MERCU BUANA

PROGRAM PASCA SARJANA MAGISTER MANAJEMEN

UNIVERSITAS MERCU BUANA

KUISIONER PENELITIAN

Nomor Responden [   ]

Bapak/Ibu Responden Yth.

Pada saat ini, kami sedang melakukan penelitian Pengaruh Fasilitas kerja dan Kompetensi terhadap Kinerja Pegawai Rumah Sakit Kusta Dr. Sitanala Tangerang. Obyek pada penelitian ini adalah para Pegawai Rumah Sakit Kusta Dr. Sitanala Tangerang.

Berkenaan dengan hal tersebut, kami sangat mengharapkan bantuan bapak dan ibu berkenan memberi tanggapan berkenaan dengan pernyataan-pernyataan yang kami ajukan dalam survei ini.

Agar dapat memberikan hasil yang obyektif, mohon berkenan mempelajari secara seksama setiap butir pernyataan dan memberikan tanggapan secara apa adanya sesuai dengan apa yang anda alami selama bekerja di Rumah Sakit Kusta Dr. Sitanala Tangerang.

Atas bantuan dan kesediaan meluangkan waktu untuk mengisi tanggapan atas butir-butir pernyataan ini, kami sampaikan penghargaan dan terima kasih yang sebesar-besarnya. Mudah-mudahan hasil survei ini, bermanfaat bagi pengembangan dan kemajuan Rumah Sakit Kusta Dr. Sitanala Tangerang kedepan.

1. **Petunjuk Umum.**
   Bacalah setiap pertanyaan dengan baik dan jawablah secara seksama. Dalam soal pilihan, jawablah sesuai dengan apa yang anda yakini kebenarannya, JANGAN TAKUT MENJAWAB, karena semua jawaban akan bermanfaat bagi kita semua. Tidak ada jawaban yang benar atau salah dalam pengisian kuesioner ini.

2. **Petunjuk Khusus.**
   Berilah **tanda silang** (X) pada garis kontinum berskala 1 s/d 5 yang berada di sebelah kanan/bawah dari setiap pernyataan/pertanyaan sesuai dengan *tingkat kesetuju-an anda atau kondisi yang terjadi di Rumah sakit*, dimulai dari

Sangat Tidak Setuju sampai Sangat Setuju.

Sangat Tidak Setuju	Tidak Setuju	Ragu-ragu	Setuju	Sangat Setuju
1	2	3	4	5

Contoh pemberian tanda silang (X) :

	Variabel bebas (X1)	1	2	3	4	5
1	Seluruh peralatan yang digunakan untuk mendukung proses kerja disediakan oleh Rumah sakit.				X	

Keterangan : *Pemberian tanda silang dapat dilakukan pada bagian manapun sepanjang garis kontinum dan harus dilakukan tepat pada kotak yang ada di Tabel.*

1. Identitas & Karakteristik Responden

Dalam soal pilihan, pilihlah salah satu jawaban yang paling tepat menurut Anda dengan memberikan **tanda silang (X)** pada diantara tanda ( ) atau garis kontinum berskala 1 s/d 3 yang disediakan.

A. Jenis Kelamin : ( ) Pria ( ) Wanita

B. Pendidikan : ( ) SD ( ) SMP ( )
SMA
( ) D3 ( ) S1 ( ) S2

C. Golongan : ( ) I ( ) II
( ) III ( ) IV

2. Variabel Fasilitas Kerja (X1)

Berilah **tanda silang (X)** pada garis kontinum berskala 1 s/d 5 yang berada di sebelah kanan/bawah dari setiap pernyataan/pertanyaan sesuai dengan *tingkat kesetuju-an anda atau kondisi yang terjadi di Rumah sakit,* dimulai dari **Sangat Kurang** sampai **Sangat Baik.**

NO	PERTANYAAN	1	2	3	4	5
Mesin dan peralatannya						
1	Seluruh peralatan yang digunakan untuk mendukung proses kerja disediakan oleh Rumah sakit.					
2	Mesin dan peralatannya berfungsi dengan baik					
Prasarana						
3	Fasilitas pendukung yang digunakan untuk memperlancar aktivitas kerja telah tersedia, diantaranya adalah jembatan dan jalan, pagar dan lainnya.					
4	Fasilitas pendukung berfungsi dengan semestinya					
Perlengkapan kantor						
5	Fasilitas yang mendukung aktivitas kegiatan yang ada di perkantoran sudah lengkap					
6	Tersedianya Peralatan laboratorium dan peralatan elektronik (komputer)					
Peralatan inventaris						
7	Tersedianya Peralatan yang dianggap sebagai alat – alat yang digunakan dalam Rumah Sakit seperti inventaris kendaraan.					
8	Tersedianya Inventaris kantor, pabrik, laboratorium, gudang dan lainnya.					
Tanah						
9	Tersedianya tanah luas yang digunakan sebagai tempat bangunan,					
10	Tersedianya lahan kosong yang digunakan untuk aktivitas Rumah sakit.					
Bangunan						
11	Fasilitas yang mendukung aktivitas sentral kegiatan Rumah Sakit utama seperti perkantoran sudah lengkap					
12	Tersedianya fasilitas pergudangan.					
Alat transportasi						
13	Tersedianya Semua jenis peralatan yang digunakan untuk membantu terlaksananya aktivitas Rumah sakit seperti kendaraan (truk, traktor, mobil, motor, dan lainnya).					
14	Jenis peralatan transportasi layak dan nyaman untuk digunakan.					

3. Variabel Kompetensi (X2)

Berilah **tanda silang (X)** pada garis kontinum berskala 1 s/d 5 yang berada di sebelah kanan/bawah dari setiap pernyataan/pertanyaan sesuai dengan *tingkat kesetuju-an anda atau kondisi yang terjadi di Rumah sakit*, dimulai dari **Sangat Tidak Setuju** sampai **Sangat Setuju.**

NO	PERTANYAAN	1	2	3	4	5
Batas-batas Kesewenangan Profesional						
1	Saya Memiliki komitmen pribadi yang kuat dicerminkan melalui dedikasi professional					
2	Menggunakan pengetahuan dan kecakapan yang dimiliki dalam melaksanakan tugas					
3	Memiliki Kapasitas untuk dapat memenuhi pelaksanaan prosedur kedokteran					
4	Menerapkan standar dari profesi yang memberi petunjuk terhadap pekerjaan yang akan dilakukan.					
Kejadian yang Tidak Diinginkan						
5	Pemberian perawatan kepada pasien sesuai dengan prosedur yang telah diatur					
6	Para pegawai Rumah Sakit Kusta Dr. Sitanala Tangerang secara aktif menciptakan sikap profesionalisme pada Rumah Sakit dalam pekerjaan.					
Respons terhadap Kejadian yang Tidak Diinginkan						
7	Para pegawai Rumah Sakit mampu membuat suatu keputusan sendiri disaat kondisi darurat.					
8	Para pegawai Rumah Sakit mampu membuat suatu keputusan sendiri tanpa tekanan dari pihak yang lain					
Keterbukaan						
9	Pihak pegawai Rumah Sakit memberikan penjelasan kepada pasien mengenai jenis penyakit yang diderita, pemberian obat dan biaya perawatan.					
10	Pihak pegawai Rumah Sakit terbuka terhadap kritik dan saran dari pasien					
Standar Perawatan dan Kelalaian						
11	Dalam pengambilan keputusan, para pegawai Rumah Sakit berpedoman terhadap peraturan profesi.					
12	Para pegawai mengantisipasi dan mencegah kelalaian serta memberi respons pada kelalaian dengan cara mencegahnya terulang kembali.					

4. Variabel Kinerja Pegawai (Y)

Berilah **tanda silang** (x) pada garis kontinum berskala 1 s/d 5 yang berada di sebelah kanan/bawah dari setiap pernyataan/pertanyaan sesuai dengan *tingkat kesetuju-an anda atau kondisi yang terjadi di Rumah sakit*, dimulai dari **Sangat Tidak Setuju** sampai **Sangat Setuju.**

NO	PERTANYAAN	1	2	3	4	5
	Pertanyaan 1-3: Kemampuan					
1	Kesungguhan Pegawai dalam melaksanakan tugas atas perintah atasan.					
2	Ketrampilan dan kecakapan Pegawai dalam menyelesaikan tugas/pekerjaan					
3	Tingkat pengalaman Pegawai selama bertugas berpengaruh terhadap penyelesaian tugas.					
	Pertanyaan 4-5: Efektivitas dan Efisiensi					
4	Hasil kerja Pegawai memiliki tingkat daya guna dan hasil guna yang memadai					
5	Volume kerja yang dihasilkan dalam kondisi yang sesuai dengan batas waktu dan jadwal yang telah ditentukan.					
	Pertanyaan 6-7: Otoritas dan Tanggung Jawab					
6	Tugas yang diberikan atasan dapat diselesaikan dengan penuh tanggung jawab, seperti tepat waktu dengan hasil yang memuaskan.					
7	Tanggung jawab Pegawai terhadap tugasnya di tempat kerja.					
	Pertanyaan 8-9: Disiplin					
8	Ketaatan pada peraturan rumah sakit.					
9	Ketepatan waktu dan kehadiran.					
	Pertanyaan 10 - 11: Inisiatif					
10	Inisiatif Pegawai dalam mengambil keputusan, seperti apakah acuh tak acuh atau mendukung dalam setiap pengambilan keputusan.					
11	Inisiatif Pegawai dalam memberi saran yang bermanfaat.					

	Tabulasi Jawaban Responden Terhadap Variabel Fasilitas Kerja															
No	Jawaban														Total	Rata-rata
	1	2	3	4	5	6	7	8	9	10	11	12	13	14		
1	2	3	1	3	2	3	1	2	2	3	1	2	2	1	28	2.0
2	2	2	2	3	2	3	2	2	3	1	2	3	3	2	32	2.3
3	1	2	2	3	2	2	2	3	3	3	3	1	4	2	33	2.4
4	3	4	2	2	4	2	2	4	3	3	2	1	2	2	36	2.6
5	3	3	2	4	2	3	2	3	4	2	2	2	2	2	36	2.6
6	4	4	2	4	3	5	3	5	3	3	2	3	3	3	47	3.4
7	2	2	2	3	2	3	2	2	3	2	2	1	3	2	31	2.2
8	2	2	2	2	2	2	2	2	1	2	2	3	2	2	28	2.0
9	3	5	4	5	3	4	1	5	5	3	5	3	4	1	51	3.6
10	1	2	2	2	2	3	2	2	2	2	2	2	3	2	29	2.1
11	1	2	2	2	2	2	2	2	2	2	1	2	1	2	25	1.8
12	3	3	1	2	2	2	2	2	3	2	2	1	2	2	29	2.1
13	2	3	3	3	3	4	3	3	3	3	3	3	4	3	43	3.1
14	2	3	2	4	3	3	2	4	3	3	2	2	3	2	38	2.7
15	2	3	2	3	3	3	2	3	3	3	2	2	3	2	36	2.6
16	2	2	2	3	3	3	2	3	2	3	2	2	2	2	33	2.4
17	1	1	1	1	1	2	2	1	1	1	1	1	1	2	17	1.2
18	4	3	2	2	2	1	2	2	3	2	3	2	2	2	32	2.3
19	1	1	1	1	2	1	1	1	1	2	1	1	2	1	17	1.2
20	4	4	1	5	1	4	2	5	4	1	2	1	4	2	40	2.9
21	1	2	1	1	1	2	1	1	2	1	1	1	2	1	18	1.3
22	5	5	2	4	3	4	4	4	5	3	3	2	4	4	52	3.7
23	2	4	3	3	2	3	3	3	4	2	3	3	5	3	43	3.1
24	1	1	2	1	1	1	2	1	1	1	2	2	1	2	19	1.4
25	3	3	4	3	2	3	3	3	3	2	3	4	3	3	42	3.0
26	1	4	2	2	2	2	3	2	4	2	2	2	4	3	35	2.5
27	4	3	4	5	4	5	3	5	3	4	4	4	2	3	53	3.8
28	5	2	1	3	4	3	2	3	2	4	1	1	3	2	36	2.6
29	2	4	2	2	2	2	2	2	4	2	2	2	4	2	34	2.4
30	2	1	2	2	1	3	1	2	1	1	1	2	1	1	21	1.5
31	1	2	2	2	2	1	2	2	2	2	2	2	2	2	26	1.9
32	1	2	2	2	2	2	2	2	2	2	1	2	2	2	26	1.9
33	3	3	1	2	2	2	2	2	3	2	2	1	3	2	30	2.1
34	2	3	3	3	3	3	3	3	3	3	3	3	3	3	41	2.9
35	2	3	2	4	3	4	2	4	3	3	2	2	3	2	39	2.8
36	2	3	2	3	3	4	2	3	3	3	2	2	3	2	37	2.6
37	5	5	2	4	3	3	4	4	5	3	3	2	5	4	52	3.7
38	2	4	3	3	2	3	3	3	4	2	3	3	4	3	42	3.0
39	1	1	2	1	1	1	2	1	1	1	2	2	1	2	19	1.4
40	3	3	4	3	2	3	3	3	3	2	3	4	3	3	42	3.0
41	1	4	2	2	2	2	3	2	4	2	2	2	4	3	35	2.5
42	4	3	4	5	4	5	3	5	3	4	4	4	3	3	54	3.9
43	5	2	1	3	4	3	2	3	2	4	1	1	2	2	35	2.5
44	1	1	2	1	1	1	2	1	1	1	2	2	1	2	19	1.4
45	4	4	4	5	4	5	5	5	4	4	4	4	3	5	60	4.3
46	2	2	3	2	2	2	2	2	2	2	2	3	3	2	31	2.2
47	4	3	3	5	3	4	5	5	3	3	4	3	2	5	52	3.7
48	3	3	2	4	2	5	4	4	3	2	4	2	3	4	45	3.2
49	5	5	5	5	4	5	5	5	5	4	3	5	5	5	66	4.7
50	3	3	3	4	3	4	3	4	3	3	4	3	3	3	46	3.3
51	2	2	3	4	1	4	4	4	2	1	2	3	2	4	38	2.7
52	2	2	3	2	2	2	2	2	2	2	2	3	2	2	30	2.1
53	4	5	4	4	4	4	3	4	5	4	4	4	5	3	57	4.1
54	4	4	4	5	4	5	4	5	4	4	4	4	4	4	59	4.2
55	4	4	2	5	4	4	3	5	4	4	4	2	4	3	52	3.7
56	4	4	4	5	4	5	5	5	4	4	4	4	4	5	61	4.4
57	5	4	3	4	4	5	4	4	4	4	4	3	3	4	55	3.9

58	4	4	4	4	4	4	3	4	4	4	4	4	5	3	55	3.9
59	4	4	2	4	4	4	4	4	4	4	4	2	4	4	52	3.7
60	2	4	4	3	2	3	2	3	4	2	4	4	3	2	42	3.0
61	2	4	4	5	2	5	4	5	4	2	2	4	5	4	52	3.7
62	2	2	3	4	2	4	2	4	2	2	2	3	2	2	36	2.6
63	2	2	4	4	2	4	4	4	2	2	2	4	2	4	42	3.0
64	4	3	4	3	2	3	3	3	3	2	3	4	3	3	43	3.1
65	4	4	4	3	3	4	3	3	4	3	3	4	4	3	49	3.5
66	4	5	4	4	2	3	3	4	5	2	2	4	5	3	50	3.6
67	4	5	4	5	4	5	5	5	5	4	4	4	5	5	64	4.6
68	2	3	4	4	3	4	3	4	3	3	4	4	3	3	47	3.4
69	4	5	4	5	4	5	4	5	5	4	4	4	5	4	62	4.4
70	1	3	3	3	5	3	3	3	3	5	5	3	3	3	46	3.3
71	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56	4.0
72	4	5	4	5	4	5	5	5	5	4	4	4	5	5	64	4.6
73	4	4	4	4	4	5	4	4	4	4	4	4	4	4	57	4.1
74	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56	4.0
75	4	4	4	4	4	4	4	4	4	4	3	4	4	4	55	3.9
76	4	4	5	4	3	4	4	4	4	3	4	5	4	4	56	4.0
77	3	4	3	4	4	4	4	4	4	4	4	3	4	4	53	3.8
78	4	4	4	3	4	3	3	3	4	4	4	4	4	3	51	3.6
79	4	2	4	5	4	3	4	5	2	4	4	4	2	4	44	3.1
80	3	3	3	3	3	5	3	3	3	3	3	3	3	3	60	4.3
81	4	4	5	5	3	5	4	5	4	3	5	5	4	4	61	4.4
82	4	4	4	5	4	5	5	5	4	4	4	4	4	5	66	4.7
83	5	4	5	5	5	4	5	5	4	5	5	5	4	5	46	3.3
84	4	4	4	4	2	5	2	4	4	2	2	4	3	2	59	4.2
85	4	4	5	4	4	4	4	4	4	4	4	5	5	4	41	2.9
86	2	2	2	1	2	5	4	5	4	4	2	2	4	2	46	3.3
87	2	4	3	2	2	4	4	4	4	3	3	3	3	5	50	3.6
88	3	4	3	5	3	4	4	4	4	4	2	3	2	5	46	3.3
89	2	2	3	2	3	5	3	3	5	3	5	3	2	5	36	2.6
90	2	2	1	2	1	3	5	5	4	4	2	1	1	3	40	2.9
91	3	1	3	1	2	5	4	5	3	3	3	3	2	2	47	3.4
92	3	3	3	3	2	5	4	4	4	4	2	3	2	5	41	2.9
93	3	2	3	2	3	4	3	5	3	3	2	2	4	5	49	3.5
94	5	4	2	4	3	4	4	4	3	3	1	3	3	4	48	3.4
95	4	3	3	3	2	5	5	5	4	3	1	3	4	4	46	3.3
96	4	3	3	3	2	5	2	4	4	4	3	3	3	2	50	3.6
97	2	4	3	5	3	4	5	5	4	4	2	2	3	5	46	3.3
98	4	2	3	4	2	5	4	4	3	3	2	1	2	4	42	3.0
99	5	3	2	3	2	3	4	3	4	4	2	3	4	4	47	3.4
100	5	3	2	3	2	3	4	4	4	4						

Tabulasi Jawaban Responden Terhadap Variabel Kompetensi														
	Jawaban													
No	1	2	3	4	5	6	7	8	9	10	11	12	Total	Rata-rata
1	2	1	2	3	2	1	3	2	1	2	3	2	24	2.0
2	1	1	3	2	2	2	3	2	2	3	2	2	25	2.1
3	2	3	3	2	4	2	3	2	3	1	3	3	31	2.6
4	3	1	2	3	3	2	2	4	2	1	3	2	28	2.3
5	2	1	2	2	2	2	4	2	2	2	2	2	25	2.1
6	2	1	3	2	4	2	4	3	2	3	3	2	31	2.6
7	2	3	2	2	2	2	3	2	2	1	3	3	27	2.3
8	2	2	2	2	2	2	2	2	2	3	2	3	26	2.2
9	3	3	3	4	5	4	5	3	5	3	2	2	42	3.5
10	2	4	2	2	2	2	2	2	2	2	2	2	26	2.2
11	2	1	2	2	2	2	2	2	1	2	2	2	22	1.8
12	2	1	1	1	4	1	2	2	2	1	1	1	19	1.6
13	3	1	3	3	3	3	3	3	3	3	3	3	34	2.8
14	2	2	2	2	2	2	4	3	2	2	2	2	27	2.3
15	2	2	2	2	2	2	3	3	2	2	3	2	27	2.3
16	3	1	2	2	2	2	3	3	2	2	2	2	26	2.2
17	1	2	1	1	1	1	1	1	1	1	1	1	13	1.1
18	2	2	2	2	3	2	2	2	3	2	2	2	26	2.2
19	2	3	1	1	3	1	1	2	1	1	1	1	18	1.5
20	2	1	1	1	3	1	5	1	2	1	1	2	21	1.8
21	1	2	1	1	4	1	1	1	1	1	1	1	16	1.3
22	3	2	2	2	4	2	4	3	3	2	2	1	30	2.5
23	2	1	3	3	2	3	3	2	3	3	3	3	31	2.6
24	1	1	2	2	2	2	1	1	2	2	2	2	20	1.7
25	2	1	4	4	2	4	3	2	3	4	3	4	36	3.0
26	2	1	2	2	2	2	2	2	2	2	2	2	23	1.9
27	3	2	4	4	4	4	5	4	4	4	4	4	46	3.8
28	1	2	1	1	1	1	3	4	1	1	1	1	18	1.5
29	2	2	2	2	2	2	2	2	2	2	2	2	24	2.0
30	2	1	2	2	2	2	2	1	1	2	2	2	21	1.8
31	3	3	4	4	3	2	2	2	2	2	3	4	34	2.8
32	3	5	3	3	5	2	2	2	1	2	4	3	35	2.9
33	2	3	2	2	3	1	2	2	2	1	2	2	24	2.0
34	5	2	2	2	2	3	3	3	3	3	2	2	32	2.7
35	3	1	3	3	2	2	4	3	2	2	3	3	31	2.6
36	4	3	3	3	2	2	3	3	2	2	3	3	33	2.8
37	4	2	3	3	3	2	4	3	3	2	2	3	34	2.8
38	4	2	3	3	4	3	3	2	3	3	3	3	36	3.0
39	3	1	2	2	2	2	1	1	2	2	2	2	22	1.8
40	3	1	2	2	1	4	3	2	3	4	3	2	30	2.5
41	2	2	2	2	3	2	2	2	2	2	2	2	25	2.1
42	5	2	1	1	2	4	5	4	4	4	1	1	34	2.8
43	4	2	3	3	4	1	3	4	1	1	3	3	32	2.7
44	1	1	2	2	2	2	1	1	2	2	2	2	20	1.7
45	3	3	4	4	4	4	5	4	4	4	4	4	47	3.9
46	4	3	4	4	4	3	2	2	2	3	3	4	38	3.2
47	2	2	3	3	4	3	5	3	4	3	4	3	39	3.3
48	3	3	2	2	4	2	4	2	4	2	2	2	32	2.7
49	4	3	4	4	5	5	5	4	3	5	4	4	50	4.2

50	4	3	5	5	4	3	4	3	4	3	5	5	48	4.0
51	3	3	3	3	3	3	4	1	2	3	3	3	34	2.8
52	3	3	3	3	2	3	2	2	2	3	3	3	32	2.7
53	2	3	2	2	3	4	4	4	4	4	2	2	36	3.0
54	3	3	5	5	4	4	5	4	4	4	5	5	51	4.3
55	3	3	4	4	4	2	5	4	4	2	4	4	43	3.6
56	4	3	4	4	5	4	5	4	4	4	4	4	49	4.1
57	4	4	4	4	4	3	4	4	4	3	3	4	45	3.8
58	3	3	4	4	4	4	4	4	4	4	4	4	46	3.8
59	4	5	5	5	4	2	4	4	4	2	5	5	49	4.1
60	4	4	5	5	3	4	3	2	4	4	4	5	47	3.9
61	5	3	4	4	4	4	5	2	2	4	5	4	46	3.8
62	4	4	4	4	4	3	4	2	2	3	4	4	42	3.5
63	4	2	5	5	4	4	4	2	2	4	5	5	46	3.8
64	4	3	4	4	4	4	3	2	3	4	4	4	43	3.6
65	4	4	4	4	4	4	3	3	3	4	3	4	44	3.7
66	3	3	3	3	4	4	4	2	2	4	4	3	39	3.3
67	3	3	4	4	4	4	5	4	4	4	4	4	47	3.9
68	4	2	4	4	4	4	4	3	4	4	4	4	45	3.8
69	4	4	4	4	2	4	5	4	4	4	4	4	47	3.9
70	3	4	4	4	4	3	3	5	5	3	4	4	46	3.8
71	2	4	4	4	4	4	4	4	4	4	4	4	46	3.8
72	3	3	3	3	3	4	5	4	4	4	3	3	42	3.5
73	2	2	3	3	3	4	4	4	4	4	3	3	39	3.3
74	2	3	4	4	4	4	4	4	4	4	4	4	45	3.8
75	3	3	4	4	3	4	4	4	3	4	4	4	44	3.7
76	3	3	4	4	3	5	4	3	4	5	4	4	46	3.8
77	2	3	4	4	4	3	4	4	4	3	4	4	43	3.6
78	3	3	3	3	4	4	3	4	4	4	3	3	41	3.4
79	4	3	4	4	4	4	5	4	4	4	4	4	48	4.0
80	3	3	4	4	4	3	3	3	3	3	4	4	41	3.4
81	3	3	3	3	4	5	5	3	5	5	3	3	45	3.8
82	5	3	3	3	5	4	5	4	4	4	3	3	46	3.8
83	3	3	4	4	4	5	5	5	5	5	4	4	51	4.3
84	4	4	4	4	4	4	4	2	2	4	4	4	44	3.7
85	2	4	3	3	4	5	4	4	4	5	3	3	44	3.7
86	4	4	4	4	4	4	5	4	4	4	4	4	49	4.1
87	4	4	4	4	3	4	4	3	2	4	4	4	44	3.7
88	3	3	3	3	5	4	4	4	3	4	3	3	42	3.5
89	3	3	4	4	3	4	3	3	3	4	4	4	42	3.5
90	3	4	4	4	4	4	5	4	4	4	4	3	47	3.9
91	4	5	4	4	3	3	5	3	4	3	4	5	47	3.9
92	4	4	4	4	5	3	4	4	4	3	4	4	47	3.9
93	4	4	4	4	4	4	5	3	3	4	4	3	42	3.5
94	4	4	3	3	4	3	4	3	4	3	4	4	46	3.8
95	4	3	4	3	4	4	5	3	5	4	3	4	41	3.4
96	3	4	4	3	4	2	4	4	4	2	4	5	48	4.0
97	4	4	4	4	4	4	5	4	2	4	4	5	39	3.3
98	3	3	4	3	4	3	4	3	2	3	3	4	44	3.7
99	3	3	4	4	4	3	3	3	4	4	5	4	46	3.8
100	4	4	4	3	4	4	4	4	4	3	4	4		

No	Tabulasi Jawaban Responden Terhadap Variabel Kinerja Pegawai												
	Jawaban											Total	Rata-Rata
	1	2	3	4	5	6	7	8	9	10	11		
1	2	3	1	3	2	1	2	3	1	2	3	23	2.1
2	2	2	2	3	2	2	3	3	2	3	2	26	2.4
3	1	2	2	3	2	3	1	3	2	2	1	22	2.0
4	3	4	2	2	4	2	1	3	2	3	3	29	2.6
5	3	3	2	4	2	2	2	2	2	3	2	27	2.5
6	4	4	2	4	3	2	3	2	3	3	4	34	3.1
7	2	2	2	3	2	2	1	2	2	2	2	22	2.0
8	2	2	2	2	2	2	3	2	2	2	2	23	2.1
9	3	5	4	5	3	5	3	5	1	4	3	41	3.7
10	1	2	2	2	2	2	2	3	2	3	3	24	2.2
11	1	2	2	2	2	1	2	2	2	2	2	20	1.8
12	3	3	1	2	2	2	1	3	2	3	3	25	2.3
13	2	3	3	3	3	3	3	4	3	2	3	32	2.9
14	2	3	2	4	3	2	2	4	2	3	3	30	2.7
15	2	3	2	3	3	2	2	4	2	2	2	27	2.5
16	2	2	2	3	3	2	2	3	2	3	3	27	2.5
17	1	1	1	1	1	1	1	2	2	3	1	15	1.4
18	4	3	2	2	2	3	2	3	2	4	3	30	2.7
19	1	1	1	1	2	1	1	3	1	1	2	15	1.4
20	4	4	1	5	1	2	1	5	2	4	1	30	2.7
21	1	2	1	1	1	1	1	2	1	2	1	14	1.3
22	5	5	2	4	3	3	2	3	4	3	2	36	3.3
23	2	4	3	3	2	3	3	4	3	4	2	33	3.0
24	1	1	2	1	1	2	2	2	2	1	1	16	1.5
25	3	3	4	3	2	3	4	2	3	3	2	32	2.9
26	1	4	2	2	2	2	2	2	3	4	3	27	2.5
27	4	3	4	5	4	4	4	5	3	3	4	43	3.9
28	5	2	1	3	4	1	1	2	2	2	4	27	2.5
29	2	4	2	2	2	2	2	3	2	4	2	27	2.5
30	2	1	2	2	1	1	2	2	1	3	2	19	1.7
31	1	2	2	2	2	2	2	3	2	2	2	22	2.0
32	1	2	2	2	2	1	2	2	2	2	2	20	1.8
33	3	3	1	2	2	2	1	3	2	3	2	24	2.2
34	2	3	3	3	3	3	3	4	3	3	3	33	3.0
35	2	3	2	4	3	2	2	4	2	3	3	30	2.7
36	2	3	2	3	3	2	2	4	2	3	3	29	2.6
37	5	5	2	4	3	3	2	3	4	5	3	39	3.5
38	2	4	3	3	2	3	3	4	3	4	2	33	3.0
39	1	1	2	1	1	2	2	2	2	1	1	16	1.5
40	3	3	4	3	2	3	4	2	3	3	2	32	2.9
41	1	4	2	2	2	2	2	2	3	4	2	26	2.4
42	4	3	4	5	4	4	4	5	3	2	3	41	3.7
43	5	2	1	3	4	1	1	2	2	3	4	28	2.5
44	1	1	2	1	1	2	2	2	2	1	1	16	1.5
45	4	4	4	5	4	4	4	4	5	3	4	45	4.1
46	2	2	3	2	2	2	3	2	2	2	3	25	2.3
47	4	3	3	5	3	4	3	4	5	2	3	39	3.5
48	3	3	2	4	2	4	2	2	4	3	2	31	2.8
49	5	5	5	5	4	3	5	4	5	4	3	48	4.4
50	3	3	3	4	3	4	3	3	3	3	2	34	3.1

Lampiran : Uji Asumsi Klasik

Regression

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Kompetensi, Fasilitas Kerja	.	Enter

a. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.955[a]	.912	.910	2.747	1.472

a. Predictors: (Constant), Kompetensi, Fasilitas Kerja
b. Dependent Variable: Kinerja Pegawai

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7597.042	2	3798.521	503.275	.000[a]
	Residual	732.118	97	7.548		
	Total	8329.160	99			

a. Predictors: (Constant), Kompetensi, Fasilitas Kerja
b. Dependent Variable: Kinerja Pegawai

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.113	1.094		1.018	.311		
	Fasilitas Kerja	.521	.037	.686	13.927	.000	.373	2.678
	Kompetensi	.290	.045	.315	6.395	.000	.373	2.678

a. Dependent Variable: Kinerja Pegawai

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Fasilitas Kerja	Kompetensi
1	1	2.943	1.000	.01	.00	.00
	2	.043	8.302	.99	.12	.08
	3	.015	14.209	.01	.88	.91

a. Dependent Variable: Kinerja Pegawai

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	13.74	50.27	34.22	8.760	100
Residual	-5.529	12.515	.000	2.719	100
Std. Predicted Value	-2.338	1.832	.000	1.000	100
Std. Residual	-2.013	4.555	.000	.990	100

a. Dependent Variable: Kinerja Pegawai

Charts

Histogram

Dependent Variable: Kinerja Pegawai

Mean = 1.49E-15
Std. Dev. = 0.990
N = 100

Regression Standardized Residual
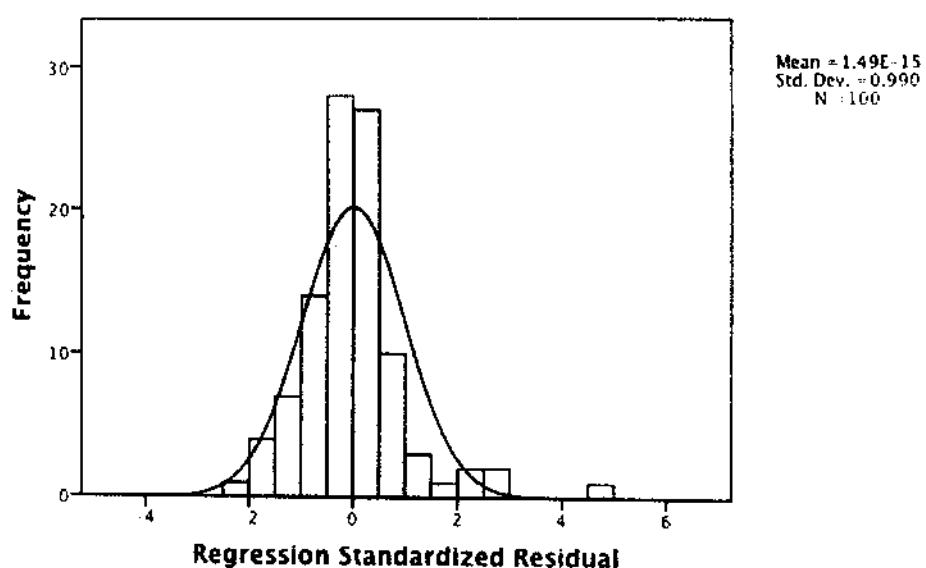
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Pegawai

Scatterplot

Dependent Variable: Kinerja Pegawai
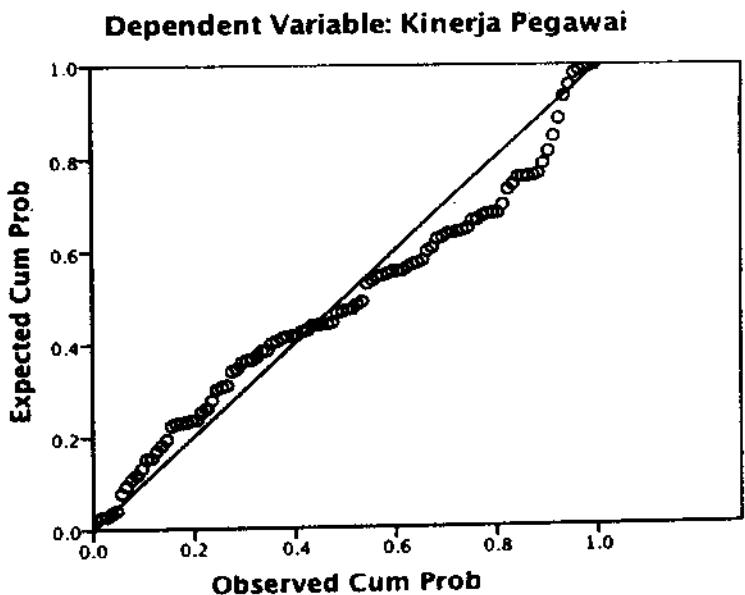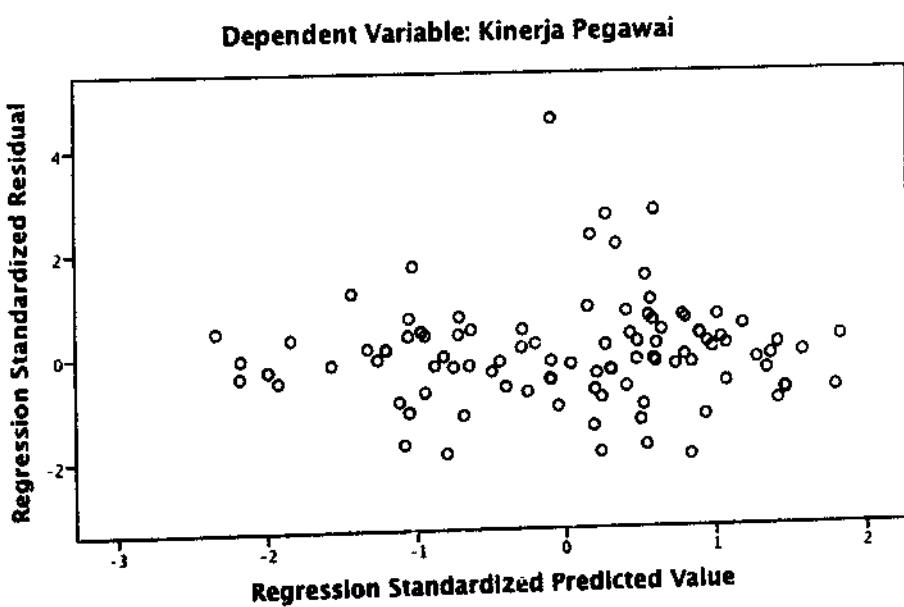
Lampiran : Heterodiktas

Regression

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Kompetensi, Fasilitas Kerja		. Enter

a. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.955[a]	.912	.910	2.747	1.472

a. Predictors: (Constant), Kompetensi, Fasilitas Kerja
b. Dependent Variable: Kinerja Pegawai

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7597.042	2	3798.521	503.275	.000[a]
	Residual	732.118	97	7.548		
	Total	8329.160	99			

a. Predictors: (Constant), Kompetensi, Fasilitas Kerja
b. Dependent Variable: Kinerja Pegawai

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	1.113	1.094		1.018	.311		
	Fasilitas Kerja	.521	.037	.686	13.927	.000	.373	2.678
	Kompetensi	.290	.045	.315	6.395	.000	.373	2.678

a. Dependent Variable: Kinerja Pegawai

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Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Fasilitas Kerja	Kompetensi
1	1	2.943	1.000	.01	.00	.00
	2	.043	8.302	.99	.12	.08
	3	.015	14.209	.01	.88	.91

a. Dependent Variable: Kinerja Pegawai

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	13.74	50.27	34.22	8.760	100
Residual	-5.529	12.515	.000	2.719	100
Std. Predicted Value	-2.338	1.832	.000	1.000	100
Std. Residual	-2.013	4.555	.000	.990	100

a. Dependent Variable: Kinerja Pegawai

Nonparametric Correlations

Correlations

			Fasilitas Kerja	Kompetensi	Kinerja Pegawai
Spearman's rho	Fasilitas Kerja	Correlation Coefficient	1.000	739**	.915**
		Sig. (2-tailed)	.	.000	.000
		N	100	100	100
	Kompetensi	Correlation Coefficient	.739**	1.000	.831**
		Sig. (2-tailed)	.000	.	.000
		N	100	100	100
	Kinerja Pegawai	Correlation Coefficient	.915**	.831**	1.000
		Sig. (2-tailed)	.000	.000	.
		N	100	100	100
	Unstandardized Residual	Correlation Coefficient	.029	-.072	.266**
		Sig. (2-tailed)	.771	.474	.008
		N	100	100	100

Correlations

			Unstandardized Residual
Spearman's rho	Fasilitas Kerja	Correlation Coefficient	.029
		Sig. (2-tailed)	.771
		N	100
	Kompetensi	Correlation Coefficient	-.072
		Sig. (2-tailed)	.474
		N	100
	Kinerja Pegawai	Correlation Coefficient	.266**
		Sig. (2-tailed)	.008
		N	100
	Unstandardized Residual	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	100

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

Lampiran : Uji Validitas Korelasi X1

Correlations

		X1Q1	X1Q2	X1Q3	X1Q4	X1Q5	X1Q6	X1Q7	X1Q8	X1Q9	X1Q10	X1Q11	X1Q12	X1Q13	X1Q14	Fasilitas Kerja
X1Q1	Pearson Correlation	1	.560	.392	.611	.562	.546	.519	.614	.540	.584	.374	.385	.459	.560	.725
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q2	Pearson Correlation	.560	1	.491	.658	.547	.460	.461	.543	.850	.462	.524	.474	.800	.492	.775
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q3	Pearson Correlation	.392	.491	1	.580	.498	.552	.530	.540	.470	.401	.678	.955	.491	.552	.758
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q4	Pearson Correlation	.611	.658	.580	1	.610	.677	.544	.768	.545	.523	.566	.556	.537	.564	.821
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q5	Pearson Correlation	.562	.547	.498	.610	1	.477	.439	.539	.441	.829	.659	.477	.491	.453	.743
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q6	Pearson Correlation	.546	.460	.552	.677	.477	1	.625	.821	.575	.563	.462	.546	.455	.618	.788
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q7	Pearson Correlation	.519	.461	.530	.544	.439	.625	1	.709	.564	.589	.500	.521	.417	.863	.775
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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X1Q8	Pearson Correlation	.614	.543	.540	.768	.539	.821	.709	1	.620	.648	.510	.511	.477	.584	.835
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q9	Pearson Correlation	.540	.850	.470	.545	.441	.575	.564	.620	1	.532	.533	.422	.761	.555	.783
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q10	Pearson Correlation	.584	.462	.401	.523	.829	.563	.589	.648	.532	1	.526	.375	.428	.535	.742
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q11	Pearson Correlation	.374	.524	.678	.566	.659	.462	.500	.510	.533	.526	1	.631	.457	.512	.737
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q12	Pearson Correlation	.385	.474	.955	.556	.477	.546	.521	.511	.422	.375	.631	1	.475	.534	.733
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q13	Pearson Correlation	.459	.800	.491	.537	.491	.455	.417	.477	.761	.428	.457	.475	1	.439	.715
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X1Q14	Pearson Correlation	.560	.492	.552	.564	.453	.618	.863	.584	.555	.535	.512	.534	.439	1	.774
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Fasilitas Kerja	Pearson Correlation	.725	.775	.758	.821	.743	.788	.775	.835	.783	.742	.737	.733	.715	.774	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

UJI VALIDITAS KORELASI X2

Correlations

		X2Q1	X2Q2	X2Q3	X2Q4	X2Q5	X2Q6	X2Q7	X2Q8	X2Q9	X2Q10	X2Q11	X2Q12	Kompetensi
X2Q1	Pearson Correlation	1	.471	.549	.560	.439	.488	.504	.358	.365	.447	.515	.555	.668
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q2	Pearson Correlation	.471	1	.582	.556	.537	.416	.382	.418	.426	.363	.561	.592	.676
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q3	Pearson Correlation	.549	.582	1	.955	.560	.636	.530	.461	.536	.631	.900	.952	.891
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q4	Pearson Correlation	.560	.556	.955	1	.537	.639	.509	.460	.520	.625	.891	.925	.878
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q5	Pearson Correlation	.439	.537	.560	.537	1	.424	.485	.432	.481	.385	.536	.495	.675
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q6	Pearson Correlation	.488	.416	.636	.639	.424	1	.624	.497	.664	.960	.598	.613	.819
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q7	Pearson Correlation	.504	.382	.530	.509	.485	.624	1	.630	.642	.604	.526	.506	.753
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q8	Pearson Correlation	.358	.418	.461	.460	.432	.497	.630	1	.650	.466	.456	.413	.673
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100

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		365	426	536	520	481	664	642	650	1	619	472	482	744
X2Q9	Pearson Correlation	.365	.426	.536	.520	.481	.664	.642	.650	1	.619	.472	.482	.744
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q10	Pearson Correlation	.447	.363	.631	.625	.385	.960	.604	.466	.619	1	.593	.599	.791
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q11	Pearson Correlation	.515	.561	.900	.891	.536	.598	.526	.456	.472	.593	1	.880	.852
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
X2Q12	Pearson Correlation	.555	.592	.952	.925	.495	.613	.506	.413	.482	.599	.880	1	.861
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100
Kompeten si	Pearson Correlation	.668	.676	.891	.878	.675	.819	.753	.673	.744	.791	.852	.861	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100	100	100	100	100	100	100

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

UJI VALIDITAS KORELASI Y

Correlations

		YQ1	YQ2	YQ3	YQ4	YQ5	YQ6	YQ7	YQ8	YQ9	YQ10	YQ11	Kinerja Pegawai
YQ1	Pearson Correlation	1	.647**	.450**	.634**	.641**	.495**	.454**	.377**	.579**	.546**	.533**	.762**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ2	Pearson Correlation	.647**	1	.532**	.615**	.569**	.574**	.511**	.468**	.564**	.822**	.507**	.803**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ3	Pearson Correlation	.450**	.532**	1	.617**	.501**	.670**	.968**	.380**	.671**	.470**	.478**	.804**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ4	Pearson Correlation	.634**	.615**	.617**	1	.622**	.642**	.605**	.537**	.701**	.492**	.547**	.836**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ5	Pearson Correlation	.641**	.569**	.501**	.622**	1	.656**	.480**	.446**	.597**	.482**	.754**	.798**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ6	Pearson Correlation	.495**	.574**	.670**	.642**	.656**	1	.625**	.504**	.635**	.502**	.523**	.809**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ7	Pearson Correlation	.454**	.511**	.968**	.605**	.480**	.625**	1	.347**	.674**	.457**	.492**	.790**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ8	Pearson Correlation	.377**	.468**	.380**	.537**	.446**	.504**	.347**	1	.364**	.378**	.294**	.591**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.003	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ9	Pearson Correlation	.579**	.564**	.671**	.701**	.597**	.635**	.674**	.364**	1	.483**	.452**	.803**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100

		.546**	.822**	.470**	.492**	.482**	.502**	.457**	.378**	.483**	1	.483**	.717**
YQ10	Pearson Correlation	.546**	.822**	.470**	.492**	.482**	.502**	.457**	.378**	.483**	1	.483**	.717**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
YQ11	Pearson Correlation	.533**	.507**	.478**	.547**	.754**	.523**	.492**	.294**	.452**	.483**	1	.716**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.003	.000	.000		.000
	N	100	100	100	100	100	100	100	100	100	100	100	100
Kinerja Pegawai	Pearson Correlation	.762**	.803**	.804**	.836**	.798**	.809**	.790**	.591**	.803**	.717**	.716**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100	100	100	100	100	100

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

Lampiran : Normalitas X1

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Fasilitas Kerja
N		100
Normal Parameters[a,b]	Mean	43.13
	Std. Deviation	12.081
Most Extreme Differences	Absolute	.074
	Positive	.042
	Negative	-.074
Kolmogorov-Smirnov Z		.739
Asymp. Sig. (2-tailed)		.646

a. Test distribution is Normal.
b. Calculated from data.

Lampiran : Normalitas X2

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Kompetensi
N		100
Normal Parameters[a,b]	Mean	36.72
	Std. Deviation	9.972
Most Extreme Differences	Absolute	.162
	Positive	.085
	Negative	-.162
Kolmogorov-Smirnov Z		1.618
Asymp. Sig. (2-tailed)		.111

a. Test distribution is Normal.
b. Calculated from data.

Lampiran : Normalitas Y

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Kinerja Pegawai
N		100
Normal Parameters[a,b]	Mean	34.22
	Std. Deviation	9.172
Most Extreme Differences	Absolute	.109
	Positive	.057
	Negative	-.109
Kolmogorov-Smirnov Z		1.089
Asymp. Sig. (2-tailed)		.187

a. Test distribution is Normal.

b. Calculated from data.

Lampiran : Regresi X1-X2-Y

Regression

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Kompetensi, Fasilitas Kerja	.	Enter

a. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.955[a]	.912	.910	2.747

a. Predictors: (Constant), Kompetensi, Fasilitas Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7597.042	2	3798.521	503.275	.000[a]
	Residual	732.118	97	7.548		
	Total	8329.160	99			

a. Predictors: (Constant), Kompetensi, Fasilitas Kerja
b. Dependent Variable: Kinerja Pegawai

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.113	1.094		1.018	.311
	Fasilitas Kerja	.521	.037	.686	13.927	.000
	Kompetensi	.290	.045	.315	6.395	.000

a. Dependent Variable: Kinerja Pegawai

Lampiran : Regresi X1-Y

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Fasilitas Kerja	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Pegawai

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.935[a]	.875	.874	3.259

a. Predictors: (Constant), Fasilitas Kerja

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7288.342	1	7288.342	686.247	.000[a]
	Residual	1040.818	98	10.621		
	Total	8329.160	99			

a. Predictors: (Constant), Fasilitas Kerja

b. Dependent Variable: Kinerja Pegawai

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.588	1.214		2.956	.004
	Fasilitas Kerja	.710	.027	.935	26.196	.000

a. Dependent Variable: Kinerja Pegawai

Lampiran : Regresi X2-Y

Regression

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Kompetensi[a]	.	Enter

a. All requested variables entered.
b. Dependent Variable: Kinerja Pegawai

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.858[a]	.736	.734	4.734

a. Predictors: (Constant), Kompetensi

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6133.117	1	6133.117	273.69 5	.000[a]
	Residual	2196.043	98	22.409		
	Total	8329.160	99			

a. Predictors: (Constant), Kompetensi
b. Dependent Variable: Kinerja Pegawai

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.236	1.815		2.885	.005
	Kompetensi	.789	.048	.858	16.544	.000

a. Dependent Variable: Kinerja Pegawai

Lampiran : Reliabilitas X1

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded[a]	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.945	.945	14

Item Statistics

	Mean	Std. Deviation	N
X1Q1	2.97	1.259	100
X1Q2	3.15	1.095	100
X1Q3	2.85	1.095	100
X1Q4	3.32	1.222	100
X1Q5	2.72	1.016	100
X1Q6	3.53	1.185	100
X1Q7	3.08	1.116	100
X1Q8	3.52	1.210	100
X1Q9	3.30	1.068	100
X1Q10	2.91	1.026	100
X1Q11	2.76	1.120	100
X1Q12	2.84	1.117	100
X1Q13	3.13	1.107	100
X1Q14	3.05	1.149	100

Inter-Item Correlation Matrix

	X1Q1	X1Q2	X1Q3	X1Q4	X1Q5	X1Q6	X1Q7	X1Q8	X1Q9	X1Q10
X1Q1	1.000	.560	.392	.611	.562	.546	.519	.614	.540	.584
X1Q2	.560	1.000	.491	.658	.547	.460	.461	.543	.850	.462
X1Q3	.392	.491	1.000	.580	.498	.552	.530	.540	.470	.401
X1Q4	.611	.658	.580	1.000	.610	.677	.544	.768	.545	.523
X1Q5	.562	.547	.498	.610	1.000	.477	.439	.539	.441	.829
X1Q6	.546	.460	.552	.677	.477	1.000	.625	.821	.575	.563
X1Q7	.519	.461	.530	.544	.439	.625	1.000	.709	.564	.589
X1Q8	.614	.543	.540	.768	.539	.821	.709	1.000	.620	.648
X1Q9	.540	.850	.470	.545	.441	.575	.564	.620	1.000	.532
X1Q10	.584	.462	.401	.523	.829	.563	.589	.648	.532	1.000
X1Q11	.374	.524	.678	.566	.659	.462	.500	.510	.533	.526
X1Q12	.385	.474	.955	.556	.477	.546	.521	.511	.422	.375
X1Q13	.459	.800	.491	.537	.491	.455	.417	.477	.761	.428
X1Q14	.560	.492	.552	.564	.453	.618	.863	.584	.555	.535

Inter-Item Correlation Matrix

	X1Q11	X1Q12	X1Q13	X1Q14
X1Q1	.374	.385	.459	.560
X1Q2	.524	.474	.800	.492
X1Q3	.678	.955	.491	.552
X1Q4	.566	.556	.537	.564
X1Q5	.659	.477	.491	.453
X1Q6	.462	.546	.455	.618
X1Q7	.500	.521	.417	.863
X1Q8	.510	.511	.477	.584
X1Q9	.533	.422	.761	.555
X1Q10	.526	.375	.428	.535
X1Q11	1.000	.631	.457	.512
X1Q12	.631	1.000	.475	.534
X1Q13	.457	.475	1.000	.439
X1Q14	.512	.534	.439	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1Q1	40.16	125.469	.670	.555	.943
X1Q2	39.98	126.646	.735	.873	.941
X1Q3	40.28	127.093	.715	.927	.941
X1Q4	39.81	123.206	.784	.774	.939
X1Q5	40.41	128.749	.701	.860	.942
X1Q6	39.60	124.808	.746	.757	.940
X1Q7	40.05	126.290	.734	.843	.941
X1Q8	39.61	123.008	.800	.856	.939
X1Q9	39.83	126.870	.745	.877	.941
X1Q10	40.22	128.618	.700	.837	.942
X1Q11	40.37	127.266	.690	.675	.942
X1Q12	40.29	127.420	.686	.922	.942
X1Q13	40.00	128.061	.665	.692	.943
X1Q14	40.08	125.792	.731	.821	.941

Lampiran : Reliabilitas X2

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded[a]	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.939	.939	12

Item Statistics

	Mean	Std. Deviation	N
X2Q1	2.96	.964	100
X2Q2	2.67	1.083	100
X2Q3	3.12	1.057	100
X2Q4	3.08	1.051	100
X2Q5	3.31	1.012	100
X2Q6	2.99	1.115	100
X2Q7	3.53	1.185	100
X2Q8	2.90	1.020	100
X2Q9	2.94	1.118	100
X2Q10	2.99	1.124	100
X2Q11	3.12	1.047	100
X2Q12	3.11	1.081	100

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Inter-Item Correlation Matrix

	X2Q1	X2Q2	X2Q3	X2Q4	X2Q5	X2Q6	X2Q7	X2Q8	X2Q9	X2Q10
X2Q1	1.000	.471	.549	.560	.439	.488	.504	.358	.365	.447
X2Q2	.471	1.000	.582	.556	.537	.416	.382	.418	.426	.363
X2Q3	.549	.582	1.000	.955	.560	.636	.530	.461	.536	.631
X2Q4	.560	.556	.955	1.000	.537	.639	.509	.460	.520	.625
X2Q5	.439	.537	.560	.537	1.000	.424	.485	.432	.481	.385
X2Q6	.488	.416	.636	.639	.424	1.000	.624	.497	.664	.960
X2Q7	.504	.382	.530	.509	.485	.624	1.000	.630	.642	.604
X2Q8	.358	.418	.461	.460	.432	.497	.630	1.000	.650	.466
X2Q9	.365	.426	.536	.520	.481	.664	.642	.650	1.000	.619
X2Q10	.447	.363	.631	.625	.385	.960	.604	.466	.619	1.000
X2Q11	.515	.561	.900	.891	.536	.598	.526	.456	.472	.593
X2Q12	.555	.592	.952	.925	.495	.613	.506	.413	.482	.599

Inter-Item Correlation Matrix

	X2Q11	X2Q12
X2Q1	.515	.555
X2Q2	.561	.592
X2Q3	.900	.952
X2Q4	.891	.925
X2Q5	.536	.495
X2Q6	.598	.613
X2Q7	.526	.506
X2Q8	.456	.413
X2Q9	.472	.482
X2Q10	.593	.599
X2Q11	1.000	.880
X2Q12	.880	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2Q1	33.76	87.295	.608	.431	.938
X2Q2	34.05	86.008	.610	.480	.938
X2Q3	33.60	81.778	.865	.952	.929
X2Q4	33.64	82.132	.850	.924	.929
X2Q5	33.41	86.830	.614	.465	.938
X2Q6	33.73	82.462	.777	.935	.932
X2Q7	33.19	83.044	.694	.602	.935
X2Q8	33.82	86.796	.610	.526	.938
X2Q9	33.78	84.113	.687	.628	.935
X2Q10	33.73	82.967	.743	.928	.933
X2Q11	33.60	82.747	.818	.834	.930
X2Q12	33.61	82.038	.828	.921	.930

Lampiran : Reliabilitas Y

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded[a]	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.930	.930	11

Item Statistics

	Mean	Std. Deviation	N
YQ1	3.02	1.263	100
YQ2	3.30	1.068	100
YQ3	3.00	1.119	100
YQ4	3.53	1.185	100
YQ5	2.91	1.026	100
YQ6	2.94	1.118	100
YQ7	3.00	1.128	100
YQ8	3.21	.902	100
YQ9	3.08	1.116	100
YQ10	3.22	.960	100
YQ11	3.01	1.020	100

Inter-Item Correlation Matrix

	YQ1	YQ2	YQ3	YQ4	YQ5	YQ6	YQ7	YQ8	YQ9
YQ1	1.000	.647	.450	.634	.641	.495	.454	.377	.579
YQ2	.647	1.000	.532	.615	.569	.574	.511	.468	.564
YQ3	.450	.532	1.000	.617	.501	.670	.968	.380	.671
YQ4	.634	.615	.617	1.000	.622	.642	.605	.537	.701
YQ5	.641	.569	.501	.622	1.000	.656	.480	.446	.597
YQ6	.495	.574	.670	.642	.656	1.000	.625	.504	.635
YQ7	.454	.511	.968	.605	.480	.625	1.000	.347	.674
YQ8	.377	.468	.380	.537	.446	.504	.347	1.000	.364
YQ9	.579	.564	.671	.701	.597	.635	.674	.364	1.000
YQ10	.546	.822	.470	.492	.482	.502	.457	.378	.483
YQ11	.533	.507	.478	.547	.754	.523	.492	.294	.452

Inter-Item Correlation Matrix

	YQ10	YQ11
YQ1	.546	.533
YQ2	.822	.507
YQ3	.470	.478
YQ4	.492	.547
YQ5	.482	.754
YQ6	.502	.523
YQ7	.457	.492
YQ8	.378	.294
YQ9	.483	.452
YQ10	1.000	.483
YQ11	.483	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
YQ1	31.20	68.081	.694	.577	.925
YQ2	30.92	69.529	.756	.761	.922
YQ3	31.22	68.880	.754	.946	.922
YQ4	30.69	67.368	.790	.671	.920
YQ5	31.31	70.176	.751	.731	.922
YQ6	31.28	68.789	.760	.640	.921
YQ7	31.22	69.062	.736	.944	.923
YQ8	31.01	75.162	.521	.382	.931
YQ9	31.14	68.930	.753	.651	.922
YQ10	31.00	72.424	.661	.688	.926
YQ11	31.21	71.784	.654	.638	.926