

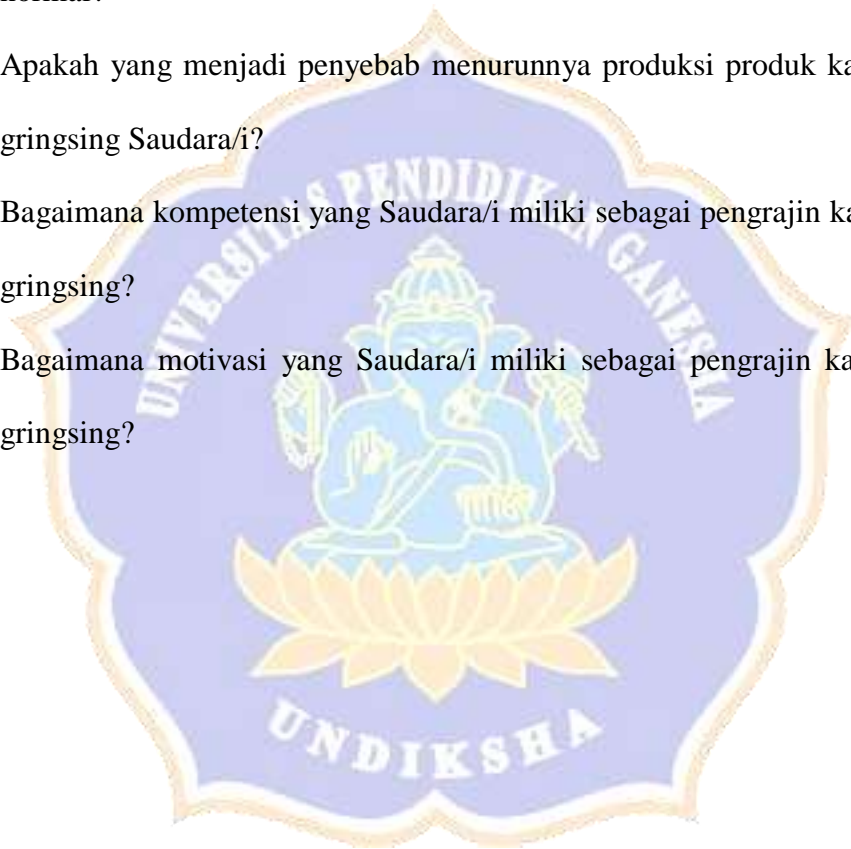


LAMPIRAN – LAMPIRAN

Lampiran 01. Pertanyaan

Pertanyaan :

1. Apa kendala yang Saudara/i alami sekarang menjadi pengrajin kain tenun gringsing di DesaTenganan Pegringsingan?
2. Berapa target normal produksi Saudara/i perbulan?
3. Apakah produksi produk kain tenun gringsing sudah sesuai dengan target normal?
4. Apakah yang menjadi penyebab menurunnya produksi produk kain tenun gringsing Saudara/i?
5. Bagaimana kompetensi yang Saudara/i miliki sebagai pengrajin kain tenun gringsing?
6. Bagaimana motivasi yang Saudara/i miliki sebagai pengrajin kain tenun gringsing?



Dokumentasi pada saat observasi penelitian



Lampiran 02.KuesionerPenelitian



UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI
JURUSAN MANAJEMEN

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 Email :jurusanmanajemen.undiksha@gmail.com

Kepada

Yth.Bapak/Ibu, Saudara/i PengrajinKainTenunGringsing

Di tempat

Hal :PengisianKuisisioner

DenganHormat,

Sehubungan dengan penyelesaian tugas akhir skripsi yang sedang saya tempuh di Program Studi S1 Manajemen, Jurusan Manajemen, Fakultas Ekonomi, Universitas Pendidikan Ganesha. Saya bermaksud mengadakan penelitian dengan judul “Pengaruh Kompetensi dan Motivasi Terhadap Produktivitas Kerja Pengrajin Kain Tenun Gringsing di Desa Tenganan Pegringsingan”. Saya Ni Putu Nina Wigunartini bermaksud untuk menyebar kuesioner angket penelitian di Desa Tenganan Pegringsingan. Informasi yang Bapak / Ibu, Saudara/i berikan hanya untuk kepentingan terbatas, dalam artian hanya diperlukan untuk penelitian tugas skripsi saja. Peneliti menjamin rahasia pribadi Bapak/Ibu, Saudara/i dalam memberikan kebenaran data kepada peneliti.

Melalui surat ini saya mohon kesediaan Bapak/Ibu, Saudara/i untuk berkenan berpartisipasi dalam mengisi kuesioner penelitian ini dan memberikan jawaban secara jujur dan sesuai dengan keadaan yang sebenarnya. Atas perhatian dan kesediaan Bapak / Ibu, Saudara / i yang telah meluangkan waktu untuk mengisi kuesioner ini, saya ucapkan terimakasih.

HormatSaya,

Ni Putu Nina Wigunartini
 NIM. 1817041236

A. Identitas Responden

1. Nama :
2. Alamat :
3. Usia :Tahun
4. JenisKelamin : (Laki-laki/Perempuan)
5. Pendidikan Terakhir :
6. Apakah anda merupakan pengrajin kain tenun gringsing di Desa Tenganan Pegringsingan?

IYA

TIDAK

Jika anda menjawab IYA, silahkan lanjutkan mengisi kuesioner, namun jika menjawab TIDAK silahkan berhenti untuk mengisi kuesioner.

B. Petunjuk Pengisian Kuesioner

Silahkan pilih jawaban yang menurut anda paling sesuai dengan kondisi yang ada dengan memberikan tanda centang (✓) pada pilihan jawaban yang tersedia. Jawablah pertanyaan di bawah ini sesuai dengan persepsi Bapak/Ibu, Saudar/i dengan keterangan sebagai berikut.

1. SS : Sangat Setuju
2. S : Setuju
3. R : Ragu-ragu
4. TS : Tidak Setuju
5. STS : Sangat Tidak Setuju

C. Draf Pernyataan

Produktivitas Kerja

NO	Item Pernyataan	S	S	R	T	S
		S	S	R	T	S
	Produktivitas Kerja	5	4	3	2	1
A	Kemampuan					
1.	Saya memiliki kemampuan yang baik dalam menenun kain gringsing					
2.	Kemampuan yang dimiliki pengrajin sangat baik sehingga menghasilkan produk tenunan yang bagus					
B	Meningkatkan Hasil Yang Dicapai					
3.	Saya mampu meningkatkan jumlah produk yang semakin banyak					
4.	Dalam menyelesaikan suatu pekerjaan, hasil yang saya dapatkan harus selalu meningkat					
C	Semangat Kerja					
5.	Saya memiliki semangat kerja yang tinggi					
6.	Ada rasa puas dalam hati apabila pekerjaan saya selesai dengan baik dan benar					
D	Pengembangan Diri					
7.	Saya mempunyai kepuasan yang tinggi terhadap pengembangan diri dalam menenun kain gringsing					
8.	Saya terus berusaha mengembangkannya untuk meningkatkan kemampuan dalam menenun kain gringsing					
E	Mutu					
9.	Produk kerajinan kain tenun gringsing mempunyai mutu standar yang baik					
10.	Dalam bekerja saya kurang memperhatikan kualitas produk yang saya hasilkan.					
F	Efisiensi					
11.	Saya selalu berusaha menyelesaikan pekerjaan sebelum batas waktu yang telah ditentukan					

1	Saya selalu menyelesaikan hasil tenunkaingringsing dengan tepat waktu					
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Kompetensi

No	Pertanyaan	S	S	R	T	ST
	Kompetensi	5	4	3	2	1
A	Pengetahuan (<i>Knowledge</i>)					
1.	Saya memiliki pengetahuan yang baik untuk menyelesaikan produk tenunkaingringsing					
2.	Dengan pengetahuan yang saya miliki, saya dapat menyelesaikan pekerjaannya dengan baik					
B	Kemampuan (<i>Skill</i>)					
3.	Kemampuan bahasaya dalam berbicara kepada konsumen sudah baik					
4.	Kemampuan saya dalam mengembangkan strategi dalam bekerja sudah baik					
C	Sikap (<i>Attitude</i>)					
5.	Saya selalu bersikap tanggap dan tepat waktu dalam menyelesaikan pesanan konsumen					
6.	Saya percaya diri yang baik kepada pengrajin lain akan mendukung dalam menyelesaikan tenunan yang membutuhkan kerjasama.					

Motivasi

No	Pertanyaan	S	S	R	T	S
	Motivasi	5	4	3	2	1
A	Kebutuhan fisiologis (<i>Physiological Needs</i>)					
1.	Situasi dan kondisi tempat saya bekerja sudah baik					

2	Tingkat kesesuaian gaji yang saya dapatkan sudah baik					
	.					
B	Kebutuhan rasa aman (<i>Safety Needs</i>)					
3	Adanya perhatian dan saling membantu sesama pengrajin kain tenun ringsing					
	.					
4	Situasi dan kondisi tempat saya bekerja sangat baik					
	.					
C	Kebutuhan sosial (<i>Social Needs</i>)					
5	Hubungan antara pengrajin kain tenun ringsing satu dengan yang lainnya sudah baik					
	.					
6	Pengrajin saling bekerjasama dan saling membantu dalam mencari kebutuhan tenun					
	.					
D	Kebutuhan akan penghargaan					
7	Terkadang saya memberikan promosi kepada konsumen					
	.					
8	Dengan adanya puji dari konsumen membuat saya termotivasi untuk bekerja lebih giat lagi dalam menghasilkan produk yang bagus					
	.					
E	Aktualisasi diri					
9	Saya selalu meningkatkan kreativitas dalam menenun kain ringsing					
	.					
10	Kemampuan yang saya miliki dalam bekerja sebagai pengrajin tenun kain ringsing sudah baik					
	.					

Lampiran01.Tabulasi Data PopulasiPenelitian

No.	ProduktivitasKerja (Y)												Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	
1	4	3	4	5	4	4	4	5	4	4	3	4	48
2	5	5	5	5	5	5	5	5	5	5	5	5	60
3	3	2	2	3	3	3	2	2	3	3	3	3	32
4	3	3	2	2	3	3	3	2	2	3	2	3	31
5	3	3	3	2	3	3	4	4	2	3	4	4	38
6	4	3	4	3	4	4	3	4	3	4	3	4	43
7	4	3	3	4	4	4	3	3	4	4	4	4	44
8	3	2	3	2	3	3	2	3	2	3	2	3	31
9	5	5	5	5	4	5	5	5	5	4	5	4	57
10	5	4	5	5	4	5	4	5	5	4	5	4	55
11	5	4	4	3	5	5	4	3	3	5	3	5	49
12	5	5	5	5	4	5	5	5	4	4	5	4	56
13	3	2	4	2	3	3	2	4	2	3	2	3	33
14	3	2	3	3	3	3	2	3	4	3	3	3	35
15	5	3	4	3	3	5	3	4	4	3	3	3	43
16	4	4	4	4	4	4	4	4	4	4	4	4	48
17	4	5	4	3	4	4	5	4	3	4	3	4	47
18	5	4	4	5	5	5	4	4	5	5	5	5	56
19	4	5	4	4	4	4	3	4	4	3	4	5	48
20	4	5	4	3	4	4	5	4	3	4	3	4	47
21	3	3	2	2	3	3	3	4	3	3	4	3	36
22	3	3	3	2	3	3	4	3	4	3	2	3	36
23	4	3	4	3	4	4	4	4	3	4	3	4	44

51	5	5	4	5	5	5	5	4	5	5	5	5	58
52	4	5	5	4	5	4	5	5	4	5	4	5	55
53	3	2	2	3	2	3	2	2	3	2	3	2	29
54	5	4	4	5	5	5	4	4	5	5	5	5	56
55	5	4	4	3	3	5	4	4	3	3	3	3	44
56	4	3	5	4	4	4	3	5	4	4	4	4	48
57	3	3	3	2	3	3	3	3	2	3	2	3	33
58	3	3	2	2	3	3	3	2	2	3	2	3	31
59	4	5	3	5	4	4	5	3	5	4	5	4	51
60	3	2	4	3	3	3	2	4	3	3	3	3	36
61	4	3	4	2	4	4	3	4	2	4	2	4	40
62	4	4	3	2	4	5	4	3	2	3	4	4	42
63	5	3	5	4	4	5	3	5	4	5	4	5	52
64	5	4	4	5	5	5	4	4	5	5	5	5	56
65	5	5	4	5	5	5	5	4	5	5	5	5	58
66	4	3	3	4	5	4	3	3	4	5	4	5	47
67	3	2	3	4	4	3	4	3	4	3	4	3	40
68	3	4	2	3	3	3	4	2	3	3	4	3	37
69	3	2	3	3	4	3	4	3	3	4	3	3	38
70	3	4	4	2	3	3	4	2	4	3	2	3	37
71	3	3	3	2	3	3	3	3	2	3	2	3	33
72	4	4	4	4	4	4	4	4	4	4	4	4	48
73	4	3	3	4	3	4	3	3	4	3	4	3	41

No.	Kompetensi (X1)						Total
	P1	P2	P3	P4	P5	P6	
1	4	4	3	4	3	3	21
2	5	5	5	5	5	4	29
3	3	2	2	3	3	3	16
4	3	2	2	3	2	3	15
5	3	3	2	2	2	2	14
6	4	4	3	3	4	3	21
7	4	4	4	3	3	4	22
8	3	2	3	2	2	3	15
9	5	5	4	5	4	4	27
10	5	4	5	5	5	4	28
11	5	5	5	4	4	4	27
12	5	5	5	5	4	4	28
13	3	2	4	2	2	4	17
14	3	2	2	3	3	3	16
15	5	3	4	5	3	4	24
16	4	4	4	4	4	5	25
17	4	5	4	4	4	5	26
18	5	4	4	3	4	5	25
19	4	3	4	4	4	3	22
20	4	4	4	3	4	3	22
21	3	2	2	3	2	2	14
22	3	3	2	2	2	2	14
23	4	4	3	3	4	3	21
24	4	4	4	3	3	4	22

25	3	2	3	2	2	3	15
26	4	4	4	3	3	4	22
27	3	3	4	3	4	3	20
28	5	5	4	5	4	4	27
29	5	4	5	5	5	5	29
30	5	5	5	4	4	4	27
31	5	5	5	5	4	4	28
32	5	5	4	4	3	4	25
33	5	5	5	5	5	5	30
34	4	4	3	3	3	4	21
35	4	3	4	4	4	4	23
36	4	3	5	3	3	4	22
37	3	2	2	3	4	3	17
38	4	2	3	2	2	3	16
39	4	3	2	3	4	3	19
40	3	4	3	4	3	4	21
41	5	5	5	5	5	5	30
42	5	5	5	5	5	4	29
43	4	3	3	4	4	3	21
44	5	5	5	5	5	5	30
45	4	4	3	3	4	3	21
46	3	3	4	4	4	4	22
47	4	4	5	4	5	5	27
48	3	3	2	2	3	2	15
49	3	2	2	3	3	2	15
50	5	5	5	5	5	5	30
51	4	4	5	5	5	5	28

52	4	5	5	4	4	5	27
53	3	2	2	2	3	2	14
54	5	4	4	4	4	4	25
55	4	5	4	4	3	4	24
56	4	5	3	3	4	3	22
57	3	2	2	2	2	3	14
58	3	2	2	3	3	3	16
59	4	3	5	3	3	5	23
60	3	2	2	3	4	2	16
61	4	2	3	2	2	3	16
62	4	3	2	3	4	2	18
63	3	4	3	4	3	4	21
64	5	5	4	4	4	5	27
65	4	4	5	5	5	4	27
66	4	3	5	3	4	3	22
67	3	4	2	4	2	3	18
68	3	3	2	2	3	2	15
69	3	2	3	3	3	3	17
70	3	4	2	3	2	3	17
71	3	3	2	2	2	2	14
72	4	3	4	3	3	4	21
73	4	3	4	3	4	4	22

No.	Motivasi (X2)										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
1	4	4	4	4	4	4	4	4	4	4	40
2	5	5	5	5	5	5	5	5	5	5	50
3	3	2	2	3	3	2	2	3	3	3	26
4	3	3	2	2	3	3	2	3	3	3	27
5	3	3	2	3	3	3	2	3	3	3	28
6	3	3	4	4	4	3	4	3	4	3	35
7	4	3	3	4	4	3	3	4	4	4	36
8	3	2	3	3	3	2	3	3	4	3	29
9	4	5	4	3	4	5	4	4	5	3	41
10	5	4	5	3	4	5	4	4	3	5	42
11	4	3	5	4	4	3	5	4	5	5	42
12	3	5	4	4	3	5	4	3	5	3	39
13	3	2	3	4	3	2	3	3	4	3	30
14	3	2	2	3	3	2	2	3	3	3	26
15	5	5	5	4	3	5	3	5	4	5	44
16	4	4	4	4	4	4	4	4	4	4	40
17	5	4	3	4	5	4	3	5	4	5	42
18	5	4	3	3	5	3	5	3	3	5	39
19	4	4	4	4	4	4	4	4	4	4	40
20	5	4	3	4	5	4	3	5	4	5	42
21	3	3	2	2	3	3	2	3	2	3	26
22	3	3	2	3	3	3	2	3	3	3	28
23	3	3	4	4	4	3	4	3	4	3	35
24	4	3	3	4	4	3	3	4	3	4	35

25	3	2	3	3	3	2	3	3	2	3	27
26	4	3	3	4	4	3	3	4	4	4	36
27	3	2	4	3	3	2	3	3	4	3	30
28	4	5	4	3	4	5	4	4	5	3	41
29	5	4	5	3	4	5	4	4	3	4	41
30	4	3	5	4	4	3	5	4	5	5	42
31	3	5	4	4	3	5	4	3	5	3	39
32	5	5	5	4	5	5	5	5	4	5	48
33	5	4	5	5	5	4	5	5	3	5	46
34	5	3	5	4	4	3	5	5	4	5	43
35	4	4	4	3	3	4	2	3	4	4	35
36	4	5	3	5	4	5	3	4	5	5	43
37	4	4	2	3	3	4	2	4	3	3	32
38	4	3	3	4	4	3	3	4	4	4	36
39	4	3	4	3	4	3	4	4	3	4	36
40	3	4	5	5	3	4	5	3	5	3	40
41	4	5	3	5	5	4	5	4	3	5	43
42	3	4	5	5	4	4	5	3	3	5	41
43	3	5	4	4	4	5	4	3	4	3	39
44	4	5	3	4	5	4	3	5	5	4	42
45	4	3	4	4	4	3	4	4	4	5	39
46	4	4	3	4	3	4	3	4	4	4	37
47	4	5	4	5	4	5	4	4	5	4	44
48	4	3	2	4	3	3	2	4	4	4	33
49	3	2	2	3	3	2	2	3	3	3	26
50	5	5	5	5	5	5	5	5	5	5	50
51	4	5	5	4	4	5	5	4	4	4	44

52	5	5	4	5	4	5	4	5	5	5	47
53	3	3	2	3	3	3	2	3	3	3	28
54	5	5	5	4	5	5	5	5	4	5	48
55	4	5	5	4	4	5	5	4	3	4	43
56	4	5	5	4	4	5	5	4	4	4	44
57	3	3	2	3	3	3	2	3	3	3	28
58	3	3	4	4	3	3	4	3	4	3	34
59	4	5	3	5	4	5	3	4	3	4	40
60	4	4	2	3	3	4	2	4	3	3	32
61	4	3	3	4	4	3	3	4	3	4	35
62	4	3	4	3	4	3	4	4	3	3	35
63	3	4	5	5	3	4	5	3	5	3	40
64	5	5	5	4	5	5	5	5	4	5	48
65	4	5	5	4	4	5	5	4	5	4	45
66	5	5	4	3	4	5	4	5	3	5	43
67	4	3	2	3	3	3	2	4	3	4	31
68	4	3	2	4	3	3	2	4	2	4	31
69	3	3	2	3	3	3	2	3	3	3	28
70	3	4	4	2	3	4	4	3	2	4	33
71	3	3	2	3	3	3	2	3	3	4	29
72	4	4	4	3	4	4	3	4	3	4	37
73	4	4	3	4	3	4	3	4	4	4	37

Lampiran 02. Tabulasi Data Sampel Kecil Variabel Produktivitas Kerja (Y)

a. data ordinal produktivitas kerja

Responden	Produktivitas Kerja (Y)												
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total
1	5	5	5	5	4	5	5	5	4	4	5	4	56
2	3	2	4	2	3	3	2	4	2	3	2	3	33
3	3	2	3	3	3	3	2	3	4	3	3	3	35
4	5	3	4	3	3	5	3	4	4	3	3	3	43
5	4	4	4	4	4	4	4	4	4	4	4	4	48
6	4	5	4	3	4	4	5	4	3	4	3	4	47
7	5	4	4	5	5	5	4	4	5	5	5	5	56
8	4	5	4	4	4	4	3	4	4	3	4	5	48
9	4	5	4	3	4	4	5	4	3	4	3	4	47
10	3	3	2	2	3	3	3	4	3	3	4	3	36
11	3	3	3	2	3	3	4	3	4	3	2	3	36
12	4	3	4	3	4	4	4	4	3	4	3	4	44
13	4	3	3	3	4	4	3	3	4	4	4	3	42
14	3	2	3	2	3	3	4	3	4	3	2	4	36
15	4	3	3	4	4	4	3	3	4	4	4	4	44
16	3	4	3	2	3	3	3	3	2	3	2	3	34
17	5	5	5	5	4	5	5	5	5	4	5	4	57
18	5	4	5	5	4	5	4	5	5	4	5	4	55
19	5	4	4	3	5	5	4	3	3	5	3	5	49
20	5	5	5	5	4	5	5	5	4	4	5	4	56
21	5	4	4	3	3	5	4	4	3	3	3	3	44

22	5	5	5	5	5	5	5	5	5	5	5	5	5	60
23	5	4	3	4	4	5	4	3	4	4	4	4	4	48
24	4	4	4	4	4	4	4	3	4	4	3	4	4	46
25	4	5	3	5	4	4	5	3	5	4	5	4	4	51
26	3	2	4	3	3	5	5	4	3	3	3	3	3	41
27	4	3	4	2	4	4	5	4	2	4	4	4	4	44
28	4	4	3	3	4	4	5	3	2	4	5	4	4	45
29	5	3	5	4	5	5	3	5	4	5	4	5	5	53
30	5	4	5	4	5	5	5	5	5	5	4	5	5	57



Lampiran05.HasilUjiReliabilitas Dan ValiditasSampel Kecil VariabelProduktivitasKerja (Y)

a. HasilUjiReliabilitasSampel Kecil VariabelProduktivitasKerja (Y)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.925	.930	12

Item Statistics

	Mean	Std. Deviation	N
Y.1	4.1667	.79148	30
Y.2	3.7333	1.01483	30
Y.3	3.8667	.81931	30
Y.4	3.5000	1.07479	30
Y.5	3.8667	.68145	30
Y.6	4.2333	.77385	30
Y.7	4.0000	.94686	30
Y.8	3.8667	.77608	30
Y.9	3.7000	.95231	30
Y.10	3.8333	.69893	30
Y.11	3.7000	1.02217	30
Y.12	3.9000	.71197	30

Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12
Y.1	1.000	.572	.674	.709	.682	.891	.368	.543	.480	.675	.618	.581
Y.2	.572	1.000	.412	.632	.495	.433	.574	.347	.307	.421	.552	.487
Y.3	.674	.412	1.000	.587	.523	.703	.400	.839	.345	.502	.362	.508
Y.4	.709	.632	.587	1.000	.612	.684	.373	.496	.758	.574	.800	.563
Y.5	.682	.495	.523	.612	1.000	.584	.374	.356	.414	.965	.584	.896
Y.6	.891	.433	.703	.684	.584	1.000	.471	.570	.426	.584	.571	.482
Y.7	.368	.574	.400	.373	.374	.471	1.000	.328	.153	.417	.428	.358
Y.8	.543	.347	.839	.496	.356	.570	.328	1.000	.317	.339	.469	.349
Y.9	.480	.307	.345	.758	.414	.426	.153	.317	1.000	.389	.507	.412
Y.10	.675	.421	.502	.574	.965	.584	.417	.339	.389	1.000	.555	.797
Y.11	.618	.552	.362	.800	.584	.571	.428	.469	.507	.555	1.000	.479
Y.12	.581	.487	.508	.563	.896	.482	.358	.349	.412	.797	.479	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y.1	42.2000	49.269	.826	.954	.913
Y.2	42.6333	48.999	.636	.909	.921
Y.3	42.5000	50.328	.694	.939	.918
Y.4	42.8667	45.637	.845	.966	.911
Y.5	42.5000	51.086	.772	.992	.916
Y.6	42.1333	49.982	.776	.944	.915
Y.7	42.3667	51.344	.503	.883	.927
Y.8	42.5000	51.845	.592	.894	.922
Y.9	42.6667	50.782	.544	.815	.925
Y.10	42.5333	51.223	.735	.986	.917
Y.11	42.6667	47.747	.727	.931	.917

Y.6	Pearson Correlation	.891**	.433*	.703**	.684**	.584*	1	.471*	.570**	.426*	.584**	.571**	.482*	.814**
	Sig. (2-tailed)	.000	.017	.000	.000	.001		.009	.001	.019	.001	.001	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	.368*	.574**	.400*	.373*	.374*	.471*	1	.328	.153	.417*	.428*	.358	.592**
	Sig. (2-tailed)	.045	.001	.028	.043	.042	.009		.076	.420	.022	.018	.052	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	.543**	.347	.839**	.496**	.356	.570*	.328	1	.317	.339	.469**	.349	.656**
	Sig. (2-tailed)	.002	.060	.000	.005	.053	.001	.076		.088	.067	.009	.058	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.480**	.307	.345	.758**	.414*	.426*	.153	.317	1	.389*	.507**	.412*	.628**
	Sig. (2-tailed)	.007	.099	.062	.000	.023	.019	.420	.088		.034	.004	.024	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.675**	.421*	.502**	.574**	.965*	.584*	.417*	.339	.389*	1	.555**	.797*	.776**
	Sig. (2-tailed)	.000	.020	.005	.001	.000	.001	.022	.067	.034		.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.11	Pearson Correlation	.618**	.552**	.362*	.800**	.584*	.571*	.428*	.469**	.507**	.555**	1	.479*	.787**
	Sig. (2-tailed)	.000	.002	.049	.000	.001	.001	.018	.009	.004	.001		.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson Correlation	.581**	.487**	.508**	.563**	.896*	.482*	.358	.349	.412*	.797**	.479**	1	.744**

TY	Sig. (2-tailed)	.001	.006	.004	.001	.000	.007	.052	.058	.024	.000	.007		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.857**	.712**	.747**	.883**	.806*	.814*	.592*	.656**	.628**	.776**	.787**	.744*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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



Lampiran03.Tabulasi Data Sampel Kecil VariabelKompetensi (X1)

a. Data ordinal kompetensi

Responden	Kompetensi (X1)						Total
	P1	P2	P3	P4	P5	P6	
1	4	4	3	4	3	3	21
2	5	5	5	5	5	4	29
3	3	2	2	3	3	3	16
4	3	2	2	3	2	3	15
5	3	3	2	2	2	2	14
6	4	4	3	3	4	3	21
7	4	4	4	3	3	4	22
8	3	2	3	2	2	3	15
9	5	5	4	5	4	4	27
10	5	4	5	5	5	4	28
11	5	5	5	4	4	4	27
12	5	5	5	5	4	4	28
13	3	2	4	2	2	4	17
14	3	2	2	3	3	3	16
15	5	3	4	5	3	4	24
16	4	4	4	4	4	5	25
17	4	5	4	4	4	5	26
18	5	4	4	3	4	5	25
19	4	3	4	4	4	3	22
20	4	4	4	3	4	3	22
21	3	2	2	3	2	2	14
22	3	3	2	2	2	2	14
23	4	4	3	3	4	3	21
24	4	4	4	3	3	4	22

25	3	2	3	2	2	3	15
26	4	4	4	3	3	4	22
27	3	3	4	3	4	3	20
28	5	5	4	5	4	4	27
29	5	4	5	5	5	5	29
30	5	5	5	4	4	4	27



Lampiran04.HasilUjiReliabilitas Dan ValiditasSampel Kecil VariabelKompetensi (X1)

a. HasilUjiReliabilitasSampel Kecil VariabelKompetensi

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.933	.936	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.0000	.83045	30
X1.2	3.6000	1.10172	30
X1.3	3.6333	1.03335	30
X1.4	3.5000	1.04221	30
X1.5	3.4000	.96847	30
X1.6	3.5667	.85836	30

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
X1.1	1.000	.829	.804	.837	.772	.677
X1.2	.829	1.000	.715	.661	.737	.576
X1.3	.804	.715	1.000	.656	.737	.748
X1.4	.837	.661	.656	1.000	.752	.559
X1.5	.772	.737	.737	.752	1.000	.589
X1.6	.677	.576	.748	.559	.589	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	17.7000	18.562	.916	.870	.910
X1.2	18.1000	17.266	.800	.724	.923
X1.3	18.0667	17.513	.835	.750	.917
X1.4	18.2000	17.821	.784	.745	.924
X1.5	18.3000	18.079	.824	.704	.919
X1.6	18.1333	19.706	.703	.576	.933

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21.7000	25.803	5.07971	6

b. Hasil Uji Validitas Sampel Kecil Variabel Kompetensi

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TX1
X1.1	Pearson Correlation	1	.829**	.804**	.837**	.772**	.677**	.940**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.829**	1	.715**	.661**	.737**	.576**	.871**
	Sig. (2-tailed)	.000		.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.804**	.715**	1	.656**	.737**	.748**	.891**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.837**	.661**	.656**	1	.752**	.559**	.857**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.000
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.772**	.737**	.737**	.752**	1	.589**	.880**
	Sig. (2-tailed)	.000	.000	.000	.000		.001	.000
	N	30	30	30	30	30	30	30

X1.6	Pearson Correlation	.677**	.576**	.748**	.559**	.589**	1	.784**
	Sig. (2-tailed)	.000	.001	.000	.001	.001		.000
	N	30	30	30	30	30	30	30
TX1	Pearson Correlation	.940**	.871**	.891**	.857**	.880**	.784**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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



Lampiran05.Tabulasi Data Sampel Kecil VariabelMotivasi (X2)

a. Data ordinal motivasi

Responden	Motivasi (X2)										T
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
1	4	4	4	4	4	4	4	4	4	4	40
2	5	5	5	5	5	5	5	5	5	5	50
3	3	2	2	3	3	2	2	3	3	3	26
4	3	3	2	2	3	3	2	3	3	3	27
5	3	3	2	3	3	3	2	3	3	3	28
6	3	3	4	4	4	3	4	3	4	3	35
7	4	3	3	4	4	3	3	4	4	4	36
8	3	2	3	3	3	2	3	3	4	3	29
9	4	5	4	3	4	5	4	4	5	3	41
10	5	4	5	3	4	5	4	4	3	5	42
11	4	3	5	4	4	3	5	4	5	5	42
12	3	5	4	4	3	5	4	3	5	3	39
13	3	2	3	4	3	2	3	3	4	3	30
14	3	2	2	3	3	2	2	3	3	3	26
15	5	5	5	4	3	5	3	5	4	5	44
16	4	4	4	4	4	4	4	4	4	4	40
17	5	4	3	4	5	4	3	5	4	5	42
18	5	4	3	3	5	3	5	3	3	5	39
19	4	4	4	4	4	4	4	4	4	4	40
20	5	4	3	4	5	4	3	5	4	5	42
21	3	3	2	2	3	3	2	3	2	3	26
22	3	3	2	3	3	3	2	3	3	3	28

23	3	3	4	4	4	3	4	3	4	3	35
24	4	3	3	4	4	3	3	4	3	4	35
25	3	2	3	3	3	2	3	3	2	3	27
26	4	3	3	4	4	3	3	4	4	4	36
27	3	2	4	3	3	2	3	3	4	3	30
28	4	5	4	3	4	5	4	4	5	3	41
29	5	4	5	3	4	5	4	4	3	4	41
30	4	3	5	4	4	3	5	4	5	5	42



Lampiran06.HasilUjiReliabilitas Dan ValiditasSampel Kecil VariabelMotivasi (X2)

a. HasilUjiReliabilitasSampel Kecil VariabelMotivasi (X2)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.918	.922	10

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.8000	.80516	30
X2.2	3.4000	1.00344	30
X2.3	3.5000	1.04221	30
X2.4	3.5000	.68229	30
X2.5	3.7333	.69149	30
X2.6	3.4333	1.07265	30
X2.7	3.4000	.96847	30
X2.8	3.6667	.71116	30
X2.9	3.7667	.85836	30
X2.10	3.7667	.85836	30

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10
X2.1	1.000	.657	.534	.377	.768	.663	.504	.843	.230	.878
X2.2	.657	1.000	.528	.302	.507	.955	.504	.628	.472	.432
X2.3	.534	.528	1.000	.509	.383	.601	.820	.512	.597	.520
X2.4	.377	.302	.509	1.000	.512	.259	.522	.569	.618	.500

X2.3	Pearson	.534**	.528**	1	.509**	.383*	.601*	.820	.512*	.597*	.520*	.805*
	Correlation					*	*	**	*	*	*	*
	Sig. (2-tailed)	.002	.003		.004	.037	.000	.000	.004	.000	.003	.000
X2.4	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson	.377*	.302	.509**	1	.512*	.259	.522	.569*	.618*	.500*	.647*
	Correlation					*		**	*	*	*	*
X2.5	Sig. (2-tailed)	.040	.105	.004		.004	.167	.003	.001	.000	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson	.768**	.507**	.383*	.512**	1	.440*	.628	.654*	.356	.705*	.752*
X2.6	Correlation					*	**	*	*	*	*	*
	Sig. (2-tailed)	.000	.004	.037	.004		.015	.000	.000	.053	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson	.663**	.955**	.601**	.259	.440*	1	.458	.648*	.413*	.413*	.791*
	Correlation					*	*	*	*	*	*	*
	Sig. (2-tailed)	.000	.000	.000	.167	.015		.011	.000	.023	.023	.000
X2.8	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson	.504**	.504**	.820**	.522**	.628*	.458*	1	.350	.614*	.531*	.785*
	Correlation					*	*	*	*	*	*	*
X2.9	Sig. (2-tailed)	.005	.005	.000	.003	.000	.011		.058	.000	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson	.843**	.628**	.512**	.569**	.654*	.648*	.350	1	.433*	.772*	.818*
X2.10	Correlation					*	*	*	*	*	*	*
	Sig. (2-tailed)	.000	.000	.004	.001	.000	.000	.058		.017	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
TX2	Pearson	.230	.472**	.597**	.618**	.356	.413*	.614	.433*	1	.251	.654*
	Correlation					*	*	**	*	*	*	*
	Sig. (2-tailed)	.222	.008	.000	.000	.053	.023	.000	.017		.181	.000
TX2	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson	.878**	.432*	.520**	.500**	.705*	.413*	.531	.772*	.251	1	.762*
	Correlation					*	*	**	*	*	*	*
TX2	Sig. (2-tailed)	.000	.017	.003	.005	.000	.023	.003	.000	.181		.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson	.832**	.804**	.805**	.647**	.752*	.791*	.785	.818*	.654*	.762*	1
TX2	Correlation					*	*	**	*	*	*	*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.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).

Lampiran7.Tabulasi Data Sampel Besar Variabel Produktivitas Kerja (Y)

a. Data ordinal produktivitas kerja

Responde n.	Produktivitas Kerja (Y)												Tota l
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P1 0	P1 1	P1 2	
1	4	3	4	5	4	4	4	5	4	4	3	4	48
2	5	5	5	5	5	5	5	5	5	5	5	5	60
3	3	2	2	3	3	3	2	2	3	3	3	3	32
4	3	3	2	2	3	3	3	2	2	3	2	3	31
5	3	3	3	2	3	3	4	4	2	3	4	4	38
6	4	3	4	3	4	4	3	4	3	4	3	4	43
7	4	3	3	4	4	4	3	3	4	4	4	4	44
8	3	2	3	2	3	3	2	3	2	3	2	3	31
9	5	5	5	5	4	5	5	5	5	4	5	4	57
10	5	4	5	5	4	5	4	5	5	4	5	4	55
11	5	4	4	3	5	5	4	3	3	5	3	5	49
12	5	5	5	5	4	5	5	5	4	4	5	4	56
13	3	2	4	2	3	3	2	4	2	3	2	3	33
14	3	2	3	3	3	3	2	3	4	3	3	3	35
15	5	3	4	3	3	5	3	4	4	3	3	3	43
16	4	4	4	4	4	4	4	4	4	4	4	4	48
17	4	5	4	3	4	4	5	4	3	4	3	4	47
18	5	4	4	5	5	5	4	4	5	5	5	5	56
19	4	5	4	4	4	4	3	4	4	3	4	5	48
20	4	5	4	3	4	4	5	4	3	4	3	4	47
21	3	3	2	2	3	3	3	4	3	3	4	3	36
22	3	3	3	2	3	3	4	3	4	3	2	3	36
23	4	3	4	3	4	4	4	4	3	4	3	4	44

51	5	5	4	5	5	5	5	4	5	5	5	5	58
52	4	5	5	4	5	4	5	5	4	5	4	5	55
53	3	2	2	3	2	3	2	2	3	2	3	2	29
54	5	4	4	5	5	5	4	4	5	5	5	5	56
55	5	4	4	3	3	5	4	4	3	3	3	3	44
56	4	3	5	4	4	4	3	5	4	4	4	4	48
57	3	3	3	2	3	3	3	3	2	3	2	3	33
58	3	3	2	2	3	3	3	2	2	3	2	3	31
59	4	5	3	5	4	4	5	3	5	4	5	4	51
60	3	2	4	3	3	3	2	4	3	3	3	3	36
61	4	3	4	2	4	4	3	4	2	4	2	4	40
62	4	4	3	2	4	5	4	3	2	3	4	4	42
63	5	3	5	4	4	5	3	5	4	5	4	5	52
64	5	4	4	5	5	5	4	4	5	5	5	5	56
65	5	5	4	5	5	5	5	4	5	5	5	5	58
66	4	3	3	4	5	4	3	3	4	5	4	5	47
67	3	2	3	4	4	3	4	3	4	3	4	3	40
68	3	4	2	3	3	3	4	2	3	3	4	3	37
69	3	2	3	3	4	3	4	3	3	4	3	3	38
70	3	4	4	2	3	3	4	2	4	3	2	3	37
71	3	3	3	2	3	3	3	3	2	3	2	3	33
72	4	4	4	4	4	4	4	4	4	4	4	4	48
73	4	3	3	4	3	4	3	3	4	3	4	3	41

**Lampiran 8. Hasil Uji Reliabilitas
Validitas Sampel Besar Variabel Produktivitas Kerja (Y)**

Dan

a. Hasil Uji Reliabilitas Sampel Besar Variabel Produktivitas Kerja (Y)

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.947	.950	12

Item Statistics

	Mean	Std. Deviation	N
Y.1	4.0411	.80689	73
Y.2	3.6301	1.00701	73
Y.3	3.6986	.93816	73
Y.4	3.5890	1.10347	73
Y.5	3.8904	.77391	73
Y.6	4.0959	.81929	73
Y.7	3.8356	.95763	73
Y.8	3.6712	.94362	73
Y.9	3.6986	1.03662	73
Y.10	3.8493	.79357	73
Y.11	3.7123	1.03386	73
Y.12	3.8904	.79165	73

Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12
Y.1	1.000	.634	.732	.690	.719	.939	.512	.656	.613	.726	.647	.725
Y.2	.634	1.000	.483	.561	.553	.582	.757	.396	.490	.520	.577	.576
Y.3	.732	.483	1.000	.550	.585	.707	.485	.891	.519	.591	.439	.628
Y.4	.690	.561	.550	1.000	.646	.643	.474	.549	.874	.626	.845	.600
Y.5	.719	.553	.585	.646	1.000	.696	.538	.502	.582	.945	.620	.910
Y.6	.939	.582	.707	.643	.696	1.000	.551	.634	.558	.685	.623	.680
Y.7	.512	.757	.485	.474	.538	.551	1.000	.431	.439	.497	.541	.507
Y.8	.656	.396	.891	.549	.502	.634	.431	1.000	.465	.508	.514	.565
Y.9	.613	.490	.519	.874	.582	.558	.439	.465	1.000	.569	.721	.552
Y.10	.726	.520	.591	.626	.945	.685	.497	.508	.569	1.000	.573	.880
Y.11	.647	.577	.439	.845	.620	.623	.541	.514	.721	.573	1.000	.589
Y.12	.725	.576	.628	.600	.910	.680	.507	.565	.552	.880	.589	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y.1	41.5616	65.833	.860	.925	.940
Y.2	41.9726	65.527	.687	.721	.945
Y.3	41.9041	65.643	.738	.878	.943
Y.4	42.0137	62.430	.808	.877	.941
Y.5	41.7123	66.819	.816	.930	.941
Y.6	41.5068	66.115	.822	.903	.941
Y.7	41.7671	66.792	.641	.683	.946
Y.8	41.9315	66.370	.682	.848	.945
Y.9	41.9041	64.560	.727	.785	.944
Y.10	41.7534	66.827	.793	.904	.942
Y.11	41.8904	64.043	.763	.798	.942
Y.12	41.7123	66.708	.805	.860	.941

Y.8	Pearson	.656	.396	.891	.549	.502*	.634	.431*	1	.465*	.508*	.514*	.565*	.737
	Correlation	**	**	**	**	*	**	*		*	*	*	*	**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.9	Pearson	.613	.490	.519	.874	.582*	.558	.439*	.465*	1	.569*	.721*	.552*	.780
	Correlation	**	**	**	**	*	**	*	*		*	*	*	**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.10	Pearson	.726	.520	.591	.626	.945*	.685	.497*	.508*	.569*	1	.573*	.880*	.825
	Correlation	**	**	**	**	*	**	*	*	*		*	*	**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.11	Pearson	.647	.577	.439	.845	.620*	.623	.541*	.514*	.721*	.573*	1	.589*	.810
	Correlation	**	**	**	**	*	**	*	*	*	*		*	**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73
Y.12	Pearson	.725	.576	.628	.600	.910*	.680	.507*	.565*	.552*	.880*	.589*	1	.835
	Correlation	**	**	**	**	*	**	*	*	*	*	*		**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	73	73	73	73	73	73	73	73	73	73	73	73	73
TY	Pearson	.883	.745	.785	.849	.844*	.851	.703*	.737*	.780*	.825*	.810*	.835*	1
	Correlation	**	**	**	**	*	**	*	*	*	*	*	*	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	73	73	73	73	73	73	73	73	73	73	73	73	73	73

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

Lampiran9. Tabulasi Data Sampel Besar Variabel Kompetensi (X1)

b. Data ordinal kompetensi

Responden	Kompetensi (X1)						Total
	P1	P2	P3	P4	P5	P6	
1	4	4	3	4	3	3	21
2	5	5	5	5	5	4	29
3	3	2	2	3	3	3	16
4	3	2	2	3	2	3	15
5	3	3	2	2	2	2	14

6	4	4	3	3	4	3	21
7	4	4	4	3	3	4	22
8	3	2	3	2	2	3	15
9	5	5	4	5	4	4	27
10	5	4	5	5	5	4	28
11	5	5	5	4	4	4	27
12	5	5	5	5	4	4	28
13	3	2	4	2	2	4	17
14	3	2	2	3	3	3	16
15	5	3	4	5	3	4	24
16	4	4	4	4	4	5	25
17	4	5	4	4	4	5	26
18	5	4	4	3	4	5	25
19	4	3	4	4	4	3	22
20	4	4	4	3	4	3	22
21	3	2	2	3	2	2	14
22	3	3	2	2	2	2	14
23	4	4	3	3	4	3	21
24	4	4	4	3	3	4	22
25	3	2	3	2	2	3	15
26	4	4	4	3	3	4	22
27	3	3	4	3	4	3	20
28	5	5	4	5	4	4	27
29	5	4	5	5	5	5	29
30	5	5	5	4	4	4	27
31	5	5	5	5	4	4	28
32	5	5	4	4	3	4	25

33	5	5	5	5	5	5	30
34	4	4	3	3	3	4	21
35	4	3	4	4	4	4	23
36	4	3	5	3	3	4	22
37	3	2	2	3	4	3	17
38	4	2	3	2	2	3	16
39	4	3	2	3	4	3	19
40	3	4	3	4	3	4	21
41	5	5	5	5	5	5	30
42	5	5	5	5	5	4	29
43	4	3	3	4	4	3	21
44	5	5	5	5	5	5	30
45	4	4	3	3	4	3	21
46	3	3	4	4	4	4	22
47	4	4	5	4	5	5	27
48	3	3	2	2	3	2	15
49	3	2	2	3	3	2	15
50	5	5	5	5	5	5	30
51	4	4	5	5	5	5	28
52	4	5	5	4	4	5	27
53	3	2	2	2	3	2	14
54	5	4	4	4	4	4	25
55	4	5	4	4	3	4	24
56	4	5	3	3	4	3	22
57	3	2	2	2	2	3	14
58	3	2	2	3	3	3	16
59	4	3	5	3	3	5	23

60	3	2	2	3	4	2	16
61	4	2	3	2	2	3	16
62	4	3	2	3	4	2	18
63	3	4	3	4	3	4	21
64	5	5	4	4	4	5	27
65	4	4	5	5	5	4	27
66	4	3	5	3	4	3	22
67	3	4	2	4	2	3	18
68	3	3	2	2	3	2	15
69	3	2	3	3	3	3	17
70	3	4	2	3	2	3	17
71	3	3	2	2	2	2	14
72	4	3	4	3	3	4	21
73	4	3	4	3	4	4	22



Lampiran10.HasilUjiReliabilitas Dan ValiditasSampelBesarVariabelKompetensi (X1)

a. HasilUjiReliabilitasSampelBesarVariabelKompetensi (X1)

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.923	.927	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.9178	.77734	73
X1.2	3.5616	1.09273	73
X1.3	3.5479	1.14311	73
X1.4	3.4932	1.00171	73
X1.5	3.5068	.95921	73
X1.6	3.5753	.94160	73

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
X1.1	1.000	.742	.755	.713	.653	.654
X1.2	.742	1.000	.640	.708	.586	.626
X1.3	.755	.640	1.000	.683	.655	.813
X1.4	.713	.708	.683	1.000	.734	.667
X1.5	.653	.586	.655	.734	1.000	.549
X1.6	.654	.626	.813	.667	.549	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	17.6849	19.385	.824	.704	.908
X1.2	18.0411	17.512	.757	.625	.913
X1.3	18.0548	16.636	.825	.764	.904
X1.4	18.1096	17.738	.817	.696	.904
X1.5	18.0959	18.671	.729	.597	.916
X1.6	18.0274	18.499	.771	.695	.910

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
21.6027	25.632	5.06277	6

b. Hasil Uji Validitas Sampel Besar Variabel Kompetensi (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TX1
X1.1	Pearson Correlation	1	.742**	.755**	.713**	.653**	.654**	.870**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	73	73	73	73	73	73	73
X1.2	Pearson Correlation	.742**	1	.640**	.708**	.586**	.626**	.842**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	73	73	73	73	73	73	73
X1.3	Pearson Correlation	.755**	.640**	1	.683**	.655**	.813**	.890**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	73	73	73	73	73	73	73
X1.4	Pearson Correlation	.713**	.708**	.683**	1	.734**	.667**	.877**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	73	73	73	73	73	73	73
X1.5	Pearson Correlation	.653**	.586**	.655**	.734**	1	.549**	.811**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	73	73	73	73	73	73	73

X1.6	Pearson	.654**	.626**	.813**	.667**	.549**	1	.841**
	Correlation							
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	73	73	73	73	73	73	73
TX1	Pearson	.870**	.842**	.890**	.877**	.811**	.841**	1
	Correlation							
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	73	73	73	73	73	73	73

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



Lampiran11.Tabulasi Data Sampel Besar Variabel Motivasi (X2)

a. Data Ordinal Motivasi

Responden	Motivasi (X2)										Total
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	
1	4	4	4	4	4	4	4	4	4	4	40
2	5	5	5	5	5	5	5	5	5	5	50
3	3	2	2	3	3	2	2	3	3	3	26
4	3	3	2	2	3	3	2	3	3	3	27
5	3	3	2	3	3	3	2	3	3	3	28
6	3	3	4	4	4	3	4	3	4	3	35
7	4	3	3	4	4	3	3	4	4	4	36
8	3	2	3	3	3	2	3	3	4	3	29
9	4	5	4	3	4	5	4	4	5	3	41
10	5	4	5	3	4	5	4	4	3	5	42
11	4	3	5	4	4	3	5	4	5	5	42
12	3	5	4	4	3	5	4	3	5	3	39
13	3	2	3	4	3	2	3	3	4	3	30
14	3	2	2	3	3	2	2	3	3	3	26
15	5	5	5	4	3	5	3	5	4	5	44
16	4	4	4	4	4	4	4	4	4	4	40
17	5	4	3	4	5	4	3	5	4	5	42
18	5	4	3	3	5	3	5	3	3	5	39
19	4	4	4	4	4	4	4	4	4	4	40
20	5	4	3	4	5	4	3	5	4	5	42
21	3	3	2	2	3	3	2	3	2	3	26
22	3	3	2	3	3	3	2	3	3	3	28
23	3	3	4	4	4	3	4	3	4	3	35

51	4	5	5	4	4	5	5	4	4	4	44
52	5	5	4	5	4	5	4	5	5	5	47
53	3	3	2	3	3	3	2	3	3	3	28
54	5	5	5	4	5	5	5	5	4	5	48
55	4	5	5	4	4	5	5	4	3	4	43
56	4	5	5	4	4	5	5	4	4	4	44
57	3	3	2	3	3	3	2	3	3	3	28
58	3	3	4	4	3	3	4	3	4	3	34
59	4	5	3	5	4	5	3	4	3	4	40
60	4	4	2	3	3	4	2	4	3	3	32
61	4	3	3	4	4	3	3	4	3	4	35
62	4	3	4	3	4	3	4	4	3	3	35
63	3	4	5	5	3	4	5	3	5	3	40
64	5	5	5	4	5	5	5	5	4	5	48
65	4	5	5	4	4	5	5	4	5	4	45
66	5	5	4	3	4	5	4	5	3	5	43
67	4	3	2	3	3	3	2	4	3	4	31
68	4	3	2	4	3	3	2	4	2	4	31
69	3	3	2	3	3	3	2	3	3	3	28
70	3	4	4	2	3	4	4	3	2	4	33
71	3	3	2	3	3	3	2	3	3	4	29
72	4	4	4	3	4	4	3	4	3	4	37
73	4	4	3	4	3	4	3	4	4	4	37

Lampiran12.HasilUjiReliabilitas Dan ValiditasSampelBesarVariabelMotivasi (X2)

a. HasilUjiReliabilitasSampelBesarVariabelMotivasi (X2)

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.906	.910	10

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.8630	.73248	73
X2.2	3.7671	.99332	73
X2.3	3.5890	1.10347	73
X2.4	3.7260	.76848	73
X2.5	3.7397	.70764	73
X2.6	3.7534	.99695	73
X2.7	3.5342	1.10657	73
X2.8	3.8082	.71991	73
X2.9	3.7260	.85408	73
X2.10	3.9041	.80216	73

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10
X2.1	1.000	.509	.428	.303	.707	.524	.400	.898	.183	.805
X2.2	.509	1.000	.520	.443	.505	.965	.532	.519	.431	.425

X2.3	.428	.520	1.000	.455	.484	.576	.888	.389	.483	.457
X2.4	.303	.443	.455	1.000	.454	.400	.534	.406	.561	.452
X2.5	.707	.505	.484	.454	1.000	.439	.623	.691	.271	.689
X2.6	.524	.965	.576	.400	.439	1.000	.511	.514	.409	.404
X2.7	.400	.532	.888	.534	.623	.511	1.000	.357	.451	.481
X2.8	.898	.519	.389	.406	.691	.514	.357	1.000	.275	.737
X2.9	.183	.431	.483	.561	.271	.409	.451	.275	1.000	.164
X2.10	.805	.425	.457	.452	.689	.404	.481	.737	.164	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	33.5479	36.529	.682	.886	.897
X2.2	33.6438	33.621	.738	.963	.892
X2.3	33.8219	32.760	.723	.894	.894
X2.4	33.6849	36.969	.594	.553	.901
X2.5	33.6712	36.502	.714	.729	.896
X2.6	33.6575	33.728	.724	.964	.893
X2.7	33.8767	32.610	.734	.898	.893
X2.8	33.6027	36.632	.684	.847	.897
X2.9	33.6849	37.330	.484	.472	.908
X2.10	33.5068	36.115	.658	.741	.898

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
37.4110	43.107	6.56556	10

X2.10	Pearson Correlation	.805**	.425*	.457*	.452*	.689*	.404	.481*	.737*	.164	1	.725**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.166		.000
	N	73	73	73	73	73	73	73	73	73	73	73
TX2	Pearson Correlation	.740**	.803*	.798*	.667*	.765*	.792	.807*	.740*	.580*	.725**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	73	73	73	73	73	73	73	73	73	73	73

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

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



Lampiran13.Output Spss Analisis Regresi Linier Berganda

- a. Regression Variabel Kompetensi (X1) Dan Motivasi (X2)
Terhadap Produktivitas Kerja (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	TX2, TX1 ^b	.	Enter

a. Dependent Variable: TY

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.922 ^a	.850	.846	3.45786	.850	199.072	2	70	.000

a. Predictors: (Constant), TX2, TX1

b. Dependent Variable: TY

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4760.506	2	2380.253	199.072	.000 ^b
	Residual	836.974	70	11.957		
	Total	5597.479	72			

a. Dependent Variable: TY

b. Predictors: (Constant), TX2, TX1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error				Beta	Zero-order	Partial	Part	Tolerance
(Constant)	5.952	2.410		2.470	.016					
1 TX1	1.127	.157	.647	7.159	.000	.909	.650	.331	.261	3.827
TX2	.409	.121	.305	3.368	.001	.861	.373	.156	.261	3.827

a. Dependent Variable: TY

b. Regression Variabel Kompetensi (X1) Terhadap Motivasi (X2)

Coefficient Correlations^a

Model		TX2	TX1
1	Correlations	TX2	1.000
		TX1	-.859
	Covariances	TX2	.015
		TX1	-.016

a. Dependent Variable: TY

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	TX1	TX2
1	1	2.968	1.000	.00	.00	.00
	2	.027	10.487	.63	.18	.01
	3	.005	24.506	.36	.82	.99

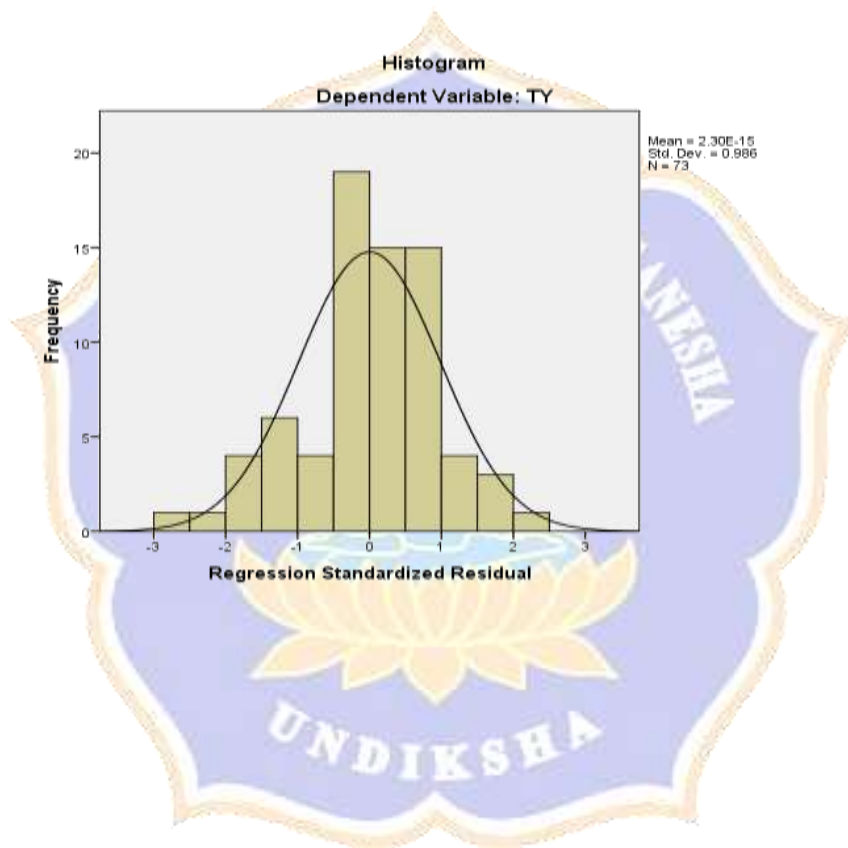
a. Dependent Variable: TY

Residuals Statistics^a

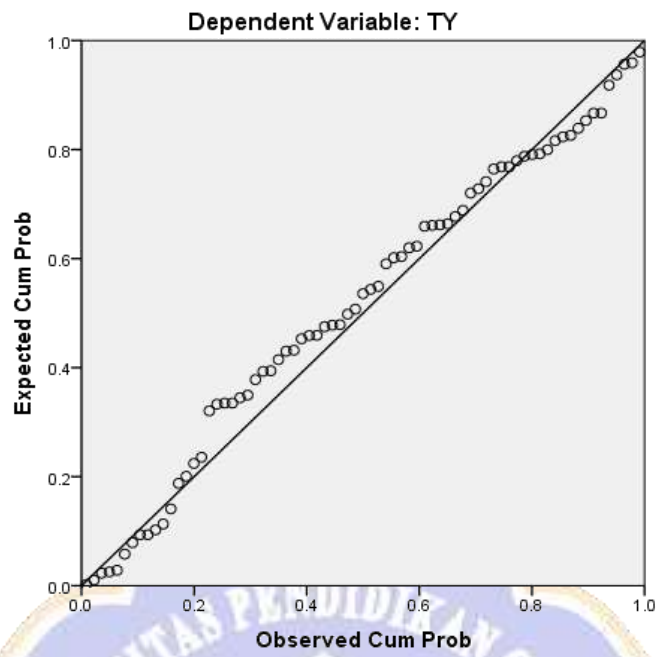
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	32.3660	60.2169	45.6027	8.13131	73
Std. Predicted Value	-1.628	1.797	.000	1.000	73
Standard Error of Predicted Value	.409	.978	.683	.157	73
Adjusted Predicted Value	32.1518	60.2319	45.6043	8.13112	73

Residual	-9.76288	7.01780	.00000	3.40949	73
Std. Residual	-2.823	2.030	.000	.986	73
Stud. Residual	-2.939	2.057	.000	1.007	73
Deleted Residual	-10.57740	7.21258	-.00155	3.55574	73
Stud. Deleted Residual	-3.116	2.107	-.005	1.024	73
Mahal. Distance	.020	4.771	1.973	1.312	73
Cook's Distance	.000	.240	.014	.031	73
Centered Leverage Value	.000	.066	.027	.018	73

a. Dependent Variable: TY

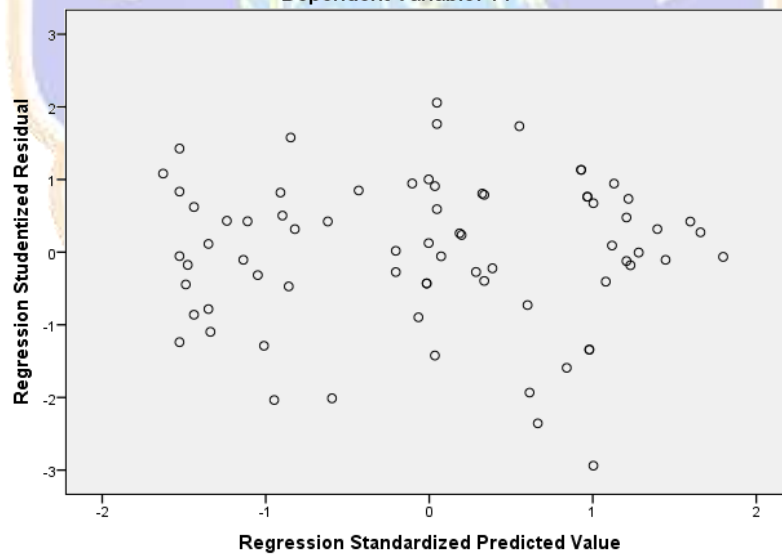


Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: TY



UJI NORMALITAS DENGAN KOLMOGOROV SMIRNOV

NPar Tests

		Unstandardized Residual
N		73
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	3.40949219
	Absolute	.099
Most Extreme Differences	Positive	.061
	Negative	-.099
Kolmogorov-Smirnov Z		.847
Asymp. Sig. (2-tailed)		.470

a. Test distribution is Normal.

b. Calculated from data.

UJI HETEROSKEDASTISITAS DENGAN METODE GLEJSER

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.983	1.499		1.323	.190
1 TX1	-.109	.098	-.257	-1.108	.272
TX2	.080	.076	.246	1.061	.293

a. Dependent Variable: Abs_Res