LAMPIRAN

Kuisioner

**KUESIONER**

**Petunjuk pengisian kuesioner :**

Mohon dibaca dan dipahami setiap pernyataan dalam lembar angket

1. kuesioner, serta diisi dengan teliti, lengkap, jujur dan sesuai dengan situasi yang dirasakan.
2. Beri tanda ( √ ) pada pernyataan-pernyataan dibawah ini yang paling sesuai menurut Bpk/Ibu/Saudara/i.
3. Setiap pernyataan ada lima (5) pilihan jawaban, Bpk/Ibu/Saudara/i cukup memilih salah satu jawaban yang tersedia, dengan ketentuan sebagai berikut :

5. SS : Sangat Setuju

4. S : Setuju

3. CS : Cukup Setuju

2. TS : Tidak Setuju

1. STS : Sangat Tidak Setuju

NAMA RESPONDEN :………………………………………………

USIA :……………………………………………….

JENIS KELAMIN :………………………………………………..

PENDIDIKAN TERAKHIR : ………………………………………………..

| No | Variable | Indikator | Pertanyaan | SS | S | CS | TS | STS |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | Keterampilan (X1) | 1. Komunikasi | Saya bisa berkomunikasi dengan baik |  |  |  |  |  |
| 1. Kreativitas | Saya biasa mempunyai ide yang kreatif |  |  |  |  |  |
| 1. Teknologi Komunikasi dan Informasi (TIK) | Saya bisa mengoperasikan teknologi informasi dan komunikasi dengan baik |  |  |  |  |  |
| 1. Pemecahan masalah | Saya dapat menyelesaikan masalah hari itu juga / saat itu juga |  |  |  |  |  |
| 1. Keterampilan organisasi | Saya dapat mengembangkan ketrampilan saya secara khusus yang berhubungan dengan pekerjaan |  |  |  |  |  |
| 1. Proaktif | Saya bisa mengambil keputusan dalam situasi apapun |  |  |  |  |  |
| 1. Kerja tim | Saya dapat bekerja sama untuk memperoleh suatu tujuan pekerjaan |  |  |  |  |  |
| 1. Keterampilan beradaptasi | Saya adalah orang yang mudah beradaptasi dengan yang lain |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2 | Pengalaman (X2) | 1. Lama waktu bekerja | Semakin lama saya bekerja, membuat saya dapat meminimalisasi terjadinya kesalahan |  |  |  |  |  |
| Pengalaman kerja membuat saya mengedepankan sikap professional dalam bekerja |  |  |  |  |  |
| 1. Tingkat pengetahuan dan keterampilan | Saya adalah orang yang memahami informasi serta tanggung jawab untuk mencapai tugas dan pekerjaan yang diberikan |  |  |  |  |  |
| Saya dapat menyelesaikan tugas yang diberikan dengan mudah |  |  |  |  |  |
| 1. Penguasaan terhadap pekerjaan dan peralatan | Saya dapat dengan mudah menggunakan peralatan-peralatan yang disediakan |  |  |  |  |  |
| Saya dapat menguasai pekerjaan dengan baik |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3 | Kemampuan SDM (X3) | 1. Kemampuan teknis | Saya dapat memahami tugas atau pekerjaan yang diberikn |  |  |  |  |  |
| Saya dapat menguasai peralatan kerja, prosedur, dan metode kerja |  |  |  |  |  |
| 1. Kemampuan konseptual | Saya dapat memberikan ide untuk merancang strategi yang kreatif. |  |  |  |  |  |
| Saya memahami tujuan dari pekerjaan serta target pekerjaan |  |  |  |  |  |
| 1. Kemampuan soasial | Saya mampu beradaptasi dengan lingkungan baru |  |  |  |  |  |
| Saya mampu bekerja sama dengan tim tanpa konflik |  |  |  |  |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 5 | Kinerja UKM (Y) | 1. Kualitas | Saya mampu menjaga kualitas dengan sangat baik |  |  |  |  |  |
| 1. Kuantitas | Saya dapat meggunakan waktu dengan maksimal |  |  |  |  |  |
| 1. Ketepatan waktu | Saya dapat menyelesaikan setiap pekerjaan dengan tepat |  |  |  |  |  |
| 1. Efektifitas | Saya dapat bekerja secara efektif |  |  |  |  |  |
| 1. Kemandirian | Saya dapat bekerja sendiri sesuai dengan SOP |  |  |  |  |  |
| 1. Komitmen kerja | Saya dapat bertanggung jawab terhadap pekerjaan |  |  |  |  |  |

**Data Tabulasi X1, X2, X3 dan Y**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Total X1 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | Total X2 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 36 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 37 | 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 30 | 4 | 5 | 5 | 4 | 3 | 3 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 26 | 4 | 3 | 5 | 4 | 5 | 3 | 24 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 4 | 3 | 4 | 3 | 5 | 3 | 22 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 | 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 | 4 | 5 | 5 | 4 | 3 | 3 | 24 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 36 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 30 | 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 28 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 35 | 5 | 4 | 5 | 5 | 3 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 5 | 4 | 5 | 5 | 4 | 4 | 27 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 4 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 35 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 36 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 5 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 30 | 3 | 5 | 5 | 4 | 5 | 5 | 27 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 28 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 38 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 36 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 | 4 | 3 | 4 | 3 | 4 | 3 | 21 |
| 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 27 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 31 | 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 | 3 | 4 | 3 | 3 | 4 | 5 | 22 |
| 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 38 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 5 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 32 | 3 | 4 | 4 | 5 | 4 | 5 | 25 |
| 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 27 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 29 | 5 | 3 | 4 | 4 | 5 | 5 | 26 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 38 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 37 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 38 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 34 | 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 38 | 4 | 4 | 4 | 3 | 5 | 4 | 24 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 36 | 4 | 5 | 4 | 5 | 5 | 4 | 27 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 37 | 4 | 5 | 3 | 5 | 4 | 4 | 25 |
| 5 | 4 | 1 | 5 | 5 | 4 | 3 | 3 | 30 | 4 | 4 | 3 | 4 | 3 | 4 | 22 |
| 4 | 5 | 2 | 3 | 5 | 5 | 3 | 5 | 32 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 3 | 4 | 3 | 3 | 4 | 4 | 21 |
| 4 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | 32 | 4 | 3 | 5 | 5 | 4 | 5 | 26 |
| 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 37 | 4 | 4 | 3 | 4 | 4 | 3 | 22 |
| 5 | 5 | 1 | 4 | 4 | 5 | 4 | 4 | 32 | 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 35 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 28 | 4 | 4 | 3 | 3 | 5 | 4 | 23 |
| 3 | 2 | 2 | 5 | 3 | 4 | 4 | 4 | 27 | 2 | 3 | 3 | 4 | 4 | 5 | 21 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 | 3 | 3 | 5 | 5 | 4 | 4 | 24 |
| 4 | 5 | 5 | 2 | 3 | 3 | 4 | 2 | 28 | 4 | 4 | 3 | 4 | 2 | 4 | 21 |
| 4 | 3 | 1 | 4 | 4 | 4 | 4 | 4 | 28 | 4 | 2 | 3 | 4 | 3 | 3 | 19 |
| 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 37 | 3 | 5 | 4 | 5 | 4 | 4 | 25 |
| 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 26 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 | 4 | 5 | 4 | 3 | 4 | 5 | 25 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 5 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 36 | 4 | 4 | 4 | 4 | 4 | 2 | 22 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | Total X3 | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Total Y |
| 5 | 4 | 5 | 4 | 5 | 4 | 27 | 4 | 4 | 5 | 4 | 4 | 3 | 24 |
| 4 | 3 | 4 | 3 | 4 | 3 | 21 | 4 | 3 | 5 | 5 | 3 | 4 | 24 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 | 3 | 4 | 4 | 5 | 5 | 5 | 26 |
| 3 | 4 | 3 | 3 | 3 | 3 | 19 | 5 | 4 | 5 | 5 | 4 | 5 | 28 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 | 5 | 4 | 5 | 4 | 4 | 5 | 27 |
| 5 | 5 | 5 | 5 | 4 | 5 | 29 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 4 | 5 | 3 | 5 | 5 | 5 | 27 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 5 | 5 | 4 | 5 | 3 | 5 | 27 | 5 | 3 | 4 | 5 | 3 | 4 | 24 |
| 5 | 4 | 4 | 4 | 5 | 4 | 26 | 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 4 | 4 | 3 | 4 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 5 | 4 | 5 | 4 | 4 | 26 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 5 | 4 | 5 | 4 | 4 | 4 | 26 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 5 | 4 | 3 | 4 | 3 | 4 | 23 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 5 | 5 | 5 | 5 | 4 | 5 | 29 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 3 | 4 | 3 | 4 | 3 | 3 | 20 | 4 | 4 | 3 | 4 | 4 | 3 | 22 |
| 4 | 5 | 4 | 5 | 4 | 5 | 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 5 | 4 | 5 | 4 | 26 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 5 | 3 | 5 | 3 | 24 |
| 4 | 3 | 4 | 3 | 4 | 3 | 21 | 3 | 3 | 4 | 3 | 3 | 4 | 20 |
| 4 | 4 | 4 | 5 | 5 | 4 | 26 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 4 | 5 | 5 | 5 | 4 | 5 | 28 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 5 | 4 | 5 | 4 | 5 | 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 4 | 5 | 3 | 4 | 5 | 26 | 5 | 5 | 3 | 5 | 5 | 4 | 27 |
| 5 | 5 | 4 | 4 | 5 | 4 | 27 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 4 | 3 | 4 | 3 | 5 | 3 | 22 | 5 | 5 | 3 | 5 | 5 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 5 | 4 | 3 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 | 3 | 5 | 3 | 3 | 5 | 3 | 22 |
| 3 | 4 | 3 | 3 | 4 | 3 | 20 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 4 | 5 | 4 | 5 | 5 | 5 | 28 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 4 | 4 | 5 | 5 | 28 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 3 | 5 | 3 | 4 | 5 | 4 | 24 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 3 | 3 | 3 | 3 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 3 | 4 | 3 | 3 | 3 | 19 | 3 | 5 | 4 | 3 | 5 | 5 | 25 |
| 4 | 4 | 5 | 5 | 4 | 5 | 27 | 5 | 3 | 4 | 5 | 3 | 4 | 24 |
| 4 | 3 | 4 | 4 | 3 | 4 | 22 | 3 | 5 | 4 | 3 | 5 | 3 | 23 |
| 5 | 5 | 5 | 5 | 4 | 4 | 28 | 4 | 5 | 4 | 3 | 4 | 5 | 25 |
| 4 | 3 | 3 | 5 | 4 | 3 | 22 | 4 | 4 | 3 | 4 | 3 | 3 | 21 |
| 4 | 5 | 4 | 5 | 4 | 5 | 27 | 4 | 4 | 4 | 4 | 3 | 3 | 22 |
| 4 | 3 | 4 | 4 | 4 | 3 | 22 | 5 | 3 | 4 | 5 | 3 | 5 | 25 |
| 5 | 4 | 5 | 5 | 4 | 3 | 26 | 3 | 2 | 4 | 4 | 3 | 4 | 20 |
| 5 | 5 | 4 | 2 | 5 | 4 | 25 | 5 | 5 | 4 | 4 | 2 | 4 | 24 |
| 4 | 3 | 5 | 4 | 4 | 4 | 24 | 3 | 4 | 5 | 4 | 5 | 3 | 24 |
| 3 | 3 | 4 | 3 | 3 | 4 | 20 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| 4 | 4 | 4 | 4 | 3 | 4 | 23 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 4 | 3 | 3 | 5 | 3 | 2 | 20 | 3 | 4 | 3 | 3 | 5 | 4 | 22 |
| 2 | 4 | 4 | 4 | 4 | 5 | 23 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 3 | 3 | 5 | 4 | 3 | 4 | 22 | 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 24 | 2 | 3 | 4 | 3 | 4 | 3 | 19 |
| 3 | 3 | 3 | 4 | 3 | 4 | 20 | 4 | 3 | 4 | 5 | 3 | 2 | 21 |
| 3 | 4 | 4 | 3 | 3 | 3 | 20 | 5 | 4 | 5 | 2 | 4 | 5 | 25 |
| 3 | 4 | 2 | 3 | 3 | 3 | 18 | 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| 4 | 3 | 3 | 3 | 3 | 3 | 19 | 3 | 3 | 3 | 3 | 4 | 3 | 19 |

**Tanggapan Responden Pada Variabel Keterampilan (X1)**

| No | Indikator | Pertanyaan | SS | S | CS | TS | STS | Mean |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | Komunikasi | Saya bisa berkomunikasi dengan baik | 32 | 22 | 6 | - | - | 4,43 |
| 2 | Kreativitas | Saya biasa mempunyai ide yang kreatif | 24 | 27 | 7 | 2 | - | 4,21 |
| 3 | Teknologi Informasi dan Komunikasi | Saya bisa mengoperasikan teknologi informasi dan komunikasi dengan baik | 24 | 18 | 9 | 6 | 3 | 3,9 |
| 4 | Pemecahan Masalah | Saya dapat menyelesaikan masalah hari itu juga / saat itu juga | 28 | 24 | 7 | 1 | - | 4,31 |
| 5 | Keterampilan Organisasi | Saya dapat mengembangkan ketrampilan saya secara khusus yang berhubungan dengan pekerjaan | 25 | 25 | 10 | - | - | 4,25 |
| 6 | Proaktif | Saya bisa mengambil keputusan dalam situasi apapun | 24 | 27 | 8 | 1 | - | 4,23 |
| 7 | Kerja Tim | Saya dapat bekerja sama untuk memperoleh suatu tujuan pekerjaan | 26 | 27 | 7 | - | - | 4,31 |
| 8 | Keterampilan Beradaptasi | Saya adalah orang yang mudah beradaptasi dengan yang lain | 26 | 24 | 9 | 1 | - | 4,25 |

**Tanggapan Responden Pada Variabel Pengalaman (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Indikator | Pertanyaan | SS | S | CS | TS | STS | Mean |
| 1 | Lama waktu bekerja | Semakin lama saya bekerja, membuat saya dapat meminimalisasi terjadinya kesalahan | 20 | 28 | 11 | 1 | - | 4,11 |
| Pengalaman kerja membuat saya mengedepankan sikap professional dalam bekerja | 21 | 24 | 14 | 1 | - | 4,08 |
| 2 | Tingkat pengetahuan dan keterampilan | Saya adalah orang yang memahami informasi serta tanggung jawab untuk mencapai tugas dan pekerjaan yang diberikan | 23 | 24 | 13 | - | - | 4,16 |
| Saya dapat menguasai pekerjaan dengan baik | 20 | 27 | 12 | 1 | - | 4,1 |
| 3 | Penguasaan terhadap pekerjaan dan peralatan | Saya dapat dengan mudah menggunakan peralatan-peralatan yang disediakan | 21 | 27 | 11 | 1 | - | 4,13 |
| Saya dapat menguasai pekerjaan dengan baik | 20 | 27 | 12 | 1 | - | 4,1 |

**Tanggapan Responden Pada Variabel Kemampuan SDM (X3)**

| No | Indikator | Pertanyaan | SS | S | CS | TS | STS | Mean |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | Kemampuan teknis | Saya dapat memahami tugas atau pekerjaan yang diberikn | 21 | 27 | 11 | 1 | - | 4,13 |
| Saya dapat menguasai peralatan kerja, prosedur, dan metode kerja | 22 | 22 | 16 | - | - | 4,1 |
| 2 | Kemampuan konseptual | Saya dapat memberikan ide untuk merancang strategi yang kreatif. | 21 | 26 | 12 | 1 | - | 4,11 |
| Saya memahami tujuan dari pekerjaan serta target pekerjaan | 22 | 25 | 12 | 1 | - | 4,13 |
| 3 | Kemampuan soasial | Saya mampu beradaptasi dengan lingkungan baru | 20 | 25 | 15 | - | - | 4,08 |
| Saya mampu bekerja sama dengan tim tanpa konflik | 22 | 24 | 13 | 1 | - | 4,11 |

**Tanggapan Responden Pada Variabel Kinerja UKM (Y)**

| No | Indikator | Pertanyaan | SS | S | CS | TS | STS | Mean |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | Kualitas | Saya mampu menjaga kualitas dengan sangat baik | 21 | 22 | 16 | 1 | - | 4,05 |
| 2 | Kuantitas | Saya dapat meggunakan waktu dengan maksimal | 19 | 29 | 11 | 1 | - | 4,1 |
| 3 | Ketepatan waktu | Saya dapat menyelesaikan setiap pekerjaan dengan tepat | 20 | 28 | 12 | - | - | 4,13 |
| 4 | Efektifitas | Saya dapat bekerja secara efektif | 23 | 23 | 13 | 1 | - | 4,13 |
| 5 | Kemandirian | Saya dapat bekerja sendiri sesuai dengan SOP | 21 | 24 | 14 | 1 | - | 4,08 |
| 6 | Komitmen kerja | Saya dapat bertanggung jawab terhadap pekerjaan | 20 | 24 | 15 | 1 | - | 4,05 |

**Analisis Karakteristik Responden**

**Jenis kelamin**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jenis Kelamin** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki - Laki | 9 | 15.0 | 15.0 | 15.0 |
| Perempuan | 51 | 85.0 | 85.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

**Usia**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **USIA** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | <25 | 12 | 20.0 | 20.0 | 20.0 |
| 26-30 | 9 | 15.0 | 15.0 | 35.0 |
| 31-35 | 8 | 13.3 | 13.3 | 48.3 |
| 36-40 | 9 | 15.0 | 15.0 | 63.3 |
| >41 | 22 | 36.7 | 36.7 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

**Pendidikan Terakhir**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Pendidikan Terakhir** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SD | 3 | 5.0 | 5.0 | 5.0 |
| SMP | 10 | 16.7 | 16.7 | 21.7 |
| SMA | 47 | 78.3 | 78.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

**Data Deskripsi Jawaban Responden**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | CS | 6 | 10.0 | 10.0 | 10.0 |
| S | 22 | 36.7 | 36.7 | 46.7 |
| SS | 32 | 53.3 | 53.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 2 | 3.3 | 3.3 | 3.3 |
| CS | 7 | 11.7 | 11.7 | 15.0 |
| S | 27 | 45.0 | 45.0 | 60.0 |
| SS | 24 | 40.0 | 40.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 3 | 5.0 | 5.0 | 5.0 |
| KS | 6 | 10.0 | 10.0 | 15.0 |
| CS | 9 | 15.0 | 15.0 | 30.0 |
| S | 18 | 30.0 | 30.0 | 60.0 |
| SS | 24 | 40.0 | 40.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 7 | 11.7 | 11.7 | 13.3 |
| S | 24 | 40.0 | 40.0 | 53.3 |
| SS | 28 | 46.7 | 46.7 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | CS | 10 | 16.7 | 16.7 | 16.7 |
| S | 25 | 41.7 | 41.7 | 58.3 |
| SS | 25 | 41.7 | 41.7 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 8 | 13.3 | 13.3 | 15.0 |
| S | 27 | 45.0 | 45.0 | 60.0 |
| SS | 24 | 40.0 | 40.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | CS | 7 | 11.7 | 11.7 | 11.7 |
| S | 27 | 45.0 | 45.0 | 56.7 |
| SS | 26 | 43.3 | 43.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 9 | 15.0 | 15.0 | 16.7 |
| S | 24 | 40.0 | 40.0 | 56.7 |
| SS | 26 | 43.3 | 43.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 11 | 18.3 | 18.3 | 20.0 |
| S | 28 | 46.7 | 46.7 | 66.7 |
| SS | 20 | 33.3 | 33.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 14 | 23.3 | 23.3 | 25.0 |
| S | 24 | 40.0 | 40.0 | 65.0 |
| SS | 21 | 35.0 | 35.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | CS | 13 | 21.7 | 21.7 | 21.7 |
| S | 24 | 40.0 | 40.0 | 61.7 |
| SS | 23 | 38.3 | 38.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | CS | 11 | 18.3 | 18.3 | 18.3 |
| S | 30 | 50.0 | 50.0 | 68.3 |
| SS | 19 | 31.7 | 31.7 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 11 | 18.3 | 18.3 | 20.0 |
| S | 27 | 45.0 | 45.0 | 65.0 |
| SS | 21 | 35.0 | 35.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 12 | 20.0 | 20.0 | 21.7 |
| S | 27 | 45.0 | 45.0 | 66.7 |
| SS | 20 | 33.3 | 33.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 11 | 18.3 | 18.3 | 20.0 |
| S | 27 | 45.0 | 45.0 | 65.0 |
| SS | 21 | 35.0 | 35.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | CS | 16 | 26.7 | 26.7 | 26.7 |
| S | 22 | 36.7 | 36.7 | 63.3 |
| SS | 22 | 36.7 | 36.7 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 12 | 20.0 | 20.0 | 21.7 |
| S | 26 | 43.3 | 43.3 | 65.0 |
| SS | 21 | 35.0 | 35.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 12 | 20.0 | 20.0 | 21.7 |
| S | 25 | 41.7 | 41.7 | 63.3 |
| SS | 22 | 36.7 | 36.7 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | CS | 15 | 25.0 | 25.0 | 25.0 |
| S | 25 | 41.7 | 41.7 | 66.7 |
| SS | 20 | 33.3 | 33.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 13 | 21.7 | 21.7 | 23.3 |
| S | 24 | 40.0 | 40.0 | 63.3 |
| SS | 22 | 36.7 | 36.7 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 16 | 26.7 | 26.7 | 28.3 |
| S | 22 | 36.7 | 36.7 | 65.0 |
| SS | 21 | 35.0 | 35.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 11 | 18.3 | 18.3 | 20.0 |
| S | 29 | 48.3 | 48.3 | 68.3 |
| SS | 19 | 31.7 | 31.7 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | CS | 12 | 20.0 | 20.0 | 20.0 |
| S | 28 | 46.7 | 46.7 | 66.7 |
| SS | 20 | 33.3 | 33.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 13 | 21.7 | 21.7 | 23.3 |
| S | 23 | 38.3 | 38.3 | 61.7 |
| SS | 23 | 38.3 | 38.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 14 | 23.3 | 23.3 | 25.0 |
| S | 24 | 40.0 | 40.0 | 65.0 |
| SS | 21 | 35.0 | 35.0 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | KS | 1 | 1.7 | 1.7 | 1.7 |
| CS | 15 | 25.0 | 25.0 | 26.7 |
| S | 24 | 40.0 | 40.0 | 66.7 |
| SS | 20 | 33.3 | 33.3 | 100.0 |
| Total | 60 | 100.0 | 100.0 |  |

**Hasil Uji Validitas**

**Ketermpilan (X1)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.total |
| X1.1 | Pearson Correlation | 1 | .269\* | .373\*\* | .430\*\* | .502\*\* | .403\*\* | .550\*\* | .407\*\* | .681\*\* |
| Sig. (2-tailed) |  | .038 | .003 | .001 | .000 | .001 | .000 | .001 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.2 | Pearson Correlation | .269\* | 1 | .297\* | .112 | .439\*\* | .522\*\* | .284\* | .273\* | .570\*\* |
| Sig. (2-tailed) | .038 |  | .021 | .392 | .000 | .000 | .028 | .035 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.3 | Pearson Correlation | .373\*\* | .297\* | 1 | .322\* | .304\* | .199 | .609\*\* | .452\*\* | .691\*\* |
| Sig. (2-tailed) | .003 | .021 |  | .012 | .018 | .127 | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.4 | Pearson Correlation | .430\*\* | .112 | .322\* | 1 | .350\*\* | .443\*\* | .703\*\* | .653\*\* | .698\*\* |
| Sig. (2-tailed) | .001 | .392 | .012 |  | .006 | .000 | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.5 | Pearson Correlation | .502\*\* | .439\*\* | .304\* | .350\*\* | 1 | .360\*\* | .422\*\* | .490\*\* | .673\*\* |
| Sig. (2-tailed) | .000 | .000 | .018 | .006 |  | .005 | .001 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.6 | Pearson Correlation | .403\*\* | .522\*\* | .199 | .443\*\* | .360\*\* | 1 | .456\*\* | .486\*\* | .667\*\* |
| Sig. (2-tailed) | .001 | .000 | .127 | .000 | .005 |  | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.7 | Pearson Correlation | .550\*\* | .284\* | .609\*\* | .703\*\* | .422\*\* | .456\*\* | 1 | .657\*\* | .834\*\* |
| Sig. (2-tailed) | .000 | .028 | .000 | .000 | .001 | .000 |  | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.8 | Pearson Correlation | .407\*\* | .273\* | .452\*\* | .653\*\* | .490\*\* | .486\*\* | .657\*\* | 1 | .783\*\* |
| Sig. (2-tailed) | .001 | .035 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X1.total | Pearson Correlation | .681\*\* | .570\*\* | .691\*\* | .698\*\* | .673\*\* | .667\*\* | .834\*\* | .783\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pengalaman (X2)**  **Correlations** | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.total |
| X2.1 | Pearson Correlation | 1 | .369\*\* | .491\*\* | .352\*\* | .378\*\* | .239 | .689\*\* |
| Sig. (2-tailed) |  | .004 | .000 | .006 | .003 | .066 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.2 | Pearson Correlation | .369\*\* | 1 | .334\*\* | .369\*\* | .309\* | .419\*\* | .692\*\* |
| Sig. (2-tailed) | .004 |  | .009 | .004 | .016 | .001 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.3 | Pearson Correlation | .491\*\* | .334\*\* | 1 | .529\*\* | .395\*\* | .201 | .715\*\* |
| Sig. (2-tailed) | .000 | .009 |  | .000 | .002 | .124 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.4 | Pearson Correlation | .352\*\* | .369\*\* | .529\*\* | 1 | .281\* | .350\*\* | .689\*\* |
| Sig. (2-tailed) | .006 | .004 | .000 |  | .030 | .006 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.5 | Pearson Correlation | .378\*\* | .309\* | .395\*\* | .281\* | 1 | .404\*\* | .677\*\* |
| Sig. (2-tailed) | .003 | .016 | .002 | .030 |  | .001 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.6 | Pearson Correlation | .239 | .419\*\* | .201 | .350\*\* | .404\*\* | 1 | .641\*\* |
| Sig. (2-tailed) | .066 | .001 | .124 | .006 | .001 |  | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X2.total | Pearson Correlation | .689\*\* | .692\*\* | .715\*\* | .689\*\* | .677\*\* | .641\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**Kemampuan SDM**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.total |
| X3.1 | Pearson Correlation | 1 | .476\*\* | .536\*\* | .388\*\* | .499\*\* | .413\*\* | .752\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .002 | .000 | .001 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3.2 | Pearson Correlation | .476\*\* | 1 | .280\* | .490\*\* | .487\*\* | .669\*\* | .779\*\* |
| Sig. (2-tailed) | .000 |  | .030 | .000 | .000 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3.3 | Pearson Correlation | .536\*\* | .280\* | 1 | .330\* | .323\* | .462\*\* | .668\*\* |
| Sig. (2-tailed) | .000 | .030 |  | .010 | .012 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3.4 | Pearson Correlation | .388\*\* | .490\*\* | .330\* | 1 | .261\* | .508\*\* | .682\*\* |
| Sig. (2-tailed) | .002 | .000 | .010 |  | .044 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3.5 | Pearson Correlation | .499\*\* | .487\*\* | .323\* | .261\* | 1 | .479\*\* | .692\*\* |
| Sig. (2-tailed) | .000 | .000 | .012 | .044 |  | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3.6 | Pearson Correlation | .413\*\* | .669\*\* | .462\*\* | .508\*\* | .479\*\* | 1 | .809\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 |  | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| X3.total | Pearson Correlation | .752\*\* | .779\*\* | .668\*\* | .682\*\* | .692\*\* | .809\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**Kinerja UKM (Y)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y.total |
| Y1 | Pearson Correlation | 1 | .425\*\* | .354\*\* | .642\*\* | .195 | .523\*\* | .777\*\* |
| Sig. (2-tailed) |  | .001 | .005 | .000 | .135 | .000 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y2 | Pearson Correlation | .425\*\* | 1 | .162 | .255\* | .627\*\* | .380\*\* | .695\*\* |
| Sig. (2-tailed) | .001 |  | .217 | .049 | .000 | .003 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y3 | Pearson Correlation | .354\*\* | .162 | 1 | .257\* | .241 | .392\*\* | .576\*\* |
| Sig. (2-tailed) | .005 | .217 |  | .047 | .063 | .002 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y4 | Pearson Correlation | .642\*\* | .255\* | .257\* | 1 | .163 | .401\*\* | .675\*\* |
| Sig. (2-tailed) | .000 | .049 | .047 |  | .212 | .001 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y5 | Pearson Correlation | .195 | .627\*\* | .241 | .163 | 1 | .303\* | .617\*\* |
| Sig. (2-tailed) | .135 | .000 | .063 | .212 |  | .018 | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y6 | Pearson Correlation | .523\*\* | .380\*\* | .392\*\* | .401\*\* | .303\* | 1 | .739\*\* |
| Sig. (2-tailed) | .000 | .003 | .002 | .001 | .018 |  | .000 |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Y.total | Pearson Correlation | .777\*\* | .695\*\* | .576\*\* | .675\*\* | .617\*\* | .739\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**Uji Validitas Keterampilan (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| Item Pertanyaan | Nilai R Hitung | Nilai R Tabel | Keterangan |
| X1.1 | 0,681 | 0,254 | Valid |
| X1.2 | 0,570 | 0,254 | Valid |
| X1.3 | 0,691 | 0,254 | Valid |
| X1.4 | 0,698 | 0,254 | Valid |
| X1.5 | 0,673 | 0,254 | Valid |
| X1.6 | 0,667 | 0,254 | Valid |
| X1.7 | 0,834 | 0,254 | Valid |
| X1.8 | 0,783 | 0,254 | Valid |

**Hasil Uji ValiditasPengalaman (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| Item Pertanyaan | Nilai R Hitung | Nilai R Tabel | Keterangan |
| X2.1 | 0,698 | 0,254 | Valid |
| X2.2 | 0,692 | 0,254 | Valid |
| X2.3 | 0,715 | 0,254 | Valid |
| X2.4 | 0,689 | 0,254 | Valid |
| X2.5 | 0,677 | 0,254 | Valid |
| X2.6 | 0,641 | 0,254 | Valid |

**Hasil Uji Validitas Kemampuan SDM (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| Item Pertanyaan | Nilai R Hitung | Nilai R Tabel | Keterangan |
| X3.1 | 0,752 | 0,254 | Valid |
| X3.2 | 0,779 | 0,254 | Valid |
| X3.3 | 0,668 | 0,254 | Valid |
| X3.4 | 0,682 | 0,254 | Valid |
| X3.5 | 0,692 | 0,254 | Valid |
| X3.6 | 0,809 | 0,254 | Valid |

**Hasil Uji Validitas Kinerja UKM (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| Item Pertanyaan | Nilai R Hitung | Nilai R Tabel | Keterangan |
| Y1 | 0,777 | 0,254 | Valid |
| Y2 | 0,695 | 0,254 | Valid |
| Y3 | 0,576 | 0,254 | Valid |
| Y4 | 0,675 | 0,254 | Valid |
| Y5 | 0,617 | 0,254 | Valid |
| Y6 | 0,739 | 0,254 | Valid |

**Uji Reabilitas**

**Uji Reabilitas Keterampilan (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .838 | 8 |

**Uji Reabilitas Pengalaman (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .771 | 6 |

**Uji Reabilitas Kemampuan SDM (X3)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .825 | 6 |

**Uji Reabilitas Kinerja UKM (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .769 | 6 |

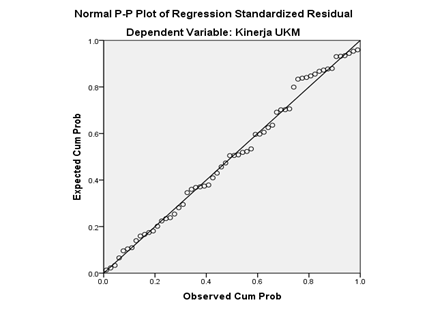
**Hasil Uji Reabilitas Keterampilan (X1), Pengalaman (X2), Kemampuan SDM (X3), Kinerja UKM (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Variable | Alpha | Keterangan |
| X1 | Keterampilan | 0,838 | Reliable |
| X2 | Pengalaman | 0,771 | Reliable |
| X3 | Kemampuan SDM | 0,825 | Reliable |
| Y | Kinerja UKM | 0,769 | Reliable |

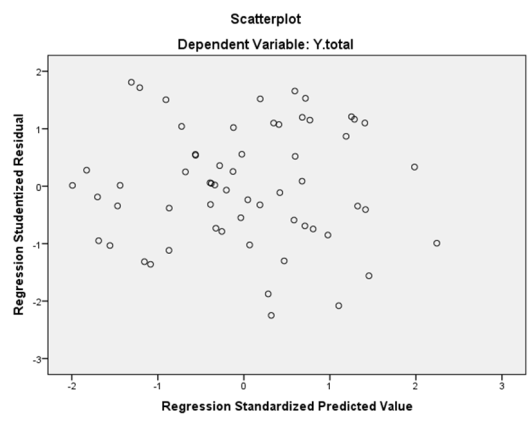
**Hasil Uji Asumsi Klasik**

**Normalitas**

|  |  |  |  |
| --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | |
|  | | | Unstandardized Residual |
| N | | | 60 |
| Normal Parametersa,b | Mean | | .0000000 |
| Std. Deviation | | 2.68702570 |
| Most Extreme Differences | Absolute | | .090 |
| Positive | | .049 |
| Negative | | -.090 |
| Test Statistic | | | .090 |
| Asymp. Sig. (2-tailed) | | | .200c,d |
| Monte Carlo Sig. (2-tailed) | Sig. | | .689e |
| 99% Confidence Interval | Lower Bound | .677 |
| Upper Bound | .701 |
| a. Test distribution is Normal. | | | |
| b. Calculated from data. | | | |
| c. Lilliefors Significance Correction. | | | |
| d. This is a lower bound of the true significance. | | | |
| e. Based on 10000 sampled tables with starting seed 2000000. | | | |



**Heteroskedastisitas**

****

**Multikolinieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2.941 | 4.385 |  | .671 | .505 |  |  |
| X1.total | .236 | .082 | .321 | 2.871 | .006 | .985 | 1.016 |
| X2.total | .233 | .116 | .226 | 2.011 | .049 | .980 | 1.020 |
| X3.total | .318 | .105 | .338 | 3.033 | .004 | .991 | 1.009 |
| a. Dependent Variable: Y.total | | | | | | | | |

**Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .801a | .642 | .623 | 1.379 | 2.171 |
| a. Predictors: (Constant), X3Total, X1Total, X2Total | | | | | |
| b. Dependent Variable: Y | | | | | |

**Uji Regresi Liner Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.941 | 4.385 |  | .671 | .505 |
| X1.total | .236 | .082 | .321 | 2.871 | .006 |
| X2.total | .233 | .116 | .226 | 2.011 | .049 |
| X3.total | .318 | .105 | .338 | 3.033 | .004 |
| a. Dependent Variable: Y.total | | | | | | |

**Uji Hipotesis**

**Uji t (Uji Parsial)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2.941 | 4.385 |  | .671 | .505 |  |  |
| X1.total | .236 | .082 | .321 | 2.871 | .006 | .985 | 1.016 |
| X2.total | .233 | .116 | .226 | 2.011 | .049 | .980 | 1.020 |
| X3.total | .318 | .105 | .338 | 3.033 | .004 | .991 | 1.009 |
| a. Dependent Variable: Y.total | | | | | | | | |

**Koefisien Korelasi berganda R**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .801a | .642 | .623 | 1.379 |
| a. Predictors: (Constant), X3Total, X1Total, X2Total | | | | |
| b. Dependent Variable: Y | | | | |

