



**KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS BRAWIJAYA**

FAKULTAS ILMU ADMINISTRASI

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Program Studi : • Sarjana : - Ilmu Administrasi Publik - Administrasi Pemerintahan - Perencanaan Pembangunan - Ilmu Perpustakaan, - Ilmu Administrasi Bisnis
- Perpajakan - Bisnis Internasional - Hospitality dan Pariwisata
• Magister : - Ilmu Administrasi Publik - Ilmu Administrasi Bisnis • Doktor Ilmu Administrasi

KUISIONER PENELITIAN

Assalamualaikum Wr.Wb

Responden yang terhormat,

Sehubungan dengan penelitian yang sedang saya lakukan, maka saya mohon kepada saudara untuk bersedia memberikan data-data berkaitan dengan pertanyaan yang saya ajukan, dalam rangka penyusunan skripsi yang berjudul “Pengaruh *On The Job Training* dan *Off The Job Training* Terhadap Kinerja Karyawan (Studi Pada Karyawan PR. Sejahtera Abadi)”

Oleh karena itu, saya mengharapkan bantuan saudara untuk memberikan jawaban yang sesungguhnya, dimana jawaban tersebut akan digunakan sebagai bahan atau data penelitian yang sedang saya lakukan.

Atas kesediaan dan bantuan yang saudara berikan, saya ucapkan terimakasih.

Wassalamualaikum Wr. Wb.

Hormat saya,

Erlinda Ragawanti

Identifikasi Responden

Jenis Kelamin : (L / P) *
Umur : Tahun
Masa Kerja : Tahun
Unit Kerja :
Pendidikan Terakhir : (SD / SMP / SMA / Diploma 3 / Sarjana) *
lain-lain

* lingkari salah satu

Pertanyaan

Petunjuk : Beri tanda *silang* (X) pada jawaban yang dianggap paling benar dan sesuai menurut anda.

On The Job Training (X1)

1. Selama bekerja, berapa kali rotasi jabatan yang anda lakukan?
 - a. Sangat rendah (0 kali)
 - b. Rendah (1 kali)
 - c. Cukup (2 kali)
 - d. Tinggi (3 kali)
 - e. Sangat tinggi (≥ 4 kali)
2. Berapa lama anda menduduki jabatan baru karena rotasi jabatan?
 - a. Sangat sebentar (≤ 1 tahun)
 - b. Sebentar (2 tahun)
 - c. Cukup (3 tahun)
 - d. Lama (4 tahun)
 - e. Sangat lama (≥ 5 tahun)
3. Selama bekerja berapa kali anda mendapatkan promosi jabatan?
 - a. Sangat rendah (0 kali)
 - b. Rendah (1 kali)
 - c. Cukup (2 kali)
 - d. Tinggi (3 kali)
 - e. Sangat tinggi (≥ 4 kali)

4. Berapa lama anda menduduki jabatan yang lebih tinggi?
 - a. Sangat sebentar (≤ 1 tahun)
 - b. Sebentar (2 tahun)
 - c. Cukup (3 tahun)
 - d. Lama (4 tahun)
 - e. Sangat lama (≥ 5 tahun)
5. Selama bekerja, berapa kali anda mendapatkan penugasan sementara?
 - a. Sangat rendah (≤ 1 kali)
 - b. Rendah (2 kali)
 - c. Cukup (3 kali)
 - d. Tinggi (4 kali)
 - e. Sangat tingi (≥ 5 kali)
6. Berapa lama anda ditempatkan dipekerjaan baru?
 - a. Sangat sebentar (≤ 1 bulan)
 - b. Sebentar (2 bulan)
 - c. Cukup (3 bulan)
 - d. Lama (4 bulan)
 - e. Sangat lama (≥ 5 bulan)

Off The Job Training (X2)

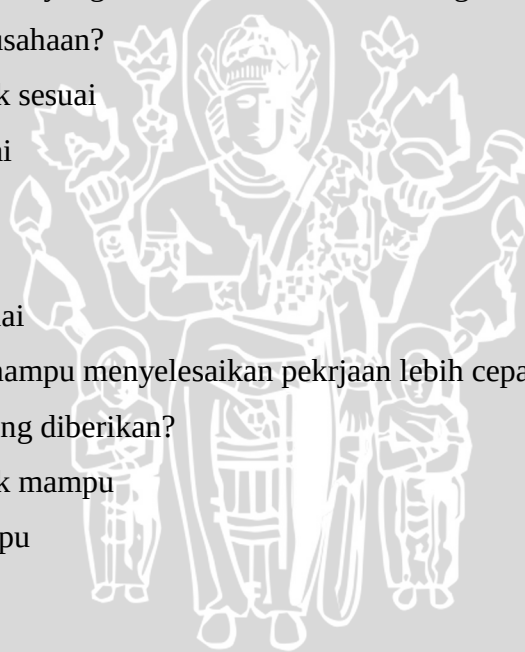
1. Selama bekerja berapa kali anda mengikuti kursus diluar perusahaan?
 - a. Sangat rendah (≤ 1 kali)
 - b. Rendah (2 kali)
 - c. Cukup (3 kali)
 - d. Tinggi (4 kali)
 - e. Sangat tingi (≥ 5 kali)
2. Berapa lama anda mengikuti kursus diluar perusahaan?
 - a. Sangat sebentar (1 hari)
 - b. Sebentar (2 hari)
 - c. Cukup (3 hari)
 - d. Lama (4 hari)

- e. Sangat lama (≥ 5 hari)
- 3. Selama bekerja berapa kali anda mengikuti seminar diluar perusahaan?
 - a. Sangat rendah (0 kali)
 - b. Rendah (1 kali)
 - c. Cukup (2 kali)
 - d. Tinggi (3 kali)
 - e. Sangat tinggi (≥ 4 kali)
- 4. Berapa lama anda mengikuti seminar diluar perusahaan?
 - a. Sangat sebentar (1 hari)
 - b. Sebentar (2 hari)
 - c. Cukup (3 hari)
 - d. Lama (4 hari)
 - e. Sangat lama (≥ 5 hari)

Kinerja Karyawan (Y)

- 1. Apakah anda menyelesaikan pekerjaan dengan rapi?
 - a. Sangat tidak rapi
 - b. Tidak rapi
 - c. Cukup
 - d. Rapi
 - e. Sangat rapi
- 2. Apakah anda menyelesaikan pekerjaan dengan teliti?
 - a. Sangat tidak teliti
 - b. Tidak teliti
 - c. Cukup
 - d. Teliti
 - e. Sangat teliti
- 3. Apakah hasil kerja yang anda selesaikan sesuai dengan standar yang ditetapkan perusahaan?
 - a. Sangat tidak sesuai
 - b. Tidak sesuai

- c. Cukup
 - d. Sesuai
 - e. Sangat sesuai
4. Apakah hasil kerja yang anda selesaikan mampu melebihi standar yang ditetapkan perusahaan?
 - a. Sangat tidak mampu
 - b. Tidak mampu
 - c. Cukup
 - d. Mampu
 - e. Sangat mampu
5. Apakah pekerjaan yang anda selesaikan sesuai dengan target waktu yang ditentukan perusahaan?
 - a. Sangat tidak sesuai
 - b. Tidak sesuai
 - c. Cukup
 - d. Sesuai
 - e. Sangat sesuai
6. Apakah anda mampu menyelesaikan pekerjaan lebih cepat dibandingkan target waktu yang diberikan?
 - a. Sangat tidak mampu
 - b. Tidak mampu
 - c. Cukup
 - d. Mampu
 - e. Sangat mampu



TABULASI JAWABAN RESPONDEN

Variabel *On The Job Training* (X1)

No. Resp	X1.1.1	X1.1.2	X1.2.1	X1.2.2	X1.3.1	X1.3.2	X1
1	3	2	3	2	3	2	15
2	2	2	2	2	3	2	13
3	5	4	3	3	4	4	23
4	4	4	2	2	4	4	20
5	2	3	3	3	2	3	16
6	4	3	4	4	3	4	22
7	5	3	5	4	4	4	25
8	4	4	2	2	3	3	18
9	5	4	4	3	5	4	25
10	4	3	4	4	2	3	20
11	3	3	2	1	3	2	14
12	5	4	2	3	3	3	20
13	4	3	4	4	4	4	23
14	3	4	4	5	4	3	23
15	3	3	3	2	3	2	16
16	4	4	2	2	5	4	21
17	4	4	3	3	5	4	23
18	4	3	4	3	4	3	21
19	2	3	4	3	2	3	17
20	4	3	5	4	4	3	23
21	5	3	5	4	4	4	25
22	4	4	3	2	3	3	19
23	5	4	4	3	3	3	22
24	3	3	4	4	2	3	19
25	3	3	4	3	3	4	20
26	5	4	4	3	3	3	22
27	4	4	4	3	4	3	22
28	4	5	4	5	4	3	25
29	2	3	3	2	3	4	17
30	4	3	3	4	3	3	20
31	5	4	5	4	5	4	27
32	4	3	4	3	5	3	22
33	2	3	3	2	2	3	15
34	2	2	2	2	3	2	13
35	4	3	3	3	5	4	22
36	4	3	2	2	5	4	20

37	5	4	4	3	4	4	24
38	4	3	4	4	2	3	20
39	3	3	2	1	3	2	14
40	5	4	4	3	3	3	22
41	4	3	4	4	4	4	23
42	3	4	4	5	4	3	23
43	3	2	3	2	3	2	15
44	4	4	4	4	4	4	24
45	4	3	2	2	5	4	20
46	4	4	4	4	4	4	24
47	2	3	3	3	2	3	16
48	4	3	4	4	3	4	22
49	5	3	5	4	4	4	25
50	3	3	3	2	4	3	18
51	5	4	4	3	5	4	25
52	4	3	4	4	2	3	20
53	3	3	2	1	3	2	14
54	5	4	4	3	3	3	22
55	4	3	4	4	4	4	23

Variabel Off The Job Training (X2)

No. Resp	X2.1.1	X2.1.2	X2.2.1	X2.2.2	X2
1	2	2	3	2	9
2	3	2	3	3	11
3	4	3	4	4	15
4	3	4	3	3	13
5	2	3	2	2	9
6	4	4	3	4	15
7	5	4	4	3	16
8	3	4	3	3	13
9	4	4	5	4	17
10	3	3	4	3	13
11	3	2	3	3	11
12	4	3	3	2	12
13	3	2	4	3	12
14	5	3	4	3	15
15	3	2	3	3	11
16	4	3	4	3	14
17	4	3	5	3	15

18	3	4	3	3	13
19	2	2	3	3	10
20	3	4	3	4	14
21	4	4	4	4	16
22	2	3	4	3	12
23	3	4	5	3	15
24	3	2	4	3	12
25	2	3	4	4	13
26	4	3	3	4	14
27	2	3	3	3	11
28	4	4	3	4	15
29	3	3	4	3	13
30	3	3	4	3	13
31	4	3	4	4	15
32	3	4	3	3	13
33	3	2	3	2	10
34	3	2	2	2	9
35	4	4	3	4	15
36	2	3	4	2	11
37	4	3	5	4	16
38	3	4	3	3	13
39	3	2	2	2	9
40	4	4	4	3	15
41	5	4	3	3	15
42	4	4	4	2	14
43	2	3	3	3	11
44	4	3	5	3	15
45	3	4	4	3	14
46	4	3	4	3	14
47	3	2	3	3	11
48	4	3	3	3	13
49	4	3	4	4	15
50	3	3	3	3	12
51	4	3	5	3	15
52	3	2	4	3	12
53	3	2	3	2	10
54	4	3	3	3	13
55	4	3	2	2	11

Variabel Kinerja Karyawan (Y)

No. Resp	Y.1.1	Y.1.2	Y.2.1	Y.2.2	Y.3.1	Y.3.2	Y
1	3	2	3	2	3	3	16
2	3	3	2	3	3	3	17
3	4	4	4	3	4	3	22
4	4	3	3	3	4	3	20
5	3	4	3	3	3	3	19
6	3	4	4	3	4	3	21
7	5	4	4	4	4	4	25
8	3	4	3	3	4	3	20
9	4	4	5	4	4	4	25
10	4	3	4	4	3	3	21
11	3	3	3	2	3	3	17
12	3	3	3	3	4	3	19
13	3	4	4	3	4	3	21
14	4	3	4	4	3	4	22
15	3	3	3	2	3	3	17
16	3	4	3	3	4	3	20
17	5	4	3	4	4	3	23
18	4	4	3	3	4	3	21
19	3	3	3	3	3	3	18
20	4	4	3	4	3	4	22
21	4	4	4	4	4	4	24
22	3	3	4	3	4	3	20
23	4	4	4	3	4	3	22
24	3	3	3	3	4	3	19
25	3	4	3	3	4	3	20
26	4	3	4	3	4	4	22
27	4	3	3	3	4	3	20
28	4	4	4	3	4	3	22
29	3	3	4	4	3	3	20
30	4	3	3	3	3	3	19
31	4	5	4	3	4	3	23
32	4	3	3	3	4	3	20
33	3	4	3	3	4	3	20
34	4	3	3	4	3	3	20
35	4	3	3	3	3	3	19
36	4	3	3	3	4	3	20
37	3	3	4	3	3	3	19
38	4	3	4	3	4	3	21

39	3	3	4	3	3	3	19
40	3	4	3	4	4	4	22
41	4	4	4	4	3	4	23
42	4	3	3	3	4	4	21
43	3	4	3	4	3	3	20
44	4	4	4	3	4	3	22
45	3	3	4	3	4	3	20
46	4	5	4	3	4	3	23
47	4	3	4	3	3	3	20
48	3	4	4	3	3	4	21
49	4	4	3	4	3	4	22
50	3	4	3	4	3	3	20
51	4	4	4	3	4	4	23
52	4	3	4	3	4	3	21
53	4	3	4	3	3	3	20
54	4	3	3	3	4	3	20
55	4	3	4	3	3	3	20

VALIDITAS DAN RELIABILITAS

Varibel On The Job Training (X1)

Correlations

		X1.1.1	X1.1.2	X1.2.1	X1.2.2	X1.3.1	X1.3.2	X1_On.The. Job.Training
X1.1.1	Pearson Correlation	1	.543"	.431"	.339'	.476"	.501"	.787"
	Sig. (2-tailed)		.000	.001	.011	.000	.000	.000
	N	55	55	55	55	55	55	55
X1.1.2	Pearson Correlation	.543"	1	.183	.288'	.334'	.373"	.607"
	Sig. (2-tailed)	.000		.181	.033	.013	.005	.000
	N	55	55	55	55	55	55	55
X1.2.1	Pearson Correlation	.431"	.183	1	.772"	.092	.376"	.714"
	Sig. (2-tailed)	.001	.181		.000	.506	.005	.000
	N	55	55	55	55	55	55	55
X1.2.2	Pearson Correlation	.339'	.288'	.772"	1	.087	.421"	.721"
	Sig. (2-tailed)	.011	.033	.000		.526	.001	.000
	N	55	55	55	55	55	55	55
X1.3.1	Pearson Correlation	.476"	.334'	.092	.087	1	.540"	.598"
	Sig. (2-tailed)	.000	.013	.506	.526		.000	.000
	N	55	55	55	55	55	55	55
X1.3.2	Pearson Correlation	.501"	.373"	.376"	.421"	.540"	1	.748"
	Sig. (2-tailed)	.000	.005	.005	.001	.000		.000
	N	55	55	55	55	55	55	55
X1_On.The.Job.Training	Pearson Correlation	.787"	.607"	.714"	.721"	.598"	.748"	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.780	6

Varibel Off The Job Training (X2)

Correlations

		X2.1.1	X2.1.2	X2.2.1	X2.2.2	X2_Off.The.Job.Training
X2.1.1	Pearson Correlation	1	.363**	.274*	.302*	.716**
	Sig. (2-tailed)		.006	.043	.025	.000
	N	55	55	55	55	55
X2.1.2	Pearson Correlation	.363**	1	.188	.386**	.691**
	Sig. (2-tailed)	.006		.168	.004	.000
	N	55	55	55	55	55
X2.2.1	Pearson Correlation	.274*	.188	1	.367**	.670**
	Sig. (2-tailed)	.043	.168		.006	.000
	N	55	55	55	55	55
X2.2.2	Pearson Correlation	.302*	.386**	.367**	1	.705**
	Sig. (2-tailed)	.025	.004	.006		.000
	N	55	55	55	55	55
X2_Off.The.Job.Training	Pearson Correlation	.716**	.691**	.670**	.705**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

** . Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.639	4

Varibel Kinerja Karyawan (Y)

		Correlations						
		Y.1.1	Y.1.2	Y.2.1	Y.2.2	Y.3.1	Y.3.2	Y_Kinerja Karyawan
Y.1.1	Pearson Correlation	1	.126	.248	.328*	.213	.284*	.628**
	Sig. (2-tailed)		.359	.068	.014	.118	.036	.000
	N	55	55	55	55	55	55	55
Y.1.2	Pearson Correlation	.126	1	.200	.328*	.325*	.228	.651**
	Sig. (2-tailed)	.359		.143	.015	.015	.093	.000
	N	55	55	55	55	55	55	55
Y.2.1	Pearson Correlation	.248	.200	1	.160	.149	.241	.583**
	Sig. (2-tailed)	.068	.143		.242	.279	.076	.000
	N	55	55	55	55	55	55	55
Y.2.2	Pearson Correlation	.328*	.328*	.160	1	-.099	.475**	.612**
	Sig. (2-tailed)	.014	.015	.242		.470	.000	.000
	N	55	55	55	55	55	55	55
Y.3.1	Pearson Correlation	.213	.325*	.149	-.099	1	.002	.453**
	Sig. (2-tailed)	.118	.015	.279	.470		.991	.001
	N	55	55	55	55	55	55	55
Y.3.2	Pearson Correlation	.284*	.228	.241	.475**	.002	1	.589**
	Sig. (2-tailed)	.036	.093	.076	.000	.991		.000
	N	55	55	55	55	55	55	55
Y_Kinerja Karyawan	Pearson Correlation	.628**	.651**	.583**	.612**	.453**	.589**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	
	N	55	55	55	55	55	55	55

*. Correlation is significant at the 0.05 level (2-tailed).

** Correlation is significant at the 0.01 level (2-tailed).

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.616	6

FREKUENSI

Statistics

		X1.1.1	X1.1.2	X1.2.1	X1.2.2	X1.3.1	X1.3.2	X2.1.1	X2.1.2	X2.2.1	X2.2.2	Y.1.1	Y.1.2	Y.2.1	Y.2.2	Y.3.1	Y.3.2
N	Valid	55	55	55	55	55	55	55	55	55	55	55	55	55	55	55	55
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3.78	3.33	3.45	3.05	3.51	3.27	3.35	3.07	3.51	3.04	3.62	3.49	3.49	3.20	3.58	3.22

Varibel On The Job Training (X1)

X1.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	12.7	12.7	12.7
	3	11	20.0	20.0	32.7
	4	24	43.6	43.6	76.4
	5	13	23.6	23.6	100.0
Total		55	100.0	100.0	

X1.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.3	7.3	7.3
	3	30	54.5	54.5	61.8
	4	20	36.4	36.4	98.2
	5	1	1.8	1.8	100.0
Total		55	100.0	100.0	

X1.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	20.0	20.0	20.0
	3	13	23.6	23.6	43.6
	4	26	47.3	47.3	90.9
	5	5	9.1	9.1	100.0
Total		55	100.0	100.0	

X1.2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	5.5	5.5	5.5
2	14	25.5	25.5	30.9
3	18	32.7	32.7	63.6
4	17	30.9	30.9	94.5
5	3	5.5	5.5	100.0
Total	55	100.0	100.0	

X1.3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	14.5	14.5	14.5
3	20	36.4	36.4	50.9
4	18	32.7	32.7	83.6
5	9	16.4	16.4	100.0
Total	55	100.0	100.0	

X1.3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	14.5	14.5	14.5
3	24	43.6	43.6	58.2
4	23	41.8	41.8	100.0
Total	55	100.0	100.0	

Varibel Off The Job Training (X2)

X2.1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	14.5	14.5	14.5
3	23	41.8	41.8	56.4
4	21	38.2	38.2	94.5
5	3	5.5	5.5	100.0
Total	55	100.0	100.0	

X2.1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	13	23.6	23.6	23.6
3	25	45.5	45.5	69.1
4	17	30.9	30.9	100.0
Total	55	100.0	100.0	

X2.2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	7.3	7.3	7.3
3	25	45.5	45.5	52.7
4	20	36.4	36.4	89.1
5	6	10.9	10.9	100.0
Total	55	100.0	100.0	

X2.2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	10	18.2	18.2	18.2
3	33	60.0	60.0	78.2
4	12	21.8	21.8	100.0
Total	55	100.0	100.0	

Varibel Kinerja Karyawan (Y)

Y.1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	23	41.8	41.8	41.8
4	30	54.5	54.5	96.4
5	2	3.6	3.6	100.0
Total	55	100.0	100.0	

Y.1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	28	50.9	50.9	52.7
4	24	43.6	43.6	96.4
5	2	3.6	3.6	100.0
Total	55	100.0	100.0	

Y.2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.8	1.8	1.8
3	27	49.1	49.1	50.9
4	26	47.3	47.3	98.2
5	1	1.8	1.8	100.0
Total	55	100.0	100.0	

Y.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.5	5.5	5.5
	3	38	69.1	69.1	74.5
	4	14	25.5	25.5	100.0
Total		55	100.0	100.0	

Y.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	41.8	41.8	41.8
	4	32	58.2	58.2	100.0
Total		55	100.0	100.0	

Y.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	43	78.2	78.2	78.2
	4	12	21.8	21.8	100.0
Total		55	100.0	100.0	

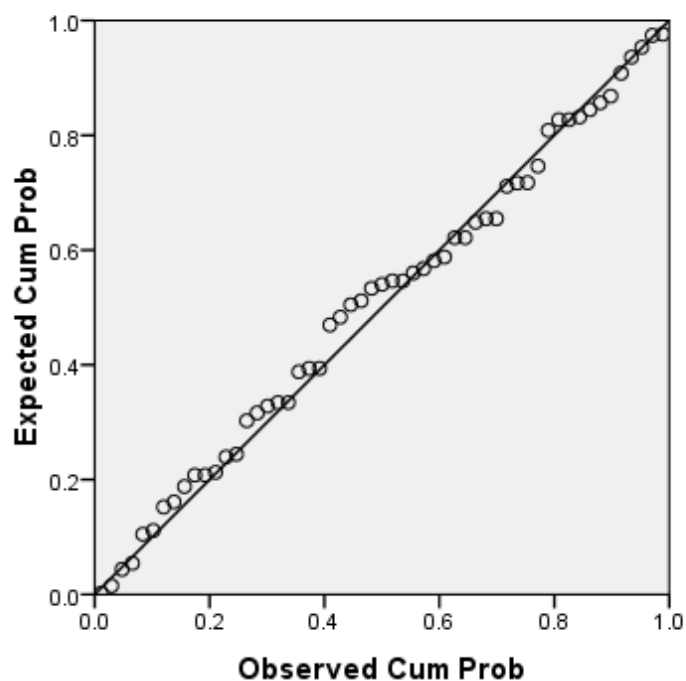


UJI ASUMSI KLASIK

Uji Normalitas

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Y_Kinerja.Karyawan



Tests of Normality

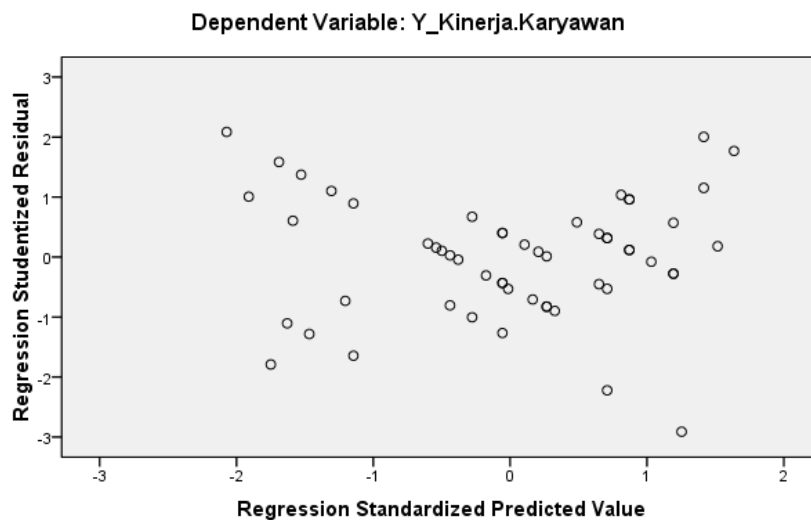
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unstandardized Residual	.069	55	.200 [*]	.986	55	.752

a. Lilliefors Significance Correction

*. This is a lower bound of the true significance.

Uji Heteroskedastisitas

Scatterplot



Nonparametric Correlations

[DataSet0]

Correlations

			X1_On.The. Job.Training	X2_Off.The. Job.Training	Unstandardiz ed Residual
Spearman's rho	X1_On.The.Job.Training	Correlation Coefficient	1.000	.841**	.076
		Sig. (2-tailed)		.000	.583
		N	55	55	55
	X2_Off.The.Job.Training	Correlation Coefficient	.841**	1.000	.062
		Sig. (2-tailed)	.000		.654
		N	55	55	55
	Unstandardized Residual	Correlation Coefficient	.076	.062	1.000
		Sig. (2-tailed)	.583	.654	
		N	55	55	55

**. Correlation is significant at the 0.01 level (2-tailed).

Uji Multikolinieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1_On.The.Job.Training	.284	3.525
	X2_Off.The.Job.Training	.284	3.525

a. Dependent Variable: Y_Kinerja.Karyawan

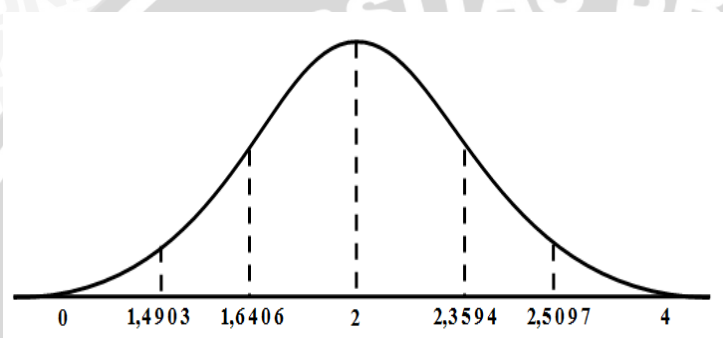
Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.773 ^a	.597	.582	1.211	2.036

a. Predictors: (Constant), X2_Off.The.Job.Training, X1_On.The.Job.Training

b. Dependent Variable: Y_Kinerja.Karyawan



Tabel Durbin Watson

n	k = 2	
	dL	dU
53	1,4797	1,6359
54	1,4851	1,6383
55	1,4903	1,6406
56	1,4954	1,643
57	1,5004	1,6452

ANALISIS REGRESI LINIER BERGANDA

Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.773 ^a	.597	.582	1.211

a. Predictors: (Constant), X2_Off.The.Job.Training, X1_On.The.Job.Training

b. Dependent Variable: Y_Kinerja.Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	112.990	2	56.495	38.548	.000 ^a
	Residual	76.210	52	1.466		
	Total	189.200	54			

a. Predictors: (Constant), X2_Off.The.Job.Training, X1_On.The.Job.Training

b. Dependent Variable: Y_Kinerja.Karyawan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.686	1.053		11.101	.000
	X1_On.The.Job.Training	.234	.086	.451	2.729	.009
	X2_Off.The.Job.Training	.320	.150	.353	2.136	.037

a. Dependent Variable: Y_Kinerja.Karyawan

