1. **Uji Kualitas Data**
   * + 1. **Uji Validitas**

**Kualitas Sumber Daya Manusia**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X101 | X102 | X103 | X104 | X105 | TOTAL\_X1 |
| X101 | Pearson Correlation | 1 | .187\* | .088 | -.021 | .087 | .476\*\* |
| Sig. (2-tailed) |  | .012 | .239 | .781 | .245 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X102 | Pearson Correlation | .187\* | 1 | .092 | .111 | .107 | .575\*\* |
| Sig. (2-tailed) | .012 |  | .216 | .135 | .150 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X103 | Pearson Correlation | .088 | .092 | 1 | .022 | -.038 | .466\*\* |
| Sig. (2-tailed) | .239 | .216 |  | .765 | .612 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X104 | Pearson Correlation | -.021 | .111 | .022 | 1 | .050 | .486\*\* |
| Sig. (2-tailed) | .781 | .135 | .765 |  | .500 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X105 | Pearson Correlation | .087 | .107 | -.038 | .050 | 1 | .515\*\* |
| Sig. (2-tailed) | .245 | .150 | .612 | .500 |  | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| TOTAL\_X1 | Pearson Correlation | .476\*\* | .575\*\* | .466\*\* | .486\*\* | .515\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**Disiplin**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X201 | X202 | X203 | X204 | X205 | TOTAL\_X2 |
| X201 | Pearson Correlation | 1 | .152\* | .145 | .112 | .062 | .526\*\* |
| Sig. (2-tailed) |  | .041 | .052 | .132 | .407 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X202 | Pearson Correlation | .152\* | 1 | .111 | .093 | .103 | .492\*\* |
| Sig. (2-tailed) | .041 |  | .137 | .212 | .169 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X203 | Pearson Correlation | .145 | .111 | 1 | .651\*\* | .009 | .682\*\* |
| Sig. (2-tailed) | .052 | .137 |  | .000 | .903 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X204 | Pearson Correlation | .112 | .093 | .651\*\* | 1 | .107 | .696\*\* |
| Sig. (2-tailed) | .132 | .212 | .000 |  | .152 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X205 | Pearson Correlation | .062 | .103 | .009 | .107 | 1 | .447\*\* |
| Sig. (2-tailed) | .407 | .169 | .903 | .152 |  | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| TOTAL\_X2 | Pearson Correlation | .526\*\* | .492\*\* | .682\*\* | .696\*\* | .447\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**Motivasi**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X301 | X302 | X303 | X304 | X305 | TOTAL\_X3 |
| X301 | Pearson Correlation | 1 | .116 | .180\* | .087 | .083 | .565\*\* |
| Sig. (2-tailed) |  | .119 | .015 | .242 | .265 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X302 | Pearson Correlation | .116 | 1 | .183\* | .062 | .113 | .538\*\* |
| Sig. (2-tailed) | .119 |  | .014 | .409 | .130 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X303 | Pearson Correlation | .180\* | .183\* | 1 | .086 | .187\* | .605\*\* |
| Sig. (2-tailed) | .015 | .014 |  | .250 | .012 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X304 | Pearson Correlation | .087 | .062 | .086 | 1 | .048 | .447\*\* |
| Sig. (2-tailed) | .242 | .409 | .250 |  | .517 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| X305 | Pearson Correlation | .083 | .113 | .187\* | .048 | 1 | .544\*\* |
| Sig. (2-tailed) | .265 | .130 | .012 | .517 |  | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| TOTAL\_X3 | Pearson Correlation | .565\*\* | .538\*\* | .605\*\* | .447\*\* | .544\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**Kinerja Karyawan**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | TOTAL\_Y |
| Y1 | Pearson Correlation | 1 | .121 | .229\*\* | .206\*\* | .102 | .621\*\* |
| Sig. (2-tailed) |  | .104 | .002 | .005 | .170 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| Y2 | Pearson Correlation | .121 | 1 | .122 | .180\* | .076 | .536\*\* |
| Sig. (2-tailed) | .104 |  | .101 | .015 | .308 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| Y3 | Pearson Correlation | .229\*\* | .122 | 1 | .054 | .223\*\* | .563\*\* |
| Sig. (2-tailed) | .002 | .101 |  | .467 | .003 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| Y4 | Pearson Correlation | .206\*\* | .180\* | .054 | 1 | -.020 | .426\*\* |
| Sig. (2-tailed) | .005 | .015 | .467 |  | .787 | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| Y5 | Pearson Correlation | .102 | .076 | .223\*\* | -.020 | 1 | .530\*\* |
| Sig. (2-tailed) | .170 | .308 | .003 | .787 |  | .000 |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| TOTAL\_Y | Pearson Correlation | .621\*\* | .536\*\* | .563\*\* | .426\*\* | .530\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 181 | 181 | 181 | 181 | 181 | 181 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

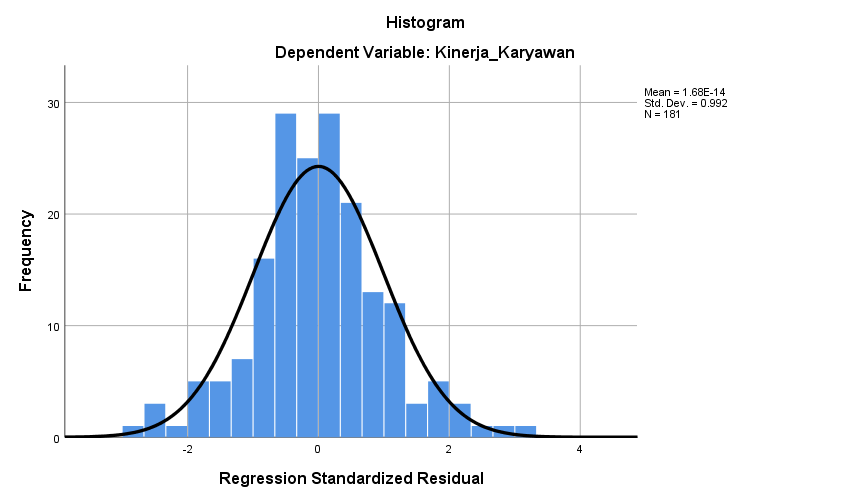
* + - 1. **Uji Reliabilitas**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .842 | 22 |

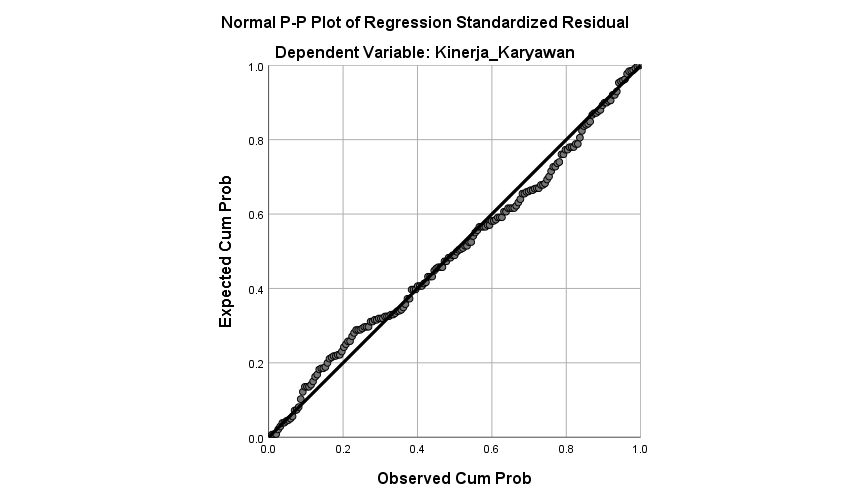
* + - 1. Uji Asumsi Klasik

1. Uji Normalitas

1). Grafik Histogram



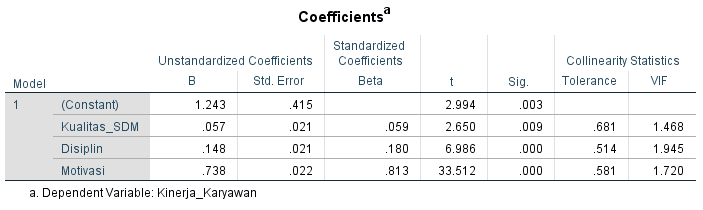
2). Grafik Normal *P-Plot*



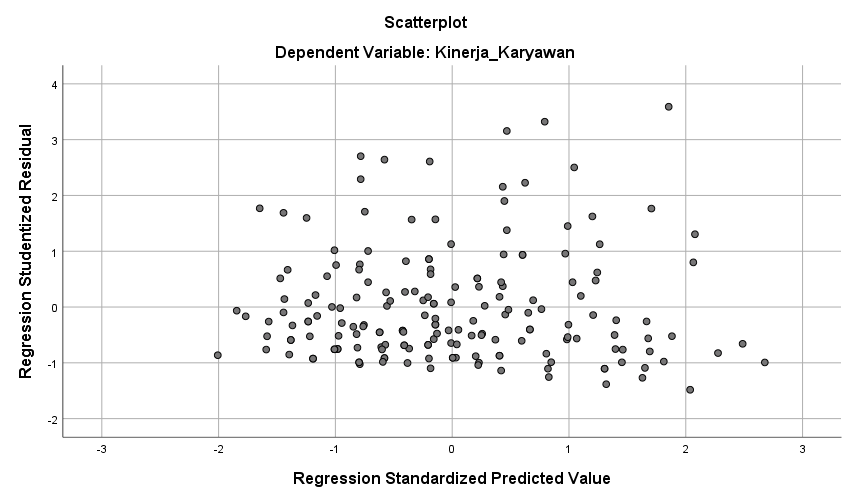
3). Kolmogorov Smirnov

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 181 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | .43602203 |
| Most Extreme Differences | Absolute | .062 |
| Positive | .062 |
| Negative | -.055 |
| Test Statistic | | .062 |
| Asymp. Sig. (2-tailed) | | .085c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

**Uji Multikolinearitas**



**Uji Heteroskedastisitas**



**Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 530.355 | 3 | 176.785 | 914.385 | .000b |
| Residual | 34.221 | 177 | .193 |  |  |
| Total | 564.575 | 180 |  |  |  |
| a. Dependent Variable: TOTAL\_Y | | | | | | |
| b. Predictors: (Constant), TOTAL\_X3, TOTAL\_X1, TOTAL\_X2 | | | | | | |

**Uji t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1.243 | .415 |  | 2.994 | .003 |
| TOTAL\_X1 | .057 | .021 | .059 | 2.650 | .009 |
| TOTAL\_X2 | .148 | .021 | .180 | 6.986 | .000 |
| TOTAL\_X3 | .738 | .022 | .813 | 33.512 | .000 |
| a. Dependent Variable: TOTAL\_Y | | | | | | | |

**Koefisien Determinasi (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .969a | .939 | .938 | .440 |
| a. Predictors: (Constant), TOTAL\_X3, TOTAL\_X1, TOTAL\_X2 | | | | |
| b. Dependent Variable: TOTAL\_Y | | | | |