|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Rekrutmen | | | | Motivasi Kerja | | | |
| X1.1 | X1.2 | X1.3 | X1 | X2.1 | X2.2 | X2.3 | X2 |
| 1 | 3 | 3 | 3 | 9 | 3 | 3 | 3 | 9 |
| 2 | 4 | 4 | 3 | 11 | 3 | 4 | 4 | 11 |
| 3 | 3 | 4 | 4 | 11 | 3 | 3 | 3 | 9 |
| 4 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 5 | 3 | 5 | 5 | 13 | 3 | 3 | 3 | 9 |
| 6 | 4 | 4 | 4 | 12 | 4 | 4 | 5 | 13 |
| 7 | 4 | 4 | 4 | 12 | 3 | 4 | 3 | 10 |
| 8 | 3 | 4 | 3 | 10 | 4 | 3 | 4 | 11 |
| 9 | 3 | 3 | 4 | 10 | 5 | 5 | 4 | 14 |
| 10 | 3 | 4 | 3 | 10 | 5 | 4 | 4 | 13 |
| 11 | 3 | 3 | 3 | 9 | 3 | 4 | 3 | 10 |
| 12 | 3 | 4 | 5 | 12 | 3 | 3 | 3 | 9 |
| 13 | 3 | 3 | 3 | 9 | 4 | 4 | 3 | 11 |
| 14 | 5 | 4 | 4 | 13 | 3 | 4 | 4 | 11 |
| 15 | 4 | 5 | 5 | 14 | 4 | 3 | 3 | 10 |
| 16 | 3 | 3 | 3 | 9 | 3 | 5 | 4 | 12 |
| 17 | 4 | 5 | 5 | 14 | 3 | 3 | 3 | 9 |
| 18 | 3 | 5 | 5 | 13 | 3 | 4 | 3 | 10 |
| 19 | 5 | 4 | 4 | 13 | 3 | 4 | 3 | 10 |
| 20 | 5 | 5 | 4 | 14 | 3 | 3 | 4 | 10 |
| 21 | 3 | 3 | 3 | 9 | 3 | 4 | 3 | 10 |
| 22 | 3 | 3 | 3 | 9 | 3 | 3 | 3 | 9 |
| 23 | 4 | 4 | 4 | 12 | 3 | 4 | 5 | 12 |
| 24 | 4 | 4 | 3 | 11 | 3 | 3 | 3 | 9 |
| 25 | 3 | 3 | 3 | 9 | 5 | 4 | 4 | 13 |
| 26 | 4 | 4 | 4 | 12 | 4 | 5 | 5 | 14 |
| 27 | 5 | 4 | 4 | 13 | 3 | 3 | 3 | 9 |
| 28 | 4 | 5 | 3 | 12 | 4 | 5 | 5 | 14 |
| 29 | 3 | 3 | 3 | 9 | 3 | 5 | 5 | 13 |
| 30 | 5 | 4 | 4 | 13 | 5 | 4 | 4 | 13 |
| 31 | 3 | 3 | 3 | 9 | 5 | 5 | 4 | 14 |
| 32 | 5 | 5 | 4 | 14 | 3 | 3 | 3 | 9 |
| 33 | 3 | 3 | 3 | 9 | 3 | 3 | 3 | 9 |
| 34 | 3 | 3 | 3 | 9 | 4 | 4 | 4 | 12 |
| 35 | 3 | 3 | 3 | 9 | 4 | 4 | 3 | 11 |
| 36 | 4 | 3 | 3 | 10 | 3 | 3 | 3 | 9 |
| 37 | 3 | 3 | 3 | 9 | 4 | 4 | 4 | 12 |
| 38 | 3 | 3 | 3 | 9 | 5 | 4 | 4 | 13 |
| 39 | 4 | 4 | 5 | 13 | 4 | 5 | 3 | 12 |
| 40 | 5 | 5 | 5 | 15 | 3 | 3 | 3 | 9 |
| 41 | 5 | 4 | 5 | 14 | 5 | 4 | 4 | 13 |
| 42 | 3 | 3 | 3 | 9 | 3 | 3 | 3 | 9 |
| 43 | 5 | 5 | 5 | 15 | 5 | 5 | 4 | 14 |
| 44 | 5 | 5 | 3 | 13 | 3 | 3 | 3 | 9 |
| 45 | 4 | 4 | 4 | 12 | 3 | 3 | 3 | 9 |
| 46 | 4 | 5 | 3 | 12 | 3 | 3 | 3 | 9 |
| 47 | 5 | 4 | 5 | 14 | 4 | 3 | 3 | 10 |
| 48 | 4 | 4 | 5 | 13 | 3 | 3 | 3 | 9 |
| 49 | 5 | 4 | 5 | 14 | 3 | 3 | 3 | 9 |
| 50 | 5 | 5 | 5 | 15 | 4 | 4 | 5 | 13 |
| 51 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 52 | 5 | 4 | 4 | 13 | 5 | 4 | 5 | 14 |
| 53 | 3 | 3 | 3 | 9 | 3 | 3 | 3 | 9 |
| 54 | 3 | 3 | 3 | 9 | 5 | 5 | 5 | 15 |
| 55 | 4 | 4 | 4 | 12 | 5 | 5 | 3 | 13 |
| 56 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 12 |
| 57 | 4 | 4 | 4 | 12 | 4 | 5 | 3 | 12 |
| 58 | 5 | 5 | 5 | 15 | 5 | 4 | 5 | 14 |
| 59 | 4 | 4 | 4 | 12 | 4 | 4 | 5 | 13 |
| 60 | 5 | 5 | 5 | 15 | 5 | 4 | 5 | 14 |
| 61 | 3 | 3 | 3 | 9 | 5 | 5 | 5 | 15 |
| 62 | 4 | 3 | 3 | 10 | 5 | 5 | 5 | 15 |
| 63 | 3 | 3 | 3 | 9 | 5 | 4 | 4 | 13 |
| 64 | 3 | 3 | 3 | 9 | 3 | 3 | 3 | 9 |
| 65 | 5 | 5 | 5 | 15 | 3 | 3 | 3 | 9 |
| 66 | 5 | 5 | 5 | 15 | 4 | 4 | 4 | 12 |
| 67 | 4 | 5 | 5 | 14 | 4 | 4 | 4 | 12 |
| 68 | 4 | 5 | 5 | 14 | 4 | 4 | 4 | 12 |
| 69 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 15 |
| 70 | 3 | 3 | 3 | 9 | 4 | 4 | 4 | 12 |
| 71 | 4 | 4 | 5 | 13 | 5 | 5 | 5 | 15 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Pelatihan Kerja | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3 |
| 1 | 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 2 | 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 3 | 5 | 3 | 3 | 3 | 4 | 4 | 22 |
| 4 | 3 | 2 | 4 | 4 | 4 | 4 | 21 |
| 5 | 3 | 3 | 3 | 5 | 5 | 5 | 24 |
| 6 | 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 7 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 8 | 3 | 3 | 2 | 2 | 2 | 2 | 14 |
| 9 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 10 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 12 | 3 | 5 | 3 | 4 | 3 | 4 | 22 |
| 13 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| 14 | 4 | 3 | 3 | 4 | 3 | 4 | 21 |
| 15 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| 16 | 4 | 3 | 2 | 2 | 2 | 2 | 15 |
| 17 | 3 | 3 | 3 | 2 | 3 | 2 | 16 |
| 18 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 20 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 22 | 3 | 4 | 5 | 4 | 5 | 4 | 25 |
| 23 | 5 | 3 | 3 | 4 | 3 | 4 | 22 |
| 24 | 3 | 5 | 5 | 4 | 5 | 4 | 26 |
| 25 | 5 | 4 | 4 | 3 | 4 | 3 | 23 |
| 26 | 5 | 4 | 4 | 3 | 4 | 3 | 23 |
| 27 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 28 | 5 | 3 | 3 | 4 | 3 | 4 | 22 |
| 29 | 5 | 3 | 3 | 2 | 3 | 2 | 18 |
| 30 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 31 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 32 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 33 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 34 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 35 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| 36 | 3 | 3 | 3 | 2 | 3 | 2 | 16 |
| 37 | 4 | 3 | 3 | 2 | 3 | 2 | 17 |
| 38 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 39 | 3 | 4 | 4 | 5 | 4 | 5 | 25 |
| 40 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 42 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 43 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 45 | 3 | 3 | 3 | 2 | 3 | 2 | 16 |
| 46 | 3 | 4 | 5 | 4 | 5 | 4 | 25 |
| 47 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 48 | 3 | 3 | 3 | 2 | 3 | 2 | 16 |
| 49 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| 50 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 51 | 5 | 3 | 2 | 3 | 2 | 3 | 18 |
| 52 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 53 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 54 | 5 | 5 | 3 | 5 | 3 | 5 | 26 |
| 55 | 3 | 5 | 5 | 2 | 5 | 2 | 22 |
| 56 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 57 | 3 | 5 | 5 | 5 | 5 | 5 | 28 |
| 58 | 5 | 5 | 3 | 5 | 3 | 5 | 26 |
| 59 | 5 | 3 | 3 | 3 | 3 | 3 | 20 |
| 60 | 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 61 | 5 | 3 | 4 | 3 | 4 | 3 | 22 |
| 62 | 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 63 | 4 | 2 | 2 | 3 | 2 | 3 | 16 |
| 64 | 3 | 3 | 2 | 3 | 2 | 3 | 16 |
| 65 | 3 | 2 | 2 | 2 | 2 | 2 | 13 |
| 66 | 4 | 2 | 4 | 4 | 4 | 4 | 22 |
| 67 | 4 | 2 | 2 | 2 | 2 | 2 | 14 |
| 68 | 3 | 2 | 2 | 2 | 2 | 2 | 13 |
| 69 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 70 | 4 | 2 | 2 | 2 | 2 | 2 | 14 |
| 71 | 3 | 4 | 2 | 2 | 2 | 2 | 15 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| NO | Produktivitas Karyawan | | | | | | |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y |
| 1 | 3 | 3 | 4 | 4 | 3 | 3 | 20 |
| 2 | 4 | 3 | 4 | 3 | 2 | 3 | 19 |
| 3 | 3 | 3 | 3 | 2 | 3 | 3 | 17 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 6 | 3 | 4 | 3 | 3 | 4 | 3 | 20 |
| 7 | 3 | 3 | 3 | 3 | 4 | 3 | 19 |
| 8 | 3 | 4 | 5 | 2 | 2 | 3 | 19 |
| 9 | 3 | 5 | 3 | 3 | 3 | 3 | 20 |
| 10 | 3 | 5 | 3 | 3 | 3 | 3 | 20 |
| 11 | 3 | 3 | 5 | 3 | 3 | 3 | 20 |
| 12 | 3 | 3 | 3 | 3 | 4 | 5 | 21 |
| 13 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 14 | 5 | 3 | 3 | 3 | 4 | 3 | 21 |
| 15 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 16 | 3 | 3 | 5 | 2 | 2 | 3 | 18 |
| 17 | 4 | 3 | 3 | 3 | 2 | 3 | 18 |
| 18 | 3 | 3 | 3 | 3 | 4 | 3 | 19 |
| 19 | 5 | 3 | 3 | 3 | 3 | 3 | 20 |
| 20 | 5 | 3 | 3 | 3 | 3 | 3 | 20 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 22 | 3 | 3 | 5 | 5 | 4 | 4 | 24 |
| 23 | 4 | 3 | 3 | 3 | 4 | 3 | 20 |
| 24 | 4 | 3 | 5 | 5 | 4 | 5 | 26 |
| 25 | 3 | 5 | 4 | 4 | 3 | 4 | 23 |
| 26 | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| 27 | 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 28 | 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 29 | 3 | 3 | 3 | 3 | 2 | 3 | 17 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 31 | 3 | 5 | 4 | 4 | 5 | 5 | 26 |
| 32 | 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 33 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 34 | 3 | 4 | 4 | 4 | 5 | 4 | 24 |
| 35 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 36 | 4 | 3 | 3 | 3 | 2 | 3 | 18 |
| 37 | 3 | 4 | 3 | 3 | 2 | 3 | 18 |
| 38 | 3 | 5 | 4 | 4 | 5 | 4 | 25 |
| 39 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 40 | 5 | 3 | 3 | 3 | 4 | 3 | 21 |
| 41 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 42 | 3 | 3 | 3 | 3 | 4 | 4 | 20 |
| 43 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 44 | 5 | 3 | 3 | 3 | 3 | 3 | 20 |
| 45 | 4 | 3 | 5 | 3 | 2 | 3 | 20 |
| 46 | 4 | 3 | 5 | 5 | 4 | 4 | 25 |
| 47 | 5 | 4 | 4 | 4 | 4 | 3 | 24 |
| 48 | 4 | 3 | 5 | 3 | 2 | 3 | 20 |
| 49 | 5 | 3 | 4 | 4 | 3 | 4 | 23 |
| 50 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 51 | 5 | 5 | 2 | 2 | 3 | 3 | 20 |
| 52 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| 53 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 54 | 3 | 5 | 3 | 3 | 5 | 5 | 24 |
| 55 | 4 | 5 | 4 | 5 | 2 | 5 | 25 |
| 56 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 57 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 58 | 5 | 5 | 3 | 3 | 5 | 5 | 26 |
| 59 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 60 | 5 | 5 | 3 | 4 | 4 | 3 | 24 |
| 61 | 3 | 5 | 4 | 4 | 3 | 3 | 22 |
| 62 | 4 | 5 | 4 | 4 | 4 | 3 | 24 |
| 63 | 3 | 5 | 5 | 2 | 3 | 2 | 20 |
| 64 | 3 | 3 | 4 | 2 | 3 | 3 | 18 |
| 65 | 5 | 3 | 2 | 2 | 2 | 2 | 16 |
| 66 | 5 | 4 | 4 | 4 | 4 | 2 | 23 |
| 67 | 4 | 4 | 2 | 2 | 2 | 2 | 16 |
| 68 | 4 | 4 | 2 | 2 | 2 | 2 | 16 |
| 69 | 4 | 5 | 3 | 3 | 3 | 3 | 21 |
| 70 | 3 | 4 | 3 | 3 | 3 | 2 | 18 |
| 71 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |

**HASIL UJI VALIDITAS**

**REKRUTMEN**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | X1.1 | X1.2 | X1.3 | Rekrutmen |
| X1.1 | Pearson Correlation | 1 | .695\*\* | .614\*\* | .867\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 |
| N | 71 | 71 | 71 | 71 |
| X1.2 | Pearson Correlation | .695\*\* | 1 | .731\*\* | .908\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 |
| N | 71 | 71 | 71 | 71 |
| X1.3 | Pearson Correlation | .614\*\* | .731\*\* | 1 | .886\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 |
| N | 71 | 71 | 71 | 71 |
| Rekrutmen | Pearson Correlation | .867\*\* | .908\*\* | .886\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 71 | 71 | 71 | 71 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

**MOTIVASI KERJA**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | X2.1 | X2.2 | X2.3 | Motivasi Kerja |
| X2.1 | Pearson Correlation | 1 | .654\*\* | .629\*\* | .878\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 |
| N | 71 | 71 | 71 | 71 |
| X2.2 | Pearson Correlation | .654\*\* | 1 | .646\*\* | .871\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 |
| N | 71 | 71 | 71 | 71 |
| X2.3 | Pearson Correlation | .629\*\* | .646\*\* | 1 | .869\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 |
| N | 71 | 71 | 71 | 71 |
| Motivasi Kerja | Pearson Correlation | .878\*\* | .871\*\* | .869\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 |  |
| N | 71 | 71 | 71 | 71 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

**PELATIHAN KERJA**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | Peatihan kerja |
| X3.1 | Pearson Correlation | 1 | .007 | .043 | .191 | .037 | .213 | .328\*\* |
| Sig. (2-tailed) |  | .953 | .724 | .111 | .760 | .075 | .005 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| X3.2 | Pearson Correlation | .007 | 1 | .585\*\* | .499\*\* | .544\*\* | .491\*\* | .703\*\* |
| Sig. (2-tailed) | .953 |  | .000 | .000 | .000 | .000 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| X3.3 | Pearson Correlation | .043 | .585\*\* | 1 | .544\*\* | .952\*\* | .536\*\* | .816\*\* |
| Sig. (2-tailed) | .724 | .000 |  | .000 | .000 | .000 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| X3.4 | Pearson Correlation | .191 | .499\*\* | .544\*\* | 1 | .577\*\* | .992\*\* | .874\*\* |
| Sig. (2-tailed) | .111 | .000 | .000 |  | .000 | .000 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| X3.5 | Pearson Correlation | .037 | .544\*\* | .952\*\* | .577\*\* | 1 | .586\*\* | .826\*\* |
| Sig. (2-tailed) | .760 | .000 | .000 | .000 |  | .000 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| X3.6 | Pearson Correlation | .213 | .491\*\* | .536\*\* | .992\*\* | .586\*\* | 1 | .877\*\* |
| Sig. (2-tailed) | .075 | .000 | .000 | .000 | .000 |  | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| Peatihan kerja | Pearson Correlation | .328\*\* | .703\*\* | .816\*\* | .874\*\* | .826\*\* | .877\*\* | 1 |
| Sig. (2-tailed) | .005 | .000 | .000 | .000 | .000 | .000 |  |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

**PRODUKTIVITAS**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Produktivitas Karyawan |
| Y.1 | Pearson Correlation | 1 | .087 | -.035 | .227 | .215 | .119 | .411\*\* |
| Sig. (2-tailed) |  | .468 | .772 | .057 | .072 | .324 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| Y.2 | Pearson Correlation | .087 | 1 | .075 | .260\* | .349\*\* | .291\* | .532\*\* |
| Sig. (2-tailed) | .468 |  | .535 | .028 | .003 | .014 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| Y.3 | Pearson Correlation | -.035 | .075 | 1 | .536\*\* | .193 | .384\*\* | .542\*\* |
| Sig. (2-tailed) | .772 | .535 |  | .000 | .107 | .001 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| Y.4 | Pearson Correlation | .227 | .260\* | .536\*\* | 1 | .533\*\* | .667\*\* | .828\*\* |
| Sig. (2-tailed) | .057 | .028 | .000 |  | .000 | .000 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| Y.5 | Pearson Correlation | .215 | .349\*\* | .193 | .533\*\* | 1 | .596\*\* | .763\*\* |
| Sig. (2-tailed) | .072 | .003 | .107 | .000 |  | .000 | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| Y.6 | Pearson Correlation | .119 | .291\* | .384\*\* | .667\*\* | .596\*\* | 1 | .794\*\* |
| Sig. (2-tailed) | .324 | .014 | .001 | .000 | .000 |  | .000 |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| Produktivitas Karyawan | Pearson Correlation | .411\*\* | .532\*\* | .542\*\* | .828\*\* | .763\*\* | .794\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 71 | 71 | 71 | 71 | 71 | 71 | 71 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**HASIL UJI RELIABILITAS**

**REKRUTMEN**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .863 | 3 |

**MOTIVASI KERJA**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .843 | 3 |

**PELATIHAN KERJA**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .837 | 6 |

**PRODUKTIVITAS**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .725 | 6 |

**HASIL UJI ASUMSI KLASIK**

**HASIL UJI NORMALITAS**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 71 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.95625941 |
| Most Extreme Differences | Absolute | .088 |
| Positive | .088 |
| Negative | -.075 |
| Test Statistic | | .088 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

**HASIL UJI LINEARITAS**

**HASIL UJI LINEARITAS REKRUTMEN**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Produktivitas Karyawan \* Rekrutmen | Between Groups | (Combined) | 80.382 | 6 | 13.397 | 1.208 | .314 |
| Linearity | 48.968 | 1 | 48.968 | 4.415 | .040 |
| Deviation from Linearity | 31.414 | 5 | 6.283 | .566 | .725 |
| Within Groups | | 709.815 | 64 | 11.091 |  |  |
| Total | | 790.197 | 70 |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Measures of Association** | | | | |
|  | R | R Squared | Eta | Eta Squared |
| Produktivitas Karyawan \* Rekrutmen | .249 | .062 | .319 | .102 |

**HASIL UJI LINEARITAS MOTIVASI KERJA**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Produktivitas Karyawan \* Motivasi Kerja | Between Groups | (Combined) | 160.130 | 6 | 26.688 | 2.711 | .021 |
| Linearity | 130.472 | 1 | 130.472 | 13.253 | .001 |
| Deviation from Linearity | 29.659 | 5 | 5.932 | .603 | .698 |
| Within Groups | | 630.067 | 64 | 9.845 |  |  |
| Total | | 790.197 | 70 |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Measures of Association** | | | | |
|  | R | R Squared | Eta | Eta Squared |
| Produktivitas Karyawan \* Motivasi Kerja | .406 | .165 | .450 | .203 |

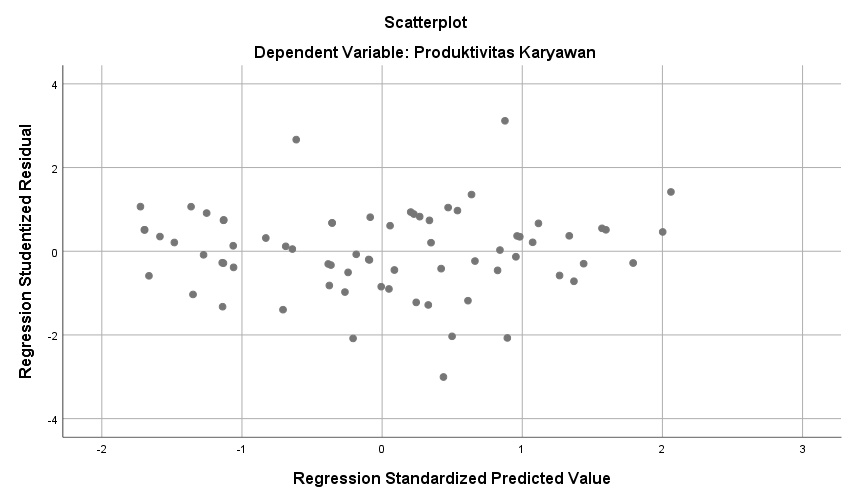
**HASIL UJI LINEARITAS PELATIHAN KERJA**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | | | | | | |
|  | | | | | Sum of Squares | | df | | Mean Square | | F | Sig. |
| Produktivitas Karyawan \* Peatihan kerja | Between Groups | (Combined) | | | 555.308 | | 16 | | 34.707 | | 7.979 | .000 |
| Linearity | | | 445.616 | | 1 | | 445.616 | | 102.445 | .000 |
| Deviation from Linearity | | | 109.692 | | 15 | | 7.313 | | 1.681 | .083 |
| Within Groups | | | | 234.889 | | 54 | | 4.350 | |  |  |
| Total | | | | 790.197 | | 70 | |  | |  |  |
| **Measures of Association** | | | | | | | | | |
|  | | | R | R Squared | | Eta | | Eta Squared | |
| Produktivitas Karyawan \* Peatihan kerja | | | .751 | .564 | | .838 | | .703 | |

**HASIL UJI AUTOKORELASI**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .813a | .661 | .646 | 2.000 | 1.894 |
| a. Predictors: (Constant), Peatihan kerja, Rekrutmen, Motivasi Kerja | | | | | |
| b. Dependent Variable: Produktivitas Karyawan | | | | | |

**HASIL UJI HETEROSKEDASITAS**



**HASIL UJI MULTIKOLINEARITAS**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 1.567 | 2.029 |  | .772 | .443 |  |  |
| Rekrutmen | .304 | .110 | .197 | 2.770 | .007 | .996 | 1.004 |
| Motivasi Kerja | .387 | .116 | .244 | 3.338 | .001 | .948 | 1.055 |
| Peatihan kerja | .577 | .062 | .683 | 9.330 | .000 | .945 | 1.058 |
| a. Dependent Variable: Produktivitas Karyawan | | | | | | | | |

**HASIL UJI REGRESI BERGANDA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.567 | 2.029 |  | .772 | .443 |
| Rekrutmen | .304 | .110 | .197 | 2.770 | .007 |
| Motivasi Kerja | .387 | .116 | .244 | 3.338 | .001 |
| Peatihan kerja | .577 | .062 | .683 | 9.330 | .000 |
| a. Dependent Variable: Produktivitas Karyawan | | | | | | |

**HASIL UJI F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 522.311 | 3 | 174.104 | 43.544 | .000b |
| Residual | 267.887 | 67 | 3.998 |  |  |
| Total | 790.197 | 70 |  |  |  |
| a. Dependent Variable: Produktivitas Karyawan | | | | | | |
| b. Predictors: (Constant), Peatihan kerja, Rekrutmen, Motivasi Kerja | | | | | | |

**HASIL UJI T**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.567 | 2.029 |  | .772 | .443 |
| Rekrutmen | .304 | .110 | .197 | 2.770 | .007 |
| Motivasi Kerja | .387 | .116 | .244 | 3.338 | .001 |
| Peatihan kerja | .577 | .062 | .683 | 9.330 | .000 |
| a. Dependent Variable: Produktivitas Karyawan | | | | | | |

**HASIL UJI KOEFISIEN KORELASI BERGANDA**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | .813a | .661 | .646 | 2.000 | .661 | 43.544 | 3 | 67 | .000 |
| a. Predictors: (Constant), Peatihan kerja, Rekrutmen, Motivasi Kerja | | | | | | | | | |
| b. Dependent Variable: Produktivitas Karyawan | | | | | | | | | |

**HASIL UJI DETERMINASI**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .813a | .661 | .646 | 2.000 |
| a. Predictors: (Constant), Peatihan kerja, Rekrutmen, Motivasi Kerja | | | | |
| b. Dependent Variable: Produktivitas Karyawan | | | | |

**Distribusi Frekuensi Rekrutmen**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel | Item Pertanyaan | Skor | | | | | Skor Indikator | Mean |
| STS | TS | N | S | SS |
| Rekrutmen (X1) | X1.1 | 0 | 0 | 28 | 23 | 20 | 276 | 3.89 |
| X1.2 | 0 | 0 | 24 | 27 | 20 | 280 | 3.94 |
| X1.3 | 0 | 0 | 30 | 19 | 22 | 276 | 3.89 |
| Skor Rata-rata | | | | | | | | 3.91 |

**Distribusi Frekuensi Motivasi Kerja**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel | Item Pertanyaan | Skor | | | | | Skor Indikator | Mean |
| STS | TS | N | S | SS |
| Motivasi Kerja (X2) | X2.1 | 0 | 0 | 32 | 19 | 20 | 272 | 3.83 |
| X2.2 | 0 | 0 | 25 | 29 | 17 | 276 | 3.88 |
| X2.3 | 0 | 0 | 33 | 21 | 17 | 268 | 3.77 |
| Skor Rata-rata | | | | | | | | 3.83 |

**Distribusi Frekuensi Pelatihan Kerja**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel | Item Pertanyaan | Skor | | | | | Skor Indikator | Mean |
| STS | TS | N | S | SS |
| Pelatihan Kerja (X3) | X3.1 | 0 | 0 | 36 | 17 | 18 | 266 | 3.75 |
| X3.2 | 0 | 7 | 35 | 18 | 11 | 246 | 3.46 |
| X3.3 | 0 | 10 | 29 | 26 | 6 | 241 | 3.39 |
| X3.4 | 0 | 14 | 22 | 25 | 10 | 244 | 3.43 |
| X3.5 | 0 | 10 | 27 | 27 | 7 | 244 | 3.43 |
| X3.6 | 0 | 14 | 21 | 26 | 10 | 245 | 3.45 |
| Skor Rata-rata | | | | | | | | 3.48 |

**Distribusi Frekuensi Produktivitas Karyawan**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variabel | Item Pertanyaan | Skor | | | | | Skor Indikator | Mean |
| STS | TS | N | S | SS |
| Produktivitas Karyawan (Y) | Y.1 | 0 | 0 | 30 | 21 | 20 | 274 | 3.86 |
| Y.2 | 0 | 0 | 32 | 19 | 20 | 272 | 3.83 |
| Y.3 | 0 | 4 | 29 | 27 | 11 | 258 | 3.63 |
| Y.4 | 0 | 9 | 31 | 24 | 7 | 242 | 3.41 |
| Y.5 | 0 | 14 | 24 | 23 | 10 | 242 | 3.41 |
| Y.6 | 0 | 6 | 35 | 18 | 12 | 249 | 3.51 |
| Skor Rata-rata | | | | | | | | 3.61 |