



LAMPPIRAN

LAMPIRAN 1
SURAT KETERANGAN PENELITIAN

SURAT BALASAN

Hal : Balasan

Kepada Yth. :
Wakil Dekan 1 Fakultas Ekonomi
Gede Adi Yuniarta, SE.Ak.,M.Si.
Di Tempat

Dengan Hormat,

Yang bertanda tangan dibawah ini :
Nama : Luh Putu Windiani, S.E
Jabatan : HRD Hotel Brits *Resort*

Menerangkan bahwa,
Nama : Luh Rintia Andriani
Nim : 1617041025
Jurusan : Manajemen

Telah kami setuju untuk melaksanakan penelitian untuk kepentingan akademik pada hotel kami sebagai syarat penyusunan skripsi.

Demikian surat ini kami sampaikan, dan atas kerjasamanya kami mengucapkan terimakasih.

Singaraja, 3 Oktober 2019
HRD Hotel Brits *Resort*

Luh Putu Windiani, S.E

LAMPIRAN 2 KUESIONER PENELITIAN

	<p>KUESIONER PENELITIAN PENGARUH PELATIHAN DAN REWARD TERHADAP KINERJA DI HOTEL BRITS RESORT LOVINA, BALI.</p>
---	---

Pengantar

Yth. Bapak/Ibu/Sdr.

Sehubungan dengan penelitian yang sedang saya kerjakan dengan judul Pengaruh Pelatihan dan *Reward* Terhadap Kinerja di Hotel Brits Resort Lovina, Bali, bersama ini kami mohon bantuan Bapak/Ibu/ Sdr. untuk mengisi kuesioner ini. Seluruh data yang terkumpul melalui kuesioner ini adalah untuk tujuan akademis. Kami menjamin kerahasiaan data-data yang terkumpul, sesuai dengan kode etik penelitian. Tidak ada jawaban yang benar atau salah dalam pengisian kuesioner ini. Oleh karena itu, kami sangat mengharapkan kuesioner ini dapat diisi secara lengkap dengan penilaian se-objektif mungkin. Akhir kata, kami ucapkan terimakasih atas bantuan dan partisipasi Bapak/Ibu/ Sdr. dalam mengisi kuesioner ini.

IDENTITAS RESPONDEN

Jenis Kelamin : L/P
 Usia :
 Jabatan :
 Departmen :

PETUNJUK PENGISIAN

Pada kuesioner ini, Bapak/Ibu/Sdr. diperkenankan memilih salah satu jawaban yang paling tepat menurut anda dengan memberi tanda (\surd) pada salah satu pilihan yang tersedia.

1. Pernyataan Berikut Berhubungan dengan Pelatihan

No.	Pernyataan	STS	TS	N	S	SS
1.	Materi pelatihan yang diberikan sesuai dengan tuntutan pekerjaan.					
2.	Metode pelatihan sesuai dengan kebutuhan karyawan					
3.	Instruktur yang didatangkan memiliki kompetensi sesuai dengan pelatihan yang diberikan					
4.	Karyawan termotivasi untuk mengikuti pelatihan					
5.	Karyawan mengikuti pelatihan sesuai dengan pekerjaan pada departmen masing-masing					
6.	Sarana dan fasilitas yang disediakan pada saat pelatihan terpenuhi dengan baik.					

Keterangan : STS : Sangat Tidak Setuju, TS : Tidak Setuju, N : Netral , S : Setuju, SS : Sangat Setuju

2. Pernyataan Berikut Sehubungan dengan *Reward*

No.	Pernyataan	STS	TS	N	S	SS
1.	Pemberian <i>reward</i> yang fleksibel untuk semua karyawan					
2.	Kriteria penilaian individu yang tepat dalam pemberian <i>reward</i>					
3.	Pemberian <i>reward</i> sesuai dengan kebijakan yang berlaku					

3. Pernyataan Berikut Berhubungan dengan Kinerja

No.	Pernyataan	STS	TS	N	S	SS
1.	Karyawan menyelesaikan pekerjaan sesuai kuantitas target yang ditetapkan					
2.	Karyawan menyelesaikan pekerjaan dengan kualitas yang baik sesuai dengan tugas di setiap bidangnya masing-masing					
3.	Karyawan menyelesaikan pekerjaan dengan tepat waktu					
4.	Karyawan mengetahui pekerjaan apa yang harus diselesaikan di setiap departemennya masing-masing					



LAMPIRAN 3
DATA PENELITIAN

1. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Pelatihan

Data Ordinal Pelatihan

No.	1	2	3	4	5	6	Total
1	4	4	4	4	4	5	25
2	3	4	3	3	3	4	20
3	4	4	4	4	4	5	25
4	5	4	4	4	4	4	25
5	5	4	4	4	4	4	25
6	4	3	4	4	4	5	24
7	4	4	4	3	4	5	24
8	4	3	4	3	4	3	21
9	3	4	4	4	4	3	22
10	3	3	3	4	3	3	19
11	4	4	4	4	4	4	24
12	4	4	4	4	4	4	24
13	4	4	4	4	4	4	24
14	4	4	4	4	4	4	24
15	4	4	4	4	4	4	24
16	4	4	4	4	4	4	24
17	4	4	4	4	4	4	24
18	4	4	4	4	4	5	25
19	4	5	4	4	4	4	25
20	4	4	4	4	4	4	24
21	4	4	5	5	4	4	26
22	4	5	5	4	5	4	27
23	4	4	4	4	4	5	25
24	4	4	4	4	5	5	26
25	4	5	4	5	5	4	27
26	4	4	4	4	4	4	24
27	4	3	4	4	4	3	22
28	4	4	4	3	3	4	22
29	4	4	4	4	4	4	24
30	4	4	4	4	4	4	24

Data Interval Pelatihan Sampel Kecil

No.	1	2	3	4	5	6	Total
1	1,000	2,615	1,000	1,000	1,000	2,722	9,337
2	2,863	1,000	2,615	1,000	2,400	1,000	10,877
3	1,000	1,000	1,000	2,497	1,000	1,000	7,497
4	2,863	2,615	2,615	2,497	2,400	2,722	15,711
5	2,863	2,615	2,615	2,497	2,400	2,722	15,711
6	2,863	2,615	2,615	2,497	2,400	2,722	15,711
7	2,863	2,615	2,615	2,497	2,400	2,722	15,711
8	2,863	2,615	2,615	2,497	2,400	2,722	15,711
9	2,863	2,615	2,615	2,497	2,400	2,722	15,711
10	2,863	2,615	2,615	2,497	2,400	2,722	15,711
11	2,863	2,615	4,229	4,014	2,400	2,722	18,843
12	2,863	4,229	4,229	2,497	3,800	2,722	20,340
13	2,863	2,615	2,615	2,497	3,800	4,554	18,943
14	2,863	4,229	2,615	4,014	3,800	2,722	20,243
15	2,863	2,615	2,615	1,000	1,000	2,722	12,814

Data Interval Pelatihan

No.	1	2	3	4	5	6	Total
1	2.810	2.666	2.940	2.722	2.755	3.926	17.820
2	1.000	2.666	1.000	1.000	1.000	2.471	9.138
3	2.810	2.666	2.940	2.722	2.755	3.926	17.820
4	4.695	2.666	2.940	2.722	2.755	2.471	18.249
5	4.695	2.666	2.940	2.722	2.755	2.471	18.249
6	2.810	1.000	2.940	2.722	2.755	3.926	16.153
7	2.810	2.666	2.940	1.000	2.755	3.926	16.098
8	2.810	1.000	2.940	1.000	2.755	1.000	11.505
9	1.000	2.666	2.940	2.722	2.755	1.000	13.083
10	1.000	1.000	1.000	2.722	1.000	1.000	7.722
11	2.810	2.666	2.940	2.722	2.755	2.471	16.365
12	2.810	2.666	2.940	2.722	2.755	2.471	16.365
13	2.810	2.666	2.940	2.722	2.755	2.471	16.365
14	2.810	2.666	2.940	2.722	2.755	2.471	16.365
15	2.810	2.666	2.940	2.722	2.755	2.471	16.365
16	2.810	2.666	2.940	2.722	2.755	2.471	16.365
17	2.810	2.666	2.940	2.722	2.755	2.471	16.365
18	2.810	2.666	2.940	2.722	2.755	3.926	17.820
19	2.810	4.370	2.940	2.722	2.755	2.471	18.068
20	2.810	2.666	2.940	2.722	2.755	2.471	16.365
21	2.810	2.666	4.879	4.554	2.755	2.471	20.136
22	2.810	4.370	4.879	2.722	4.510	2.471	21.762

23	2.810	2.666	2.940	2.722	2.755	3.926	17.820
24	2.810	2.666	2.940	2.722	4.510	3.926	19.575
25	2.810	4.370	2.940	4.554	4.510	2.471	21.655
26	2.810	2.666	2.940	2.722	2.755	2.471	16.365
27	2.810	1.000	2.940	2.722	2.755	1.000	13.227
28	2.810	2.666	2.940	1.000	1.000	2.471	12.888
29	2.810	2.666	2.940	2.722	2.755	2.471	16.365
30	2.810	2.666	2.940	2.722	2.755	2.471	16.365

2. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel *Reward*

Data Ordinal *Reward*

No.	1	2	3	Total
1	4	5	4	13
2	5	4	4	13
3	5	5	5	15
4	4	5	4	13
5	5	5	5	15
6	4	4	5	13
7	4	4	4	12
8	5	5	5	15
9	4	4	4	12
10	5	5	5	15
11	4	4	4	12
12	4	4	4	12
13	4	4	4	12
14	4	4	4	12
15	4	4	4	12
16	4	4	4	12
17	4	4	4	12
18	3	3	4	10
19	4	4	4	12
20	4	4	4	12
21	4	4	4	12
22	4	4	4	12
23	4	4	4	12
24	4	4	4	12
25	4	3	4	11
26	4	4	3	11
27	4	3	4	11
28	4	4	3	11
29	5	4	5	14
30	3	4	4	11

3. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel *Reward*

Data Ordinal *Reward*

No.	1	2	3	Total
1	4	5	4	13
2	5	4	4	13
3	5	5	5	15
4	4	5	4	13
5	5	5	5	15
6	4	4	5	13
7	4	4	4	12
8	5	5	5	15
9	4	4	4	12
10	5	5	5	15
11	4	4	4	12
12	4	4	4	12
13	4	4	4	12
14	4	4	4	12
15	4	4	4	12
16	4	4	4	12
17	4	4	4	12
18	3	3	4	10
19	4	4	4	12
20	4	4	4	12
21	4	4	4	12
22	4	4	4	12
23	4	4	4	12
24	4	4	4	12
25	4	3	4	11
26	4	4	3	11
27	4	3	4	11
28	4	4	3	11
29	5	4	5	14
30	3	4	4	11

Data Interval Reward Sampel Kecil

No.	1	2	3	Total
1.	2,750	2,832	2,832	8,414
2.	2,750	4,554	4,554	11,858
3.	2,750	4,554	4,554	11,858
4.	1,000	2,832	2,832	6,664
5.	1,000	2,832	2,832	6,664
6.	1,000	2,832	2,832	6,664
7.	1,000	2,832	2,832	6,664
8.	1,000	2,832	2,832	6,664
9.	1,000	2,832	2,832	6,664
10.	1,000	2,832	2,832	6,664
11.	1,000	2,832	2,832	6,664
12.	1,000	2,832	2,832	6,664
13.	1,000	2,832	2,832	6,664
14.	1,000	1,000	2,832	4,832
15.	1,000	2,832	1,000	4,832

Data Interval Reward

No.	1	2	3	Total
1	2.734	4.155	2.734	9.623
2	4.339	2.606	2.734	9.679
3	4.339	4.155	4.339	12.834
4	2.734	4.155	2.734	9.623
5	4.339	4.155	4.339	12.834
6	2.734	2.606	4.339	9.679
7	2.734	2.606	2.734	8.074
8	4.339	4.155	4.339	12.834
9	2.734	2.606	2.734	8.074
10	4.339	4.155	4.339	12.834
11	2.734	2.606	2.734	8.074
12	2.734	2.606	2.734	8.074
13	2.734	2.606	2.734	8.074
14	2.734	2.606	2.734	8.074
15	2.734	2.606	2.734	8.074
16	2.734	2.606	2.734	8.074
17	2.734	2.606	2.734	8.074
18	1.000	1.000	2.734	4.734
19	2.734	2.606	2.734	8.074
20	2.734	2.606	2.734	8.074
21	2.734	2.606	2.734	8.074
22	2.734	2.606	2.734	8.074
23	2.734	2.606	2.734	8.074
24	2.734	2.606	2.734	8.074
25	2.734	1.000	2.734	6.468
26	2.734	2.606	1.000	6.340

27	2.734	1.000	2.734	6.468
28	2.734	2.606	1.000	6.340
29	4.339	2.606	4.339	11.285
30	1.000	2.606	2.734	6.340

4. Hasil Kuesioner Untuk Uji Validitas dan Reliabilitas Variabel Kinerja

Data Ordinal Kinerja

No.	1	2	3	4	Total
1	5	4	5	4	18
2	4	5	4	5	18
3	5	4	5	3	17
4	4	4	4	4	16
5	4	4	4	4	16
6	4	5	4	5	18
7	5	4	4	4	17
8	4	4	4	4	16
9	5	5	5	5	20
10	5	4	4	4	17
11	4	4	4	4	16
12	4	4	4	4	16
13	4	4	4	4	16
14	4	4	4	4	16
15	4	4	4	4	16
16	4	4	4	4	16
17	4	4	4	4	16
18	4	4	3	3	14
19	4	5	4	4	17
20	5	4	4	4	17
21	4	4	4	4	16
22	4	4	4	4	16
23	4	4	4	4	16
24	5	5	5	5	20
25	4	4	4	4	16
26	5	5	5	5	20
27	4	4	4	4	16
28	3	4	3	4	14
29	4	3	4	4	15
30	4	3	4	3	14

Data Interval Kinerja Sampel Kecil

No.	1	2	3	4	Total
1	2,750	2,832	2,832	8,414	2,750
2	2,750	4,554	4,554	11,858	2,750
3	2,750	4,554	4,554	11,858	2,750
4	1,000	2,832	2,832	6,664	1,000
5	1,000	2,832	2,832	6,664	1,000
6	1,000	2,832	2,832	6,664	1,000
7	1,000	2,832	2,832	6,664	1,000
8	1,000	2,832	2,832	6,664	1,000
9	1,000	2,832	2,832	6,664	1,000
10	1,000	2,832	2,832	6,664	1,000
11	1,000	2,832	2,832	6,664	1,000
12	1,000	2,832	2,832	6,664	1,000
13	1,000	2,832	2,832	6,664	1,000
14	1,000	1,000	2,832	4,832	1,000
15	1,000	2,832	1,000	4,832	1,000

Data Interval Kinerja

No.	1	2	3	4	Total
1	4.459	2.734	4.439	2.654	14.286
2	2.864	4.339	2.782	4.254	14.239
3	4.459	2.734	4.439	1.000	12.632
4	2.864	2.734	2.782	2.654	11.034
5	2.864	2.734	2.782	2.654	11.034
6	2.864	4.339	2.782	4.254	14.239
7	4.459	2.734	2.782	2.654	12.629
8	2.864	2.734	2.782	2.654	11.034
9	4.459	4.339	4.439	4.254	17.491
10	4.459	2.734	2.782	2.654	12.629
11	2.864	2.734	2.782	2.654	11.034
12	2.864	2.734	2.782	2.654	11.034
13	2.864	2.734	2.782	2.654	11.034
14	2.864	2.734	2.782	2.654	11.034
15	2.864	2.734	2.782	2.654	11.034
16	2.864	2.734	2.782	2.654	11.034
17	2.864	2.734	2.782	2.654	11.034
18	2.864	2.734	1.000	1.000	7.598
19	2.864	4.339	2.782	2.654	12.639
20	4.459	2.734	2.782	2.654	12.629
21	2.864	2.734	2.782	2.654	11.034
22	2.864	2.734	2.782	2.654	11.034
23	2.864	2.734	2.782	2.654	11.034
24	4.459	4.339	4.439	4.254	17.491
25	2.864	2.734	2.782	2.654	11.034
26	4.459	4.339	4.439	4.254	17.491
27	2.864	2.734	2.782	2.654	11.034

28	1.000	2.734	1.000	2.654	7.388
29	2.864	1.000	2.782	2.654	9.300
30	2.864	1.000	2.782	1.000	7.646

5. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Pelatihan

Data Ordinal Pelatihan

No.	1	2	3	4	5	6	Total
1	5	3	4	3	4	3	22
2	4	5	4	3	5	4	25
3	3	5	4	3	5	3	23
4	4	5	5	3	5	3	25
5	5	4	4	5	4	4	26
6	3	3	3	3	3	3	18
7	3	5	5	3	5	3	24
8	4	5	5	3	5	3	25
9	3	4	5	3	4	3	22
10	4	5	3	4	5	4	25
11	5	4	4	5	4	4	26
12	3	4	5	3	4	4	23
13	4	4	4	5	4	4	25
14	4	4	3	4	4	4	23
15	4	4	3	4	4	4	23
16	4	3	5	3	3	4	22
17	3	3	4	4	4	3	21
18	4	5	5	3	4	3	24
19	3	3	4	4	4	3	21
20	4	5	3	4	3	4	23
21	3	3	3	3	3	3	18
22	3	5	5	3	5	3	24
23	3	3	4	3	3	3	19
24	3	4	5	4	5	4	25
25	3	3	4	4	4	5	23
26	4	3	3	3	3	4	20
27	5	3	5	3	3	3	22
28	3	3	4	3	3	3	19
29	3	3	3	4	3	3	19
30	4	3	4	4	3	5	23
31	3	3	3	3	3	3	18
32	4	3	4	4	3	5	23
33	3	3	3	2	3	3	17
34	3	3	4	4	4	4	22

Data Interval Pelatihan

No.	1	2	3	4	5	6	Total
1	3.475	1.000	2.171	2.657	2.191	1.000	12.494
2	2.325	3.035	2.171	2.657	3.305	2.374	15.866
3	1.000	3.035	2.171	2.657	3.305	1.000	13.167
4	2.325	3.035	3.343	2.657	3.305	1.000	15.664
5	3.475	2.102	2.171	5.089	2.191	2.374	17.402
6	1.000	1.000	1.000	2.657	1.000	1.000	7.657
7	1.000	3.035	3.343	2.657	3.305	1.000	14.339
8	2.325	3.035	3.343	2.657	3.305	1.000	15.664
9	1.000	2.102	3.343	2.657	2.191	1.000	12.293
10	2.325	3.035	1.000	3.940	3.305	2.374	15.978
11	3.475	2.102	2.171	5.089	2.191	2.374	17.402
12	1.000	2.102	3.343	2.657	2.191	2.374	13.667
13	2.325	2.102	2.171	5.089	2.191	2.374	16.253
14	2.325	2.102	1.000	3.940	2.191	2.374	13.933
15	2.325	2.102	1.000	3.940	2.191	2.374	13.933
16	2.325	1.000	3.343	2.657	1.000	2.374	12.699
17	1.000	1.000	2.171	3.940	2.191	1.000	11.303
18	2.325	3.035	3.343	2.657	2.191	1.000	14.551
19	1.000	1.000	2.171	3.940	2.191	1.000	11.303
20	2.325	3.035	1.000	3.940	1.000	2.374	13.674
21	1.000	1.000	1.000	2.657	1.000	1.000	7.657
22	1.000	3.035	3.343	2.657	3.305	1.000	14.339
23	1.000	1.000	2.171	2.657	1.000	1.000	8.828
24	1.000	2.102	3.343	3.940	3.305	2.374	16.064
25	1.000	1.000	2.171	3.940	2.191	3.565	13.868
26	2.325	1.000	1.000	2.657	1.000	2.374	10.356
27	3.475	1.000	3.343	2.657	1.000	1.000	12.474
28	1.000	1.000	2.171	2.657	1.000	1.000	8.828
29	1.000	1.000	1.000	3.940	1.000	1.000	8.940
30	2.325	1.000	2.171	3.940	1.000	3.565	14.002
31	1.000	1.000	1.000	2.657	1.000	1.000	7.657
32	2.325	1.000	2.171	3.940	1.000	3.565	14.002
33	1.000	1.000	1.000	1.000	1.000	1.000	6.000
34	1.000	1.000	2.171	3.940	2.191	2.374	12.677

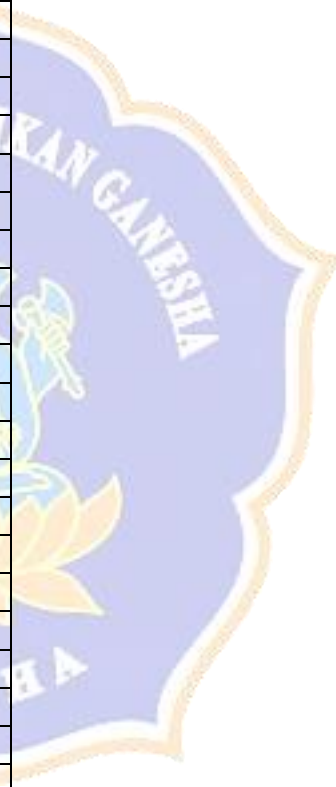
6. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel *Reward*

Data Ordinal *Reward*

No.	1	2	3	Total
1	4	5	4	13
2	5	4	5	14
3	4	4	5	13
4	5	4	4	13
5	5	4	5	14
6	3	4	4	11
7	4	5	4	13
8	4	4	4	12
9	4	3	3	10
10	5	4	4	13
11	5	5	4	14
12	4	4	4	12
13	4	4	5	13
14	3	4	4	11
15	4	4	4	12
16	4	4	3	11
17	3	4	4	11
18	4	4	5	13
19	3	3	4	10
20	4	3	4	11
21	4	3	4	11
22	4	5	4	13
23	3	4	3	10
24	5	4	4	13
25	4	4	4	12
26	4	3	4	11
27	4	4	4	12
28	3	3	3	9
29	4	5	4	13
30	3	4	3	10
31	3	3	3	9
32	4	4	4	12
33	3	4	3	10
34	3	3	4	10

Data Interval Reward

No.	1	2	3	Total
1	2.333	3.872	2.468	8.673
2	3.640	2.432	3.948	10.020
3	2.333	2.432	3.948	8.713
4	3.640	2.432	2.468	8.540
5	3.640	2.432	3.948	10.020
6	1.000	2.432	2.468	5.900
7	2.333	3.872	2.468	8.673
8	2.333	2.432	2.468	7.233
9	2.333	1.000	1.000	4.333
10	3.640	2.432	2.468	8.540
11	3.640	3.872	2.468	9.980
12	2.333	2.432	2.468	7.233
13	2.333	2.432	3.948	8.713
14	1.000	2.432	2.468	5.900
15	2.333	2.432	2.468	7.233
16	2.333	2.432	1.000	5.765
17	1.000	2.432	2.468	5.900
18	2.333	2.432	3.948	8.713
19	1.000	1.000	2.468	4.468
20	2.333	1.000	2.468	5.801
21	2.333	1.000	2.468	5.801
22	2.333	3.872	2.468	8.673
23	1.000	2.432	1.000	4.432
24	3.640	2.432	2.468	8.540
25	2.333	2.432	2.468	7.233
26	2.333	1.000	2.468	5.801
27	2.333	2.432	2.468	7.233
28	1.000	1.000	1.000	3.000
29	2.333	3.872	2.468	8.673
30	1.000	2.432	1.000	4.432
31	1.000	1.000	1.000	3.000
32	2.333	2.432	2.468	7.233
33	1.000	2.432	1.000	4.432
34	1.000	1.000	2.468	4.468



7. Hasil Kuesioner Untuk Analisis Regresi Linier Berganda Variabel Kinerja

Data Ordinal Kinerja

No.	1	2	3	4	Total
1	4	3	4	3	14
2	4	4	4	4	16
3	4	4	4	4	16
4	4	4	4	4	16
5	4	4	4	4	16
6	4	4	3	3	14
7	3	4	3	4	14
8	4	3	4	4	15
9	3	3	4	4	14
10	5	4	3	4	16
11	5	4	4	4	17
12	4	4	3	4	15
13	4	4	4	4	16
14	3	3	4	4	14
15	3	4	4	3	14
16	3	3	4	4	14
17	3	3	4	4	14
18	4	4	4	4	16
19	4	3	4	3	14
20	4	3	4	4	15
21	4	4	3	3	14
22	5	4	3	4	16
23	4	3	3	3	13
24	4	4	4	4	16
25	4	4	3	4	15
26	3	4	4	4	15
27	3	4	4	4	15
28	4	3	3	3	13
29	3	4	4	4	15
30	4	3	4	4	15
31	4	3	3	3	13
32	4	4	4	4	16
33	4	3	3	3	13
34	3	4	4	3	14

Data Interval Kinerja

No.	1	2	3	4	Total
1	2.470	1.000	2.641	1.000	7.112
2	2.470	2.615	2.641	2.660	10.387
3	2.470	2.615	2.641	2.660	10.387
4	2.470	2.615	2.641	2.660	10.387
5	2.470	2.615	2.641	2.660	10.387
6	2.470	2.615	1.000	1.000	7.086
7	1.000	2.615	1.000	2.660	7.275
8	2.470	1.000	2.641	2.660	8.771
9	1.000	1.000	2.641	2.660	7.301
10	3.985	2.615	1.000	2.660	10.260
11	3.985	2.615	2.641	2.660	11.901
12	2.470	2.615	1.000	2.660	8.745
13	2.470	2.615	2.641	2.660	10.387
14	1.000	1.000	2.641	2.660	7.301
15	1.000	2.615	2.641	1.000	7.257
16	1.000	1.000	2.641	2.660	7.301
17	1.000	1.000	2.641	2.660	7.301
18	2.470	2.615	2.641	2.660	10.387
19	2.470	1.000	2.641	1.000	7.112
20	2.470	1.000	2.641	2.660	8.771
21	2.470	2.615	1.000	1.000	7.086
22	3.985	2.615	1.000	2.660	10.260
23	2.470	1.000	1.000	1.000	5.470
24	2.470	2.615	2.641	2.660	10.387
25	2.470	2.615	1.000	2.660	8.745
26	1.000	2.615	2.641	2.660	8.916
27	1.000	2.615	2.641	2.660	8.916
28	2.470	1.000	1.000	1.000	5.470
29	1.000	2.615	2.641	2.660	8.916
30	2.470	1.000	2.641	2.660	8.771
31	2.470	1.000	1.000	1.000	5.470
32	2.470	2.615	2.641	2.660	10.387
33	2.470	1.000	1.000	1.000	5.470
34	1.000	2.615	2.641	1.000	7.257

8. Tabulasi Data Analisis Regresi Linier Berganda

No.	X ₁	X ₂	Y
1	12.494	8.673	7.112
2	15.866	10.020	10.387
3	13.167	8.713	10.387
4	15.664	8.540	10.387
5	17.402	10.020	10.387
6	7.657	5.900	7.086
7	14.339	8.673	7.275
8	15.664	7.233	8.771
9	12.293	4.333	7.301
10	15.978	8.540	10.260
11	17.402	9.980	11.901
12	13.667	7.233	8.745
13	16.253	8.713	10.387
14	13.933	5.900	7.301
15	13.933	7.233	7.257
16	12.699	5.765	7.301
17	11.303	5.900	7.301
18	14.551	8.713	10.387
19	11.303	4.468	7.112
20	13.674	5.801	8.771
21	7.657	5.801	7.086
22	14.339	8.673	10.260
23	8.828	4.432	5.470
24	16.064	8.540	10.387
25	13.868	7.233	8.745
26	10.356	5.801	8.916
27	12.474	7.233	8.916
28	8.828	3.000	5.470
29	8.940	8.673	8.916
30	14.002	4.432	8.771
31	7.657	3.000	5.470
32	14.002	7.233	10.387
33	6.000	4.432	5.470
34	12.677	4.468	7.257

**LAMPIRAN 4
HASIL OUTPUT SPSS**

1. Output SPSS Uji Validitas dan Reliabilitas Kuesioner Pelatihan

Output SPSS Uji Validitas Pelatihan Sampel Kecil

Correlations

		Item1	Item2	Item3	Item4	Item5	Item6	Total
Item1	Pearson Correlation	1	.380	.760**	.296	.620*	.379	.737**
	Sig. (2-tailed)		.163	.001	.284	.014	.163	.002
	N	15	15	15	15	15	15	15
Item2	Pearson Correlation	.380	1	.500	.451	.612*	.571*	.787**
	Sig. (2-tailed)	.163		.058	.092	.015	.026	.000
	N	15	15	15	15	15	15	15
Item3	Pearson Correlation	.760**	.500	1	.451	.612*	.285	.792**
	Sig. (2-tailed)	.001	.058		.092	.015	.303	.000
	N	15	15	15	15	15	15	15
Item4	Pearson Correlation	.296	.451	.451	1	.551*	.240	.680**
	Sig. (2-tailed)	.284	.092	.092		.033	.389	.004
	N	15	15	15	15	15	15	15
Item5	Pearson Correlation	.620*	.612*	.612*	.551*	1	.481	.865**
	Sig. (2-tailed)	.014	.015	.015	.033		.070	.000
	N	15	15	15	15	15	15	15
Item6	Pearson Correlation	.379	.571*	.285	.240	.481	1	.649**

	Sig. (2-tailed)	.163	.026	.303	.389	.070		.004
	N	15	15	15	15	15	15	15
Total	Pearson Correlation	.737**	.787**	.792**	.680**	.865**	.649**	1
	Sig. (2-tailed)	.002	.000	.000	.005	.000	.009	
	N	15	15	15	15	15	15	15

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

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

Output SPSS Uji Reliabilitas Kuesioner Pelatihan Sampel Kecil

Reliability Statistics

Cronbach's Alpha	N of Items
.845	6



Output SPSS Uji Validitas Kuesioner Pelatihan

Correlations

		Item1	Item2	Item3	Item4	Item5	Item6	Total
Item1	Pearson Correlation	1	.161	.441*	.168	.360	.284	.603**
	Sig. (2-tailed)		.396	.015	.376	.051	.129	.000
	N	30	30	30	30	30	30	30
Item2	Pearson Correlation	.161	1	.379*	.307	.466**	.243	.656**
	Sig. (2-tailed)	.396		.039	.099	.009	.197	.000
	N	30	30	30	30	30	30	30

Item3	Pearson Correlation	.441*	.379*	1	.416*	.612**	.154	.744**
	Sig. (2-tailed)	.015	.039		.022	.000	.417	.000
	N	30	30	30	30	30	30	30
Item4	Pearson Correlation	.168	.307	.416*	1	.505**	.024	.607**
	Sig. (2-tailed)	.376	.099	.022		.004	.900	.000
	N	30	30	30	30	30	30	30
Item5	Pearson Correlation	.360	.466**	.612**	.505**	1	.250	.806**
	Sig. (2-tailed)	.051	.009	.000	.004		.183	.000
	N	30	30	30	30	30	30	30
Item6	Pearson Correlation	.284	.243	.154	.024	.250	1	.523**
	Sig. (2-tailed)	.129	.197	.417	.900	.183		.003
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	.603**	.656**	.744**	.607**	.806**	.523**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.003	
	N	30	30	30	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner Pelatihan

Reliability Statistics

Cronbach's	
Alpha	N of Items
.729	6



2. Output SPSS Uji Validitas dan Reliabilitas Kuesioner *Reward*

Output SPSS Uji Validitas Kuesioner *Reward* Sampel Kecil

Correlations

		Item1	Item2	Item3	Total
Item1	Pearson Correlation	1	.667**	.667**	.878**
	Sig. (2-tailed)		.007	.007	.000
	N	15	15	15	15
Item2	Pearson Correlation	.667**	1	.632*	.877**
	Sig. (2-tailed)	.007		.012	.000
	N	15	15	15	15
Item3	Pearson Correlation	.667**	.632*	1	.877**
	Sig. (2-tailed)	.007	.012		.000
	N	15	15	15	15
Total	Pearson Correlation	.878**	.877**	.877**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	15	15	15	15

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

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

Output SPSS Uji Reliabilitas Kuesioner *Reward* Sampel Kecil

Reliability Statistics

Cronbach's Alpha	N of Items
.849	3

Output SPSS Uji Validitas Kuesioner *Reward*

Correlations

		Item1	Item2	Item3	Total
Item1	Pearson Correlation	1	.567**	.575**	.862**
	Sig. (2-tailed)		.001	.001	.000
	N	30	30	30	30
Item2	Pearson Correlation	.567**	1	.433*	.811**
	Sig. (2-tailed)	.001		.017	.000
	N	30	30	30	30
Item3	Pearson Correlation	.575**	.433*	1	.807**
	Sig. (2-tailed)	.001	.017		.000
	N	30	30	30	30
Total	Pearson Correlation	.862**	.811**	.807**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

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

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

Output SPSS Uji Reliabilitas Kuesioner *Reward*

Reliability Statistics

Cronbach's	
Alpha	N of Items
.768	3

3. Output SPSS Uji Validitas dan Reliabilitas Kuesioner Kinerja

Output SPSS Uji Validitas Kuesioner Kinerja Sampel Kecil

		Correlations				
		Item1	Item2	Item3	Item4	Total
Item1	Pearson Correlation	1	,667**	,667**	,878**	1,000**
	Sig. (2-tailed)		,007	,007	,000	,000
	N	15	15	15	15	15
Item2	Pearson Correlation	,667**	1	,632*	,877**	,667**
	Sig. (2-tailed)	,004		,012	,000	,004
	N	15	15	15	15	15
Item3	Pearson Correlation	,667**	,632*	1	,877**	,667**
	Sig. (2-tailed)	,004	,012		,000	,004
	N	15	15	15	15	15
Item4	Pearson Correlation	,878**	,877**	,877**	1	,878**
	Sig. (2-tailed)	,000	,000	,000		,000

	N	15	15	15	15	15
Total	Pearson Correlation	1,000**	,667**	,667**	,878**	1
	Sig. (2-tailed)	,000	,007	,007	,000	
	N	15	15	15	15	15

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

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

Output SPSS Uji Reliabilitas Kuesioner Kinerja Sampel Kecil

Reliability Statistics

Cronbach's Alpha	N of Items
,855	4



Output SPSS Uji Validitas Kuesioner Kinerja

		Correlations				
		Item1	Item2	Item3	Item4	Total
Item1	Pearson Correlation	1	.272	.756**	.193	.721**
	Sig. (2-tailed)		.147	.000	.307	.000
	N	30	30	30	30	30
Item2	Pearson Correlation	.272	1	.355	.738**	.775**
	Sig. (2-tailed)	.147		.055	.000	.000
	N	30	30	30	30	30
Item3	Pearson Correlation	.756**	.355	1	.384*	.810**
	Sig. (2-tailed)	.000	.055		.036	.000
	N	30	30	30	30	30
Item4	Pearson Correlation	.193	.738**	.384*	1	.759**
	Sig. (2-tailed)	.307	.000	.036		.000
	N	30	30	30	30	30
Total	Pearson Correlation	.721**	.775**	.810**	.759**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	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).

Output SPSS Uji Reliabilitas Kuesioner Kinerja

Reliability Statistics

Cronbach's Alpha	N of Items
.765	4



2. Output SPSS Uji Asumsi Klasik

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		34
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.88718798
Most Extreme Differences	Absolute	.109
	Positive	.074
	Negative	-.109
Test Statistic		.109
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

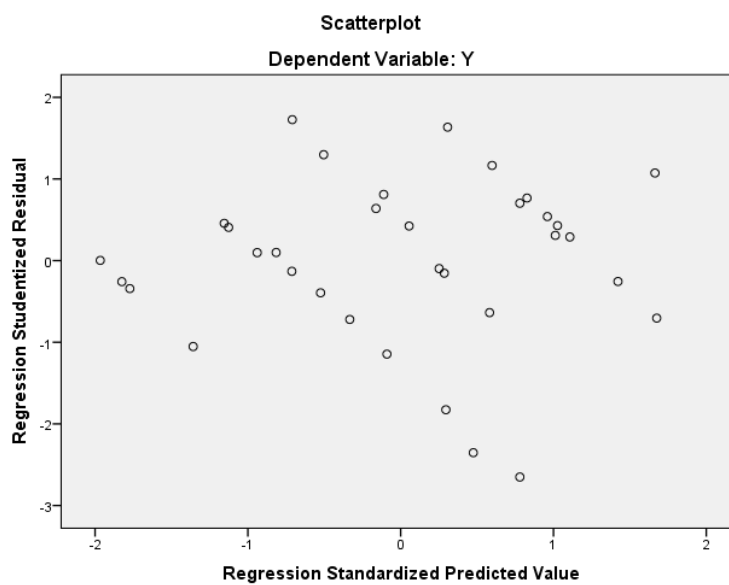
c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1	.508	1.969
	X2	.508	1.969

a. Dependent Variable: Y



3. Output SPSS Analisis Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.863 ^a	.745	.729	.915360

a. Predictors: (Constant), X2, X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	75.969	2	37.984	45.334	.000 ^b
	Residual	25.974	31	.838		
	Total	101.943	33			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.232	.700		3.188	.003
	X1	.250	.074	.429	3.376	.002
	X2	.439	.111	.506	3.977	.000

a. Dependent Variable: Y

PERNYATAAN

Dengan ini saya menyatakan bahwa karya tulis yang berjudul “Pengaruh Pelatihan dan *Reward* terhadap Kinerja Karyawan di Hotel Brits *Resort* Lovina, Bali”. Beserta seluruh isinya adalah benar-benar karya sendiri dan saya tidak melakukan penjiplakan dan pengutipan dengan cara-cara yang tidak sesuai dengan etika yang berlaku dalam masyarakat keilmuan. Atas pernyataan ini, saya siap menanggung risiko/sanksi yang dijatuhkan kepada saya apabila kemudian ditemukan adanya pelanggaran atas etika keilmuan dalam karya saya ini atau ada klaim terhadap keaslian karya saya ini.



Singaraja, 17 Februari 2020

Yang membuat pernyataan,

Luh Rintia Andriani
NIM. 1617041025