

LAMPIRAN







**PEMERINTAH KABUPATEN BULELENG
DINAS PENANAMAN MODAL DAN PELAYANAN
TERPADU SATU PINTU**

Jalan Ngurah Rai No. 72 Telepon (0362) 22063 - (0362) 27719

Nomor : 503/057/REK/DPMPTSP/2022

Kepada :

Lamp : -

Yth. Kepala Dinas Perdagangan, Perindustrian dan
Koperasi, Usaha Kecil & Menengah Kab. Buleleng

Perihal : Rekomendasi

di -
Tempat

I. Dasar :

1. Peraturan Menteri Dalam Negeri RI Nomor : 64 Tahun 2011 tentang Pedoman Penerbitan Rekomendasi Penelitian;
2. Peraturan Menteri Dalam Negeri RI Nomor : 138 Tahun 2017 tentang Penyelenggaraan Pelayanan Terpadu Satu Pintu Daerah
3. Surat dari Universitas Pendidikan Ganesha Nomor 235/UN48.13.1/DL/2022 Tanggal 7 Februari 2022 Perihal Permohonan Data dan Penelitian

II. Setelah mempelajari dan meneliti rencana kegiatan yang diajukan, maka dapat diberikan Rekomendasi Kepada :

Nama : Ni Putu Herlina Minati Dewi

Pekerjaan : Mahasiswa

Alamat : JL. Raya Air Sanih, Gg. Kamboja, Dusun Punduh Lo, Kec. Sawan, Kab. Buleleng

Bidang / Judul : Pengaruh Kesiapan, Sosialisasi, Kompetensi Sumber Daya Manusia, Pelatihan dan Pendidikan Terhadap Penerapan SAK EMKM untuk Menunjang Kinerja UMKM di Kabupaten Buleleng

Jumlah Peserta : 1 Orang

Lokasi : Dinas Perdagangan, Perindustrian dan Koperasi, Usaha Kecil & Menengah Kab. Buleleng

Lamanya : 6 Bulan (11 Februari 2022 - 11 Agustus 2022)

III. Dalam melakukan kegiatan agar yang bersangkutan mematuhi ketentuan sebagai berikut :

1. Sebelum mengadakan kegiatan agar melapor kepada Kepala Dinas Penanaman Modal dan PTSP Kabupaten Buleleng atau Pejabat yang Berwenang;
 2. Tidak dibenarkan melakukan kegiatan yang tidak ada kaitannya dengan bidang/ judul dimaksud, apabila melanggar ketentuan akan dicabut ijinnya dan menghentikan segala kegiatannya;
 3. Mintaati segala ketentuan perundang-undangan yang berlaku serta mengindahkan adat istiadat dan budaya setempat;
 4. Apabila masa berlaku Rekomendasi / Ijin ini telah berakhir, sedangkan pelaksanaan kegiatan belum selesai maka perpanjangan Rekomendasi / Ijin agar ditujukan kepada Instansi pemohon;
 5. Menyerahkan 1 (satu) buah hasil kegiatan kepada Pemerintah Kabupaten Buleleng, melalui Kepala Dinas Penanaman Modal dan PTSP Kabupaten Buleleng.
- Demikian Surat Rekomendasi ini dibuat untuk dipergunakan sebagaimana mestinya.

**DITETAPKAN : SINGARAJA
PADA TANGGAL : 15 FEBRUARI 2022**



Tembusan ini disampaikan kepada Yth:

1. Kepala Dinas Penanaman Modal dan PTSP Prov. Bali
2. Kepala Badan Kesbangpol Kabupaten Buleleng
3. Camat Setempat
4. Yang Bersangkutan
5. Arsip



Dokumen ditandatangani secara elektronik menggunakan sertifikat Elektronik

yang diterbitkan oleh Balai Sertifikasi Elektronik, Badan Siber Dan Sandi Negara



**LAMPIRAN 2
FORMULIR PERUBAHAN JUDUL**





**KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI
JURUSAN EKONOMI DAN AKUNTANSI**
Jalan Udayana Singaraja 81116, Kampus Tengah Singaraja Bali,
Telp (0362) 26830, e-mail :jur.ekonomi.akuntansi@undiksha.ac.id

PERUBAHAN JUDUL SKRIPSI

| | | |
|---------------|---|-----------------------------|
| Nama | : | Ni Putu Herlina Minati Dewi |
| NIM | : | 1817051204 |
| Program Studi | : | S1 Akuntansi |

JUDUL LAMA

Pengaruh Kesiapan, Sosialisasi, Kompetensi Sumber Daya Manusia, Pelatihan dan Pendidikan Terhadap Penerapan SAK EMKM Untuk Menunjang Kinerja UMKM di Kabupaten Buleleng

JUDUL BARU

Pengaruh Kesiapan, Sosialisasi, Kompetensi Sumber Daya Manusia, Pelatihan dan Pendidikan Terhadap Penerapan SAK EMKM Pada UMKM di Kecamatan Buleleng

Singaraja, 16 Agustus 2022
Mahasiswa,

Ni Putu Herlina Minati Dewi

Pembimbing 1,

Pembimbing 2,

Luh Gede Kusuma Dewi, S.E., M.Si
NIP. 198804012018032001

Made Arie Wahyuni, S.E., M.Si
NIP. 198301052008122002

Penelaah,

Ni Wayan Yulianita Dewi, S.E., Ak., M.S.A
NIP. 198007262005012002

Mengetahui,
Ketua Jurusan Ekonomi dan Akuntansi

Dr. Luh Indrayani, S.Pd., M.Pd
NIP. 19820819 200912 2 003

**LAMPIRAN 3
KUESIONER PENELITIAN**



KUESIONER PENELITIAN

I. Identitas Responden

Nama Responden : _____

Nama Usaha : _____

Alamat Usaha : _____

Usia : _____

Jenis Kelamin : Perempuan Laki-Laki

Pendidikan Terakhir : SD SMP
 SMA/SMK Diploma
 Sarjana

Lama Usaha : <1 Tahun 6-10 Tahun
 1-2 Tahun >10 Tahun
 3-5 Tahun

Telah Mendapatkan Sosialisasi SAK EMKM: Ya
 Tidak

II. Petunjuk Pengisian Kuesioner

Pada bagian ini responden diminta untuk mengisi pada tempat yang telah disediakan dengan memberikan tanda check list (✓) berdasarkan dengan kondisi sebenarnya. Untuk jawaban Kuesioner Kesiapan, Sosialisasi, Kompetensi Sumber Daya Manusia, Pelatihan dan Pendidikan, serta Penerapan SAK EMKM dapat memilih jawaban dengan keterangan sebagai berikut:

- a. Sangat Tidak Setuju (STS)
- b. Tidak Setuju (TS)
- c. Kurang Setuju (KS)
- d. Setuju (S)
- e. Sangat Setuju (SS)

A. Kesiapan

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|--|-----|----|----|---|----|
| 1 | Saya menyadari pentingnya Standar Akuntansi untuk meningkatkan kualitas informasi laporan keuangan yang dapat digunakan dalam pengembangan usaha | | | | | |
| 2 | Selama ini saya selalu mencatat setiap transaksi (kas, pembelian, penjualan, piutang dan utang) yang terjadi pada perusahaan saya | | | | | |
| 3 | Saya selalu menyimpan setiap bukti transaksi yang terjadi | | | | | |
| 4 | Saya menyadari pentingnya memonitor setiap perkembangan yang terjadi pada usaha saya | | | | | |
| 5 | Selama ini saya selalu melakukan pemisahan antara keuangan perusahaan dengan keuangan pribadi | | | | | |
| 6 | Semua transaksi yang terjadi dalam usaha saya telah didukung dengan sistem komputer | | | | | |
| 7 | Dalam menjalankan usaha saya telah menggunakan software akuntansi untuk mendukung usaha saya | | | | | |
| 8 | Usaha saya telah menggunakan Sistem Informasi akuntansi | | | | | |
| 9 | Saya menyadari butuhnya seseorang yang ahli dalam bidang akuntansi untuk membantu saya dalam membuat laporan keuangan sesuai standar | | | | | |
| 10 | Dengan adanya SAK-EMKM yang membuat laporan keuangan lebih sederhana, maka saya akan melakukan pencatatan akuntansi sesuai standar tersebut | | | | | |

B. Sosialisasi

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|--|-----|----|----|---|----|
| 1 | Perlu adanya sosialisasi mengenai standar laporan keuangan untuk UMKM yaitu SAK EMKM | | | | | |
| 2 | Laporan keuangan UMKM harus menggunakan standar SAK EMKM bukan SAK ETAP | | | | | |
| 3 | SAK EMKM lebih sederhana dibandingkan dengan SAK ETAP | | | | | |
| 4 | Dengan SAK EMKM memudahkan mengetahui perkembangan dari kegiatan usaha | | | | | |
| 5 | Laporan keuangan berbasis SAK EMKM memudahkan pelaku usaha Mikro Kecil dan | | | | | |

| | | | | | | |
|--|--------------------------------------|--|--|--|--|--|
| | Menengah dalam melakukan kredit bank | | | | | |
|--|--------------------------------------|--|--|--|--|--|

C. Kompetensi Sumber Daya Manusia

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|---|-----|----|----|---|----|
| 1 | Pendidikan sangat berguna dalam kegiatan usaha | | | | | |
| 2 | Untuk mencapai kesuksesan dalam usaha perlu pendidikan yang tinggi | | | | | |
| 3 | Pengelolaan uang perusahaan perlu dibedakan dengan uang pribadi | | | | | |
| 4 | Pemahaman terhadap akses Lembaga keuangan sangat penting dalam mengembangkan usaha | | | | | |
| 5 | Pengelolaan keuangan yang baik sangat berguna dalam kesuksesan sebuah usaha | | | | | |
| 6 | Semakin besar beban dan tugas maka semakin besar pula tanggungjawab yang dikerjakan dengan keterampilan yang dimiliki | | | | | |
| 7 | Melaksanakan pekerjaan dengan kualitas kerja yang baik dan profesional | | | | | |

D. Pelatihan dan Pendidikan

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|--|-----|----|----|---|----|
| 1 | Saudara pernah mengikuti pendidikan dan pelatihan pendidikan dan tentang penggunaan SAK EMKM | | | | | |
| 2 | Tim pengajar pendidikan dan pelatihan adalah tenaga yang ahli dibidang akuntansi | | | | | |
| 3 | Karyawan termotivasi dalam mengikuti pendidikan dan pelatihan penerapan SAK EMKM | | | | | |
| 4 | Pendidikan dan pelatihan tersebut meningkatkan kreatifitas saudara dalam penerapan SAK EMKM | | | | | |
| 5 | Pendidikan dan pelatihan penerapan SAK EMKM yang saudara ikuti sudah sesuai dengan pekerjaan/bidang saudara sehari-hari pada perusahaan tempat saudara bekerja | | | | | |
| 6 | Pendidikan dan pelatihan penerapan SAK EMKM yang diikuti memberikan banyak dampak positif daripada tidak mengikuti pelatihan dan pendidikan | | | | | |

E. Penerapan SAK EMKM

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|--|-----|----|----|---|----|
| 1 | Pencatatan Neraca telah didukung dengan bukti-bukti sesuai berdasarkan standar akuntansi SAK EMKM | | | | | |
| 2 | Pencatatan laporan laba rugi telah didukung dengan bukti-bukti sesuai berdasarkan standar akuntansi SAK EMKM | | | | | |
| 3 | Pencatatan atas laporan keuangan telah didukung dengan bukti-bukti sesuai berdasarkan standar akuntansi SAK EMKM | | | | | |
| 4 | Informasi dalam laporan keuangan disajikan relevan agar dapat membantu mengevaluasi kinerja dalam satu periode akuntansi | | | | | |
| 5 | Informasi dalam laporan keuangan mempresentasikan secara tepat apa yang dipresentasikan dan bebas dari kesalahan material dan bias | | | | | |
| 6 | Informasi dalam laporan keuangan entitas dapat dibandingkan antar periode untuk mengidentifikasi kecenderungan posisi dan kinerja keuangan | | | | | |
| 7 | Informasi yang disajikan dapat dengan mudah dipahami oleh pengguna | | | | | |















TABULASI DATA VARIABEL KESIAPAN (X₁)

| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TX1 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|------------|
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 16 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 46 |
| 17 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 19 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 21 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 31 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 32 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 33 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 34 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 39 |
| 35 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 36 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 38 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |

| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TX1 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|------------|
| 199 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 200 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 201 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 202 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 203 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 204 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 205 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 206 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 207 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 208 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 209 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 210 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 211 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 212 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 213 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 214 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 215 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 216 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 217 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 218 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 219 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 220 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 40 |
| 221 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 222 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 223 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 224 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 225 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 226 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 227 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 228 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 229 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 230 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 231 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 232 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 233 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 234 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 235 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 236 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 237 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 238 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 44 |

| NO | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TX1 |
|-----|------|------|------|------|------|------|------|------|------|-------|-----|
| 239 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 46 |
| 240 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 36 |



TABULASI DATA VARIABEL SOSIALISASI (X₂)

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 |
|-----------|-------------|-------------|-------------|-------------|-------------|------------|
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 5 | 5 | 5 | 5 | 5 | 25 |
| 5 | 5 | 5 | 5 | 5 | 4 | 24 |
| 6 | 4 | 4 | 4 | 5 | 4 | 21 |
| 7 | 5 | 5 | 5 | 5 | 5 | 25 |
| 8 | 5 | 5 | 5 | 5 | 5 | 25 |
| 9 | 5 | 4 | 4 | 5 | 4 | 22 |
| 10 | 4 | 4 | 4 | 4 | 4 | 20 |
| 11 | 4 | 4 | 4 | 4 | 4 | 20 |
| 12 | 4 | 5 | 4 | 5 | 3 | 21 |
| 13 | 4 | 5 | 5 | 5 | 4 | 23 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 18 | 5 | 5 | 5 | 5 | 4 | 24 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 23 | 4 | 4 | 4 | 4 | 5 | 21 |
| 24 | 5 | 5 | 5 | 5 | 3 | 23 |
| 25 | 4 | 4 | 4 | 4 | 4 | 20 |
| 26 | 5 | 5 | 5 | 5 | 5 | 25 |
| 27 | 5 | 3 | 3 | 3 | 3 | 17 |
| 28 | 5 | 5 | 5 | 5 | 4 | 24 |
| 29 | 5 | 5 | 5 | 5 | 5 | 25 |
| 30 | 4 | 4 | 4 | 4 | 5 | 21 |
| 31 | 4 | 4 | 4 | 4 | 5 | 21 |
| 32 | 5 | 5 | 5 | 5 | 4 | 24 |
| 33 | 5 | 3 | 3 | 3 | 5 | 19 |
| 34 | 4 | 4 | 4 | 4 | 4 | 20 |
| 35 | 5 | 5 | 5 | 5 | 4 | 24 |
| 36 | 4 | 4 | 4 | 4 | 5 | 21 |
| 37 | 5 | 4 | 4 | 3 | 3 | 19 |

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 |
|-----------|-------------|-------------|-------------|-------------|-------------|------------|
| 38 | 4 | 4 | 5 | 4 | 3 | 20 |
| 39 | 5 | 5 | 3 | 5 | 4 | 22 |
| 40 | 4 | 4 | 3 | 3 | 4 | 18 |
| 41 | 4 | 4 | 4 | 4 | 4 | 20 |
| 42 | 5 | 5 | 4 | 5 | 5 | 24 |
| 43 | 5 | 5 | 5 | 5 | 5 | 25 |
| 44 | 5 | 4 | 5 | 4 | 5 | 23 |
| 45 | 4 | 4 | 4 | 4 | 5 | 21 |
| 46 | 5 | 5 | 5 | 5 | 5 | 25 |
| 47 | 4 | 4 | 5 | 2 | 5 | 20 |
| 48 | 4 | 5 | 4 | 3 | 3 | 19 |
| 49 | 4 | 4 | 5 | 4 | 4 | 21 |
| 50 | 5 | 5 | 4 | 4 | 3 | 21 |
| 51 | 4 | 5 | 4 | 4 | 3 | 20 |
| 52 | 5 | 4 | 3 | 4 | 4 | 20 |
| 53 | 5 | 5 | 3 | 5 | 5 | 23 |
| 54 | 4 | 3 | 3 | 3 | 3 | 16 |
| 55 | 5 | 4 | 4 | 4 | 4 | 21 |
| 56 | 5 | 3 | 3 | 3 | 3 | 17 |
| 57 | 4 | 3 | 3 | 3 | 3 | 16 |
| 58 | 4 | 3 | 3 | 3 | 3 | 16 |
| 59 | 5 | 4 | 4 | 4 | 4 | 21 |
| 60 | 5 | 5 | 5 | 5 | 5 | 25 |
| 61 | 4 | 4 | 4 | 4 | 4 | 20 |
| 62 | 4 | 3 | 3 | 3 | 3 | 16 |
| 63 | 4 | 4 | 4 | 4 | 4 | 20 |
| 64 | 4 | 3 | 3 | 3 | 3 | 16 |
| 65 | 4 | 4 | 4 | 4 | 4 | 20 |
| 66 | 4 | 3 | 3 | 3 | 3 | 16 |
| 67 | 4 | 3 | 3 | 3 | 3 | 16 |
| 68 | 4 | 3 | 3 | 3 | 3 | 16 |
| 69 | 4 | 4 | 4 | 4 | 4 | 20 |
| 70 | 4 | 5 | 5 | 5 | 5 | 24 |
| 71 | 5 | 5 | 5 | 5 | 5 | 25 |
| 72 | 5 | 5 | 5 | 5 | 5 | 25 |
| 73 | 5 | 5 | 5 | 5 | 5 | 25 |
| 74 | 4 | 4 | 4 | 4 | 4 | 20 |
| 75 | 3 | 3 | 3 | 3 | 3 | 15 |
| 76 | 4 | 4 | 4 | 4 | 4 | 20 |

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 |
|-----------|-------------|-------------|-------------|-------------|-------------|------------|
| 77 | 5 | 5 | 5 | 5 | 5 | 25 |
| 78 | 4 | 3 | 3 | 3 | 3 | 16 |
| 79 | 4 | 4 | 4 | 4 | 4 | 20 |
| 80 | 4 | 4 | 4 | 2 | 4 | 18 |
| 81 | 3 | 3 | 3 | 3 | 3 | 15 |
| 82 | 4 | 3 | 3 | 3 | 3 | 16 |
| 83 | 3 | 3 | 3 | 3 | 3 | 15 |
| 84 | 4 | 4 | 4 | 4 | 4 | 20 |
| 85 | 5 | 5 | 5 | 5 | 5 | 25 |
| 86 | 4 | 4 | 4 | 4 | 4 | 20 |
| 87 | 5 | 5 | 5 | 5 | 5 | 25 |
| 88 | 4 | 4 | 4 | 4 | 4 | 20 |
| 89 | 5 | 5 | 5 | 5 | 5 | 25 |
| 90 | 4 | 4 | 4 | 4 | 4 | 20 |
| 91 | 4 | 5 | 4 | 5 | 3 | 21 |
| 92 | 4 | 4 | 4 | 4 | 4 | 20 |
| 93 | 3 | 3 | 3 | 3 | 3 | 15 |
| 94 | 4 | 4 | 4 | 4 | 4 | 20 |
| 95 | 3 | 3 | 3 | 3 | 3 | 15 |
| 96 | 5 | 5 | 5 | 5 | 5 | 25 |
| 97 | 4 | 4 | 4 | 4 | 4 | 20 |
| 98 | 5 | 5 | 5 | 5 | 5 | 25 |
| 99 | 4 | 4 | 4 | 4 | 4 | 20 |
| 100 | 5 | 5 | 5 | 5 | 5 | 25 |
| 101 | 4 | 4 | 4 | 4 | 4 | 20 |
| 102 | 5 | 5 | 5 | 5 | 5 | 25 |
| 103 | 5 | 5 | 5 | 5 | 5 | 25 |
| 104 | 5 | 5 | 5 | 5 | 5 | 25 |
| 105 | 4 | 4 | 4 | 4 | 4 | 20 |
| 106 | 5 | 5 | 5 | 5 | 5 | 25 |
| 107 | 4 | 4 | 4 | 4 | 4 | 20 |
| 108 | 4 | 4 | 4 | 4 | 4 | 20 |
| 109 | 5 | 5 | 5 | 5 | 5 | 25 |
| 110 | 4 | 4 | 4 | 4 | 4 | 20 |
| 111 | 5 | 5 | 5 | 5 | 5 | 25 |
| 112 | 4 | 4 | 4 | 4 | 4 | 20 |
| 113 | 5 | 4 | 4 | 4 | 4 | 21 |
| 114 | 4 | 4 | 4 | 4 | 4 | 20 |
| 115 | 4 | 4 | 5 | 4 | 4 | 21 |

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 |
|-----------|-------------|-------------|-------------|-------------|-------------|------------|
| 116 | 4 | 3 | 3 | 3 | 3 | 16 |
| 117 | 4 | 4 | 4 | 4 | 4 | 20 |
| 118 | 5 | 5 | 5 | 5 | 5 | 25 |
| 119 | 5 | 5 | 5 | 5 | 5 | 25 |
| 120 | 4 | 4 | 4 | 4 | 4 | 20 |
| 121 | 4 | 4 | 4 | 4 | 4 | 20 |
| 122 | 4 | 4 | 4 | 4 | 4 | 20 |
| 123 | 4 | 4 | 4 | 4 | 4 | 20 |
| 124 | 5 | 5 | 5 | 5 | 5 | 25 |
| 125 | 4 | 4 | 4 | 4 | 4 | 20 |
| 126 | 4 | 4 | 4 | 4 | 4 | 20 |
| 127 | 4 | 3 | 3 | 3 | 3 | 16 |
| 128 | 5 | 5 | 5 | 5 | 5 | 25 |
| 129 | 3 | 3 | 3 | 3 | 3 | 15 |
| 130 | 4 | 4 | 4 | 4 | 4 | 20 |
| 131 | 5 | 5 | 5 | 5 | 5 | 25 |
| 132 | 5 | 5 | 5 | 5 | 5 | 25 |
| 133 | 5 | 5 | 5 | 5 | 5 | 25 |
| 134 | 4 | 3 | 3 | 3 | 3 | 16 |
| 135 | 4 | 4 | 4 | 4 | 4 | 20 |
| 136 | 5 | 5 | 5 | 5 | 5 | 25 |
| 137 | 4 | 5 | 4 | 4 | 4 | 21 |
| 138 | 4 | 4 | 4 | 4 | 4 | 20 |
| 139 | 5 | 5 | 5 | 5 | 5 | 25 |
| 140 | 4 | 3 | 3 | 3 | 3 | 16 |
| 141 | 4 | 4 | 4 | 4 | 4 | 20 |
| 142 | 5 | 5 | 5 | 5 | 5 | 25 |
| 143 | 5 | 5 | 5 | 5 | 5 | 25 |
| 144 | 5 | 5 | 5 | 5 | 5 | 25 |
| 145 | 5 | 5 | 5 | 5 | 5 | 25 |
| 146 | 5 | 5 | 5 | 5 | 5 | 25 |
| 147 | 4 | 4 | 4 | 4 | 4 | 20 |
| 148 | 4 | 4 | 4 | 4 | 4 | 20 |
| 149 | 4 | 4 | 4 | 4 | 4 | 20 |
| 150 | 5 | 5 | 5 | 5 | 5 | 25 |
| 151 | 4 | 4 | 4 | 4 | 4 | 20 |
| 152 | 5 | 5 | 5 | 5 | 5 | 25 |
| 153 | 5 | 3 | 3 | 3 | 3 | 17 |
| 154 | 4 | 4 | 4 | 4 | 4 | 20 |

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 |
|-----------|-------------|-------------|-------------|-------------|-------------|------------|
| 155 | 5 | 5 | 5 | 5 | 5 | 25 |
| 156 | 5 | 5 | 5 | 5 | 5 | 25 |
| 157 | 4 | 4 | 4 | 4 | 4 | 20 |
| 158 | 5 | 5 | 5 | 5 | 5 | 25 |
| 159 | 4 | 3 | 3 | 3 | 3 | 16 |
| 160 | 4 | 4 | 4 | 4 | 4 | 20 |
| 161 | 5 | 5 | 5 | 5 | 5 | 25 |
| 162 | 4 | 3 | 3 | 3 | 3 | 16 |
| 163 | 4 | 4 | 4 | 4 | 4 | 20 |
| 164 | 4 | 4 | 4 | 4 | 4 | 20 |
| 165 | 4 | 4 | 4 | 4 | 4 | 20 |
| 166 | 5 | 5 | 5 | 5 | 5 | 25 |
| 167 | 5 | 5 | 5 | 5 | 5 | 25 |
| 168 | 5 | 5 | 5 | 5 | 5 | 25 |
| 169 | 5 | 5 | 5 | 5 | 5 | 25 |
| 170 | 4 | 4 | 4 | 4 | 4 | 20 |
| 171 | 4 | 4 | 4 | 4 | 4 | 20 |
| 172 | 4 | 3 | 3 | 3 | 3 | 16 |
| 173 | 4 | 3 | 3 | 3 | 3 | 16 |
| 174 | 4 | 3 | 3 | 3 | 3 | 16 |
| 175 | 4 | 4 | 4 | 4 | 4 | 20 |
| 176 | 4 | 4 | 4 | 4 | 4 | 20 |
| 177 | 4 | 4 | 4 | 4 | 4 | 20 |
| 178 | 5 | 5 | 5 | 5 | 5 | 25 |
| 179 | 5 | 5 | 5 | 5 | 5 | 25 |
| 180 | 5 | 5 | 5 | 5 | 5 | 25 |
| 181 | 4 | 5 | 4 | 4 | 4 | 21 |
| 182 | 5 | 5 | 5 | 5 | 5 | 25 |
| 183 | 5 | 5 | 5 | 5 | 5 | 25 |
| 184 | 5 | 5 | 5 | 5 | 5 | 25 |
| 185 | 5 | 5 | 5 | 5 | 5 | 25 |
| 186 | 5 | 5 | 5 | 5 | 5 | 25 |
| 187 | 4 | 4 | 4 | 4 | 4 | 20 |
| 188 | 4 | 4 | 5 | 4 | 5 | 22 |
| 189 | 4 | 3 | 3 | 3 | 3 | 16 |
| 190 | 5 | 5 | 5 | 5 | 5 | 25 |
| 191 | 4 | 3 | 3 | 3 | 3 | 16 |
| 192 | 4 | 4 | 4 | 4 | 4 | 20 |
| 193 | 4 | 4 | 3 | 3 | 3 | 17 |

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 |
|-----------|-------------|-------------|-------------|-------------|-------------|------------|
| 194 | 5 | 5 | 5 | 5 | 5 | 25 |
| 195 | 5 | 4 | 4 | 4 | 4 | 21 |
| 196 | 4 | 4 | 4 | 4 | 4 | 20 |
| 197 | 5 | 5 | 5 | 5 | 5 | 25 |
| 198 | 4 | 4 | 4 | 4 | 4 | 20 |
| 199 | 5 | 5 | 5 | 5 | 5 | 25 |
| 200 | 4 | 4 | 4 | 4 | 4 | 20 |
| 201 | 5 | 5 | 5 | 5 | 5 | 25 |
| 202 | 4 | 3 | 4 | 3 | 4 | 18 |
| 203 | 4 | 4 | 4 | 4 | 4 | 20 |
| 204 | 5 | 5 | 5 | 5 | 5 | 25 |
| 205 | 5 | 5 | 5 | 3 | 5 | 23 |
| 206 | 4 | 4 | 4 | 4 | 4 | 20 |
| 207 | 5 | 5 | 5 | 5 | 5 | 25 |
| 208 | 5 | 5 | 5 | 5 | 5 | 25 |
| 209 | 4 | 4 | 4 | 4 | 4 | 20 |
| 210 | 5 | 5 | 5 | 5 | 5 | 25 |
| 211 | 4 | 4 | 4 | 4 | 4 | 20 |
| 212 | 5 | 5 | 5 | 5 | 5 | 25 |
| 213 | 4 | 4 | 4 | 4 | 4 | 20 |
| 214 | 4 | 4 | 4 | 4 | 4 | 20 |
| 215 | 5 | 5 | 5 | 5 | 5 | 25 |
| 216 | 5 | 5 | 5 | 5 | 5 | 25 |
| 217 | 4 | 4 | 4 | 3 | 4 | 19 |
| 218 | 5 | 5 | 5 | 3 | 5 | 23 |
| 219 | 5 | 4 | 5 | 5 | 4 | 23 |
| 220 | 5 | 4 | 5 | 3 | 4 | 21 |
| 221 | 4 | 4 | 4 | 3 | 4 | 19 |
| 222 | 4 | 4 | 4 | 4 | 4 | 20 |
| 223 | 5 | 5 | 5 | 3 | 5 | 23 |
| 224 | 5 | 5 | 5 | 4 | 5 | 24 |
| 225 | 5 | 5 | 5 | 5 | 5 | 25 |
| 226 | 4 | 4 | 4 | 4 | 4 | 20 |
| 227 | 5 | 5 | 5 | 5 | 5 | 25 |
| 228 | 4 | 5 | 3 | 4 | 3 | 19 |
| 229 | 4 | 5 | 3 | 3 | 3 | 18 |
| 230 | 4 | 4 | 4 | 4 | 4 | 20 |
| 231 | 5 | 5 | 5 | 5 | 5 | 25 |
| 232 | 4 | 4 | 4 | 3 | 4 | 19 |

| NO | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | TX2 |
|-----|------|------|------|------|------|-----|
| 233 | 5 | 5 | 5 | 5 | 5 | 25 |
| 234 | 4 | 4 | 4 | 3 | 4 | 19 |
| 235 | 5 | 4 | 5 | 3 | 5 | 22 |
| 236 | 4 | 5 | 4 | 4 | 4 | 21 |
| 237 | 5 | 4 | 5 | 5 | 5 | 24 |
| 238 | 5 | 5 | 3 | 5 | 5 | 23 |
| 239 | 5 | 3 | 3 | 5 | 5 | 21 |
| 240 | 4 | 4 | 5 | 4 | 4 | 21 |



TABULASI DATA VARIABEL KOMPETENSI SUMBER DAYA MANUSIA (X₃)

| NO | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | TX3 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 77 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 78 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 23 |
| 79 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 80 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 20 |
| 81 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 22 |
| 82 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 16 |
| 83 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 84 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 85 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 86 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 87 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 88 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 89 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 90 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 91 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 93 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 94 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 95 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 96 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| 97 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 98 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 99 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 100 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 101 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 102 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 103 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 104 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 105 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 106 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 107 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 108 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 109 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 110 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 111 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 112 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 113 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 23 |
| 114 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 115 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 23 |
| 116 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 23 |

| NO | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | TX3 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 117 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 118 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 119 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 120 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 121 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 122 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 123 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 124 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 125 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 126 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 127 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 128 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 28 |
| 129 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 20 |
| 130 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 131 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 29 |
| 132 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 133 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 134 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 135 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 136 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 137 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 21 |
| 138 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 139 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 140 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 26 |
| 141 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 142 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 143 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 144 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 145 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 146 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 147 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 148 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 149 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 150 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 151 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 152 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 153 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 20 |
| 154 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 155 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 156 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |

| NO | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | TX3 |
|-----|------|------|------|------|------|------|------|-----|
| 157 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 158 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 159 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 25 |
| 160 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 161 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 162 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 163 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 164 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 165 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 166 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 167 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 168 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 169 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 170 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 171 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |
| 172 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 25 |
| 173 | 3 | 3 | 3 | 4 | 4 | 5 | 3 | 25 |
| 174 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 25 |
| 175 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 176 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 177 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 178 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 179 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 180 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 181 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 182 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 183 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 184 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 185 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 186 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 187 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 188 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 25 |
| 189 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 26 |
| 190 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 33 |
| 191 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 25 |
| 192 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 193 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 27 |
| 194 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 32 |
| 195 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 26 |
| 196 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 26 |

| NO | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | TX3 |
|-----|------|------|------|------|------|------|------|-----|
| 237 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| 238 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 30 |
| 239 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 31 |
| 240 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 25 |



TABULASI DATA VARIABEL PELATIHAN DAN PENDIDIKAN (X₄)

| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | TX4 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 2 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 5 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 6 | 5 | 5 | 4 | 4 | 3 | 4 | 25 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 8 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 10 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 11 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 12 | 4 | 5 | 5 | 3 | 3 | 4 | 24 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 15 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 16 | 5 | 5 | 4 | 4 | 3 | 5 | 26 |
| 17 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 18 | 5 | 5 | 5 | 4 | 3 | 4 | 26 |
| 19 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 22 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 23 | 4 | 4 | 4 | 5 | 3 | 4 | 24 |
| 24 | 3 | 4 | 5 | 3 | 3 | 5 | 23 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 26 | 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 27 | 4 | 4 | 3 | 3 | 3 | 2 | 19 |
| 28 | 3 | 3 | 5 | 4 | 4 | 5 | 24 |
| 29 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 30 | 3 | 3 | 4 | 5 | 4 | 4 | 23 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 32 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 33 | 4 | 4 | 3 | 5 | 3 | 3 | 22 |
| 34 | 5 | 4 | 4 | 4 | 3 | 4 | 24 |
| 35 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 36 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 37 | 4 | 3 | 4 | 3 | 2 | 3 | 19 |
| 38 | 5 | 4 | 4 | 3 | 3 | 4 | 23 |

| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | TX4 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 39 | 4 | 5 | 5 | 4 | 3 | 5 | 26 |
| 40 | 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 41 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 43 | 5 | 4 | 5 | 5 | 3 | 3 | 25 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 45 | 5 | 4 | 4 | 5 | 3 | 4 | 25 |
| 46 | 4 | 4 | 5 | 5 | 3 | 3 | 24 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 48 | 3 | 5 | 5 | 3 | 4 | 5 | 25 |
| 49 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 50 | 5 | 5 | 5 | 3 | 4 | 5 | 27 |
| 51 | 5 | 5 | 5 | 3 | 4 | 5 | 27 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 54 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 55 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 56 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 57 | 4 | 3 | 3 | 3 | 3 | 4 | 20 |
| 58 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 59 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 60 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 61 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 62 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 63 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 64 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 65 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 66 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 67 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 68 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 69 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 70 | 5 | 5 | 5 | 5 | 3 | 4 | 27 |
| 71 | 5 | 5 | 5 | 5 | 3 | 4 | 27 |
| 72 | 5 | 5 | 5 | 5 | 3 | 4 | 27 |
| 73 | 5 | 5 | 5 | 5 | 3 | 4 | 27 |
| 74 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 75 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 76 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 77 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 78 | 3 | 3 | 3 | 3 | 3 | 5 | 20 |

| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | TX4 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 79 | 3 | 3 | 4 | 4 | 4 | 5 | 23 |
| 80 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 81 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 82 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 83 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 84 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 85 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 86 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 87 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 88 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 89 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 90 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 91 | 3 | 3 | 5 | 3 | 3 | 3 | 20 |
| 92 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 93 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 94 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 95 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 96 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 97 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 98 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 99 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 100 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 101 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 102 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 103 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 104 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 105 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 106 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 107 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 108 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 109 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 110 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 111 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 112 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 113 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 114 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 115 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 116 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 117 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 118 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |

| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | TX4 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 119 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 120 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 121 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 122 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 123 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 124 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 125 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 126 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 127 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 128 | 4 | 4 | 5 | 5 | 3 | 4 | 25 |
| 129 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 130 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 131 | 5 | 5 | 5 | 5 | 3 | 4 | 27 |
| 132 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 133 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 134 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 135 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 136 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 137 | 3 | 3 | 5 | 4 | 2 | 3 | 20 |
| 138 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 139 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 140 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 141 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 142 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 143 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 144 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 145 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 146 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 147 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 148 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 149 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 150 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 151 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 152 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 153 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 154 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 155 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 156 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 157 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 158 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |

| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | TX4 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 159 | 3 | 3 | 3 | 3 | 2 | 4 | 18 |
| 160 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 161 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 162 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 163 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 164 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 165 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 166 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 167 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 168 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 169 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 170 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 171 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 172 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 173 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 174 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 175 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 176 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 177 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 178 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 179 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 180 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 181 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 182 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 183 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 184 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 185 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 186 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 187 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 188 | 3 | 3 | 4 | 5 | 3 | 4 | 22 |
| 189 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 190 | 3 | 5 | 5 | 5 | 3 | 5 | 26 |
| 191 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 192 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 193 | 3 | 3 | 4 | 3 | 3 | 4 | 20 |
| 194 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 195 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 196 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 197 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 198 | 3 | 3 | 4 | 4 | 2 | 4 | 20 |

| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | TX4 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 199 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 200 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 201 | 5 | 5 | 5 | 5 | 3 | 5 | 28 |
| 202 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 203 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 204 | 3 | 5 | 5 | 5 | 3 | 5 | 26 |
| 205 | 3 | 3 | 5 | 5 | 2 | 3 | 21 |
| 206 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 207 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 208 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 209 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 210 | 3 | 3 | 5 | 5 | 3 | 3 | 22 |
| 211 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 212 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 213 | 3 | 3 | 4 | 4 | 3 | 3 | 20 |
| 214 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 215 | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| 216 | 3 | 3 | 5 | 5 | 3 | 3 | 22 |
| 217 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 218 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 219 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 220 | 4 | 5 | 4 | 4 | 3 | 4 | 24 |
| 221 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 222 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 223 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 224 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 225 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 226 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 227 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 228 | 3 | 3 | 5 | 3 | 4 | 4 | 22 |
| 229 | 3 | 3 | 5 | 3 | 4 | 4 | 22 |
| 230 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 231 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 232 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 233 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 234 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 235 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 236 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 237 | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| 238 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |

| NO | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | TX4 |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 239 | 5 | 5 | 3 | 5 | 4 | 5 | 27 |
| 240 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |



TABULASI DATA VARIABEL PENERAPAN SAK EMKM (Y)

| NO | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | TY |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 2 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 31 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 4 | 5 | 5 | 3 | 3 | 4 | 5 | 3 | 28 |
| 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 26 |
| 6 | 5 | 5 | 2 | 5 | 5 | 5 | 3 | 30 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 8 | 5 | 5 | 2 | 5 | 5 | 5 | 3 | 30 |
| 9 | 5 | 4 | 2 | 5 | 4 | 4 | 4 | 28 |
| 10 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 26 |
| 11 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 27 |
| 12 | 5 | 4 | 2 | 3 | 5 | 4 | 4 | 27 |
| 13 | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 28 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 15 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 25 |
| 16 | 5 | 5 | 2 | 3 | 5 | 4 | 4 | 28 |
| 17 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 28 |
| 18 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 30 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 21 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 28 |
| 22 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 23 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 24 | 4 | 3 | 3 | 5 | 4 | 3 | 5 | 27 |
| 25 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 28 |
| 26 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 32 |
| 27 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 25 |
| 28 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 29 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 32 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 33 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 27 |
| 34 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 27 |
| 35 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 31 |
| 36 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 30 |
| 37 | 3 | 4 | 2 | 3 | 4 | 5 | 4 | 25 |
| 38 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 30 |

| NO | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | TY |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 80 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 81 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 82 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 26 |
| 83 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 25 |
| 84 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 85 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 86 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 87 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 88 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 89 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 90 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 91 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 93 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 94 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 95 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 96 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 97 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 98 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 99 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 100 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 101 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 102 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 103 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 104 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 105 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 106 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 107 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 108 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 109 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 110 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 111 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 112 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 113 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 |
| 114 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 115 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 116 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 25 |
| 117 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 118 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |

| NO | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | TY |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 119 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 120 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 121 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 122 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 123 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 124 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 125 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 126 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 127 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 128 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 |
| 129 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 26 |
| 130 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 27 |
| 131 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 132 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 133 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 134 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 25 |
| 135 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 136 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 137 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 26 |
| 138 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 139 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 140 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 141 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 142 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 143 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 144 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 145 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 146 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 147 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 148 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 149 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 150 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 151 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 152 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 153 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 154 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 155 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 156 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 157 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 158 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |

| NO | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | TY |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 159 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 160 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 161 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 162 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 33 |
| 163 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 164 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 165 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 166 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 167 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 168 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 169 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 170 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 171 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 172 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 173 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 174 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 31 |
| 175 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 176 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 177 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 178 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 179 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 180 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 181 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 182 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 183 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 184 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 185 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 186 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 187 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 188 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 26 |
| 189 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
| 190 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 31 |
| 191 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 30 |
| 192 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 193 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 32 |
| 194 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 195 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 196 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 197 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 198 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |

| NO | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | TY |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 199 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 32 |
| 200 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 201 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 202 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 203 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 204 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 31 |
| 205 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
| 206 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 207 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 33 |
| 208 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 209 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 210 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 33 |
| 211 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 212 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 213 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 214 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 215 | 5 | 5 | 2 | 5 | 5 | 5 | 2 | 29 |
| 216 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 217 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 218 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 219 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 220 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 27 |
| 221 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 222 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 223 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 33 |
| 224 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 225 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 226 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 227 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 228 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 229 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 230 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 231 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 232 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 233 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 234 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 235 | 5 | 5 | 4 | 5 | 5 | 5 | 3 | 32 |
| 236 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 237 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 238 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 32 |

| NO | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | TY |
|-----|----|----|----|----|----|----|----|----|
| 239 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 32 |
| 240 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 26 |





STATISTIK DESKRIPTIF

Descriptive Statistics

| | N | Min | Max | Mean | Std. Deviation |
|--|-----|-----|-----|-------|----------------|
| Kesiapan (X ₁) | 240 | 30 | 50 | 39.68 | 8,246 |
| Sosialisasi (X ₂) | 240 | 15 | 25 | 21.38 | 3,071 |
| Kompetensi SDM (X ₃) | 240 | 16 | 35 | 28.32 | 3,883 |
| Pelatihan dan Pendidikan (X ₄) | 240 | 17 | 30 | 23.50 | 3,805 |
| Penerapan SAK EMKM (Y) | 240 | 25 | 35 | 29.57 | 2,972 |
| Valid N | 240 | | | | |



Uji Validitas Variabel Kesiapan (X₁)

| | | Correlations | | | | | | | | | | |
|------|-----------------------|--------------|---------|---------|---------|---------|---------|----------|----------|----------|---------|-----------|
| | | X1. | X1. | X1. | X1. | X1. | X1. | X1. | X1. | X1. | X1. | Kesia pan |
| X1.1 | Pearso n Correl ation | 1 | .94 7** | .95 7** | .97 1** | .91 1** | .93 2** | 1.0 00** | .95 7** | .91 1** | .93 2** | .981** |
| | Sig. (2-tailed) | | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .000 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X1.2 | Pearso n Correl ation | .94 7** | 1 | .93 9** | .94 2** | .90 0** | .93 8** | .94 7** | .93 9** | .90 0** | .93 8** | .967** |
| | Sig. (2-tailed) | .00 0 | | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .000 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X1.3 | Pearso n Correl ation | .95 7** | .93 9** | 1 | .94 4** | .93 1** | .93 6** | .95 7** | 1.0 00** | .93 1** | .93 6** | .982** |
| | Sig. (2-tailed) | .00 0 | .00 0 | | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .000 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X1.4 | Pearso n Correl ation | .97 1** | .94 2** | .94 4** | 1 | .89 3** | .92 1** | .97 1** | .94 4** | .89 3** | .92 1** | .969** |
| | Sig. (2-tailed) | .00 0 | .00 0 | .00 0 | | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .000 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X1.5 | Pearso n Correl ation | .91 1** | .90 0** | .93 1** | .89 3** | 1 | .89 2** | .91 1** | .93 1** | 1.0 00** | .89 2** | .954** |
| | Sig. (2-tailed) | .00 0 | .00 0 | .00 0 | .00 0 | | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .000 |
| | N | 240 | 24 | 240 | 24 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |

| | | | 0 | | 0 | | | | | | | |
|-----------|---------------------|-------------|------------|-------------|------------|-------------|-------------|------------|------------|------------|-------------|--------|
| X1.6 | Pearson Correlation | .93 2** | .93 8** | .93 6** | .92 1** | .89 2** | 1 | .93 2** | .93 6** | .89 2** | 1.0 00** | .967** |
| | Sig. (2-tailed) | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | | .00 0 | .00 0 | .00 0 | .00 0 | .000 |
| | N | 240 | 24 0 | 240 | 24 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X1.7 | Pearson Correlation | 1.0 00** | .94 7** | .95 7** | .97 1** | .91 1** | .93 2** | 1 | .95 7** | .91 1** | .93 2** | .981** |
| | Sig. (2-tailed) | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | | .00 0 | .00 0 | .00 0 | .000 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X1.8 | Pearson Correlation | .95 7** | .93 9** | 1.0 00** | .94 4** | .93 1** | .93 6** | .95 7** | 1 | .93 1** | .93 6** | .982** |
| | Sig. (2-tailed) | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | | .00 0 | .00 0 | .000 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X1.9 | Pearson Correlation | .91 1** | .90 0** | .93 1** | .89 3** | 1.0 00** | .89 2** | .91 1** | .93 1** | 1 | .89 2** | .954** |
| | Sig. (2-tailed) | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | | .00 0 | .000 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X1.10 | Pearson Correlation | .93 2** | .93 8** | .93 6** | .92 1** | .89 2** | 1.0 00** | .93 2** | .93 6** | .89 2** | 1 | .967** |
| | Sig. (2-tailed) | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | .00 0 | | .000 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Kesianpan | Pearson | .98 1** | .96 7** | .98 2** | .96 9** | .95 4** | .96 7** | .98 1** | .98 2** | .95 4** | .96 7** | 1 |

| | Correlation | | | | | | | | | | |
|--|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Sig. (2-tailed) | .00 0 |
| | N | 240 | 24 0 | 240 | 24 0 | 240 | 240 | 240 | 240 | 240 | 240 |

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

Uji Validitas Variabel Sosialisasi (X₂)

| | | Correlations | | | | | |
|-------------|---------------------|--------------|---------|---------|---------|---------|-------------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | Sosialisasi |
| X2.1 | Pearson Correlation | 1 | .695 ** | .671 ** | .671 ** | .689 ** | .821 ** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 |
| X2.2 | Pearson Correlation | .695 ** | 1 | .819 ** | .810 ** | .737 ** | .917 ** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 |
| X2.3 | Pearson Correlation | .671 ** | .819 ** | 1 | .740 ** | .799 ** | .911 ** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 |
| X2.4 | Pearson Correlation | .671 ** | .810 ** | .740 ** | 1 | .724 ** | .896 ** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 |
| X2.5 | Pearson Correlation | .689 ** | .737 ** | .799 ** | .724 ** | 1 | .892 ** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 |
| Sosialisasi | Pearson Correlation | .821 ** | .917 ** | .911 ** | .896 ** | .892 ** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 240 | 240 | 240 | 240 | 240 | 240 |

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

Uji Validitas Variabel Kompetensi SDM (X₃)

| | | Correlations | | | | | | | |
|------|---------------------|--------------|------|-------------|-------------|-------------|-------------|-------------|----------------|
| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | Kompetensi SDM |
| X3.1 | Pearson Correlation | 1 | .106 | .711 * * | .620 * * | .715 * * | .733 * * | .558 * * | .814 ** |
| | Sig. (2-tailed) | | .102 | .000 | .000 | .000 | .000 | .000 | .000 |

| | | | | | | | | | |
|--|---------|-----|-----|-----|-----|-----|-----|-----|-----|
| | tailed) | | | | | | | | |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | |

Uji Validitas Variabel Pelatihan dan Pendidikan (X₄)

| | | Correlations | | | | | | |
|--------------------------|---------------------|--------------|---------|---------|---------|---------|---------|--------------------------|
| | | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | X4.6 | Pelatihan dan Pendidikan |
| X4.1 | Pearson Correlation | 1 | .921 ** | .731 ** | .774 ** | .094 | .740 ** | .902 ** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .145 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X4.2 | Pearson Correlation | .921 ** | 1 | .791 ** | .767 ** | .123 | .805 ** | .931 ** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .056 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X4.3 | Pearson Correlation | .731 ** | .791 ** | 1 | .806 ** | .152 * | .749 ** | .888 ** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .019 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X4.4 | Pearson Correlation | .774 ** | .767 ** | .806 ** | 1 | .117 | .706 ** | .879 ** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .071 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X4.5 | Pearson Correlation | .094 | .123 | .152 * | .117 | 1 | .202 ** | .308 ** |
| | Sig. (2-tailed) | .145 | .056 | .019 | .071 | | .002 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| X4.6 | Pearson Correlation | .740 ** | .805 ** | .749 ** | .706 ** | .202 ** | 1 | .877 ** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .002 | | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Pelatihan dan Pendidikan | Pearson Correlation | .902 ** | .931 ** | .888 ** | .879 ** | .308 ** | .877 ** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 |

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

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

Uji Validitas Variabel Penerapan SAK EMKM (Y)

| | | Correlations | | | | | | | |
|---------------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------------------|
| | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Penerapan SAK EMKM |
| Y1 | Pearson Correlation | 1 | .778** | -.022 | .699** | .707** | .648** | .643** | .860** |
| | Sig. (2-tailed) | | .000 | .732 | .000 | .000 | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y2 | Pearson Correlation | .778** | 1 | .008 | .591** | .645** | .601** | .534** | .803** |
| | Sig. (2-tailed) | .000 | | .897 | .000 | .000 | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y3 | Pearson Correlation | -.022 | .008 | 1 | .020 | -.109 | - | -.032 | .229** |
| | Sig. (2-tailed) | .732 | .897 | | .752 | .093 | .005 | .625 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y4 | Pearson Correlation | .699** | .591** | .020 | 1 | .605** | .533** | .669** | .809** |
| | Sig. (2-tailed) | .000 | .000 | .752 | | .000 | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y5 | Pearson Correlation | .707** | .645** | -.109 | .605** | 1 | .719** | .611** | .797** |
| | Sig. (2-tailed) | .000 | .000 | .093 | .000 | | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y6 | Pearson Correlation | .648** | .601** | - | .533** | .719** | 1 | .588** | .743** |
| | Sig. (2-tailed) | .000 | .000 | .005 | .000 | .000 | | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y7 | Pearson Correlation | .643** | .534** | -.032 | .669** | .611** | .588** | 1 | .786** |
| | Sig. (2-tailed) | .000 | .000 | .625 | .000 | .000 | .000 | | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Penerapan SAK | Pearson Correlation | .860** | .803** | .229** | .809** | .797** | .743** | .786** | 1 |

| | | | | | | | | | |
|------|-----------------|------|------|------|------|------|------|------|-----|
| EMKM | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |

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



HASIL UJI RELIABILITAS

a. Uji Reliabilitas Variabel Kesiapan (X₁)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .993 | 10 |

b. Uji Reliabilitas Variabel Sosialisasi (X₂)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .931 | 5 |

c. Uji Reliabilitas Variabel Kompetensi SDM (X₃)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .899 | 7 |

d. Uji Reliabilitas Variabel Pelatihan dan Pendidikan (X₄)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .898 | 6 |

e. Uji Reliabilitas Variabel Penerapan SAK EMKM (Y)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .802 | 7 |

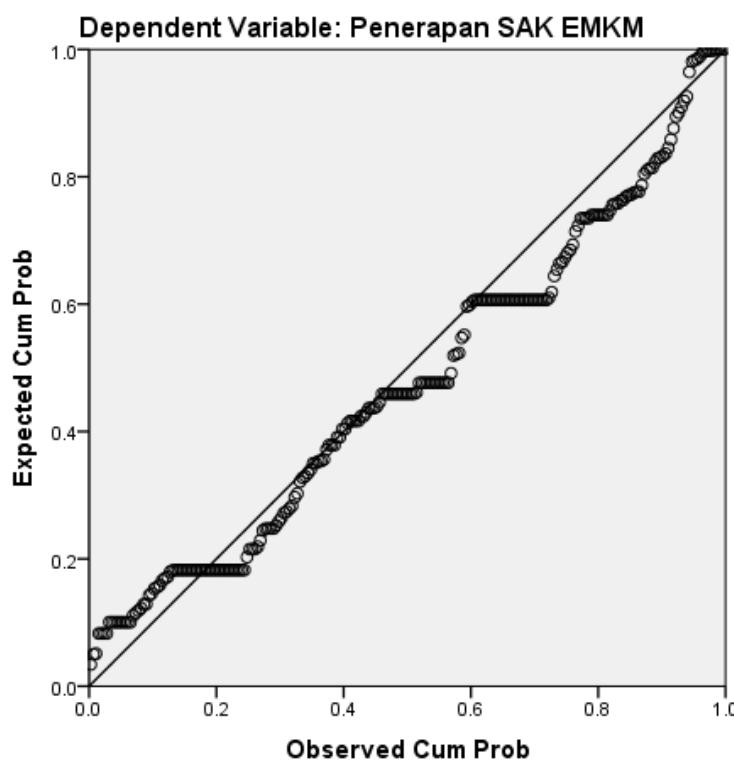


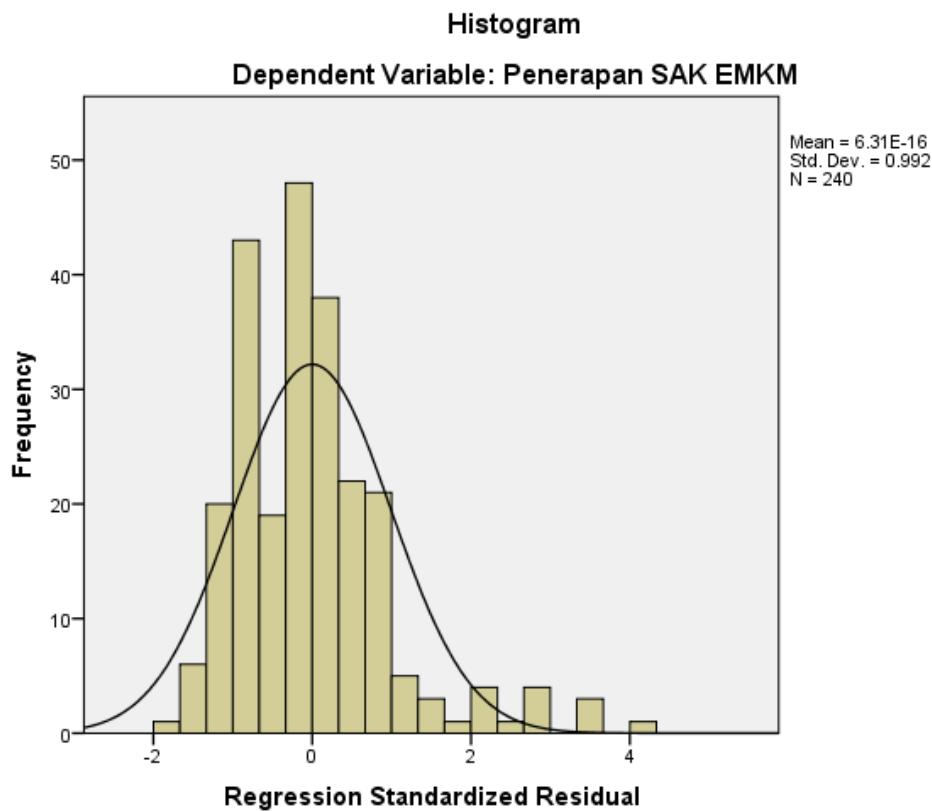
HASIL UJI NORMALITAS

Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test | | |
|------------------------------------|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 240 |
| Normal Parameters ^{a,b} | | |
| Mean | Mean | 0E-7 |
| | Std. Deviation | 2.06306822 |
| Most Extreme Differences | | |
| Absolute | Absolute | .114 |
| | Positive | .114 |
| | Negative | -.069 |
| Kolmogorov-Smirnov Z | | 1.771 |
| Asymp. Sig. (2-tailed) | | .379 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

Normal P-P Plot of Regression Standardized Residual





UJI MULTIKOLINEARITAS

Uji Multikolinearitas

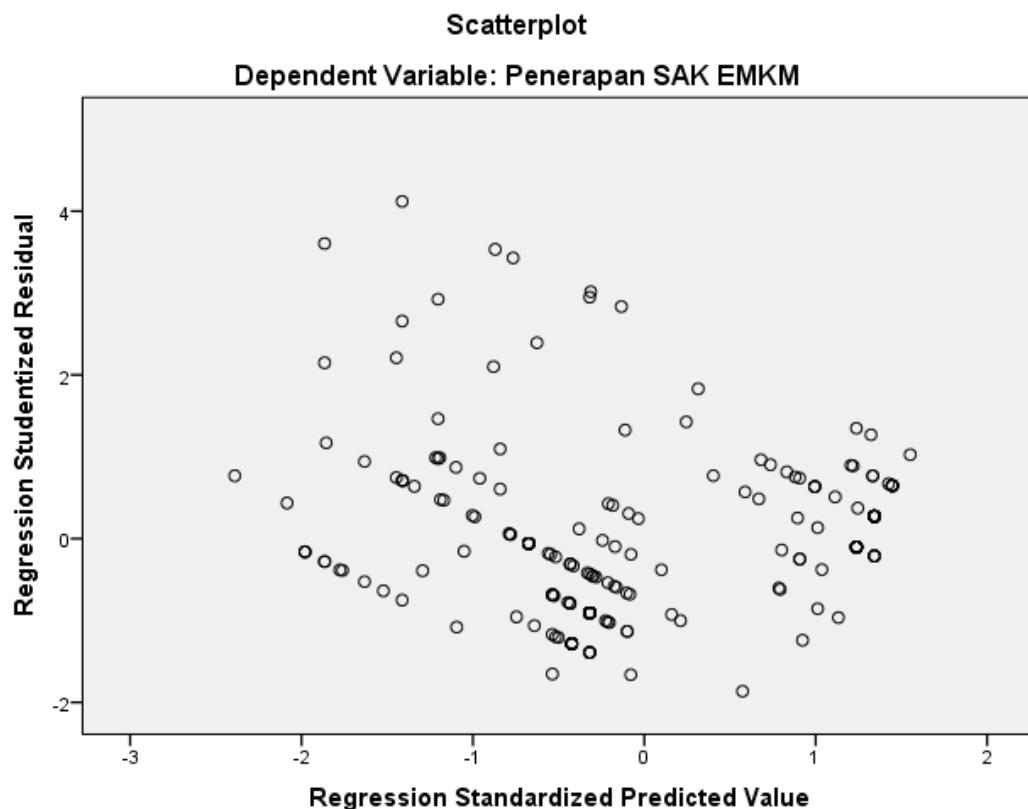
| | | Correlations | | | | | | | |
|----|---------------------|---------------------|---------|-------|---------|---------|---------|---------|--------------------|
| | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Penerapan SAK EMKM |
| Y1 | Pearson Correlation | 1 | .778 ** | -.022 | .699 ** | .707 ** | .648 ** | .643 ** | .860 ** |
| | Sig. (2-tailed) | | .000 | .732 | .000 | .000 | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y2 | Pearson Correlation | .778 ** | 1 | .008 | .591 ** | .645 ** | .601 ** | .534 ** | .803 ** |
| | Sig. (2-tailed) | .000 | | .897 | .000 | .000 | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y3 | Pearson Correlation | -.022 | .008 | 1 | .020 | -.109 | - | -.032 | .229 ** |
| | Sig. (2-tailed) | .732 | .897 | | .752 | .093 | .005 | .625 | .000 |

| | | | | | | | | | |
|---------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| | tailed) | | | | | | | | |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y4 | Pearson Correlation | .699** | .591** | .020 | 1 | .605** | .533** | .669** | .809** |
| | Sig. (2-tailed) | .000 | .000 | .752 | | .000 | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y5 | Pearson Correlation | .707** | .645** | -.109 | .605** | 1 | .719** | .611** | .797** |
| | Sig. (2-tailed) | .000 | .000 | .093 | .000 | | .000 | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y6 | Pearson Correlation | .648** | .601** | - | .533** | .719** | 1 | .588** | .743** |
| | Sig. (2-tailed) | .000 | .000 | .005 | .000 | .000 | | .000 | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Y7 | Pearson Correlation | .643** | .534** | -.032 | .669** | .611** | .588** | 1 | .786** |
| | Sig. (2-tailed) | .000 | .000 | .625 | .000 | .000 | .000 | | .000 |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |
| Penerapan SAK EMKKM | Pearson Correlation | .860** | .803** | .229** | .809** | .797** | .743** | .786** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 240 | 240 | 240 | 240 | 240 | 240 | 240 | 240 |

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

UJI HETEROSKEDASTISITAS

1. GRAFIK SCATTERPLOT



2. UJI GLEJSER

| Coefficients ^a | | | | | | |
|---------------------------|--------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 4.806 | .639 | | 7.525 | .000 |
| | Kesiapan | -.028 | .015 | -.168 | - | .628 |
| | Sosialisasi | .009 | .048 | .019 | .182 | .856 |
| | Kompetensi SDM | -.163 | .046 | -.456 | - | .553 |
| | Pelatihan dan Pendidikan | .548 | .189 | .296 | 3.502 | .411 |

a. Dependent Variable: Abs_RES



**LAMPIRAN 8
UJI HIPOTESIS**

1. ANALISIS REGRESI LINEAR BERGANDA

| Model | | Unstandardized Coefficients | | Standardized Coefficients Beta | t | Sig. . . | Correlations | | | Collinearity Statistics | |
|-------|--------------------------|-----------------------------|------------|-----------------------------------|--------|-------------|--------------|---------|------|-------------------------|-------|
| | | B | Std. Error | | | | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 14.00 | 1.024 | | 13.667 | .000 | | | | | |
| | Kesiapan | .466 | .024 | .292 | 1.927 | .000 | .578 | .247 | .087 | .456 | 2.194 |
| | Sosialisasi | .447 | .076 | .253 | 3.203 | .000 | .650 | .246 | .145 | .329 | 3.038 |
| | Kompetensi SDM | .407 | .075 | .293 | 3.006 | .000 | .686 | .240 | .136 | .216 | 4.627 |
| | Pelatihan dan Pendidikan | .520 | .034 | .310 | 1.713 | .000 | .597 | .340 | .078 | .350 | 2.854 |

a. Dependent Variable: Penerapan SAK EMKM

2. KOEFISIEN DETERMINASI R2

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Model Summary ^b | | | | | |
|-------|-------------------|----------|-------------------|----------------------------|----------------------------|----------|-----|-----|--|---------------|
| | | | | | Change Statistics | | | | | Sig. F Change |
| | | | | | R Square | F Change | df1 | df2 | | |
| 1 | .520 ^a | .518 | .510 | 2.081 | .518 | 63.165 | 4 | 235 | | .000 |

a. Predictors: (Constant), Pelatihan dan Pendidikan, Sosialisasi, Kesiapan, Kompetensi SDM

b. Dependent Variable: Penerapan SAK EMKM

3. UJI SIGNIFIKANSI PARSIAL (UJI T)

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------------------|------------|---------------------------|--------|-------|
| | B | Std. Error | Beta | | |
| 1 | (Constant) | 14,000 | 1,024 | 13,667 | 0,000 |
| | Kesiapan | 0,466 | 0,024 | 0,292 | 1,927 |
| | Sosialisasi | 0,447 | 0,076 | 0,253 | 3,203 |
| | Kompetensi Sumber Daya Manusia | 0,407 | 0,075 | 0,293 | 3,006 |
| | Pelatihan dan | 0,520 | 0,034 | 0,310 | 1,713 |

4. UJI SIGNIFIKANSI SIMULTAN (UJI F)

| ANOVA ^a | | | | | |
|--------------------|------------|----------------|-----|-------------|--------|
| Model | | Sum of Squares | df | Mean Square | F |
| 1 | Regression | 1093.689 | 4 | 273.422 | 63.165 |
| | Residual | 1017.244 | 235 | 4.329 | |
| | Total | 2110.933 | 239 | | |

a. Dependent Variable: Penerapan SAK EMKM

b. Predictors: (Constant), Pelatihan dan Pendidikan, Sosialisasi, Kesiapan, Kompetensi SDM

Lampiran 9 Riwayat Hidup**RIWAYAT HIDUP**

Ni Putu Herlina Minati Dewi lahir di Denpasar, 21 Mei 2000. Penulis merupakan anak tunggal dari pasangan suami istri Bapak I Ketut Sukardana dan Ibu Ni Nyoman Darmiasih. Penulis merupakan kebangsaan Indonesia dan beragama Hindu. Kini penulis beralamat di Desa Bungkul, Kecamatan Sawan, Kabupaten Buleleng, Provinsi Bali. Penulis menyelesaikan pendidikan sekolah taman kanak-kanak (TK) di TK Chandra Kumara dan lulus pada tahun 2006. Kemudian Pendidikan Dasar di SD Negeri 16 Kesiman dan lulus pada tahun 2012. Selanjutnya penulis melanjutkan pendidikan di SMP PGRI 2 Denpasar dan lulus pada tahun 2015. Pada tahun 2018, penulis lulus dari SMA PGRI 4 Denpasar dan melanjutkan pendidikan pada Program Studi S1 Akuntansi, Jurusan Ekonomi dan Akuntansi, Fakultas Ekonomi, Universitas Pendidikan Ganesha. Pada tahun 2022 penulis dapat menyelesaikan Skripsi yang berjudul “Pengaruh Kesiapan, Sosialisasi, Kompetensi Sumber Daya Manusia, Pelatihan dan Pendidikan Terhadap Penerapan SAK EMKM Pada UMKM di Kecamatan Buleleng”