100,0 | 100,0 | |

CORRELATIONS

/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 TTL.Y

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

| Correlations | | | | | | | | |
|---------------------|---------------------|---------|--------|---------|-------|-------|-------|----------------------|
| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Kinerja Karyawan (Y) |
| Y.1 | Pearson Correlation | 1 | ,860** | 1,000** | 0,253 | 0,220 | 0,005 | ,812** |
| | Sig. (2-tailed) | | 0,000 | 0,000 | 0,115 | 0,173 | 0,974 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y.2 | Pearson Correlation | ,860** | 1 | ,860** | 0,098 | 0,161 | 0,073 | ,738** |
| | Sig. (2-tailed) | 0,000 | | 0,000 | 0,549 | 0,320 | 0,655 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y.3 | Pearson Correlation | 1,000** | ,860** | 1 | 0,253 | 0,220 | 0,005 | ,812** |
| | Sig. (2-tailed) | 0,000 | 0,000 | | 0,115 | 0,173 | 0,974 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y.4 | Pearson Correlation | 0,253 | 0,098 | 0,253 | 1 | 0,031 | 0,136 | ,452** |
| | Sig. (2-tailed) | 0,115 | 0,549 | 0,115 | | 0,848 | 0,402 | 0,003 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

| | | | | | | | | |
|----------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| Y.5 | Pearson Correlation | 0,220 | 0,161 | 0,220 | 0,031 | 1 | ,615** | ,616** |
| | Sig. (2-tailed) | 0,173 | 0,320 | 0,173 | 0,848 | | 0,000 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Y.6 | Pearson Correlation | 0,005 | 0,073 | 0,005 | 0,136 | ,615** | 1 | ,508** |
| | Sig. (2-tailed) | 0,974 | 0,655 | 0,974 | 0,402 | 0,000 | | 0,001 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Kinerja Karyawan (Y) | Pearson Correlation | ,812** | ,738** | ,812** | ,452** | ,616** | ,508** | 1 |
| | Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,003 | 0,000 | 0,001 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

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

RELIABILITY

```

/VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL.

```

Reliability

Scale: ALL VARIABLES

| Case Processing Summary | | | |
|-------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 40 | 100,0 |
| | Excluded ^a | 0 | 0,0 |
| | Total | 40 | 100,0 |

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

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| 0,720 | 6 |

| Item Statistics | | | |
|-----------------|------|----------------|----|
| | Mean | Std. Deviation | N |
| Y.1 | 3,78 | 0,660 | 40 |
| Y.2 | 3,85 | 0,662 | 40 |
| Y.3 | 3,78 | 0,660 | 40 |
| Y.4 | 3,98 | 0,733 | 40 |
| Y.5 | 3,75 | 0,840 | 40 |
| Y.6 | 3,90 | 0,744 | 40 |

| Item-Total Statistics | | | | |
|-----------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 19,25 | 5,218 | 0,702 | 0,610 |
| Y.2 | 19,18 | 5,481 | 0,596 | 0,642 |
| Y.3 | 19,25 | 5,218 | 0,702 | 0,610 |
| Y.4 | 19,05 | 6,459 | 0,507 | 0,753 |
| Y.5 | 19,28 | 5,589 | 0,471 | 0,713 |
| Y.6 | 19,13 | 6,215 | 0,570 | 0,737 |

| Scale Statistics | | | |
|------------------|----------|----------------|------------|
| Mean | Variance | Std. Deviation | N of Items |
| 23,03 | 7,769 | 2,787 | 6 |

CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 TTL.X1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

| Correlations | | | | | |
|--|---------------------|--------|--------|--------|-------------------|
| | | X1.1 | X1.2 | X1.3 | Kepemimpinan (X1) |
| X1.1 | Pearson Correlation | 1 | ,865** | ,350* | ,870** |
| | Sig. (2-tailed) | | 0,000 | 0,027 | 0,000 |
| | N | 40 | 40 | 40 | 40 |
| X1.2 | Pearson Correlation | ,865** | 1 | 0,300 | ,846** |
| | Sig. (2-tailed) | 0,000 | | 0,060 | 0,000 |
| | N | 40 | 40 | 40 | 40 |
| X1.3 | Pearson Correlation | ,350* | 0,300 | 1 | ,732** |
| | Sig. (2-tailed) | 0,027 | 0,060 | | 0,000 |
| | N | 40 | 40 | 40 | 40 |
| Kepemimpinan (X1) | Pearson Correlation | ,870** | ,846** | ,732** | 1 |
| | Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | |
| | N | 40 | 40 | 40 | 40 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | |

RELIABILITY

/VARIABLES=X1.1 X1.2 X1.3
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL.

Reliability

Scale: ALL VARIABLES

| Case Processing Summary | | | |
|-------------------------|-----------------------|----|-------|
| | | N | % |
| | Valid | 40 | 100,0 |
| | Excluded ^a | 0 | 0,0 |
| | Total | 40 | 100,0 |

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

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| 0,721 | 3 |

| Item Statistics | | | |
|-----------------|------|----------------|----|
| | Mean | Std. Deviation | N |
| X1.1 | 3,83 | 0,675 | 40 |
| X1.2 | 3,90 | 0,672 | 40 |
| X1.3 | 3,73 | 0,877 | 40 |

| Item-Total Statistics | | | | |
|-----------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 7,63 | 1,574 | 0,708 | 0,450 |
| X1.2 | 7,55 | 1,638 | 0,662 | 0,505 |
| X1.3 | 7,73 | 1,692 | 0,537 | 0,928 |

| Scale Statistics | | | |
|------------------|----------|----------------|------------|
| Mean | Variance | Std. Deviation | N of Items |
| 11,45 | 3,228 | 1,797 | 3 |

CORRELATIONS

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 TTL.X2

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

| Correlations | | | | | | | |
|--|---------------------|--------|--------|--------|--------|--------|----------------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | Pelatihan Kerja (X2) |
| X2.1 | Pearson Correlation | 1 | 0,275 | ,519** | 0,265 | 0,253 | ,612* |
| | Sig. (2-tailed) | | 0,086 | 0,001 | 0,098 | 0,115 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.2 | Pearson Correlation | 0,275 | 1 | ,497** | ,492** | ,701** | ,834** |
| | Sig. (2-tailed) | 0,086 | | 0,001 | 0,001 | 0,000 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.3 | Pearson Correlation | ,519** | ,497** | 1 | ,366* | ,644** | ,781** |
| | Sig. (2-tailed) | 0,001 | 0,001 | | 0,020 | 0,000 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.4 | Pearson Correlation | 0,265 | ,492** | ,366* | 1 | 0,289 | ,673* |
| | Sig. (2-tailed) | 0,098 | 0,001 | 0,020 | | 0,071 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| X2.5 | Pearson Correlation | 0,253 | ,701** | ,644** | 0,289 | 1 | ,779** |
| | Sig. (2-tailed) | 0,115 | 0,000 | 0,000 | 0,071 | | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| Pelatihan Kerja (X2) | Pearson Correlation | ,612* | ,834** | ,781** | ,673* | ,779** | 1 |
| | Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

RELIABILITY

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /STATISTICS=DESCRIPTIVE SCALE
 /SUMMARY=TOTAL.

Reliability

Scale: ALL VARIABLES

| Case Processing Summary | | | |
|-------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 40 | 100,0 |
| | Excluded ^a | 0 | 0,0 |
| | Total | 40 | 100,0 |

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

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| 0,777 | 5 |

| Item Statistics | | | |
|-----------------|------|----------------|----|
| | Mean | Std. Deviation | N |
| X2.1 | 4,08 | 0,730 | 40 |
| X2.2 | 4,05 | 0,876 | 40 |
| X2.3 | 4,13 | 0,516 | 40 |
| X2.4 | 4,08 | 0,764 | 40 |
| X2.5 | 3,95 | 0,714 | 40 |

| Item-Total Statistics | | | | |
|-----------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 16,20 | 5,190 | 0,492 | 0,787 |
| X2.2 | 16,23 | 3,922 | 0,674 | 0,690 |
| X2.3 | 16,15 | 5,156 | 0,684 | 0,714 |
| X2.4 | 16,20 | 4,882 | 0,462 | 0,766 |
| X2.5 | 16,33 | 4,584 | 0,631 | 0,708 |

| Scale Statistics | | | |
|------------------|----------|----------------|------------|
| Mean | Variance | Std. Deviation | N of Items |
| 20,28 | 7,025 | 2,650 | 5 |

CORRELATIONS

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 TTL.X3

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

| Correlations | | | | | | | | | |
|--|---------------------|--------|--------|---------|--------|--------|---------|--------|-----------------------|
| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | Lingkungan Kerja (X3) |
| X3.1 | Pearson Correlation | 1 | ,319 | 0,202 | ,377* | ,617** | 0,202 | -0,047 | ,595** |
| | Sig. (2-tailed) | | 0,045 | 0,210 | 0,017 | 0,000 | 0,210 | 0,775 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.2 | Pearson Correlation | ,319 | 1 | 0,104 | ,402* | ,427** | 0,104 | 0,048 | ,534** |
| | Sig. (2-tailed) | 0,045 | | 0,524 | 0,010 | 0,006 | 0,524 | 0,768 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.3 | Pearson Correlation | 0,202 | 0,104 | 1 | ,444** | 0,232 | 1,000** | ,667** | ,764** |
| | Sig. (2-tailed) | 0,210 | 0,524 | | 0,004 | 0,149 | 0,000 | 0,000 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.4 | Pearson Correlation | ,377* | ,402* | ,444** | 1 | ,427** | ,444** | 0,230 | ,749** |
| | Sig. (2-tailed) | 0,017 | 0,010 | 0,004 | | 0,006 | 0,004 | 0,153 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.5 | Pearson Correlation | ,617** | ,427** | 0,232 | ,427** | 1 | 0,232 | 0,044 | ,667** |
| | Sig. (2-tailed) | 0,000 | 0,006 | 0,149 | 0,006 | | 0,149 | 0,790 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.6 | Pearson Correlation | 0,202 | 0,104 | 1,000** | ,444** | 0,232 | 1 | ,667** | ,764** |
| | Sig. (2-tailed) | 0,210 | 0,524 | 0,000 | 0,004 | 0,149 | | 0,000 | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| X3.7 | Pearson Correlation | -0,047 | 0,048 | ,667** | 0,230 | 0,044 | ,667** | 1 | ,535** |
| | Sig. (2-tailed) | 0,775 | 0,768 | 0,000 | 0,153 | 0,790 | 0,000 | | 0,000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Lingkungan Kerja (X3) | Pearson Correlation | ,595** | ,534** | ,764** | ,749** | ,667** | ,764** | ,535** | 1 |
| | Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | |

RELIABILITY

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/STATISTICS=DESCRIPTIVE SCALE
/SUMMARY=TOTAL.

Reliability

Scale: ALL VARIABLES

| Case Processing Summary | | | |
|-------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 40 | 100,0 |
| | Excluded ^a | 0 | 0,0 |
| | Total | 40 | 100,0 |

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

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| 0,780 | 7 |

| Item Statistics | | | |
|-----------------|------|----------------|----|
| | Mean | Std. Deviation | N |
| X3.1 | 3,78 | 0,768 | 40 |
| X3.2 | 3,90 | 0,744 | 40 |
| X3.3 | 4,03 | 0,698 | 40 |
| X3.4 | 3,73 | 0,933 | 40 |
| X3.5 | 3,80 | 0,823 | 40 |
| X3.6 | 4,03 | 0,698 | 40 |
| X3.7 | 4,00 | 0,716 | 40 |

| Item-Total Statistics | | | | |
|-----------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 23,48 | 9,948 | 0,527 | 0,767 |
| X3.2 | 23,35 | 10,336 | 0,458 | 0,779 |
| X3.3 | 23,23 | 9,307 | 0,660 | 0,724 |
| X3.4 | 23,53 | 8,512 | 0,591 | 0,734 |
| X3.5 | 23,45 | 9,382 | 0,505 | 0,752 |
| X3.6 | 23,23 | 9,307 | 0,660 | 0,724 |
| X3.7 | 23,25 | 10,397 | 0,466 | 0,777 |

| Scale Statistics | | | |
|------------------|----------|----------------|------------|
| Mean | Variance | Std. Deviation | N of Items |
| 27,25 | 12,603 | 3,550 | 7 |

REGRESSION
 /DESCRIPTIVES MEAN STDDEV CORR SIG N
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT TTL.Y
 /METHOD=ENTER TTL.X1 TTL.X2 TTL.X3
 /PARTIALPLOT ALL
 /SCATTERPLOT=(*SRESID ,*ZPRED)
 /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
 /SAVE RESID.

Regression

| Descriptive Statistics | | | |
|------------------------|-------|----------------|----|
| | Mean | Std. Deviation | N |
| Kinerja Karyawan (Y) | 23,03 | 2,787 | 40 |
| Kepemimpinan (X1) | 11,45 | 1,797 | 40 |
| Pelatihan Kerja (X2) | 20,28 | 2,650 | 40 |
| Lingkungan Kerja (X3) | 27,25 | 3,550 | 40 |

| Correlations | | | | | |
|---------------------|-----------------------|----------------------|-------------------|----------------------|-----------------------|
| | | Kinerja Karyawan (Y) | Kepemimpinan (X1) | Pelatihan Kerja (X2) | Lingkungan Kerja (X3) |
| Pearson Correlation | Kinerja Karyawan (Y) | 1,000 | 0,720 | 0,232 | 0,582 |
| | Kepemimpinan (X1) | 0,720 | 1,000 | 0,006 | 0,456 |
| | Pelatihan Kerja (X2) | 0,232 | 0,006 | 1,000 | 0,017 |
| | Lingkungan Kerja (X3) | 0,582 | 0,456 | 0,017 | 1,000 |
| Sig. (1-tailed) | Kinerja Karyawan (Y) | | 0,000 | 0,075 | 0,000 |
| | Kepemimpinan (X1) | 0,000 | | 0,486 | 0,002 |
| | Pelatihan Kerja (X2) | 0,075 | 0,486 | | 0,458 |
| | Lingkungan Kerja (X3) | 0,000 | 0,002 | 0,458 | |
| N | Kinerja Karyawan (Y) | 40 | 40 | 40 | 40 |
| | Kepemimpinan (X1) | 40 | 40 | 40 | 40 |
| | Pelatihan Kerja (X2) | 40 | 40 | 40 | 40 |
| | Lingkungan Kerja (X3) | 40 | 40 | 40 | 40 |

| Variables Entered/Removed ^a | | | |
|---|---|-------------------|--------|
| Model | Variables Entered | Variables Removed | Method |
| 1 | Lingkungan Kerja (X3), Pelatihan Kerja (X2), Kepemimpinan (X1) ^b | | Enter |
| a. Dependent Variable: Kinerja Karyawan (Y) | | | |
| b. All requested variables entered. | | | |

| Model Summary ^b | | | | |
|---|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,806 ^a | 0,649 | 0,620 | 1,718 |
| a. Predictors: (Constant), Lingkungan Kerja (X3), Pelatihan Kerja (X2), Kepemimpinan (X1) | | | | |
| b. Dependent Variable: Kinerja Karyawan (Y) | | | | |

| ANOVA ^a | | | | | | |
|---|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 196,660 | 3 | 65,553 | 22,197 | ,000 ^b |
| | Residual | 106,315 | 36 | 2,953 | | |
| | Total | 302,975 | 39 | | | |
| a. Dependent Variable: Kinerja Karyawan (Y) | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja (X3), Pelatihan Kerja (X2), Kepemimpinan (X1) | | | | | | |

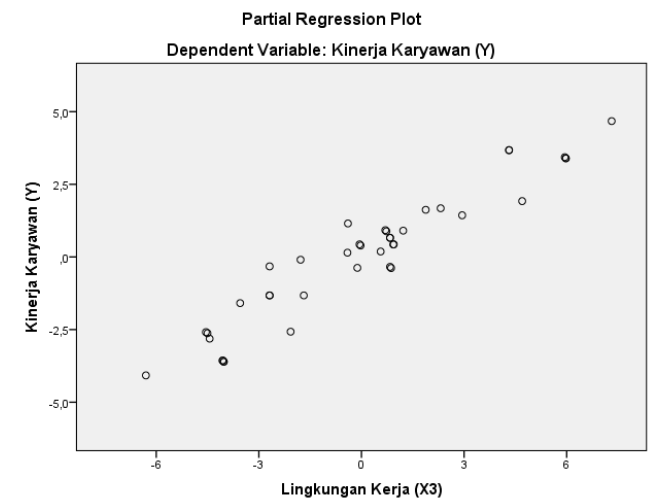
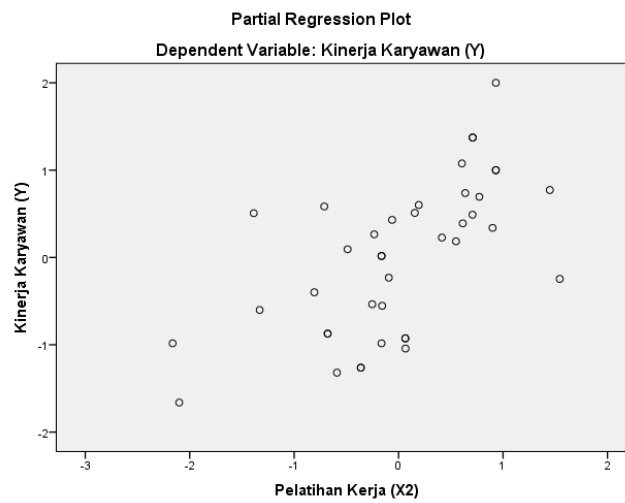
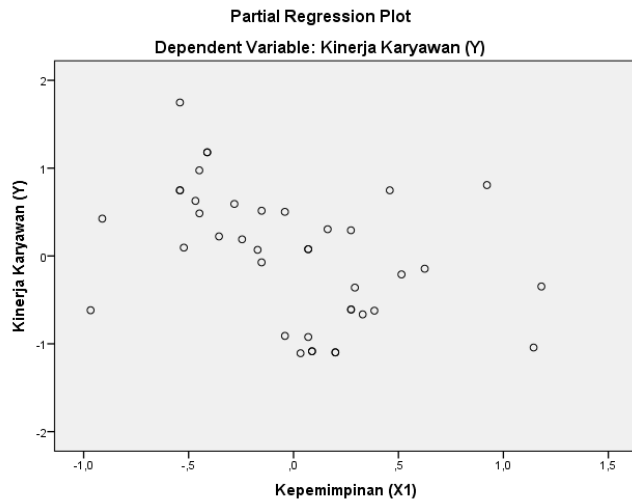
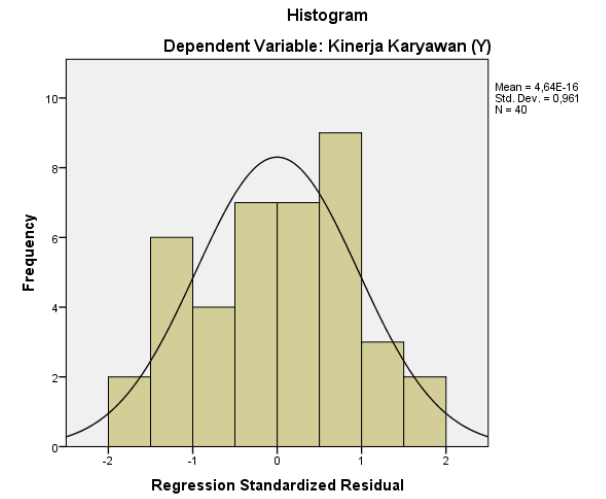
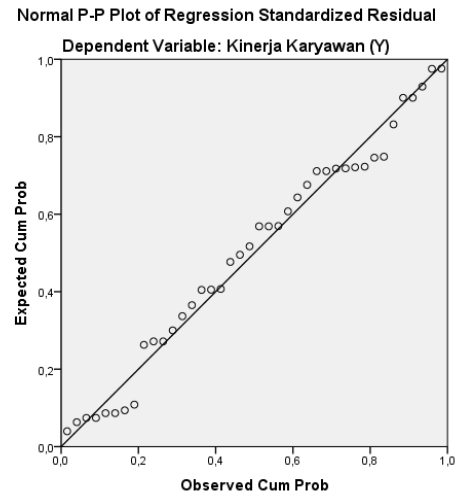
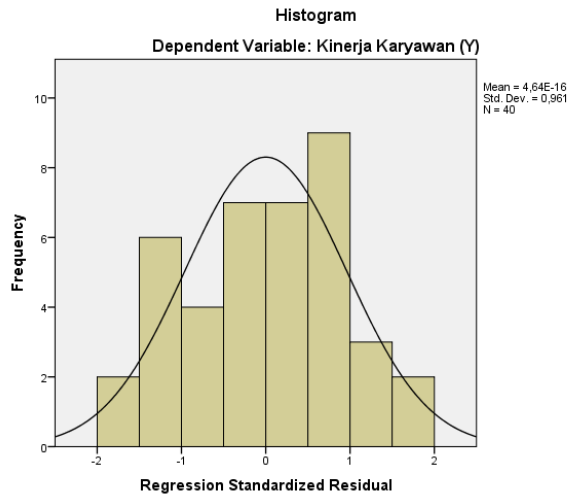
| Coefficients ^a | | | | | | | | |
|---|-----------------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 1,301 | 3,101 | | 0,420 | 0,677 | | |
| | Kepemimpinan (X1) | 0,890 | 0,172 | 0,574 | 5,172 | 0,000 | 0,792 | 1,263 |
| | Pelatihan Kerja (X2) | 0,234 | 0,104 | 0,223 | 2,258 | 0,030 | 1,000 | 1,000 |
| | Lingkungan Kerja (X3) | 0,249 | 0,087 | 0,317 | 2,855 | 0,007 | 0,792 | 1,263 |
| a. Dependent Variable: Kinerja Karyawan (Y) | | | | | | | | |

| Collinearity Diagnostics ^a | | | | | | | |
|---------------------------------------|------------|-----------------|----------------------|-------------------|----------------------|-----------------------|------|
| Model | Eigenvalue | Condition Index | Variance Proportions | | | | |
| | | | (Constant) | Kepemimpinan (X1) | Pelatihan Kerja (X2) | Lingkungan Kerja (X3) | |
| 1 | 1 | 3,963 | 1,000 | 0,00 | 0,00 | 0,00 | 0,00 |
| | 2 | 0,021 | 13,610 | 0,01 | 0,32 | 0,40 | 0,05 |
| | 3 | 0,011 | 19,345 | 0,01 | 0,66 | 0,10 | 0,66 |
| | 4 | 0,006 | 26,802 | 0,98 | 0,02 | 0,50 | 0,29 |

a. Dependent Variable: Kinerja Karyawan (Y)

| Residuals Statistics ^a | | | | | |
|-----------------------------------|---------|---------|--------|----------------|----|
| | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 19,15 | 27,79 | 23,03 | 2,246 | 40 |
| Std. Predicted Value | -1,726 | 2,120 | 0,000 | 1,000 | 40 |
| Standard Error of Predicted Value | 0,287 | 0,822 | 0,520 | 0,160 | 40 |
| Adjusted Predicted Value | 18,77 | 27,41 | 23,02 | 2,297 | 40 |
| Residual | -7,838 | 2,493 | 0,000 | 1,651 | 40 |
| Std. Residual | -4,561 | 1,451 | 0,000 | 0,961 | 40 |
| Stud. Residual | -4,975 | 1,652 | 0,000 | 1,040 | 40 |
| Deleted Residual | -9,324 | 3,233 | 0,002 | 1,936 | 40 |
| Stud. Deleted Residual | -8,774 | 1,694 | -0,094 | 1,553 | 40 |
| Mahal. Distance | 0,112 | 7,951 | 2,925 | 2,231 | 40 |
| Cook's Distance | 0,000 | 1,173 | 0,046 | 0,186 | 40 |
| Centered Leverage Value | 0,003 | 0,204 | 0,075 | 0,057 | 40 |

a. Dependent Variable: Kinerja Karyawan (Y)



NPAR TESTS

/K-S(NORMAL)=RES_1

/MISSING ANALYSIS.

NPar Tests

| One-Sample Kolmogorov-Smirnov Test | | |
|--|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 40 |
| Normal Parameters ^{a,b} | Mean | 0,0000000 |
| | Std. Deviation | 0,68263251 |
| Most Extreme Differences | Absolute | 0,101 |
| | Positive | 0,101 |
| | Negative | -0,071 |
| Test Statistic | | 0,101 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Lampiran 3

Distribusi nilai rtabel Signifikansi 5% dan 1%

| N | The Level of Significance | | N | The Level of Significance | |
|----|---------------------------|-------|------|---------------------------|-------|
| | 5% | 1% | | 5% | 1% |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | 0.361 | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |

Titik Persentase Distribusi t (df = 1 -40)

| Pr df | 0.25 0.50 | 0.10 0.20 | 0.05 0.10 | 0.025 0.050 | 0.01 0.02 | 0.005 0.010 | 0.001 0.002 |
|----------|--------------|--------------|--------------|----------------|--------------|----------------|----------------|
| 1 | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| 2 | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| 3 | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| 4 | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| 5 | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| 6 | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| 7 | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| 8 | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| 9 | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| 10 | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| 11 | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| 12 | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| 13 | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| 14 | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| 15 | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| 16 | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| 17 | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| 18 | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| 19 | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| 20 | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| 21 | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| 22 | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| 23 | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| 24 | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| 25 | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| 26 | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| 27 | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| 28 | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| 29 | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| 30 | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| 31 | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| 32 | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| 33 | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| 34 | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| 35 | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| 36 | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| 37 | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| 39 | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

Titik Persentase Distribusi F untuk Probabilita = 0,05

| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | | | | | | |
|------------------------|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| 37 | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |

