**HASIL OLAH DATA**

**ANALISIS DESKRIPTIF**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Usia** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 21-30 Tahun | 23 | 32,9 | 32,9 | 32,9 |
| 31-40 Tahun | 23 | 32,9 | 32,9 | 65,7 |
| >40 tahun | 24 | 34,3 | 34,3 | 100,0 |
| Total | 70 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jenis Kelamin** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki - Laki | 32 | 45,7 | 45,7 | 45,7 |
| Perempuan | 38 | 54,3 | 54,3 | 100,0 |
| Total | 70 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Apakah anda merupakan warga asli Kecamatan Jabon Kabupaten Sidoarjo?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Ya | 70 | 100,0 | 100,0 | 100,0 |

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| --- | --- | --- | --- | --- | --- |
| **Apakah anda bekerja di usaha mikro kecil menengah UMKM tingkat menengah di Kecamatan Jabon?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Ya | 70 | 100,0 | 100,0 | 100,0 |

**UJI VALIDITAS**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | X1.1 | X1.2 | X1.3 | Pelatihan Kerja |
| X1.1 | Pearson Correlation | 1 | ,564\*\* | ,502\*\* | ,779\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 |
| N | 70 | 70 | 70 | 70 |
| X1.2 | Pearson Correlation | ,564\*\* | 1 | ,567\*\* | ,834\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 |
| N | 70 | 70 | 70 | 70 |
| X1.3 | Pearson Correlation | ,502\*\* | ,567\*\* | 1 | ,878\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 |
| N | 70 | 70 | 70 | 70 |
| Pelatihan Kerja | Pearson Correlation | ,779\*\* | ,834\*\* | ,878\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  |
| N | 70 | 70 | 70 | 70 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | X2.1 | X2.2 | X2.3 | Budaya Organisasi |
| X2.1 | Pearson Correlation | 1 | ,444\*\* | ,315\*\* | ,683\*\* |
| Sig. (2-tailed) |  | ,000 | ,008 | ,000 |
| N | 70 | 70 | 70 | 70 |
| X2.2 | Pearson Correlation | ,444\*\* | 1 | ,596\*\* | ,873\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 |
| N | 70 | 70 | 70 | 70 |
| X2.3 | Pearson Correlation | ,315\*\* | ,596\*\* | 1 | ,827\*\* |
| Sig. (2-tailed) | ,008 | ,000 |  | ,000 |
| N | 70 | 70 | 70 | 70 |
| Budaya Organisasi | Pearson Correlation | ,683\*\* | ,873\*\* | ,827\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  |
| N | 70 | 70 | 70 | 70 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | Kerjasama Tim |
| X3.1 | Pearson Correlation | 1 | ,389\*\* | ,445\*\* | ,333\*\* | ,726\*\* |
| Sig. (2-tailed) |  | ,001 | ,000 | ,005 | ,000 |
| N | 70 | 70 | 70 | 70 | 70 |
| X3.2 | Pearson Correlation | ,389\*\* | 1 | ,512\*\* | ,448\*\* | ,802\*\* |
| Sig. (2-tailed) | ,001 |  | ,000 | ,000 | ,000 |
| N | 70 | 70 | 70 | 70 | 70 |
| X3.3 | Pearson Correlation | ,445\*\* | ,512\*\* | 1 | ,337\*\* | ,744\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,004 | ,000 |
| N | 70 | 70 | 70 | 70 | 70 |
| X3.4 | Pearson Correlation | ,333\*\* | ,448\*\* | ,337\*\* | 1 | ,714\*\* |
| Sig. (2-tailed) | ,005 | ,000 | ,004 |  | ,000 |
| N | 70 | 70 | 70 | 70 | 70 |
| Kerjasama Tim | Pearson Correlation | ,726\*\* | ,802\*\* | ,744\*\* | ,714\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  |
| N | 70 | 70 | 70 | 70 | 70 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Efektivitas Kinerja |
| Y.1 | Pearson Correlation | 1 | ,503\*\* | ,482\*\* | ,809\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 |
| N | 70 | 70 | 70 | 70 |
| Y.2 | Pearson Correlation | ,503\*\* | 1 | ,487\*\* | ,832\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 |
| N | 70 | 70 | 70 | 70 |
| Y.3 | Pearson Correlation | ,482\*\* | ,487\*\* | 1 | ,795\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 |
| N | 70 | 70 | 70 | 70 |
| Efektivitas Kinerja | Pearson Correlation | ,809\*\* | ,832\*\* | ,795\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  |
| N | 70 | 70 | 70 | 70 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

**UJI RELIABILITAS**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,757 | 3 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 8,27 | 3,418 | ,594 | ,698 |
| X1.2 | 8,44 | 2,946 | ,647 | ,619 |
| X1.3 | 8,60 | 2,041 | ,606 | ,716 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,715 | 3 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 7,97 | 3,419 | ,425 | ,747 |
| X2.2 | 8,09 | 2,166 | ,651 | ,465 |
| X2.3 | 8,14 | 2,414 | ,558 | ,597 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,733 | 4 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 12,14 | 5,168 | ,488 | ,693 |
| X3.2 | 12,26 | 4,513 | ,586 | ,635 |
| X3.3 | 12,04 | 5,433 | ,563 | ,658 |
| X3.4 | 12,20 | 5,264 | ,474 | ,701 |

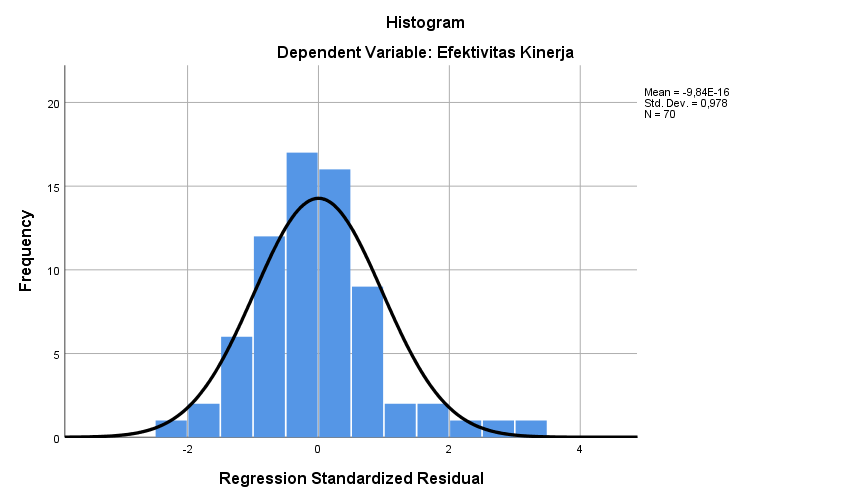
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,741 | 3 |

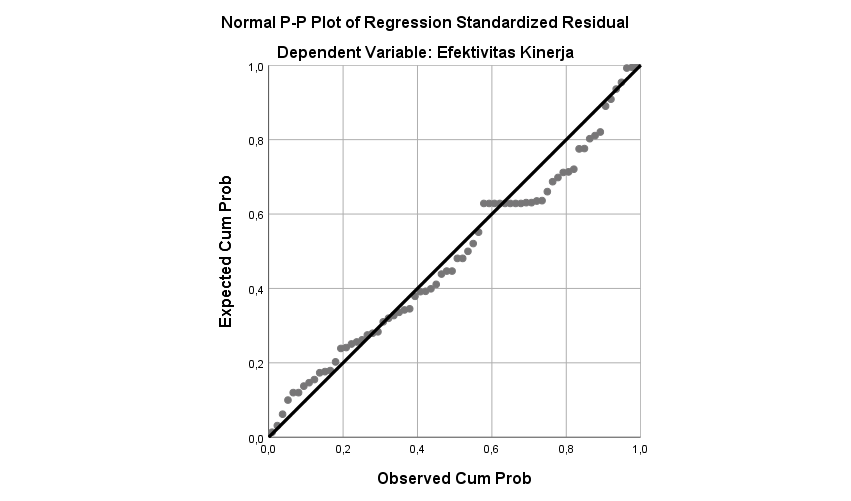
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 8,34 | 2,373 | ,571 | ,651 |
| Y.2 | 8,39 | 2,124 | ,575 | ,650 |
| Y.3 | 8,19 | 2,472 | ,559 | ,667 |

**UJI ASUMSI KLASIK**

**UJI NORMALITAS**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 70 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,22916660 |
| Most Extreme Differences | Absolute | ,104 |
| Positive | ,104 |
| Negative | -,060 |
| Test Statistic | | ,104 |
| Asymp. Sig. (2-tailed) | | ,059c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |



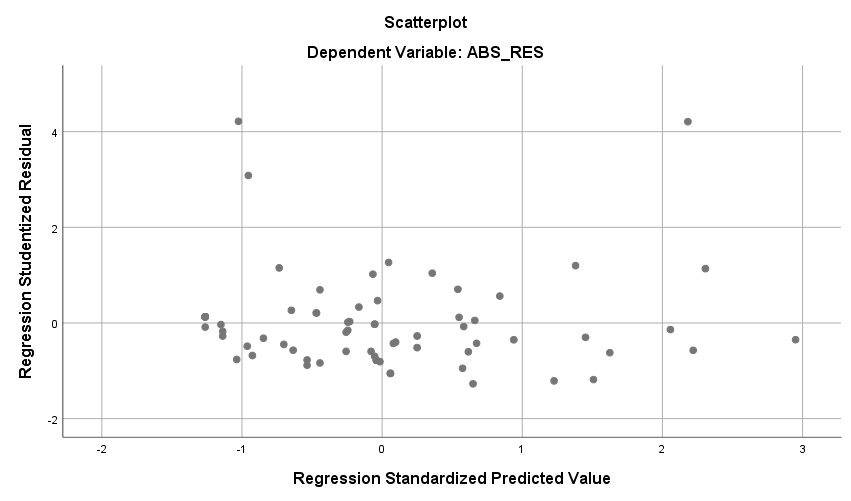


**UJI MULTIKOLINEARITAS**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3,809 | 1,027 |  | 3,707 | ,000 |  |  |
| Pelatihan Kerja | ,229 | ,096 | ,272 | 2,391 | ,020 | ,547 | 1,827 |
| Budaya Organisasi | ,215 | ,098 | ,261 | 2,196 | ,032 | ,502 | 1,991 |
| Kerjasama Tim | ,200 | ,080 | ,307 | 2,493 | ,015 | ,466 | 2,146 |
| a. Dependent Variable: Efektivitas Kinerja | | | | | | | | |

**UJ I HETEROSKEDASTISITAS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,826 | ,247 |  | 3,339 | ,001 |
| Pelatihan Kerja | ,009 | ,023 | ,063 | ,397 | ,693 |
| Budaya Organisasi | -,036 | ,024 | -,253 | -1,517 | ,134 |
| Kerjasama Tim | -,010 | ,019 | -,092 | -,534 | ,595 |
| a. Dependent Variable: ABS\_RES | | | | | | |



**UJI REGRESI LINIER BERGANDA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,809 | 1,027 |  | 3,707 | ,000 |
| Pelatihan Kerja | ,229 | ,096 | ,272 | 2,391 | ,020 |
| Budaya Organisasi | ,215 | ,098 | ,261 | 2,196 | ,032 |
| Kerjasama Tim | ,200 | ,080 | ,307 | 2,493 | ,015 |
| a. Dependent Variable: Efektivitas Kinerja | | | | | | |

**UJI PARSIAL (T)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,809 | 1,027 |  | 3,707 | ,000 |
| Pelatihan Kerja | ,229 | ,096 | ,272 | 2,391 | ,020 |
| Budaya Organisasi | ,215 | ,098 | ,261 | 2,196 | ,032 |
| Kerjasama Tim | ,200 | ,080 | ,307 | 2,493 | ,015 |
| a. Dependent Variable: Efektivitas Kinerja | | | | | | |

**UJI F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 129,458 | 3 | 43,153 | 25,128 | ,000b |
| Residual | 113,342 | 66 | 1,717 |  |  |
| Total | 242,800 | 69 |  |  |  |
| a. Dependent Variable: Efektivitas Kinerja | | | | | | |
| b. Predictors: (Constant), Kerjasama Tim, Pelatihan Kerja, Budaya Organisasi | | | | | | |

**UJI KOIFISIEN DETERMINASI (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,730a | ,533 | ,512 | 1,310 |
| a. Predictors: (Constant), Kerjasama Tim, Pelatihan Kerja, Budaya Organisasi | | | | |
| b. Dependent Variable: Efektivitas Kinerja | | | | |