CORRELATIONS

/VARIABLES=x1.1 x1.2 x1.3 x1.4 x1.5 x1.6 x1.7 xtotal

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

# Correlations

**Notes**

|  |  |  |
| --- | --- | --- |
| Output Created |  | 07-OCT-2021 22:21:43  D:\UB\Business Research Method\Uji Validitas\Pengalaman (x1).sav  DataSet19  <none>  <none>  <none>  32  User-defined missing values are treated as missing.  Statistics for each pair of variables are based on all the cases with valid data for that pair.  CORRELATIONS  /VARIABLES=x1.1 x1.2 x1.3 x1.4  x1.5 x1.6 x1.7 xtotal  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE.  00:00:00,02  00:00:00,02 |
| Comments |  |
| Input | Data |
|  | Active Dataset |
|  | Filter |
|  | Weight |
|  | Split File |
|  | N of Rows in Working Data |
|  | File |
| Missing Value Handling | Definition of Missing |
|  | Cases Used |
| Syntax |  |
| Resources | Processor Time |
|  | Elapsed Time |

**Correlations**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | xtotal |
| x1.1 | Pearson Correlation | 1 | ,134 | ,481\*\* | ,361\* | ,421\* | ,551\*\* | ,715\*\* | ,752\*\* |
| Sig. (2-tailed) | |  | ,466 | ,005 | ,042 | ,016 | ,001 | ,000 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x1.2 | Pearson Correlation | ,134 | 1 | ,182 | ,680\*\* | ,520\*\* | ,104 | ,476\*\* | ,614\*\* |
| Sig. (2-tailed) | | ,466 |  | ,317 | ,000 | ,002 | ,571 | ,006 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x1.3 | Pearson Correlation | ,481\*\* | ,182 | 1 | ,088 | ,350\* | ,777\*\* | ,477\*\* | ,685\*\* |
| Sig. (2-tailed) | | ,005 | ,317 |  | ,634 | ,050 | ,000 | ,006 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x1.4 | Pearson Correlation | ,361\* | ,680\*\* | ,088 | 1 | ,397\* | ,138 | ,629\*\* | ,657\*\* |
| Sig. (2-tailed) | | ,042 | ,000 | ,634 |  | ,025 | ,451 | ,000 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x1.5 | Pearson Correlation | ,421\* | ,520\*\* | ,350\* | ,397\* | 1 | ,210 | ,493\*\* | ,682\*\* |
| Sig. (2-tailed) | | ,016 | ,002 | ,050 | ,025 |  | ,248 | ,004 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x1.6 | Pearson Correlation | ,551\*\* | ,104 | ,777\*\* | ,138 | ,210 | 1 | ,486\*\* | ,667\*\* |
| Sig. (2-tailed) | | ,001 | ,571 | ,000 | ,451 | ,248 |  | ,005 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x1.7 | Pearson Correlation Sig. (2-tailed)  N | ,715\*\*  ,000  32 | ,476\*\*  ,006  32 | ,477\*\*  ,006  32 | ,629\*\*  ,000  32 | ,493\*\*  ,004  32 | ,486\*\*  ,005  32 | 1  32 | ,876\*\*  ,000  32 |
| xtotal | Pearson Correlation Sig. (2-tailed)  N | ,752\*\*  ,000  32 | ,614\*\*  ,000  32 | ,685\*\*  ,000  32 | ,657\*\*  ,000  32 | ,682\*\*  ,000  32 | ,667\*\*  ,000  32 | ,876\*\*  ,000  32 | 1  32 |

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

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

DATASET ACTIVATE DataSet19.

SAVE OUTFILE='D:\UB\Business Research Method\Uji Validitas\Pengalaman(x1).sav'

/COMPRESSED. GET

FILE='D:\UB\Business Research Method\Uji Validitas\Pelatihan(x2).sav'.

DATASET NAME DataSet20 WINDOW=FRONT. DATASET ACTIVATE DataSet19.

RELIABILITY

/VARIABLES=x1.1 x1.2 x1.3 x1.4 x1.5 x1.6 x1.7

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

# Reliability

**Notes**

|  |  |  |
| --- | --- | --- |
| Output Created |  | 07-OCT-2021 22:22:44  D:\UB\Business Research Method\Uji Validitas\Pengalaman (x1).sav  DataSet19  <none>  <none>  <none>  32  User-defined missing values are treated as missing.  Statistics are based on all cases with valid data for all variables in the procedure.  RELIABILITY  /VARIABLES=x1.1 x1.2 x1.3 x1.4 x1.5 x1.6 x1.7  /SCALE('ALL VARIABLES') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL.  00:00:00,02  00:00:00,02 |
| Comments |  |
| Input | Data |
|  | Active Dataset |
|  | Filter |
|  | Weight |
|  | Split File |
|  | N of Rows in Working Data |
|  | File |
|  | Matrix Input |
| Missing Value Handling | Definition of Missing |
|  | Cases Used |
| Syntax |  |
| Resources | Processor Time |
|  | Elapsed Time |

# Scale: ALL VARIABLES

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 32 | 100,0 |
|  | Excludeda | 0 | ,0 |
|  | Total | 32 | 100,0 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,834 | 7 |

**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 | 25,4688 | 9,225 | ,639 | ,803 |
| x1.2 | 25,4688 | 10,064 | ,473 | ,828 |
| x1.3 | 25,5625 | 9,544 | ,551 | ,817 |
| x1.4 | 25,3750 | 9,919 | ,531 | ,820 |
| x1.5 | 25,4063 | 9,668 | ,553 | ,817 |
| x1.6 | 25,5313 | 9,741 | ,534 | ,819 |
| x1.7 | 25,5000 | 8,065 | ,799 | ,772 |

DATASET ACTIVATE DataSet20. CORRELATIONS

/VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2.6 x2.7 x2total

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

# Correlations

**Notes**

|  |  |  |
| --- | --- | --- |
| Output Created |  | 07-OCT-2021 22:23:08  D:\UB\Business Research Method\Uji Validitas\Pelatihan(x2). sav  DataSet20  <none>  <none>  <none>  32  User-defined missing values are treated as missing.  Statistics for each pair of variables are based on all the cases with valid data for that pair.  CORRELATIONS  /VARIABLES=x2.1 x2.2 x2.3 x2.4  x2.5 x2.6 x2.7 x2total  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE.  00:00:00,00  00:00:00,02 |
| Comments |  |
| Input | Data |
|  | Active Dataset |
|  | Filter |
|  | Weight |
|  | Split File |
|  | N of Rows in Working Data |
|  | File |
| Missing Value Handling | Definition of Missing |
|  | Cases Used |
| Syntax |  |
| Resources | Processor Time |
|  | Elapsed Time |

[DataSet20] D:\UB\Business Research Method\Uji Validitas\Pelatihan(x2).sav

**Correlations**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2total |
| x2.1 | Pearson Correlation | 1 | ,128 | ,529\*\* | ,311 | ,370\* | ,600\*\* | ,682\*\* | ,754\*\* |
| Sig. (2-tailed) | |  | ,483 | ,002 | ,083 | ,037 | ,000 | ,000 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x2.2 | Pearson Correlation | ,128 | 1 | ,181 | ,691\*\* | ,490\*\* | ,102 | ,435\* | ,612\*\* |
| Sig. (2-tailed) | | ,483 |  | ,322 | ,000 | ,004 | ,580 | ,013 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x2.3 | Pearson Correlation | ,529\*\* | ,181 | 1 | ,109 | ,292 | ,772\*\* | ,432\* | ,691\*\* |
| Sig. (2-tailed) | | ,002 | ,322 |  | ,553 | ,105 | ,000 | ,014 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x2.4 | Pearson Correlation | ,311 | ,691\*\* | ,109 | 1 | ,348 | ,157 | ,576\*\* | ,644\*\* |
| Sig. (2-tailed) | | ,083 | ,000 | ,553 |  | ,051 | ,390 | ,001 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x2.5 | Pearson Correlation | ,370\* | ,490\*\* | ,292 | ,348 | 1 | ,149 | ,470\*\* | ,642\*\* |
| Sig. (2-tailed) | | ,037 | ,004 | ,105 | ,051 |  | ,415 | ,007 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x2.6 | Pearson Correlation | ,600\*\* | ,102 | ,772\*\* | ,157 | ,149 | 1 | ,435\* | ,668\*\* |
| Sig. (2-tailed) | | ,000 | ,580 | ,000 | ,390 | ,415 |  | ,013 | ,000 |
| N | | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| x2.7 | Pearson Correlation Sig. (2-tailed)  N | ,682\*\*  ,000  32 | ,435\*  ,013  32 | ,432\*  ,014  32 | ,576\*\*  ,001  32 | ,470\*\*  ,007  32 | ,435\*  ,013  32 | 1  32 | ,838\*\*  ,000  32 |
| x2total | Pearson Correlation Sig. (2-tailed)  N | ,754\*\*  ,000  32 | ,612\*\*  ,000  32 | ,691\*\*  ,000  32 | ,644\*\*  ,000  32 | ,642\*\*  ,000  32 | ,668\*\*  ,000  32 | ,838\*\*  ,000  32 | 1  32 |

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

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

RELIABILITY

/VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2.6 x2.7

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

# Reliability

**Notes**

|  |  |  |
| --- | --- | --- |
| Output Created |  | 07-OCT-2021 22:25:01  D:\UB\Business Research Method\Uji Validitas\Pelatihan(x2). sav  DataSet20  <none>  <none>  <none>  32  User-defined missing values are treated as missing.  Statistics are based on all cases with valid data for all variables in the procedure.  RELIABILITY  /VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2.6 x2.7  /SCALE('ALL VARIABLES') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL.  00:00:00,00  00:00:00,00 |
| Comments |  |
| Input | Data |
|  | Active Dataset |
|  | Filter |
|  | Weight |
|  | Split File |
|  | N of Rows in Working Data |
|  | File |
|  | Matrix Input |
| Missing Value Handling | Definition of Missing |
|  | Cases Used |
| Syntax |  |
| Resources | Processor Time |
|  | Elapsed Time |

# Scale: ALL VARIABLES

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 32 | 100,0 |
|  | Excludeda | 0 | ,0 |
|  | Total | 32 | 100,0 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,821 | 7 |

**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 | 25,8750 | 8,435 | ,640 | ,784 |
| x2.2 | 25,9375 | 9,157 | ,461 | ,814 |
| x2.3 | 25,9688 | 8,676 | ,553 | ,799 |
| x2.4 | 25,7813 | 9,209 | ,516 | ,805 |
| x2.5 | 25,9063 | 8,991 | ,496 | ,809 |
| x2.6 | 25,9375 | 8,899 | ,531 | ,803 |
| x2.7 | 25,9063 | 7,701 | ,744 | ,763 |

GET

FILE='D:\UB\Business Research Method\Uji Validitas\Kinerja(y).sav'.

DATASET NAME DataSet21 WINDOW=FRONT. CORRELATIONS

/VARIABLES=y1 y2 y3 y4 y5 y6 y7 ytotal

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

# Correlations

**Notes**

|  |  |  |
| --- | --- | --- |
| Output Created |  | 07-OCT-2021 22:25:46  D:\UB\Business Research Method\Uji Validitas\Kinerja(y).sav  DataSet21  <none>  <none>  <none>  32  User-defined missing values are treated as missing.  Statistics for each pair of variables are based on all the cases with valid data for that pair.  CORRELATIONS  /VARIABLES=y1 y2 y3 y4 y5 y6 y7 ytotal  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE.  00:00:00,02  00:00:00,02 |
| Comments |  |
| Input | Data |
|  | Active Dataset |
|  | Filter |
|  | Weight |
|  | Split File |
|  | N of Rows in Working Data |
|  | File |
| Missing Value Handling | Definition of Missing |
|  | Cases Used |
| Syntax |  |
| Resources | Processor Time |
|  | Elapsed Time |

[DataSet21] D:\UB\Business Research Method\Uji Validitas\Kinerja(y).sav

**Correlations**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | y1 | y2 | y3 | y4 | y5 | y6 | y7 | ytotal |
| y1 Pearson Correlation | 1 | -,084 | ,138 | ,312 | ,420\* | ,361\* | ,524\*\* | ,635\*\* |
| Sig. (2-tailed) |  | ,647 | ,451 | ,082 | ,017 | ,042 | ,002 | ,000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| y2 Pearson Correlation | -,084 | 1 | ,254 | ,275 | ,235 | ,395\* | ,188 | ,530\*\* |
| Sig. (2-tailed) | ,647 |  | ,160 | ,128 | ,195 | ,025 | ,303 | ,002 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| y3 Pearson Correlation | ,138 | ,254 | 1 | -,040 | ,691\*\* | ,064 | ,416\* | ,603\*\* |
| Sig. (2-tailed) | ,451 | ,160 |  | ,827 | ,000 | ,727 | ,018 | ,000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| y4 Pearson Correlation | ,312 | ,275 | -,040 | 1 | ,048 | ,152 | ,179 | ,433\* |
| Sig. (2-tailed) | ,082 | ,128 | ,827 |  | ,795 | ,407 | ,327 | ,013 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| y5 Pearson Correlation | ,420\* | ,235 | ,691\*\* | ,048 | 1 | ,218 | ,603\*\* | ,772\*\* |
| Sig. (2-tailed) | ,017 | ,195 | ,000 | ,795 |  | ,231 | ,000 | ,000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| y6 Pearson Correlation | ,361\* | ,395\* | ,064 | ,152 | ,218 | 1 | ,090 | ,531\*\* |
| Sig. (2-tailed) | ,042 | ,025 | ,727 | ,407 | ,231 |  | ,626 | ,002 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| y7 Pearson Correlation | ,524\*\* | ,188 | ,416\* | ,179 | ,603\*\* | ,090 | 1 | ,721\*\* |
| Sig. (2-tailed) | ,002 | ,303 | ,018 | ,327 | ,000 | ,626 |  | ,000 |
| N | 32 | 32 | 32 | 32 | 32 | 32 | 32 | 32 |
| ytotal Pearson Correlation Sig. (2-tailed)  N | ,635\*\*  ,000  32 | ,530\*\*  ,002  32 | ,603\*\*  ,000  32 | ,433\*  ,013  32 | ,772\*\*  ,000  32 | ,531\*\*  ,002  32 | ,721\*\*  ,000  32 | 1  32 |

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

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

DATASET ACTIVATE DataSet20. DATASET ACTIVATE DataSet20.

SAVE OUTFILE='D:\UB\Business Research Method\Uji Validitas\Pelatihan(x2).sav'

/COMPRESSED.

DATASET ACTIVATE DataSet21. DATASET ACTIVATE DataSet21.

SAVE OUTFILE='D:\UB\Business Research Method\Uji Validitas\Kinerja(y).sav'

/COMPRESSED. RELIABILITY

/VARIABLES=y1 y2 y3 y4 y5 y6 y7

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

# Reliability

**Notes**

|  |  |  |
| --- | --- | --- |
| Output Created |  | 07-OCT-2021 22:27:29  D:\UB\Business Research Method\Uji Validitas\Kinerja(y).sav  DataSet21  <none>  <none>  <none>  32  User-defined missing values are treated as missing.  Statistics are based on all cases with valid data for all variables in the procedure.  RELIABILITY  /VARIABLES=y1 y2 y3 y4 y5 y6 y7  /SCALE('ALL VARIABLES') ALL  /MODEL=ALPHA  /SUMMARY=TOTAL.  00:00:00,00  00:00:00,02 |
| Comments |  |
| Input | Data |
|  | Active Dataset |
|  | Filter |
|  | Weight |
|  | Split File |
|  | N of Rows in Working Data |
|  | File |
|  | Matrix Input |
| Missing Value Handling | Definition of Missing |
|  | Cases Used |
| Syntax |  |
| Resources | Processor Time |
|  | Elapsed Time |

# Scale: ALL VARIABLES

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 32 | 100,0 |
|  | Excludeda | 0 | ,0 |
|  | Total | 32 | 100,0 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,716 | 7 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
| y1 | 26,5313 | 5,483 | ,451 | ,676 |
| y2 | 26,5625 | 5,867 | ,322 | ,709 |
| y3 | 26,4688 | 5,676 | ,425 | ,683 |
| y4 | 26,3750 | 6,306 | ,241 | ,723 |
| y5 | 26,4688 | 4,967 | ,637 | ,625 |
| y6 | 26,5313 | 5,934 | ,340 | ,703 |
| y7 | 26,5000 | 5,161 | ,566 | ,645 |

DATASET ACTIVATE DataSet15.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT y

/METHOD=ENTER x1 x2.

# Regression

**Notes**

|  |  |  |
| --- | --- | --- |
| Output Created |  | 07-OCT-2021 22:28:39  D:\UB\Business Research Method\Uji Validitas\Uji regresi.sav  DataSet15  <none>  <none>  <none>  32  User-defined missing values are treated as missing.  Statistics are based on cases with no missing values for any variable used.  REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT y  /METHOD=ENTER x1 x2.  00:00:00,00  00:00:00,01  2896 bytes  0 bytes |
| Comments |  |
| Input | Data |
|  | Active Dataset |
|  | Filter |
|  | Weight |
|  | Split File |
|  | N of Rows in Working Data |
|  | File |
| Missing Value Handling | Definition of Missing |
|  | Cases Used |
| Syntax |  |
| Resources | Processor Time |
|  | Elapsed Time |
|  | Memory Required |
|  | Additional Memory |
|  | Required for Residual Plots |

[DataSet15] D:\UB\Business Research Method\Uji Validitas\Uji regresi.sav

**Variables Entered/Removeda**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Pelatihan (x2),  Pengalaman  (x1)b | . | Enter |

1. Dependent Variable: Kinerja (y)
2. All requested variables entered.

**Model Summary**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,654a | ,428 | ,388 | 2,11521 |

a. Predictors: (Constant), Pelatihan (x2), Pengalaman (x1)

**ANOVAa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 96,970 | 2 | 48,485 | 10,837 | ,000b |
|  | Residual | 129,749 | 29 | 4,474 |  |  |
|  | Total | 226,719 | 31 |  |  |  |

1. Dependent Variable: Kinerja (y)
2. Predictors: (Constant), Pelatihan (x2), Pengalaman (x1)

**Coefficientsa**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 (Constant) | 26,342 | 3,462 |  | 7,609 | ,000 |
| Pengalaman (x1) | ,916 | ,198 | 1,199 | 4,632 | ,000 |
| Pelatihan (x2) | -,750 | ,206 | -,941 | -3,637 | ,001 |

a. Dependent Variable: Kinerja (y)