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LAMPIRAN I: KUESIONER PENELITIAN

PENGARUH KETERLIBATAN KARYAWAN DAN KOMPETENSI SUMBER DAYA MANUSIA TERHADAP KINERJA KARYAWAN DI PT. RICO PUTRA SELATAN

Peran dan partisipasi Saudara/i dalam memberikan penilaian terhadap berbagai pernyataan dikuesioner ini sangat membantu keberhasilan penelitian yang sedang dilakukan. Atas perhatian dan kerjasama yang baik, peneliti mengucapkan terima kasih.

A. Identitas Peneliti

Nama : Rifqi Fadhlullah Amesda
NPM : 2061201159
Universitas : Muhammadiyah Bengkulu
Program Studi : Manajemen
Fakultas : Ekonomi dan Bisnis

B. Identitas Responden

- a. Nama : _____
- b. Jenis kelamin : ☐ Laki – laki ☐ Perempuan
- c. Usia : ☐ 20 s/d 30 th ☐ 31 s/d 35 th
☐ 36 s/d 40 th ☐ ≥ 41 th
- d. Lama Bekerja : ☐ 1 - 2 tahun ☐ 3 - 4 tahun
☐ 5 - 6 tahun ☐ > 5 tahun

B. Petunjuk Pengisian Jawaban

Beri jawaban atas pernyataan berikut ini sesuai dengan pendapat anda, dengan cara memberi tanda (√) pada kolom yang tersedia.

Keterangan:

STS : Sangat tidak setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

A. Keterlibatan Karyawan (X₁)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
	<i>Vigor (Antusiasme)</i>					
1	Saya memiliki semangat yang tinggi dalam menyelesaikan pekerjaan di PT. Rico Putra Selatan					
2	Saya tetap berusaha menyelesaikan pekerjaan meskipun menghadapi kesulitan					
3	Saya merasa energik saat bekerja di perusahaan.					
	<i>Dedication (Dedikas)</i>					
4	Saya merasa bangga menjadi bagian dari perusahaan ini.					
5	Pekerjaan saya memiliki makna dan tujuan yang penting.					
6	Saya antusias dalam menjalankan tugas yang diberikan perusahaan.					
7	Saya merasa tertantang untuk memberikan hasil kerja terbaik.					
	<i>Absorption (Penyerapan)</i>					
8	Saya sangat fokus ketika mengerjakan pekerjaan.					
9	Saya sering merasa waktu berjalan cepat ketika bekerja.					
10	Saya menikmati pekerjaan sehingga sulit melepaskan diri dari pekerjaan tersebut.					

B. Kompetensi Sumber Daya Manusia (X₂)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
	Pengetahuan (<i>Knowledge</i>)					
1	Saya memahami tugas dan tanggung jawab pekerjaan dengan baik di PT. Rico Putra Selatan.					
2	Saya mengetahui prosedur kerja yang berlaku di perusahaan.					
	Keterampilan (<i>Skill</i>)					
3	Saya memiliki keterampilan yang sesuai dengan pekerjaan yang dilakukan.					
4	Saya mampu menggunakan peralatan atau teknologi kerja dengan baik					
	Sikap (<i>Attitude</i>)					
5	Saya bekerja dengan penuh tanggung jawab.					
6	Saya menjaga sikap profesional dalam bekerja.					
	Motivasi (<i>Motivation</i>)					
7	Saya memiliki dorongan untuk mencapai hasil kerja yang maksimal.					
8	Saya selalu berusaha meningkatkan kemampuan kerja saya.					
	Pengalaman Kerja (<i>Experience</i>)					
9	Pengalaman kerja yang saya miliki membantu dalam menyelesaikan pekerjaan.					
10	Saya mampu menyelesaikan masalah pekerjaan berdasarkan pengalaman yang dimiliki.					

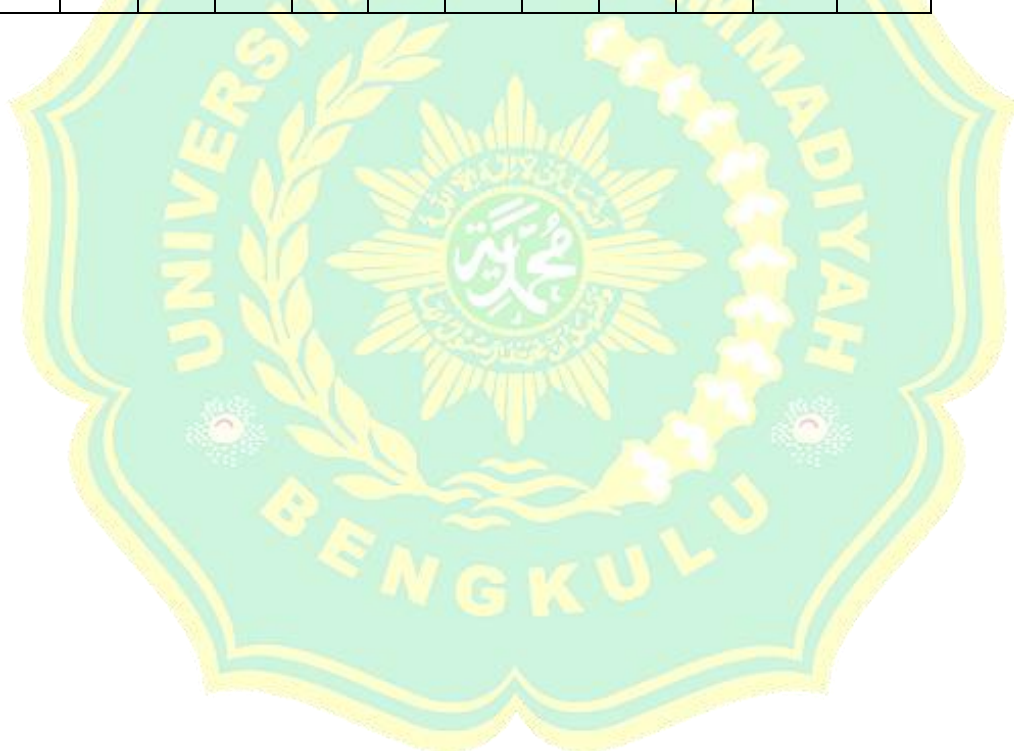
C. Kinerja Karyawan (Y)

No	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
	Kualitas Kerja					
1	Saya mampu menyelesaikan pekerjaan dengan hasil yang rapi dan teliti di PT. Rico Putra Selatan.					
2	Saya berusaha meminimalkan kesalahan dalam bekerja.					
	Kuantitas Kerja (Jumlah Pekerjaan)					
3	Saya mampu menyelesaikan pekerjaan sesuai target yang ditetapkan.					
4	Saya dapat menyelesaikan banyak pekerjaan dalam waktu yang telah ditentukan.					
	Tanggung Jawab					
5	Saya bertanggung jawab atas pekerjaan yang diberikan kepada saya					
6	Saya menyelesaikan pekerjaan tepat waktu sesuai tugas yang diberikan.					
	Kerjasama					
7	Saya mampu bekerja sama dengan rekan kerja dalam menyelesaikan tugas.					
8	Saya menjaga hubungan kerja yang baik dengan atasan maupun rekan kerja.					
	Inisiatif					
9	Saya dapat bekerja tanpa harus selalu menunggu perintah atasan.					
10	Saya memiliki inisiatif untuk membantu menyelesaikan pekerjaan ketika dibutuhkan.					

LAMPIRAN III. TABULASI JAWABAN KUESIONER 30 SAMPEL

Keterlibatan Karyawan (X ₁)											
No	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	JML
1	4	4	4	5	5	5	4	5	5	5	46
2	4	4	4	4	5	4	4	4	4	3	40
3	4	4	4	5	5	5	5	5	4	5	46
4	4	4	5	5	4	5	5	5	5	5	47
5	3	3	4	4	3	3	3	3	3	2	31
6	5	5	5	5	4	4	5	4	5	3	45
7	5	5	5	5	4	4	4	4	4	3	43
8	5	4	4	5	5	5	5	5	4	4	46
9	5	5	5	5	5	5	5	5	5	5	50
10	4	4	5	5	5	4	4	3	3	5	42
11	4	4	5	5	5	5	5	4	4	4	45
12	3	3	3	3	5	5	5	4	3	3	37
13	4	5	5	5	4	5	5	5	5	4	47
14	5	4	5	5	5	5	5	4	4	4	46
15	4	5	5	5	5	5	5	4	4	2	44
16	5	5	5	4	5	5	5	5	4	4	47
17	5	5	5	5	5	5	5	4	4	3	46
18	5	5	5	5	5	5	5	5	4	4	48
19	4	5	4	4	4	4	5	4	4	2	40
20	5	4	4	4	5	4	4	5	4	4	43
21	4	4	5	5	5	5	5	4	4	4	45
22	3	3	3	3	5	5	5	4	3	3	37

23	4	5	5	5	4	5	5	5	5	4	47
24	5	4	5	5	5	5	5	4	4	4	46
25	4	5	5	5	5	5	5	4	4	3	45
26	5	5	5	4	5	5	5	5	4	4	47
27	5	5	5	5	5	5	5	4	4	3	46
28	5	5	5	5	5	5	5	5	4	4	48
29	4	5	4	4	4	4	5	4	4	2	40
30	5	4	4	4	5	4	4	5	4	4	43
	131	131	131	131	131	131	131	131	131	131	131



Kompetensi Sumber Daya Manusia (X ₂)											
No	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	JML
1	4	4	4	5	5	5	4	5	5	5	46
2	4	4	4	4	5	4	4	4	4	3	40
3	4	4	4	5	5	5	5	5	4	5	46
4	4	4	5	5	4	5	5	5	5	5	47
5	3	3	4	4	3	3	3	3	3	2	31
6	5	5	5	5	4	4	5	4	5	3	45
7	5	5	5	5	4	4	4	4	4	3	43
8	5	4	4	5	5	5	5	5	4	4	46
9	5	5	5	5	5	5	5	5	5	5	50
10	4	4	5	5	5	4	4	3	3	3	40
11	4	4	5	5	5	5	5	4	4	4	45
12	3	3	3	3	5	5	5	4	3	3	37
13	4	5	5	5	4	5	5	5	5	4	47
14	5	4	5	5	5	5	5	4	4	4	46
15	4	5	5	5	5	5	5	4	4	3	45
16	5	5	5	4	5	5	5	5	4	4	47
17	5	5	5	5	5	5	5	4	4	3	46
18	5	5	5	5	5	5	5	5	4	4	48
19	4	5	4	4	4	4	5	4	4	2	40
20	5	4	4	4	5	4	4	5	4	4	43
21	4	4	5	5	5	5	5	4	4	4	45
22	3	3	3	3	5	5	5	4	3	3	37
23	4	5	5	5	4	5	5	5	5	4	47
24	5	4	5	5	5	5	5	4	4	4	46
25	4	5	5	5	5	5	5	4	4	3	45

26	5	5	5	4	5	5	5	5	4	4	47
27	5	5	5	5	5	5	5	4	4	3	46
28	5	5	5	5	5	5	5	5	4	4	48
29	4	5	4	4	4	4	5	4	4	2	40
30	5	4	4	4	5	4	4	5	4	4	43
	131	132	137	138	141	140	142	131	122	108	1322



Kinerja Karyawan (Y)											
No	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	JML
1	4	4	4	5	5	5	4	5	5	2	43
2	4	4	4	4	5	4	4	4	4	3	40
3	4	4	4	5	5	5	5	5	4	5	46
4	4	4	5	5	4	5	5	5	5	3	45
5	3	3	4	4	3	3	3	3	3	2	31
6	5	5	5	5	4	4	5	4	5	3	45
7	5	5	5	5	4	4	4	4	4	3	43
8	5	4	4	5	5	5	5	5	4	4	46
9	5	5	5	5	5	5	5	5	5	2	47
10	4	4	5	5	5	4	4	3	3	3	40
11	4	4	5	5	5	5	5	4	4	4	45
12	3	3	3	3	5	5	5	4	3	3	37
13	4	5	5	5	4	5	5	5	5	4	47
14	5	4	5	5	5	5	5	4	4	4	46
15	4	5	5	5	5	5	5	4	4	5	47
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18	5	5	5	5	5	5	5	5	4	4	48
19	4	5	4	4	4	4	5	4	4	5	43
20	5	4	4	4	5	4	4	5	4	4	43
21	4	4	5	5	5	5	5	4	4	4	45
22	3	3	3	3	5	5	5	4	3	3	37
23	4	5	5	5	4	5	5	5	5	4	47
24	5	4	5	5	5	5	5	4	4	4	46
25	4	5	5	5	5	5	5	4	4	3	45

26	5	5	5	4	5	5	5	5	4	4	47
27	5	5	5	5	5	5	5	4	4	3	46
28	5	5	5	5	5	5	5	5	4	4	48
29	4	5	4	4	4	4	5	4	4	4	42
30	5	4	4	4	5	4	4	5	4	4	43
	131	132	137	138	141	140	142	131	122	107	1321



LAMPIRAN III. HASIL UJI VALIDITAS DAN RELIABILITAS 30 SAMPEL

CORRELATIONS

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 X1
/PRINT=TWOTAIL NOSIG
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Correlations

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Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	X1
Q1	Pearson Correlation	1	.581**	.557**	.448*	.318	.157	.191	.416*	.377*	.280	.693**
	Sig. (2-tailed)		.001	.001	.013	.087	.407	.311	.022	.040	.134	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.581**	1	.669**	.477**	-.038	.187	.412*	.299	.543**	-.088	.622**
	Sig. (2-tailed)	.001		.000	.008	.841	.322	.024	.108	.002	.643	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.557**	.669**	1	.780**	.010	.269	.268	.069	.460*	.251	.691**
	Sig. (2-tailed)	.001	.000		.000	.957	.151	.152	.718	.011	.180	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	.448*	.477**	.780**	1	.041	.304	.192	.126	.552**	.395*	.694**
	Sig. (2-tailed)	.013	.008	.000		.828	.102	.310	.506	.002	.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.318	-.038	.010	.041	1	.590**	.322	.241	-.155	.396*	.416*
	Sig. (2-tailed)	.087	.841	.957	.828		.001	.083	.199	.414	.030	.022
	N	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.157	.187	.269	.304	.590**	1	.767**	.479**	.288	.431*	.676**
	Sig. (2-tailed)	.407	.322	.151	.102	.001		.000	.007	.122	.018	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.191	.412*	.268	.192	.322	.767**	1	.316	.288	.076	.558**
	Sig. (2-tailed)	.311	.024	.152	.310	.083	.000		.089	.123	.689	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.416*	.299	.069	.126	.241	.479**	.316	1	.602**	.546**	.656**
	Sig. (2-tailed)	.022	.108	.718	.506	.199	.007	.089		.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.377*	.543**	.460*	.552**	-.155	.288	.288	.602**	1	.365*	.690**
	Sig. (2-tailed)	.040	.002	.011	.002	.414	.122	.123	.000		.047	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.280	-.088	.251	.395*	.396*	.431*	.076	.546**	.365*	1	.622**
	Sig. (2-tailed)	.134	.643	.180	.031	.030	.018	.689	.002	.047		.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	.693**	.622**	.691**	.694**	.416*	.676**	.558**	.656**	.690**	.622**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.022	.000	.001	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

CORRELATIONS

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Correlations

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	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
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Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	X2
Q1	Pearson Correlation	1	.581**	.557**	.448*	.318	.157	.191	.416*	.377*	.326	.688**
	Sig. (2-tailed)		.001	.001	.013	.087	.407	.311	.022	.040	.079	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.581**	1	.669**	.477**	-.038	.187	.412*	.299	.543**	-.012	.631**
	Sig. (2-tailed)	.001		.000	.008	.841	.322	.024	.108	.002	.950	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.557**	.669**	1	.780**	.010	.269	.268	.069	.460*	.245	.675**
	Sig. (2-tailed)	.001	.000		.000	.957	.151	.152	.718	.011	.192	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	.448*	.477**	.780**	1	.041	.304	.192	.126	.552**	.402*	.679**
	Sig. (2-tailed)	.013	.008	.000		.828	.102	.310	.506	.002	.028	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.318	-.038	.010	.041	1	.590**	.322	.241	-.155	.407*	.406*
	Sig. (2-tailed)	.087	.841	.957	.828		.001	.083	.199	.414	.026	.026
	N	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.157	.187	.269	.304	.590**	1	.767**	.479**	.288	.590**	.693**
	Sig. (2-tailed)	.407	.322	.151	.102	.001		.000	.007	.122	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.191	.412*	.268	.192	.322	.767**	1	.316	.288	.217	.578**
	Sig. (2-tailed)	.311	.024	.152	.310	.083	.000		.089	.123	.250	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.416*	.299	.069	.126	.241	.479**	.316	1	.602**	.748**	.679**
	Sig. (2-tailed)	.022	.108	.718	.506	.199	.007	.089		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.377*	.543**	.460*	.552**	-.155	.288	.288	.602**	1	.539**	.
	Sig. (2-tailed)	.040	.002	.011	.002	.414	.122	.123	.000		.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.326	-.012	.245	.402*	.407*	.590**	.217	.748**	.539**	1	.712**
	Sig. (2-tailed)	.079	.950	.192	.028	.026	.001	.250	.000	.002		.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.688**	.631**	.675**	.679**	.406*	.693**	.578**	.679**	.710**	.712**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.026	.000	.001	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

CORRELATIONS

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Y
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

Notes		
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Comments		
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Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,03

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Y
Q1	Pearson Correlation	1	.581**	.557**	.448*	.318	.157	.191	.416*	.377*	.175	.697**
	Sig. (2-tailed)		.001	.001	.013	.087	.407	.311	.022	.040	.356	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.581**	1	.669**	.477**	-.038	.187	.412*	.299	.543**	.263	.731**
	Sig. (2-tailed)	.001		.000	.008	.841	.322	.024	.108	.002	.161	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.557**	.669**	1	.780**	.010	.269	.268	.069	.460*	.092	.684**
	Sig. (2-tailed)	.001	.000		.000	.957	.151	.152	.718	.011	.628	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	.448*	.477**	.780**	1	.041	.304	.192	.126	.552**	.054	.645**
	Sig. (2-tailed)	.013	.008	.000		.828	.102	.310	.506	.002	.776	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.318	-.038	.010	.041	1	.590**	.322	.241	-.155	.166	.376*
	Sig. (2-tailed)	.087	.841	.957	.828		.001	.083	.199	.414	.382	.040
	N	30	30	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.157	.187	.269	.304	.590**	1	.767**	.479**	.288	.206	.650**
	Sig. (2-tailed)	.407	.322	.151	.102	.001		.000	.007	.122	.275	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	.191	.412*	.268	.192	.322	.767**	1	.316	.288	.448*	.663**
	Sig. (2-tailed)	.311	.024	.152	.310	.083	.000		.089	.123	.013	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.416*	.299	.069	.126	.241	.479**	.316	1	.602**	.258	.611**
	Sig. (2-tailed)	.022	.108	.718	.506	.199	.007	.089		.000	.168	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q9	Pearson Correlation	.377*	.543**	.460*	.552**	-.155	.288	.288	.602**	1	-.010	.634**
	Sig. (2-tailed)	.040	.002	.011	.002	.414	.122	.123	.000		.960	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Q10	Pearson Correlation	.175	.263	.092	.054	.166	.206	.448*	.258	-.010	1	.469**
	Sig. (2-tailed)	.356	.161	.628	.776	.382	.275	.013	.168	.960		.009
	N	30	30	30	30	30	30	30	30	30	30	30
Y	Pearson Correlation	.697**	.731**	.684**	.645**	.376*	.650**	.663**	.611**	.634**	.469**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.040	.000	.000	.000	.000	.009	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

LAMPIRAN IV. HASIL UJI RELIABILITAS

```
RELIABILITY
/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
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Reliability

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	Working Data File	30
	Matrix Input	
Missing Value Handling	Definition of	User-defined missing values are treated as
	Missing	missing.
	Cases Used	Statistics are based on all cases with valid
		data for all variables in the procedure.
Syntax		RELIABILITY
		/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8
		Q9 Q10
		/SCALE('ALL VARIABLES') ALL
		/MODEL=ALPHA.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01

1. Keterlibatan Karyawan (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.827	10

RELIABILITY

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

Reliability

Notes		
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	Weight	<none>
	Split File	<none>
	N of Rows in	
	Working Data File	30
	Matrix Input	
Missing Value Handling	Definition of	User-defined missing values are treated as
	Missing	missing.
	Cases Used	Statistics are based on all cases with valid
		data for all variables in the procedure.
Syntax		RELIABILITY
		/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8
		Q9 Q10
		/SCALE('ALL VARIABLES') ALL
		/MODEL=ALPHA.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,07

2. Kompetensi SDM (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.843	10

RELIABILITY

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

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Reliability

Notes		
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Comments		
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	N of Rows in Working Data File	30
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01

3. Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.812	10

LAMPIRAN II. HASIL JAWABAN 92 RESPONDEN

TABULASI DATA

No	Variabel Keterlibatan Karyawan (X ₁)										JML
	Vigor (<i>Antusiasme</i>)			<i>Dedication</i> (Dedikas)				<i>Absorption</i> (Penyerapan)			
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	
1	4	4	3	2	4	4	4	5	5	5	40
2	4	4	4	4	4	4	5	4	5	4	42
3	4	4	4	4	4	4	4	5	4	5	42
4	4	4	5	5	5	5	5	5	5	5	48
5	4	4	4	4	4	5	4	4	4	5	42
6	2	2	3	3	3	5	5	5	5	5	38
7	3	4	3	3	4	5	5	5	5	5	42
8	3	3	1	1	2	5	5	5	5	5	35
9	3	3	1	2	3	3	3	4	4	4	30
10	4	4	2	3	4	5	5	5	5	5	42
11	4	4	5	5	5	5	5	5	5	5	48
12	2	2	5	5	5	5	5	5	5	5	44
13	2	2	5	5	5	5	5	5	4	4	42
14	3	3	5	5	4	3	4	5	5	5	42
15	4	4	4	5	4	4	4	5	5	5	44
16	3	4	4	4	4	5	5	5	4	4	42
17	1	3	3	3	3	5	5	5	5	5	38
18	1	3	3	4	4	5	5	5	5	5	40
19	3	3	3	3	4	4	4	5	5	4	38
20	4	2	3	2	3	5	5	5	5	4	38
21	4	4	4	4	5	5	5	5	5	5	46
22	2	2	4	5	2	5	5	5	4	4	38
23	2	3	4	4	3	4	4	5	4	5	38
24	4	4	4	5	5	4	3	4	3	4	40
25	2	3	2	2	2	3	5	5	5	5	34
26	2	4	3	3	4	4	5	5	5	5	40
27	4	4	3	4	4	5	5	5	5	5	44
28	4	4	4	4	2	4	5	5	5	5	42
29	3	3	3	1	2	4	4	4	5	5	34
30	5	5	5	5	4	4	5	5	5	5	48
31	4	4	4	4	4	4	5	5	5	5	44
32	5	5	4	4	4	5	3	4	5	5	44
33	5	5	4	4	3	4	4	5	5	5	44
34	3	3	4	4	4	5	4	4	5	4	40
35	4	4	4	5	5	5	5	5	5	4	46

36	3	4	4	4	3	4	5	5	4	4	40
37	3	4	4	4	3	4	5	3	4	4	38
38	3	4	4	4	3	4	5	5	4	4	40
39	3	4	4	4	3	4	5	5	5	5	42
40	4	4	4	4	4	4	5	5	5	5	44
41	4	4	4	4	4	4	5	5	4	4	42
42	4	4	4	4	3	3	4	4	5	5	40
43	5	5	4	4	4	4	4	4	5	5	44
44	4	4	4	4	3	3	4	4	5	3	38
45	4	4	4	4	4	4	4	4	5	5	42
46	4	4	4	4	3	3	4	4	4	4	38
47	4	3	3	2	3	3	3	3	4	4	32
48	1	3	3	3	3	5	4	4	5	5	36
49	3	4	4	4	4	5	5	5	4	4	42
50	2	3	1	1	3	4	4	4	4	4	30
51	2	3	1	3	3	4	4	5	5	5	35
52	2	3	4	4	3	4	5	5	4	4	38
53	2	3	3	4	3	5	5	5	5	5	40
54	4	4	4	4	5	5	5	5	5	5	46
55	4	4	4	4	5	5	4	4	3	3	40
56	4	4	4	4	5	3	4	4	3	3	38
57	4	4	4	4	5	3	4	4	5	5	42
58	3	4	2	3	3	3	4	4	4	4	34
59	2	4	5	1	2	5	5	5	5	4	38
60	2	4	5	2	2	5	5	5	5	5	40
61	5	5	5	5	5	5	5	5	5	5	50
62	4	4	5	5	4	4	3	5	4	4	42
63	3	3	3	3	4	4	4	4	5	5	38
64	4	4	4	4	4	5	4	4	4	5	42
65	4	4	3	3	3	5	5	5	4	4	40
66	4	4	3	3	3	3	5	5	5	5	40
67	4	4	4	4	4	4	3	5	5	5	42
68	2	4	4	4	4	4	5	5	4	4	40
69	2	4	4	4	4	5	5	5	4	5	42
70	2	3	3	3	3	3	3	3	3	4	30
71	2	4	4	4	4	4	3	3	2	2	32
72	2	2	3	3	4	4	3	3	2	2	28
73	2	2	3	3	3	4	3	4	4	4	32
74	3	3	3	2	2	2	3	3	2	2	25
75	2	4	4	4	4	4	5	5	4	4	40
76	2	4	4	4	3	3	5	5	4	4	38

77	4	4	4	4	4	4	5	5	4	4	42
78	3	3	3	4	4	3	4	4	5	5	38
79	2	2	3	3	4	4	3	3	4	4	32
80	2	4	4	4	4	4	5	5	4	4	40
81	2	4	4	4	4	4	5	5	5	5	42
82	4	5	5	5	4	5	5	5	5	5	48
83	4	4	4	4	4	5	5	4	4	4	42
84	2	2	4	4	4	4	5	5	4	4	38
85	4	4	4	4	4	4	4	4	4	4	40
86	2	4	4	4	4	4	5	3	4	4	38
87	3	4	4	4	4	4	4	5	4	4	40
88	3	4	4	4	4	4	4	3	4	4	38
89	5	4	4	4	4	4	4	5	4	4	42
90	3	3	3	4	4	4	4	3	3	3	34
91	3	4	4	4	4	4	4	3	4	4	38
92	3	3	3	3	4	4	4	3	4	4	35
Total	291	334	337	338	339	384	404	412	404	403	3646
Rata-rata	3,16	3,63	3,66	3,67	3,68	4,17	4,39	4,47	4,39	4,38	39,6



No	Variabel Kompetensi Sumber Daya Manusia (X ₂)										JML
	Pengetahuan (<i>Knowledge</i>)		Keterampilan (<i>Skill</i>)		Sikap (<i>Attitude</i>)		Motivasi (<i>Motivation</i>)		Pengalaman Kerja (<i>Experience</i>)		
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	
1	4	4	4	5	5	5	4	5	5	5	46
2	4	4	4	4	5	4	4	4	4	3	40
3	4	4	4	5	5	5	5	5	4	5	46
4	4	4	5	5	4	5	5	5	5	5	47
5	3	3	4	4	3	3	3	3	3	2	31
6	5	5	5	5	4	4	5	4	5	3	45
7	5	5	5	5	4	4	4	4	4	3	43
8	5	4	4	5	5	5	5	5	4	4	46
9	5	5	5	5	5	5	5	5	5	5	50
10	4	4	5	5	5	4	4	3	3	3	40
11	4	4	5	5	5	5	5	4	4	4	45
12	3	3	3	3	5	5	5	4	3	3	37
13	4	5	5	5	4	5	5	5	5	4	47
14	5	4	5	5	5	5	5	4	4	4	46
15	4	5	5	5	5	5	5	4	4	3	45
16	5	5	5	4	5	5	5	5	4	4	47
17	5	5	5	5	5	5	5	4	4	3	46
18	5	5	5	5	5	5	5	5	4	4	48
19	4	5	4	4	4	4	5	4	4	2	40
20	5	4	4	4	5	4	4	5	4	4	43
21	5	4	4	4	5	4	4	4	4	4	42
22	5	4	4	4	4	3	4	4	4	2	38
23	4	4	5	3	5	5	4	5	3	3	41
24	5	4	5	4	4	5	4	3	4	3	41
25	4	4	4	5	5	5	5	4	4	4	44
26	4	5	5	4	3	3	3	4	4	4	39
27	5	5	5	4	4	3	3	4	5	5	43
28	5	5	5	5	5	5	5	4	4	4	47
29	5	5	5	5	5	4	4	4	4	4	45
30	4	4	4	5	5	5	5	5	5	5	47
31	4	5	5	3	3	3	3	4	4	4	38
32	5	5	5	5	5	5	5	5	4	3	47
33	4	2	2	3	3	3	3	2	2	1	25
34	4	5	4	5	5	4	5	4	4	5	45
35	5	5	4	4	5	4	5	4	4	2	42
36	5	5	5	4	3	5	4	4	4	1	40
37	5	5	4	4	5	5	5	4	4	3	44

38	5	4	5	4	4	3	3	4	4	2	38
39	5	5	4	5	4	4	4	4	4	3	42
40	5	5	4	4	4	4	5	5	5	5	46
41	5	5	5	4	5	5	5	5	4	4	47
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45	4	4	5	4	4	5	4	4	4	3	41
46	4	4	4	4	4	5	5	5	5	5	45
47	4	4	4	4	5	4	4	4	3	4	40
48	3	3	4	4	4	4	3	3	3	3	34
49	3	4	4	4	4	5	5	4	4	3	40
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53	3	5	3	5	5	5	5	3	4	2	40
54	3	3	5	4	5	5	4	5	4	3	41
55	3	5	4	5	4	5	4	4	3	2	39
56	4	4	5	4	5	5	4	5	3	3	42
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61	4	5	4	5	5	4	5	4	4	2	42
62	3	5	5	5	5	4	4	4	4	4	43
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66	4	4	4	5	5	5	4	4	5	3	43
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70	2	3	3	3	3	3	2	2	2	2	25
71	4	4	3	5	5	4	4	4	4	4	41
72	4	4	3	4	5	3	4	3	3	3	36
73	4	4	4	3	4	4	4	4	3	3	37
74	4	3	3	3	4	4	4	4	4	4	37
75	3	2	2	3	3	4	4	4	4	4	33
76	4	5	3	4	5	5	5	4	4	4	43
77	4	4	3	3	3	3	4	5	5	5	39
78	4	5	4	4	4	5	5	4	4	2	41

79	3	4	3	4	4	5	5	4	4	4	40
80	3	4	4	4	3	3	4	3	3	3	34
81	3	5	5	5	4	5	4	3	3	2	39
82	3	4	3	5	5	5	4	5	5	5	44
83	3	4	3	3	3	5	4	3	3	2	33
84	3	4	5	3	3	5	5	5	5	4	42
85	3	5	3	5	3	4	5	3	4	3	38
86	3	3	4	4	5	5	5	5	4	4	42
87	4	5	4	4	4	3	4	4	3	3	38
88	4	4	4	5	5	5	4	5	4	4	44
89	4	4	4	3	3	5	5	4	5	2	39
90	4	5	4	5	4	4	5	4	5	4	44
91	4	4	4	3	3	3	4	5	4	4	38
92	3	3	3	5	5	5	3	5	5	4	41
Total	370	394	389	396	402	403	395	384	374	315	3822
Rata-rata	4.02	4.28	4.22	4.30	4.36	4.38	4.29	4.17	4.06	3.42	41.54



No	Variabel Kinerja Karyawan (Y)										JML
	Kualitas Kerja		Kuantitas Kerja (Jumlah Pekerjaan)		Tanggung Jawab		Kerjasama		Inisiatif		
	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	
1	5	5	5	5	5	5	5	5	5	5	50
2	4	3	4	5	5	4	4	4	4	5	42
3	5	4	5	5	5	5	5	5	4	5	48
4	4	4	5	5	5	5	5	5	5	5	48
5	5	5	5	5	5	5	5	5	5	5	50
6	5	5	5	5	5	5	5	5	4	4	48
7	5	5	5	5	5	5	5	5	5	5	50
8	5	5	5	5	5	5	4	4	5	5	48
9	5	5	5	5	5	5	5	5	5	5	50
10	5	5	5	5	4	4	5	5	5	5	48
11	5	5	4	4	5	5	5	5	5	5	48
12	4	4	4	5	5	5	4	5	5	5	46
13	5	5	4	4	5	5	5	5	5	5	48
14	4	4	4	4	5	5	5	5	5	5	46
15	5	5	5	5	5	4	4	4	4	5	46
16	5	5	5	5	5	5	5	4	4	5	48
17	4	4	4	5	5	5	4	5	5	5	46
18	5	5	5	5	5	5	5	5	5	5	50
19	5	5	5	4	4	4	4	5	5	5	46
20	3	4	4	5	5	5	5	5	5	5	46
21	4	5	5	5	5	5	5	4	4	4	46
22	4	4	4	5	4	4	5	4	4	4	42
23	4	4	4	4	5	5	5	5	5	5	46
24	3	3	3	4	4	5	5	5	5	5	42
25	4	3	4	5	4	5	5	5	5	4	44
26	4	4	4	5	5	4	4	4	4	4	42
27	4	3	5	4	4	5	5	5	5	4	44
28	4	4	5	5	5	5	5	5	5	5	48
29	5	5	5	5	5	5	5	5	5	5	50
30	4	4	5	5	5	5	5	5	5	5	48
31	4	3	4	5	3	5	5	5	5	5	44
32	4	4	5	5	5	5	5	5	5	5	48
33	5	5	5	5	5	5	5	5	5	5	50
34	3	3	4	5	5	5	5	5	5	5	45
35	3	4	4	5	5	5	5	5	5	5	46

36	4	5	5	3	3	4	4	4	4	4	40
37	5	5	5	5	4	4	4	4	5	5	46
38	3	3	4	3	4	5	5	5	5	5	42
39	4	3	5	5	4	5	5	5	5	5	46
40	5	5	5	5	5	5	5	5	4	4	48
41	5	5	5	5	5	5	5	5	5	5	50
42	4	5	5	5	5	5	5	5	5	4	48
43	5	5	5	5	3	4	4	4	4	5	44
44	5	5	5	5	5	5	5	5	5	5	50
45	4	4	5	4	4	4	4	5	5	5	44
46	4	4	5	5	5	5	5	5	5	5	48
47	4	4	4	4	5	5	5	5	5	5	46
48	5	5	5	4	4	3	3	3	3	3	38
49	5	4	5	4	4	4	3	3	5	5	42
50	5	5	5	5	3	5	5	5	5	5	48
51	5	5	5	5	5	5	5	5	5	5	50
52	5	5	5	5	5	5	5	5	4	4	48
53	3	5	5	5	5	5	5	5	4	4	46
54	5	5	4	4	5	5	5	5	4	4	46
55	4	4	5	4	4	5	5	5	4	4	44
56	5	5	5	5	5	5	4	4	4	4	46
57	3	3	5	5	5	5	4	4	5	5	44
58	4	3	5	5	5	5	4	5	5	5	46
59	5	4	4	5	5	5	4	4	4	4	44
60	5	4	4	5	5	5	4	4	5	5	46
61	5	5	5	5	5	5	5	5	5	5	50
62	4	3	3	4	5	5	5	4	4	5	42
63	3	4	5	4	5	4	4	4	3	4	40
64	5	4	4	5	5	5	5	5	5	5	48
65	5	3	3	5	4	4	4	4	4	4	40
66	3	4	4	5	5	5	3	5	5	5	44
67	5	4	4	5	5	5	3	5	5	5	46
68	4	4	3	4	4	5	5	5	5	5	44
69	4	4	4	4	5	5	4	3	4	5	42
70	2	3	3	3	5	4	4	5	4	3	36
71	4	4	4	4	4	4	5	5	5	3	42
72	4	4	4	4	4	4	5	4	4	3	40
73	4	4	4	4	4	5	5	5	5	5	45
74	3	4	4	4	4	4	4	4	4	3	38
75	3	4	5	5	5	4	5	5	5	3	44
76	5	5	5	5	5	5	5	5	5	5	50

77	4	4	4	4	4	4	5	5	5	5	44
78	5	5	5	5	5	5	5	5	5	3	48
79	5	5	5	5	4	4	5	5	5	3	46
80	4	4	4	4	4	4	5	4	4	3	40
81	4	4	4	4	4	4	5	5	5	3	42
82	4	4	5	5	5	5	5	5	5	5	48
83	5	5	4	4	4	4	5	5	5	5	46
84	4	4	5	5	5	5	5	5	5	5	48
85	4	4	5	5	5	5	5	5	5	3	46
86	5	5	5	5	4	4	5	5	5	3	46
87	5	5	5	5	4	4	5	4	4	3	44
88	5	5	5	5	5	4	4	4	5	4	46
89	4	4	4	4	4	5	5	5	5	4	44
90	5	5	5	4	5	4	3	5	5	5	46
91	4	5	4	5	3	3	5	5	5	5	44
92	5	5	4	5	5	4	5	4	4	5	46
Total	398	396	416	427	423	428	428	431	430	415	4192
Rata-rata	4.32	4.30	4.52	4.64	4.59	4.65	4.65	4.68	4.67	4.51	45.56



LAMPIRAN III. HASIL UJI VALIDITAS

CORRELATIONS

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 X1
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

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Correlations

Notes		
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	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 X1 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	X1
Q1	Pearson Correlation	1	.610**	.266*	.279**	.315**	-.039	-.104	.042	.177	.138	.525**
	Sig. (2-tailed)		.000	.010	.007	.002	.712	.323	.688	.092	.188	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q2	Pearson Correlation	.610**	1	.385**	.318**	.239*	.019	.150	.148	.164	.201	.593**
	Sig. (2-tailed)	.000		.000	.002	.022	.861	.153	.160	.118	.055	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q3	Pearson Correlation	.266*	.385**	1	.689**	.398**	.195	.210*	.185	.035	.030	.637**
	Sig. (2-tailed)	.010	.000		.000	.000	.063	.044	.077	.738	.773	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q4	Pearson Correlation	.279**	.318**	.689**	1	.613**	.146	.157	.180	-.004	.070	.654**
	Sig. (2-tailed)	.007	.002	.000		.000	.164	.136	.085	.970	.510	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q5	Pearson Correlation	.315**	.239*	.398**	.613**	1	.245*	.007	.016	-.030	.019	.534**
	Sig. (2-tailed)	.002	.022	.000	.000		.018	.950	.877	.775	.855	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q6	Pearson Correlation	-.039	.019	.195	.146	.245*	1	.445**	.368**	.283**	.293**	.483**
	Sig. (2-tailed)	.712	.861	.063	.164	.018		.000	.000	.006	.005	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q7	Pearson Correlation	-.104	.150	.210*	.157	.007	.445**	1	.620**	.437**	.348**	.525**
	Sig. (2-tailed)	.323	.153	.044	.136	.950	.000		.000	.000	.001	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q8	Pearson Correlation	.042	.148	.185	.180	.016	.368**	.620**	1	.533**	.513**	.590**
	Sig. (2-tailed)	.688	.160	.077	.085	.877	.000	.000		.000	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q9	Pearson Correlation	.177	.164	.035	-.004	-.030	.283**	.437**	.533**	1	.826**	.556**
	Sig. (2-tailed)	.092	.118	.738	.970	.775	.006	.000	.000		.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q10	Pearson Correlation	.138	.201	.030	.070	.019	.293**	.348**	.513**	.826**	1	.561**
	Sig. (2-tailed)	.188	.055	.773	.510	.855	.005	.001	.000	.000		.000
	N	92	92	92	92	92	92	92	92	92	92	92
X1	Pearson Correlation	.525**	.593**	.637**	.654**	.534**	.483**	.525**	.590**	.556**	.561**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	92	92	92	92	92	92	92	92	92	92	92

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

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

CORRELATIONS

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 X2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

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Correlations

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,16

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	X2
Q1	Pearson Correlation	1	.320**	.425**	.189	.276**	.005	.195	.296**	.203	.188	.528**
	Sig. (2-tailed)		.002	.000	.071	.008	.964	.063	.004	.053	.073	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q2	Pearson Correlation	.320**	1	.402**	.348**	.106	.023	.405**	.051	.256*	.029	.489**
	Sig. (2-tailed)	.002		.000	.001	.316	.831	.000	.631	.014	.787	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q3	Pearson Correlation	.425**	.402**	1	.347**	.232*	.197	.098	.303**	.234*	.043	.551**
	Sig. (2-tailed)	.000	.000		.001	.026	.060	.353	.003	.025	.682	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q4	Pearson Correlation	.189	.348**	.347**	1	.539**	.323**	.298**	.129	.305**	.106	.596**
	Sig. (2-tailed)	.071	.001	.001		.000	.002	.004	.219	.003	.312	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q5	Pearson Correlation	.276**	.106	.232*	.539**	1	.466**	.354**	.367**	.161	.252*	.634**
	Sig. (2-tailed)	.008	.316	.026	.000		.000	.001	.000	.126	.015	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q6	Pearson Correlation	.005	.023	.197	.323**	.466**	1	.512**	.441**	.294**	.137	.562**
	Sig. (2-tailed)	.964	.831	.060	.002	.000		.000	.000	.004	.194	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q7	Pearson Correlation	.195	.405**	.098	.298**	.354**	.512**	1	.310**	.336**	.177	.611**
	Sig. (2-tailed)	.063	.000	.353	.004	.001	.000		.003	.001	.091	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q8	Pearson Correlation	.296**	.051	.303**	.129	.367**	.441**	.310**	1	.602**	.572**	.703**
	Sig. (2-tailed)	.004	.631	.003	.219	.000	.000	.003		.000	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q9	Pearson Correlation	.203	.256*	.234*	.305**	.161	.294**	.336**	.602**	1	.449**	.654**
	Sig. (2-tailed)	.053	.014	.025	.003	.126	.004	.001	.000		.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q10	Pearson Correlation	.188	.029	.043	.106	.252*	.137	.177	.572**	.449**	1	.546**
	Sig. (2-tailed)	.073	.787	.682	.312	.015	.194	.091	.000	.000		.000
	N	92	92	92	92	92	92	92	92	92	92	92
X2	Pearson Correlation	.528**	.489**	.551**	.596**	.634**	.562**	.611**	.703**	.654**	.546**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	92	92	92	92	92	92	92	92	92	92	92

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

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

CORRELATIONS

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Y
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

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Correlations

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,03

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Y
Q1	Pearson Correlation	1	.659**	.385**	.325**	.027	-.016	-.015	-.100	.023	.137	.533**
	Sig. (2-tailed)		.000	.000	.002	.798	.877	.890	.341	.828	.192	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q2	Pearson Correlation	.659**	1	.527**	.229*	.085	-.127	.073	-.005	-.056	-.028	.514**
	Sig. (2-tailed)	.000		.000	.028	.419	.229	.489	.962	.594	.794	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q3	Pearson Correlation	.385**	.527**	1	.408**	.132	.059	.022	.039	.058	.012	.532**
	Sig. (2-tailed)	.000	.000		.000	.209	.575	.837	.714	.580	.910	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q4	Pearson Correlation	.325**	.229*	.408**	1	.329**	.251*	.122	.098	.165	.188	.598**
	Sig. (2-tailed)	.002	.028	.000		.001	.016	.248	.353	.115	.073	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q5	Pearson Correlation	.027	.085	.132	.329**	1	.500**	.004	.116	.034	.199	.456**
	Sig. (2-tailed)	.798	.419	.209	.001		.000	.969	.272	.751	.057	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q6	Pearson Correlation	-.016	-.127	.059	.251*	.500**	1	.356**	.430**	.349**	.411**	.580**
	Sig. (2-tailed)	.877	.229	.575	.016	.000		.000	.000	.001	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q7	Pearson Correlation	-.015	.073	.022	.122	.004	.356**	1	.528**	.240*	-.017	.412**
	Sig. (2-tailed)	.890	.489	.837	.248	.969	.000		.000	.021	.874	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q8	Pearson Correlation	-.100	-.005	.039	.098	.116	.430**	.528**	1	.621**	.191	.512**
	Sig. (2-tailed)	.341	.962	.714	.353	.272	.000	.000		.000	.067	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q9	Pearson Correlation	.023	-.056	.058	.165	.034	.349**	.240*	.621**	1	.416**	.512**
	Sig. (2-tailed)	.828	.594	.580	.115	.751	.001	.021	.000		.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92
Q10	Pearson Correlation	.137	-.028	.012	.188	.199	.411**	-.017	.191	.416**	1	.502**
	Sig. (2-tailed)	.192	.794	.910	.073	.057	.000	.874	.067	.000		.000
	N	92	92	92	92	92	92	92	92	92	92	92
Y	Pearson Correlation	.533**	.514**	.532**	.598**	.456**	.580**	.412**	.512**	.512**	.502**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	92	92	92	92	92	92	92	92	92	92	92

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

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

LAMPIRAN IV. HASIL UJI RELIABILITAS

RELIABILITY

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

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Reliability

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,01

1. Keterlibatan Karyawan (X₁)

Reliability Statistics

Cronbach's Alpha	N of Items
.761	10

RELIABILITY

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

Reliability

Notes		
Output Created		06-JUL-2026 12:34:02
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in	
	Working Data File	92
	Matrix Input	
Missing Value Handling	Definition of	User-defined missing values are treated as
	Missing	missing.
	Cases Used	Statistics are based on all cases with valid
		data for all variables in the procedure.
Syntax		RELIABILITY
		/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8
		Q9 Q10
		/SCALE('ALL VARIABLES') ALL
		/MODEL=ALPHA.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,03

2. Komptensi Sumber Daya Manusia (X₂)

Reliability Statistics

Cronbach's Alpha	N of Items
.782	10

RELIABILITY

```

/VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

Reliability

Notes		
Output Created		06-JUL-2026 12:34:59
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in	
	Working Data File	92
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Q1 Q2 Q3 Q4 Q5 Q6 Q7 Q8 Q9 Q10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

3. Komptensi Sumber Daya Manusia (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.683	10

LAMPIRAN V. HASIL UJI REGRESI

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 X2.
  
```

Regression

Notes			
Output Created			06-JUL-2026 12:28:42
Comments			
Input	Active Dataset	DataSet0	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File		92
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing. Statistics are based on cases with no missing values for any variable used.	
	Cases Used		
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2.	
Resources	Processor Time		00:00:00,00
	Elapsed Time		00:00:00,05
	Memory Required	1796 bytes	
	Additional Memory Required for Residual Plots	0 bytes	

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Hail Uji Determinasi (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.520 ^a	.271	.254	2.69236

a. Predictors: (Constant), X2, X1

Hail Uji Regresi Linier Berganda dan Hasil Uji t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.057	3.366		8.038	.000
	X1	.135	.062	.198	2.163	.033
	X2	.317	.064	.453	4.949	.000

a. Dependent Variable: Y

Hail Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	239.465	2	119.732	16.518	.000 ^b
	Residual	645.144	89	7.249		
	Total	884.609	91			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Hasil Uji Asumsi Klasik

```

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

```

Regression

Notes			06-JUL-2026 12:50:52
Output Created			
Comments			
Input	Active Dataset Filter Weight Split File N of Rows in Working Data File	DataSet0 <none> <none> <none>	92
Missing Value Handling	Definition of Missing Cases Used	User-defined missing values are treated as missing. Statistics are based on cases with no missing values for any variable used.	
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID.	
Resources	Processor Time Elapsed Time Memory Required Additional Memory Required for Residual Plots		00:00:00,44 00:00:01,24 1844 bytes 904 bytes
Variables Created or Modified	RES_3	Unstandardized Residual	

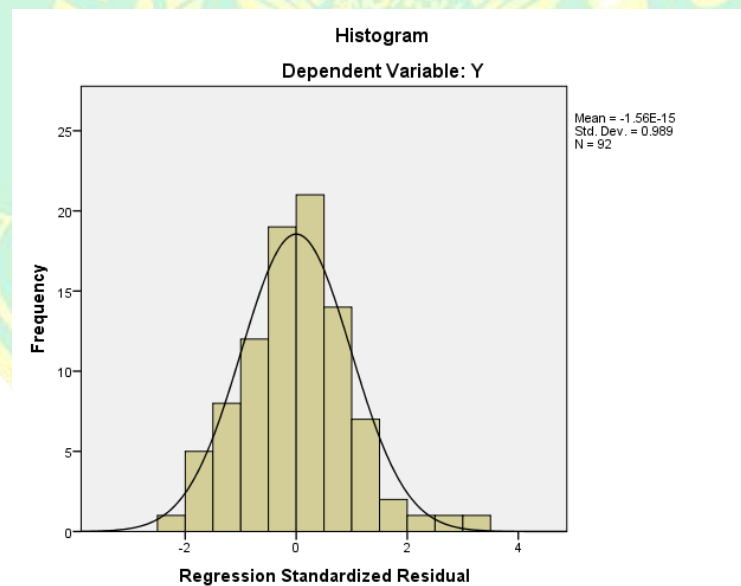
1. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		92
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.66261030
Most Extreme Differences	Absolute	.060
	Positive	.060
	Negative	-.057
Test Statistic		.060
Asymp. Sig. (2-tailed)		.200 ^{c,d}

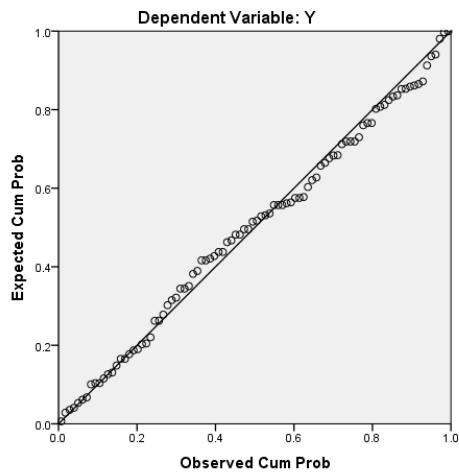
- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Charts

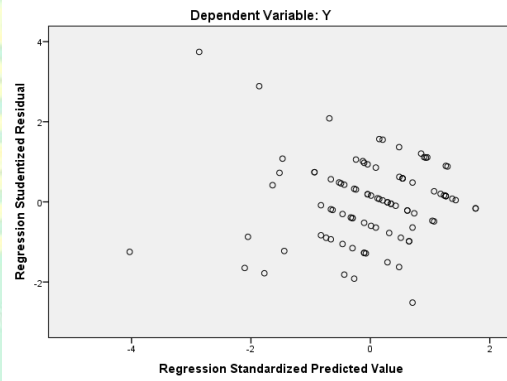


2. Hasil Uji Grafik Heteroskedastisitas

Normal P-P Plot of Regression Standardized Residual



Scatterplot



3. Hasil Uji Multikolinieritas

Coefficients^a

Model	Sig.	Collinearity Statistics	
		Tolerance	VIF
1 (Constant)	.000		
X1	.033	.978	1.022
X2	.000	.978	1.022

a. Dependent Variable: Y

4. Hasil Uji Autokolerasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.520 ^a	.271	.254	2.69236	1.776

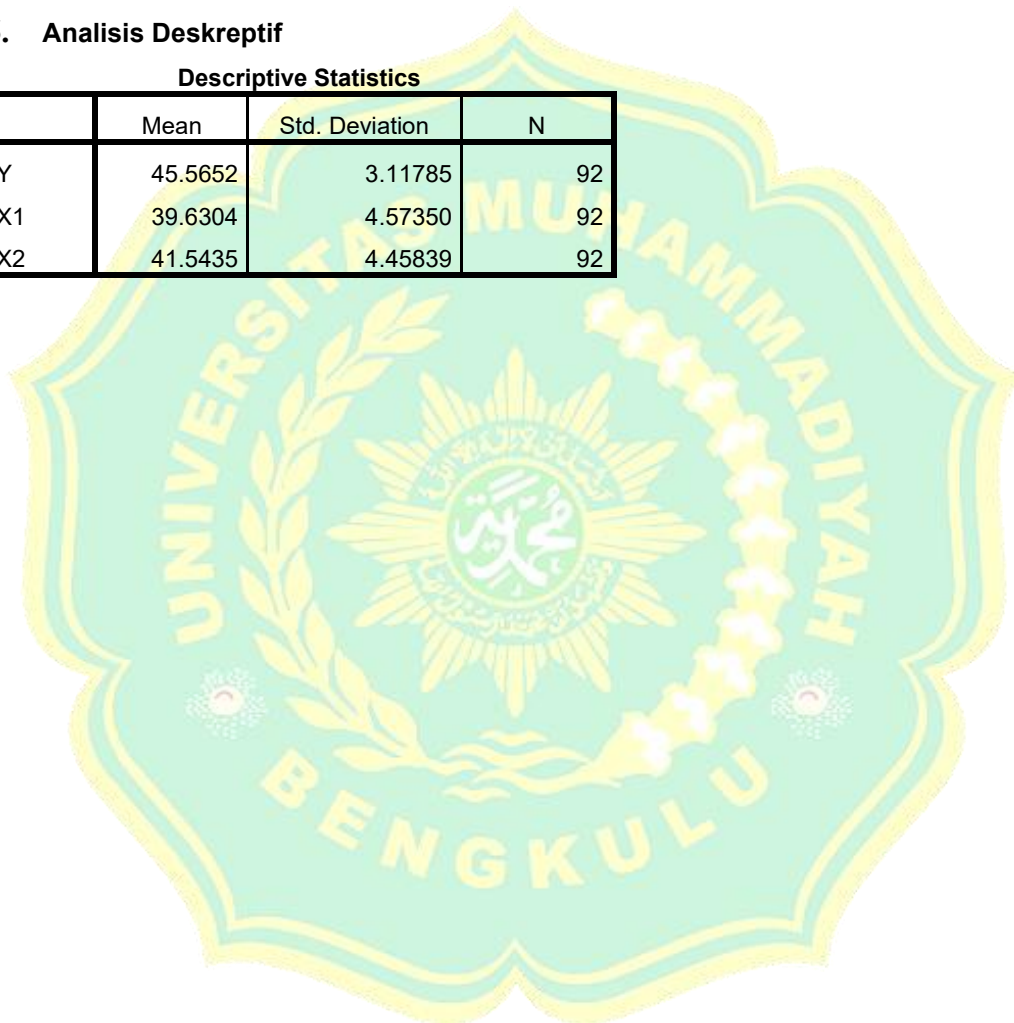
a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

5. Analisis Deskriptif

Descriptive Statistics

	Mean	Std. Deviation	N
Y	45.5652	3.11785	92
X1	39.6304	4.57350	92
X2	41.5435	4.45839	92



TABEL R STATISTIKA

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DF = n-2	0,1	0,05	0,02	0,01	0,001
	r 0,005	r 0,05	r 0,025	r 0,01	r 0,001
1	0,9877	0,9969	0,9995	0,9999	1,0000
2	0,9000	0,9500	0,9800	0,9900	0,9990
3	0,8054	0,8783	0,9343	0,9587	0,9911
4	0,7293	0,8114	0,8822	0,9172	0,9741
5	0,6694	0,7545	0,8329	0,8745	0,9509
6	0,6215	0,7067	0,7887	0,8343	0,9249
7	0,5822	0,6664	0,7498	0,7977	0,8983
8	0,5494	0,6319	0,7155	0,7646	0,8721
9	0,5214	0,6021	0,6851	0,7348	0,8470
10	0,4973	0,5760	0,6581	0,7079	0,8233
11	0,4762	0,5529	0,6339	0,6835	0,8010
12	0,4575	0,5324	0,6120	0,6614	0,7800
13	0,4409	0,5140	0,5923	0,6411	0,7604
14	0,4259	0,4973	0,5742	0,6226	0,7419
15	0,4124	0,4821	0,5577	0,6055	0,7247
16	0,4000	0,4683	0,5425	0,5897	0,7084
17	0,3887	0,4555	0,5285	0,5751	0,6932
18	0,3783	0,4438	0,5155	0,5614	0,6788
19	0,3687	0,4329	0,5034	0,5487	0,6652
20	0,3598	0,4227	0,4921	0,5368	0,6524
21	0,3515	0,4132	0,4815	0,5256	0,6402
22	0,3438	0,4044	0,4716	0,5151	0,6287
23	0,3365	0,3961	0,4622	0,5052	0,6178
24	0,3297	0,3882	0,4534	0,4958	0,6074
25	0,3233	0,3809	0,4451	0,4869	0,5974
26	0,3172	0,3739	0,4372	0,4785	0,5880
27	0,3115	0,3673	0,4297	0,4705	0,5790
28	0,3061	0,3610	0,4226	0,4629	0,5703
29	0,3009	0,3550	0,4158	0,4556	0,5620
30	0,2960	0,3494	0,4093	0,4487	0,5541
31	0,2913	0,3440	0,4032	0,4421	0,5465
32	0,2869	0,3388	0,3972	0,4357	0,5392
33	0,2826	0,3338	0,3916	0,4296	0,5322
34	0,2785	0,3291	0,3862	0,4238	0,5254
35	0,2746	0,3246	0,3810	0,4182	0,5189
36	0,2709	0,3202	0,3760	0,4128	0,5126
37	0,2673	0,3160	0,3712	0,4076	0,5066
38	0,2638	0,3120	0,3665	0,4026	0,5007
39	0,2605	0,3081	0,3621	0,3978	0,4950
40	0,2573	0,3044	0,3578	0,3932	0,4896
41	0,2542	0,3008	0,3536	0,3887	0,4843
42	0,2512	0,2973	0,3496	0,3843	0,4791

43	0,2483	0,2940	0,3457	0,3801	0,4742
44	0,2455	0,2907	0,3420	0,3761	0,4694
45	0,2429	0,2876	0,3384	0,3721	0,4647
46	0,2403	0,2845	0,3348	0,3683	0,4601
47	0,2377	0,2816	0,3314	0,3646	0,4557
48	0,2353	0,2787	0,3281	0,3610	0,4514
49	0,2329	0,2759	0,3249	0,3575	0,4473
50	0,2306	0,2732	0,3218	0,3542	0,4432
51	0,2284	0,2706	0,3188	0,3509	0,4393
52	0,2262	0,2681	0,3158	0,3477	0,4354
53	0,2241	0,2656	0,3129	0,3445	0,4317
54	0,2221	0,2632	0,3102	0,3415	0,4280
55	0,2201	0,2609	0,3074	0,3385	0,4244
56	0,2181	0,2586	0,3048	0,3357	0,4210
57	0,2162	0,2564	0,3022	0,3328	0,4176
58	0,2144	0,2542	0,2997	0,3301	0,4143
59	0,2126	0,2521	0,2972	0,3274	0,4110
60	0,2108	0,2500	0,2948	0,3248	0,4079
61	0,2091	0,2480	0,2925	0,3223	0,4048
62	0,2075	0,2461	0,2902	0,3198	0,4018
63	0,2058	0,2441	0,2880	0,3173	0,3988
64	0,2042	0,2423	0,2858	0,3150	0,3959
65	0,2027	0,2404	0,2837	0,3126	0,3931
66	0,2012	0,2387	0,2816	0,3104	0,3903
67	0,1997	0,2369	0,2796	0,3081	0,3876
68	0,1982	0,2352	0,2776	0,3060	0,3850
69	0,1968	0,2335	0,2756	0,3038	0,3823
70	0,1954	0,2319	0,2737	0,3017	0,3798
71	0,1940	0,2303	0,2718	0,2997	0,3773
72	0,1927	0,2287	0,2700	0,2977	0,3748
73	0,1914	0,2272	0,2682	0,2957	0,3724
74	0,1901	0,2257	0,2664	0,2938	0,3701
75	0,1888	0,2242	0,2647	0,2919	0,3678
76	0,1876	0,2227	0,2630	0,2900	0,3655
77	0,1864	0,2213	0,2613	0,2882	0,3633
78	0,1852	0,2199	0,2597	0,2864	0,3611
79	0,1841	0,2185	0,2581	0,2847	0,3589
80	0,1829	0,2172	0,2565	0,2830	0,3568
81	0,1818	0,2159	0,2550	0,2813	0,3547
82	0,1807	0,2146	0,2535	0,2796	0,3527
83	0,1796	0,2133	0,2520	0,2780	0,3507
84	0,1786	0,2120	0,2505	0,2764	0,3487
85	0,1775	0,2108	0,2491	0,2748	0,3468

86	0,1765	0,2096	0,2477	0,2732	0,3449
87	0,1755	0,2084	0,2463	0,2717	0,3430
88	0,1745	0,2072	0,2449	0,2702	0,3412
89	0,1735	0,2061	0,2435	0,2687	0,3393
90	0,1726	0,2050	0,2422	0,2673	0,3375
91	0,1716	0,2039	0,2409	0,2659	0,3358
92	0,1707	0,2028	0,2396	0,2645	0,3341
93	0,1698	0,2017	0,2384	0,2631	0,3323
94	0,1689	0,2006	0,2371	0,2617	0,3307
95	0,1680	0,1996	0,2359	0,2604	0,3290
96	0,1671	0,1986	0,2347	0,2591	0,3274
97	0,1663	0,1975	0,2335	0,2578	0,3258
98	0,1654	0,1966	0,2324	0,2565	0,3242
99	0,1646	0,1956	0,2312	0,2552	0,3226
100	0,1638	0,1946	0,2301	0,2540	0,3211
101	0,1630	0,1937	0,2290	0,2528	0,3196
102	0,1622	0,1927	0,2279	0,2515	0,3181
103	0,1614	0,1918	0,2268	0,2504	0,3166
104	0,1606	0,1909	0,2257	0,2492	0,3152
105	0,1599	0,1900	0,2247	0,2480	0,3137
106	0,1591	0,1891	0,2236	0,2469	0,3123
107	0,1584	0,1882	0,2226	0,2458	0,3109
108	0,1576	0,1874	0,2216	0,2446	0,3095
109	0,1569	0,1865	0,2206	0,2436	0,3082
110	0,1562	0,1857	0,2196	0,2425	0,3068
111	0,1555	0,1848	0,2186	0,2414	0,3055
112	0,1548	0,1840	0,2177	0,2403	0,3042
113	0,1541	0,1832	0,2167	0,2393	0,3029
114	0,1535	0,1824	0,2158	0,2383	0,3016
115	0,1528	0,1816	0,2149	0,2373	0,3004
116	0,1522	0,1809	0,2139	0,2363	0,2991
117	0,1515	0,1801	0,2131	0,2353	0,2979
118	0,1509	0,1793	0,2122	0,2343	0,2967
119	0,1502	0,1786	0,2113	0,2333	0,2955
120	0,1496	0,1779	0,2104	0,2324	0,2943
121	0,1490	0,1771	0,2096	0,2315	0,2931
122	0,1484	0,1764	0,2087	0,2305	0,2920
123	0,1478	0,1757	0,2079	0,2296	0,2908
124	0,1472	0,1750	0,2071	0,2287	0,2897
125	0,1466	0,1743	0,2062	0,2278	0,2886
126	0,1460	0,1736	0,2054	0,2269	0,2875
127	0,1455	0,1729	0,2046	0,2260	0,2864

Titik Persentase Distribusi t (df = 1 - 40)

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	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

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598
111	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528
112	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460
113	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392
114	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
115	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
116	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
117	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
118	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
119	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
120	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954

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
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78

