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| **Variabel** | **Indikator** | **R hitung** | **R Tabel** | **Keterangan** |
| sistem informasi SDM (X1) | X1.1 | 0.772 | 0.179 | Valid |
| X1.2 | 0.732 | 0.179 | Valid |
| X1.3 | 0.693 | 0.179 | Valid |
| X1.4 | 0.777 | 0.179 | Valid |
| Kompetensi (X2) | X2.1 | 0.742 | 0.179 | Valid |
| X2.2 | 0.818 | 0.179 | Valid |
| X2.3 | 0.799 | 0.179 | Valid |
| X2.4 | 0.747 | 0.179 | Valid |
| X2.5 | 0.709 | 0.179 | Valid |
| disiplin kerja (X3) | X3.1 | 0.826 | 0.179 | Valid |
| X3.2 | 0.776 | 0.179 | Valid |
| X3.3 | 0.815 | 0.179 | Valid |
| X3.4 | 0.834 | 0.179 | Valid |
| X3.5 | 0.784 | 0.179 | Valid |
| X3.6 | 0.813 | 0.179 | Valid |
| X3.7 | 0.832 | 0.179 | Valid |
| kinerja karyawan (Y) | Y1 | 0.831 | 0.179 | Valid |
| Y2 | 0.827 | 0.179 | Valid |
| Y3 | 0.804 | 0.179 | Valid |
| Y4 | 0.829 | 0.179 | Valid |
| Y5 | 0.802 | 0.179 | Valid |