

HASIL KUESIONER

Responden	Uraian Pekerjaan					
	P1	P2	P3	P4	P5	P6
1	5	3	3	3	3	3
2	3	3	3	3	2	3
3	4	5	4	4	4	4
4	3	3	3	3	1	5
5	4	4	5	3	4	3
6	3	3	3	3	4	3
7	3	3	3	3	2	3
8	3	3	3	3	1	3
9	3	3	3	3	5	3
10	3	1	1	3	3	1
11	3	3	3	3	3	3
5	4	4	4	5	3	2
13	3	2	2	3	2	1
14	3	4	4	3	4	3
15	3	3	2	3	3	3
16	4	4	4	4	2	3
17	3	2	2	3	2	5
18	3	3	3	5	3	3
19	4	4	4	3	2	3
20	5	4	4	4	3	4
21	4	5	3	3	4	3
22	1	4	2	4	3	4
23	3	4	3	3	3	4
24	4	3	3	3	3	3
25	3	4	3	4	4	3
26	2	3	3	3	1	1
27	2	3	3	3	1	1
28	3	2	2	3	2	1
29	2	2	3	3	1	1
30	2	3	3	3	2	2

HASIL KUESIONER

Responden	Pengawasan							
	P7	P8	P9	P10	P11	P12	P13	P14
1	5	3	3	3	1	4	1	4
2	1	3	3	3	1	3	1	3
3	5	2	4	4	2	4	4	4
4	2	3	2	2	1	3	2	3
5	3	3	3	4	3	3	3	4
6	2	3	2	3	4	4	2	3
7	1	2	1	2	1	3	1	3
8	2	3	2	3	2	2	2	3
9	1	5	3	3	2	5	2	3
10	3	4	4	1	5	4	1	4
11	1	3	5	3	3	3	3	3
5	3	4	3	4	3	1	5	5
13	4	2	1	1	1	1	2	3
14	2	3	3	3	2	3	3	3
15	2	3	2	3	3	3	2	3
16	2	4	1	3	3	3	3	4
17	1	2	1	1	1	1	2	4
18	5	2	1	2	1	2	2	3
19	1	1	2	4	5	1	3	3
20	2	3	5	2	1	3	1	4
21	1	2	3	2	4	3	2	3
22	4	4	5	4	5	1	1	2
23	2	3	2	5	2	3	2	3
24	3	5	3	3	3	3	3	3
25	3	3	3	4	3	3	3	3
26	1	2	1	3	1	1	2	2
27	3	1	2	3	1	2	1	3
28	5	2	1	1	1	2	2	3
29	1	2	1	1	1	1	3	2
30	1	2	1	1	1	3	2	2

HASIL KUESIONER

Responden	Kinerja Karyawan										
	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25
1	4	3	3	3	1	3	3	3	2	3	3
2	3	3	3	1	3	3	3	3	3	3	3
3	4	4	5	4	4	4	4	4	4	4	4
4	3	3	3	2	3	2	3	2	3	3	3
5	4	3	3	3	4	3	4	4	4	3	3
6	3	3	3	4	4	5	4	4	3	4	4
7	4	4	4	4	3	2	3	5	3	4	4
8	3	3	3	2	5	2	3	2	3	3	3
9	2	2	2	1	3	2	3	2	2	3	3
10	4	1	4	1	4	3	4	2	5	3	4
11	3	3	3	3	3	3	3	3	3	5	3
5	4	5	4	5	4	3	4	4	4	2	4
13	2	3	2	1	3	2	2	2	3	3	2
14	5	4	4	2	4	3	3	3	4	3	3
15	2	2	3	1	2	2	2	1	3	2	2
16	4	4	2	2	3	3	5	2	3	2	3
17	2	1	2	1	3	2	2	2	3	3	2
18	3	3	3	2	5	2	3	2	3	3	3
19	4	3	3	3	3	3	3	1	3	2	3
20	5	3	4	5	3	1	3	5	4	4	4
21	4	4	5	2	4	2	3	2	3	4	4
22	2	3	2	5	2	3	5	1	2	1	5
23	4	3	3	2	3	2	4	2	4	3	3
24	4	3	3	3	4	5	3	3	3	3	3
25	4	4	3	2	4	4	4	4	4	3	3
26	3	3	2	3	3	2	3	2	3	3	1
27	3	3	2	1	3	2	3	2	3	3	1
28	2	2	2	1	3	1	2	1	2	2	1
29	3	2	2	1	2	2	2	1	2	2	1
30	2	2	2	1	3	2	2	2	3	3	2

HASIL UJI VALIDITAS

Variabel	Pernyataan	r Hitung	r Tabel	Keterangan
Uraian Pekerjaan	P1	0,5765	0,3	VALID
	P2	0,6853	0,3	VALID
	P3	0,5412	0,3	VALID
	P4	0,4636	0,3	VALID
	P5	0,6829	0,3	VALID
	P6	0,4405	0,3	VALID
Pengawasan	P7	0,2245	0,3	TIDAK VALID
	P8	0,4273	0,3	VALID
	P9	0,6497	0,3	VALID
	P10	0,6249	0,3	VALID
	P11	0,4664	0,3	VALID
	P12	0,4376	0,3	VALID
	P13	0,4043	0,3	VALID
Uraian Pekerjaan	P14	0,5629	0,3	VALID
	P15	0,6918	0,3	VALID
	P16	0,6296	0,3	VALID
	P17	0,7059	0,3	VALID
	P18	0,6828	0,3	VALID
	P19	0,4047	0,3	VALID
	P20	0,5887	0,3	VALID
	P21	0,7039	0,3	VALID
	P22	0,2114	0,3	TIDAK VALID
	P23	0,5384	0,3	VALID
	P24	0,3074	0,3	VALID
	P25	0,7933	0,3	VALID

HASIL UJI RELIABILITAS

Variabel	Nilai Hitung <i>Cronbach Alpha</i>	Keterangan
Uraian Pekerjaan	0,736642	Reliabel
Pengawasan	0,677213	Reliabel
Kinerja Karyawan	0,85495	Reliabel

HASIL UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	4,91968310
	Absolute	,124
Most Extreme Differences	Positive	,124
	Negative	-,106
Kolmogorov-Smirnov Z		,679
Asymp. Sig. (2-tailed)		,745

a. Test distribution is Normal.

b. Calculated from data.

HASIL UJI MULTIKOLINIERITAS

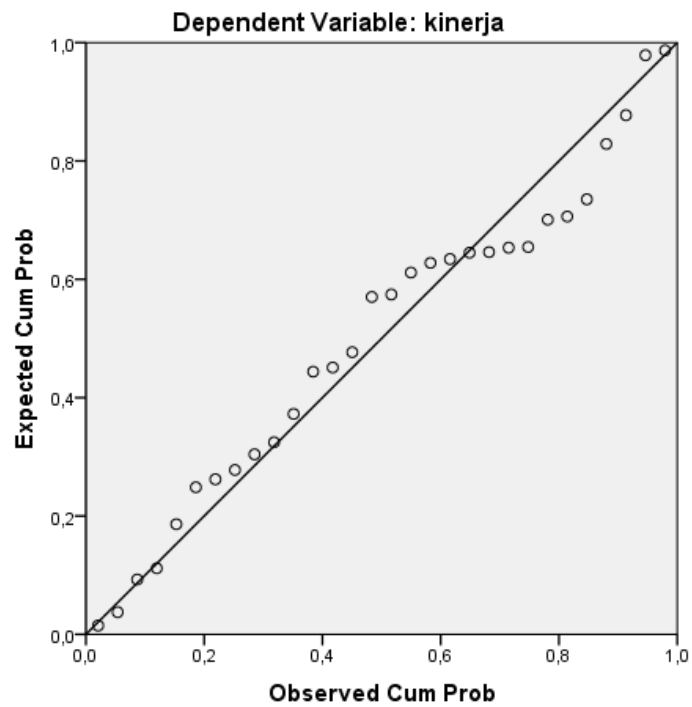
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
(Constant)	4,958	4,604		1,077	,291					
Uraian pekerjaan	1,115	,327	,551	3,406	,002	,721	,548	,432	,614	1,627
Pengawasan	,538	,318	,274	1,694	,102	,616	,310	,215	,614	1,627

a. Dependent Variable: Kinerja

HASIL UJI HETEROSKEDASTISITAS

Normal P-P Plot of Regression Standardized Residual



HASIL ANALISIS REGRESI LINIER BERGANDA

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4,958	4,604		1,077	,291
Uraian Pekerjaan	1,115	,327	,551	3,406	,002
pengawasan	,538	,318	,274	1,694	,102

HASIL ANALISIS KORELASI

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,752 ^a	,566	,534	5,098639	1,896

a. Predictors: (Constant), pengawasan, uraian

b. Dependent Variable: kinerja

HASIL ANALISIS KOEFISIEN DETERMINASI

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,752 ^a	,566	,534	5,098639	1,896

a. Predictors: (Constant), pengawasan, uraian

b. Dependent Variable: kinerja