

Lampiran 1 : Kuesioner

KUESIONER

Kepada Yth. Karyawan UD AFALIA JAYA, saya mohon kesediaannya untuk menjawab semua pernyataan yang diajukan untuk melengkapi data-data yang diperlukan sehubungan dengan penyusunan skripsi yang berjudul **“PENGARUH PELATIHAN KERJA, KOMPETENSI SDM, DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA UD AFALIA JAYA TUMPANG MALANG”**. Jawaban anda tersebut saya jamin kerahasiaannya, dan tidak ada kaitannya sama sekali dengan kinerja anda di perusahaan.

Demikian permohonan ini saya buat, atas kesediaan dan bantuannya saya ucapkan terimakasih.

A. Identitas Narasumber

Mohon Bapak/ Ibu/ Saudara-i untuk dapat 40 jawaban/tanggapan terhadap pertanyaan/pernyataan di bawah ini sesuai dengan kenyataan yang dialami, dengan memberi tanda (✓) jawaban pada salah satu jawaban berikut :

1. Nama :
2. Jenis kelamin : a. laki-laki b. Perempuan
3. Usia :
 - a. Kurang dari 25 tahun
 - b. 26 – 35 tahun
 - c. 36 – 45 tahun
 - d. 46 – 55 tahun
4. Pendidikan terakhir :
 - a. SD
 - b. SMP
 - c. SMA/SMK Sederajat
5. Masa kerja :
 - a. Kurang dari 5 tahun
 - b. Lebih dari 5 tahun

B. Kuesioner

Petunjuk Pengisian Kuesioner

Beri tanda (✓) angka pada kolom penilaian terhadap semua pernyataan/pertanyaan yang ada di dalam kuesioner ini dengan memberikan penilaian sesuai dengan penilaian pilihan anda.

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

Petunjuk pengisian memberi tanda (✓) pada kolom jawaban yang dianggap paling tepat, pada alternative jawaban berikut ini :

SS = Sangat Setuju (5)

S = Setuju (4)

N = Netral (3)

TS = Tidak Setuju (2)

STS = Sangat Tidak Setuju (1)

| No | Pernyataan | SS | S | N | TS | STS |
|-----------------------|---|----|---|---|----|-----|
| Pelatihan (X1) | | | | | | |
| 1. | Tujuan pelatihan memberikan kesempatan kepada karyawan, untuk meningkatkan kemampuan karyawan. | 5 | 4 | 3 | 2 | 1 |
| 2. | Materi pelatihan memberikan kesempatan kepada karyawan, sebagai sarana penunjang karyawan untuk mencapai visi dan misi dari organisasi. | 5 | 4 | 3 | 2 | 1 |
| 3. | Metode pelatihan memberikan kesempatan kepada karyawan, guna meminimalisir kesalahan karyawan dalam bekerja. | 5 | 4 | 3 | 2 | 1 |
| 4. | Peserta pelatihan diberikan kesempatan oleh | 5 | 4 | 3 | 2 | 1 |

| | | | | | | |
|----------------------------|---|---|---|---|---|---|
| | perusahaan untuk mengikuti pelatihan (training), guna mencapai tujuan organisasi. | | | | | |
| Kompetensi SDM (X2) | | | | | | |
| 1. | Karyawan mengetahui pekerjaan yang dikerjakan sesuai dengan wawasan pengetahuan yang dimiliki dengan baik. | 5 | 4 | 3 | 2 | 1 |
| 2 | Karyawan memiliki pemahaman dalam memahami pekerjaan yang dijalankan dengan baik. | 5 | 4 | 3 | 2 | 1 |
| 3 | Karyawan memiliki kemampuan yang baik dalam menyelesaikan tugas dan pekerjaan yang diberikan oleh perusahaan. | 5 | 4 | 3 | 2 | 1 |
| 4 | Karyawan mengetahui dan memahami nilai-nilai yang dimiliki perusahaan dengan baik. | 5 | 4 | 3 | 2 | 1 |
| 5 | Karyawan memiliki sikap kerja yang baik sesuai dengan peraturan perusahaan. | 5 | 4 | 3 | 2 | 1 |
| Motivasi Kerja (X3) | | | | | | |
| 1. | Atasan karyawan selalu memberikan motivasi, sehingga karyawan memberikan yang terbaik dalam mengerjakan tugas dan memiliki dorongan mencapai tujuan perusahaan. | 5 | 4 | 3 | 2 | 1 |
| 2. | Karyawan selalu rajin dan memiliki semangat kerja dalam menyelesaikan pekerjaan agar mendapatkan hasil yang memuaskan . | 5 | 4 | 3 | 2 | 1 |
| 3. | Apabila karyawan menemui masalah dalam bekerja, karyawan memiliki inisiatif dan kreatif dalam mengerjakan pekerjaan perusahaan. | 5 | 4 | 3 | 2 | 1 |
| 4. | Karyawan selalu menerapkan rasa tanggung | 5 | 4 | 3 | 2 | 1 |

| | | | | | | |
|-----------------------------|--|---|---|---|---|---|
| | jawab atas pekerjaan yang kerjakan. | | | | | |
| Kinerja Karyawan (Y) | | | | | | |
| 1 | Kuantitas pekerjaan yang karyawan lakukan selalu mencapai target yang telah ditentukan perusahaan. | 5 | 4 | 3 | 2 | 1 |
| 2 | Kualitas hasil kerja yang karyawan lakukan sesuai dengan cara kerja yang ditetapkan perusahaan. | 5 | 4 | 3 | 2 | 1 |
| 3 | Karyawan memiliki keandalan dalam bekerja sehingga hasil kerja rapi dan tidak pernah di tolak oleh rekan karyawan. | 5 | 4 | 3 | 2 | 1 |
| 4 | Karyawan tidak pernah memiliki masalah dalam kehadiran yaitu terlambat masuk kerja dan selalu pulang tepat waktu. | 5 | 4 | 3 | 2 | 1 |
| 5 | Karyawan memiliki kemampuan bekerja sama dengan karyawan lain dalam bekerja di perusahaan. | 5 | 4 | 3 | 2 | 1 |

Lampiran 2 : Hasil SPSS 22 Uji Validitas dan Reliabilitas

Uji Validitas Pelatihan Kerja (X1)

| | | Correlations | | | | |
|------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| | | x1.1 | x1.2 | x1.3 | x1.4 | tx.1 |
| x1.1 | Pearson Correlation | 1 | .358 [*] | .493 ^{**} | .275 | .740 ^{**} |
| | Sig. (2-tailed) | | .023 | .001 | .086 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| x1.2 | Pearson Correlation | .358 [*] | 1 | .359 [*] | .245 | .698 ^{**} |
| | Sig. (2-tailed) | .023 | | .023 | .128 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| x1.3 | Pearson Correlation | .493 ^{**} | .359 [*] | 1 | .399 [*] | .792 ^{**} |
| | Sig. (2-tailed) | .001 | .023 | | .011 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| x1.4 | Pearson Correlation | .275 | .245 | .399 [*] | 1 | .641 ^{**} |
| | Sig. (2-tailed) | .086 | .128 | .011 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| tx.1 | Pearson Correlation | .740 ^{**} | .698 ^{**} | .792 ^{**} | .641 ^{**} | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 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).

Uji Validitas Kompetensi SDM (X2)

Correlations

| | | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | tx.2 |
|------|---------------------|--------|--------|--------|--------|--------|--------|
| x2.1 | Pearson Correlation | 1 | .348* | .490** | .191 | .150 | .641** |
| | Sig. (2-tailed) | | .028 | .001 | .238 | .357 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.2 | Pearson Correlation | .348* | 1 | .532** | .400* | .529** | .789** |
| | Sig. (2-tailed) | .028 | | .000 | .011 | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.3 | Pearson Correlation | .490** | .532** | 1 | .355* | .175 | .716** |
| | Sig. (2-tailed) | .001 | .000 | | .024 | .281 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.4 | Pearson Correlation | .191 | .400* | .355* | 1 | .562** | .692** |
| | Sig. (2-tailed) | .238 | .011 | .024 | | .000 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| x2.5 | Pearson Correlation | .150 | .529** | .175 | .562** | 1 | .689** |
| | Sig. (2-tailed) | .357 | .000 | .281 | .000 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| tx.2 | Pearson Correlation | .641** | .789** | .716** | .692** | .689** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 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).

Uji Validitas Motivasi Kerja (X3)

Correlations

| | | x3.1 | x3.2 | x3.3 | x3.4 | tx.3 |
|------|---------------------|--------|--------|--------|--------|--------|
| x3.1 | Pearson Correlation | 1 | .577** | .374* | .385* | .794** |
| | Sig. (2-tailed) | | .000 | .017 | .014 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| x3.2 | Pearson Correlation | .577** | 1 | .407** | .203 | .762** |
| | Sig. (2-tailed) | .000 | | .009 | .208 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| x3.3 | Pearson Correlation | .374* | .407** | 1 | .490** | .747** |
| | Sig. (2-tailed) | .017 | .009 | | .001 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| x3.4 | Pearson Correlation | .385* | .203 | .490** | 1 | .673** |
| | Sig. (2-tailed) | .014 | .208 | .001 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 |
| tx.3 | Pearson Correlation | .794** | .762** | .747** | .673** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 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).

Uji Validitas Kinerja Karyawan (Y)

Correlations

| | | y1 | y2 | y3 | y4 | y5 | ty |
|----|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| y1 | Pearson Correlation | 1 | .403 [*] | .413 ^{**} | .162 | .427 ^{**} | .685 ^{**} |
| | Sig. (2-tailed) | | .010 | .008 | .318 | .006 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| y2 | Pearson Correlation | .403 [*] | 1 | .215 | .404 ^{**} | .382 [*] | .665 ^{**} |
| | Sig. (2-tailed) | .010 | | .182 | .010 | .015 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| y3 | Pearson Correlation | .413 ^{**} | .215 | 1 | .381 [*] | .407 ^{**} | .717 ^{**} |
| | Sig. (2-tailed) | .008 | .182 | | .015 | .009 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| y4 | Pearson Correlation | .162 | .404 ^{**} | .381 [*] | 1 | .354 [*] | .656 ^{**} |
| | Sig. (2-tailed) | .318 | .010 | .015 | | .025 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| y5 | Pearson Correlation | .427 ^{**} | .382 [*] | .407 ^{**} | .354 [*] | 1 | .752 ^{**} |
| | Sig. (2-tailed) | .006 | .015 | .009 | .025 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 |
| ty | Pearson Correlation | .685 ^{**} | .665 ^{**} | .717 ^{**} | .656 ^{**} | .752 ^{**} | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 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).

Uji Reliabilitas

Uji Reliabilitas Pelatihan Kerja (X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .688 | 4 |

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 | 12.85 | 2.131 | .510 | .599 |
| x1.2 | 13.13 | 2.163 | .419 | .660 |
| x1.3 | 13.23 | 1.922 | .571 | .554 |
| x1.4 | 13.08 | 2.430 | .396 | .668 |

Uji Reliabilitas (X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .740 | 5 |

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 | 17.10 | 3.887 | .386 | .744 |
| x2.2 | 17.13 | 3.651 | .647 | .642 |
| x2.3 | 17.10 | 3.836 | .535 | .682 |
| x2.4 | 16.70 | 4.010 | .520 | .690 |
| x2.5 | 16.88 | 3.753 | .463 | .711 |

Uji Reliabilitas (X3)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .731 | 4 |

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 | 13.05 | 2.305 | .598 | .624 |
| x3.2 | 13.08 | 2.276 | .514 | .679 |
| x3.3 | 13.27 | 2.512 | .545 | .658 |
| x3.4 | 13.18 | 2.712 | .439 | .715 |

Uji Reliabilitas Kinerja Karyawan (Y)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .733 | 5 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| y1 | 17.10 | 3.374 | .492 | .687 |
| y2 | 17.27 | 3.487 | .480 | .693 |
| y3 | 17.35 | 3.105 | .498 | .686 |
| y4 | 17.27 | 3.435 | .449 | .703 |
| y5 | 17.30 | 3.036 | .557 | .660 |

Lampiran 3 : Uji Asumsi Klasik

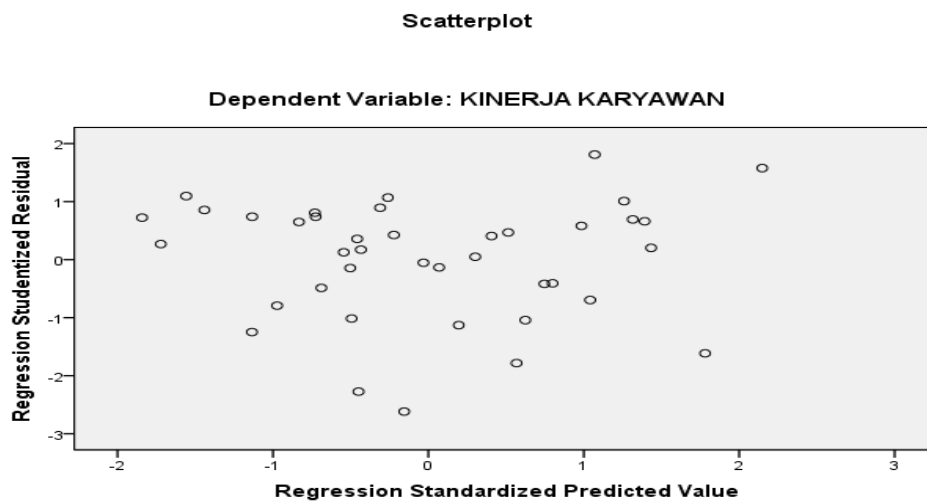
Uji Multikolinearitas

Coefficients^a

| Model | Collinearity Statistics | |
|-----------------|-------------------------|-------|
| | Tolerance | VIF |
| 1 | | |
| PELATIHAN KERJA | .986 | 1.014 |
| KOMPETENSI SDM | .984 | 1.016 |
| MOTIVASI KERJA | .978 | 1.022 |

a. Dependent Variable: KINERJA KARYAWAN

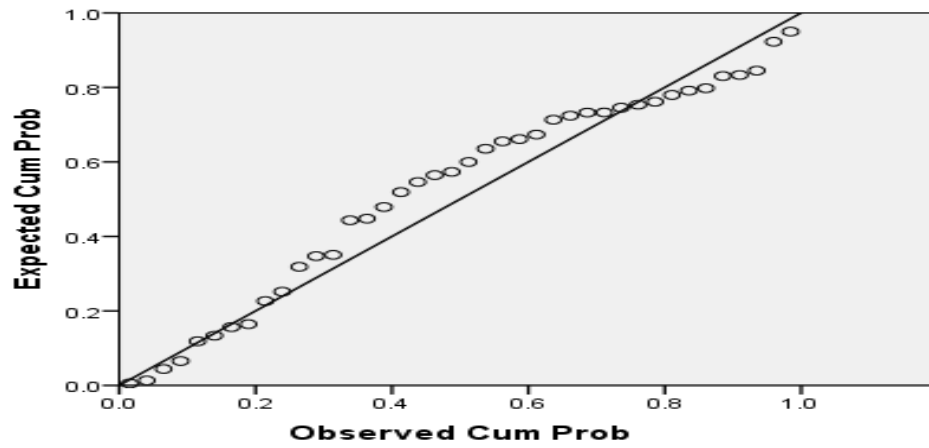
Uji Heteroskedastisitas



Uji Normalitas

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: KINERJA KARYAWAN



Uji Regresi dan Uji t

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -2.359 | 19.931 | | -.118 | .906 |
| | PELATIHAN KERJA | -.960 | 1.729 | -.144 | -.555 | .582 |
| | KOMPETENSI SDM | 2.025 | 1.526 | .386 | 1.327 | .193 |
| | MOTIVASI KERJA | -.417 | 1.768 | -.067 | -.236 | .815 |

a. Dependent Variable: absresid

Tabel t

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 | 3.07708 | 0.31375 | 12.70020 | 31.82052 | 63.65074 | 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 | 2.10962 | 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 | 2.42328 | 2.70446 | 3.30688 |

Tabel r

DISTRIBUSI NILAI r_{tabel} 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 |

Data Responden

| No. Resp | X1.1 | X1.2 | X1.3 | X1.4 | TX.1 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX.2 |
|----------|------|------|------|------|------|------|------|------|------|------|------|
| 1 | 3 | 5 | 4 | 4 | 16 | 4 | 4 | 4 | 5 | 4 | 21 |
| 2 | 5 | 5 | 4 | 5 | 19 | 3 | 4 | 4 | 5 | 5 | 21 |
| 3 | 5 | 5 | 5 | 4 | 19 | 5 | 4 | 5 | 5 | 4 | 23 |
| 4 | 5 | 4 | 4 | 5 | 18 | 3 | 4 | 4 | 5 | 5 | 21 |
| 5 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 6 | 5 | 5 | 4 | 4 | 18 | 3 | 5 | 4 | 4 | 5 | 21 |
| 7 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 4 | 4 | 5 | 22 |
| 8 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 3 | 5 | 5 | 22 |
| 9 | 4 | 3 | 4 | 4 | 15 | 4 | 5 | 4 | 5 | 5 | 23 |
| 10 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 5 | 5 | 4 | 22 |
| 11 | 3 | 3 | 2 | 3 | 11 | 2 | 2 | 3 | 3 | 2 | 12 |
| 12 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 3 | 22 |
| 13 | 4 | 4 | 4 | 5 | 17 | 4 | 5 | 4 | 5 | 5 | 23 |
| 14 | 5 | 4 | 4 | 5 | 18 | 5 | 4 | 5 | 5 | 4 | 23 |
| 15 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 4 | 4 | 23 |
| 16 | 5 | 5 | 5 | 4 | 19 | 4 | 4 | 4 | 5 | 5 | 22 |
| 17 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 5 | 4 | 4 | 22 |
| 18 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 4 | 5 | 4 | 21 |
| 19 | 5 | 4 | 5 | 4 | 18 | 4 | 4 | 4 | 5 | 4 | 21 |
| 20 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 4 | 5 | 5 | 23 |
| 21 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 5 | 5 | 22 |
| 22 | 5 | 5 | 4 | 5 | 19 | 3 | 4 | 4 | 5 | 5 | 21 |
| 23 | 5 | 5 | 4 | 5 | 19 | 3 | 4 | 4 | 5 | 5 | 21 |
| 24 | 4 | 4 | 4 | 5 | 17 | 5 | 4 | 4 | 5 | 4 | 22 |
| 25 | 3 | 2 | 2 | 3 | 10 | 3 | 2 | 2 | 3 | 3 | 13 |
| 26 | 4 | 5 | 4 | 4 | 17 | 4 | 4 | 5 | 5 | 4 | 22 |
| 27 | 5 | 4 | 4 | 4 | 17 | 4 | 5 | 5 | 5 | 5 | 24 |
| 28 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 29 | 4 | 5 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 30 | 5 | 4 | 5 | 5 | 19 | 4 | 5 | 4 | 5 | 4 | 22 |
| 31 | 5 | 4 | 5 | 4 | 18 | 5 | 4 | 4 | 5 | 4 | 22 |
| 32 | 5 | 4 | 5 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 33 | 4 | 5 | 5 | 5 | 19 | 4 | 4 | 4 | 5 | 4 | 21 |
| 34 | 5 | 4 | 5 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 35 | 4 | 4 | 5 | 4 | 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 36 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 4 | 4 | 22 |
| 37 | 5 | 4 | 4 | 5 | 18 | 5 | 4 | 5 | 5 | 4 | 23 |

| | | | | | | | | | | | |
|----|---|---|---|---|----|---|---|---|---|---|----|
| 38 | 5 | 4 | 4 | 5 | 18 | 5 | 4 | 4 | 4 | 4 | 21 |
| 39 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 3 | 4 | 4 | 19 |
| 40 | 4 | 5 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 4 | 21 |

| No. Resp | X3.1 | X3.2 | X3.3 | X3.4 | TX.3 | Y1 | Y2 | Y3 | Y4 | Y5 | TY |
|----------|------|------|------|------|------|----|----|----|----|----|----|
| 1 | 4 | 4 | 4 | 5 | 17 | 5 | 4 | 4 | 4 | 4 | 21 |
| 2 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 4 | 21 |
| 3 | 4 | 4 | 5 | 4 | 17 | 5 | 5 | 4 | 4 | 5 | 23 |
| 4 | 5 | 5 | 4 | 5 | 19 | 5 | 4 | 4 | 4 | 5 | 22 |
| 5 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 4 | 3 | 4 | 19 |
| 6 | 4 | 5 | 5 | 5 | 19 | 4 | 4 | 4 | 4 | 4 | 20 |
| 7 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 5 | 4 | 4 | 22 |
| 8 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 4 | 5 | 5 | 23 |
| 9 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 4 | 5 | 4 | 21 |
| 10 | 5 | 5 | 5 | 4 | 19 | 4 | 4 | 4 | 5 | 5 | 22 |
| 11 | 2 | 2 | 2 | 3 | 9 | 3 | 3 | 2 | 3 | 2 | 13 |
| 12 | 4 | 5 | 4 | 4 | 17 | 4 | 5 | 5 | 5 | 4 | 23 |
| 13 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 4 | 4 | 22 |
| 14 | 4 | 5 | 4 | 4 | 17 | 5 | 4 | 5 | 4 | 4 | 22 |
| 15 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 5 | 4 | 4 | 21 |
| 16 | 5 | 5 | 4 | 5 | 19 | 4 | 4 | 5 | 4 | 5 | 22 |
| 17 | 5 | 4 | 5 | 5 | 19 | 4 | 5 | 4 | 5 | 5 | 23 |
| 18 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 5 | 5 | 24 |
| 19 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 4 | 4 | 22 |
| 20 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 4 | 4 | 5 | 23 |
| 21 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 4 | 4 | 5 | 23 |
| 22 | 5 | 4 | 5 | 5 | 19 | 4 | 4 | 5 | 4 | 5 | 22 |
| 23 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 4 | 4 | 4 | 21 |
| 24 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 4 | 4 | 5 | 22 |
| 25 | 3 | 2 | 3 | 3 | 11 | 3 | 3 | 2 | 3 | 3 | 14 |
| 26 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 4 | 5 | 4 | 22 |
| 27 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 5 | 5 | 24 |
| 28 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 29 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 4 | 5 | 5 | 24 |
| 30 | 4 | 5 | 4 | 4 | 17 | 4 | 5 | 5 | 5 | 4 | 23 |
| 31 | 4 | 5 | 4 | 4 | 17 | 4 | 4 | 4 | 5 | 4 | 21 |
| 32 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 4 | 5 | 3 | 22 |
| 33 | 4 | 5 | 4 | 4 | 17 | 5 | 4 | 5 | 4 | 4 | 22 |
| 34 | 4 | 5 | 5 | 4 | 18 | 4 | 4 | 4 | 5 | 4 | 21 |

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|----|---|---|---|---|----|---|---|---|---|---|----|
| 35 | 5 | 4 | 4 | 4 | 17 | 5 | 5 | 4 | 4 | 4 | 22 |
| 36 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 5 | 23 |
| 37 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 5 | 4 | 23 |
| 38 | 5 | 5 | 5 | 3 | 18 | 4 | 4 | 5 | 5 | 5 | 23 |
| 39 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 40 | 5 | 4 | 4 | 5 | 18 | 5 | 5 | 4 | 4 | 4 | 22 |